

# Social Impact & Sustainability Report 2024





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## About Cook Medical

At Cook Medical, we are passionate about making unique, quality medical devices and connecting with people to improve lives. Founded on inventing, manufacturing, and delivering medical devices, we provide healthcare professionals with the tools they need to help their patients return to living.

Our commitment to innovation involves bringing new products to market and keeping existing products relevant to a changing healthcare landscape. We believe in using our business to help people and communities thrive by creating inclusive, supportive, and healthy environments.

We are proud of our history of innovative firsts and the impact we have on patients and communities. With headquarters in Bloomington, Indiana (US), and manufacturing facilities and offices in various global locations, we challenge ourselves to maintain a global perspective while focusing on local impact.



### Invention

Innovation that benefits patients is what drives us, and it always has.



### Connection

We believe two-way understanding is vital for advancing patient care.



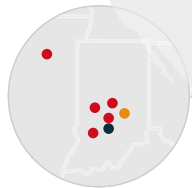
### People

Our people are our greatest asset and are at the heart of everything we do.



### Community

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



Bloomington, Indiana, US  
and surrounding area



- Manufacturing Facilities
- Customer Support Centers
- Customer Delivery Centers

**10,000+**

employees worldwide

**10,174**

product stock keeping units (SKUs)  
in our portfolio globally

**133**

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 reflects on the achievements of our teams across all locations in social impact and sustainability throughout 2024.

Our social impact initiatives provide tangible outcomes and improved opportunities for our employees and those in the communities in which we operate.

Our sustainability goals are centered on protecting and enhancing our local environments and reducing our carbon footprint on the planet.

While our activities may vary by location, collectively we are enhancing the health and quality of life for the people we work with and serve, protecting the environment, and fostering social development.

Although this report captures the majority of our initiatives undertaken in 2024, it may not encompass every activity.



The United Nations General Assembly established the Sustainable Development Goals in 2015. These goals are a collection of 17 calls to action with the intention of reducing poverty and inequality around the world. Cook Medical's priorities and ambitions for a sustainable future align with many of the Sustainable Development Goals.

Some of Cook Medical's goals that align with the Sustainable Development Goals include the following:

### Goal 3: Good Health & Well-Being

Ensure healthy lives and promote well-being for all at all ages.

### Goal 8: Decent Work & Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

### Goal 10: Reduced Inequalities

Reduce inequality within and among countries.

### Goal 12: Responsible Consumption & Production

Ensure sustainable consumption and production patterns.

### Goal 13: Climate Action

Take urgent action to combat climate change and its impacts.



# CSRD Compliance: A Major Step in Sustainability Reporting

As part of our efforts to enhance our sustainability performance, we are actively working to comply with the Corporate Sustainability Reporting Directive (CSRD). Within the EU, this directive standardizes sustainability reporting for large companies. For a company like Cook, complying with the CSRD is essential, and therefore it is prioritized.

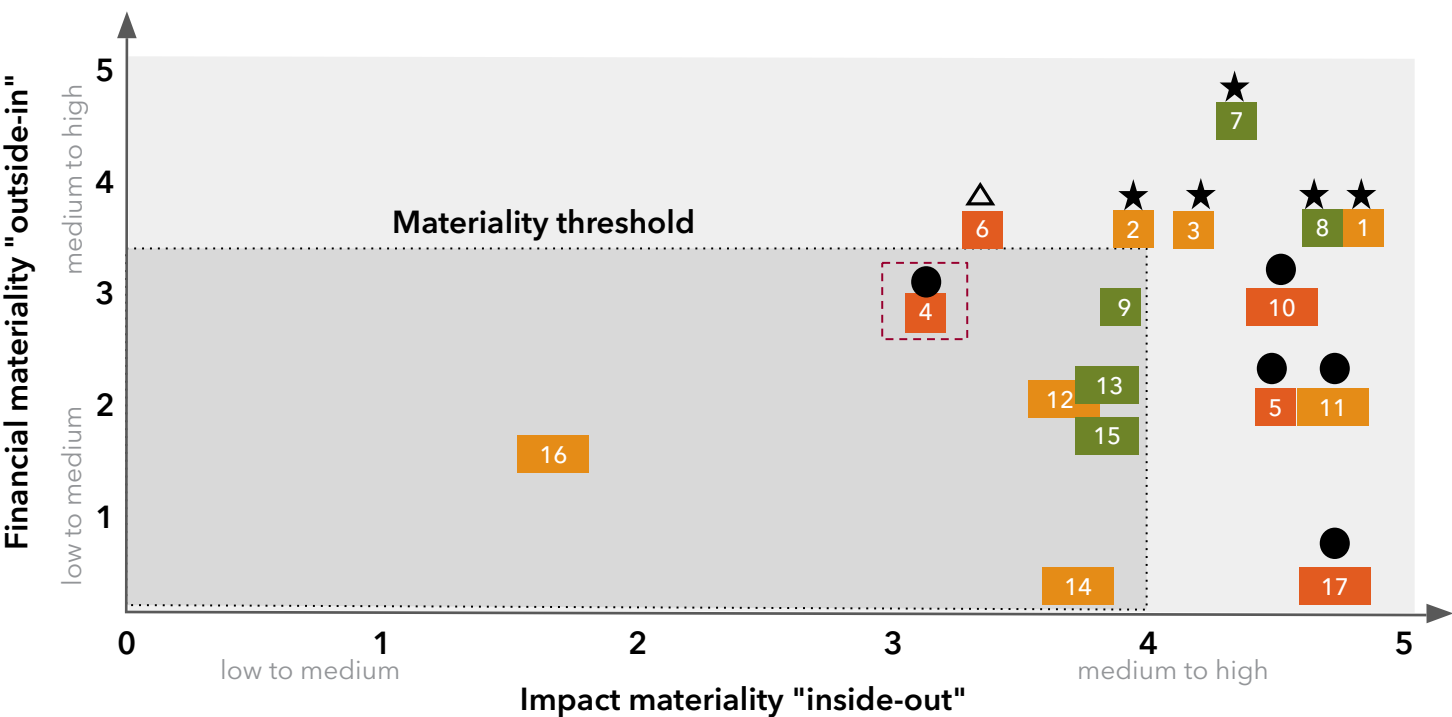
Our efforts to date include the following:

- We've partnered with a consulting firm to determine gaps in data collection and evaluate the financial impacts of sustainability matters on our business as well as the social and environmental impacts of our business (double materiality).
- Data collection and reporting: Throughout 2025 and beyond, we will be gathering the necessary data to report on our sustainability efforts.

The CSRD will provide us with the tools and frameworks to improve our sustainability reporting, increase transparency, and ensure accountability.

Material topics that have been identified include the following: Consumers and end users (2)–includes Patient outcomes (1) and Product innovation (3); Supply chain management (4); Business conduct (5); Climate change (7); Circular economy (8); and Own workforce (11).

Double materiality assessment



		Upstream	Downstream	Own operation
1	Patient outcomes		+	+
2	Consumers and end users			+
3	Product innovation		+	+
4	Supply chain management	+		
5	Business conduct			+
6	Compliance	N/A	N/A	N/A
7	Climate change	+	+	+
8	Circular economy		+	+
9	Pollution	N/A	N/A	N/A

		Upstream	Downstream	Own operation
10	Transparent reporting			+
11	Own workforce			+
12	Workers in the value chain	N/A	N/A	N/A
13	Water & marine resources	N/A	N/A	N/A
14	Community engagement	N/A	N/A	N/A
15	Biodiversity and ecosystems	N/A	N/A	N/A
16	Affected communities	N/A	N/A	N/A
17	Board oversight of ESG			+

■	Governance
■	Social
■	Environment
□	Management overlay
■	Material topics
■	Not material
★	Potential material topic from both a financial and impact perspective
●	Potential material topic from an impact perspective
△	Potential material topic from a financial perspective

## Messages from Our Leaders



**Pete Yonkman**

President, Cook Group  
and Cook Medical

*Being privately owned, we can look at the world in our own way and do what we feel passionate about, rather than be driven solely by investor and stakeholder demands and expectations. We get to run our business in alignment with our values, and we believe that everyone deserves the opportunity to reach their full potential.*

*We're not your typical company: When people do business with Cook, we want them to know that we have a unique portfolio of medical devices and actively look for ways to deepen our connections with customers, employees, and communities.*

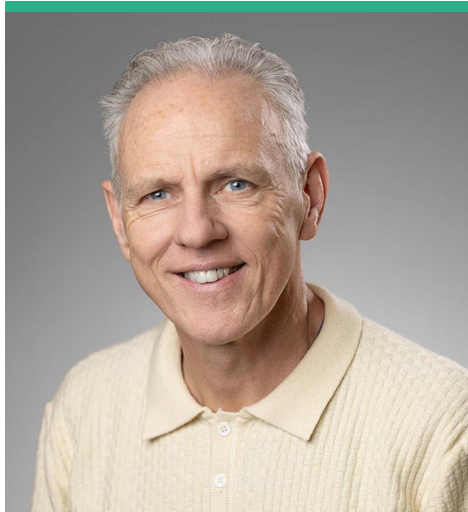
*We believe that businesses are uniquely positioned to make a lasting impact, and we understand our obligation to use our resources, skills, and strategic partnerships to elevate communities and the lives within them. We can serve patients, customers, communities, and the world best by operating in a manner that fosters employee well-being, respects human rights, and promotes environmental sustainability throughout our supply chain. This is tied to our fundamental belief that it is 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 create opportunities for all. We do this by considering the social impact of our actions, the environmental sustainability of our operations, and the repercussions of 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)*



**Barry Slowey**

Vice President and Chief  
Sustainability Officer,  
Cook Medical

*I'm immensely proud of the work our teams have accomplished throughout 2024. Embedding social impact and environmental sustainability into our organization has been a key focus guiding our decisions, from raw material acquisition to manufacturing all the way through to our sales and marketing activities.*

*We have gained a better understanding of our scope 1 and 2 greenhouse gas emissions and have actively implemented projects to decarbonize our manufacturing facilities. We have fully calculated our scope 3 emissions and have engaged with our supply chain to*

*reduce these emissions. We have expanded our ISO 14001 certification to European sales subsidiaries.*

*Our research and development teams are incorporating sustainability into early product development through life cycle assessments (LCAs). Furthermore, we continue to engage deeply with our suppliers in order to integrate considerations for social impact and sustainability into our supply chain and purchasing decisions, as well as to ensure our congresses and exhibitions are as environmentally sustainable as possible.*

*While there is still much work to be done, I am confident that these*

*efforts will bring significant positive change, not only for our company but also for the communities and environments in which we operate.*

*As we continue this journey, we remain committed to transparency, collaboration, and innovation, ensuring that sustainability is not just a goal but a fundamental part of our everyday business operations.*

*I would like to thank all of our employees, customers, suppliers, and the wider community for their continued support as we make progress on our Social Impact & Sustainability initiatives.*

A handwritten signature in black ink, appearing to read 'Barry', with a stylized flourish at the end.





## 2024 Social Impact & Sustainability Highlights

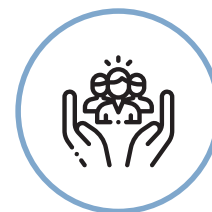
- Achieved ISO 14001 Certification for our European sales subsidiaries (16 countries) and made significant progress toward certification of our Indiana-based manufacturing sites
- Finalized our global 10-year Decarbonization Strategy with goals and targets
- Strengthened existing and developed new strategic social enterprise partnerships
- Established a more sustainable office for our European clinician Learning Centre in Barcelona, Spain
- Completed all necessary preliminary work for the Corporate Sustainability Reporting Directive (CSRD)
- Achieved significant growth in our Business Resource Group membership and events
- Conducted a companywide employee engagement survey, and continued implementation of improvements based on feedback from previous surveys



## Social Impact & Sustainability at Cook Medical

It's possible to do good business and do good in our world too. We want to enhance the quality of life of the people we work with and serve, to protect the environment we all share, and to enable sustainable social development.

We are committed to making a positive impact and contributing to a more sustainable future for generations to come. By reducing our carbon footprint, developing environmentally sustainable solutions, promoting social equity, and connecting with our communities, we aim to drive meaningful change.



### Social Impact

- ▶ Own Workforce
- ▶ Business Conduct & Human Rights Responsibility
- ▶ Community engagement



### Sustainability

- ▶ Climate change
- ▶ Circular economy



# Social Impact





## 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 that understand and use their potential to have positive social impact through the way they operate.

Respecting others entails supporting the well-being of our employees and elevating our communities. To that end, we endeavor to help all of our employees reach their personal and professional goals. Furthermore, compliance with labor and social standards is paramount to Cook's mission, and we strive to ensure that our actions do not harm fundamental human rights in our supply chain. Our success is built on great people accomplishing great things together.

### Own Workforce

- Fair Labor Practices
- My Cook Pathway
- My Cook Voice
- Employee Development
- VOICE Program
- Employee Well-Being
- Employee Engagement
- Removing Barriers and Creating Opportunity for All



### Business Conduct & Social Issues

- Human Rights Responsibility
- Anti-Bribery/Anti-Corruption & Investigations
- Trade Compliance
- Prevention of Modern Slavery
- Conflict Minerals
- Data Privacy
- Consumers and End Users



### Community Engagement

- Strategic Social Enterprise Partnerships
- Philanthropy
- Volunteerism





# Own Workforce

## Milestone tenure in 2024

When people come to Cook, they stay at Cook. We are proud each year to celebrate our employees' long tenures with the company. As Bill Cook once said:

*"If you take care of the company,  
the company will take care of you."*

Many of Cook's employees have stayed with the company  
for an impressive amount of time.

5-9 years	2,100 employees
10-14 years	1,432 employees
15-19 years	1,054 employees
20-24 years	618 employees
25 years+	703 employees

More than half of employees have been with the company 5+ years.

Global employee breakdown  
Percentage of employees by gender:



49.2%



50.8%

## Our Values



### Act with integrity

We use our high ethical standards and core values to guide our decisions and actions.

### Demand quality

We hold ourselves to the highest quality standards because we know that everything we do has an impact on someone's life.

### Be transparent

We are honest with each other and share information with the people who are impacted.

### Give back

We believe in making our communities stronger by sharing our time, skills, and resources.

### Treat everyone with respect

We respect each other and our business partners by being open to different ideas and perspectives and being appreciative of each person's contributions.

### Solve problems together

We approach innovation by first listening to understand, and then creating a solution.

### Continually improve

We learn from data, experience, feedback, and each other to constantly evolve and improve how we work.

## Fair Labor Practices

Cook strongly advocates for fundamental human rights and believes that everyone around the world should be treated with dignity, fairness, and respect.

Our Global Labour Standards Policy supports and aligns with the Code of Conduct to promote dignity for all and respect for basic individual rights. Cook is committed to complying with all applicable labor and human rights laws and to providing a work environment for our employees that promotes employee well-being and a culture of safety, belonging, and respect.

In addition, we expect our suppliers and direct contractors to promote the health and safety of their workers and to operate in compliance with human rights laws.

Cook does not use or condone the use of slave labor or human trafficking and denounces any unsafe working conditions or degrading treatment of individuals.







**My Cook Pathway**  
WELLBEING | CAREER | COMMUNITY

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



## My Cook VOICE

The My Cook Voice employee engagement survey allows us to collect comprehensive feedback on what employees think is working well within the company and what areas we should focus on for improvement.

### How many employees participated?

**68%**  
response rate

This means, globally,  
**6765 out of 9936**  
employees participated.

**73%**  
of EMEA

**81%**  
of APAC

**64%**  
of AMER

### Employee general feedback

**76%**

of employees feel  
**engaged or connected**  
to the company

**82%**

of employees feel  
**engaged or connected**  
**in their role** at Cook

**83%**

of employees  
**intend to stay**  
with the company

### Highest-rated themes



Performance  
recognition from  
a manager



Diverse employees  
working well  
together



Effective  
training



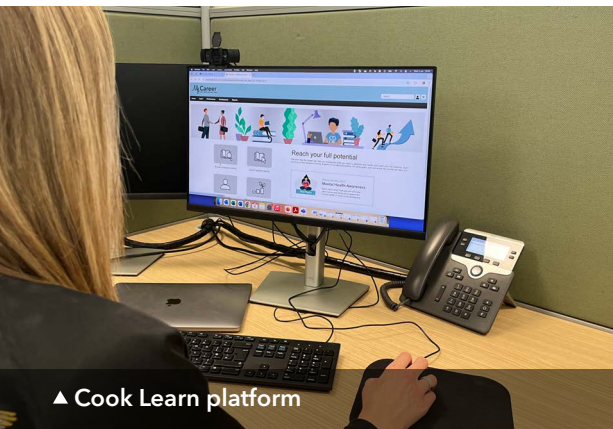
Effective  
management



Employee  
benefits

One of the highest-rated themes continues to be our focus on people: Over 5,000 comments praise supportive coworkers, teams that work well together, and our people-centered culture.

As a result of the employee feedback obtained through the My Cook Voice employee engagement survey, the Everyday Excellence program, a peer-recognition initiative that celebrates employees who demonstrate the company's values and excel in our Safety, Quality, Delivery, Cost, and People (SQDCP) priorities, was launched at many of our sites.



▲ Cook Learn platform



▲ Women's History Month, Cook Winston-Salem, US



▲ Women's Leadership Symposium 2024

## Employee Development

Across all of our sites we ensure our employees have access to the information, support, and resources they need to thrive. We offer thousands of free, on-demand, online courses through our dedicated platform, Cook Learn.

At many of our sites, we have buddy programs for all new employees to help welcome them and ensure a smooth transition into their new roles. While primarily responsible for offering advice and guidance regarding the day-to-day aspects of working at Cook, the "buddy" may also provide encouragement and knowledge of resources as they help introduce the new employee to the Cook culture.

We also have a mentor program at many of our sites to support employee development by pairing experienced mentors with mentees looking to grow in their careers. The program helps mentees navigate challenges, build confidence, and develop key skills, while mentors gain leadership experience and the

opportunity to give back. Feedback from participants is used to continuously refine and improve the program.

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

In Ireland we have a Step Up program, which offers manufacturing operators on-the-job development and opportunities to grow professionally and advance within the organization. We expanded it to offer employees a development opportunity to learn and experience a Procurement role within Cook Medical.

We also ran our Emerging Leaders mentor program again in Ireland in 2024, along with mental health awareness workshops.

We sponsored and supported the Australian Women's Leadership Symposium 2024 and also had three participants in the Medical Technology

Association of Australia's (MTAA) mentoring program.

To celebrate women in manufacturing, employees at Cook Australia were given the opportunity to enter a drawing to win tickets to a Women in Manufacturing event, held on International Women's Day and run by the Queensland Government in partnership with Ai Group.

Cook Australia also partnered with Share the Dignity, a charity that helps those facing homelessness, domestic violence, and other issues by distributing period products to women, girls, and anyone else who menstruates. Employees at Cook Australia collected and donated AUD \$1,120 (USD \$724) worth of period products along with a cash donation of AUD \$2,324 (USD \$1,500).

Both Cook Winston-Salem (North Carolina, US) and Cook Medical Ireland teamed up with the Women@Cook Business Resource Group to celebrate Women's History Month and International Women's Day.

## VOICE Program

The goal of the VOICE (Valuable Opportunities in Career Experiences) job-shadowing program is to remove

barriers for underrepresented individuals, emerging leaders, and experienced professionals at Cook by providing

valuable exposure to roles, business functions, and projects they might have an interest in or the potential to thrive at.





▲ Stand together, Cook Medical Ireland



▲ Stretching program, Cook Spencer, US



▲ Well-being Ambassadors, Cook Australia

## Employee Well-Being

Employee well-being is a key priority for us. Initiatives that promote well-being are crucial for fostering a positive and productive work environment. We are committed to the health, happiness, and overall satisfaction of our employees.

Cook Medical Ireland was recognized as a finalist in the Limerick Chamber Business Awards in the category of Championing Employee Well-Being and Development.

One part of overall well-being is mental health. In Ireland, we have a dedicated team of Mental Health First Aiders trained to listen and offer guidance to colleagues in crisis or distress. We marked Mental Health Awareness Week by offering talks and information sessions for employees.

Other sites hosted awareness events as well. At Vandergrift (Pennsylvania, US), Winston-Salem (North Carolina, US), and Canton (Illinois, US) we hosted a Wear Pink Day to raise awareness and honor those who have survived breast cancer, are battling breast cancer, or have lost the fight to breast cancer.

We supported other awareness days including Pancreatic Awareness Day for the Mid-Western Cancer Foundation in Ireland and Australia's Biggest Morning Tea for the Cancer Council (in Australia). We also raised funds for Bowel Cancer Australia.

Cook Australia introduced a Well-Being Day into the working year, a fully paid day off that employees can take without needing to provide an explanation. In addition, free fruit is provided to employees in the workplace to promote healthy eating and support productivity.

On top of that, Well-Being Ambassadors at Cook Australia have developed a range of games and activities in the workplace to raise awareness about the importance of well-being and self-care. These initiatives support ongoing well-being efforts, including fostering employee connections and promoting mindful activities, as well as teaching them how to engage in "R U OK?" discussions. These are conversational prompts developed by an Australian suicide-prevention charity (called R U OK?) that provides ordinary people with tips and encouragement to reach out to others around them who appear to be struggling. In addition to these efforts, Cook Australia made an AUD \$1,000 (USD \$646) donation to the charity R U OK?

Another well-being initiative in which we have invested is setting aside dedicated rooms for prayer and/or mindfulness at many of our sites.

As a way of living our values and putting safety first, the Environmental, Health & Safety (EHS) team in Spencer (Indiana, US) is rolling out a new stretching program for

all Production and Quality Control (QC) employees.

At Cook Medical Ireland, we hosted a Health and Wellness Week with opportunities for employees to avail themselves of different health checks and appointments across the week. We achieved the following:

**+ 400 appointments**  
**+ 100 flu vaccines**  
**+ 645 pieces of free fruit**

In 2024 we introduced our Policy on Domestic Violence and Abuse. This policy outlines the company's commitment to offering confidential support to employees affected by domestic violence or abuse. Additionally, workshops on this topic were attended by Human Resources (HR) and people managers to raise awareness of the issue.

In Ireland we updated our medical leave policy, which is in line with statutory requirements: An employee is entitled to unpaid leave when someone close to that employee (e.g., a child or spouse) is in need of significant care or support for a serious medical reason. Employees can avail themselves of up to five days in any period of 12 consecutive months.

We also held a Pension Week event in Ireland to explain the different options for our employees.





▲ Irish Chamber Orchestra, Cook Medical Ireland



▲ Halloween, Cook Winston-Salem, US



▲ Engineering expo, Cook Winston-Salem, US

## Employee Engagement

At Cook, we believe in fostering a vibrant and engaging work environment where employees can connect, celebrate, and have fun. Many of our sites have fun committees that host a range of exciting events and activities.

The Curry Pike Fun Committee in Bloomington organized a food-truck visit and collected donations for the Monroe County Humane Association (a Bloomington-based organization that provides care for pets). In Canton, employees turned one Friday the 13th into a fun day by wearing themed shirts. Similarly, many sites held Halloween parades in October to showcase creative costumes.

At our facility in Ellettsville (Indiana, US), employees hosted March Madness events (celebrating a men's basketball tournament in the US) in the spring and a trunk-or-treat (a Halloween tradition in which participants in decorated cars gather in a parking lot and distribute candy to children from the trunks of their cars) in the fall. Spencer's Fun Committee organized an event with free ice cream, a gift card raffle, and a "dunk-a-manager" fundraiser. At our headquarters in Bloomington we coordinated numerous themed events, including a cowboy clothes day, a pie-baking contest, and a carnival day that raised over \$1,300 for the Teachers Warehouse (a nonprofit that provides school supplies to teachers in Indiana).

The 12th annual Cook Family Car Show featured 50 vehicles, and the event, which included local fare and a raffle, was enjoyed by Cook employees and their families in the Bloomington area.

Many of our sites hosted engagement opportunities for employees during the summer, including a six-week long Summer Series in Ireland.

Cook Medical Ireland welcomed musicians from the Irish Chamber Orchestra for a special performance for our employees.

Cook Australia hosted several collaboration events to enhance what employees love about working at Cook: social interactions, celebrating successes, and fostering a sense of camaraderie and family.

Cook Medical Ireland and Cook Australia hosted a continuous improvement (CI) expo, where employees were encouraged to explore a variety of CI engineering projects, network with colleagues from different departments, and learn about the value of CI.

Similarly, Cook Winston-Salem and Cook Medical Ireland hosted an engineering expo to learn about new products and high-priority projects, while Cook Spencer Sustaining Engineering presented a clinical demonstration series for employees.

In Denmark, because we value the expertise and dedication of employees throughout their careers, including those approaching or beyond retirement age, in 2024 we implemented a senior policy that enables employees to continue working under conditions that balance individual needs and organizational requirements. We also piloted flexible working hours across our Production teams in Denmark, allowing operators to adjust their schedules.

We also welcomed Connect Køge to our Bjæverskov facility in Denmark. Connect Køge is a business-consultation agency in the town of Køge that emphasizes open dialogue, networking, and sustainable innovation and that allows us to consult experts in everything from product development to environmental stewardship.

In Bloomington we introduced a digital recognition form to nominate fellow employees. Similarly, Cook Medical Ireland runs a successful Thank You program, offering employees a chance to recognize and thank their coworkers for their contributions at work. In 2024, there were 873 thank yous.

These engagement opportunities across our Cook sites not only enhance the work experience but also strengthen the sense of community and belonging among our employees.

# Removing Barriers and Creating Opportunity for All

Our work to remove barriers and to help everyone reach their full potential is important to us. At Cook, we strive for full participation from all of 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 which location or facility, we want to remove barriers and create opportunities for everyone in everything we do, including our Social Impact & Sustainability initiatives and priorities. It's important for everyone to reflect Cook values in their everyday work.

## Business Resource Groups (BRGs)

We want everyone at Cook to feel engaged, included, and heard. With a company of 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 (BRGs) are employee-led, Cook-sponsored groups that have two goals: to provide a safe space for everyone at Cook and to influence the business with a viewpoint inclusive of all.

We currently have BRGs in the following areas:

**Ethnic Minorities@Cook**  
Business Resource Group

**Veterans@Cook**  
Business Resource Group

**Women@Cook**  
Business Resource Group

**Pride@Cook**  
Business Resource Group

Everyone is welcome!

2024 snapshot

**33%**  
average BRG  
growth in allies



**29%**  
average BRG  
membership growth



## Business Conduct and Social Issues



### Human Rights Responsibility

It is Cook policy to comply with the laws and regulations that are 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, by being a contributor to the communities where we reside, and by 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, as well as with any applicable legal requirements, such as the California Transparency in Supply Chains Act and the UK's Modern Slavery Act 2015.

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

### Anti-Bribery/Anti-Corruption & Investigations (sub-function of Ethics & Compliance)

Cook is committed to conducting business in an ethical manner consistent with the Cook Group Global Code of Conduct and Cook values in combatting bribery, corruption, and fraud. Through this sub-function we place a huge importance on vetting and due diligence, promoting training and awareness, conducting follow-up monitoring and audits, and investigating as warranted.

### Trade Compliance

Cook's Trade Compliance program supports each Cook entity's compliance with applicable external standards, with a focus on export controls, import and customs compliance, and economic sanctions. Trade Compliance requirements are triggered when physical goods, information, or services transit national borders. As global trading relationships and requirements are increasing in complexity around the world, the Trade Compliance program continues to evolve to mitigate compliance risks and to help the Cook Group companies build a compliant and efficient global supply chain that is stable and reliable.

### Prevention of Modern Slavery

To aid Cook in assessing the full picture of modern slavery, we conducted our annual survey of critical suppliers based on a multifactor risk approach. After identifying the scope of the supply chain to be

monitored, we then employed a third-party service provider to survey our suppliers and conduct insights into the risks with our upstream supply chain as they relate to modern slavery. Once equipped with this information, we are able to take data-driven actions to eliminate any potential use of modern slavery identified in our supply chain.

### Conflict Minerals

As with our approach to eliminating modern slavery from our supply chain, we called on the same third-party service provider to help identify and eliminate the potential use of tin, tantalum, tungsten, or gold that has been mined in the Democratic Republic of the Congo (DRC) or adjoining countries. While the use of [Cook Medical's Supplier Code of Conduct](#) sets the expectations to our suppliers, we use our third-party surveying system to audit suppliers' compliance with these expectations.





▲ Ethics & Compliance Week, Cook Limerick



▲ Ethics & Compliance Week, Cook Denmark



▲ Ethics & Compliance Week, Cook Canada

### Data Privacy

Cook is committed to respecting privacy and data protection rights, complying with applicable laws and regulations, and fulfilling contractual obligations with customers.

During our business activities, we collect, store, and process personal data about our personnel, suppliers, customers, and healthcare professionals (HCPs). We treat all personal data as confidential and only

process it as permitted by law or customer agreements. Cook ensures data accuracy, keeps data up to date, and retains data only as long as necessary. We also take measures to protect against unauthorized processing, loss, or damage.

Personal data about customers and HCPs may be processed for legitimate purposes, such as providing goods and services, customer support, managing relationships, product training, education,

accounting, record keeping, marketing, administration, and legal compliance.

Customers can be referred to Cook's customer privacy notice for further information on the nature of the personal data processed about them: [Data protection notice | Cook Group.](#)

### Ethics & Compliance Training

We assign quarterly Ethics & Compliance training toolkits to all teams. These

toolkits include discussions on topics such as ethical dilemmas, respecting others, and speak-up culture. In addition, we have a 24-hour Ethics & Compliance helpline that employees can use to raise concerns anonymously. Employees have other opportunities to raise concerns without fear of retaliation, through feedback sessions and through our employee feedback portal.



## Consumers and End Users

Patient outcome: Tim Sims's story

*Tim Sims was a 66-year-old paint contractor. One day while at work, Tim felt like he was having a heart attack. After the hospital carried out scans, he found out he had an abdominal aortic aneurysm. Initially, Tim underwent an extensive open-repair surgery. Unfortunately, an annual follow-up CT scan later revealed multiple aneurysms going down through his aorta. The surgeon told Tim and his family that he would need to undergo a second open-repair surgery.*

*Because Tim's daughter Samantha, a product manager at Cook, had experience with aortic clinical trials, she knew there was a Cook product that could help. She met with the aortic department at the hospital to get a second opinion and to see whether Tim was a candidate for an endovascular repair.*

*As a result, Tim was referred to another doctor, who recommended one of Cook's custom-made devices. Cook was able to make a patient-specific device for Tim that lined up just right where his arteries connect to his aorta. Instead of being subjected to another open-repair surgery, Tim underwent a minimally invasive surgery that used his groin arteries to reach his aorta, taking advantage of a transformative change in the way that patients experience this type of repair.*

*Instead of being in the hospital for three to six months to recover, most patients are in the hospital two or three nights. Because his second surgery was minimally invasive, Tim was back to himself again after only three weeks.*

*Thanks to Cook Medical's custom-made products, Tim believes that this second procedure saved both his life and his way of living.*



**You can also watch  
Tim's story here.**





## Community Engagement

We can be a successful business while using our time, resources, and expertise to help solve the problems that are holding communities back. We know this looks different in different communities across the globe, but we are committed to making an impact everywhere we operate in our unique Cook way.

We give back to our communities in the following ways:

Strategic  
Social  
Enterprise  
Partnerships

Philanthropy

Volunteerism



## Strategic Social Enterprise Partnerships

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 promote positive social and environmental impacts by collaborating with social enterprise partners.

A social enterprise partner can be a nonprofit, a for-profit, 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.

These partnerships are 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.

### Workforce Housing

Owen County, Indiana

Our workforce housing initiative aims to build 300 homes across south-central Indiana to address the critical need for workforce housing. Cook employees have

the first opportunity to purchase the homes, after which other interested home buyers may purchase them.

As of the end of 2024, we have sold 28 homes at our Spencer development. In 2024 we finished phase 2, which includes 14 homes, and we began phase 3 (6 homes), for a total of 33 homes.

We finished the year with 5 homes still available for purchase and with plans to begin the next phase (10 homes) for completion in the summer of 2025.

### 38th and Sheridan

Indianapolis, Indiana

To help address some of the challenges of poverty and high unemployment faced by northeast Indianapolis communities, Cook Medical partnered with Goodwill, the Indianapolis Foundation, IMPACT

Central Indiana, and the United Northeast Community Development Corporation to bring a new medical device manufacturing facility to the neighborhood, using 100% minority-owned contractors to construct the building. This facility is geared toward long-term employment and career fulfillment.

### Stone Belt

Bloomington, Indiana

Established in 1959, Stone Belt is a nonprofit that provides resources and support for individuals with disabilities. Stone Belt and Cook have worked together to deliver life-saving technology to patients for over four decades, with Stone Belt clients manufacturing approximately five million medical device supplies for Cook every year.



▲ Workforce housing, Owen County, Indiana, US



▲ 38th and Sheridan, Indiana, US



▲ Stone Belt, Bloomington, US



### **Goodwill Commercial Services**

Bloomington, Indiana

Since 2018, Cook has had a partnership with Goodwill Commercial Services in Bloomington to produce subassembly parts for some of our products. The facility is focused on hiring individuals who are transitioning out of the prison system or have physical disabilities.

### **Progressive Workshop of Armstrong County**

Vandergrift, Pennsylvania

We continued our partnership with the Progressive Workshop of Armstrong County (PWAC), which involves services such as document destruction, cleaning, and a dedicated off-site light-manufacturing support unit. On April 1,

2024, a PWAC employee joined Cook Vandergrift as a member of our cafeteria staff.

### **Mixer**

Winston-Salem, North Carolina

Cook Winston-Salem has a new community partner: Mixer, Winston-Salem's makerspace or communal workshop. This local grass-roots organization offers ample opportunities for our employees to engage, volunteer, and learn new skills while giving back to our community.

### **Campus2Career**

Limerick, Ireland

Our Campus2Career program in Ireland, which partners with the Rehab Group, is aimed at graduates with disabilities.

The program provides participants with mentoring, on-the-job training, practical experience, and the support they require to succeed. In 2024, we further developed this partnership with Rehab and the National Learning Network and welcomed two people from Rehab's employer-based training program to Cook.

### **GladTeknik**

Bjæverskov, Denmark

We also have a partnership with GladTeknik, an IT repair company in Denmark that fosters a supportive work environment where more than 80% of its 40+ employees have autism. By creating a workplace that values neurodiversity, GladTeknik highlights

the strengths of every individual and demonstrates the significant impact of inclusive entrepreneurship. Through this collaboration, GladTeknik is responsible for repairing Cook's Apple devices. This partnership reflects our commitment to social responsibility.

### **Multicap**

Brisbane, Australia

Cook Medical Australia continued its partnership with Multicap Limited in 2024 in order to provide employment opportunities for people with disabilities through their Work Readiness and Employment Pathway program.



▲ Progressive Workshop partnership, Vandergrift, US



▲ Campus2Career, Limerick, Ireland



▲ GladTeknik, Bjæverskov, Denmark

## 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 stronger by sharing our time, skills, and resources.

Hurricane Helene left a path of devastation across six southeastern states in the United States. A number of our employees were impacted by the storm. We partnered with the Red Cross to create a donation site, which raised \$3,440. Blood shortage was also a concern, so we called employees' attention to blood donation centers so they could help. Our team in Cook Winston-Salem joined forces with Second Harvest Food Bank to support all those impacted by Hurricane Helene.

Cook Japan has officially registered as a cooperating company to support and promote local Sustainable Development Goal (SDG) activities initiated by the government office where our Tokyo facilities are located.

For 27 years Cook Canada has been a proud supporter of the CURE Foundation's Denim Day, which raises money to support people who have been diagnosed with breast cancer. In 2024, employees raised CAD \$686 (USD \$497).

In Australia we donated AUD \$2,000 (USD \$1,293) to the following organizations: Small Steps 4 Hannah, Serving Our People, Spinal Life Australia, the HEAL Foundation, and Youth Insearch. We also hosted donation drives for Froctober and Movember.

Cook Australia employees also have an internal initiative called the "community pantry," which is run by employees under the principle "give what you can, take what you need."

Cook Medical Ireland closed off a successful partnership with Limerick Suicide Watch and donated €16,000 (\$18,158) to purchase lifesaving equipment.

For more than eight years, our teams in West Lafayette (Indiana, US) have been community partners to the LUM (Lafayette Urban Ministry) Emergency Shelter and have served more than 140 hot meals to guests. In addition, since 2016, \$17,000 has been donated to Hunger Hike, which funds food programs locally, regionally, and globally.

Employees at Cook Taiwan donated coins to the Eden Social Welfare Foundation to aid local disadvantaged children.

Employees at Cook Denmark rallied once again to support Knæk Cancer ("Solve Cancer"), raising DKK 56,510 (\$8,595). In response, the Danish Cancer Society said, "Dear employees at Cook Medical DK, thank you so much for your outstanding support of Knæk Cancer."

A number of our employees supported a community organization by lobbying for funding on behalf of Pantry 279, an organization in Bloomington that was founded by Girl Scouts to provide food to those in need.

In a similar vein, Winston-Salem hosted an employee silent auction, with all proceeds going to the Second Harvest Food Bank.

### Proudly supported in 2024



**American  
Red Cross**



Goods Donations

In 2024, our commitment to supporting those affected by the war in Ukraine remained steadfast. We continued to donate Cook Medical devices to hospitals, maintaining contact with many doctors and providing products whenever possible.

In celebration of International Women’s Day, we organized a female product donation drive at several of our sites. This initiative was a testament to our dedication to supporting women and their needs.

At Winston-Salem, we partnered with A Cleaner World®, a dry cleaning company, for their Give a Kid a Coat program, and collected new and gently used coats for community distribution.

About 200 people served at the Cook Malaysia Soup Kitchen, and distributors and families were invited.

In Bloomington we held a school items donation drive for employees to help the Teachers Warehouse, an organization that provides school supplies to local schools.

Cook Research Inc. collected snacks and drinks for the Indiana Veterans’ Home in West Lafayette, as well as essential supplies for a local homeless shelter.

Across many of our sites, including at Cook Research Inc., Cook Winston-Salem, and in Bloomington, we donated used laptops and cell phones to local organizations, and in Cook Thailand we donated to the Mirror Foundation.

Employees in Taiwan donated masks, medical accessories, and daily necessities,

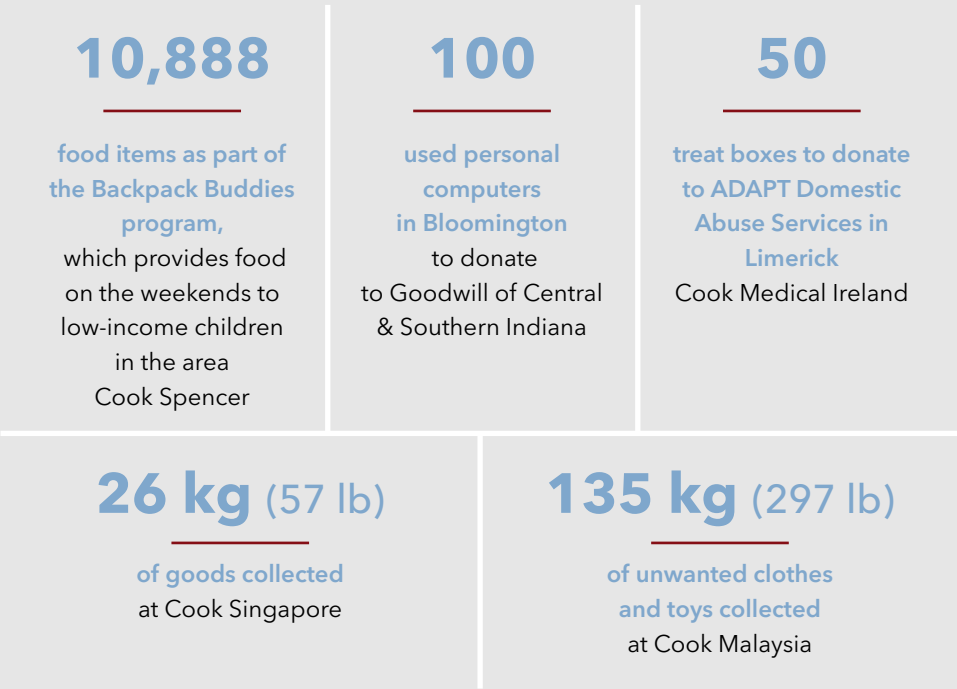
which an organization called Foodbank helped distribute to disadvantaged people.

Cook Thailand employees have donated clothes, shoes, toys, and books.

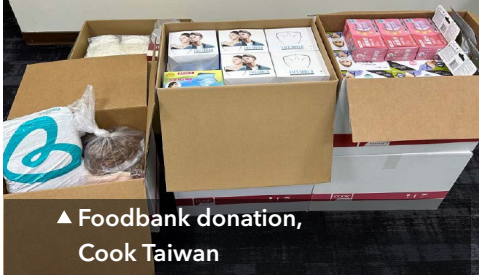
Cook India employees volunteered to pack and distribute Diwali gifts to elderly residents of Little Drops, Home for the Aged.

Our team in Bloomington partnered with WonderLab, a local children’s science museum, to collect solar eclipse viewing glasses to donate to Astronomers Without Borders.

In addition, we collected the follow items for donation:



▲ Little Drops, Home for the aged, Cook India



▲ Foodbank donation, Cook Taiwan



▲ Soup Kitchen, Cook Malaysia



## Healthy Communities

We continued our sponsorship of Hoosiers Outrun Cancer in Bloomington; 100% of the proceeds raised from the event provide free cancer support services to anyone impacted by cancer so that no one faces cancer alone.

For the past seven years, we have been proud to be the title sponsor of the Beat the Heat 5K in Winston-Salem, an event that not only encourages families to be active and live a healthy lifestyle but also benefits local charities.

Over 3,500 people participated in the Cook Medical Mini Marathon in Limerick, raising over €50,000 (\$56,750) for local and national charities.

We also took part in the Triad Heart & Stroke Walk in Winston-Salem, with employees volunteering as coaches. Together with their teams they raised over \$1,100 to donate to the American Heart Association.

In addition, we helped coordinate American Red Cross blood drives at both our Winston-Salem and Vandergrift locations.

In Bloomington, we coordinated a raffle supporting The Fallen Outdoors, whose mission is to organize outdoor adventures for veterans.

Cook Denmark was a proud sponsor of Team Kardel & Klan during the Danish Cancer Society's relay run: Stafet for Livet ("Relay for Life"). The group raised more

than double its initial target of DKK 25,000 (\$3,800).

Our team in Germany took part in the Aachen Company Run, with proceeds from the event benefiting local and national charities.

Finally, our team in Bloomington took part in the Monroe County YMCA Corporate Challenge, a fitness event that raises scholarship funds.



▲ Beat the Heat, Cook Winston-Salem, US



▲ Aachen Company Run , EUDC, Germany



▲ Cook Medical Mini Marathon, Limerick, Ireland



## Giving Back during the Holidays

For the third year in a row, Cook Canada employees donated to their local food bank during the holiday season. Forty-six food banks across Canada benefited from Cook Canada and their employees' generosity, with a total of CAD \$4,600 (USD \$3,332) collected.

Cook is also a longtime supporter of the Stouffville Lions Christmas Hamper program and the Whitchurch Stouffville Food Bank in Canada.

Many of our sites sponsored or took part in memory trees in their local communities—programs that put lights on trees during the holiday season in

memory of loved ones—including at the Fulton County Rehabilitation Center in Canton; at Milford Care Centre in Limerick; and at the Salvation Army in West Lafayette (Indiana) and Western Pennsylvania.

We also hosted Thanksgiving meals and donations to aid local organizations, including Hoosier Hills Food Bank, Pantry 279, and Wheeler Mission (which supports homeless shelters) in Bloomington; LUM Emergency Shelter and Indiana Veterans' Home in West Lafayette; and Meals on Wheels (an organization that provides meals to those who are homebound and unable to cook) in Vandergrift.

Employees from Cook Australia volunteered for the fourth consecutive year at the Basket Buddies Corporate Wrapping Day (to deliver foods and goods to local families in need at the holidays).

Our team in our European Distribution Centre donated Christmas presents worth €1,200 (\$1,361) to a local organization, Caritas ("Charity" in Latin): Jugend & Wohnen ("Youth & Housing" in German). Cook Denmark supported Ungdommens Røde Kors ("Youth Red Cross") in bringing warmth and festive activities to children who can't spend December at home, and in Limerick, our Customer Support

and Delivery Team hosted their annual donation drive for St Vincent DePaul (to alleviate poverty).

On December 13, 2024, Cook Denmark celebrated Lucia Day with 12 children from the nearby Væksthuset ("the Greenhouse") kindergarten in Vemmedrup. Having rehearsed for two months, the children proudly processed through our halls, filling the corridors and cafeteria with the warm glow of candlelight and song. Afterward, they enjoyed *æbleskiver* (Danish fried batter snacks) and took treats back to share with their friends.



## STEM (Science, Technology, Engineering, and Math) Support

We are committed to promoting STEM education and empowering students to succeed academically. Our efforts span various regions and involve numerous partnerships and events.

In Winston-Salem, we are building a partnership with Crosby Scholars, a nonprofit organization dedicated to empowering students in our community. Additionally, 2024 marked Cook's 12th year sponsoring and volunteering at the Robot Run, an inter-county competition among Forsyth County middle school teams.

The Bill Gibbons Memorial Scholarship, started in memory of our late president of Cook Winston-Salem, supports an eligible student each year at the North Carolina State College of Engineering, helping to minimize financial burdens.

In Ireland, we continued our partnership with local primary and secondary schools to promote STEM-related subjects and encourage students to consider careers in these fields. We also sponsored a school participating in a robotics competition. Our involvement extended to participating in the BT Young Scientist and Technology Exhibition in Dublin and the Explore Engineering event at Shannon Airport.

The Jim Holland Enrichment high school STEAM (science, technology, engineering, arts, and math) program, which aims to support underrepresented high school students by broadening their horizons, returned to our headquarters in Bloomington in 2024.

Cook Spencer took part in McCormick's Creek Elementary School's STEAM Night.

We also awarded four scholarships to local high school seniors for their work in community engagement.

In Denmark, during the annual Køge Festuge ("Festival Week" in Køge), we participated in the Campus+ event, hosting activities for local students in the area. In collaboration with other medical technology companies, we also participated in MedTech Careers, an event that is hosted by Medicoindustrien, the Danish MedTech industry association, which is designed to address the growing demand for qualified professionals.

Cook India partnered with the Education Department of the Government of Tamil Nadu to improve the infrastructure of a local high school. Additionally, we partnered with Team Everest,

a non-governmental organization (NGO) that supports college education and skill development for single-parent and parentless children from economically disadvantaged sections of society.

In Australia, our team shared their career journeys at Sunnybank High School's Career Speed Dating event and connected with aspiring biotech professionals at the Translational Research Institute's Biomedical Careers Day. We were invited to a university networking event held by the Queensland University of Technology (QUT) Medical Engineering group FoME (Fellowship of Medical Engineers), which gave engineering students insights into the medical and biomedical fields.



▲ STEM event, Cook Medical Ireland



▲ Festival Week, Cook Denmark



▲ Jim Holland STEAM Program, headquarters in Bloomington, US



## Volunteerism

Our employees in Bloomington took part in Habitat for Humanity (a nonprofit that provides affordable housing) events, with 35 Cook volunteers from Customer Service and Distribution and the Quality Assurance leadership team donating almost 300 volunteer hours. It is a wonderful opportunity to work alongside teammates and make a significant contribution for future Habitat homeowners.

Employees from Cook Australia partnered with the Coffee Brigade for volunteering opportunities in 2024. The Coffee Brigade is a charity service that provides food, company, and comfort to those in need around Brisbane, Australia.

Cook Medical Ireland continued its partnership with ADAPT Domestic Abuse Services in holding four volunteer days in 2024. We also collaborated with ADAPT to host informational talks for employees locally, and virtually for global employees, about domestic abuse.

Employees in Taiwan volunteered to sort and pack fruits and to label the boxes to ship to orphanages and to support homeless children with better nutrition.

Cook Thailand employees participated

in making wheelchairs for disabled pets at the Faculty of Veterinary Medicine, Kasetsart University, Bangkok. They also helped northern areas of the country that were flooded by donating money and by collecting cleaning items and essentials to help those in need.

Cook Singapore hosted a community outreach program in collaboration with Filos, a social service agency.

Cook Korea continued supporting AMCHAM (the American Chamber of Commerce) and the Eastern Social Welfare Society, took part in the 9th Walk to Help campaign ("Walk, Share, Healthy"), partnered with the Stair Crusher Club to assist those with mobility challenges, and hosted disability awareness training.

In India, we partnered with Dean Foundation, an NGO providing palliative care for patients from economically weaker sections of society, as well as with the Indian Council for Child Welfare, Tamil Nadu, to set up and run an after-school activity center for girls at Kancheepuram.

At Cook Medical Ireland, we held volunteer days for Limerick Animal Welfare and St Gabriels School.



▲ Habitat for Humanity, Bloomington, Indiana, US



▲ Coffee Brigade, Cook Australia



▲ Fruitful Giveback, Cook Taiwan

Some of the companies we volunteered with:



## Distribution Partner Spotlight

Our distribution partners share a common goal with Cook Medical, that of giving back to their local communities and driving meaningful change.

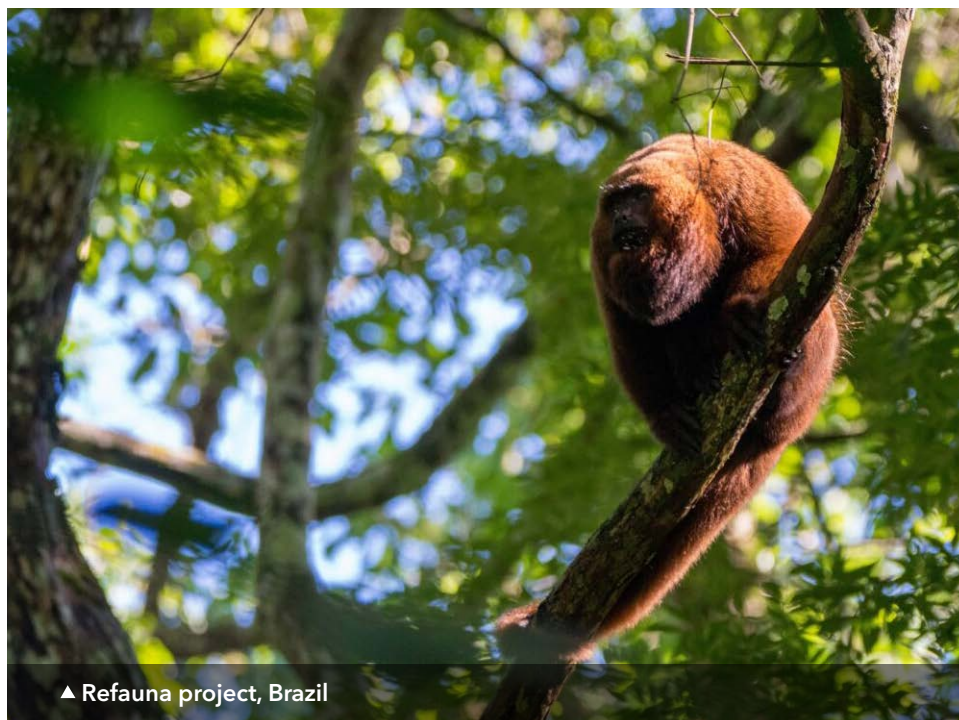


**E. TAMUSSINO  
& CIA LTDA**

### E. Tamussino & Cia Ltda

Brazil

E. Tamussino & Cia Ltda supports a local project (Refauna) that reintroduces animals that have disappeared from the Tijuca forest back into it. Through the project they “adopted” two animals, a rhinoceros and a jaguar. Additionally, they have a program for hiring displaced persons and currently employ two such people, one originally from Venezuela and one from Africa.



▲ Refauna project, Brazil

**RAPHA MEDICAL**

### Rapha Medical and H&A Medical

Malaysia

Employees from Rapha Medical and H&A Medical recently served in the soup kitchen in Jinjang, Kuala Lumpur. They started out by helping in the kitchen early in the morning and then served lunch to the guests, after which they cleaned up the dining area. The day they volunteered, they served 174 meals to people dining in, 40 take-out meals, and 45 delivery meals.



▲ Cleaning dining area, Malaysia



### Biosonda

Portugal

To support their community and encourage healthy habits, Biosonda launched a fun hands-on project introducing children to the world of medical science.

Through engaging workshops, kids explored with curiosity and excitement, making learning both memorable and meaningful for everyone involved. The objective of the workshops was to inspire an interest in medicine among participants, potentially leading to future careers in the medical field.



▲ Hands-on workshop, Portugal



## Sustainability

We are committed to making sustainable and inventive choices across our organization to protect our environment by reducing our carbon footprint and achieving impactful environmental goals.

We do this by focusing on the following areas:

Climate  
Change

Circular  
Economy



▲ Beehives at our Cook Denmark manufacturing facility





▲ Greenovation award team, headquarters in Bloomington, US

## Recognition

In recognition of our efforts, Cook companies received three awards in 2024 for achievements in environmental sustainability.

### ecoBiz Star Partnership

We are proud to share that Cook Australia was named an ecoBiz Star Partner in 2024, recognizing our significant efforts in tackling environmental issues by understanding the areas where we can become more efficient with our energy usage and waste generation.



### EcoVadis

Cook has been awarded a Fast Mover Badge from EcoVadis in recognition of our significant improvement in sustainable practices. "Congratulations! Your company has been awarded a Fast Mover Badge in recognition of your significant improvement since the last assessment."



### Greenovation Award

Cook Medical received a Greenovation award from Kimberly-Clark's RightCycle Program, for a fourth year in a row, for sustainability leadership and participation in a landfill diversion program for nitrile gloves that remakes them into patio chairs. Since 2020, Cook has diverted over 28,606 lb / 12,975 kg of PPE waste, adding 5,000 lb in 2024.

# Climate Change

## Mitigation

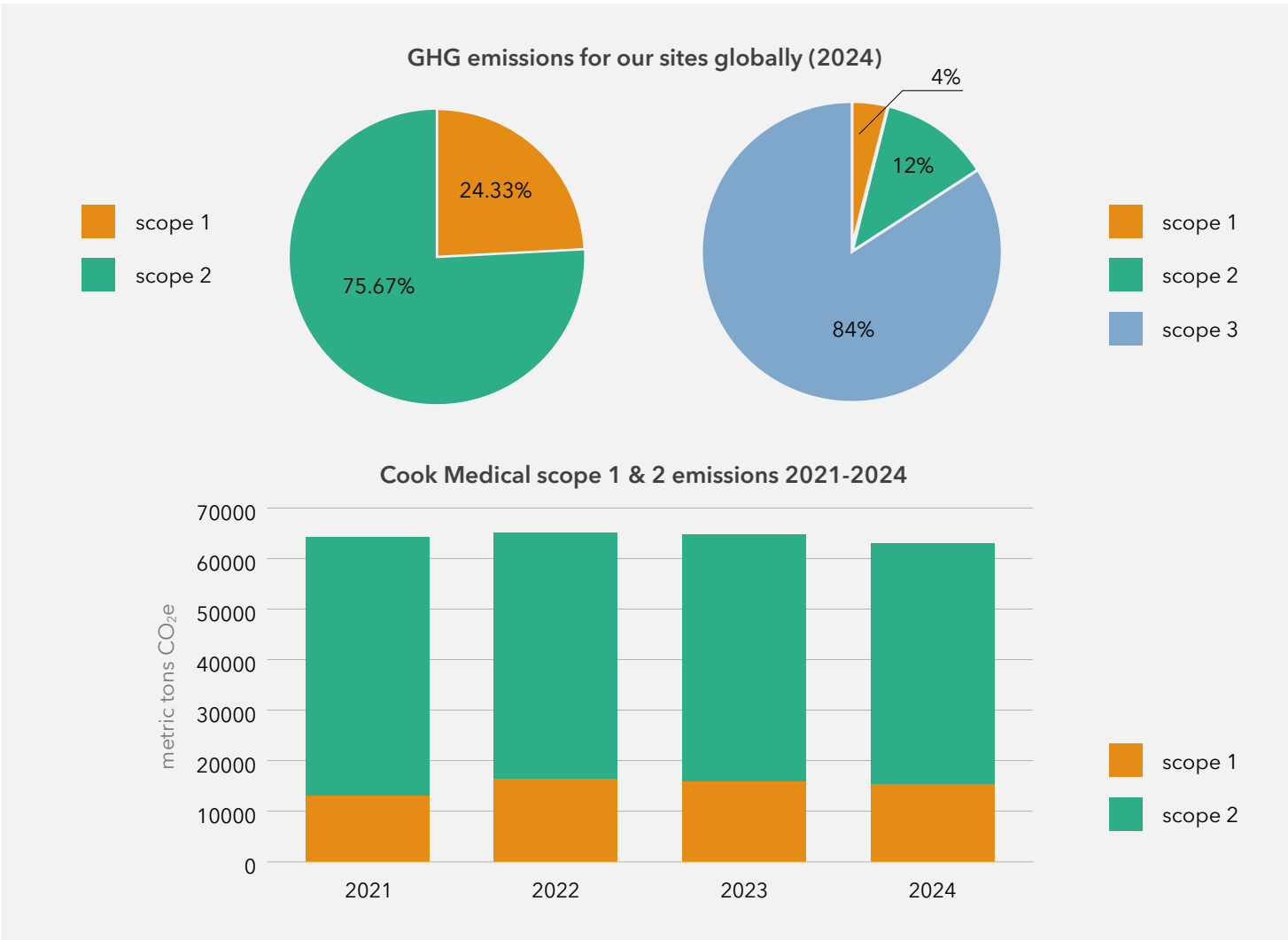
We are focused on reducing greenhouse gas emissions, improving energy efficiency, using renewable energy sources in our operations and supply chain, building resilient infrastructure, protecting and enhancing natural habitats, and promoting sustainable practices across the business.

## Decarbonization Journey

We made important progress on our decarbonization journey: Having calculated our scope 1 and scope 2 carbon emissions for all our global sites, we have now gathered information on our scope 3 emissions globally.

In addition we are in the process of rolling out a 10-year decarbonization strategy with goals and targets, with the following areas of focus:

- Improving energy efficiency:**  
 We are actively working to reduce energy consumption across all our factories and distribution centers.
- Expanding renewable energy:**  
 Expanding the installation of renewable energy solutions, such as solar panels, will play a critical role in achieving our targets.
- Adopting new technologies:**  
 By integrating more energy-efficient technologies, we will significantly reduce our carbon footprint.



**Scope 1 emissions**  
 This category covers the greenhouse gas (GHG) emissions that a company produces itself as a direct result of burning fossil fuels (e.g., emissions from burning oil or gas).

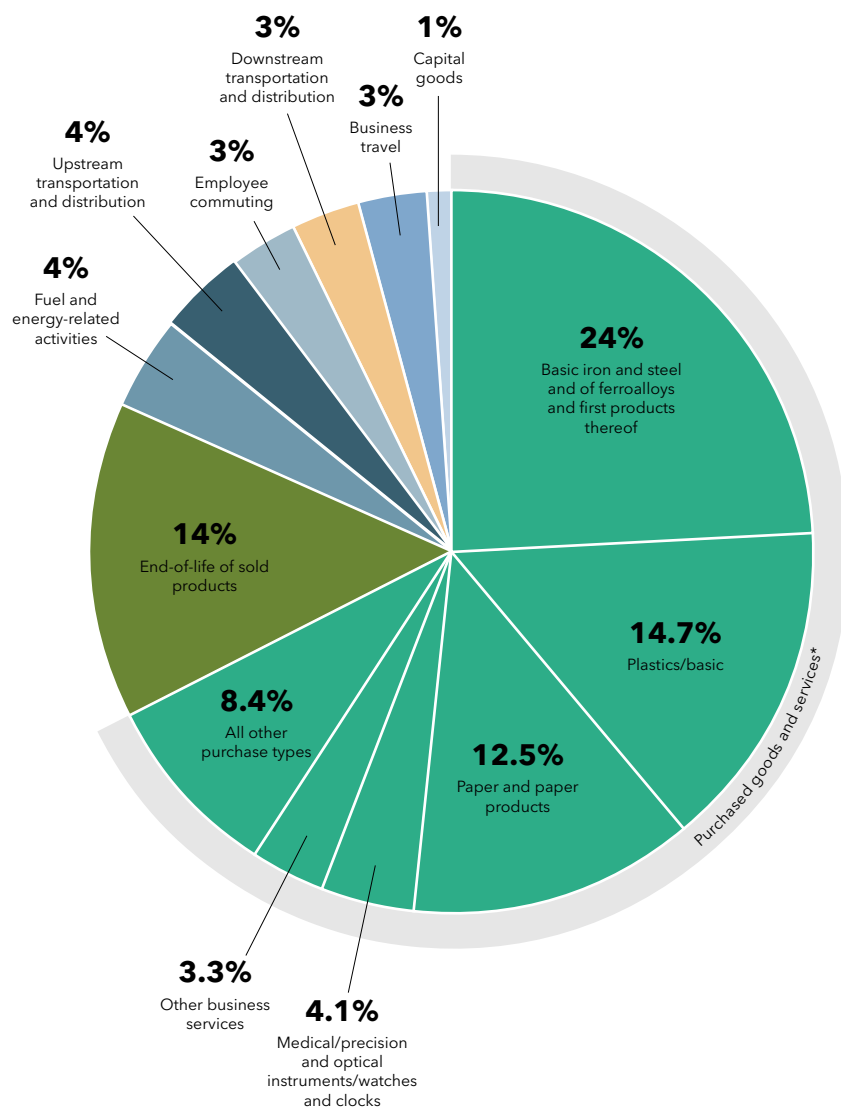
**Scope 2 emissions**  
 These are the emissions resulting secondarily when a company purchases energy derived from burning fossil fuels (e.g., electricity or steam).

**Scope 3 emissions**  
 Any other emissions related to a company's business activity up and down its value chain (e.g., employee travel) are scope 3.

## Principles

The Scope 3 Greenhouse Gas (GHG) Emissions Report outlines the inventory of relevant activities and calculations in accordance with the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (GHG Protocol). It follows the principles of relevance, completeness, consistency, transparency, and accuracy.

Cook Medical scope 3 emissions breakdown



Category		Sub 1 Categories	Total Emission in Metric Ton CO <sub>2</sub> e	Percent (%) of Total Scope 3 Emissions	Rank
1	Purchased goods and services*	Basic iron and steel and of ferroalloys and first products thereof	78,227	24.0%	1
		Plastics/basic	47,943	14.7%	
		Paper and paper products	40,634	12.5%	
		Medical/precision and optical instruments/watches and clocks	13,470	4.1%	
		Other business services	10,604	3.3%	
		All other purchase types	27,277	8.4%	
12	End-of-life of sold products	End-of-life of sold products	45,751	14.00%	2
3	Fuel and energy-related activities	Fuel and energy-related activities	13,381	4.00%	3
4	Upstream transportation and distribution	Upstream transportation and distribution	13,032	4.00%	4
7	Employee commuting	Employee commuting	11,025	3.00%	5
9	Downstream transportation and distribution	Downstream transportation and distribution	10,102	3.00%	6
6	Business travel	Business travel	9,129	3.00%	7
2	Capital goods	Capital goods	3,020	1.00%	8
15	Investments	Investments	1,593	0.49%	9
8	Upstream leased assets	Upstream leased assets	1,061	0.32%	10
5	Waste generated in operations	Waste generated in operations	979	0.30%	11
			327,229		



# ISO Certification

We were delighted to successfully extend our ISO 14001 certification in Europe to include all Cook European sales subsidiaries (16 countries).

This achievement underscores our ongoing commitment to environmental management and sustainability across our operations. By aligning all our European sales entities under the ISO 14001 framework, we further strengthen our dedication to minimizing environmental impact and adhering to global standards.

This International Organization for Standardization (ISO) certification is given to companies that meet requirements for

minimizing their negative environmental impact and is audited every year.

## Renewable Energy

We have a solar array system in place at our manufacturing site in Australia and at our global headquarters in Bloomington as well as at our North America Distribution Center (NADC).

- ▶ In 2024, our headquarters produced 884.039 MWh of electricity through solar panels, which avoided 625.8 metric tons of CO<sub>2</sub>e. This is equivalent to the electricity usage of 130 homes for one year\*.

- ▶ The NADC produced 904.547 MWh of electricity in 2024 through solar panels, which avoided 640.4 metric tons of CO<sub>2</sub>e. This is equivalent to the electricity usage of 133 homes for one year.\*
- ▶ In Australia, we produced over 250 MWh with solar panels installed on our 3 buildings, a savings of 225 metric tons of CO<sub>2</sub>e. This is equivalent to 46 homes’ electricity use for one year.\*

We are also exploring opportunities at our Irish manufacturing site in Limerick to install a solar array system in 2025. The project consists of a new 1-megawatt,

ground-mounted solar PV (photovoltaic) array, along with a 1.2-megawatt heat pump system to replace the existing chillers, an upgrade of electronically commutated fans, and a new energy management system. These new technologies will help increase the operational efficiency of the facility and will eventually offset approximately 50% of carbon emissions.

\*The electricity use of one home was calculated based on the average use in the United States in 2022. Greenhouse gas equivalences calculator – calculations and references. [United States Environmental Protection Agency website](#). Updated April 24, 2025. Accessed May 13, 2025.

Cook Ireland	Achieved ISO 14001 and ISO 50001 (energy efficiency) Certifications	since November 2019
Cook Denmark	Achieved ISO 14001 Certification	since March 2020
Cook Winston-Salem (US)	Achieved ISO 14001 Certification	since February 2022
European sales subsidiaries (16 countries)	Achieved ISO 14001 Certification	December 2024
Cook Inc. (Indiana, US)	Expected ISO 14001 Certification	2025
Cook Australia	Expected ISO 14001 Certification	2026



## Energy Reduction Projects

### Energy Savings in Ireland

We recently conducted an energy review in Cook Medical Ireland. After selecting 2021 as our baseline year, we evaluated initiatives that were completed between January 1 and December 31, 2024, which yielded the following results:

- Electricity savings: 755,644 kWh (223 metric tons of CO<sub>2</sub>e), which is

equivalent to the annual electricity consumption of 180 average Irish households.

- Natural gas savings: 1,022,449 kWh (209 metric tons of CO<sub>2</sub>e), which is equivalent to the annual natural gas consumption of 93 average Irish households.

These savings not only reduce carbon emissions but also contribute to a more sustainable and eco-friendly environment.

### Energy Savings in Denmark

Our team in Denmark recently implemented a new project to reduce the air exchange rate in some of our controlled manufacturing areas (CMAs)

while continuing to allow sufficient time for purification in our clean rooms. This has resulted in a significant reduction in our electricity consumption and consequently a substantially lower CO<sub>2</sub> footprint. We are hoping to roll out similar projects at other sites in the future.

## Waste Reduction Projects

### Waste Reduction in Ireland

At our manufacturing site, all plastics, paper, cardboard, timber and metal waste are recycled. This represented 42% of Cook Medical Ireland's total waste and weighed 116,264 kg (256,318 lb) in 2024.

### Waste reduction in Denmark

In 2022, we set out to increase our waste recycling rate in Denmark by 10% by

2025. By sorting more than 30 categories of waste and working as one team, we've already surpassed our goal, achieving an 11% increase in recycled materials compared to last year.

In addition, the cafeteria at Cook Denmark has revamped its buffet to focus on sustainability and wellness. More vegetarian and vegan options

and seasonal local produce have been introduced in an effort to reduce our environmental impact. We also set the following goals for the cafeteria:

- As of December 2024, 30% of the raw ingredients we purchase are organic.
- By the end of June 2025, we aim to have reduced our CO<sub>2</sub> emissions from meals by 60%.

Furthermore, any food that is left over in the cafeteria is divided into portions for employees to take home rather than thrown away.

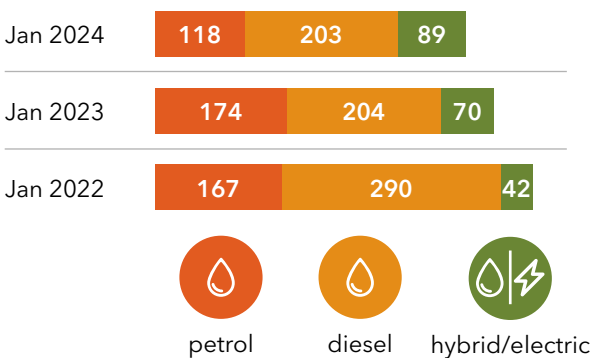
### Waste Reduction in North America

We piloted a new recycling program for our Ascend™ ureteroscope at the end of 2024, and we are working to implement a long-term program in the near future.

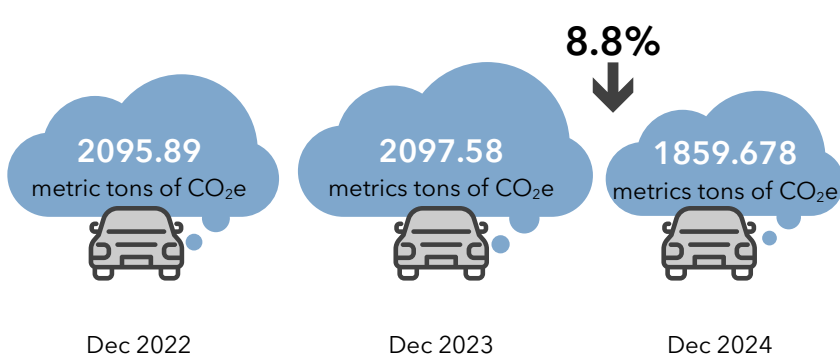
## Reduction in Emissions

We introduced a new car policy in Europe to push for cars with lower CO<sub>2</sub> emissions (electric, hybrid, plug-in hybrid), which resulted in a reduction in diesel and petrol cars in 2024 and a 27% increase in hybrid/electric cars in 2024.

Cook's car fuel types for EMEA (2022-2024)



Cook's vehicle fleet CO<sub>2</sub> emissions for EMEA (2022-2024)





▲ Movianto partnership



▲ Nature Week, Cook Denmark



▲ ESGE Days Congress 2024

## Additional Improvements in Sustainability

### Movianto Partnership

#### United Kingdom

We have begun a new distribution partnership in the United Kingdom with a leading European supply-chain solution, Movianto UK. By shipping products within the UK from Movianto UK, instead of from our European distribution center in Germany, we are enhancing our commitment to better serve customers and deliver life-saving products more efficiently by consistently making use of roads rather than air, thereby reducing the carbon footprint associated with transportation and contributing to a more sustainable future.

### Upgrading the European Training Centre

#### Barcelona, Spain

We recently created a more sustainable office for our European Learning Centre in Barcelona by adopting eco-friendly and sustainable practices in waste management and energy, by selecting green vendors, and by encouraging employee participation in our sustainability efforts. We used sustainability to guide our decisions for all aspects of the Learning Centre, right down to the water we use, which we filter through an advanced osmotic filtration system, as well as the reusable bottles we drink it with. Our vendor selection process is also closely aligned with our sustainability goals. This pilot project in Barcelona represents a tangible step

toward embedding sustainability into all our operations.

### Sustainable Events

As we organize events, sustainable criteria guide our selection of vendors, ensuring that every step of the supply chain reflects our commitment to sustainability. Those criteria include environmental certificates, energy efficiency, water conservation, waste management, and sustainable sourcing.

In April, we incorporated sustainability into our stand at the European Society of Gastrointestinal Endoscopy (ESGE) event in Berlin. We implemented numerous eco-friendly measures, such as lanyards made from recycled plastic, no paper on the booth, vegetarian food options, and plants on the stand. We also went paperless at the Digestive Disease Week® (DDW) event in Washington, DC.

### Life-cycle Assessments

A product life-cycle assessment (LCA) is a method for evaluating the environmental impacts associated with every stage of a product's life cycle.

At Cook, we are still in the early stages of life-cycle assessments for our products. However, a number of our employees have completed external professional training to better understand and implement LCAs. Through this training they have completed initial LCAs on some

of our products, for learning purposes. In 2025, we intend to start incorporating LCA methods into new product development processes.

### Biodiversity Efforts

Cook Vandergrift was recently presented with the Kiski Watershed Association Recognition Award in appreciation for the work we do caring for the local environment.

In honor of Denmark's nationwide Naturens Uge ("Nature Week"), Cook Denmark hosted a nature day that welcomed children from local schools. With support from a team of enthusiastic Cook colleagues, the children engaged in biodiversity-focused activities: filling insect hotels, building brushwood fences, drawing insects, and even catching crane flies by hand under the guidance of a nature guide, Morten D. D. Hansen.

Our team in Denmark also established four new insect hotels on Cook's *fælled* ("common"), and we hope they will attract a wide variety of insects while contributing to local biodiversity.

We conducted a tree-mapping exercise on our grounds in Ireland to identify any trees that were dying and then replaced them with new ones. We also established a new apple orchard adjacent to the existing wildflower meadow.





▲ Adopt-a-Highway clean-up, Cook Vandergrift, US



▲ National Recycling Week, Cook Australia



▲ Local park clean-up, Cook Malaysia

We also partner with local beekeepers to maintain ten beehives in Ireland, as well as two in Denmark, where we produce Cook honey. In Ireland we have sold jars of honey to Cook employees and donated the full proceeds to our charity partner.

### Community Clean-Up

Cook Denmark took part in Denmark's Nature Conservation Society's 2024 Litter Clean-Up; employees collected 137 kg (302 lb) of trash in just one and a half hours. And Cook Australia employees took part in a Clean Up Australia Day, an event that encourages members of the community to collect rubbish and clean up the local environment.

Additionally, our team in Vandergrift partnered with Parks Township to host

## Adaptation

### Awareness Days

We marked Earth Day at many of our sites by hosting various events.

In Spencer, we hosted a flower seed giveaway and a perennial-flower swap. Bloomington employees received a sapling from Vallonia State Nursery via the Indiana Department of Natural Resources, and at Cook Polymer (in Bloomington), we planted trees and bushes around the location.

In Ireland, the Green Team hosted an information session for the employees to learn more about environmental practices and energy usage at home.

clean-up days and hauled away a total of 148 carloads, amounting to 7 dumpsters' worth, of trash; they also participated in Adopt-a-Highway clean-up activities.

To mark World Environmental Day at Cook China Shanghai, employees participated in the Shanghai LinGang beach garbage clean-up carried out by the Foreign Investment Association's Foreign Enterprises Volunteer Service Working Committee, and cleaned up a total of 145.42 kg (320 lb) of beach garbage.

Our team in Cook Malaysia took part in a local park clean-up.

These accomplishments reflect both the dedication and teamwork of our employees in caring for local and natural areas.

In Australia, the Environmental Team hosted a spring planting competition and gave out seed packs to encourage employees to plant seeds at home. We also celebrated National Recycling Week by educating employees on recycling best practices and gave out eco-friendly, reusable Cook shopping totes.

Cook Korea held an employee engagement day on which 16 employees took part in an educational session to learn about proper milk carton recycling methods. Following the training, volunteers collected used milk cartons from designated cafes to support the recycling process.



▲ Sapling pick-up, Cook Inc., Bloomington, US



▲ E-Waste event, Cook Vandergrift, US

In Vandergrift, we hosted our annual community E-Waste Event in April and collected 23,700 kg (52,390 lb) of e-waste.

Finally, the Environmental Health and Safety (EHS) team in Bloomington forged community connections and thus helped the environment by donating Cook product trays to local organizations, including Hilltop Garden & Nature Center at Indiana University and the Material for the Arts program at the Monroe County Solid Waste District.

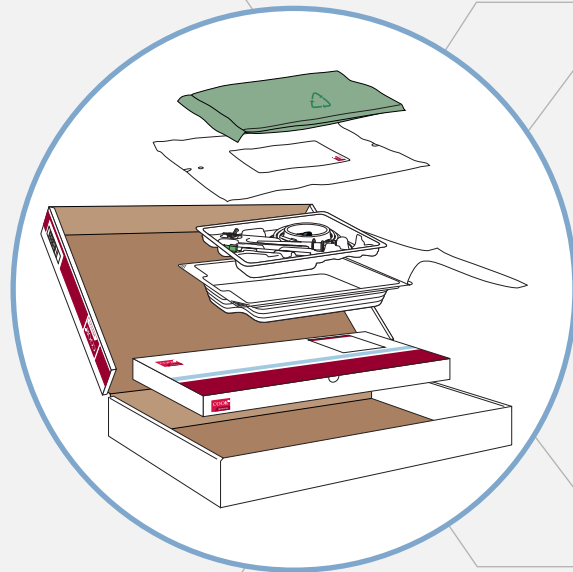
# Circular Economy

## Product Packaging

All of our cardboard and paper packaging is 100% recyclable and contains recycled material.\*

We use air pillows that are 100% recyclable at most of our distribution centers.

We use PETG (polyethylene terephthalate glycol), which is a recyclable material, for our trays.



Our shipping boxes are recyclable and contain on average 65-70% recycled material. To reduce the weight and size of each shipment, we carefully size the shipping boxes to the products.

Our product cartons are both recyclable and made from recycled material.

Additionally, we are actively looking for ways to align to the Healthcare Plastics Recycling Council (HPRC) guidelines in our packaging decisions and choices going forward.

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.

\* The dimensions of our products' packaging vary across our portfolio. This graphic illustrates one example of our product packaging.

## Shipping Consolidation

We continued our packaging consolidation program in the US, working with more customers to reduce waste. We removed 76,741 boxes through this project, which resulted in a reduction in our discrete shipments by 20% in 2024.

What does this 20% reduction in shipments mean to customers? It means 76k+ fewer boxes to open, resulting in a huge reduction in waste as well as the costs associated with its disposal.

## Corrugated-Shipping-Box Reduction

We completed a box-design standardization project in 2024, incorporating customer feedback into our design selection. As a result of this project, we implemented standardized shipping box designs in the US, allowing our boxes for intercompany shipments to be reused. The result was an annual reduction in corrugated material of 2,961,552 feet<sup>2</sup> (275,137 m<sup>2</sup>). In the long term, we intend to standardize our designs globally to enable 40% of shipping boxes to be reusable across all regions. That's enough cardboard to fill 82 American football fields.



▲ EUDC, Germany

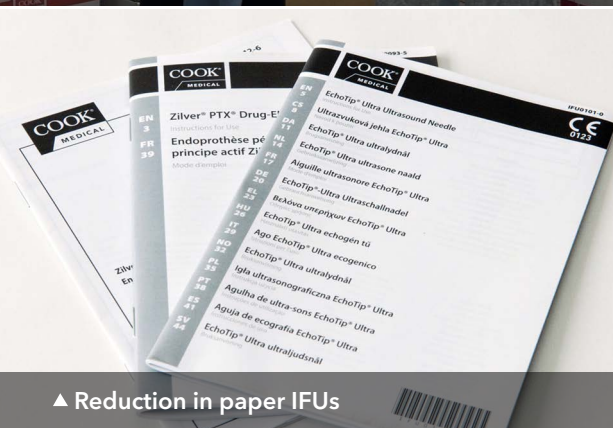




▲ Supplier collaboration



▲ I Support the Girls, Bloomington, US



▲ Reduction in paper IFUs

At Cook China, we reused 95% of the shipping boxes we received in our distribution center from our manufacturing sites for outbound deliveries to distributors. We also reused shipping pallets. In addition our distribution center team in Asia implemented a digital solution that saved 80% of the workload, improved customers' satisfaction on document requirements, and reduced the paper we printed on by implementing digital invoices to replace paper invoices.

We also donate boxes to local organizations, including Pantry 279 and I Support the Girls, to help them with their transportation needs.

### Supplier Collaboration

Each year, we host a global supplier summit to share insights with our suppliers. A major part of this meeting is the focus on our Social Impact & Sustainability program, which aims to engage, educate, and encourage our suppliers to enhance their efforts and

seek opportunities for improvement. We also take this opportunity to learn from our suppliers about how they are making more sustainable choices. This mutual dialogue allows us to share insights and learn from each other.

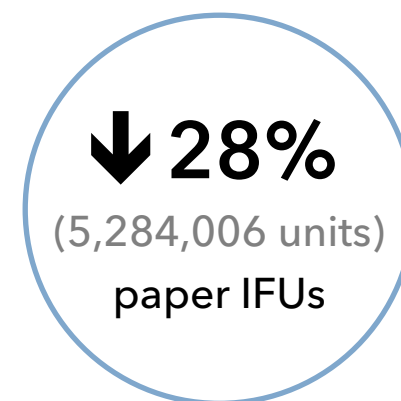
We further drive sustainability in the supply chain by conducting ESG (environmental, social, and governance) surveys with our suppliers through Assent, a third-party supply-chain monitoring company, in order to understand their priorities and progress.

### Responsible Material Use

We are continually increasing 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.

We are currently undertaking projects in several key areas. These include globally converting our primary package-handling process to incorporate reusable and recyclable totes, pallets, and strapping systems; reducing and in some cases replacing the use of ethylene oxide (EtO) gas in global sterilization processes; and harmonizing the supply chain by implementing a consistent global approach to sterilization purchasing that aims to reduce waste and drive efficiencies.

Additionally, we are committed to reducing regulatory burdens in order to streamline the regulatory process for new and sustaining product development submissions. This process helps make changes to products or packaging as part of sustainable efforts, by serving as a roadmap, streamlining actions, and removing regulatory complexities.



### Converting to e-IFUs

We're often asked about moving to electronic Instructions for Use (e-IFUs). Where we can, we are. We have achieved the following results to date:

Reduction of 5,284,006 paper IFUs, which accounts for approximately 28% of paper IFUs.

# Priorities for 2025

## Social Impact

- Complete global My Cook Voice Engagement Survey.
- Introduce new Business Resource Groups.
- Further expand and develop strategic social enterprise partnerships.

## Sustainability

- Complete 5-year sustainable packaging strategy.
- Finalize targets for our Decarbonization Strategy, and set global reduction goals for scopes 1 and 2 (direct and indirect greenhouse gas emissions).
- Achieve ISO 14001 Certification for Cook in Bloomington (US).
- Achieve CDP accreditation.
- Complete 2025 Supplier Sustainability Survey.



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