

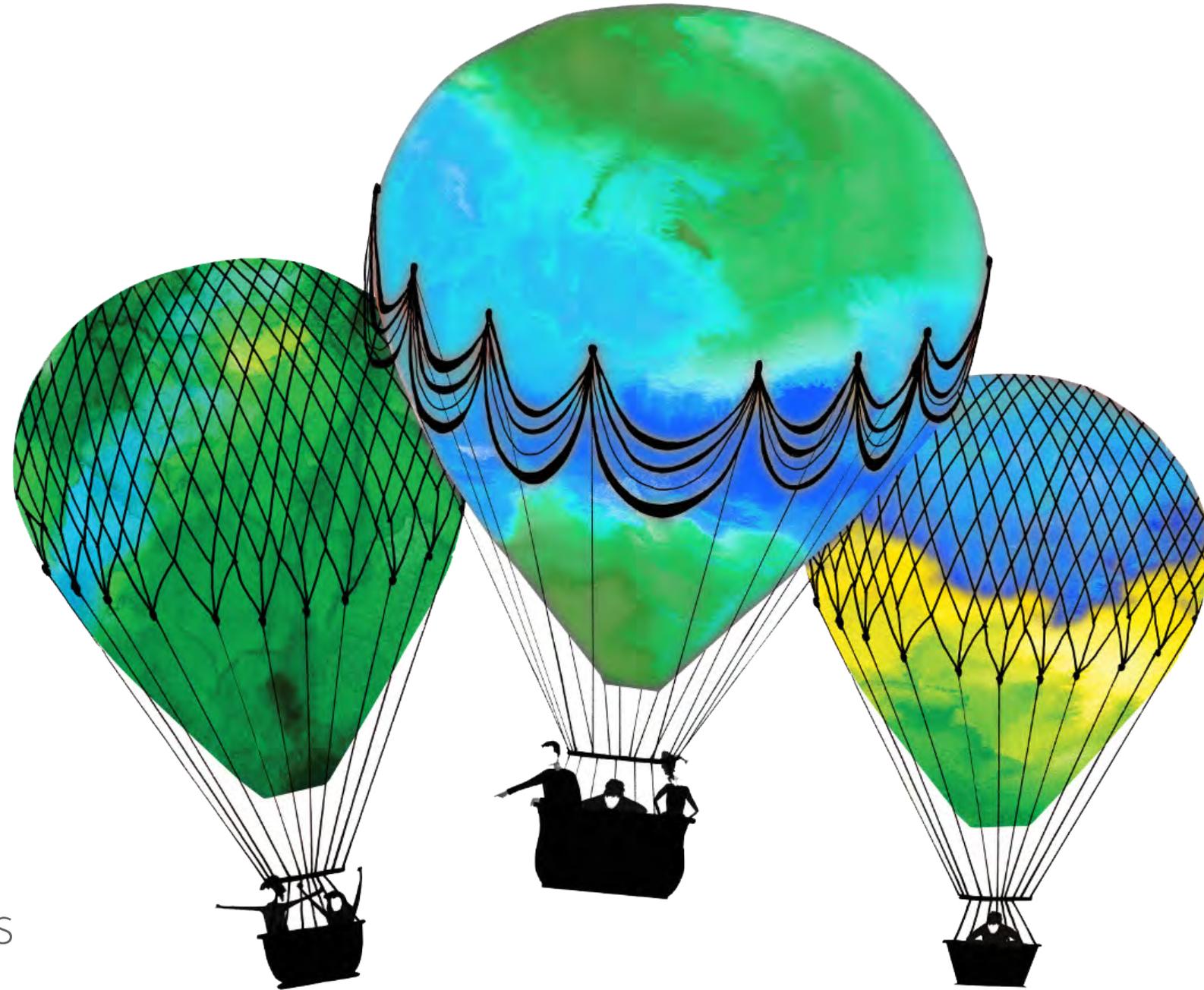


2021

Environmental, Social,
and Governance
Highlights Report

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A Message from our CEO



I am proud to share our CY 2021 Environmental, Social, and Governance (ESG) highlights report, which reflects our ESG performance over the past year.

2021, like the year before, was marked by the ongoing

COVID-19 pandemic and its increasing impact on the global supply chain. But it also illustrated the unwavering resilience of Cooper employees and their commitment to improving lives one person at a time. Less than 12 months after sharing our ESG framework with you in our inaugural ESG report, I am proud of the success we have achieved in the three areas that make up our ESG Framework: people, planet, and partnerships.

Our investment in developing life-changing solutions continued to drive value for both our Company and patients.

We reached a significant milestone when the Chinese National Medical Products Administration, which regulates medical devices and pharmaceuticals in

China, approved CooperVision MiSight® 1 day contact lenses in August 2021.¹ MiSight® is proven to prevent Myopia (nearsightedness or short-sightedness) progression,² which is estimated to impact 80% of Chinese high school students.³ With this approval, MiSight is now available in 38 countries worldwide.

We also continued to support the education of eye care professionals and their ability to serve patients. This included our partnership with the Special Olympics Lions Clubs International Foundation Opening Eyes® program, which increases vision care inclusion and access for athletes with intellectual disabilities. Read more on page 22.

Going into 2021, CooperSurgical already offered a broad array of medical devices and services that support healthy women, babies, and families, including contraception, surgical instruments, IVF supplies, and genomic testing. In 2021, we expanded our portfolio and pipeline through the acquisition of Generate Life Sciences, a leading provider of donor egg and sperm for fertility treatments, fertility

cryopreservation services, and newborn stem cell storage. This will allow us to accelerate innovation in this growing area of unmet need.

Protecting our planet and preserving resources is an integral part of our commitment to improving lives.

In 2021, we continued to address the growing global challenge of plastic in our oceans through the creation of the first net plastic-neutral contact lens. In our first year, our plastic neutrality⁴ partnership with Plastic Bank prevented the equivalent of nearly 28 million plastic bottles from polluting the ocean.⁵

But we aren't stopping there – we are implementing a four-step circularity approach to engineer value into our entire plastic value chain. Read more on page 17.

Leading our progress in 2021 were more than 12,000 employees who make up the purpose-driven, dynamic team that is ONECOOPER.

Together, we have taken significant steps in building an inclusive, healthy, safe, and engaged workforce. This year, we launched our CooperPride employee resource

group and earned a score of 100% on the Human Rights Campaign Foundation's Corporate Equality Index 2022.

I could not be prouder of our teams' efforts, reflected by *Fortune Magazine* naming our Company, as well as our CooperVision and CooperSurgical divisions, one of its 2021 Best Large Workplaces in Manufacturing & Production™ for the second year in a row.

I am also pleased to share that CooperCompanies became a corporate participant of the United Nations' Global Compact, the world's largest voluntary corporate sustainability initiative that calls on companies to align strategies and operations with universal principles on human rights, labor, environment, and anti-corruption. As a participant of the Global Compact, we are committed to its principles and to reporting on our progress in implementing them in future reports.

Looking ahead, I am excited about the future of CooperCompanies and our ability to enhance the health and wellness of people and communities across the globe. It is a mission that guides our actions each day and one that I am grateful to have the opportunity to lead. Thank you for your support on this journey.

ALBERT G. WHITE III,
President and Chief Executive Officer

¹ On August 6, 2021, the Chinese National Medical Products Administration approved CooperVision MiSight® 1 day contact lenses for use within the country following a priority review.

² MiSight® is indicated for the correction of myopia for patients with non-diseased phakic eyes, who at the initiation of treatment are 8-12 years of age and have a refraction of -0.75 D to -4.00 D with ≤ 0.75 diopters of astigmatism; Meanwhile, it has the dual focal design with alternative multiple rings, which allows part of the light passing through the optical zone to focus in front of the retina, forming myopic defocus, and expecting to slow down the change of axial length of the patients. Fitting and evaluation of the product should be in medical institutions by ophthalmologists with intermediate title or above and conduct regular check. It must be used in strict accordance with the IFU requirements.

³ National Health Commission. 13 July 2021. Myopia survey conducted from September to December 2020, covering 8,604 schools across the country and screening a total of 2.477 million students. Retrieved from: <http://www.nhc.gov.cn/xwzb/webcontroller.do?titleSeq=11389&gectype=1>

⁴ Net plastic neutrality is established by purchasing credits from Plastic Bank. A credit represents the collection and conversion of one kilogram (kg) of plastic that may reach or be destined for waterway. CooperVision purchases credits equal to the weight of plastic in participating brand orders in a specified time period. Plastic in participating brand plastic is determined by the weight of plastic in the blister, the lens, and the secondary package, including laminates, adhesives, and auxiliary inputs (e.g., ink).

⁵ For calculation purposes, Plastic Bank uses 1 kg of plastic to equal 50 bottles.

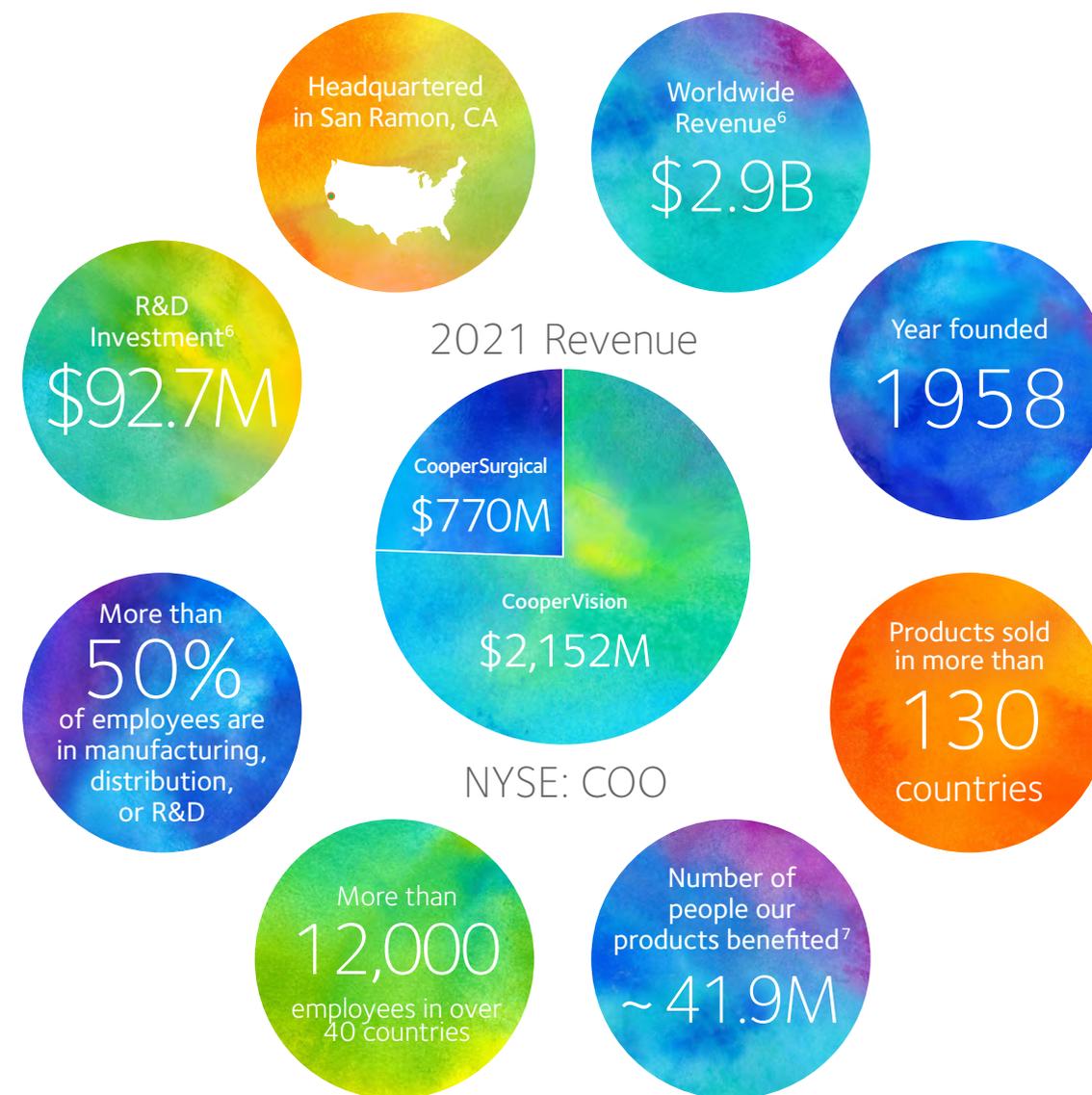
Who We Are

CooperCompanies is a global consumer medical device company that elevates standards of care. Our two business units have earned the trust of doctors, clinicians, and patients worldwide by delivering practice-building resources and training.

CooperVision (CVI) is one of the world's leading manufacturers of soft contact lenses, providing a full array of daily disposable, two-week, and monthly soft contact lenses that feature advanced materials and optics. CVI has a strong heritage of solving the toughest vision challenges and is advancing the range of what contact lenses can do, such as its groundbreaking introduction of contact lenses proven to slow the progression of myopia in children ages 8-12.

CooperSurgical (CSI) advances the care of women, babies, and families around the world. The organization provides a wide range of products, technologies, and services with an emphasis on improving fertility solutions, empowering office-based care, and advancing hospital care within women's health. For more than 30 years, CSI has earned the trust of patients and healthcare providers by partnering on improved outcomes.

CooperCompanies at a Glance



⁶ Revenues are for fiscal year ending October 31, 2021.

⁷ In calendar year 2021.

Our ESG Framework

We conducted a formal materiality assessment in 2021, which resulted in a list of 38 ESG topics with eight ESG topics identified as high priority. These are represented in our ESG framework pillars: People, Planet and Partnership. To learn more about our materiality assessment, please read pages 9-10 in our [2020 ESG Report](#).

PEOPLE

- Develop life-changing solutions to address health challenges, with a continuous focus on product quality and patient safety
- Foster an inclusive, healthy, safe, and engaged workforce

PLANET

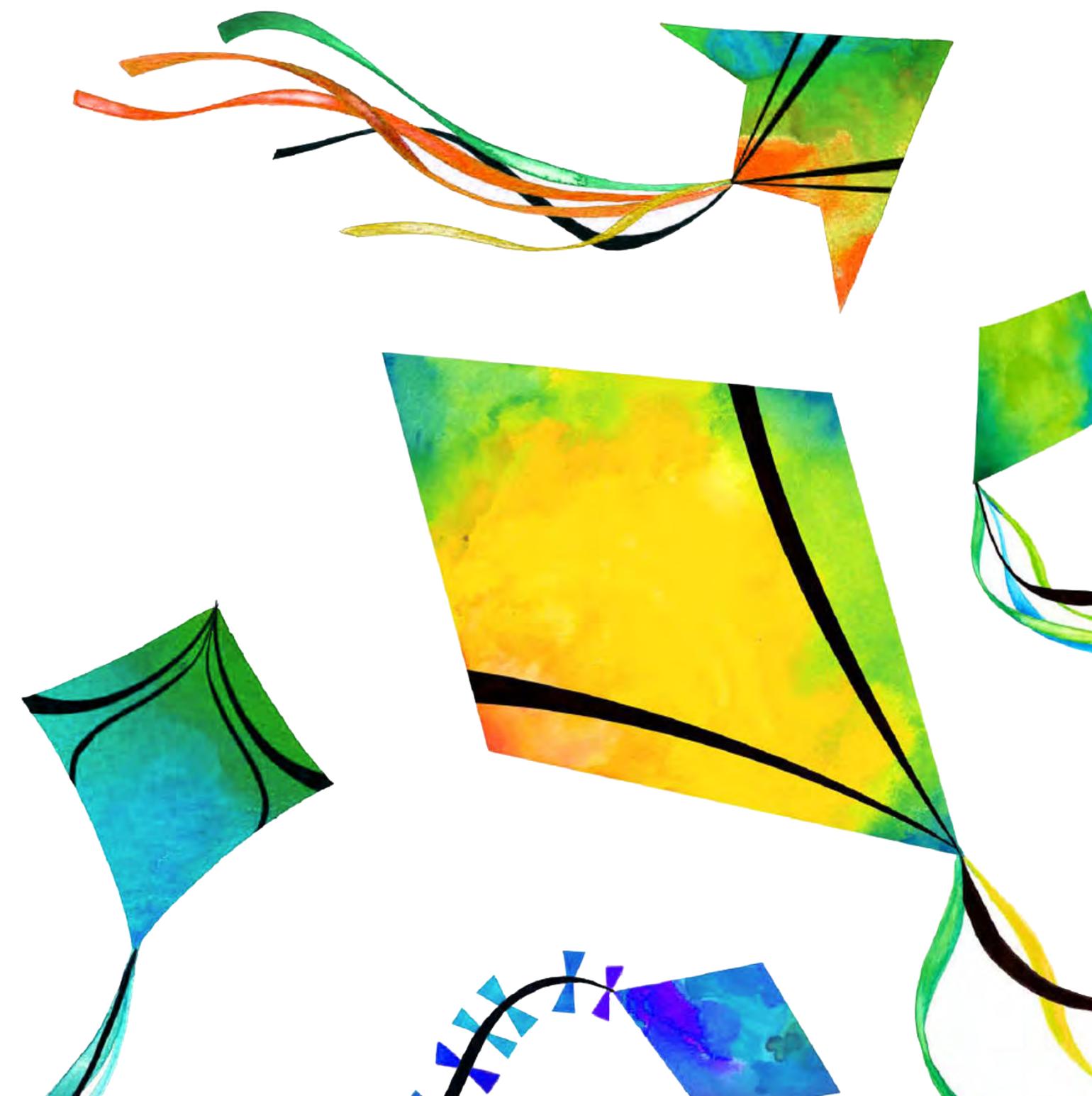
- Sustainably manage and reduce the environmental impacts of our operations
- Integrate sustainable design innovations into our products and packaging

PARTNERSHIPS

- Collaborate with customers, suppliers, and communities to accelerate social and environmental improvements
- Foster partnerships with charitable and other organizations to address unmet healthcare needs

Responsible Business Practices:

- Adhere to high standards of ethics, compliance, and accountability in all that we do
- Continue to invest in the ESG infrastructure, systems, and capabilities of the organization



ESG Highlights

2021 U.S. AWARDS



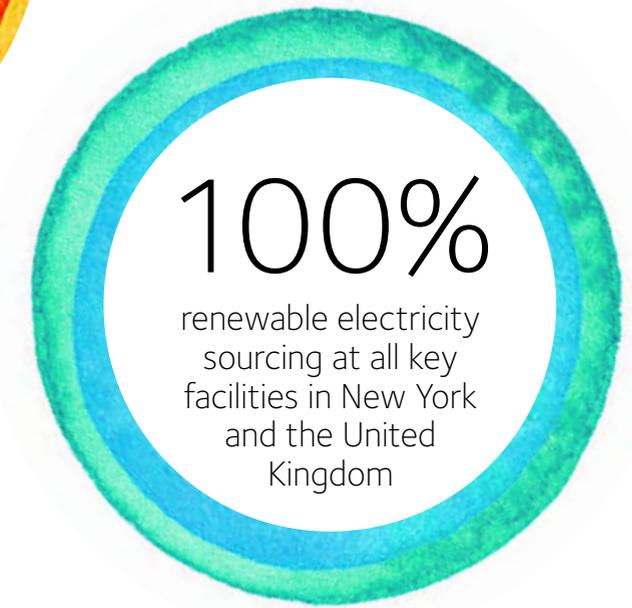
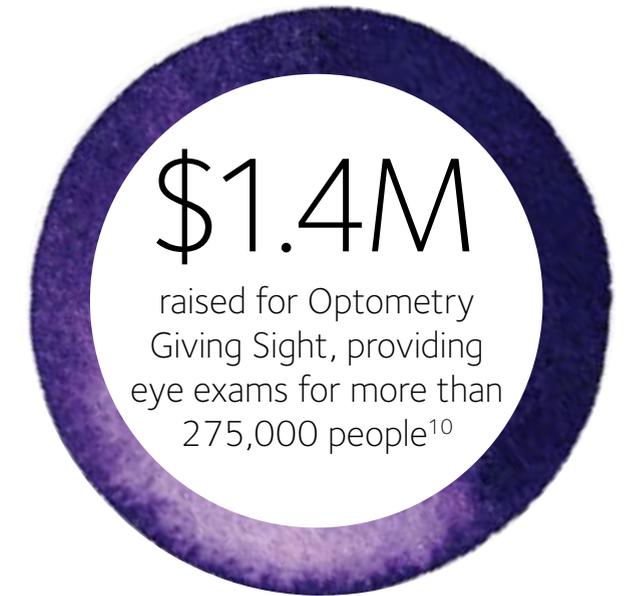
Score of 100% on the **Human Rights Campaign Foundation's Corporate Equality Index 2022**



Fortune's **Top 10 Best Large Workplaces in Manufacturing and Production™** for the second year in a row



Certification as a **Great Place to Work** for the fourth consecutive year



⁸ For calculation purposes, Plastic Bank uses 1 kg of plastic to equal 50 bottles.

⁹ CY 2021

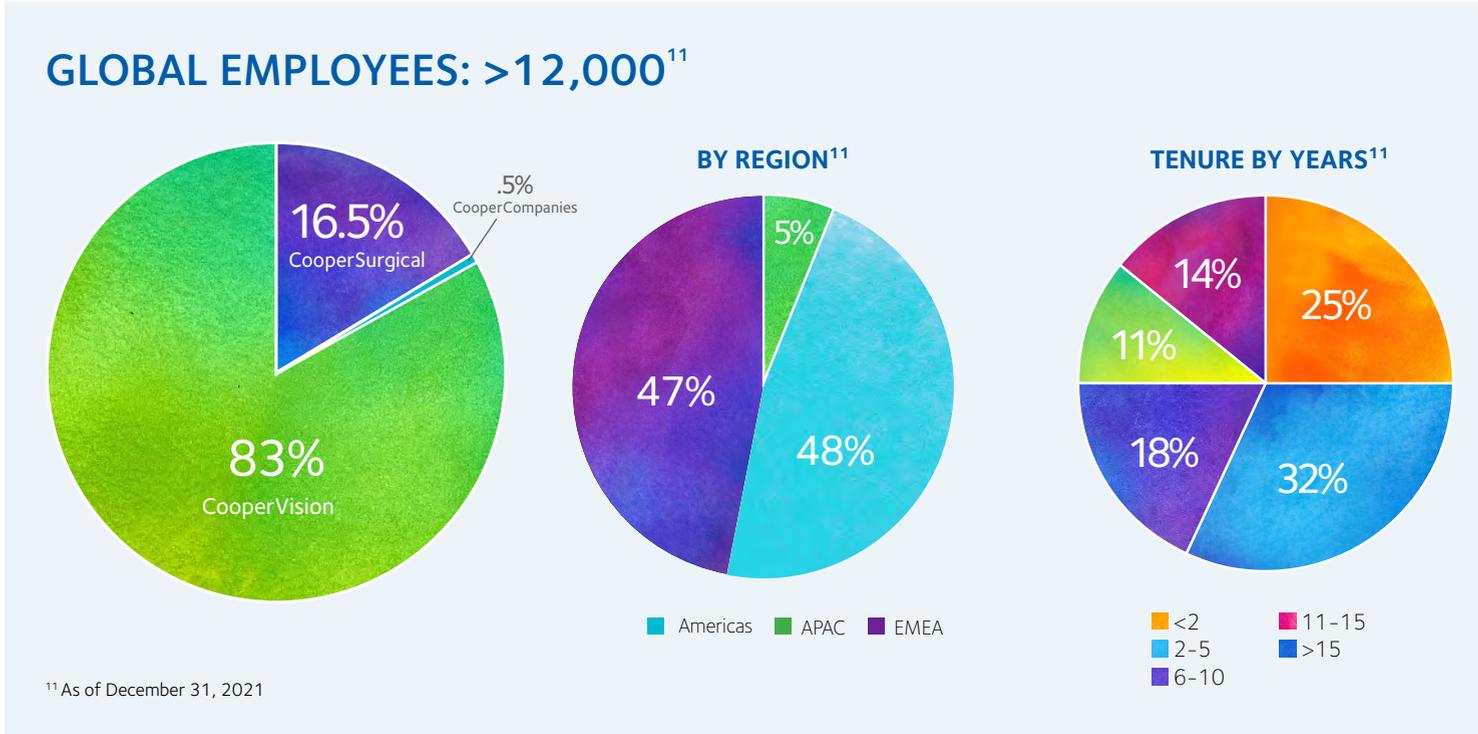
¹⁰ Cumulative since 2011

OUR STORIES



Our People

Our employees are a key differentiator in our overall strategy. We invest in our workforce to meet current and future business objectives, always driving toward our goal of being a global employer of choice. Our cross-functional human capital management (HCM) strategy underpins our efforts to attract, grow and develop, retain, compensate, manage, and engage our employees. For more information on our HCM strategy and employee health, safety, well-being, and benefits, read pages 23-26 of our [2020 ESG Report](#).



Empowering Employee Development at Cooper

Investing in our employees and their development is a key enabler of our success.

Employees are encouraged to develop key capabilities and grow their careers at Cooper. As we continue to expand our global footprint, we are moving to a more agile and on-demand learning culture. We are investing ~\$2 million over the next three years on digital learning solutions. This allows employees to self-direct their learning path based on their individual needs and interests. Read more about our progress in the following stories.

Examples From Our Leadership and Development Programs



SHELBY CRAWFORD

BUSINESS UNIT ENGINEER,
CooperVision
*Technical Development &
Apprenticeship Program*



United Kingdom

Shelby Crawford had an engineering degree when she joined CooperVision and aspired to a production engineer role. After going through the Technical Development & Apprentice Program in 2021, she has now achieved her goal. **“The experience allowed me to put into practice what I learned every day,”** said Crawford.



LIEZEL KOTZE

COUNTRY MANAGER,
CooperVision
Great Conversations Program



South Africa

Our Great Conversations Program empowers managers, such as Liezel Kotze, to hold regular inspiring conversations with their team by strengthening capabilities such as coaching and providing feedback. **“This program gave me and my team a great opportunity to discuss the latest approaches in how to connect, engage, and coach our team members as well as hold powerful conversations around goals, performance, personal development, and career progression,”** said Kotze.



DARREL CELESTINE JR.

REGIONAL SALE DIRECTOR,
CooperSurgical
Black Leadership Academy



United States

Cooper employees have access to multiple external opportunities including the Black Leadership Academy, developed by McKinsey & Co. In 2021, Darrel Celestine Jr. participated in the Academy’s six-month Management Accelerator program, designed to enable high-performing professionals to build leadership capabilities, including strategic and critical thinking and business acumen. **“It was an exceptional opportunity to increase functional knowledge, develop leadership mindsets, and enable access to a broad network of other talented Black professionals,”** said Celestine. **“There was also time to reflect and share perspectives on the journey as a Black leader in the world today.”**

Examples From Our Leadership and Development Programs



KIMBERLY TOMCZYK

TERRITORY MANAGER,
CooperSurgical
Mentoring Trees



United States

Kimberly Tomczyk participated in a highly interactive mentoring initiative called the Mentoring Tree Program, introduced by our African-Decent Employee Resource Group. This collaborative, group-learning style involves one mentor working with several mentees and builds a cohesive learning group that can continue to collaborate even after the formal program ends. For Tomczyk, the opportunity helped her build skills in self-promotion. **“Being a part of the Mentor Tree Program has given me the opportunity to engage with experienced leaders while learning from fellow mentees as well. Recently, the topic of self-promotion ignited a great conversation between us that inspired me to advocate for myself. This resulted in an impactful change for my position,”** said Tomczyk. Cooper is expanding mentoring programs across the company globally and will introduce a refreshed online mentoring toolkit in 2022.



YOSHIKO INOUE

GENERAL MANAGER,
CooperVision
Coaching Program



Japan

Cooper’s Coaching Program helps leaders build skills they need to conduct effective coaching sessions with their teams. The four-month program includes training in specific areas such as coaching for development, employee engagement, and wellbeing. In 2021, the CooperVision Asia Pacific Leadership Team participated in the training. **“The program provided great insights that I will use when I run a coaching session with my team in Japan, including what questions to ask to get the best out of the session,”** said Inoue.



JAN VELAZQUEZ

SR. INFORMATION SERVICES MANAGER,
CooperVision
CooperVision Academy for Emerging Leaders



United States

In Puerto Rico, our learning and development teams adapted programs to enable leaders and employees to operate more effectively in our manufacturing plants. In 2021, Jan Velazquez participated in the Academy for Emerging Leaders, a 32-hour boot camp-style training. **“The course was instrumental to my formal development and was very insightful. It not only helped me but helped the group as well by elevating our leadership skills. I look forward to implementing these tools with my team,”** said Velazquez.

Examples From Our Leadership and Development Programs



ROSA HANKS

SALES TRAINING MANAGER,
CooperSurgical
*CooperSurgical Academy
for Emerging Leaders*



United States

CooperSurgical Academy for Emerging Leaders launched in 2021 for high-performing sales individuals. The program includes virtual training on topics such as building team trust, coaching, and setting clear performance expectations. Participants in the 18-month program also receive coaching from two mentors, exposing them to different leadership styles. Within its first year, 60 people participated in the program including Rosa Hanks. **“One of the most important skills I learned was how to better adapt to and manage change,”** said Hanks. **“We did an exercise during the program that highlighted the emotional response that I feel during change. This taught me how I can not only anticipate my reaction to change but help others manage change.”**



GABY FIRPO

DIRECTOR OF SALES OPERATIONS,
CooperVision
Cooper Leadership Development Program



United Kingdom

With the impact of the COVID-19 pandemic continuing into 2021, Cooper transitioned to more virtual and hybrid learning approaches. Updated programs were based on new and emerging expectations of leaders. Key modules were focused on leading virtual teams, building connections remotely, and driving inclusion and engagement. Gaby Firpo was able to develop capabilities in leading virtual teams through our refreshed Leadership Development Program. **“Shifting to a hybrid work environment has required new skills to effectively manage my team,”** said Firpo. **“The Leadership Development Program helped me build connections with other leaders at a similar career level. We have been able to share challenges and I have really enjoyed learning from colleagues as well as providing support as a peer coach.”**



RYAN STRYKER

FIELD ACCOUNT EXECUTIVE,
CooperVision
Tuition Reimbursement



United States

CooperCompanies offers all U.S. employees tuition reimbursement up to \$5,000 per year. Ryan Stryker took advantage of this benefit and earned his degree in Corporate and Public Communication at Monmouth University. **“Cooper encourages me to further my education to improve skills that I can apply in my career. The support I have received from CooperVision and from my sales leadership team since beginning my path toward earning my master’s degree has been overwhelming and motivates me to continue this journey,”** said Stryker.

Employee Benefits

We offer comprehensive and continually evolving benefits to help employees balance their work lives and personal lives. Below is just one example of our progressive benefits. For more information, read pages 24-25 of our [2020 ESG Report](#).

Helping Employees Build Families Through Access to Fertility Treatments

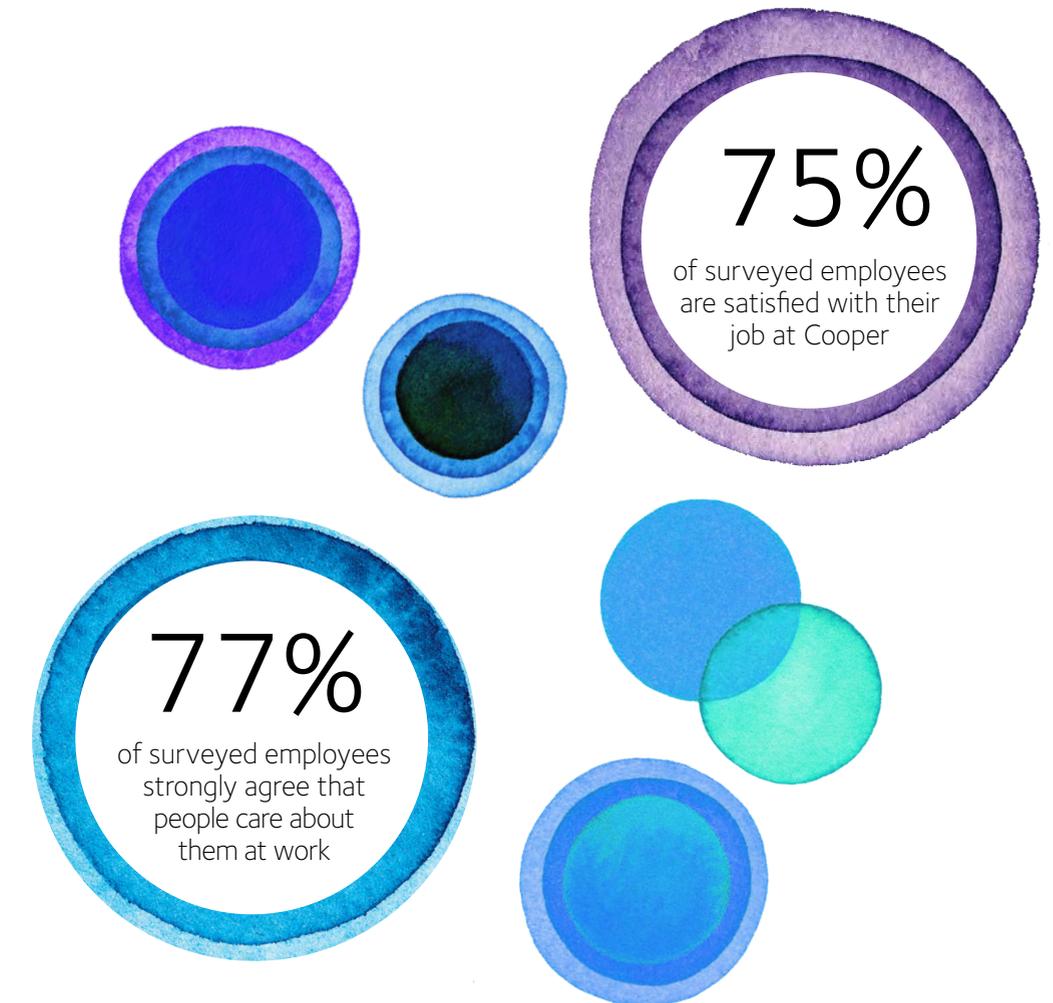
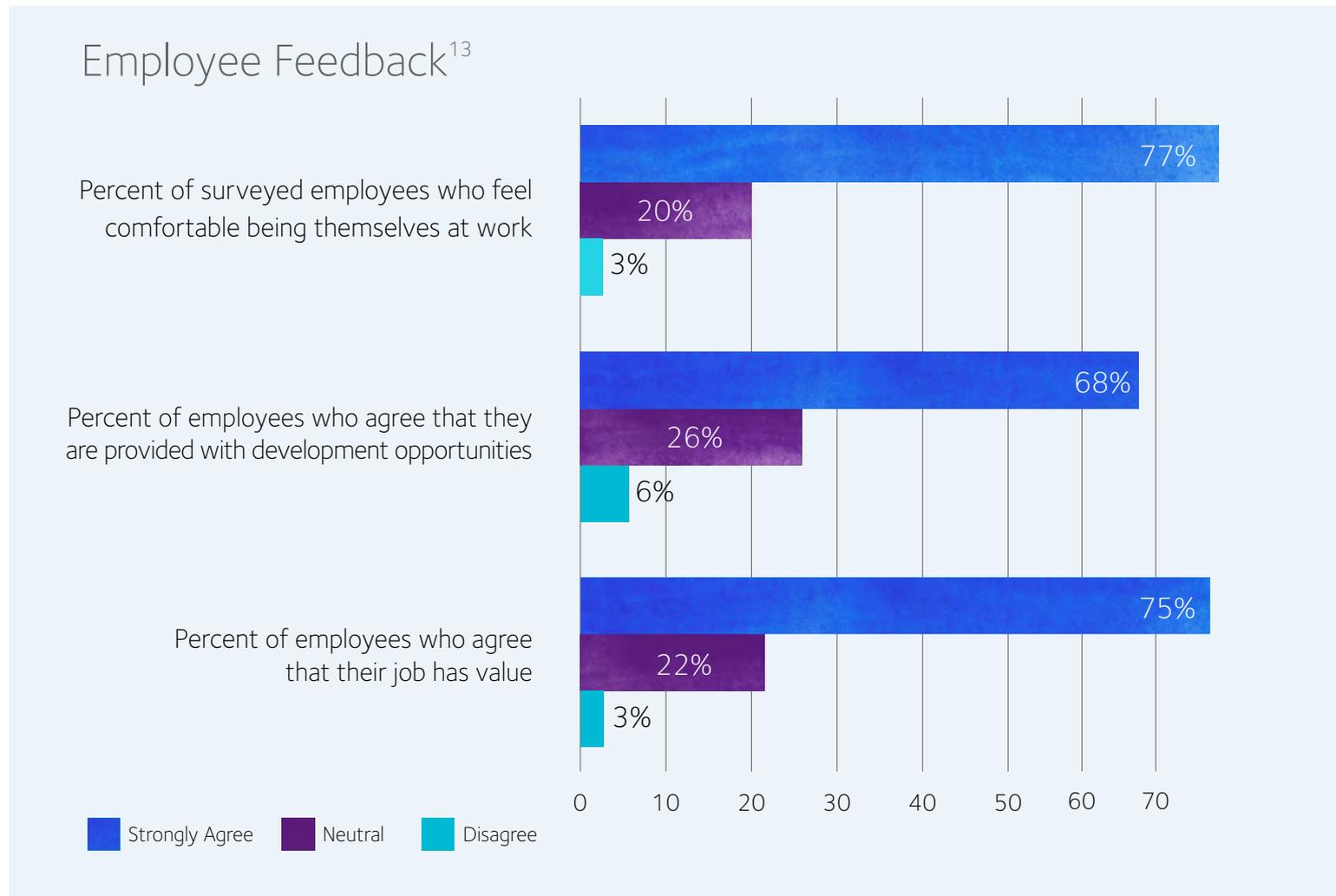
Approximately 190 million individuals worldwide¹² have trouble getting pregnant or maintaining a pregnancy, according to the World Health Organization. Fortunately, new innovations in artificial reproductive technology offer hope to many. To help our employees access these life-changing treatments, CooperCompanies offers fertility benefits to all U.S. employees and their partners. As part of this offering, we provide access to patient care advocates that offer support, guidance, and education through what can be an emotional journey. We support all types of family building, including LGBTQ+ individuals and couples as well as single parents. In addition, we advise other corporations/human resource teams on how to implement this benefit and advocate for fertility treatments to be covered as part of a company's comprehensive employee benefits plan.

¹²https://www.who.int/health-topics/infertility#tab=tab_1



Employee Engagement

We develop targeted strategies to enhance our workplace and culture. We conduct both regular formal and informal surveys to seek out employee feedback, ideas, and collect information on the overall employee experience. Several results from our 2021 global engagement survey are shown below.



¹³ We used the Great Place To Work and/or Gallup survey methodology at Cooper locations.

Diversity and Inclusion

We believe that diverse ideas, perspectives, and backgrounds are critical to innovative product development, market growth, and a positive consumer and employee experience. Our Diversity & Inclusion (D&I) strategy is focused on fostering a culture of belonging, where diversity is celebrated, and inclusion is the norm. For more information on how D&I is governed and managed, and the details of our strategy, read pages 20-21 of our [2020 ESG Report](#).

We are continuing our D&I journey. In March 2022, we established a Global Center of Expertise dedicated to D&I within our Human Resources organization and appointed a Senior Director for Global Inclusion and Diversity. Read more about our progress in the following stories.

Employees Drive Inclusion, Helping to Make Us A Best Place to Work for LGBTQ+ Equality

At Cooper, our newest Employee Resource Group (ERG) – CooperPride – is driving change. Launched in 2021, it works

to create a safe space for LGBTQ+ employees and allies to learn, connect, educate, and celebrate with each other.

In 2021, CooperPride ERG members partnered with Cooper’s Human Resources team to review U.S. benefits coverage to confirm parity for same sex partners. The ERG also hosted educational seminars across all geographies on LGBTQ+ equality. These learning resources will be part of Cooper’s D&I toolkit for managers and employees in 2022.



This effort helped Cooper earn a perfect score of 100% on the 2022 Human Rights Campaign Foundation's Corporate Equality Index. This leading national benchmarking tool rates corporate policies, practices, and benefits for

LGBTQ+ employees and has been credited as the primary driving force for LGBTQ+ workplace inclusion.



¹⁴Members as of December 31,

COOPER EMPLOYEE RESOURCE GROUPS

CooperCompanies
AFRICAN DESCENT
 UNITED STATES
162 members¹⁴
 Formed November 2020

CooperCompanies
WOMEN'S IMPACT NETWORK
655 members¹⁴
 Formed March 2021

CooperCompanies
COOPER PRIDE
150 members¹⁴
 Formed May 2021



We are piloting technology at our U.S. sites to optimize job descriptions for inclusion. The technology provides real-time feedback and allows us to use inclusive language that equally attracts people of all genders, races, and ethnicities.”



JENIFER FORTY

Talent Acquisition Manager, CooperVision

Talent Acquisition Team Makes Job Descriptions More Accessible and Inclusive

Jennifer Forty, Talent Acquisition Manager at CooperVision, knows that a job posting is more than an alert about employment opportunity. For many job seekers, it provides a powerful first impression – a proxy for a company’s culture and core values.

“Companies need to choose their words wisely when writing job posts, otherwise, they risk losing access to a more diverse and adept talent pool,” Forty explained.

In 2021, Forty helped CooperCompanies and its business units launch a pilot in the U.S. to update job descriptions with more inclusive and accessible language. This included using technology to analyze and improve content for approachability, people-first language, and to eliminate corporate clichés.

She pointed out that familiar terms like “salesmen” can be replaced with more inclusive language like “salespeople” or “sales team.” Likewise, she says that changing words such as “utilize” to “use” and “serve as” to “be” helps ensure that job descriptions have more accessible language, which many candidates appreciate.

¹⁵ Data do not include employees who chose not to specify gender. In 2022, we introduced a “non-specified” category and will include data in future reports when three years of data is available.

¹⁶ As of December 2021

¹⁷ As of May 2020

¹⁸ As of July 2019

¹⁹ As of December 2021

²⁰ As of December 2019

²¹ As of December 2018

D&I WORKFORCE STATISTICS

In 2021, women received 45% of promotions to Senior Manager/Director level and 49% of promotions to First Line Manager. Women also accounted for more than half of all external hires, including 60% of Vice President and above hires.

Gender Diversity (Women/Global)¹⁵	2021¹⁶	2020¹⁷	2019¹⁸
Global Employees	49%	48%	Not Reported
First Line Managers/Supervisors	44%	43%	42%
Directors/Senior Managers	36%	35%	35%
VPs and Above	27%	25%	22%

Racial and Ethnic Diversity (U.S.)	2021¹⁹	2020²⁰	2019²¹
American Indian or Alaska Native	<1%	<1%	<1%
Asian	15%	14%	13%
Black or African American	6%	7%	7%
Hispanic or Latino	12%	11%	10%
Native Hawaiian or Pacific Islander	<1%	<1%	<1%
White	65%	67%	69%
Two or More Races	1%	1%	1%

Our Planet

The planet isn't waiting, and neither are we. CooperCompanies recognizes the need to reduce our impact on the environment and to regularly assess our strategies. We have made changes to our manufacturing sites around the world to integrate sustainability into our core processes. And we are developing solutions to reduce our products' impact on the environment – from how they are designed and made, to how they're shipped, used, and recycled. For more information on how environmental sustainability is governed and managed, and additional details on our approach to energy, waste, and water conservation, read pages 34-38 of our [2020 ESG Report](#). Read more about our progress in the following stories.

CooperVision Tackles the Impact of Plastic Through a Circularity Approach

Advances in plastic technologies have changed the world over the past 100 years. Today, we produce high-quality, durable, and sterilized daily contact lenses, which help minimize eye infection and increase convenience.

Despite advances in eye health, we recognize that plastic waste and carbon emissions are serious issues impacting the environment – especially the world's oceans. That is why we are investing in people and new technologies to bring our four-part circularity approach to life. We are embedding this approach into our product development and design processes. Through this four-part model, our teams are testing, learning, and deploying different circularity concepts across different products to investigate where opportunities exist today, while pushing the boundaries of tomorrow.

Our Approach to Circularity

PLASTIC NEUTRALITY

Offsetting our impact is a key step for selected brands.

RECYCLED CONTENT

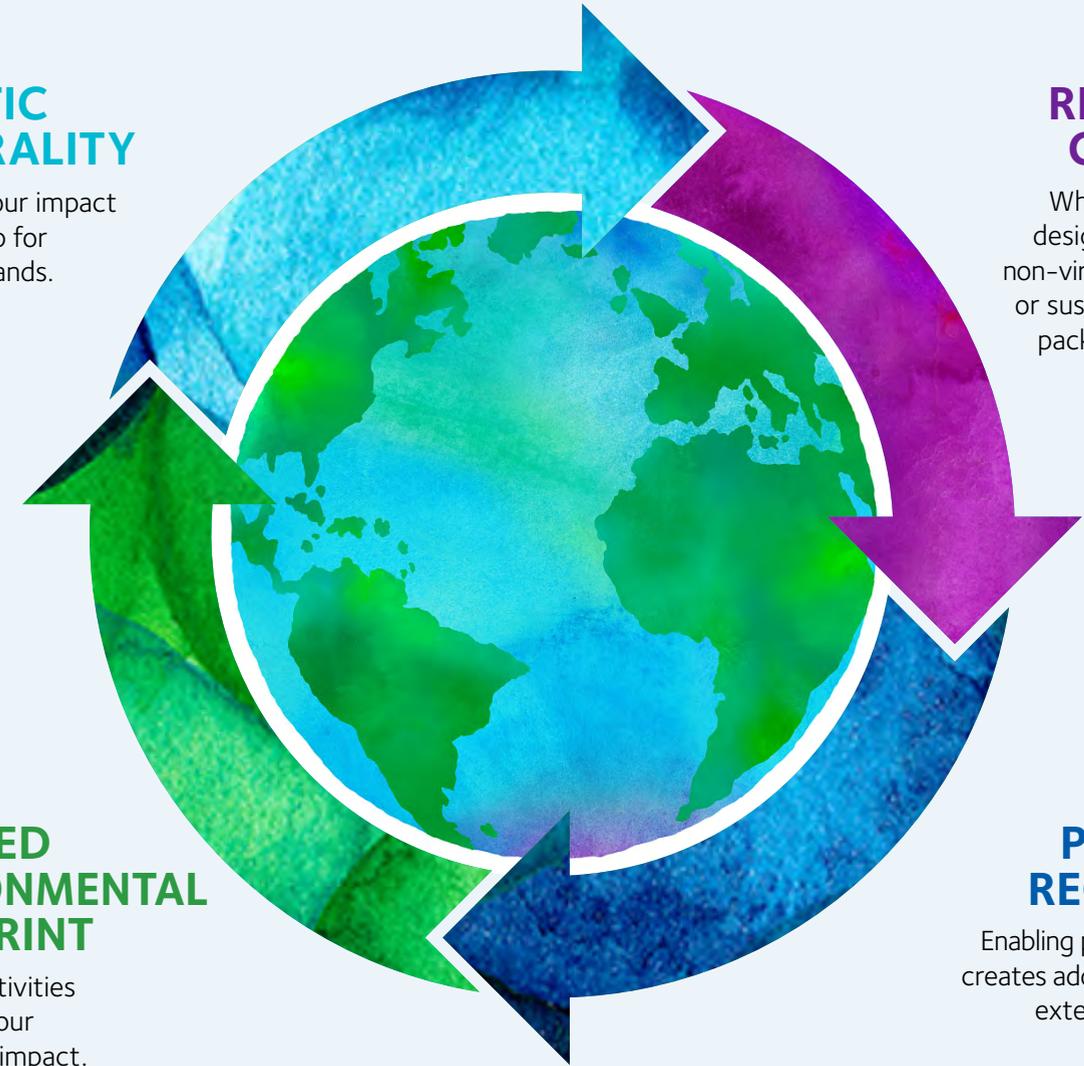
Where possible, we design for the use of non-virgin material and/or sustainably sourced packaging materials.

REDUCED ENVIRONMENTAL FOOTPRINT

Circularity activities help balance our business and impact.

PRODUCT RECYCLING

Enabling product recycling creates additional value and extends product life.



Plastic Neutrality Goes Global

In March 2021, CooperVision announced its partnership with Plastic Bank to create the first net plastic-neutral contact lens.²² Plastic Bank, a social enterprise that builds ethical recycling ecosystems in coastal communities, enables individuals to receive income by collecting ocean-bound plastic waste.

In 2021, Cooper purchased credits from Plastic Bank to collect the equivalent amount of plastic from the environment for every box of lenses distributed by participating brands²³ in the U.S. and for all 1-day contact lenses in Europe. Plastic Bank then converts the collected plastic into reusable feedstock. In its first year, the partnership prevented the equivalent of nearly 28 million plastic bottles from polluting the ocean.²⁴ Side by side, these bottles would stretch from New York City to Paris.



²² Net plastic neutrality is established by purchasing credits from Plastic Bank. A credit represents the collection and conversion of one kilogram of plastic that may reach or be destined for waterway. CooperVision purchases credits equal to the weight of plastic in participating brand orders in a specified time period. Plastic in participating brand plastic is determined by the weight of plastic in the blister, the lens, and the secondary package, including laminates, adhesives, and auxiliary inputs (e.g., ink).

²³ Participating brands include clariti® (U.S. only); all 1-day contact lens brands sold and distributed by CooperVision in Europe.

²⁴ For calculation purposes, Plastic Bank uses 1 kg of plastic to equal 50 bottles.



In 2022, we will expand the program to 27 countries across the globe.

CooperVision Engineers and Scientists Work Together to Create Solutions to Reduce Waste

The majority of the waste in our value chain comes from packaging. In 2020, Javier E. Alayon Rivera, Lead Principal Engineer at CooperVision, took the first steps on an aggressive approach to develop new packaging solutions for our blister pack (the small pack that contains the individual contact lens).



JAVIER E. ALAYON RIVERA

"I love challenges and this one, because of its sustainability aspect, struck a personal chord with me," said Alayon. "In my own life, I try to do my part to help reduce waste. I started to imagine a future where we really reduced the number of blisters that go into the landfill and knew that would be hugely impactful."



PAUL RIGGS

Paul Riggs, Science & Sustainability Director at CooperVision, oversees all material science initiatives, key global sustainability campaigns, and the sustainability roadmap for CooperVision global manufacturing operations. Working with an internal team of science experts, he is supporting Alayon Rivera and looking for emerging technologies that could help CooperVision and its customers reduce their overall impact on the environment.

Together, Alayon, Riggs, and their teams are examining different materials to reimagine the blister packs, including non-virgin and renewable material. In 2021, the team showed through a financial and feasibility analysis, that both alternative materials and increasing the recyclability of the packs is possible. Next comes testing, which the teams plan to begin in 2022.

"The challenge has just started," Alayon said, "but I am really hopeful we can do it. We're not just solving today's problem but are looking five to 10 years ahead and, ultimately, creating better solutions for tomorrow."

The next step is to find a way to increase the recyclability of the packs.

"I'm excited to be helping people move along the circularity journey," said Riggs. "It will take ingenuity, perseverance, and collaboration. Fortunately, at CooperVision we have a lot of all three."

Building Climate Resiliency and a Competitive Advantage in Puerto Rico

In the town of Juana Diaz, near Puerto Rico's southwestern coast, CooperVision manufactures more contact lenses than anywhere else in the world. For more than 23 years, the site had relied on a stable source of energy from the island's power grid, but in recent years the grid has been weakened by a series of hurricanes and other natural disasters.

In 2017, Hurricane María, the largest and most destructive hurricane to hit Puerto Rico in the past century, devastated the island's infrastructure and left most people without electricity for months.

"We knew that the island hadn't seen its last storm," recalls Efrain Oliveras Villafane, Associate Infrastructure Director at the CooperVision Juana Diaz site. "Even before María paid us a visit, we had begun to prepare."

Working with a cross-functional team of colleagues from Finance, Operations, and Environmental Health and Safety (EHS), Oliveras Villafane and his team identified a solution that would not only provide a reliable source of energy in the face of the next María, but would also be sustainable, clean, and cost-effective.

In 2020, the site began construction of a 23.3 megawatt and 3,000 refrigeration ton Combined Heat and Power (CHP) system and company-controlled microgrid. It began operations in 2022. By capturing and using heat that would otherwise be wasted, and by avoiding distribution losses, the natural gas-fueled CHP has an expected efficiency of 84% – significantly more efficient than conventional on-site diesel or propane-powered generators.

In addition, the site is being built in alignment with leading construction codes, helping to prepare it to withstand the impacts of possible earthquakes and hurricane-force winds.

We pride ourselves on being a good neighbor and once complete, the system could also offer support to the community during future natural disasters.



CooperVision's team in Puerto Rico who led the successful implementation of the site's CHP system from left to right, Fernando Collazo, Georgina Contreras, Angel Juan, Gerado Nazario, Damaris Santiago Lebron, Omar De Leon, Roberto Rivera, Vimarís Ortiz, and Efrain Oliveras Villafane.



The CHP system checked all of our boxes – it provides grid resiliency and the power and chilled water we need for our operations today and in the future, while also resulting in cost reductions, price stability, and decreased carbon emissions," said Damaris Santiago Lebron, director of EHS for CooperVision Americas Manufacturing Operations. "The team did more than safeguard the site; they provided a competitive advantage for CooperVision by helping us keep power on 24/7 and deliver a continuous supply of products to the market in a sustainable way."



**DAMARIS SANTIAGO
LEBRON**

Director of EHS,
CooperVision

CooperSurgical Finds an Untraditional Partner to Help Reduce Plastic – Local Sheep

One major contributor to plastic pollution in the healthcare sector is polystyrene,²⁵ which is used to ship items, such as invitro fertilization products, that need to be kept at low temperatures. In 2021, CooperSurgical shifted to an eco-friendly alternative in Australia and New Zealand called Woolpack. It is made from 100% discarded wool from sheep, that is then sterilized and wrapped in compostable insulation. It is reusable, recyclable, and biodegradable.

“We love Woolpack and so do our customers,” said Ingrid Hughes, Customer Experience Manager, CooperSurgical in Australia/New Zealand. “They take up less space, are easier to manage for our customers, and are better for the environment. Every step counts, and we are happy to be leading the way.”



Energy and Emissions Performance Data

	2021	2020	2019
Natural gas usage (primary source of Cooper’s Scope 1 emissions) cubic meters	14,644,364	9,929,231	9,995,375
Electricity usage (primary source of Coopers’ Scope 2 emissions) kilowatt hours	208,718,573	204,075,804	215,277,925
Scope 1 Greenhouse Gas (GHG) emissions tCO2e*	35,363	29,104	29,747
Scope 2 GHGs (location-based) tCO2e	79,618	95,274	53,721
Scope 2 GHGs (market-based**) tCO2e	67,201	78,796	33,442
Scope 1 + 2 GHGs (location-based) tCO2e	114,982	124,378	83,468
Scope 1 + 2 GHGs (market-based**) tCO2e	102,565	107,904	63,189

*Tons of carbon dioxide equivalent (tCO2e)

**Market-based = Scope 2 location-based emissions net of renewable energy indirectly utilized via purchasing Renewable Energy Certificates

²⁵Blessy Joseph, Jemy James, Nandakumar Kalarikkal, Sabu Thomas, Recycling of medical plastics, Advanced Industrial and Engineering Polymer Research, Volume 4, Issue 3, 2021, Pages 199–208.

Our Partnerships

Together with our employees, nonprofits, educators, and industry organizations, we are helping to bridge the access divide through partnerships, vision screenings, and education. For more information on how we are advancing our industries, working in partnership, and supporting our communities through charitable giving, read pages 39-41 of our [2020 ESG Report](#). Read more about our progress in the following stories.



Global Marketing Team Increases Vision Care Inclusion for Special Olympians

Across the world, individuals with intellectual disabilities remain one of the most socially isolated, at-risk populations. Many with vision needs go unnoticed because too few vision care professionals are trained in how best to support them.

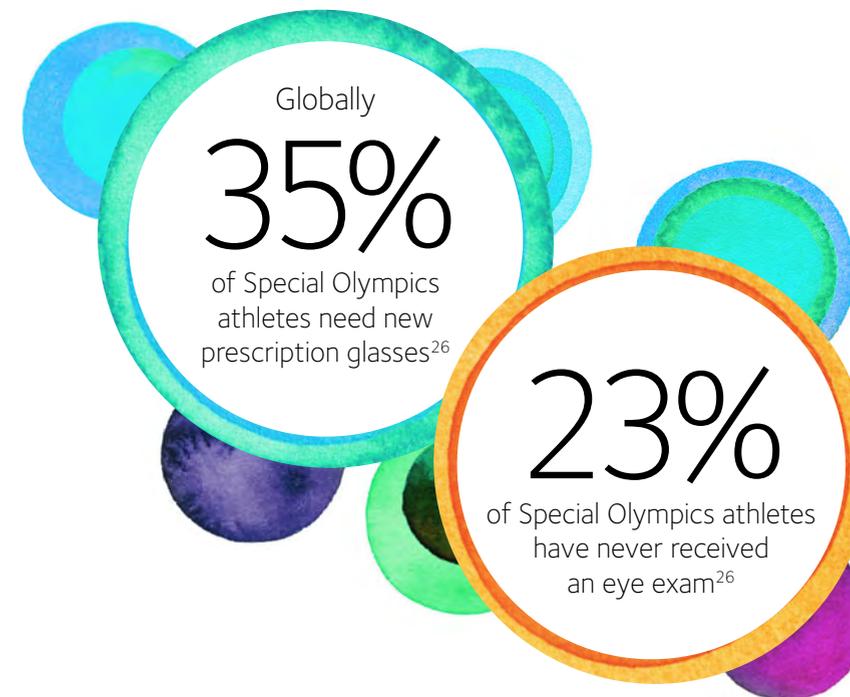
Beth Clark, Senior Manager, Marketing Communications at CooperVision Specialty EyeCare – Americas, has been instrumental in helping to address this challenge. She leads the CooperVision partnership with Special Olympics Lions Clubs International Foundation Opening Eyes® program.

In 2021, CooperVision and Optometry Giving Sight provided financial and technical support during programming for the Special Olympics in Kenya and will help do the same in the United States in 2022.



This support included providing Special Olympics athletes with high-quality vision and eye health screenings, prescription eyewear and sports goggles, and educational resources, such as videos about the anatomy of the eye and how to care for glasses and contact lenses.

The partnership also provided improved education and training for vision care professionals and optometry students. These resources included webinars and e-learning modules focused on the visual and eye health needs of persons with intellectual disabilities.



It is our goal to enlighten eye care professionals about the unique and unmet needs of those with intellectual and developmental disabilities, and to connect these eye care professionals with the education and training that will improve access to and quality of eyecare for this underserved population.”



BETH CLARK
Senior Manager, Marketing Communications, CooperVision

²⁶ Source: [Special Olympics, "Inclusive Health - Opening Eyes," 2019](#)



CooperVision South Africa Provides Access to Vision Screening

Visual impairment is a significant public health concern, with blindness and moderate to severe visual impairment affecting an estimated 253 million people worldwide.²⁷ The prevalence is proportionally higher in low- and middle-income countries,²⁸ often due to insufficient human resources,²⁹ unaffordable or unavailable medication,³⁰ inadequate service coverage for vision assessments,³¹ complex referral systems, and lack of transportation to specialized services.³² When visual impairment is diagnosed early, up to 80% is preventable and treatable.³³

In South Africa, CooperVision is working to make a difference through a partnership with the African Eye Institute, Essilor, and Peek Vision. Together, we are striving to increase access to vision screening and care for children from disadvantaged communities.

In 2021, with a grant of nearly \$40,000 from CooperVision, the partnership conducted screening events at 13 schools, reaching more than 10,000 students.

²⁷ Bourne RRA, Flaxman SR, Braithwaite T, Cicinelli MV, Das A, Jonas JB, et al. "Magnitude, temporal trends, and projections of the global prevalence of blindness and distance and near vision impairment: a systematic review and meta-analysis." *Lancet Glob Health*. 2017;5(9): e888–e897. doi:

²⁸ Casson RJ. "Worldwide reduction in blindness: making progress?" *Lancet Glob Health*. 2013;1(6): e311–312. doi:

²⁹ Lecuona K. "Analysis of eye care services in South Africa's public sector." *Community Eye Health*. 2007;20(64): 72.

³⁰ Cook CD, Knight SE, Crofton-Briggs I. "Prevalence and causes of low vision and blindness in northern KwaZulu." *S Afr Med J*. 1993;83(8): 590–593.

³¹ Rotchford AP, Johnson GJ. "Rapid assessment of cataract surgical coverage in rural Zululand." *S Afr Med J*. 2000;90(10): 1030–1032.

³² de Wet M, Ackermann L. "Improving eye care in the primary health care setting." *Curationis*. 2000;23(1): 36–42

³³ Flaxman SR, Bourne RRA, Resnikoff S, Ackland P, Braithwaite T, Cicinelli MV, et al. "Global causes of blindness and distance vision impairment 1990–2020: a systematic review and meta-analysis." *Lancet Glob Health*. 2017;5(12): e1221–e1234. doi:

³⁴ Journal of Minimally Invasive Gynecology. "Office versus Institutional Operative Hysteroscopy: An Economic Model" jmig.org

When eye conditions were identified, children were provided either free glasses or referred to a nearby clinic for additional care.

CooperVision plans to continue its support and add an employee volunteer component in 2022, with a goal of reaching an additional 12 schools.

CooperSurgical Helps Patients Access Critical Care During COVID-19 Hospital Interruptions

Abnormal uterine bleeding accounts for one-third of all women's health visits and yet the diagnostic process is prolonged and involved for most patients.

Delays in diagnosis and treatment became even more acute during the COVID-19 pandemic when hospitals were deluged with critical care patients, leaving little to no room for other procedures. For many women, this meant months-long waits for an examination of their cervical canal and endometrial cavity through a process known as a hysteroscopy, often conducted in hospitals.

For years, CooperSurgical has been developing innovative technologies to shift medical procedures from hospitals to office settings. Products such as Endosee® Advance allow healthcare providers to examine parts of the female genital tract in a gynecological office. By receiving care in the office, women can get the care they need when they need it without additional visits in higher-level-of-care settings like the operating room. Office-based care can not only increase access for patients, but research³⁴ finds it can also help lower health care system costs – which is also critical for addressing access disparities and outcome inequalities.



Providing the gift of sight is one of the most fundamental ways we can support local communities. We are proud to work with partners who share our ambition to help children access the eye care they need to thrive."



ISIL ULUG

Head of Marketing, Africa & Central Eurasia, CooperVision

About This Report

This ESG Highlights Report provides an update to our first ESG report published in June 2021. It covers the calendar year ending December 31, 2021. The data and information in this report, unless otherwise indicated, covers our global business. Financial figures are in U.S. dollars, unless otherwise stated.

Report content is based on the critical ESG priorities, opportunities, and risks identified through our 2020 comprehensive materiality assessment. For more information on our materiality assessment, read pages 9-10 of our [2020 ESG Report](#).

Our Approach to ESG topics, ESG oversight, stakeholder engagement, ethical business practices, governance and management of information security and data privacy, product quality and patient safety management process, supply chain management, and approach to innovation and research and development are unchanged from the information disclosed in our [2020 ESG Report](#) on pages 9-17 and 27-33. Information on our corporate governance, including the structure, diversity, and independence of our board of directors, approach to risk management, and executive compensation program can be found in our most recent [Proxy Statement](#) and our [2021 10-K](#).

In preparing this report, we have increased our alignment with relevant reporting frameworks, including the Sustainable Accounting Standards Board (SASB) standards.

We value and welcome feedback from all stakeholders. Please send comments or questions about this report to: ESG@cooperco.com.

Data and Performance

Data Summary Table and Sustainability Accounting Standards Board (SASB) Standards Index

The SASB Standards guide the disclosure of sustainability information by companies to their investors. The following Index maps our disclosures to certain SASB indicators. Data and information in this Report pertain to efforts in 2019, 2020, 2021, and 2022 and we specify if metrics are provided for fiscal or calendar year.

Topic	Accounting Metric(s)	2021 Data/Response	2020 Data/ Response	2019 Data/ Response	SASB Code
Affordability & Pricing	Description of how price information for each product is disclosed to customers or to their agents	CooperVision (CVI) sells spherical, toric, multifocal, and toric multifocal lens products in most modalities to key accounts, which include optical chains, global retailers, certain buying groups, and mass merchandisers. CVI operates in a highly competitive market and pricing, along with product quality, technological benefit, service, and reliability are the primary criteria for differentiation for CVI products. CooperSurgical (CSI) offers a broad array of products and services focused on advancing the health of women, babies, and families through a diversified portfolio of products and services including medical devices, fertility, genomics, diagnostics, and contraception. Sales of CSI products are primarily to hospitals and surgical centers, OB/GYN medical offices, and fertility clinics. Payment depends on the availability of payor coverage and the adequacy of reimbursement, for the procedures using our products, by government insurance programs and other third-party payors. Read more on pages 25–27, 45–48, and 54–55 of our 2021 10-K .	See page 42 of our 2020 ESG Report		HC-MS-240a.2
Product Safety	Number of recalls issued; total units recalled				HC-MS-250a.1
	Total Recalls ³⁵	12	10	8	
	Class 1	0	0	0	
	Class 2	10	9	6	
	Class 3	2	1	2	
	Total Units	6,213	9,839	305,490	

³⁵ Recall data is based on U.S. Food and Drug Administration (FDA) classification date and is publicly available. Recalls generally involved incorrect labeling, faulty sealing of product pouches, or minor performance issues.

Topic	Accounting Metric(s)	2021 Data/Response	2020 Data/ Response	2019 Data/ Response	SASB Code
Product Safety	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	0	0	0	HC-MS-250a.2
Product Safety	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	0	0	0	HC-MS-250a.3
Product Safety	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (GMP), by type	0	0	0	HC-MS-250a.4
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	\$0.00 in monetary losses as a result of legal proceedings	\$0.00 in monetary losses as a result of legal proceedings	\$0.00 in monetary losses as a result of legal proceedings	HC-MS-270a.1
Ethical Marketing	Description of code of ethics governing promotion of off-label use of products	Code of Conduct page 14	Code of Conduct page 14	Code of Conduct page 14	HC-MS-270a.2
Product Design & Lifecycle Management	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	<p>Most of our products are medical devices subject to extensive regulation by the FDA in the United States and other regulatory bodies abroad. We also maintain compliance to Therapeutic Goods Administration of Australia, Brazil's Agencia Nacional de Vigilancia Sanitaria, Health Canada, Japan's Ministry of Health, Labour, and Welfare, and the Japanese Pharmaceuticals and Medical Device Agency.</p> <p>The Company continues to monitor and comply with environmental health and safety regulations in countries in which it operates throughout the world, in particular, European Union and China Restrictions on the use of certain Hazardous Substances in electrical and electronic equipment (RoHS) and Registration, Evaluation, Authorization and Restriction of Chemical substances, or REACH.</p>	See page 43 of our 2020 ESG Report		HC-MS-410a.1

Topic	Accounting Metric(s)	2021 Data/Response	2020 Data/Response	2019 Data/Response	SASB Code
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	(1) 100% of certified manufacturing and distribution facilities at CooperVision and CooperSurgical participate in third-party (auditing organization) audits. (2) 94% of CooperVision's tier one suppliers participate in third-party audit programs. CooperSurgical uses a performance monitoring supplier scorecard and typically audits high-risk suppliers every three years on site and medium-risk suppliers every three years remotely.	See page 44 of our 2020 ESG Report		HC-MS-430a.1
Supply Chain Management	Description of efforts to maintain traceability within the distribution chain	To maintain traceability of our products within the distribution chain, CooperVision and CooperSurgical apply track and trace procedures that comply with global regulatory requirements. These track and trace procedures monitor end-to-end traceability and identification through the stages of manufacturing, distribution, and supply chain. CooperVision and CooperSurgical use Unique Device Identifiers (UDIs) on required medical device packaging. UDI incorporates human and machine-readable identification that provides product tracing.	See page 44 of our 2020 ESG Report		HC-MS-430a.2
Supply Chain Management	Description of the management of risks associated with the use of critical materials	For each critical material within its supply chain, CooperVision assesses the potential risk of disruption to supply, sets inventory targets, and develops risk mitigation plans. The sourcing of critical materials within CooperVision is managed by the Global Sourcing Team, which maintains a risk tracker for each supplier. The risk tracker is updated and reviewed at least annually. Critical material suppliers are subject to regularly scheduled internal audits and most critical materials are, where possible, dual sourced. We expect our suppliers to abide by the CooperVision Supplier Code of Conduct and the CooperSurgical Supplier Terms and Conditions . CooperCompanies also seeks to understand the origin of the materials that go into our products, and are committed to compliance with conflict minerals requirements, supplier due diligence, and ongoing supply chain evaluation. Read more about our approach in our Conflict Minerals report .	See page 44 of our 2020 ESG Report		HC-MS-430a.3
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	\$0.00 in monetary losses as a result of legal proceedings	\$0.00 in monetary losses as a result of legal proceedings	\$0.00 in monetary losses as a result of legal proceedings	HC-MS-510a.1
Business Ethics	Description of code of ethics governing interactions with health care professionals	Code of Conduct page 31	Code of Conduct page 31	Code of Conduct page 31	HC-MS-510a.2

Additional Key Performance Indicators

		2021	2020	2019
Greenhouse Gas Emissions	Scope 1 GHGs tons of carbon dioxide equivalent (tCO2e)	35,363	29,104	29,747
Greenhouse Gas Emissions	Scope 2 GHGs tCO2e (Location-Based)	79,618	95,274	53,721
Greenhouse Gas Emissions	Scope 2 GHGs tCO2e (Market-Based)	67,201	78,796	33,442
Greenhouse Gas Emissions	Scope 1 + 2 GHGs tCO2e (Location-Based)	114,982	124,378	83,468
Greenhouse Gas Emissions	Scope 1 + 2 GHGs tCO2e (Market-Based)	102,565	107,904	63,189
Energy	Natural gas usage (primary source of Scope 1 emissions) cubic meters	14,644,364	9,969,231	9,995,375
Energy	Electricity usage (primary source of Scope 2 emissions) kilowatt hours	208,718,573	204,075,804	215,277,925
Employee Safety	Lost Time Case Rate ³⁶	CY 2021 CSI: 2.78 ³⁷ CY 2021 CVI: 1.39	FY 2020 CVI: 0.85	FY 2019 CVI: 1.09
Workforce ³⁸	Global Employees	12,562	11,727	10,455
Workforce Diversity – Global Employees ³⁹	Percent of Women – All Employees	49%	48%	Not Reported
Workforce Diversity – Global Employees ³⁹	Percent of Women – First Line Managers/Supervisors	44%	43%	42%
Workforce Diversity – Global Employees ³⁹	Percent of Women – Directors / Senior Managers	36%	35%	35%
Workforce Diversity – Global Employees ³⁹	Percent of Women – VPs and Above	27%	25%	22%
Workforce Diversity – U.S. Employees ⁴⁰	American Indian or Alaska Native	<1%	<1%	<1%
Workforce Diversity – U.S. Employees ⁴⁰	Asian	15%	14%	13%
Workforce Diversity – U.S. Employees ⁴⁰	Black or African American	6%	7%	7%
Workforce Diversity – U.S. Employees ⁴⁰	Hispanic and Latino	11%	11%	10%
Workforce Diversity – U.S. Employees ⁴⁰	Native Hawaiian or Pacific Islander	<1%	<1%	<1%
Workforce Diversity – U.S. Employees ⁴⁰	White	65%	67%	69%
Workforce Diversity – U.S. Employees ⁴⁰	Two or More Races	1%	1%	1%
Workforce Diversity – Age	Under 30 years old	18%	Not Reported	Not Reported
Workforce Diversity – Age	30–50 years old	58%	Not Reported	Not Reported
Workforce Diversity – Age	Over 50 years old	22%	Not Reported	Not Reported
Workforce Diversity – Age	Undisclosed	2%	Not Reported	Not Reported
Employee Turnover	Percent Voluntary Turnover	11%	Not Reported	Not Reported
Cybersecurity	Total number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0

³⁶Lost Time Case Rate = Lost time cases x 200,000 / total hours worked and does not include first aid cases or office-based employees. 200,000 hours in the formula represents the equivalent of 100 employees working 40 hours per week, 50 weeks per year, and provides the standard base for the incident rates.

³⁷Includes sites in Costa Rica, Trumbull, Connecticut, and Stafford, Texas.

³⁸Data as of December 2021; data in 2020 column is of December 2020; data in 2019 column is of December 2019.

³⁹Data in 2021 column is as of December 2021; data in 2020 column is as of May 2020; data in 2019 column is as of July 2019.

⁴⁰Data in 2021 column is as of December 2021; data in 2020 column is as of December 2019; data in 2019 column is as of December 2018.

Forward-looking Statements

This report contains “forward-looking statements” as defined by the Private Securities Litigation Reform Act of 1995. Statements relating to guidance, plans, prospects, goals, strategies, future actions, events or performance and other statements of which are other than statements of historical fact, including all statements regarding the expected impact of the ongoing COVID-19 pandemic and the war in Ukraine, on our business; and statements regarding acquisitions including the acquired companies’ financial position, market position, product development and business strategy, expected cost synergies, expected timing and benefits of the transaction, difficulties in integrating entities or operations, as well as estimates of our and the acquired entities’ future expenses, sales and diluted earnings per share are forward-looking. In addition, all statements regarding anticipated growth in our revenue, anticipated effects of any product recalls, anticipated market conditions, planned product launches and expected results of operations and integration of any acquisition are forward-looking. To identify these statements look for words like “believes,” “outlook,” “probable,” “expects,” “may,” “will,” “should,” “could,” “seeks,” “intends,” “plans,” “estimates” or “anticipates” and similar words or phrases. Forward-looking statements necessarily depend on assumptions, data or methods that may be incorrect or imprecise and are subject to risks and uncertainties.

Detailed descriptions of a number of important risk factors that could cause our actual results and future actions to differ materially from those described in forward-looking statements can be found in our Securities and Exchange Commission filings, including under the “Forward-Looking Statements” section in our press releases and under the “Business”, “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” sections in our most recent Annual Report on Form 10-K, as such sections may be updated in our quarterly filings, copies of which are available on the Company’s website: www.coopercos.com. We caution investors that forward-looking statements reflect our analysis only on their stated date. We disclaim any intent to update them except as required by law.

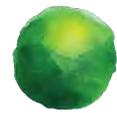
This report also contains matters that may be significant, however, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with the U.S. federal securities laws, even if we use the word “material” or “materiality” in this report or in other materials issued in connection with the matters discussed in this report. We may have used definitions of materiality in the course of creating this report and the goals discussed herein that do not coincide with or rise to the level of the definition of materiality for the purposes of U.S. federal securities laws. Moreover, given the uncertainties, estimates and assumptions inherent in the matters discussed in this report, and the timelines involved, materiality is inherently difficult to assess far in advance. In addition, given the inherent uncertainty of the estimates, assumptions and timelines associated with the matters discussed in this report, we may not be able to anticipate in advance whether or the degree to which we will or will not be able to meet our plans, targets or goals. CooperCompanies has not and does not intend to independently verify third-party data contained in this report or used in the estimates and assumptions necessary to the matters discussed in this report.

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