



Social Impact & Sustainability Report 2023

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About Cook Medical

We are privately owned, which means we can look at the world in our own way and do what we feel passionate about.

What are we passionate about? That's simple: making unique, quality medical devices and connecting with people to improve lives on both sides of the device—patients and employees. Cook was founded on inventing, manufacturing, and delivering medical devices that give healthcare professionals what they need to get their patients back to living.

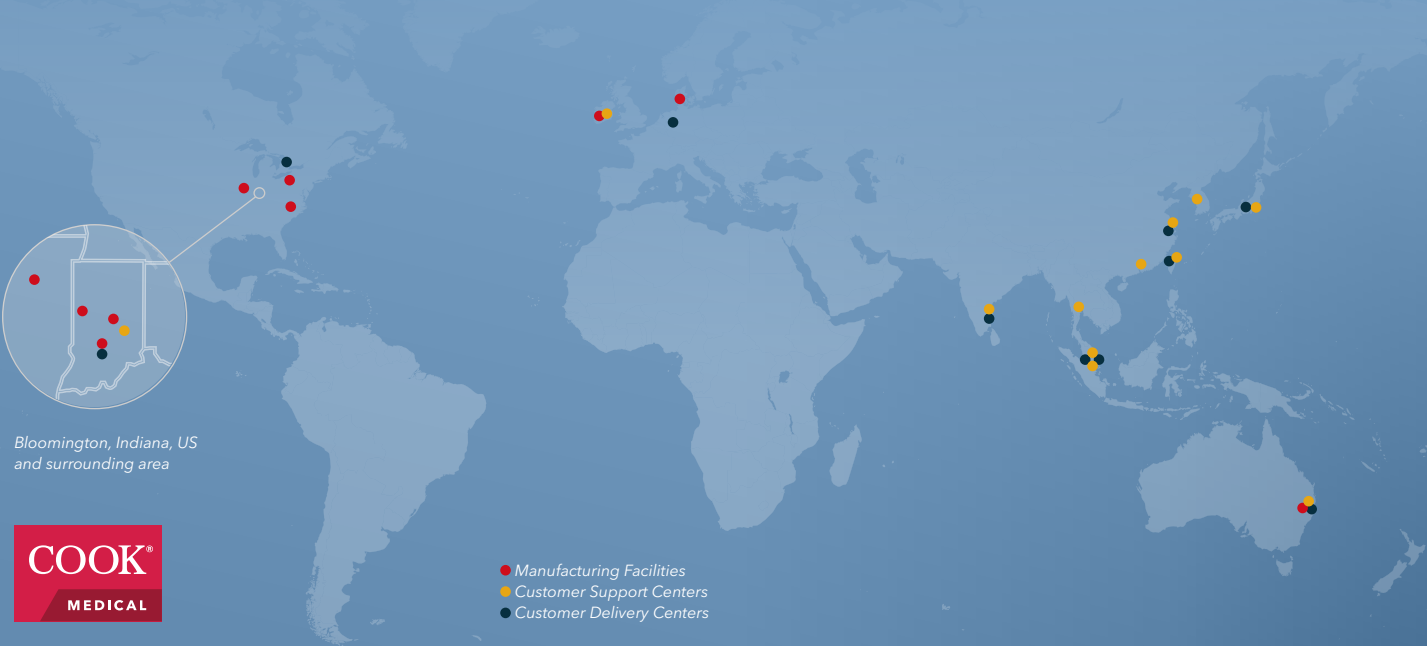
Our customers have a high expectation that their suppliers are going to innovate on a regular basis. We are focused on not only bringing new products to market but also keeping our existing products relevant to a changing healthcare landscape. We also recognize it's not just about great products but understanding customer needs and meeting those consistently.

Central to our focus on innovation is our belief in the importance of using our business to help people and

communities thrive. We understand that our ongoing success will come from creating inclusive, supportive, and healthy environments where we can prosper together.

We are proud of our history of innovative firsts and the impact we have on the lives of patients and in communities, and we are focused on increasing this impact around the globe. We remain strongly committed to our values, to the patients we serve, and to increasing our impact on the world in our unique Cook way.

We have our headquarters in Bloomington, Indiana, while also having manufacturing facilities in Winston-Salem, North Carolina; Vandergrift, Pennsylvania; Canton, Illinois; Bjæverskov, Denmark; Limerick, Ireland; and Brisbane, Australia.



10,000+
employees worldwide
13,900+
product SKUs in our portfolio globally
135
countries supplied with our products
15,650+
hospitals and clinics globally supported by Cook Medical
9
main manufacturing facilities around the world
36M+
products shipped annually from our distribution centers

About this report

This report looks back on the work accomplished by our teams, across all our locations, in social impact and sustainability in 2023. Previous reports from Cook Medical in this space were titled Corporate Social Responsibility (CSR) reports.

Our social impact initiatives provide tangible outcomes and improved opportunities for those who are disadvantaged in the communities in which we operate. Our sustainability goals focus on protecting and enhancing our local environments, as well as reducing our carbon footprint on the planet.

Our social impact and sustainability efforts will continue to go beyond philanthropy, volunteerism, and measuring environmental performance. We will use our core skills and resources as a way of doing good business and doing good in the world.

Our activities may vary by location, but together we are enhancing the health and quality of life for the people we work with and serve, protecting the environment, and enabling social development.

While this report captures the majority of our initiatives undertaken in 2023, it may not encompass all activities.



The United Nations General Assembly established the Sustainable Development Goals in 2015. The goals are a collection of 17 calls-to-action, which were formed with the intention of reducing poverty and inequality around the world. Many of the Sustainable Development Goals align with Cook Medical's priorities and ambitions for an equitable future. In this report, we will reference our alignment with the Sustainable Development Goals.



Messages from our leaders



Pete Yonkman

President, Cook Group
and Cook Medical

Being a privately-owned company means that we can look at the world in our own way and operate our business in alignment with our core values.

The Cook family asks us to do three things: make decisions in the best interest of patients, be a place where we are all proud to work, and be an active partner in making our communities better. The Cook family set an incredible standard over the last six decades, and helping individuals and communities reach their full potential is deeply embedded in our DNA.

When people do business with Cook, we want them to know that we have a unique portfolio of medical devices and that they're

doing business with a company that engages in meaningful social enterprise partnerships to make a measurable impact in the lives and communities where we live and work. We are not your typical company.

We believe that businesses are uniquely positioned to make a lasting impact, and we understand our obligation to use our resources, skills, and partnerships to elevate communities and the lives within them. We can serve patients, customers, communities, and the world best by operating in a manner that promotes employee well-being and respects fundamental human rights, social justice, and environmental sustainability throughout our supply chain.

This ties to our fundamental belief that is it possible to do good business while doing good in the world, too.

It's our responsibility to lead and set the example of how businesses can make the world healthier, safer, and more equitable. We do this considering the social impact of our actions, the environmental sustainability of our operations, and the impact our philanthropy, volunteerism, and innovative social enterprise partnerships.

The following report outlines all of the ways Cook is working to sustainably and responsibly operate our business while fulfilling our purpose to improve the lives of everyone we serve.

Pete

Messages from our leaders *(continued)*

In 2023, we strengthened our commitment to our Social Impact & Sustainability program by promoting Barry Slowey to vice president and chief sustainability officer. In his new appointment, Barry provides leadership and oversees the goals of Cook's Social Impact & Sustainability program across the organization. The program promotes sustainability in all areas of Cook's business and in the communities where we live, including partnerships with social enterprises, social standards compliance, and environmental sustainability.



Barry Slowey
Vice President and Chief Sustainability Officer, Cook Medical

I am delighted to take on the position of chief sustainability officer for Cook Medical. I am committed to building upon Cook Medical's strong foundation of ethical business practices and environmental stewardship.

A lot of great work has been done by the Cook teams around the world, and I look forward to driving more sustainability initiatives that align with the company's values and positively impact our global footprint.

Sustainability is not just a buzzword— it is a fundamental principle that must guide our actions as we navigate the complexities of the medical device industry. I will work

closely with our teams to ensure that sustainability remains at the forefront of our decision-making processes.

From reducing our carbon footprint and developing more environmentally sustainable products and packaging to advancing social equity and connecting with our communities, we have a unique opportunity to drive meaningful change and encourage others to follow suit.

Cook Medical is committed to making a positive impact, and I am looking forward to contributing to a more sustainable future for generations to come.

A handwritten signature in black ink that reads "Barry Slowey". The signature is written in a cursive, flowing style.



2023 Social Impact & Sustainability highlights

Recertified for ISO 14001 and 50001 in Ireland and recertified for ISO 14001 at Cook Winston-Salem and Denmark

Opened the Indy Fresh Market, a new full-service grocery store in a food desert in Indianapolis

Launched workforce housing initiative in Owen County, Indiana

Sponsored multiple community events, including Cook Medical Mini Marathon, Limerick; Hoosiers Outrun Cancer, Bloomington; and Beat-the-Heat, Winston-Salem

Strengthened Diversity, Equity, and Inclusion and introduced new Business Resource Groups

Continued focus to reduce scope 1 and scope 2 carbon emissions globally

A focus on the future



Our vision is to get back to what we were founded on: delivering a continuous stream of innovative new products and services to address unmet customer needs. Reaching this vision requires careful planning, a lot of hard work, and strategic choices, including a full review of our product portfolio to ensure a strategic fit for the future.

Our future focuses on Cook’s unique approach to invention, connection, people, and community.



Invention: Innovation that benefits patients is what drives us, and it always has. We connect with and listen to healthcare professionals to identify unmet needs and use our expertise to imagine new solutions. This innovative spirit and relentless focus drives everyone at Cook towards the shared goal of getting patients back to living.



Connection: We believe two-way understanding is vital for advancing patient care. We value the relationships that built our company, from those that help us design the future of healthcare to those that deliver the best patient care every day. We know that the future lies in creating a customer-centric environment through listening and understanding. Whether in person, virtually, or through on-demand content, we’re here whenever and however you need us.



People: Our people are our greatest asset and are at the heart of everything we do. Bill Cook used to say, “If you take care of the company, the company will take care of you.” We are determined to create an inclusive and supportive environment that allows everyone to reach their full potential within Cook. We provide resources and benefits to help our employees achieve their personal and professional goals while actively working to remove any barriers that stand in their way.



Community: If our communities are not healthy, we are not healthy. Companies play a vital role in building strong, healthy, and sustainable communities for the future. We can be a successful business while using our time, resources, and expertise to help solve the problems that are holding communities back. It’s what we call doing good business while doing good in the community. We know this looks different in communities across the globe, but we are making an impact everywhere we operate in our unique Cook way.

As we continue to strengthen our Social Impact & Sustainability program, leveraging new opportunities to have a positive impact on the environment and the community, we will be guided by our vision.

Community engagement

Social impact and sustainability are complex areas that touch every part of our business. To ensure we have a meaningful impact, we have three focus areas: **community engagement, social impact, and environmental sustainability.**

*If our communities
are not healthy,
we are not healthy.*

When people do business with Cook, we want them to know that we have a unique portfolio of medical devices. We also want them to know that they are doing business with a company that understands its obligations to be an active partner in making our communities better. We're not your typical company.

We believe that it's the responsibility of all businesses, not just Cook, to use our resources, skills, and opportunities to elevate the communities that we operate in by being actively engaged. It ties into our fundamental belief that it is possible to do good business and do good in the community, too.

We have three focus areas under community engagement:

COMMERCIAL
SERVICES

COOK
MEDICAL

Strategic social enterprise partnerships

Being privately owned, we can look at the world in our own way and do what we feel passionate about. We get to run our business in alignment with our values, and we believe that everyone deserves equitable opportunities to reach their full potential.

What can a family-owned company do to help someone reach their full potential? As a company, we can use our core business to remove barriers that get in the way of upward mobility.

But we can't do it alone. Long-lasting, sustainable change is a collective effort of everyone in the community. This is why we create positive social and environmental impact by collaborating with social enterprise partners.

A social enterprise partner can be a nonprofit, a for-profit organization, a government agency, or a hybrid entity.

Cook engages social enterprise partners that share a common vision and mission to create meaningful, life-changing impact in the communities where we live and work.

A social enterprise partnership is not a one-time transaction or an agreement with a passive supporter but the development of a long-term ally and a co-creator of social value. A strategic social enterprise partner can help a social enterprise achieve its full potential and maximize its social impact.

While our most noted community impact projects have been developed near our headquarters in Bloomington, our deep connections can be seen in Cook communities all over the world.

As we progress towards our vision for the future, we will continue developing even more strategic partnerships and use our core business to create positive change.





▲ Workforce housing initiative



▲ 38th and Sheridan



▲ Stone Belt

Making an impact through partnerships

Stone Belt Bloomington, Indiana

Many years ago, an individual approached Bill Cook and expressed that they wished a family member with special needs could have an opportunity to work at Cook. Recognizing that a person with a physical or mental disability would have challenges working in one of our facilities, Bill Cook sought out a partnership with Stone Belt to find a solution.

Today, Stone Belt and Cook have worked together to deliver life-saving technology to patients for over four decades. Established in 1959, Stone Belt provides resources and support for individuals with disabilities. The nonprofit's clients provide production support for Cook Inc. Stone Belt clients manufacture approximately 5 million medical device supplies for Cook every year.

Goodwill Commercial Services Bloomington, Indiana

In 2018, Cook transferred work from Cook Inc. to a Goodwill Commercial Services facility in Bloomington that is focused on hiring individuals who are transitioning out of the prison system or have physical disabilities. The facility

has 70 employees, and they produce subassembly parts for our multi-lumen catheters, drainage catheters, and trocar needles.

38th and Sheridan Indianapolis, Indiana

Northeast Indianapolis has neighborhoods with some of the highest levels of unemployment and poverty in the state. To help address some of the challenges this community is facing, Cook Medical, Goodwill, The Indianapolis Foundation, IMPACT Central Indiana, and the United Northeast Community Development Corporation partnered on a unique project. Through this partnership, a new manufacturing facility has been built in this neighborhood and will bring 100 jobs to the community that are geared towards long-term employment and career fulfillment. This facility achieved its goal to use 100% minority-owned contractors to construct the building.

Indy Fresh Market Devington, Indianapolis, Indiana

To support the local community at 38th and Sheridan, which is considered a food desert, we expanded this project to include a new grocery store.

In October 2023, the Indy Fresh Market, a new full-service grocery store in the Devington neighborhood in Indianapolis, officially opened. It will help fill a vital gap in the infrastructure of this area and provide fresh, healthy food options to the employees and families of the new manufacturing facility and the community.

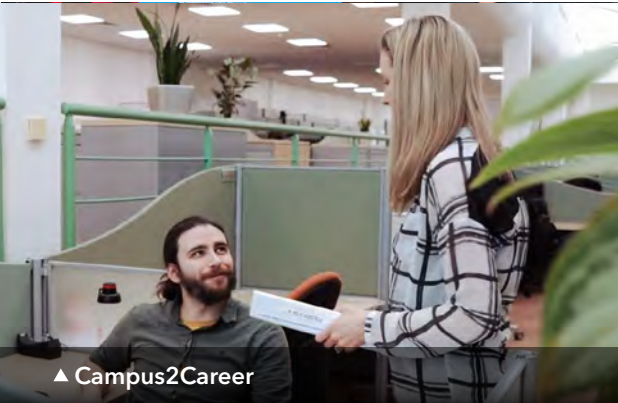
Workforce housing initiative Owen County, Indiana

In 2022, we announced an initiative to build 300 homes across south-central Indiana to address the critical need for workforce housing. Cook employees will have first access to the homes in Owen County followed by other interested home buyers. We believe in making our communities stronger and investing in workforce housing is one way we will continue to help our employees and communities reach their full potential, including a dream of home ownership. The first 14 houses were completed and occupied by August 2023.



Stride Coalition Bloomington, Indiana

Cook co-founded the Stride Coalition and helped raise 2 million dollars for the opening of the Stride Center in Bloomington, Indiana. The Stride Center, founded in 2020, works to deescalate crises for people experiencing substance use or a mental health crisis. The center focuses on connecting guests with care, support, and community resources to provide alternatives to hospitalization or imprisonment. To date, the Stride Center has hosted 2,053 individual visits.



Multicap Limited Brisbane, Australia

Cook Medical Australia partners with Multicap Limited to provide employment opportunities for people with disabilities through their Work Readiness and Employment pathway program. We began by employing two people on-site in supported positions on a part-time basis in 2021, both of whom are now with us full time.



Campus2Career Limerick, Ireland

Campus2Career is a 12-week program for graduates with disabilities. In partnership with the Rehab Group, it provides mentoring, on the job training, practical experience, and the support that the participants require to succeed.

The graduates join Cook after finishing college and take up the 12-week placement in the area closest to their education, such as finance, engineering, quality, HR, customer support and delivery, communications, IT, research & development, and facilities.

Glad Teknik Bjæverskov, Denmark

We began a new partnership with Glad Teknik in Denmark to support the work they do, while integrating them into how we operate. Glad Teknik is an IT repair shop, employing 40 people with disabilities. They have become our official Apple repair partner for Cook Denmark. Glad Teknik was chosen because of its view on employing people who are able and skilled, but due to a specific

diagnosis, like autism, may have a hard time finding employment.

Progressive Workshop of Armstrong County Vandergrift, Pennsylvania

At Cook Vandergrift we established a partnership with Progressive Workshop of Armstrong County (PWAC), which provides training and employment opportunities for adults with intellectual, physical, and/or emotional disabilities. What began as an on-site document destruction project for the clients of PWAC progressed to light manufacturing tasks. To further the partnership, PWAC created a dedicated clean room in their facility where their clients can continue light manufacturing work for Cook Medical.





Philanthropy

We continue to work with local and national nonprofit organizations to give back and make a difference in people's lives around the world. We believe in being an active partner in making our communities better.

In all our sites around the world, we give back to our communities through volunteer opportunities and projects. We believe in making our communities stronger by sharing our time, skills, and resources.





▲ Community award

We won Best Contribution to the Community Award at the Limerick Chamber Regional Business Awards in Ireland for our work within the community, including our Campus2Career program, charity partnerships, and other meaningful initiatives.



▲ Stepping Stones

Also in Ireland, we finished a successful charity partnership with Limerick Suicide Watch, raising €16,000 for the purchase of life-saving equipment. We also officially opened a brand-new art therapy studio for Novas Ireland, following the completion of an earlier partnership.

In Singapore, we partnered with Trampoline, an organisation that connects their youth clients with job training, higher education, and a supportive community. We hosted two events where local children engaged with Cook employees to share their experiences.



▲ Ukrainian refugees collaboration

Cook China began a new relationship with Stepping Stones, an organization that seeks to improve the education and general welfare of disadvantaged children. We co-hosted three activities with 39 children and 24 Cook employees.

Our team at Cook Research, Inc. raised \$3,000 for Food Finders Blue Jean Ball fundraiser and \$3,000 for Hunger Hike.

Cook Medical Korea employees raised money and donated presents to children with disabilities accessing the services of Eastern Social Welfare Society.

Cook Winston-Salem held a silent auction with proceeds going to Second Harvest Food Bank of Northwest NC.

Several employees in Winston-Salem are members of the Winston Under 40 board, which impacts the decisions being made throughout the community.

In 2023, together with 21 other organizations, Cook Japan registered with the Nakano SDGs Partner System, a new initiative that encourages organizations to solve regional issues together.

Cook Denmark, in collaboration with the Danish Refugee Council, hosted an information session for Ukrainian refugees to give them an insight into the company.

Cook Hong Kong worked with numerous local organizations, Psychiatric

Rehabilitation Association, NLPRA Arts with the Disabled Association, Children's Cancer Foundation, and Food Angel to support vulnerable communities.

We expanded our community engagement in Australia to include reconciliation to strengthen the understanding and appreciation of Aboriginal and Torres Strait Islander peoples' cultures, history, and diversity. In Australia, we also supported Sunny Futures Program, which helps transition local youth and family members into employment and/or further education.



▲ Novas art studio opening

Healthy communities

We are proud to sponsor the Hoosiers Outrun Cancer event, held in Bloomington, which raises funds for cancer research and support programs for people with cancer. This year's event hosted 3,882 participants.

For the past 6 years, Cook has been proud to be the lead sponsor of Beat-the-Heat in Winston-Salem, which encourages families to be active and live a healthy lifestyle.

In 2022, the Cook Medical Mini Marathon in Ireland changed from a women's event to an all-inclusive race, welcoming everyone to come together and have fun while exercising.



MINI MARATHON

3,000 PEOPLE

€36,000

for local and national charities

In Denmark, we took part in the Stafet for Livet (relay for life), which is a 24-hour relay run, an event focusing on celebrating

life and thinking of those we miss and bringing hope to those who are fighting cancer.

Several Cook employees in Denmark hiked as part of the 'March Against Loneliness', and more employees stood ready to greet them with food and water when the group passed by Cook Medical on August 19.

Cook Medical is proud to sponsor the Indy Health Net mobile clinic, a vehicle that visits underserved communities and elevates the health of people in Morgan, Monroe, and Marion counties.

We offered employees opportunities to take part in blood drives in Winston-Salem, Cook Research, Inc., Ireland, Vandergrift, and Singapore.

We supported 'Movember' in Australia to raise awareness about mental health and suicide prevention, prostate cancer, and testicular cancer.

We held awareness days in Ireland for bowel cancer and raised money for Mid-Western Cancer Society.

We participated in the national Knæk Cancer (Fight Against Cancer) fund-raising program for the fourth time in Denmark, donating a total of €5,000.



▲ Blood bank



▲ March Against Loneliness



▲ Cook Medical Mini Marathon

Employees give back

Food drives



COOK JAPAN

227 kg of food was donated by employees.

COOK RESEARCH, INC.

Employees contributed to **over 30,000 kg of food** for Lafayette Urban Ministry's (LUM) food preparation services, Food Finders.

ELLETTSVILLE, INDIANA

1,000 food items were donated to Pantry 279.

COOK MEDICAL KOREA

20+ boxes of ramen and rice were collected for local families.



COOK INC. BLOOMINGTON

555 hours were volunteered at over 45 of Hoosier Hills Food Pantry food distribution services.



▲ Food Finders, volunteering night



▲ Cook Korea team member preparing the food boxes



▲ LUM meal preparation team



Employees give back

Donations drives

As with many things at Cook, we strive to bring that spirit of support into the communities where we live and work, upholding our value of giving back.

3,000

menstrual hygiene items donated to I Support the Girls, Bloomington

\$13,000+

worth of office supplies and furniture donated to local schools and Habitat for Humanity in Bloomington

188 kg

of pre-loved goods donated to charity from Cook Malaysia

10+ boxes

of much-needed supplies donated by employees in Ireland for those impacted by the war in Ukraine and the earthquakes in Syria and Turkey

We held other donation drives globally, including first aid materials and supplies in Bloomington to assist communities in the Philippines. Excess office supplies were donated to Goodwill and Habitat for Humanity ReStore in Winston-Salem.

Cook Research, Inc., collected hygiene products for a local homeless shelter and donated old cell phones and laptops to charities, and we held a toy drive for the Owen County Alliance in Spencer. Cook China donated used PCs to support Green IT classrooms. Cook Thailand employees donated their clothes, shoes, and unused laptops and paper to the Mirror Foundation.



▲ I Support the Girls donation drive



Employees give back

Supporting others during the holidays

Employees at Park 48, Ellettsville, Winston-Salem, and the North America Distribution Center celebrated a long-standing Cook tradition of having a Thanksgiving feast while raising money for the community. In 2023, \$9,383.90 was raised for Wheeler Mission, a homeless shelter in Bloomington, Indiana.

In Ireland, for a fourth consecutive year, we sponsored Milford Hospice's Light up a Memory, an event that allows us to remember loved ones who are no longer with us.

Cook Canton raised money at Christmas by selling tickets to employees for the chance of pushing a pie in the face of leaders who volunteered.

We take part in various giving-tree initiatives to buy gifts for children in the community, including Adopt an Angel trees in Vandergrift and Canton, a Salvation Army tree at Cook Research, Inc., and St Vincent DePaul in Ireland.

In December, Cook Research, Inc., also hosted a Wrap-a-thon to collect donations for the Indiana Veterans Home.

For a third consecutive year, Cook Thailand has held a Christmas fundraising initiative in aid of The Foundation of Slum Childcare.

Cook Medical became a Christmas sponsor for the Danish Red Cross Youth, supporting children and young people in need.

On December 12, Cook Medical in Denmark celebrated Lucia Day with a visit from ten children, from Kindergarten Væksthuset, who performed a traditional Santa Lucia parade.

Cook Denmark's Christmas tree lighting event at Cook Common was a heartwarming celebration that brought together approximately 350 guests from the local community of Bjæverskov.



▲ Wrap-a-thon donations



▲ St Vincent DePaul giving-tree



▲ Thanksgiving celebrations



▲ Canton giving-tree initiative



▲ Christmas tree lighting



▲ Lucia Day parade

STEM (science, technology, engineering, and math) support

Across our sites, we work with local schools and community groups to educate students about STEM subjects and encourage them to consider further study and future careers in STEM-related industries.

We took part in the BT Young Scientist & Technology Exhibition in Dublin, which allows us to introduce the students of Ireland to the world of medical devices

and what it's like to work as an engineer or in the science lab at Cook Medical. Our team in Ireland also visited schools to showcase engineering, hosted an interactive Transition Year program, and donated unwanted LEGO bricks for a local school's STEM project.

Our team in Australia attended the Biomedical Industry and Research Showcase event in Brisbane to speak with

engineering students interested in the medical and biomedical fields.

In Winston-Salem, we donated books throughout the year to local schools and read to students during lunch hours.

The Bill Gibbons Memorial Scholarship was started in memory of Bill Gibbons, our late president of Cook Winston-Salem, after his tragic passing due to a

plane crash in October 2015. Each year, an eligible student at the North Carolina State College of Engineering receives this scholarship to help minimize the financial burden during their path to graduation.

In Vandergrift, we gave two scholarships to local high school seniors for their work in community engagement.



▲ BT Young Scientist & Technology Exhibition in Dublin



▲ Cook Medical visit in local school



▲ Hong Kong Food Angel



▲ MidWest Simon Community



▲ Coffee Brigade

Volunteerism

The American Bar Association's (ABA) Standing Committee on Pro Bono and Public Service recognized Cook Group's legal team as a 2022 Pro Bono Leader for extraordinary pro bono services through ABA Free Legal Answers. Cook's Legal team was recognized for answering 173 civil legal questions for those in need on ABA Free Legal Answers in 2022. In 2023, our team answered a further 136 civil legal questions.

Our team in Bloomington volunteered over 416 hours for Habitat for Humanity, working on 4 homes in 2023 for families in need.

Cook employees and their families volunteered 555 hours with Hoosier Hills Food Pantry.

Cook employees at Cook Research, Inc., worked with Lafayette Adult Reading Academy to tutor new students or English conversation circles for advanced students. Through a local organization, Food Finders, the team also contributed 260 volunteer hours.

Cook Hong Kong began collaborating with Time Auction, a volunteering platform that encourages volunteering, and volunteered 108 hours.

Cook India supported a local school by building a washroom for them. They also invited local youths to take part in a sharing session for skills development.

Cook Taiwan employees helped out at Angel Heart Foundation's family day.

Cook China employees participated in a special volunteering activity with students from Stepping Stones' Sunflower Teaching Site. Cook China employees also took time out of their day to assist the visually impaired on a walk in a local garden.

We continued to support our community partners in Australia, Sunnybank High School, Coffee Brigade, and Basket Buddies with volunteering efforts.

In Ireland, we had volunteer days with Limerick Animal Welfare, Mid-West Simon Community, Novas, Milford Hospice, and ADAPT Domestic Abuse Services.



Examples of some organizations Cook worked with in 2023



Social impact

We are guided by our core values. Foundational to our actions is the principle of treating others with respect. We believe the world needs more companies who understand and use their potential to create positive social impact through the way they operate.

Respecting others involves supporting the well-being of our employees and elevating our communities.

To that end, we endeavour to help all our employees reach their personal and professional goals.

Furthermore, labor and social standards compliance is paramount, and Cook strives to ensure that its actions do not harm fundamental human rights in our supply chain. Our success is built on great people accomplishing great things together.

We are aware that our actions have a social impact in the world, so we are intentional in our efforts in these areas:

- ▶ anti-bribery / anti-corruption
- ▶ data privacy
- ▶ trade compliance
- ▶ prevention of modern slavery
- ▶ conflict minerals compliance
- ▶ diversity, equity and inclusion
- ▶ fair labor practices
- ▶ employee well-being



My Cook Pathway, our employee support program, was created to remove the barriers that can get in the way of reaching our personal and professional goals. The program connects employees to resources for education and well-being, while also creating opportunities for growth and development.



Employee development

Following employee feedback, we've introduced our job architecture framework across the entire company, giving our employees clarity about career levels at Cook and information about career paths across the organization.

We launched Individual Development Plans (IDPs) through our internal career portal, giving employees encouragement and support in their professional development, to help them grow and achieve what they want to achieve.

We expanded VOICE (valuable opportunities in career experiences), a job-shadowing program for career development of underrepresented, emerging, and experienced leaders by providing exposure to roles, business functions, and projects.

We ran a successful Emerging Leaders program and a Cook Medical Leadership program for people managers in Ireland, while in Australia, we completed the LEAD@Cook Leadership program

for people managers, to lead and communicate with their teams more effectively.

In Denmark, we're working continuously to improve our leadership on all levels. We believe that by developing and empowering people, we're creating a work environment where decisions can be made close to action, where we all work together - taking charge and working more efficiently.

We have buddy programs at many of our sites to support new employees as they join the company to ensure they are set up for success.

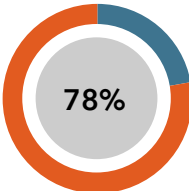
Five employees took part in the Medical Technology Association of Australia (MTAA) Mentoring Program to share advice, knowledge, and experiences with mentees.

Employee well-being

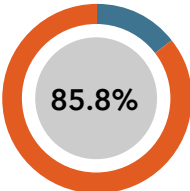
Well-being survey

We launched our first-ever well-being survey in 2023 to better understand the needs of our employees and to offer support and resources.

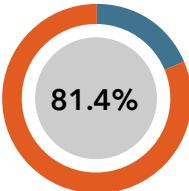
Global well-being survey results



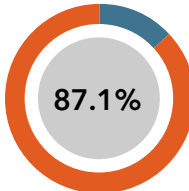
Percentage of our employees who feel they have a good quality of life



Percentage of our employees who believe a diverse group of people works well together



Percentage of our employees who feel they are treated with respect at work



Percentage of our employees who agree with the statement, "I like my coworkers."

Well-being initiatives

We dedicated space in our office in Australia for wellness and prayers. The new Wellness Room can be used for meditation or quiet reflection, as a mother's room, or for on-site physio consultations. The Prayer Room can be used for prayer or meditation and embodies diversity and inclusion by incorporating an ablution area.

In Denmark, we launched a new free flu-shot program for all employees.

We celebrated and promoted Australia's National RU OK? Day by hosting talks, team check ins, information, and mindfulness sessions.

We held manager mental health workshops in Ireland to educate on mental well-being and how to provide support to employees.

In partnership with the WLPD, Cook Research, Inc., holds self-defense classes annually for female employees and female spouses and daughters of employees.

Cook Hong Kong's WELL certification has been renewed at the Silver level, recognizing the office environment as one that promotes employee wellness.

Cook India achieved Great Place To Work certification in 2022 and 2023.



▲ Self-defense class



▲ India office



Enhanced employee benefits

In Ireland, we introduced an option for employees to reduce to a 4-day working week for up to 12 months prior to their retirement and the option to remain in service for up to 12 months post-retirement age. We also made changes to our death in-service benefit, increasing the benefit for employees with no dependents.

In Australia, we updated and, in some cases, created new employee policies to align with government changes for Family and Domestic Violence Leave, Parental Leave and Flexible Working Arrangements and Grievance and Discrimination, Bullying and Sexual Harassment.

Employee engagement

Across all our sites we continue to maintain and foster our Cook culture by encouraging employee engagement at different events, key holidays, and celebrations.

During the summer we hosted several events across the Cook globe, including a 6-week long series in Ireland, summer picnics in Vandergrift, Cook Common get-togethers in Denmark, and local food trucks and games at Cook Inc., Bloomington.

We celebrated Pride Month to acknowledge the history of Pride and

show support for employees who identify in the community. We also marched in the Limerick Pride Parade.

Other initiatives where our employees had opportunities to participate included, Vandergrift's Star Wars Day and family Halloween Trunk or Treat and Nearly Friday social offerings in Denmark.

We held Continuous Improvement learning events in Ireland and Australia, where employees could learn more about the problem-solving activities and improvements made in different areas across the company. Continuous

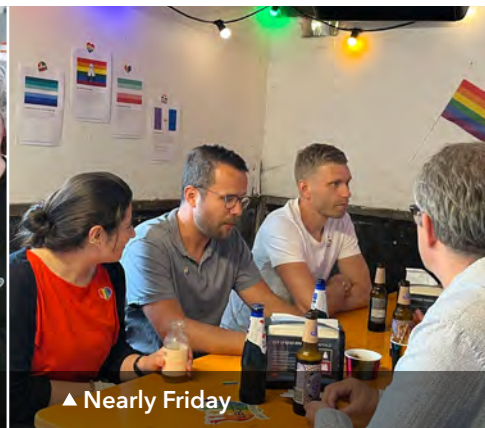
Improvement is about making small, meaningful improvements every day.

We celebrated a global Data Protection and Privacy Week where employees learned about personal data, what it means at Cook, and how we are Protecting Data Together.

We launched the first ever Cook Medical employee app, which aims to connect all our employees globally. It's simple to use with easy access to up-to-date company, social, and health and wellness news.



▲ Star Wars Day



▲ Nearly Friday



▲ Summer Series—willow weaving

Diversity, Equity, and Inclusion (DEI)

Diversity is about acknowledging and celebrating who we are as individuals. At Cook, we strive for full participation from all our employees, of every sex, gender identity, race, age, sexual orientation, pregnancy status, national origin, religious affiliation, veteran status, ability, political belief, and class. We know that a diverse workforce provides our teams with a wide range of experience, knowledge, and strengths. We value a diverse cross-section of thoughts and opinions to ensure our company culture stays balanced and strong.

But we understand that just welcoming diversity isn't enough; we must always be inclusive in everything that we do. We must ensure that who you are, where you are from, and what path you took to get you here doesn't impact your path moving forward and upward at Cook.

In all aspects of our work at Cook Medical, no matter what location or facility, we want to ensure DEI is embedded in everything we do, including our Social Impact & Sustainability initiatives and priorities. It's important for everyone to play their part and embrace a positive DEI culture.



Elevate Pledge

Together with nearly 50 other businesses in Ireland, we signed the Business in the Community Elevate Pledge, which aims to demonstrate our commitment to building truly inclusive workplaces and supporting the broader values of inclusion, equality, and opportunity in Irish society.





▲ BRG group



▲ Free menstrual products

Gender equality

We published our Gender Pay Gap Report for 2023 in Ireland, which requires organizations to report on their gender pay gap across a range of metrics. We welcomed the introduction of these reports in 2022, under new legislation, and recognize their importance for highlighting any gender imbalances in the workplace.

We held 10 places in the Women in Technology mentoring program in Australia that pairs individuals with STEM leaders who will guide them to identify the challenges, opportunities, and motivations unique to them.

We launched a new podcast, *She Means Business*, in Australia, which provides a place for women and femme-presenting folks to uplift their voices and focus on discussing important topics and sharing stories. We also kicked off the Women in Leadership program with external development programs in Australia.

We introduced free menstrual hygiene products for our employees in Ireland in 2023.

Business Resource Groups

We want everyone at Cook to feel engaged, included, and heard. With a company our size, we know it is imperative that we provide opportunities for employees to voice their concerns and to be part of the solution. Business Resource Groups (BRG) are employee-led, Cook-sponsored groups that have two goals: provide a safe space for everyone at Cook and influence the business with a viewpoint inclusive of all. We currently have BRGs in the following areas:



Whether employees are a member or an ally, everyone is welcomed.

We further expanded our DEI program through the following initiatives:

- ▶ Led and supported conversations about neurodiversity and inclusive leadership at Cook Medical executive level and beyond.
- ▶ Partnered with Ethics & Compliance to create DEI-focused toolkits.
- ▶ Maintained unconscious bias training.
- ▶ Launched "What is DEI?" training to all Cook Medical employees, with 92% completion.
- ▶ Launched the global Veterans BRG.

Human rights responsibility statement

It is Cook policy to comply with the laws and regulations applicable to Cook business activities around the world. The Cook value statement in our Code of Conduct addresses our corporate citizenship goals, which include serving as a corporate role model for the betterment of society by being a sensitive employer, being a contributor to the communities where we reside, and acting with the highest integrity in business dealings.

Cook has a comprehensive global Ethics & Compliance program and a Global Labour Standards Policy and is committed to ensuring that our global

operations comply with our own internal policies relating to human rights and with any legal requirements, such as the California Transparency in Supply Chains Act and the U.K. Modern Slavery Act 2015 where applicable.

Cook continually improves its processes of verification, audit, certification, internal accountability, and training to assess and ensure that suppliers comply with Cook's human rights responsibility goals. We engage third-party providers to help us with our efforts to ensure continuous improvement in this area while retaining management of internal controls and training.

Supplier diversity

Cook Medical is committed to working with small and diverse businesses that share in the vision of pioneering innovative solutions to enhance patient care worldwide.

At Cook, we believe that it is our responsibility not only to do good business, but to do good while doing it. Our supplier diversity program is just one of the ways we are working to make sure our business practices reflect our commitment to equality and equity.

Conflict minerals

Conflict minerals include tin, tantalum, tungsten, and gold mined in the Democratic Republic of the Congo (DRC) and adjoining countries. As part of our **Supplier Code of Conduct** we have the following requirements:

- ▶ Supplier must disclose the use of conflict minerals in products it manufactures or contracts to manufacture, if the minerals are necessary to the functionality or production of the product.
- ▶ Supplier must source conflict minerals in accordance with applicable laws and regulations.
- ▶ Supplier must conduct the appropriate due diligence within its supply chain to determine the origin of the conflict materials.



Environmental sustainability

We are dedicated to making sustainable choices across our organization to protect our environment by reducing our carbon footprint and achieving impactful environmental goals. We have three priority areas:

Climate mitigation:

Reduce the emission of greenhouse gases (GHG), improving energy efficiency and use of renewable energy sources in our operations and supply chain, building resilient infrastructure, protecting and enhancing natural habitats, and promoting sustainable practices across the business.

Product and packaging sustainability:

Generate responsible environmental impact of products and packaging from production through use and end-of-life or

reuse. Impacts include life cycle effect on the environment, minimizing the effect of hazardous materials, etc.

Responsible material use:

Increase our understanding of how our materials, supply chain, and product life cycle impacts will empower us to make better material choices for the health of patients and the planet. We strive to design and deliver lifesaving products to patients and to minimize environmental externalities that occur during the manufacturing and delivery process.



Climate mitigation

ISO Certification

The International Organization for Standardization (ISO) standards are designed to set up requirements that demonstrate core competencies in a variety of subjects related to manufacturing

products, services, and systems. For example, a company can achieve ISO 14001 certification for their environmental management system's ability to minimize negative environmental impact.

Cook Ireland	Achieved ISO 14001 and ISO 50001 (energy efficiency) Certifications	November 2019
Cook Denmark	Achieved ISO 14001 Certification	March 2020
Cook in Europe (16 Countries)	Expected ISO 14001 Certification	2024
Cook Winston-Salem	Achieved ISO 14001 Certification	February 2022
Cook Inc, Bloomington	Expected ISO 14001 Certification	2025
Cook Australia	Expected ISO 14001 Certification	2025



▲ Cook Ireland ISO certificates

Reduction of energy

Business Chamber Queensland's ecoBiz partnership awarded our site in Australia with stars for energy and waste reduction, recognizing the combined efforts and the company's environmental improvements and initiatives.

We have reduced energy and waste intensity at our Australian facility since 2019.

↓32% **energy**

↓81% **waste**

The business has avoided a total of 3,215 metric tons of CO₂ emissions and made an overall net reduction of 702 metric tons of CO₂ emission.

↓11.7%

We have reduced CO₂ emissions in Ireland through energy reduction projects in our controlled manufacturing areas (CMAs) in 2023.

Most of our manufacturing facilities, distribution centers, and smaller offices have converted their lights to LED, which enhances energy efficiency. In a number of sites, we have installed motion sensors for our lights to optimize energy usage and reduce unnecessary power consumption.

CSRD readiness

In 2023, we began preparatory work for the Corporate Sustainability Reporting Directive (CSRD), which is new legislation that comes into effect in Europe in 2026.

Renewable energy

Cook Medical Australia took the lead on renewable energy by being the first Cook Medical manufacturing site to use solar power to supplement energy use. In 2020, 386 rooftop photovoltaic (PV) panels were installed. Since 2015, a total of 770 panels have been installed on the main building and two other buildings. We have seen a reduction of 32% in our energy consumption since 2019, largely due to the solar panels.

In 2022, we installed over 3,000 solar panels at our global headquarters and our North American Distribution Center (NADC), which have already prevented over 2,463 ton of CO₂ emissions.

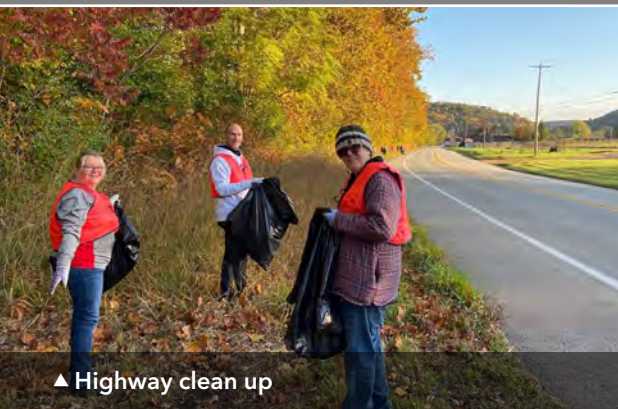
- ▶ At the NADC, the solar panels will offset more than 1,000 metric tons of CO₂ every year—the equivalent of the amount of CO₂ generated from 1,335,800 miles driven by a passenger car.
- ▶ At Cook Medical's headquarters, the one-year carbon offset is equivalent to the electric usage in 107 homes for one year.

For the NADC, the solar panels will eventually offset energy by almost 50% of the site's energy usage, and for our headquarters, the total energy will be offset by 15% to 20%.





▲ Getting ready for 'Spring Cleaning'



▲ Highway clean up



▲ National Recycling Week

Global energy awareness

In Bloomington, Cook partners with local organizations Big Boys Moving and Recycle Force, who hire people who were formerly incarcerated, to host a community e-waste recycling event. In 2023, 1,060 cars came through the donation line, giving a grand total of 113,240 pounds of electronics. Meanwhile a similar event in Vandergrift held collected 42,000 lbs of e-waste.

In Ireland, we held energy events to raise awareness about energy use and how to reduce it at home.

In Australia, we did a collection for National Recycling Week and held a street clean up event in association with Clean up Australia. Across two groups, 19 people volunteered.

At Cook Research, Inc., we educated and encouraged employees to recycle where possible. Furthermore, we connected with local companies, Oscar Winski and Shred it, twice a year so employees can responsibly recycle e-waste and personal documents.

Our team in Winston-Salem volunteered at an Earth Day Fair to promote sustainability in the community and business sector.

We set out to increase our recycling rate by 10% in Denmark, a goal that was not only achieved but surpassed in 2023 when we were able to report a 12% increase in recycling.

In addition to our internal efforts in Denmark, we have also engaged in our local community. We organized a waste collection day in conjunction with the Danish Society for Nature Conservation's annual 'Spring Cleaning' event. A dedicated team of 18 Cook Denmark employees collected 52 kg of litter from the streets of Bjæverskov.

Similarly, in Vandergrift, we took part in adopting a highway clean up, while also partnering with Parks Township to host clean-up days, with a combined result of 9 dumpsters filled with collected waste.

We have joined the European Society of Gastrointestinal Endoscopy annual congress's mission to become greener, by incorporating sustainable choices at our stand, including serving vegetable food to all participants and using rainforest coffee.

In May every year, our employees in Denmark join a national event called "Bike to work," encouraging employees to cycle as much as possible for a month.

By the end of May, 32 Cook employees had cycled 7,516 km and saved over 1,000 kilograms of CO2 compared to driving to work.

For the third year in a row, Cook Medical received a Greenovation award from Kimberly-Clark's RightCycle Program for sustainability leadership and participation in a landfill diversion program for nitrile gloves and remaking them into patio chairs. Through this program, Cook has diverted over 22,513 lbs of PPE waste from landfills since 2020.



▲ Greenovation Award Ceremony

Biodiversity

In Ireland, we have a long-term Environmental and Sustainability Strategy to sustain and enhance our environmental culture. We completed a baseline site survey in 2023 to better understand the land around our manufacturing facility and identify any opportunities to have a positive impact. Similarly, in Denmark, we have created a 5-year biodiversity plan for our Cook

Common, with plans to further enhance the site every year.

In both Ireland and Denmark, we partner with local beekeepers to provide a safe place for bees to live and thrive. The honeybees pollinate the flowers and fruit trees, providing food for wintering, migrating, and residential birds. They have created hundreds of jars of honey, which we have distributed to employees,

members of the community, and beyond.

Cook Research, Inc., has a designated area in central Lafayette where we are responsible for landscaping and general upkeep of space.

We partnered with The Hunt Museum in Ireland, as part of RECHARGE, a Horizon Europe funded project, which aims to connect museums, businesses,

and the community in a new sustainable participatory business model with real social benefits. Through the project we encouraged local communities to take part in willow-weaving classes both at Cook and at The Hunt Museum, and we also created living willow sculptures on our grounds to support our biodiversity efforts.



▲ Cook Common in Denmark



▲ Cook honey used at an event



▲ Cook willow structure in Limerick

Product and packaging sustainability

We are incorporating sustainability in the early planning stages for new product development. We are working on how to build sustainability into the initial design, which would ensure earlier consideration of sustainability in the development process and therefore in product and packaging design.



Our shipping boxes in Europe are FSC certified. FSC stands for Forest Stewardship Council®. It is an international certification system for more sustainable forest management.

We introduced a new project in Europe, the Middle East, and Africa to reduce our environmental impact in the delivery of our products by adjusting our freight process and encouraging customers to choose road shipments over air shipments. Air shipments decreased from 45% to 25% (80,000 shipments), resulting in a reduction of 315 metric tons of CO₂ emissions.

We extended our packaging consolidation program in the US, working with more customers to reduce waste by over 73% on average per customer

enrolled, thus improving efficiency and environmental impact.

We removed an additional 43,475 boxes and will continue working to further reduce packaging for customers in 2024.

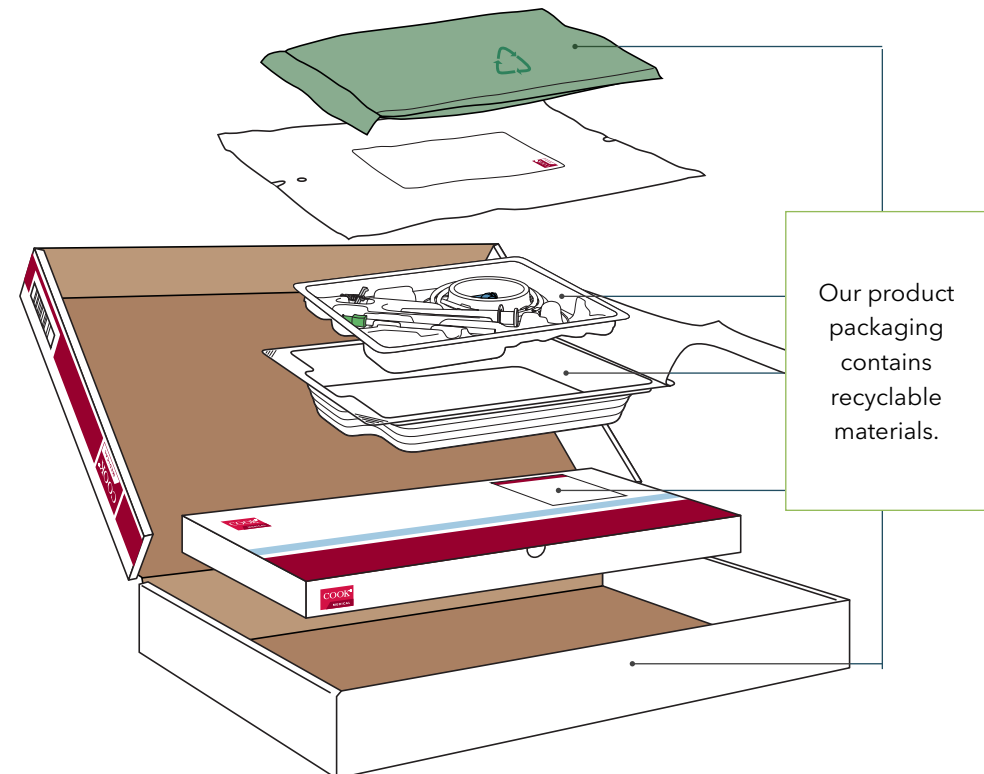
We use emergency rep stock (ERS) centers in Europe as a logistical solution to effectively manage our inventory and best support our customers. We have six centers across Europe. We created a new ERS center in Dublin, Ireland. We chose a local organization, Wheels, to work with due to its eco-conscious approach. Its fleet of cars, vans, and trucks have switched from diesel to HVO (hydrogenated vegetable oil), which produces 90% less emissions.

We moved to electronic Instructions For Use (eIFUs) for three product lines at Cook Inc., which has resulted in a reduction of 26% (4.6 million) of paper IFUs. We are currently investigating ways to expand this project to other Cook sites around the world and aim to further reduce by 2.6 million paper IFUs a year.

↓26% reduction in paper IFUs in Cook Inc

Our product packaging contains recyclable materials. Since 2021, we stopped using PVC (polyvinylchloride) and now use PETG (polyethylene terephthalate glycol-modified) for all trays, which is a 100% recyclable virgin material. Our product cartons are made from 100% recyclable material, printed with soy-based ink containing lower

levels of volatile organic compounds. Our shipping cartons are 100% recyclable, containing 65-70% recycled material. To reduce the weight and size of each shipment, we carefully size the cartons to the product. Our European Distribution Centre uses air pillows that are 100% recyclable and include a bio-additive that helps them biodegrade.





▲ Design and development process



▲ Collection of used Cook Medical boxes



▲ Recycling general cardboard

Responsible material use

Compliance is a baseline to all applicable environmental, health, and safety laws and regulations when it comes to the materials we use in all our products. When it is possible to do more, we do.

In light of the ever-changing chemical regulatory landscape, we are continually working to advance our knowledge of our materials' lifecycle impacts. We are developing a database to support more efficient reporting on raw material and product level information to regulatory bodies as well as customers.

As part of our design and development process we assess for the presence of phthalates and CMRs (carcinogenic, mutagenic, reprotoxic substances). Where no good alternatives exist, we justify the use and necessity to meet the design requirements. We do so in accordance with governing regulations and provide all necessary information about these substances in our product labels.

We continually monitor hazardous substances lists and where updates are made to add substances to the lists, we assess the impact to our devices and where necessary initiate projects to remove such substances from our devices.

We no longer use polyvinyl chloride (PVC) in the development of new medical device technologies. PVC is seen as a chemical of concern mainly due to its incineration after use, which releases embodied chlorine into the environment where it can contribute to air and water pollution. We will do our part to preserve the health of our planet by discontinuing the use of PVC in future medical devices.

We seek to maintain a notice-free compliance status regarding all environmental regulations while doing business. Our Environmental Health and Safety teams around the globe are dedicated to properly managing all regulated substances on-site and work diligently to prevent injuries or accidents in the workplace.

Through our Global Sterilization Corporate Program, we have identified additional areas for material usage reduction to minimize Cook's impact on the environment. We are doing this through several long-term projects that will have a lasting impact including:

Primary package handling

We are working to convert to reusable and recyclable totes, pallets, and strapping systems for product package handling, including manufacturing,

sterilization, transport, and distribution, which will reduce approximately 1-2 million cardboard shippers per year.

Global sterilization modalities

We began an overall reduction in the use of ethylene oxide (EtO) gas through the implementation and identification of products for alternative sterilization methods such as radiation (e.g., gamma, eBeam and x-ray) and chemicals (e.g., vapor hydrogen peroxide, nitrous dioxide, etc).

Future global EtO sustainable cycles

We are working to reduce the total annual consumption of ethylene oxide (EtO) by reducing the number of cycles run globally, from 10 down to 3. This will have a positive impact on EtO emission reduction and increase product safety through reduced aeration requirements.

Supply chain harmonization

We are implementing a consistent global approach to sterilization purchasing to reduce waste and drive efficiencies. This will result in a centralized purchasing to drive economies of scale, just-in-time supplies, and reduce overall material transportation costs.

Environmental sustainability in numbers

Scope 1 emissions

This category covers the greenhouse gas (GHG) emissions that a company makes as a direct result of burning fossil fuels, e.g., oil and gas.

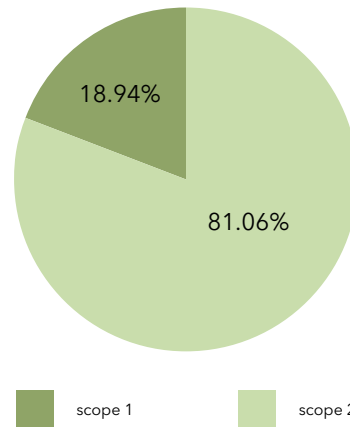
Scope 2 emissions

These are the emissions resulting from a company's energy usage derived from fossil fuels, e.g., electricity or steam.

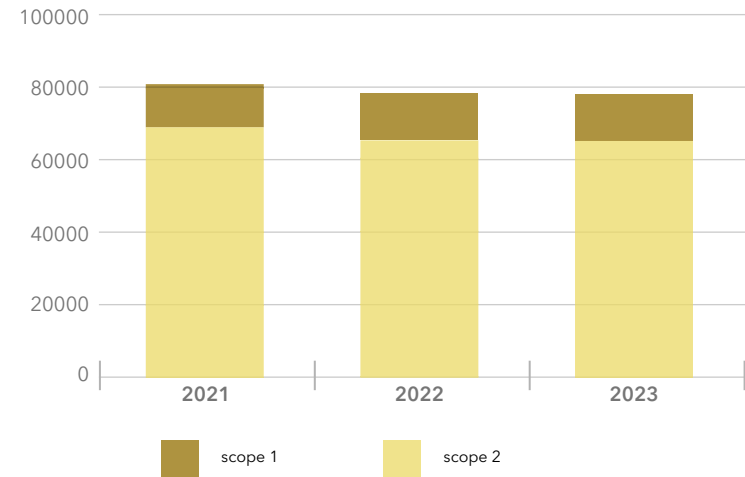
Scope 3 emissions

All other emissions, resulting from the company's business activity up and down its value chain, e.g., employee travel.

Scope 1 & 2 for our sites globally



Cook Medical Scope 1 & 2 emissions 2021-2023



Our initial priority has been to focus on our scope 1 & 2 emissions. Next we will prioritize collection of scope 3 emissions from our supply chain and customers.

WASTE MANAGEMENT		WATER MANAGEMENT		ENERGY MANAGEMENT	
	15% in additional waste diverted from landfill in Australia (54% in total)		4 x 10,000 liters rain water tanks that are used for non-potable water (e.g., toilets and irrigation) in Australia.		LED lighting used in all sites globally
	↑12% in recycled waste in 2023 in Denmark		↓17.6% (2.4 m litres) in lawn sprinkler water at Cook Research, Inc. That's equivalent to nearly one full Olympic swimming pool.		100% green electricity in Ireland
	↓20,000 kg combined total of waste streams in 2023 in Ireland				
	↑12,953 kg recycled paper in Asia Delivery Centre				

Priorities for 2024

We believe that being a good corporate citizen is the right thing to do.

COMMUNITY ENGAGEMENT

- ▶ Continued community support through local philanthropy partnerships.
- ▶ Investigate more opportunities for strategic social enterprise partnerships at global sites.
- ▶ Further expand volunteer opportunities for employees.

SOCIAL IMPACT

- ▶ Complete global employee engagement survey to improve talent acquisition and retention.
- ▶ Expand global Diversity, Equity, and Inclusion program and Business Resource Groups.
- ▶ Expand social and environmental data gathering and reporting processes in preparation for EU sustainability reporting (CSRD).

ENVIRONMENTAL SUSTAINABILITY

- ▶ Global carbon footprint baseline calculation and set reduction target goals and KPIs for scope 1&2 emissions.
- ▶ Reduce product, packaging waste and material use waste through targeted projects.
- ▶ Advance climate mitigation projects, including biodiversity and renewable energy generation initiatives at global manufacturing sites.