Social Impact & Sustainability Report 2026

COOK® MEDICAL

Contents

Introduction 1

About Cook Medical 2
About This Report 3
Sustainable Development Goals 3
Messages from Our Leaders 4
2025 Social Impact & Sustainability Highlights 6
Social Impact & Sustainability at Cook Medical 7
Our Values 8

Social Impact 9

Recognition 10
Our People 11
- Fair Labor Practices 12
- My Cook Voice 13
- My Cook Pathway 13
- Cook Strengths 14
- Talent Philosophy 14
- Employee Development 15
- Employee Wellbeing 16
- Employee Engagement 17
- Wellbeing, Connection & Opportunity 18
- Business Resource Groups (BRGs) 19

Business Conduct 20
- Human Rights Responsibility 20
- Anti-Bribery/Anti-Corruption & Investigations 20
- Trade Compliance 20
- Prevention of Modern Slavery 20
- Conflict Minerals 20
- Data Privacy 20
- Ethics & Compliance Training 20

Patient Story 21
Community Engagement 22
- Strategic Social Enterprise Partnerships 22
- Philanthropy 24
  - Goods Donations 26
  - Healthy Communities 28
  - Giving Back during the Holidays 29
- Volunteerism 30
  - STEM Support 31

Distribution Partners Spotlight 32
CSRD Compliance 33
- Double Materiality Assessment 33
- EU Omnibus Package 33

Environmental Sustainability 34

Recognition 35
Building Transparency through CDP 35
Climate Change & Decarbonization 36
- Mitigation 36
  - Decarbonization Journey 36
  - Understanding Our Climate Disclosure (TCFD) 38
  - International Organization for Standardization (ISO) Certification 39
  - Renewable Energy 39
  - Energy Efficiency & Conservation 39
  - Partnership with Movianto 41
  - Sustainable Events 41
  - European Training Centre 41
  - Community Clean-Up 41
  - Biodiversity 42
- Adaptation & Awareness 42

Product & Packaging 43
- Product 43
  - Life Cycle Assessments (LCAs) 43
  - Sharps TakeAway Recycle System 43
- Packaging 44
  - Sustainable Packaging Strategy 44
  - 2025 Key Wins & Deliverables 44
  - What's Next in 2026 44
  - Tyvek® with Renewable Attribution 45
  - Converting to e-IFUs 46
  - Compostable Packaging 46
  - Shipping Consolidation 46
  - Corrugated-Shipping-Box Reduction 46
  - Responsible Material Use 46
  - Our Responsible Use of Ethylene Oxide (EtO) 46

Supplier Engagement 47
- Supplier Summit 47
- Sustainability Data & Collaboration 47

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.

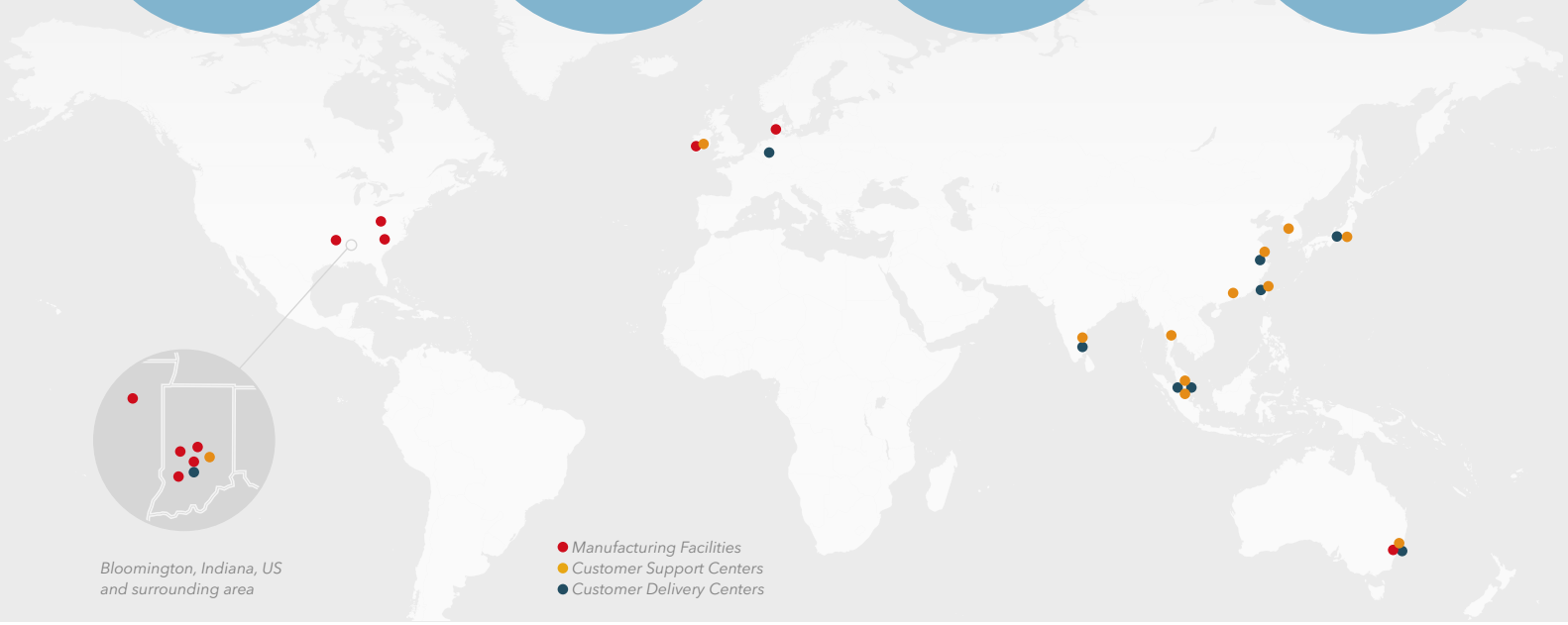
We are proud of our history of innovative firsts and the impact we have on patients and communities. With headquarters in Bloomington, Indiana (US), and manufacturing facilities and offices in various global locations, we challenge ourselves to maintain a global perspective while focusing on local impact.

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.



10,000+
employees worldwide

10,000+
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

29M+
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 2025.

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 most of our initiatives undertaken in 2025, 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.

Messages from Our Leaders

Pete Yonkman

President, Cook Group
and Cook Medical

Being privately held, we get to look at the world in our own way and do what we feel passionate about, rather than be driven by stakeholder demands and expectations.

We operate our business in alignment with our values, and we believe that everyone—patients, customers, employees, and the communities we serve—deserves the opportunity to reach their full potential.

We are not your typical medical device company. Innovation that benefits patients is what drives us, and it always has. We are focused on growing a unique portfolio of products, listening closely to the healthcare professionals who use them, and finding new ways to deepen our connections with customers, employees, and communities along the way.

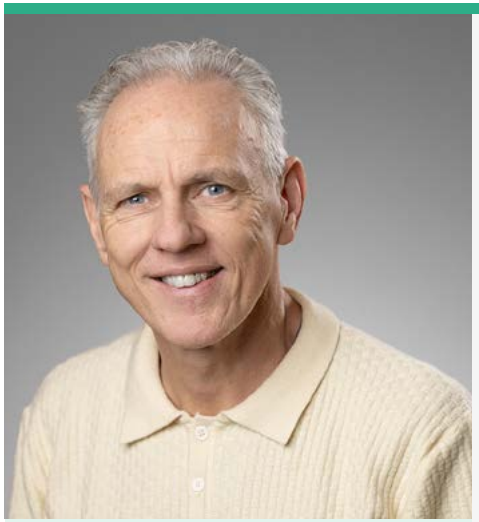
We believe businesses are uniquely positioned to make a lasting impact, and we understand our obligation to use our resources, skills, and partnerships to elevate our communities and the lives within them. We can best serve patients, customers, and our communities by operating in a way that supports employee wellbeing, 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 is our responsibility to lead and set an example of how businesses can create opportunities for all. We do this carefully by considering the social impact of our actions, the environmental sustainability of our operations, and the reach of our philanthropy and community partnerships.

The following report outlines the many 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



Barry Slowey

Vice President and Chief Sustainability Officer, Cook Medical

At Cook Medical, our commitment to social impact and sustainability is more than a responsibility—it's a core part of who we are. Each year, I am inspired by the dedication of our teams around the world who work tirelessly to make a positive difference for our patients, our communities, and our environment.

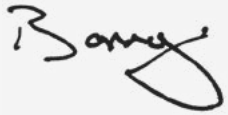
In 2025, we accelerated our journey toward a more sustainable future. We were honored to receive the Sustainability Program of the Year Award at the Assent Achieve Awards, recognizing the collective efforts of our people to drive meaningful change. This year also marked our first disclosure of environmental data through CDP (formerly the Carbon Disclosure Project), reflecting our commitment to transparency and setting a strong foundation for ongoing progress.

We continue to make significant strides in decarbonization, setting ambitious targets to reduce greenhouse gas emissions by 35% by 2035 and successfully expanding our ISO 14001 certification to additional sites. We are proud to have launched a five-year Sustainable Packaging Strategy, and to be early adopters of innovative materials such as DuPont™ Tyvek® with Renewable Attribution in our medical device packaging—demonstrating that sustainability and quality can go hand in hand.*

Our impact extends beyond environmental stewardship. In 2025, our teams deepened their engagement with local communities, expanded volunteering and philanthropy, and continued to foster an inclusive, respectful workplace. Programs like Cook Strengths and our Business Resource Groups (BRGs) are helping every employee reach their potential, while our partnerships with organizations around the world are creating opportunities for those who need them most.

Sustainability at Cook Medical is about more than compliance; it's about innovation and collaboration. From launching take-back programs for single-use medical devices to piloting compostable packaging materials and hosting e-waste recycling events, our teams are finding creative ways to minimize waste and conserve resources.

As we look ahead, our mission remains clear: to enhance the quality of life for the people we serve, protect the environment we all share, and help ensure a sustainable future for generations to come.



* Scope 1 & 2

2025 Social Impact & Sustainability Highlights

Awarded Sustainability Program of the Year at the 2025 Assent Achieve Awards

Strengthened a recent partnership with Mixxer Community Makerspace in Winston-Salem, North Carolina

Launched a five-year Sustainable Packaging Strategy

Created a new Neurodiversity & Disability@Cook Business Resource Group

Established targets to reduce greenhouse gas emissions by 35% by 2035

Started a new partnership with Endeavour Foundation, Brisbane, Australia

Started a new collaboration to incorporate DuPont™ Tyvek® with Renewable Attribution into our medical device packaging

Launched Cook Strengths, our global strengths-based development program

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

- Our People
- Business Conduct
- Community Engagement

Sustainability

- Climate Change & Decarbonization
- Product & Packaging
- Supplier Engagement

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 wellbeing of our employees and elevating our communities. To that end, we endeavor to help all our employees reach their personal and professional goals.

Our success is built on great people accomplishing great things together.

Recognition	10
Our People	11
Business Conduct	20
Patient Story	21
Community Engagement	22
Distribution Partners Spotlight	32
CSRD Compliance	33

Recognition

Cook Australia was certified as a Great Place to Work® for 2025, based on confidential employee feedback gathered through the Great Place to Work survey, which measures trust, culture, and overall workplace experience. Eighty percent of employees surveyed said Cook is a great place to work, which is 20 percentage points higher than the average for a typical company in Australia.

"Our people are the reason we've received this recognition," said John Skinner, general manager and director of Cook Australia. "It reflects the strength of our culture, the trust we place in each other, and our shared commitment to improving the lives of patients every day."

Cook India has been certified as a Great Place to Work for the fourth consecutive year (2025–2026), based on employee feedback on trust, values, and leadership. This recognition reflects the team's strong culture, commitment to growth, and consistently positive workplace experience.

Great Place to Work is a registered trademark of Great Place to Work Institute, Inc.

Cook Hong Kong has once again received the Caring Company recognition for the year 2024–2025. The Caring Company Scheme from Hong Kong Council of Social Service aims to inspire continuous improvement in sustainable development and social impact across companies and organizations. This is the sixth consecutive year we have received this honor.

Cook Hong Kong has also been awarded the Caring Employer Medal—a program initiated by the Hong Kong SAR government to encourage and support persons with disabilities entering the job market. The medal recognizes employers that maintain a welcoming and inclusive workplace for all employees. Cook Hong Kong received a level 2 medal, as well as the Inclusive Innovation Award.

Cook Hong Kong is committed to providing robust retirement protection for all of our employees. This dedication was recognized through the Good Mandatory Provident Fund (MPF) Employer Award, which acknowledges employers that have made significant efforts to enhance their employees' retirement benefits.

We were proud to be included in LinkedIn's Top Companies in Ireland for 2025. This list highlights the 25 best workplaces to grow your career in Ireland and evaluates companies based on factors such as employee advancement opportunities, skills development, and the overall supportiveness of the workplace culture.

Cook Medical Ireland won the Best Employer Award: People & Culture Excellence at the Limerick Chamber Regional Business Awards. The award recognizes businesses that excel in employee wellbeing and development, taking into consideration work-life balance, employee health programs, career development, employee engagement, and continuous improvement in benefits.

▲ Great Place to Work, Cook Austarlia

▲ Caring Employer Award, Cook Hong Kong

▲ Limerick Chamber Regional Business Awards, Cook Medical Ireland

Our People

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.

Global employee breakdown
Percentage of employees by gender:

54.7% | **45.3%**

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

5–9 years	**1,902** employees
10–14 years	**1,555** employees
15–19 years	**1,102** employees
20–24 years	**670** employees
25 years+	**762** employees

60 people have been with the company over 40 years.
1,432 have been with the company over 20 years.

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 Labor 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 wellbeing 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 VOICE

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

This year participation increased by 6% and we are proud to remain above the global benchmark in our overall employee engagement score. This increase aligns with feedback indicating that employees felt their voices were heard in previous surveys and observed positive changes over the past year.

How many employees participated?

74% response rate

This means, globally, **7,530 out of 10,230** employees participated.

71% of EMEA

81% of APAC

73% of AMER

Employee general feedback

79%

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

82%

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

86%

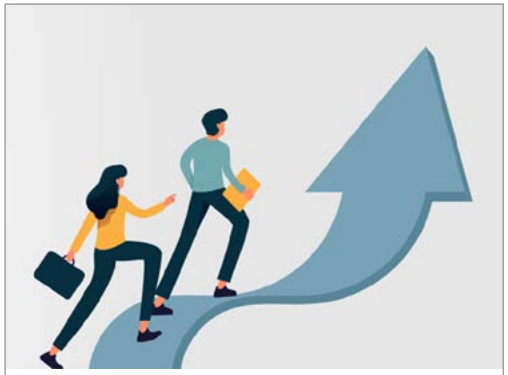
of employees **intend to stay** with the company.

81% overall engagement score

The overall engagement score is a combination of the Cook engagement score and the job engagement score.

Highest-rated themes

- Employee benefits
- Performance recognition from a manager
- Effective training
- Ethical employees
- Continuous improvement



My Cook Pathway

WELLBEING | CAREER | COMMUNITY

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

Cook Strengths

Cook Strengths launched in 2025 as Cook's global, strengths-based development program, built on the Gallup CliftonStrengths® assessment. The program reflects Cook's belief that people do their best work when they understand their natural talents and how those talents contribute to their teams.

Cook Strengths supports employees around the world in building self-awareness, appreciating differences, and working more effectively across teams, functions, and cultures. By focusing on strengths rather than limitations, the program reinforces a shared commitment to respect, inclusion, and collaboration across the organization.

Through Cook Strengths, employees:

- Gain insight into their natural talents using the CliftonStrengths framework
- Build greater self-awareness and understanding of others
- Strengthen collaboration by recognizing the diverse contributions within teams
- Contribute to a consistent, strengths-driven culture across Cook globally

In 2025, more than 750 employees participated in over 90 workshops during the initial rollout. Participants reported increased confidence, improved communication, and stronger team relationships. Cook Strengths will continue expanding worldwide, supporting a culture where individual strengths are recognized, valued, and intentionally connected to Cook's values and long-term success.

Talent Philosophy

Cook's Talent Philosophy provides a clear, consistent, and unbiased foundation for how the company attracts, develops, retains, and supports its people worldwide. It was established in 2025 to ensure that decisions affecting employees' careers are guided by shared principles, aligned with Cook's values, and connected to the company's long-term business strategy.

As Cook has grown across regions and cultures, leaders have recognized the importance of a common approach to talent—one that promotes fairness, clarity, and trust regardless of role or location. The Talent Philosophy serves as a unifying framework, linking Cook's mission, values, and business priorities with how people are supported, developed, and recognized. By creating this shared understanding, Cook strengthens consistency while respecting local context and individual differences.

At its core, Cook's Talent Philosophy is built on five foundational elements:

- **Performance** – Maintaining high standards and continuously improving how work is done
- **Behaviors** – Reinforcing Cook's values by recognizing not only what is achieved, but also how it is achieved
- **Differentiation** – Acknowledging differences in contribution and impact in a fair and thoughtful way
- **Responsibility** – Emphasizing shared accountability for growth, with leaders expected to actively support development
- **Transparency** – Encouraging open and honest conversations so employees understand expectations, performance, and future opportunities

Together, these elements support a workplace where employees are treated with respect, leaders are equipped to have meaningful talent conversations, and individuals have greater clarity about their development and career paths. The Talent Philosophy helps ensure that Cook's investment in people is intentional, equitable, and sustainable, strengthening both employee experience and organizational performance over time.

Employee Development

Across all of our sites we ensure our employees have access to the information, support, and resources they need to thrive.

We encourage and support employees 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.

We offer thousands of free, on-demand, online courses through our dedicated platform, Cook Learn. Many of our sites provide Cook educational assistance for employees who wish to take part in programs and courses that are relevant to their roles.

Our high school equivalency (HSE) program in the US, My Cook Pathway GED, provides part-time employment for students while they complete seven weeks of coursework toward their diploma. After passing the GED and demonstrating success in their part-time roles, graduates are offered full-time positions. Eighteen employees graduated with high school diplomas in 2025 through the My Cook Pathway GED program.

We also have mentor programs at many of our sites to support employee development by pairing experienced mentors with mentees seeking to grow in their careers, build confidence, and develop key skills.

In Ireland, a Step Up program offers manufacturing operators on-the-job development and opportunities to grow professionally and advance within the organization.

Across many of our sites, we welcome interns, co-op students, and apprentices to learn, grow, and make an impact as part of our team.

We launched a new series, Learning the Way, in Bloomington, which brings practical skills and development opportunities to all employees. This new training and development curriculum offers an ongoing series of educational opportunities for all employees at any stage of their careers.

Cook Ellettsville (Indiana, US) hosted interactive workshops for employees to learn more about skills needed for various roles.

▲ My Cook Pathway GED Program, US

VOICE

Valuable Opportunities in Career Experiences

The goal of the VOICE 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 where they might have an interest or the potential to thrive.

▲ Purdue University Global, Indiana, US

▲ University of Limerick, Ireland

Employee Wellbeing

Fostering a positive as well as productive work environment is an important part of employee wellbeing at Cook.

We have a Right to Disconnect Policy at many sites to support work-life balance, allowing employees to switch off outside of work hours.

At Cook Medical Ireland, we hosted a Health and Wellness Week with opportunities for employees to access different health checks and appointments throughout the week. Cook Research celebrated Global Employee Health and Fitness Month with a series of challenges and shared resources. We marked Mental Health Awareness Month at Curry Pike with opportunities for employees to take time for mindfulness and reflection. Cook Australia held a Wellbeing and Benefits Expo for employees to learn about available health resources and financial or lifestyle benefits.

Cook Hong Kong joined the Good Mood Hong Kong campaign hosted by Time Auction to organize activities that promote employees' mental wellbeing while benefiting non-government organizations (NGOs) and our local community. Cook Hong Kong's Chinese Medicine Fragrance Bag Making Workshop was a great success, creating over a hundred fragrance bags for local elderly residents as a gesture of care and appreciation.

In Australia, R U OK? Day encouraged employees to check in with each other and support meaningful conversations about mental health, wellbeing, and suicide prevention. Cook also made a $1,388 AUD ($1,000 USD) donation to the R U OK? charity.

In Ireland, we introduced a new Quiet Room as an inclusive space that employees can use for wellbeing or spiritual purposes.

Cook Research also partnered with the West Lafayette Police Department (Indiana, US) to host the annual Rape Aggression Defense (RAD) Program. This self-defense class was offered to female employees and their female family members, reinforcing our commitment to safety and empowerment. In addition, Cook Research offered CPR training to employees. We also held a credit and home-buying session at our Spencer, Indiana site.

In Australia, we launched the Health Hub to enhance support for employee health, safety, and work readiness, initially focusing on timely injury reporting, triage, and on-site physiotherapy. The program has since expanded to include preventive measures, such as ergonomic training, capacity assessments, and improved risk controls, while building stronger data insights to drive early intervention and long-term wellbeing.

▲ Wellbeing and Benefits Expo, Cook Australia

▲ Good Mood campaign, Cook Hong Kong

▲ Quiet Room, Cook Medical Ireland

Employee Engagement

Many of our sites hosted employee engagement events throughout the year, including Employee Appreciation Events in Cook Research with daily treats and surprises, a month-long summer series in Ireland with different activities and games each week, and monthly activities at our headquarters in Bloomington and our other Indiana sites.

We also held collaboration events for employees in Australia and at our EMEA Support Centre. Throughout the year, employees at many of our sites had the opportunity to participate in ticket raffles for local sporting and music events.

We hosted Continuous Improvement (CI) Expos in Ireland, Indiana, and Australia to showcase how teams are driving continuous improvement through practical, employee-led initiatives that enhance quality, efficiency, and collaboration.

In July, nearly 400 employees in Bloomington attended the Drainage and Transjugular Interventions Product Expo: Connecting You to the Patient. The event provided valuable insight into how the products we build are used in patient care and appreciated by physicians, reinforcing the real-world impact and purpose behind our work.

In March, Cook Denmark held the general meeting of the Cook Art Association to encourage creativity and connection.

Cook Korea organized disability awareness training for employees by inviting disability instructors to lead workplace training.

Cook China hosted learning sessions on China's intangible cultural heritage, known as Xiangdao (香道). Leaders also introduced a series of engaging, content-rich activities for our teams, including a water-marbling silk scarf workshop, Jingdezhen hand-painted ceramics, a cloisonné cup mat workshop, and an "object therapy" session.

In Bloomington, we hosted the 13th annual Cook Auto Show with 40 vehicles on display.

We took part in the Women & Leadership Australia (WLA) Symposium series in Brisbane, Sydney, and Melbourne, which all featured speakers who shared their experiences and ways they are creating space and championing others.

At Company Day in 2024 in Cook Australia, we had the privilege of hearing from Tim and Judy Sharp, a mother-son duo whose story of resilience, creativity. and triumph left a lasting impression. In 2025, Tim, who is an artist internationally recognized for his Laser Beak Man, created a custom piece for Cook Australia, reflecting his unique perspective and our shared commitment to innovation and connection.

▲ Continuous Improvement Expo, Cook Incorporated, Indiana, US

▲ Hand-painted ceramics, Cook China

▲ Laser Beak Man Presentation, Cook Australia

▲ Veterans Day Expo, Cook Incorporated, Indiana, US

▲ Pride Month, Cook Thailand

▲ Women's History Month, Cook Medical Ireland

Wellbeing, Connection & Opportunity

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, regardless of sex, gender identity, race, age, sexual orientation, pregnancy status, national origin, religious affiliation, veteran status, ability, political belief, or class. We recognize 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 remains balanced and strong.

We also understand that welcoming diversity is not enough; we must always be inclusive in everything that we do. In addition to our ongoing efforts, we have expanded our current programs with a heightened focus on wellbeing to support an equitable experience for all employees. We are committed to ensuring 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, 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.

Throughout the year, we recognized and celebrated significant cultural and community events.

In February, we honored Black History Month with on-site themed lunches featuring African-American soul food at multiple locations.

During March, we celebrated Women's History Month across many sites, recognizing the extraordinary contributions of women now and throughout history and their impact in shaping societies, industries, and communities worldwide.

In June, we celebrated Pride Month at 17 sites globally, with a variety of activities and colorful celebrations. We also saw a notable increase in members in the Pride@Cook BRG (17%) in 2025.

Across our sites we marked many other holidays and traditions, including Zero Discrimination Day, St. Patrick's Day, Ramadan, the Festival of Holi, Eid, Diwali, Memorial Day, Veterans Day, Hearts for Heroes campaign, and the Canton Friendship Festival parade.

Cook Denmark was invited to present at this year's Occupational Health and Safety Conference with a focus on Vision Zero. The team shared insights about the collaboration and efforts of Cook to strengthen our psychological working environment.

▲ Black History Month, Cook Winston-Salem, US

▲ Period product donations, Cook Vandergrift, US

▲ Pride celebration, Cook Incorporated, Indiana, US

▲ Armed Forces Day, Cook Korea

▲ Pride Celebration, Indiana, US

▲ Flags for Veterans, Cook Vandergrift, US

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

Neurodiversity & Disabilities@Cook*
Business Resource Group

*newly launched in 2025

31+
BRG events held globally (both on-site and virtually)

Some of the events celebrated by Business Resource Groups in 2025:

- Pride Month
- International Women's Day
- Veterans Day
- Women's History Month
- Black History Month
- Ramadan
- Festival of Holi
- Eid
- Diwali
- Memorial Day
- Hearts for Heroes campaign

▲ Period product donations, Cook Winston-Salem, US

▲ International Women's Day, Cook Medical Ireland

▲ Memorial Day, Cook Incorporated, Indiana, US

Business Conduct

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, contributing to the communities where we reside, and acting with the highest integrity in all business dealings.

Cook has a comprehensive, global Ethics & Compliance program and a Global Labor Standards Policy. We are committed to ensuring that our global operations comply with our own internal policies relating to human rights, as well as any applicable legal requirements, such as Transparency in Supply Chains and Modern Slavery Regulations.

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

Anti-Bribery/Anti-Corruption & Investigations

Cook is committed to conducting business in an ethical manner consistent with the Cook Group Global Code of Conduct and Cook values, including prevention of bribery, corruption, and fraud. Through this sub-function, we place significant emphasis 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 adherence to external applicable 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 cross national borders. As global trading relationships and requirements become increasingly complex around the world, our Trade Compliance program continues to evolve to mitigate compliance risks and help the Cook Group companies build a compliant and efficient global supply chain that is stable and reliable.

Prevention of Modern Slavery

To help assess modern slavery risks, we conduct an annual survey of critical suppliers based on a multi-factor risk approach. After identifying the scope of the supply chain to be assessed, we employ a third-party service provider to conduct surveys and generate insights into our upstream supply chain risks related to modern slavery. Once equipped with this information, we are able to take data-driven actions to eliminate any identified potential risks of modern slavery from within our supply chain.

Conflict Minerals

As with our approach to eliminating modern slavery from our supply chain, we employ 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 establishes expectations to our suppliers, we use this third-party surveying system to audit supplier compliance with these requirements.

Data Privacy

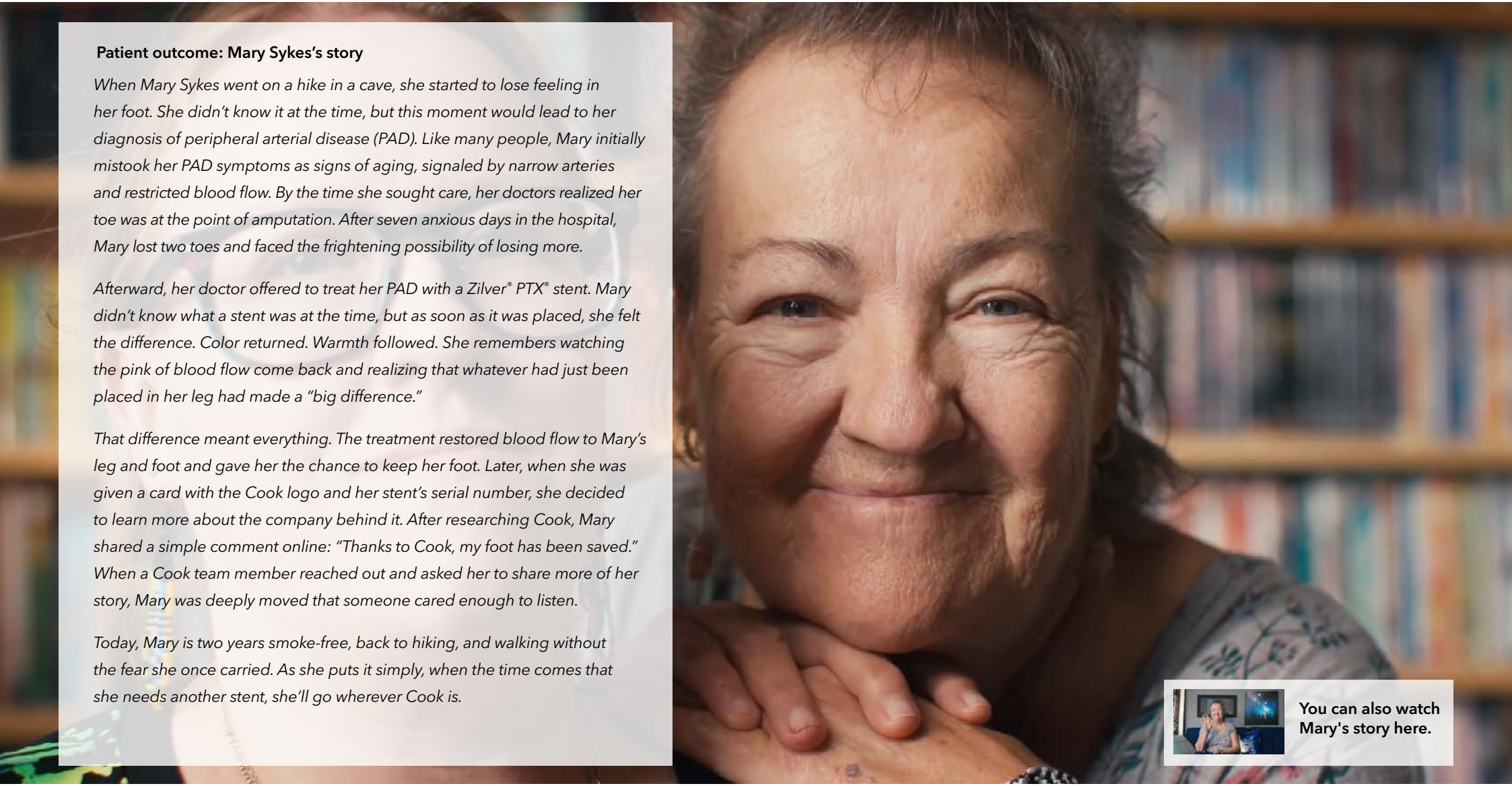
Cook is committed to respecting privacy and data protection rights, complying with applicable laws and regulations, and fulfilling contractual obligations with customers. During our business activities, we collect, store, and process personal data about our personnel, suppliers, customers, and healthcare 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 implement safeguards 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 encouraging a speak-up culture. In addition, we have a 24-hour Ethics & Compliance helpline that employees can use to raise concerns anonymously. Employees also have other opportunities to raise concerns without fear of retaliation, through feedback sessions and our employee feedback portal.

Patient Story

Cook was founded on inventing products that get patients back to living. Hearing patient stories like this makes everything we do worthwhile.



Patient outcome: Mary Sykes's story

When Mary Sykes went on a hike in a cave, she started to lose feeling in her foot. She didn't know it at the time, but this moment would lead to her diagnosis of peripheral arterial disease (PAD). Like many people, Mary initially mistook her PAD symptoms as signs of aging, signaled by narrow arteries and restricted blood flow. By the time she sought care, her doctors realized her toe was at the point of amputation. After seven anxious days in the hospital, Mary lost two toes and faced the frightening possibility of losing more.

Afterward, her doctor offered to treat her PAD with a Zilver® PTX® stent. Mary didn't know what a stent was at the time, but as soon as it was placed, she felt the difference. Color returned. Warmth followed. She remembers watching the pink of blood flow come back and realizing that whatever had just been placed in her leg had made a "big difference."

That difference meant everything. The treatment restored blood flow to Mary's leg and foot and gave her the chance to keep her foot. Later, when she was given a card with the Cook logo and her stent's serial number, she decided to learn more about the company behind it. After researching Cook, Mary shared a simple comment online: "Thanks to Cook, my foot has been saved." When a Cook team member reached out and asked her to share more of her story, Mary was deeply moved that someone cared enough to listen.

Today, Mary is two years smoke-free, back to hiking, and walking without the fear she once carried. As she puts it simply, when the time comes that she needs another stent, she'll go wherever Cook is.

You can also watch Mary'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, Indiana, US

▲ Mixxer, North Carolina, US

▲ GladTeknik, Bjæverskov, Denmark

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 are given the first opportunity to purchase these homes, after which they are made available to other interested home buyers.

In 2025, we completed a 10-home phase, bringing our total number of new homes to 43. We also prepared a roadbed and building pads for an additional 11 homes.

38th and Sheridan
Indianapolis, Indiana

To help address some of the challenges of poverty and high unemployment faced by northeast Indianapolis communities, Cook 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. The facility was constructed using 100% minority-owned contractors and is designed to support long-term employment and career fulfillment.

Goodwill Commercial Services
Bloomington, Indiana

Since 2018, Cook has partnered with Goodwill Commercial Services in Bloomington to produce subassembly parts for select products. The facility focuses on hiring individuals who are transitioning out of the prison system or have physical disabilities.

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 partnered for more than four decades to deliver life-saving technology to patients, with Stone Belt clients manufacturing approximately five million medical device supplies for Cook every year.

Progressive Workshop of Armstrong County
Vandergrift, Pennsylvania

Cook continues 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.

Mixxer Community Makerspace
Winston-Salem, North Carolina

Cook strengthened a new partnership with Mixxer Community Makerspace in Winston-Salem, North Carolina. Through this partnership, Cook is providing resources to welcome more creators to the Mixxer space. The collaboration will expand the number of affordable workshops—from woodworking and welding to 3D printing, electronics, textiles, and screen printing—each guided by experienced instructors.

Endeavour Foundation
Brisbane, Australia

Cook is now partnering with the Endeavour Foundation to support inclusive employment, particularly for people with intellectual disabilities. With its targeted employer readiness program, the foundation helps employers such as Cook create a supportive work environment that increases the chances of success for persons with intellectual disabilities. To date, Cook has hired two people through the Endeavour Foundation into roles in quality control.

GladTeknik
Bjæverskov, Denmark

Cook also has 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.

National Learning Network
Limerick, Ireland

Following a successful partnership with the National Learning Network on the Campus2Career program in Limerick, we have expanded our collaboration with Rehab and the National Learning Network. We created new short-term work experience placements and allocated positions within the Employer Based Training program. These programs combine on-the-job and in-center training to help participants gain practical skills and experience in the workplace.

Philanthropy

Cook continues 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 strengthening our communities by sharing our time, skills, and resources.

Cook Singapore was honored to be named the Company of Good (2025–2027) by the National Volunteer & Philanthropy Centre (NVPC). This recognition is more than an award—it's a reminder that doing good is not separate from doing business.

Cook is also a proud sponsor of the Monroe County Lemonade Day, a national program that teaches children about entrepreneurship through the hands-on experience of running a lemonade stand.

Cook Research has made significant contributions to the community by donating $5,000 to the Blue Jean Ball benefiting Food Finders and $5,000 to the Hunger Hike, also benefiting Food Finders and Lafayette Urban Ministry. Additionally, we contributed $3,500 to the Greater Lafayette Community Foundation for years of service awards and $1,330 to recognize key retirees.

We concluded a successful two-year partnership with ADAPT Domestic Abuse Services in Ireland, contributing seven volunteer days, hosting information-sharing sessions, and raising funds totalling €22,534 ($26,450 USD) toward essential services.

During Bowel Cancer Awareness Month, we hosted a Wear Blue Day and cupcake sale in Ireland, raising over €1,485 ($1,689 USD) for the Mid-Western Cancer Foundation. Similarly in Bloomington we marked Breast Cancer Awareness Month.

In Denmark, we raised nearly 16,000kr DKK ($2,294 USD) for the Children's Cancer Foundation through a Football Jersey Friday program.

Cook Ellettsville held a raffle with all proceeds benefiting Open Arms Foster Care and Housing in Greene County, while our team in Spencer hosted a raffle for the Lions Club Summer Lunch Program.

For the second consecutive year, Cook Hong Kong participated in the Inter-Company Volunteer Week (IVW) hosted by Time Auction. Our employees are proud to have contributed 134 hours to this campaign.

The China team came together to support a fellow employee facing a serious illness, raising a total donation of 51,000 CNY ($7,343 USD).

Cook India partnered with the Dean Foundation to support caregivers of elderly and those receiving palliative or hospice care.

Cook Japan collaborated with Toneri Farm, a place where a variety of people, including those with disabilities, work together to support employment and community participation through the cultivation of crops.

Cook Denmark significantly increased its commitment to supporting the national fight against cancer. The company implemented a variety of impactful initiatives, such as Knæk Cancer (Solve Cancer; 56,600kr DKK / $8,891 USD raised) and Stafet For Livet (Relay Run for Life).

▲ Lemonade Day, Monroe County, Indiana, US

▲ ADAPT Volunteer Day, Limerick, Ireland

▲ Toneri Farm, Cook Japan

We also actively participated in FodboldtrøjeFredag (Football Jersey Friday)–a national campaign supporting the BørneCancerFonden (Danish Childhood Cancer Foundation) through internal events and a dedicated company fundraiser (15,575kr DKK / $2,446 USD).

For the fist time, Cook Denmark supported Scleroseforeningen (the Sclerosis Association) through the Cykelnerven initiative and donated 20,000kr DKK ($3,141 USD) to this cause. Cykelnerven, a cycling fundraising event, raises both awareness and support for individuals living with multiple sclerosis.

Cook Canada proudly participated in the CURE Foundation's National Denim Day, a program that provides essential resources, such as food, housing, medical care, and childcare to people diagnosed with breast cancer.

Heavy rainfall and widespread flooding devastated parts of Queensland, Australia, in 2025, leaving many families displaced and communities facing long recovery journeys. Cook contributed $2,500 AUD ($1,771 USD) each to GIVIT and Farm Angels to support Queensland communities affected by the flooding.

We also donated $2,500 AUD ($1,771 USD) to Red Dust to support health and cultural programs in remote First Nations communities and sponsored the 2025 Loaves and Fishes Charity Luncheon in Brisbane to help raise funds and awareness for homelessness and food relief services. We also made donations to the following organizations: Cova Project ($10,000 AUD / $7,087 USD), PCYC Queensland, Footprints Community, Romero Centre, Paper Cranes Children's Foundation, Micah Projects, and Orange Sky Laundry.

We supported many causes in Cook Winston-Salem and made monetary contributions to organizations including the following: Special Olympics (Gaston Cty), Eldora Handicamp, Old Town Elementary School, Northern Stokes Food Pantry, Friendship Elementary School PTO, The Shalom Project, and HOPE (Help Our People Eat) of WS.

▲ The CURE's National Demin Day, Cook Canada

▲ Inter-Company Volunteer Week, Cook Hong Kong

Proudly supported in 2025

CURE FOUNDATION FOR BREAST CANCER
LAFAYETTE URBAN MINISTRY
Open Arms Initiative
børne cancer fonden
RED DUST
THE COVA PROJECT
FOOD FINDERS FOOD BANK BLUE JEAN BALL
Lemonade Day! PREPARING YOUTH FOR LIFE
Hunger Hike
MID WESTERN CANCER FOUNDATION Limerick - Clare - Tipperary
SUPPORTING WOMEN SURVIVORS AND THEIR CHILDREN
SECOND HARVEST FOOD BANK of northwest nc
DEAN Foundation
KNÆKCANCER
H.O.P.E.
Time Auction
STAFET FOR LIVET
FARM ANGELS
CYKEL NERVEN FOR EN VERDEN UDEN SCLEROSE
OrangeSky laundry
GIVIT
THE SHALOM PROJECT

Goods donations

178 kg
(392 lbs)
of pre-loved items collected at Cook Malaysia

628 kg
(1,385 lbs)
of canned goods collected at Cook Research in aid of Food Finders Food Drive

6,300
feminine products donated through Women@Cook donation drive

19,138
food items donated at Cook Spencer through Backpack Buddies

1,871
items collected to support unhoused veterans in Bloomington

▲ Food Finders event, Cook Research, US

▲ Flood support, Cook Thailand

▲ Dignity Drive collection, Cook Australia

▲ Goods donation drive, Cook Malaysia

▲ Ivy Tech donation, Indiana, US

▲ Laptop donation, Cook Medical Ireland

To celebrate Women's History Month, Cook sites around the world hosted donation drives, led by the Women@Cook BRG, supporting local organizations focused on menstrual and personal care access. Our teams collected over 6,200 pads and tampons, along with hygiene items like dental products, soaps, and deodorants. We received donations from 15 of our sites to support 10 groups, including I Support the Girls, ADAPT Domestic Abuse Services, Share the Dignity, and Free Periods Hong Kong.

Cook China donated old furniture and electronic devices to a local community center. Cook Malaysia participated in a Love on Wheels food distribution initiative, while Cook Singapore donated food to the Food from the Heart donation drive. Our team in the London planning center organized a food drive to assist the Euston Foodbank.

At our headquarters in Bloomington we donated five pallets of essential training and educational supplies to Ivy Tech Community College, supporting classroom instruction and hands-on learning for future healthcare professionals.

Cook Medical Ireland donated laptops to Teen-Turn, an organization that encourages teenage girls, especially those from underserved communities, to pursue education and careers in STEM. We also donated surplus lab equipment to the University of Limerick Chemical Sciences Department.

Cook China completed three donation drives involving second-hand office supplies and IT devices to local organizations in Shanghai. Cook Korea hosted a donation drive in aid of the Milal Welfare Foundation.

Many of the Cook sites in Indiana hosted donation drives in aid of Teacher's Warehouse. Cook Spencer also held a donation drive for the Owen County Humane Society.

Cook Taiwan employees donated coins toward the Eden Social Welfare Foundation's fund for disadvantaged children totaling $3,860 NTD ($122 USD).

In Bloomington, we hosted a food donation drive in aid of Pantry 279. We also collected 1,871 items to support area unhoused veterans. Twelve care packages were donated to the Owen County VA Services office and fifteen care packages also went to Wheeler Mission of Bloomington.

Twice a month, Cook Research employees volunteered with Lafayette Urban Ministry. During this time, they provide, prepare, and serve food to individuals and families in need, helping to alleviate hunger in the local community.

Cook Spencer collected 19,138 food items for over 200 kids through Backpack Buddies within Owen County. Cook Research worked with Food Finders Food Bank to collect 628 kg (1,385 lbs) of canned goods, filling 900 food boxes for local families in need. Cook India partnered with Akshaya Patra to adopt a school and provide healthy and nutritious breakfasts to school children for an entire academic year.

Cook Thailand employees partnered with the Mirror Foundation to complete two meaningful initiatives. First, employees donated books, toys, clothes, and IT equipment to support families and people in need in remote areas. Second, essential supplies were provided to those affected by the heavy flooding in southern Thailand to assist them in rebuilding their homes and lives.

Cook Thailand also took part in Paper Ranger, a program where the volunteers made handmade notebooks to donate to underprivileged children in remote areas of Thailand.

▲ Teacher's Warehouse, Indiana, US

▲ Food donations, Cook Singapore

▲ Paper Ranger, Cook Thailand

Healthy Communities

At Cook we understand the importance of supporting our local communities and encourage our employees to make a positive difference in their own neighborhoods with our company support.

In 2025, we continued to sponsor Hoosiers Outrun Cancer, a long-standing event that raises money for cancer services in the Bloomington region.

In Ireland, we raised over €70,000 ($82,155 USD) for local and national charities through the Cook Medical Mini Marathon, which welcomed more than 3,500 participants.

We also continued our sponsorship of the Cook Beat the Heat, with money raised in 2025 supporting Ainsley's Angels in the Triad ($3,753.84 USD) and Girls on the Run of the Greater Piedmont ($3,665.84 USD).

We supported AMCHAM in Korea and participated in the 10th Walk to Help campaign, "Walk, Share, Healthy", in May, accumulating steps that resulted in a ₩1.17 million ($800 USD) donation.

Cook Winston-Salem participated in the 2025 Colon Cancer Coalition's Get Your Rear in Gear 5K. This event raised $55,000 (USD) for colon cancer research and screenings while connecting the community with local GI specialists.

Cook China took part in the J.P. Morgan Corporate Running Challenge. Similarly, our team in Bloomington participated in the YMCA Corporate Challenge.

Our team at Cook Vandegrift took part in the Relay for Life, an event that raises funds for cancer research. Employees formed a team, raised $5,854 (USD) throughout the year, and took part in a 12-24 hour walk. The site also sponsored a local 4-H Club.

Cook Denmark supported the local youth sports initiative "En del af holdet" (A part of the team) at Bjæverskov IF (sports club) by donating 10,000kr DKK ($1,570 USD).
The site's managing director, Thomas Gabriel, also participated in sections of the Tour de France to raise awareness and funds for multiple sclerosis.

Cook Research employees participated in the Hunger Hike, supporting community initiatives that address food insecurity.

The EU Distribution Centre in Baesweiler, Germany, participated in a regional company football tournament, with proceeds donated to a local football club.

Cook Singapore and our team in Bloomington organized several blood donation drives throughout 2025. Every other month Cook Research partnered with the American Red Cross to host blood drives for employees.

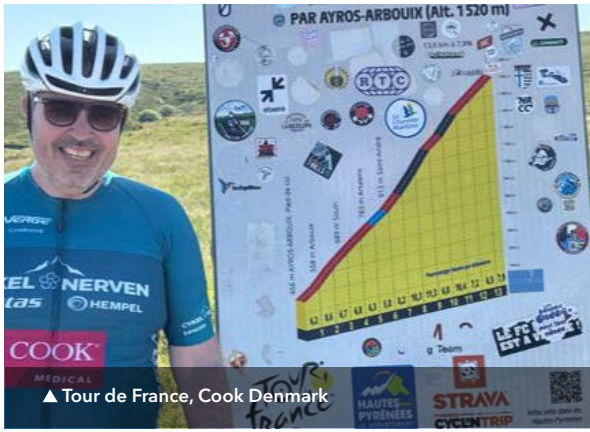
▲ Cook Medical Mini Marathon, Limerick, Ireland

▲ Blood donation, Cook Singapore

▲ The Relay for Life, Cook Vandergrift, US

▲ J.P. Morgan Corporate Running Challenge, Cook China

▲ Beat the Heat, Cook Winston-Salem, US



▲ Tour de France, Cook Denmark

Giving Back during the Holidays

Giving back during the holidays enables Cook employees in all parts of the world to make a difference in their local communities during these significant times of year.

Our annual Thanksgiving Match Program at our headquarters in Bloomington continued in 2025. All money raised during the Thanksgiving meal was matched by Cook to support rotating charity partners, including Hoosier Hills Food Bank, Pantry 279, and others.

At Cook Spencer, the Thanksgiving meal raised $2,325.50 (USD) for the Owen County Alliance, and their Christmas meal raised $2,267.57 (USD) for Mark's Missions Food Bank. Spencer employees sponsored 76 children in the Owen County area with Christmas gifts. They also supported Area 10 Agency on Aging, the Christmas Assistance Program, and mobile food pantry collection efforts.

Cook Research hosted a Thanksgiving lunch that raised $2,288 (USD) with proceeds split equally between Food Finders and Lafayette Urban Ministry. In addition, Cook Curry Pike collected 550 items during a Thanksgiving donation drive for Pantry 279.

Cook Vandergrift employees supported meals for Thanksgiving by donating five boxes of non-perishable food to help Meals on Wheels volunteers.

Cook Research participated in the Salvation Army Angel Tree Program, purchasing gifts for 30 children to help make their Christmas special. Similarly, in Limerick, employees collected Christmas presents for St. Vincent's DePaul and €1,020 ($1,196 USD) worth of toy vouchers.

Cook Research held its annual "wrap-a-thon", where employees could have holiday gifts wrapped in exchange for a donation. This initiative raised $1,200 (USD) for the Indiana Veterans Home.

In November, Cook Denmark hosted its annual Christmas tree-lighting event, welcoming local children and residents from a nearby senior center. Cook Medical Ireland continued their sponsorship of Milford Care Centre's Light Up a Memory.

We also marked Lucia Day in Denmark with a visit from a local kindergarten performing a Lucia parade.

Cook India partnered with Akshaya Patra to distribute stationery kits to school children during Diwali.

At Cook Vandergrift, employees donated to the Christmas Angel Tree, providing 50 children's gifts, in addition to participating in "ring the bell" for the Salvation Army.

The EMEA Distribution Centre in Germany collected money in aid of Caritas: Jugend & Wohnen (Youth & Housing) for the holiday season.

In Australia, we supported the Salvation Army Hamper Drive and online Giving Table. In addition,15 volunteers took part in the Seniors Secret Santa Packing Day, helping to sort gifts and food, wrap presents, and assemble Christmas hampers for seniors spending the holidays on their own. We also contributed a $2,000 AUD ($1,417 USD) donation towards STAR Community Services Secret Santa gifts.

▲ Christmas Angel Tree, Cook Vandergrift, US

▲ Wrapping presents, Cook Australia

▲ Stationery kit donation, Cook India

Volunteerism

Volunteering is an important part of creating a meaningful impact in the communities where we live and work.

Cook Medical volunteers, in conjunction with the Women@Cook BRG, joined the 2025 Women+ Build with Habitat for Humanity Monroe County. Additional teams from Cook Customer Support and Delivery also took part in three volunteer days supporting Habitat for Humanity.

Cook Research helped Food Finders Food Bank, with our employees contributing 260 volunteer hours to sort and box 31,751 kg (70,000 lbs) of food for distribution through the Lafayette Fresh Market and area mobile pantries.

Cook Korea continued to support Stairs Crusher Club, assisting individuals with mobility challenges.

Cook China joined the Salute to Urban Sanitation Workers volunteer service activity to share festive cheer and heartfelt appreciation.

Cook Medical Ireland held volunteer days at Milford Care Centre, ADAPT Domestic Abuse Centre, Limerick Animal Welfare, and St. Gabriels, while Cook Australia hosted volunteer days to assist Baby Give Back, Brisbane Homeless Connect, and Loaves and Fishes.

Cook Hong Kong employees contributed a total of 323 volunteer hours through both company-hosted activities and employees' own independent volunteer efforts.

Cook Singapore employees volunteered at the Special Olympics Singapore.

The Cook Vandergrift team and their families volunteered to beautify the Apollo Cemetery with American flags to honor veterans.

The German Vascular Team North volunteered at the Potsdamer Tafel, a nonprofit in Potsdam, Germany, that rescues surplus food and redistributes it to people in need.

For several years, Cook Australia has partnered with the Coffee Brigade, a local Brisbane charity that provides food and companionship to people in need. Thirteen employees volunteered their time across four sandwich-making sessions, pursuing simple acts of charity that made a meaningful difference to many.

▲ Milford Volunteer Day, Cook Medical Ireland

▲ Baby Give Back, Cook Australia

▲ Special Olympics Volunteers, Cook Singapore

▲ Women+ Build with Habitat for Humanity, Indiana, US

▲ Vascular Team North, Potsdam, Germany

▲ Coffee Brigade, Cook Australia

▲ Engineer's Week, Limerick, Ireland

▲ Career Expo, US

▲ Student tour, Cook Australia

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

At Cook we are committed to supporting STEM education and inspiring the next generation of innovators with hands-on learning opportunities and partnerships.

Our team in Bloomington volunteered at the Orange County Economic Development Partnership Manufacturing Day, introducing school children to the world of medical devices through hands-on demonstrations with our product portfolio.

We continued to support the outstanding work by the Boys & Girls Clubs of Bloomington to foster the growth and development of young individuals in our local communities.

We sponsored the 2025 Young Entrepreneurs Summit in Logan, Australia, where more than 800 students gathered to learn from leading innovators and changemakers. Cook contributed $2,500 (USD) to sponsor and enable 30 students to attend the event.

Cook Spencer took part in the Owen Valley High School career fair, while Curry Pike employees delivered donations of decommissioned product inventory to the Bedford North Lawrence Career Center for a STEM project.

In Australia, we hosted student tours of our Cook facilities and participated in local university events including the Fellowship of Medical Engineers (FoME) and the University of Queensland and Queensland University of Technology Biomedical Industry Research Showcase.

Cook Research hosted multiple STEM tours for local school and university students, providing hands-on opportunities to explore our labs and learn about careers in science and research.

Cook Winston-Salem supported the STEM Career Expo at Atkins High School and the World of Work career exploration event, and continued their partnership with Crosby Scholars, including immersive plant tours for students and program leaders.

Cook Medical Ireland hosted an information session for teachers and guidance counselors to highlight STEM career paths their students have within Cook. We also continued our World of Work program, offering teenage students an opportunity to learn more about careers with Cook.

At Cook Australia, we hosted a student tour and contributed to the development of career resources for teachers and students to learn about medical technology manufacturing through Manufacturing Skills Queensland's Gateway to Industry Program in 2025.

Cook Denmark played a significant role in supporting a large-scale art project at the new Sealland University Hospital in Køge. The piece is scheduled for completion and will be formally unveiled at Sealland University Hospital in 2026.

Cook Denmark also participated in Denmark's largest job and career fair, the DSE Fair, at the Technical University of Denmark in Lyngby.

Cook Medical Ireland began a new Time to Count program in partnership with Business in the Community Ireland. Over eight weeks, employees volunteered at St. Patrick's Girls National School, Limerick, to help students develop their numeracy skills. We also supported the 21st Century Accountant program in Ireland.

We visited local schools during Engineers Week in Ireland and took part in the Explore Engineering event at Shannon Airport.

Cook India partnered with Team Everest to support college education for underprivileged youth and joined the First Penguin Club for their skill development program.

Distribution Partners Spotlight

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

Easmed
Singapore

In 2025, Easmed Singapore demonstrated a strong commitment to community wellbeing and social impact through employee-led initiatives focused on health, inclusion, and mental wellbeing. Employees actively participated in a blood donation initiative, supporting national healthcare needs and helping ensure the availability of life-saving blood supplies for patients in the community. The team organized an arts-and-crafts session at a senior living facility, creating opportunities for social interaction, creativity, and engagement among residents. These efforts reflect Easmed's emphasis on dignity, inclusion, and meaningful human connection.

Biotronitech
Colombia

As part of their commitment to corporate social responsibility, in 2025 Biotronitech actively participated in several volunteer initiatives. Employees engaged in initiatives focused on environmental protection, animal welfare, and education support.

These projects reflect Biotronitech's goal to create a positive social impact beyond its operations while fostering a corporate culture based on solidarity, commitment, and responsibility toward the communities and environments in which we partner.

Biosonda
Portugal

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

▲ Easmed Team, Singapore

▲ Tree planting, Colombia

▲ Hands-on workshop, Portugal

CSRD Compliance

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

Our efforts to date include:

- Partnering with a consulting firm to determine gaps in data collection and evaluate both the financial impacts of sustainability matters on our business and the social and environmental impacts of our operations (double materiality)
- Advancing data collection and reporting, gathering foundational data to report our sustainability efforts since 2025.

The CSRD provides the tools and frameworks to improve our sustainability reporting, increase transparency, and ensure accountability.

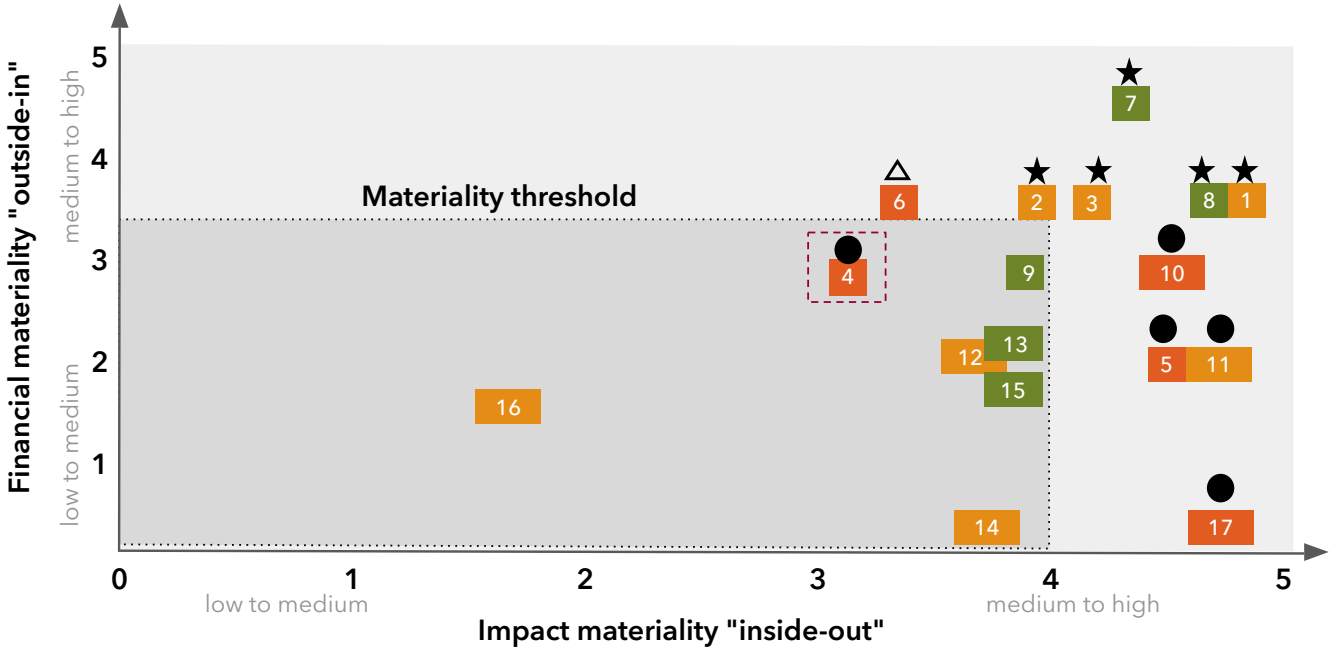
Double Materiality Assessment

Through our efforts, we have identified several material topics, including: consumers and end users (2), as well as patient outcomes (1) and product innovation (3); supply chain management (4); business conduct (5); climate change (7); circular economy (8); and our own workforce (11).

EU Omnibus Package

Following the adoption of the EU Sustainability Omnibus Package, which introduced targeted amendments to the CSRD, we reviewed and refined our CSRD implementation plan to reflect the updated scope, timelines, and reporting expectations. While certain elements of CSRD implementation have been clarified and streamlined, our commitment to robust sustainability reporting remains unchanged.

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**

We are continuing to refine our material topics for reporting, implementing EU taxonomy requirements, improving data governance, and building internal capability. At the same time, we are calibrating the timing, scope, and prioritization of specific disclosures as guidance evolves. These adjustments allow us to remain compliant, focused, and efficient while maintaining transparency and accountability in how we manage and report on our environmental, social, and governance (ESG) impacts.

Environmental 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 & Decarbonization
- Product & Packaging
- Supplier Engagement

Recognition	35
Building Transparency through CDP	35
Climate Change & Decarbonization	36
Product & Packaging	43
Supplier Engagement	47

Recognition

We were honored to receive the Sustainability Program of the Year Award at the 2025 Assent Achieve Awards, recognizing our work related to ESG and CSRD. This award celebrates organizations whose public advocacy and leadership actively promote sustainability within their industry. We're grateful to Assent for this recognition and to the many team members whose efforts made this possible.

Cook Hong Kong received the Wastewi$e Certificate under the Hong Kong Green Organization Certification program. This certificate recognizes organizations that have implemented effective waste reduction measures and demonstrated continuous improvement in environmental performance, reflecting our commitment to sustainability and environmental responsibility.

Building Transparency through CDP

In 2025, we took an important step in our sustainability journey by participating in CDP (formerly the Carbon Disclosure Project) for the first time. CDP is a global, nonprofit environmental disclosure platform that enables organizations to report climate-related risks, opportunities, and management practices in a consistent and comparable way. CDP disclosures are widely used by customers, investors, and public institutions to assess environmental transparency and progress.

Engaging with CDP reflects both a strategic commitment and a clear external expectation. Customers across healthcare systems and public institutions increasingly look for alignment with recognized disclosure frameworks. At the same time, participating in CDP is consistent with Cook's core value of transparency—our commitment to be open, honest, and credible about our impacts, progress, and areas for improvement.

Our initial CDP response established a baseline and marked the beginning of a longer journey. Alongside efforts such as alignment with the Task Force on Climate-Related Financial Disclosures (TCFD), Scope 3 emissions development, and supply chain engagement through Assent, CDP represents another important component in our broader sustainability strategy, which is grounded in transparency, accountability, and continuous improvement.

For the fifth consecutive year, Cook received a Greenovation award from Kimberly-Clark's RightCycle Program for sustainability leadership and participation in a landfill diversion program that recycles nitrile gloves into durable products such as patio chairs.

Climate Change & Decarbonization

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

In 2025, we continued to build momentum on our decarbonization journey. Having previously calculated Scope 1 and Scope 2 greenhouse gas emissions across our global operations, we are now in our second year of global Scope 3 emissions reporting. This will continue to deepen our understanding of emissions across our value chain and strengthen our data quality and governance over time.

During the past year, we expanded our climate transparency and accountability by disclosing through CDP and aligning our climate risk management and reporting with the recommendations of the TCFD. Together, these frameworks support a more structured, decision-useful approach to identifying climate-related risks and opportunities and integrating them into strategy and enterprise risk management.

We are also progressing with the rollout of our 10-year decarbonization strategy, which establishes clear priorities, goals, and implementation pathways across the organization. This strategy further supports our "35 by 35" commitment to reduce global Scope 1 and Scope 2 greenhouse gas emissions by 35% by 2035.

Key areas of focus include:

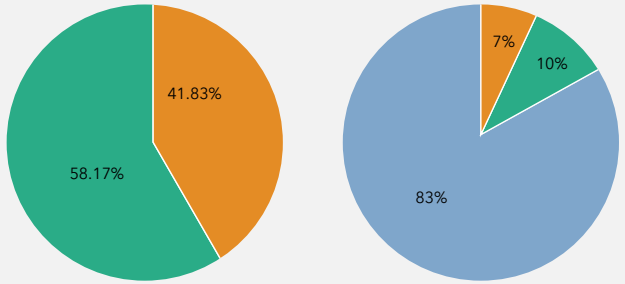
Improving energy efficiency– actively reducing energy consumption across our manufacturing sites and distribution centers through efficiency projects, operational improvements, and performance monitoring

Expanding renewable energy– increasing the deployment of renewable energy solutions, including on-site solar installations and other clean energy options, to help lower emissions from purchased electricity

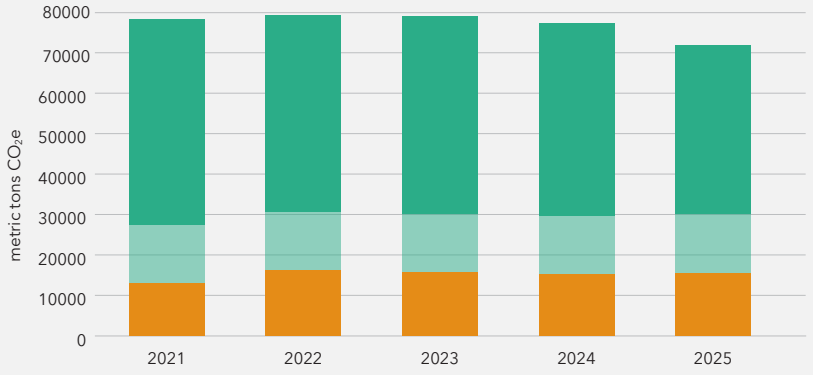
Adopting new technologies– integrating more energy-efficient equipment and emerging technologies to help reduce emissions intensity and support long-term operational resilience

Together, these efforts position us to steadily reduce our carbon footprint while strengthening the resilience of our operations and supply chain in a changing climate.

GHG emissions for our sites globally (2025)



Cook Medical Scope 1 & 2 emissions 2021-2025



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.

Refrigerants

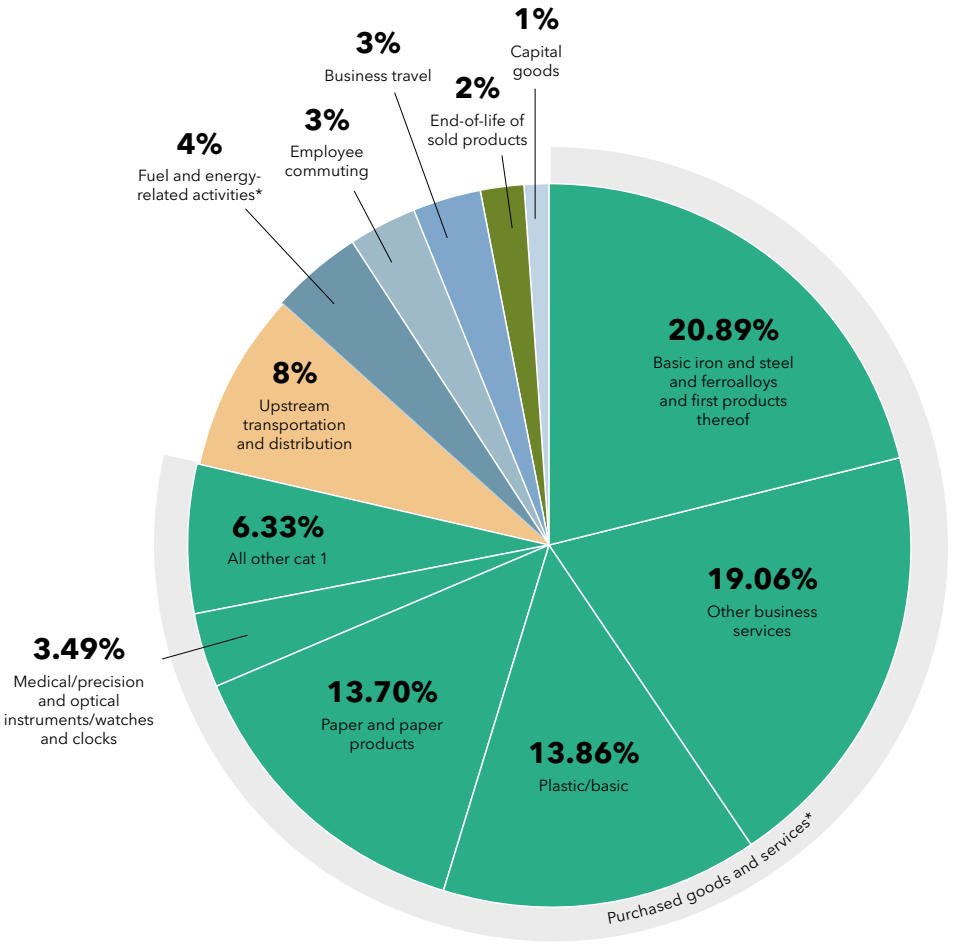
In 2025, the company expanded its emissions inventory to include previously unreported facilities and emissions sources, including refrigerants. Refrigerants were the most significant of these changes, and we therefore added 2025 refrigerants data to the previous 4 years to allow for meaningful comparison.

2025 results will be third-party audited for reasonable assurance. As a result, some of this data could be subsequently modified.

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_2e	Percent (%) of Total Scope 3 Emissions	Rank
1	Purchased goods and services*	Basic iron and steel and ferroalloys and first products thereof	72,578	20.89%	1
		Other business services	66,223	19.06%	
		Plastics/basic	48,148	13.86%	
		Paper and paper products	47,589	13.70%	
		Medical/precision and optical instruments/watches and clocks	12,130	3.49%	
		All other cat 1	22,003	6.33%	
4	Upstream transportation and distribution	Upstream transportation and distribution	26,788	8%	2
3	Fuel and energy-related activities*	Fuel and energy-related activities*	14,618	4%	3
7	Employee commuting	Employee commuting	12,036	3%	4
6	Business travel	Business travel	9,874	3%	5
12	End-of-Life of sold products*	End-of-Life of sold products*	8,475	2%	6
2	Capital goods	Capital goods	3,260	1%	7
8	Upstream leased assets	Upstream leased assets	1,606	0%	8
5	Waste generated in operations	Waste generated in operations	1,307	0%	9
15	Investments	Investments	761	0%	10
			347.397	0%	

Understanding Our Climate Disclosure (TCFD)

In 2025, we completed our first report aligned with the Task Force on Climate-Related Financial Disclosures (TCFD), an internationally recognized framework that helps organizations clearly explain how climate change may affect their business and how they are responding. While the name sounds technical, the purpose is straightforward: to bring clarity, consistency, and transparency to how we understand climate-related risks and opportunities and how we are preparing for the future.

We chose to align with TCFD because climate change increasingly affects the healthcare system, global supply chains, and long-term business resilience. Extreme weather, changing regulations, energy costs, and evolving customer expectations all have the potential to influence how medical devices are made, delivered, and used. By following the TCFD framework, we are strengthening our ability to anticipate these changes, make informed decisions, and continue supporting patients and healthcare providers over the long term.

Our TCFD report explains three key areas in clear, structured terms. First, it describes how climate-related topics are governed at Cook, including oversight by senior leadership and our board. Second, it outlines how we identify and manage climate risks and opportunities—such as risks related to extreme weather, energy use, or regulatory changes—alongside opportunities to improve efficiency, resilience, and product sustainability. Third, it presents the key measurements and goals we use to track progress, including our commitment to reduce our direct and purchased energy emissions (Scope 1 and 2) by 35% by 2035, compared to a 2024 baseline.

Because this is our first year reporting under TCFD, the report also establishes a baseline or a clear snapshot of our current position. Future updates will build on this foundation as data quality improves and our strategies continue to evolve.

International Organization for Standardization (ISO) Certification

We continue to expand our environmental management systems through ISO certification.
In 2025, our existing ISO 14001 certification in Europe was extended to include our European Distribution Centre in Germany. By aligning all our European activities under the ISO 14001 framework, we further strengthen our commitment to minimizing environmental impact and adhering to globally recognized standards.

This ISO certification is given to companies that meet requirements for minimizing their negative environmental impact. The certification is audited to ensure ongoing compliance every year.

Cook Ireland	achieved ISO 14001 and ISO 50001 (energy efficiency) certifications in November 2019
Cook Denmark	achieved ISO 14001 certification in March 2020
Cook Winston-Salem (US)	achieved ISO 14001 certification in February 2022
European sales subsidiaries (16 countries)	achieved ISO 14001 certification in December 2024
European Distribution Centre	achieved ISO 14001 certification in December 2025
Cook Inc. (Indiana, US)	expects to receive ISO 14001 certification in 2026
Cook Australia	expects to receive ISO 14001 certification in 2026

▲ ISO14001 Certificate Team, EUDC, Germany

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 American Distribution Center (NADC).

In 2025, our headquarters produced 919.238 MWh of electricity through solar panels, which avoided 651.4 metric tons of CO_2e. This is equivalent to the electricity usage of 136 homes for one year.*

The NADC produced 851.893 MWh of electricity through solar panels, which avoided 603.7 metric tons of CO_2e. This is equivalent to the electricity usage of 126 homes for one year.*

In Australia, we produced 1,850 MWh through solar panels, a reduction of 1,313.5 metric tons of CO_2e. This is equivalent to the electricity usage of 271 homes for one year.*

* The electricity use of one home was calculated based on the average use in the United States in 2022. Carbon footprint calculator. https://www.epa.gov/ghgemissions/carbon-footprint-calculator Updated August 19, 2025. Accessed April 14, 2026.

Cook Medical Ireland has received planning permission for a new solar array. The project includes a new 1-megawatt, ground-mounted solar PV (photovoltaic) system, a 1.2-megawatt heat pump system to replace existing chillers, upgraded electronically commutated fans, and a new energy management system. These technologies are designed to improve operational efficiency and are expected to offset approximately 50% of carbon emissions over time.

Energy Efficiency & Conservation

Our Distribution Centre in Germany converted all indoor lighting to LED in 2025 with 50% of outdoor lighting also upgraded and plans to convert all by the end of 2026.

In Bloomington, new LED lighting has been installed in two of the parking garages, with updated occupied/unoccupied night and weekend schedules for the fan coil units (FCUs). As a result, electricity consumption has been reduced by 19.15% (158,816 kWh) compared to the same period in 2024.

Cook China reduced energy use by switching off all nonessential lighting in two warehouses for one hour during lunch breaks, while maintaining safety illumination. This initiative eliminated approximately 248 lighting hours. Additionally, during spring and autumn seasons, the air-conditioning systems in both warehouses were periodically shut down, while still maintaining temperature and humidity requirements for product storage. This resulted in approximately 37 days of reduced operation.

At Cook Research, we implemented energy-saving initiatives such as optimized lawn sprinkler schedules to reduce water use and motion-sensor lighting in public areas to conserve electricity. These efforts contributed to a 42% reduction in CO_2 emissions compared to the same period last year.

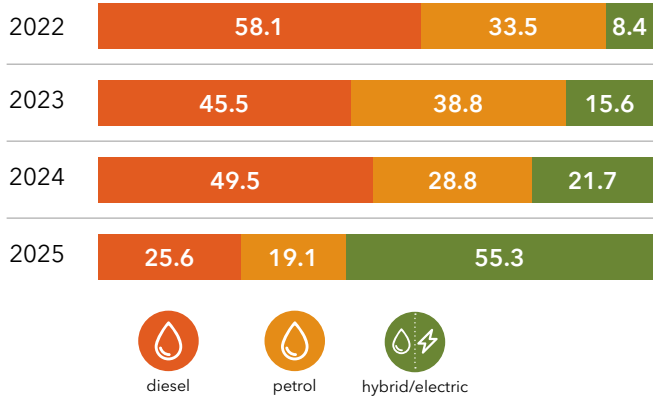
At Cook Australia, a continuous improvement project streamlined a routine quality control printing and manual handling process, significantly reducing paper use.

The change lowered paper consumption from 8,080 sheets to 1,010 sheets—saving 7,070 sheets. Similar improvements across other processes demonstrate how small, targeted changes can deliver meaningful operational and sustainability benefits.

Cook Denmark exceeded its recycling target, achieving a 12% increase rather than the anticipated 10%, and the site's recycling rate continues to grow. We have also established two new environmental goals: to recycle at least 35% of our chemical waste by 2031 and to establish a partnership with a recycling company by 2028.

We also opened a new Cook China office in Shanghai with sustainability as a key priority. Located in the landmark SK Tower, the office benefits from green building certifications, including LEED Platinum and China Green Building 3-Star Design Certification. The building features intelligent, energy-efficient systems such as smart lighting controls, double-layer air purification, and integrated digital services.

Across EMEA, we have taken steps to reduce the amount of diesel and petrol cars used by our teams. We introduced a new car policy in Europe to encourage the use of electric vehicles to help reduce CO_2 emissions. Incentives cover the cost of home charging stations and set conditional limits of 140 g/km of CO_2 for all new leased vehicles. As a result, diesel and petrol vehicle use decreased by 50% in 2025.



▲ SK Tower, Cook China

▲ E-car charging stations, Cook Medical Ireland

55%
hybrid/electric vehicles
made up the 2025
Cook Medical Vehicle Fleet in EMEA

▲ Cook Medical booth, ESGE Days 2025, Spain

▲ Park clean-up, Cook Malaysia

▲ Adopt-a-Highway, Cook Vandergrift, US

Partnership with Movianto

We established a distribution partnership in the United Kingdom with Movianto UK, a leading European supply chain solutions provider. As part of this partnership, all shipments from our European distribution centre to Movianto UK now move exclusively by road, eliminating the use of air freight. From Movianto UK, products are distributed throughout the UK using road transport only.

This transition strengthens our ability to serve customers efficiently while reducing the carbon footprint associated with transportation. By prioritizing road freight over air freight for UK distribution, we are improving logistics efficiency, supporting more reliable delivery of life-saving products, and lowering our overall carbon footprint.

Sustainable Events

As we organize events, we apply sustainable criteria to guide our selection of vendors, helping to ensure that each step of the supply chain aligns with our environmental commitments. Through a cross-functional initiative, we implemented a scorecard-driven approach that embeds sustainability into event planning and vendor management.

Our events scorecard includes criteria such as environmental certifications, energy efficiency, water conservation, waste management practices, and responsible sourcing. Using this structured framework, we evaluate vendors consistently, enabling more informed decisions and a systematic approach to integrating sustainability into every event.

"This project has helped us rethink how we plan and deliver events. By integrating clear sustainability criteria into every decision, we're not just improving processes—we're setting a new standard for responsible event management."
– Derek Rollins, Director, Global Events

European Learning Centre

We created a more sustainable office for our European Learning Centre in Barcelona by adopting ecofriendly 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 decisions for all aspects of the Learning Centre, right down to the water we use, with an advanced osmotic filtration system and reusable water bottles. Our vendor selection process is also closely aligned with our sustainability goals.

Community Clean-Up

Across our global teams, employees participated in initiatives to promote sustainability and community engagement.

Cook China took part in a campaign to promote low-carbon and sustainable living. The activity involved walking to task checkpoints that highlighted practical ways to reduce carbon emissions in daily life.

Cook Taiwan organized a battery recycling campaign and donated the money raised from the recycling to a local NGO to help disadvantaged children.

Our team in Bloomington sponsored the Trashion/Refashion Runway Show, an event that promotes upcycling materials into fashion, while also raising funds for the Center for Sustainable Living (CSL).

Cook Research took part in a biannual Adopt-a-Spot clean-up, where team members rolled up their sleeves to help beautify a designated public space in central Lafayette. Similarly, the team in Cook Malaysia participated in a park clean-up.

Cook Vandergrift continued their Adopt-a-Highway program by cleaning the highway in front of the plant. In Australia, a team participated in a volunteer day to remove lantana (a noxious weed) at Daisy Hill Conservation Park and Koala Centre.

Cook Research also shared volunteer opportunities with employees to support conservation efforts with NICHES Land Trust. To further promote sustainability and community engagement, the team donated televisions and computer monitors to a local "smash room" as part of its e-recycle initiative.

In Ireland, we introduced new bins for the Re-Turn Deposit Return Scheme to recycle drinks containers, with all proceeds supporting our charity partner. During the last two years, this site also recycled over 6,400 bottles and cans, generating €986 ($1,060 USD).

▲ Earth Day, Cook Winston-Salem, US

▲ Naturens Dag, Bjæverskov, Denmark

▲ Reuse Week, Cook Japan

Biodiversity

At Cook Medical Ireland, we removed Himalayan balsam by hand and secured the plant material under plastic to compost on-site, in line with best practices. Removing this invasive species protects native riverside habitats and pollinators and supports long-term biodiversity commitments. The site is continuing to monitor for any regrowth.

In Denmark, Cook's Fælled, also known as The Cook Common, serves as a shared green space designed for employees, local schools, daycares, and the broader Bjæverskov community. As part of the Naturens Dag (Nature's Day) 2025 celebration, Cook welcomed nearly 200 schoolchildren to participate in interactive, hands-on activities at Fælleden.

We planted trees at our site in Winston-Salem for Arbor Day.

Adaptation & Awareness

Across our global teams, we foster a culture of sustainability with initiatives that raise awareness and encourage action to support our local communities.

In Indiana we partnered with the local organizations Big Boy's Moving and RecycleForce once again to responsibly recycle electronics. The Cook e-Waste Recycling Event in Bloomington collected 70,669 kg (155,798 lbs) of electronic recycling. Proceeds from the event were donated to Cell Phones for Soldiers.

We held a similar e-waste recycling event in Cook Vandergrift where we collected 13,575 kg (29,997 lbs) of electronic recycling.

In Ireland, our Green Team hosted a Biodiversity Walk, giving employees the opportunity to explore local surroundings and learn about native plants and wildlife. We also welcomed a local primary school to explore our site grounds and learn about biodiversity and wildlife.

Cook Research partnered with Oscar Winski and Shred-it to host an e-recycle and Shred Drive, offering employees a secure and environmentally responsible way to dispose of e-waste and personal documents.

Cook Medical Ireland hosted a Cook Style Swap event, encouraging employees to give pre-loved clothes and shoes a second life to support sustainability. Not only did our team refresh their wardrobes with over 100 swapped items, but they also took meaningful steps toward reducing textile waste and promoting circular fashion.

Throughout the year, Cook Research maintained a robust recycling and composting program in the dining room, kitchen, and office areas. This included recycling batteries, food wrappers, and office pens, and converting 3.5 tons of food waste into compost.

In Australia we hosted an Environment Week challenge where teams competed in activities to support waste reduction, recycling, and everyday environmental action.

Cook Winston-Salem hosted Earth Day and Arbor Day events, sharing sustainability tips and representing the company at North Carolina's largest Earth Day Fair. We also instituted the Green Points program to recognize employees for sustainable activities at work or at home.

We launched a Freecycle Board in Ireland, where employees can offer colleagues unwanted items for free.

Cook Japan took part in Reuse Week, collecting clothes, children's toys, and stationery. Money raised from the sale of the goods was designated for environmental activities such as tree planting.

Cook Taiwan participated in the Walk More, Green More campaign, earning 1,821 points and achieving an estimated carbon saving of 3,921.50 kg (8,645 lbs).

At Winston-Salem, we integrated a composting program with an outside composting vendor. In addition, we implemented a repurposing program in production to divert excess items from landfills and improve recycling (waste stream) signage across the entire site.

Product & Packaging

We design our products and packaging with sustainability in mind, focusing on efficient use of processes and materials while minimizing environmental impact across the product life cycle. By integrating sustainability principles early in design and development, we aim to reduce material intensity, limit waste, and support responsible end-of-life outcomes.

Our approach considers each stage of the product and packaging, from sourcing, manufacturing, and transportation to use and disposal. This enables us to make informed decisions that balance patient needs, regulatory requirements, and environmental stewardship. Through continuous improvement and collaboration with suppliers and internal teams, we are working toward packaging and product solutions that are more resource-efficient and aligned with our broader environmental sustainability goals.

Product

Life Cycle Assessments (LCAs)

At Cook Medical, we believe the most meaningful opportunity to reduce environmental impact happens upstream, during product design and development. For this reason, we are actively expanding our use of life cycle assessments (LCAs) as a foundational capability within our Research & Development (R&D) organization, with the goal of fully institutionalizing this approach over time.

LCAs are a proven, science-based method that help teams understand the environmental impacts of a product across its entire life cycle, from material sourcing and manufacturing through use and end-of-life management. When applied early, these insights enable engineers to make informed design decisions that balance clinical performance, quality, and sustainability from the outset, rather than retrofitting solutions later.

In 2025, we focused on developing the skills, tools, and culture needed to embed LCAs into everyday R&D decision making. Team members completed advanced, healthcare-focused LCA training through Columbia University, building internal expertise. We also partnered with external specialists to provide hands-on training for our engineers, translating LCA theory into practical, software-enabled tools that align with existing development processes.

As Kieran Young, senior R&D engineer in Ireland, explains: "Life cycle assessments give our engineers a common, objective framework to understand environmental impact. By using a consistent, data-driven methodology early in development, we can design sustainability into our products rather than trying to address it after key decisions have already been made."

While this work continues to evolve, our direction is clear. By integrating LCAs into product development, we are strengthening our ability to deliver innovative medical devices that provide clinical value while reducing environmental impact across the product life cycle.

Sharps TakeAway Recycle System

We launched a new TakeAway Recycle System for the Ascend® Single-Use Flexible Ureteroscope in partnership with Sharps Medical Waste Services. The initiative is designed to reduce medical waste and support customer sustainability goals.

Through this program, participating healthcare centers can place used Ascend scopes inside dedicated Sharps recycling bins located in their operating rooms. Once full, each bin is returned to Sharps, which provides detailed reporting on the recycled materials. We plan to expand the recycling program from one product line to additional sites, working closely with customers and clinical teams. So far, this program has recycled 45 kg (100.85 lbs) of material.

Packaging

Sustainable Packaging Strategy

Packaging plays a critical role in protecting patient safety while also shaping Cook Medical's environmental footprint. In 2025, we completed the foundational work to define a clear, enterprise-wide sustainable packaging strategy, establishing a phased five-year roadmap through 2030. This strategy is designed to reduce material use and waste, improve regulatory readiness, and respond to growing customer expectations around sustainable packaging.

Our approach focuses on integrating sustainability earlier in product and packaging design, reducing unnecessary materials, and expanding initiatives such as electronic Instructions for Use (eIFUs), packaging optimization, and customer packaging consolidation programs. We are also aligning packaging materials with recognized best practices, including Healthcare Plastics Recycling Council (HPRC) guidelines, and preparing for evolving requirements such as the EU Packaging and Packaging Waste Regulation (PPWR).

These efforts reflect our core value of transparency as we remain clear about trade-offs, progress, and challenges. We are also positioning packaging as another building block in a broader sustainability strategy that balances patient needs, regulatory compliance, and environmental responsibility.

2025 Key Wins & Deliverables

- Five-Year Sustainable Packaging Strategy (2026–2030) developed and documented
- Healthcare Plastics Recycling Council (HPRC) Sustainable Packaging Guidelines selected to embed sustainability earlier in new product development (NPD)
- External engagement with:
  - Hospital sustainability experts
  - Innovative packaging material suppliers and vendors

What's Next in 2026

- Continue transition to electronic IFUs (eIFUs) where feasible
- Ensure compliance with customer requirements and EU Packaging & Packaging Waste Regulation (PPWR) labeling standards
- Advance packaging material analysis and portfolio-level strategy
- Align with PPWR recyclability targets
- Begin implementation of HPRC guidelines across key functions:
  - Engineering (pre- and post-market)
  - Procurement
  - Marketing
  - Product Management

▲ Transition to electronic IFUs

▲ Shipping boxes, Cook China

Tyvek® with Renewable Attribution

We have taken an important step toward improving the environmental sustainability of our products by changing how some of our medical devices are packaged. Through a new collaboration with DuPont™ and Nelipak® Healthcare Packaging, we are introducing DuPont™ Tyvek® with Renewable Attribution in selected product packaging.

Tyvek® is widely used in medical packaging because it helps keep devices sterile and protected until they are needed. Tyvek® with Renewable Attribution is designed to support a lower climate impact while maintaining the same trusted performance and quality that healthcare providers rely on.

This approach differs in how the material is sourced. In Tyvek® with Renewable Attribution, a portion of the raw materials is linked to certified renewable sources rather than relying solely on fossil fuels, using a mass balance approach. Through this renewable attribution model, the environmental benefits are allocated across the overall production system rather than assigned to a single, specific component or package.

We are initially using Tyvek® with Renewable Attribution in the packaging for two products:

- Compass BDS® Biliary Plastic Stent
- Resonance® Metallic Ureteral Stent

These products support patients with serious health conditions, and their packaging now reflects our broader commitment to act more responsibly toward the environment.

"We are committed to making sustainable choices across our business," said Barry Slowey, chief sustainability officer at Cook Medical. "By integrating Tyvek® with Renewable Attribution into our packaging, we are taking meaningful steps toward reducing our carbon footprint and promoting environmentally responsible practices. We are excited to be an early adopter of this innovative offering, and we look forward to bringing it to our customers."

This collaboration brings together the strengths of three organizations. DuPont™ provides the Tyvek® material produced using the Renewable Attribution model. Nelipak®, a longtime converter of Tyvek® healthcare packaging products, works with us to turn that material into packaging that meets strict healthcare quality and safety standards. We then incorporate this packaging into selected devices as part of our broader environmental and sustainability strategy.

This initiative is one example of how we are working to reduce our climate impact through practical, measurable changes. By supporting material approaches that can help lower overall carbon emissions and reduce reliance on fossil-based resources at the system level, we can contribute to a more sustainable healthcare system while continuing to deliver safe, reliable products for patients and healthcare providers around the world.

Converting to e-IFUs

We continue to expand the use of electronic Instructions for Use (e-IFUs) where feasible. To date, this transition has resulted in the reduction of 6,566,525 paper IFUs at Cook Incorporated. This represents approximately 35% of paper IFUs.

Compostable Packaging

At our distribution center in Germany, we introduced air pillows made from potato starch. In addition to avoiding microplastics in traditional plastic bubble wrap, these new air pillows are compostable.

Shipping Consolidation

We continue to offer a packaging consolidation program to customers in the US, supporting waste reduction and more efficient use of packaging materials. To date, 817 US customers participate in the program.

Corrugated-Shipping-Box Reduction

We implemented standardized shipping box designs in the US, incorporating customer feedback into our design selection and allowing reuse of boxes for intercompany shipments. This has reduced our use of corrugated material by 2,961,552 feet² (275,137 m²).

▲ Air pillow from potato starch, EUDC, Germany

Responsible Material Use

Medical devices rely on many different materials to perform safely and effectively. Some of the materials within medical devices, such as polymers, additives, or processing agents, are increasingly regulated or restricted due to potential impacts on human health or the environment. "Responsible material use" is Cook's approach to understanding, managing, and reducing these materials of concern across our products and operations.

We pursue responsible material use to meet evolving global regulations, respond to customer expectations, and uphold our responsibility to patients, clinicians, and communities. Applicable regulatory requirements regarding material composition, along with customer-specific inquiries, continue to set clear expectations in knowing what materials are used in products in addition to limiting or eliminating substances that may pose unnecessary risk. Addressing these expectations early and thoughtfully helps ensure continued market access, product safety, and trust.

At Cook, this work starts with our material science experts, who collaborate closely with engineering, manufacturing, quality, regulatory, and supply chain teams. The objective is to build a clear understanding of what materials are used in our devices, identify substances that are considered materials of concern, and assess whether alternatives are available. When opportunities exist, teams work to remove or replace these materials while maintaining the performance and reliability our products require.

We are continuing to advance our approach to responsible material use. This includes generating more accurate and up-to-date information about the materials used in our products so we can respond more confidently to regulatory and customer inquiries. We are also working toward more consistent, proactive evaluations of new designs, material choices, and process changes as requirements evolve. In addition, we are engaging with suppliers to improve transparency and better align material selections with emerging global expectations.

This work is not about a single material requirement. It is an ongoing effort to anticipate change and reduce risk over time. By focusing on responsible material use, Cook plans to design products that meet today's standards while preparing for tomorrow's requirements. Addressing both patient safety and environmental responsibility is a critical part of our broader climate and sustainability efforts.

Our Responsible Use of Ethylene Oxide (EtO)

Medical device sterilization is a critical piece of getting life-saving medical devices to patients all around the world.

EtO is one of the most common methods used to sterilize medical devices and, in many cases, it is the only method approved by the FDA. It is used on 20 billion devices annually to prevent infections, ensuring patients have safe medical procedures. Medical device sterilization accounts for only 0.4% of the usage of EtO in the United States; EtO is used in many other industries and is present at ambient levels all around us.

At Cook, we strive for continuous improvement in capturing and controlling EtO emissions. Our goal is to remain a leader in our usage and management of EtO, based on sound science and evaluating the latest industry technology.

Our facility in Ellettsville, Indiana, is where we do the majority of our sterilizing, just seven miles from our global headquarters in Bloomington. We have installed a Permanent Total Enclosure (PTE) for our sterilizer operations consistent with the 2024 NESHAP requirements, which is fully enclosed, operates under negative pressure, and captures and abates emissions by more than 99.8%, as verified through third party testing.

Safety and well-being drive our operations. We are equally dedicated to being a responsible neighbor by engaging with our local communities and communicating proactively about our practices, and meeting our regulatory obligations.

Supplier Engagement

Supplier Summit

Strong supplier partnerships are essential to advancing sustainability beyond our own operations and throughout the world. 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 how they are making sustainable choices. This mutual dialogue allows us to strengthen our alignment and learn from each other.

Our 2025 Supplier Awards were a highlight of our supplier summit, recognizing supplier partners whose commitment and performance consistently support and build upon our mission and values.

DuPont™ was recognized as Cook Medical's 2025 Sustainability Supplier of the Year for its role in advancing more sustainable packaging solutions. Through collaboration with Cook Medical and Nelipak® Healthcare Packaging, DuPont™ supported and continues to strengthen the introduction of Tyvek® with Renewable Attribution into medical device packaging.

By linking a portion of its raw materials to certified renewable sources using a mass balance approach, this material is designed to support a lower climate impact while maintaining the same trusted performance and quality required for medical applications.

We also recognized Nelipak® Healthcare Packaging with our 2025 Excellence in Innovation Award. This award celebrates a partnership built on shared expertise, strong collaboration, and a joint commitment to creating more sustainable packaging solutions.

Together, we have made meaningful progress in reducing the environmental impact of our packaging. By integrating Tyvek® with Renewable Attribution into the packaging of selected products, we are supporting a reduced reliance on fossil-based materials at a system level, while continuing to meet the strict performance, quality, and sterility requirements essential for medical device packaging.

Sustainability Data & Collaboration

We continued to strengthen supplier engagement on sustainability by leveraging Assent, a third-party supply chain sustainability and compliance platform, designed to deepen transparency and drive meaningful action across our value chain. Through Assent, we conduct ESG and regulatory surveys with suppliers to better understand environmental, social, and governance risks, benchmark maturity, and identify opportunities for improvement.

Our efforts extend beyond data collection. Insights gathered through Assent inform targeted supplier outreach, pursue corrective actions, and establish ongoing dialogue around priority topics such as materials of concern, human rights, and emerging environmental regulations—including PFAS and EU due diligence requirements. This collaborative approach supports compliance while encouraging shared learning and continuous improvement.

Cook Medical's commitment to active supplier engagement was recognized in 2025 with the Sustainability Program of the Year at the Assent Achieve Awards. This recognition reflects our progress toward more transparent, responsible, and resilient supply chains.

By strengthening collaboration, increasing transparency, and turning insights into action, we are building a supply chain that both meets today's expectations and leaves us better prepared for emerging sustainability challenges.

▲ DuPont™ 2025 Sustainability Supplier of the Year Award

▲ Nelipak® Healthcare Packaging 2025 Excellence in Innovation Award

▲ G'day CI Expo, Cook Australia

▲ Distribution of stationery kits, Cook India

▲ Christmas giving, Cook Research, US

▲ E-Waste Event, Cook Vandergrift, US

▲ Food distribution, Cook Malaysia

▲ Limerick Animal Welfare Volunteers, Ireland

▲ LUM, Cook Research, US

▲ Salvation Army, Cook Vandergrift, US

▲ Orange Sky Laundry, Australia

▲ Community recognition, Cook Hong Kong

▲ RAD Class, Cook Research, US

▲ IVW, Cook Hong Kong

© COOK 08/2026 CORP-WF1328450-EN-F