

To our customers, employees, shareholders and global partners:

LeMaitre is a leading global innovator of devices, implants, and services for the treatment of peripheral vascular disease, a condition that affects more than 200 million people worldwide. We develop, manufacture, and market disposable and implantable devices to address the needs of our core customer, the vascular surgeon. Founded by a vascular surgeon over 40 years ago, we are proud to provide surgeons with the solutions they need to diagnose and heal their patients. Our products have enabled healthcare professionals to treat millions of patients worldwide and we look forward to continuing to provide leading products and technologies that serve these stakeholders.

Along with improving patient health comes the responsibility to have a positive impact on the world we share. Our environmental, social and governance (ESG) strategy is fundamental to who we are as a company. Our organizational structure and culture align our ESG approach with our business model, strategy and values. We are proud to share these examples that demonstrate our commitment to embedding ESG strategies into our everyday practices:

- Since 2021, our main manufacturing facility in Burlington has been assessed and certified as meeting the requirements of the internationally recognized Medical Device Single Audit Program (MDSAP, ISO 13485). Our New Jersey facility has been ISO 13485 certified since 2014 and our Chicago tissue bank has been accredited by the American Association of Tissue Banking since 2015.
- We just launched a brand new, company-wide global Quality Policy. The essence of this new policy, “Quality Flows From our Family to Yours,” highlights the core of our business which is to provide vascular surgeons with superior products that save patient lives while emphasizing the critical role our employees play in this process.
- Further demonstrating our commitment to quality, in 2023, we sold over 600,000 product units across the globe and less than 0.15% were subject to product complaints.
- In regard to our dedicated workforce, of the approximately 600 diverse people who work at LeMaitre:
 - Globally, over half of our employees are female, and
 - Approximately 60% of our U.S. employee population are from a minority background.

ESG is at the core of how we serve all of our stakeholders, and how we measure and hold ourselves accountable in our operations, relationships, environmental practices and governance. We are proud of what we have achieved to date and look forward to enhancing these accomplishments to positively impact our customers, patients, employees and all of our global partners.


George W. LeMaitre
Chairman and Chief Executive Officer