

CooperCompanies

2024 Corporate Sustainability Report

COO | Nasdaq Listed



CONTENTS

- 2 A Message From Our CEO
- 3 Who We Are
- 4 Our Sustainability Framework
- 6 Powered by People
- 12 Designed With Intention
- 14 Supporting a Thriving Planet
- 17 About This Report
- 18 Data and Performance



TOC	A Message from Our CEO	Who We Are	Our Sustainability Framework	Powered by People	Designed With Intention	Supporting a Thriving Planet	About This Report	Data and Performance	1
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A Message From Our CEO



We launched into 2025 with a new shared purpose for the company: Helping People Experience Life’s Beautiful Moments. I’m proud to say that our 16,000+ employees deliver on this purpose to help people experience beautiful moments every day.

We also introduced new shared values: Dedicated, Innovative, Friendly, Partners, and Do the Right Thing. These values are at the core of who we are at our collective best. By harnessing these values, CooperCompanies and our divisions will continue to deliver value to our customers, shareholders, and patients and families around the world.

As a leading fertility and women’s healthcare company, CooperSurgical supports healthy women, babies, and families with innovative products and services for the healthcare moments that matter most.

As a leader in the vision space, CooperVision is the #1 contact lens company in terms of wearers, with 43 million adults and children currently wearing CooperVision contact lenses – including myself.

People + Planet

As mentioned above, one of our core values is “Do the Right Thing.” It’s not just words on a wall; it’s the way we care for the health of people and the planet by using responsible business practices and governance.

This year, seven of our sites achieved certification under the SCS Zero Waste Certification program. We also maintain 100% renewable electricity sourcing at our CooperVision New York and UK facilities.

Ten of our facilities are LEED®- or BREEAM-certified. And we continue to develop recycling programs to increase circularity.

As we increase the use of artificial intelligence (AI) in many areas of our business, we are focused on using it responsibly. In 2024, we released our first AI Acceptable Use policy to guide the use of AI systems across the business.

We continue to invest in our people by increasing training and offering support, which translated into over 1,400 internal promotions¹ this past year. More than 5,000 employees now access free learning tools that we offer, allowing them to develop the skills they need to grow their careers.

In 2024, we were proud to be recognized by Fast Company as one of the Best Workplaces for Innovators. And we once again placed on the Top 100 Inspiring Workplaces list for North America, affirming the impact of our values on our success.

The way we achieve our purpose is just as important as the purpose itself. Our dedication to living our values points the way forward for our people and our business. That’s why I am so inspired by the evolution of our purpose and values – because life’s beautiful moments are what it’s all about.

ALBERT G. WHITE III
President and Chief Executive Officer

¹ Promotions encompass global level increases, salary increases, and lateral career progression moves based on Fiscal Year 2024.

Who We Are

CooperCompanies (Nasdaq: COO) is a leading global medical device company focused on helping people experience life’s beautiful moments through its two business units, CooperVision and CooperSurgical.




CooperVision® is committed to helping people around the world see better every day. Through scientific and technological innovation, operational excellence, and close working relationships with eye care professionals, CooperVision has helped improve the vision of millions and has become a trusted global leader in the contact lens industry, manufacturing the widest range of soft contact lens prescription options available to contact lens wearers around the globe.

CooperSurgical® is a leading fertility and women's healthcare company dedicated to putting time on the side of women, babies, and families at the healthcare moments that matter most in life. CooperSurgical is at the forefront of delivering innovative assisted reproductive technology (ART) and genomic solutions that enhance the work of ART professionals for the benefit of families. We currently offer over 600 clinically relevant medical devices to women's healthcare providers, including testing and treatment options.

² Fiscal 2024 actuals (as of October 31, 2024).
³ Management estimate for calendar year 2024.

Our Values

In 2024, we aligned on a unified set of shared core values for CooperCompanies. They define who we are, what we stand for, and how we work together.

-  **Dedicated:** We passionately deliver what matters
-  **Innovative:** We create a better future
-  **Friendly:** We value our differences and collective strengths
-  **Partners:** We join forces for breakthrough impact
-  **Do the Right Thing:** We act with integrity

CooperCompanies at a Glance



Our Sustainability Framework

Our commitment to help people experience life's beautiful moments is grounded in our belief that everything we create should benefit people and the planet. Our sustainability framework outlines our commitment to responsible business practices, unlocks new possibilities through the synergies across our focus areas, and envisions our role in helping build a sustainable future.

People + Planet

We enhance the health and wellness of people around the world while doing our part to protect the planet and serve communities.

We're **powered by people**. Our employees, customers, communities, and the patients we support are not just integral to our organization's success; working together is essential to achieving lasting sustainability for our world. Our ability to **design with intention**—to support people in living their healthiest, fullest lives—has the potential to change lives and communities.

People rely on a **thriving planet** to support their health and well-being and for vital resources that power our lives. Our planet can only flourish when safeguarded by people. We're committed to **sourcing responsibly, recovering and repurposing** materials, and **minimizing our impacts** on the environment.

Materiality and Priority Sustainability Topics

In 2024, we conducted our first double materiality assessment, examining the broader environmental and social impacts of our operations, along with the financial risks and opportunities posed by sustainability factors. Through this comprehensive process, we engaged with a wide variety of stakeholders, including members of our Board of Directors, investors, management, employees, customers, suppliers, and external experts. The results, which inform our strategic priorities and disclosures, are available in this [dedicated report](#).



Stakeholder Engagement

Throughout the year, Cooper engages with various stakeholders including customers, healthcare professionals, employees, investors, suppliers, and nonprofit partners through one-on-one discussions, conferences, working groups, consortiums, and digital communications. In this report, you will see stories illustrating how we engage with stakeholders.

> Learn more about our approach to [stakeholder engagement](#).

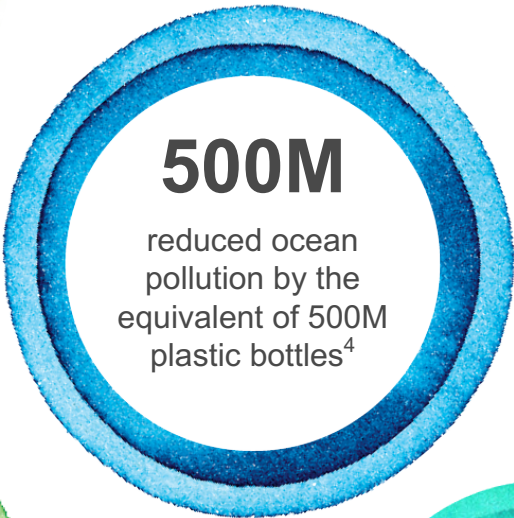
Governance and Oversight

The Corporate Governance and Nominating Committee of the CooperCompanies Board of Directors monitors and oversees the company's sustainability strategy, practices, and initiatives. We have three sustainability organizational bodies, including our Executive Leadership, our Sustainability Team, and our Cross-Functional Sustainability Project Team. To learn more about our sustainability oversight and governance, visit our [website](#).

> Learn more about our corporate governance, including the structure, composition, and independence of our Board of Directors; approach to risk management; and executive compensation in our [2025 Proxy Statement](#) and [2024 Annual Report](#).

> Learn more about our approach to ethics, including our [Code of Conduct](#), on our [website](#).

2024 Sustainability Highlights



2024 Select Awards



Best Workplaces for Innovators
–Fast Company



Top 100 Inspiring Workplaces 2024
–Inspiring Workplaces



CooperSurgical's acceptance into Costa Rica's **Ecological Blue Flag Program**
–Costa Rica's Climate Change Action Program

“At Cooper, we’re deeply conscious of the ways our work matters. It matters to the patients and medical professionals who rely on our products to deliver life-changing solutions. It matters to our customers and investors who count on us to remain cutting edge. It matters to our employees, who we continue to invest in, through learning and development initiatives. And it matters to the planet, where we have an opportunity to make a meaningful impact. From our innovation centers to our manufacturing floors, we’re united by this common goal to do the right thing for everyone our work reaches.”



Kim Duncan, VP, Investor Relations and Risk Management, CooperCompanies

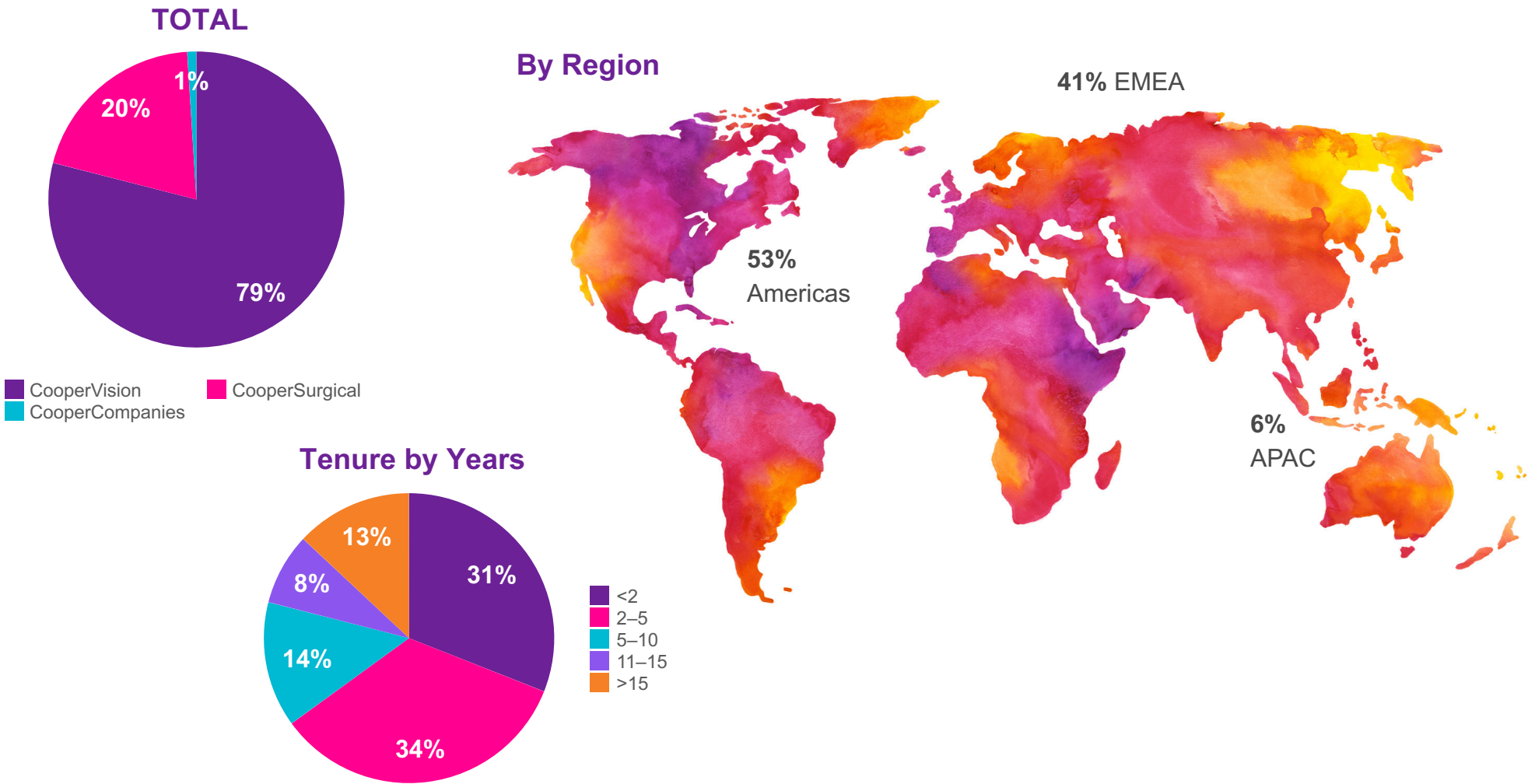
⁴ Through CooperVision’s partnership with Plastic Bank, we reduced ocean pollution by the equivalent of 500M plastic bottles through April 2025. This represents the total amount of reduced plastic pollution since program inception in March 2021. For calculation purposes, Plastic Bank uses the measurement of 50 bottles equating to 1 kg (2.2 pounds) of plastic.

⁵ On May 1, 2025, Barbara Carbone joined the CooperCompanies Board of Directors. As of this date, 62.5% of our Directors are women.

POWERED BY PEOPLE

Our success is made possible by our 16,000+ global employees, who are the key to our culture of innovation, collaboration, and success. When they thrive and succeed, so does CooperCompanies. We invest in our employees through personalized development plans, learn-from-anywhere development resources, wellness offerings, and comprehensive benefits.

> Learn more about our approach to [connection and belonging](#), [employee health and safety](#), and [human capital management](#).



“People work at Cooper because they want to make a difference, not just in their work, but in their lives and communities. We have a deep responsibility to foster this spirit of positive impact. Through personalized development and high engagement, we empower our employees to take action for our customers, each other, and the world.”



Jerry Warner III, President,
CooperVision

“Our teams are at the forefront of the conversations that shape our industry. By doing everything we can to make our employees feel safe and supported and by giving them every opportunity to learn and grow, we create a culture that drives our business forward, values every voice, and envisions the future of care.”



Holly Sheffield, President,
CooperSurgical

Driving a Culture of Learning

We enable ongoing professional development to help our employees grow and succeed.

Our comprehensive talent strategy is designed to meet the needs of our employees no matter where they are in their journeys. From onboarding on day one, to on-the-job training, to leadership development initiatives, employees are enabled to drive their career progression across all levels and locations, leveraging a range of learning opportunities.

We have invested \$2.5 million over three years in learning and development, expanding both in-person and digital development initiatives. We are focused on critical capabilities and remain committed to creating initiatives that meet the learner where they are, enabling employees to learn at their own pace. In 2024, nearly 5,000 employees across Cooper leveraged the LinkedIn Learning portal to access on-demand learning resources. Our 82% monthly activation rate exceeds the peer median of 73%,⁶ and has grown significantly since its launch in April 2023. Beginning in 2025, we plan to expand access to LinkedIn Learning to employees at our manufacturing and distribution centers. We also plan to launch a global learning management system to improve access to learning and career development resources and enhance how we track and manage learning and development.

⁶ Benchmark provided by LinkedIn.

Building Leadership Capabilities

In 2024, our flagship OneCooper leadership development programs continued to enable broad growth among leaders across the company:

- More than 200 people completed our *New Leaders Program*, which instills foundational leadership capabilities in employees with three years or less of supervision and people management.
- Nearly 100 employees took part in our *Experienced Leaders Program*, which helps senior leaders navigate the transition to becoming a leader of leaders.
- We successfully piloted an *Executive Leadership Intensive Program*, targeting critical successors and next-generation executive leaders.

In addition, 15% of our total leader population attended formal training in 2024, including instructor-led sessions, virtual and in-person classes, on-demand digital training, and micro-learning workshops.

In 2025, we plan to expand management and leadership development initiatives with additional investment in supervisor training, front line manager training, and succession planning and development. Through our succession planning process, we nurture our high-potential and high-performing talent today so they will be ready to lead us tomorrow.



Unleashing Employee Potential

After a successful pilot of our *Unleash Your Potential* workshop in Puerto Rico in 2023, we completed two additional cohorts in 2024 and expanded the workshop series to four sites. The program includes professional growth activities that promote self-esteem, confidence, leadership, and resilience for women employees from our non-exempt population. After completing the workshops, 24% of participants moved into higher-level roles. In 2025, we have begun expanding the program to include all non-exempt employees.

Driving a High-Performance Culture

In 2024, we expanded our OneCooper performance management software system to more than 9,000 employees globally, enabled by our human capital management (HCM) system, to deliver an efficient, streamlined process for our managers and employees. We are leveraging this uniform approach to performance management to drive key tenets of a high-performance culture, enabling our employees and managers to set strong annual goals, regularly review their progress against these priorities, and identify opportunities for career growth.

“This amazing workshop has given me the chance to reflect, reset my priorities, and recognize my strengths. It has helped me design a life plan aligned with my current role at Cooper. And I am sure that for all of us who participated, the seed has been planted, and the desire to continue creating the career of our dreams remains strong.”



Annie Álvarez,
Senior Buyer,
CooperVision

“Ever since I was a little girl, I dreamed of being a leader. Today, that vision is a reality. Participating in the *Unleash Your Potential* workshop has strengthened my leadership skills, given me clear goals, and helped me close cycles and open new doors in my professional career.”



Joanly González Santiago,
Process Flow Leader,
CooperVision

To support this important development practice, we updated training resources and tools to help managers lead performance and development conversations, hold regular, informal check-ins with employees, and assess performance robustly and consistently across Cooper. In 2025, Cooper intends to continue fostering leadership and management skills, advancing the critical role that managers play in driving employee engagement and performance.

We are creating a strengths-based culture, with high performing teams and managers and a focus on coaching skills, by leveraging Gallup’s CliftonStrengths assessments, tools, and training. In 2024, more than 1,000 leaders and team members across Cooper devoted time to understanding both their individual strengths and the strengths of their teams. The insights are helping teams understand how we are stronger together, when we maximize individual talents and harness our collective strengths.

Creating an Engaging Workplace

We measure employee engagement through regular pulse surveys and our Global Employee Engagement Survey. In 2024, we continued to see strong results in our global survey, with participants reporting:



⁷ Surpassing the Gallup median percentile of 84%.

Acting With Integrity

At Cooper, how we achieve results is just as important as what we achieve. That’s why “Do the Right Thing” is one of our core corporate values.

We are committed to a culture of integrity and accountability, and we expect all employees to uphold the values and ethical practices outlined in our [Code of Conduct](#). Employees can confidentially report concerns through their manager, human resources, or the legal department; our compliance email; or in their local language by phone, email, or [online](#), through our independent, third-party EthicsPoint hotline. Retaliation for good faith reporting is strictly prohibited.

Additionally, Cooper is a longtime member of TRACE International Inc., an anti-bribery industry association that helps global companies conduct business ethically and in compliance with anti-bribery regulations around the world. We also use software solutions to support ethical behavior within our operations and throughout our value chain. These include OneTrust for cybersecurity due diligence and FTI Comply for third-party due diligence. FTI Comply aligns with TRACE International’s standards and evaluates risk through an automated risk matrix. We regularly review our distributors using this tool during onboarding and renewals.

Connection and Belonging

We are committed to building a culture of connection and belonging, where all employees feel seen, heard, respected, and valued for who they are and the contributions they make to our business.

Our approach to connection and belonging is structured around four strategic pillars: Culture, Talent, Growth and Development, and Organizational Effectiveness. Our Global Connection & Belonging Council, which consists of executives from across the business, meets quarterly to develop enterprise-wide belonging initiatives that support each pillar. We also have Belonging Ambassadors, employees who volunteer to promote belonging across both CooperVision and CooperSurgical and serve as conduits for employee feedback, which helps strengthen our culture.

Led by executive sponsors, our four Cooper Groups, which are open to all employees, bring people together to honor our array of perspectives, cultures, and experiences. In 2024, more than 2,600 employees were members of at least one Cooper Group, with nearly half of those employees joining multiple groups.

Our Cooper Groups support professional development and contribute to belonging across the organization.

For example, in 2024, members of the UK chapter of our Mind and Body Wellbeing Cooper Group consulted on the construction of CooperVision’s new Innovation Center. The group made recommendations for how to make the facility more accessible for employees and visitors with physical disabilities.

Strengthening Neuroinclusion

In 2024, we launched the *OneCooper Neurodiversity Reverse Mentorship Program*, assigning neurodiverse junior employees as mentors to senior executives. The program offers valuable opportunities for open dialogue and mutual learning about the unique ways people process information and navigate the world, as well as the strengths and perspectives that neurodivergent individuals offer.

We launched the program during our Global Neurodiversity Celebration Week, which included workshops and other events to challenge stereotypes about neurological differences and champion neurodiverse individuals in the workplace.

Workforce Statistics

Gender Diversity (Women/Global)	2022	2023	2024
Global Employees	49%	49%	49%
First Line Managers/Supervisors	43%	45%	46%
Directors/Senior Managers	40%	42%	42%
VPs and Above	26%	27%	30%

Racial and Ethnic Diversity (U.S.) ⁸	2022	2023	2024
American Indian or Alaska Native	<1%	<1%	<1%
Asian	13%	14%	15%
Black or African American	5%	6%	6%
Hispanic or Latino	13%	14%	15%
Native Hawaiian or Pacific Islander	<1%	<1%	<1%
White	65%	61%	59%
Two or More Races	1%	1%	1%
Did not disclose	2%	3%	3%

⁸ U.S. workforce diversity does not include Puerto Rico.

Health and Well-Being

We prioritize well-being to help employees and their families lead their healthiest lives. Through comprehensive benefits, mental health resources, wellness campaigns, and more, we are working together to stay well.

Our Wellness Strategy

Our OneCooper Wellness Platform provides employees with customizable resources to meet their physical and mental health needs. These include tracking tools, buddy support, a recipe club, fitness tips, nutrition resources, and access to Talkspace, a digital resource that enables easy access to mental health support. More than 3,000 employees across Cooper have utilized this platform to date.

Expanding Our Benefits

In 2024, we expanded paid family leave from six to 10 weeks for all U.S. employees. In addition, all employees can now access their full bank of paid time off on the first day of every new calendar year, instead of waiting until they accrue it.

We’ve also begun to standardize benefits across the company. In 2024, we expanded free processing for cord blood and/or cord tissue including the first year of storage to all full-time U.S. employees. Additionally, we are expanding access to free CooperVision contact lenses for CooperSurgical employees and their dependents.

Prioritizing Health & Safety

We remain steadfast in our commitment to safe and secure workplaces, guided by our robust safety management practices and ongoing employee training.

In 2024, CooperVision recorded a Lost Time Case Rate (LTCR) of 0.74,⁹ its lowest in the nearly 10 years that we’ve been tracking this metric. Supporting this achievement is CooperVision’s EHS Champions program and Gemba walks, where leaders visit our manufacturing sites. We also led a “The Cooper Way” EHS engagement campaign at all sites across CooperVision and CooperSurgical. CooperSurgical recorded a LTCR of 0.96, down from 1.93 in 2023.

> Learn more about our approach to [employee health and safety](#).

Supporting Mental Health

In 2024, CooperVision sites across the globe took part in the Resilience Project, a 12-month program that provides monthly themed mental health workshops and events. Programs focused on topics such as managing stress, self-care, positive relationships, and more. Additionally, CooperSurgical hosted a series of wellness fairs at local sites, connecting employees with physical and mental health resources and activities.

Our Mind and Body Well-Being Cooper Group supports the mental health of our employees with active chapters in all regions. The group offers global and regional mental health trainings, webinars, and workshops throughout the year.



Employees get active at CooperSurgical’s Wellness Fair in Trumbull, Connecticut.

⁹ Lost Time Case Rate (LTCR) is a safety metric that measures the number of work-related injuries or incidents that resulted in employees missing days of work per 100 full-time workers during a year. It’s calculated by the total number of Lost Time cases multiplied by 200,000 and divided by the total work hours of all employees in a year. See the Data and Performance section for additional health and safety metrics.

DESIGNED WITH INTENTION

We're committed to finding the breakthroughs that make a difference in patients' lives.

Our products and services elevate standards of care with best-in-class devices for vision, women's health, medical device fertility solutions, and surgical procedures. Our committed research teams work tirelessly to address the challenges of today, while proactively anticipating the needs of tomorrow. To do this, we cultivate a spirit of innovation across our operations, leverage cutting-edge technologies, push the boundaries of patient care, and continue to hold ourselves to the highest standards of excellence in engineering and design.

> Learn more about our products and services: [product quality and safety](#), [innovation and R&D](#), and [ethical research practices](#).

Fostering a Culture of Innovation

We believe that great ideas can come from anywhere. That's why we invest in a culture where creativity and innovation are encouraged through passion for our purpose, collaboration, and determination.

We are proud that in 2024, Fast Company recognized CooperCompanies on its list of the [Best Workplaces for Innovators](#). The magazine cited our culture of employee development and belonging that inspires innovation, as well as the development of new products and advocacy initiatives that incorporate feedback from our customers and aim to improve standards of care.



“We pioneer technological developments that allow us to better serve our patients. New breakthroughs in genetic testing are giving doctors a much more complete and accurate view, with the goal to reduce miscarriage and decrease time to a live birth pregnancy. These advances, along with smarter technology like AI working behind the scenes, are helping families find their path to parenthood with more clarity, less waiting, and greater peace of mind.”



Roula Halabi
SVP Global Fertility Services,
CooperSurgical

Enhancing Patient Outcomes With Responsible AI

We also believe that utilizing new technologies with integrity and accountability is the best way to extract their full potential. In 2024, we issued our first formal AI Acceptable Use policy. This policy allows our teams to embrace the efficiency and productivity benefits that AI technologies offer, while still protecting sensitive information, prioritizing transparency, and upholding ethical principles.

The policy applies to all employees, contractors, and third-party vendors, and guides the deployment of our AI systems in a manner that aligns with Cooper’s values, legal obligations, and best practices.

Elevating Comprehensive Standards of Care

Cooper is dedicated to making better care available to everyone, especially young people and vulnerable communities around the world. As an example, CooperVision continues to find new ways to help children living with myopia, more commonly known as nearsightedness. In 2024, CooperVision announced the findings from its seven-year clinical trial on its [MiSight® 1 day contact lens](#).¹⁰ MiSight 1 day soft contact lenses are specifically designed for myopia control and are the first FDA approved¹¹ product to slow myopia progression in children ages 8-12 at the initiation of treatment.¹²

CooperVision presented positive findings from the clinical trial when it hosted the fourth annual Asia-Pacific Myopia Management Symposium in Seoul, South Korea.

Also in 2024, in partnership with the American Optometric Association, CooperVision launched [The Myopia Collective](#), a movement to encourage U.S. optometrists to shift focus from vision correction to embracing comprehensive myopia treatment.

Through this effort, optometrists receive specialized training in myopia management through educational workshops.

CooperVision helps expand access to myopia care in underserved communities around the world. This includes our [Generation Sight](#) initiative in the U.S., and through partnerships with Optometry Giving Sight and VisionAction in countries such as Ghana, Mexico, and Jamaica. CooperVision is the largest all-time donor and a Global Gold Sponsor of Optometry Giving Sight, having cumulatively raised more than \$5 million for the organization’s World Sight Day Challenge. These funds help establish optometry schools and vision clinics, train eye care practitioners, and provide eye exams and eye glasses. Cooper employees have participated in these projects directly, visiting schools and clinics to provide eye care to more than 4,000 children globally.

CooperVision is also a Global Patron of the International Agency for the Prevention of Blindness (IAPB) and the largest all-time donor to the Optometry Giving Sight World Sight Day Challenge. In 2024, CooperVision encouraged tens of thousands of employees, customers, and partners to participate in IAPB’s Pledge to Love Your Child’s Eyes, which highlights the critical importance of prioritizing child eye health.

¹⁰ MiSight U.S. FDA indication 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 conducted with regular check-ups. It must be used in strict accordance with the Instructions for Use (IFU) requirements.

¹¹ [Indications and Important Safety Information](#).

¹² Compared to a single vision 1 day lens over a three-year period. Chamberlain P, et al. A three-year randomized clinical trial of MiSight® lenses for myopia control. Optom Vis Sci. 2019; 96(8):556-567.

SUPPORTING A THRIVING PLANET

We continue to push boundaries, work with sustainability-minded partners, and drive product innovations that support our sustainability priorities. These priorities include efficiently using resources, minimizing our carbon footprint, reducing waste across our operations, and uncovering new ways to produce and source materials, such as plastic.

Prioritizing Waste Reduction

In 2024, Cooper was incredibly proud that seven of our global sites, including manufacturing, packaging, and distribution facilities, achieved certification under the SCS Zero Waste Certification program, with an average of 90% waste diversion from landfill across all sites. These sites included six CooperVision sites in the U.S., UK, Puerto Rico, and Costa Rica, as well as CooperSurgical’s manufacturing site in Costa Rica. This achievement was the result of extensive organizational efforts, including those by employees at each of the sites who helped increase recycling and reuse.

“Achieving Zero Waste Certification was a substantial cross-company endeavor. This holistic process starts with identifying materials that can be recycled or reused, from product packaging to excess materials in the manufacturing process. We then develop and implement diversion strategies, which involve extensive collaboration, creative thinking, and continuous measurement and improvement. Our processes then underwent site verification and a technical review by a third-party. Throughout this process, we prioritized efficiency, and the end result is one we’re all proud of: a reduced environmental footprint.”



Damaris Santiago Lebron, Director of Environmental Health & Safety, CooperVision Americas



From volunteering efforts to their daily activities at CooperCompanies, our employees play a critical role in supporting a thriving planet.

2024 Sustainability Highlights

- Ten Cooper facilities in Costa Rica, Puerto Rico, Spain, the UK, and the U.S. have achieved LEED or BREEAM certification, five of which have been certified LEED Gold. Together, these certified facilities encompass over 1.6 million square feet.
- CooperVision’s manufacturing facility in Phoenix, Arizona, was recognized as a [Green Gilbert Partner](#), honoring the site’s commitments to prevent pollution, conserve water, and reduce waste.
- CooperVision updated its EHS Global Policy to formalize our commitments to reduce our carbon footprint, engage stakeholders on sustainability, train employees, and incorporate sustainability considerations into the construction of all-new machinery.
- CooperSurgical invested in new technologies to harvest rainwater for use in plumbing and cooling towers.



CooperSurgical’s BREEAM-certified facility in Herten, Netherlands.

Supporting Circularity and Resource Efficiency

Responsible plastics use remains a core component of our sustainability strategy. We’re dedicated to improving how plastic is made, used, and disposed of, along with reducing the carbon footprint associated with our use.

In 2024, CooperVision purchased ISCC PLUS-certified plastic for trial use across its operations. This leading international certification identifies plastic production that is verifiable, traceable, and sustainable. The basis of ISCC PLUS certification is the use of alternative feedstocks, which can include bio-based oils or materials that use renewable energy sources. The certification also upholds workers’ rights and promotes sustainable agriculture and land-use practices.

> [Learn more](#) about our work with ISCC PLUS-certified plastic.

We also continue to partner with [Plastic Bank](#) to offset a portion of our plastic footprint by tackling ocean-bound plastic waste in coastal communities where plastic pollution and poverty rates are high. Our partnership has recovered the equivalent of more than half a billion plastic bottles since its inception.

> [Lean more](#) about our work together and [watch this video](#) that highlights our impact.

Additionally, CooperSurgical made notable advancements in its efforts to use sustainable packaging. The team in Falmouth, UK, purchased biodegradable, compostable foam for shipments of its *Integra 3* equipment.

This new material can be composted or recycled with corrugated and paper materials and replaces the non-recyclable bubble wrap that was previously used to protect the product during shipping.



At CooperSurgical, biodegradable, compostable foam (above right) has replaced non-recyclable materials (above left) to make our *Integra 3* packaging greener.



Plastic Bank collectors in Bali protect local environments by removing plastic waste.

Engaging Employees on Sustainability

In 2024, Cooper held company-wide conversations with employees about our sustainability efforts and goals, as well as how employees can help us achieve them. We engaged all levels of our organization through surveys, trainings, volunteer opportunities, and more, emphasizing our core belief that every single person is a steward of the environment. Initiatives included:

- **The Cooper Way**, a global training for managers, leaders, and supervisors that featured presentations from our CEO Al White and other executives on recycling, conserving resources, responsibly managing waste, and more.
- **Sustainability Summit**, which brought together CooperVision leaders to discuss how to continue to integrate sustainability into our business plans.
- **Reforestation and Restoration Projects** at CooperSurgical, during which 58 employees helped restore nearly 200 native tree species and two kilometers of National Park trails in Costa Rica.
- **International Coastal Cleanup**, a coordinated effort among CooperVision sites in New York and Puerto Rico to beautify local parks and beaches.
- **Activations for Earth Day and World Water Day**, including park clean-ups, tree planting and gardening activities, giveaways of office supplies made from sustainable materials, and more.

- **Sustainability surveys and focus groups**, including open forums at CooperVision sites in the UK and Puerto Rico, to discuss current sentiments about sustainability and opportunities for improvement across sites, as well as a series of 12 workshops at CooperSurgical in Costa Rica about water conservation, electricity use, and improving recycling.
- **Recycling programs** across all CooperVision sites in the UK, which recovered nearly 2,000kg (or roughly 4,410 lbs) of paper cups for up-cycling into premium paper and packaging products.



CooperVision employees celebrate Earth Day in Scottsville, New York.



CooperSurgical volunteers help restore nearly 200 native tree species.

Reducing Our Carbon Footprint

Our priorities in managing greenhouse gas emissions (GHGs) continue to include comprehensive measurement of our GHG footprint, including Scope 3 emissions, energy efficiency and clean energy upgrades, and increased employee engagement and training.



In 2024, we established our 2022 baseline for our Scope 3 GHG emissions, a critical step in establishing a more holistic view of Cooper's environmental impact. This baseline, which we disclosed in our [annual CDP submission](#), will serve as the foundation for future Scope 3 emissions progress and reporting, as well as help us identify new opportunities for emissions reduction initiatives.

About This Report

This Sustainability Report covers the calendar year ending December 31, 2024. Throughout the report references to 2024, or previous/future years, refer to the calendar year, unless noted otherwise. The data and information in this report, unless otherwise indicated, covers our global business. Financial figures are in U.S. dollars, unless otherwise stated. “Cooper,” “we,” “us,” “our,” and “the Company” refers to CooperCompanies and its two business units, CooperVision and CooperSurgical.

Report content is based on the critical sustainability priorities, opportunities, and risks identified through our 2024 double materiality assessment. For more information on our materiality assessment, visit this [dedicated report](#). Inclusion of information in this report should not be construed as a characterization of the materiality or financial impact of that information. Information on our corporate governance, including the structure, composition, 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 [2024 Annual Report on Form 10-K](#).

References to third-party websites in this Sustainability Report are not intended to be incorporated by reference into this report and the information contained on such websites is not intended to be part of this report. We disclaim all responsibility for the accuracy, adequacy, validity, reliability, availability or completeness of any information contained on any such third-party website.

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

Trademarks and Other Intellectual Property

CooperVision, CooperSurgical, and other trade names, trademarks, or service marks of Cooper and its subsidiaries appearing in this report are the property of Cooper and its subsidiaries. Trade names, trademarks, and service marks of other companies appearing in this report are the property of their respective holders.



Data & Performance

Sustainability Accounting Standards Board (SASB) Standards Index

The SASB Standards, now part of the International Financial Reporting Standards (IFRS) Foundation, guide the disclosure of sustainability information by companies to their investors. The following Index maps our disclosures to certain SASB indicators for the Health Care Sector and Medical Equipment & Supplies industry. Data and information in this report pertain to efforts in calendar years 2022-2024, unless noted otherwise.

Topic	SASB Code	Accounting Metric(s)	2022 Data/Response	2023 Data/Response	2024 Data/Response
Affordability & Pricing	HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	See p. 27 of the 2021 Sustainability Report	See p. 24 of the 2022 Sustainability Report	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) focuses on advancing fertility and women's health through a diversified portfolio including fertility products and services, medical devices, cryostorage (such as cord blood and cord tissue storage), and contraception. CSI distributes its products and services through OB/GYN and medical offices, hospital and ambulatory surgery centers, and fertility clinics, as well as direct-to-consumer. 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 pp. 14-15, 23-24, 35-37, and 53 of our 2024 10-K.
Product Safety	HC-MS-250a.1	Total Number of Recalls per Million of Revenue ¹³	0.0036	0.0061	0.0031
		Class 1 Recalls per Million of Revenue	0.0006	0.0003	0.0000
		Class 2 Recalls per Million of Revenue	0.0018	0.0053	0.0015
		Class 3 Recalls per Million of Revenue	0.0012	0.0006	0.0015

¹³ 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	SASB Code	Accounting Metric(s)	2022 Data/Response	2023 Data/Response	2024 Data/Response
Product Safety	HC-MS-250a.2	Products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	0	0	0
Product Safety	HC-MS-250a.3	Number of fatalities associated with products	0	0	0
Product Safety	HC-MS-250a.4	Number of enforcement actions taken in response to violations of Good Manufacturing Practices (GMP) or equivalent standards, by type	0	0	0
Ethical Marketing	HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	0	0	0
Ethical Marketing	HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	See Code of Conduct , p. 14	See Code of Conduct , p. 14	See Code of Conduct , p. 14
Product Design & Lifecycle Management	HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Most of our products are medical devices subject to extensive regulation by the U.S. Food and Drug Administration (FDA) in the United States and other regulatory bodies abroad. We also maintain compliance the 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. The company continues to monitor and comply with environmental health and safety regulations in countries in which it operates throughout the world, in particular, with the European Union's Registration, Evaluation, Authorization and Restriction of Chemical substances (REACH), and Chinese restrictions on the use of certain hazardous substances in electrical and electronic equipment.	Most of our products are medical devices subject to extensive regulation by the U.S. Food and Drug Administration (FDA) in the United States and other regulatory bodies abroad. We also maintain compliance the 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. The company continues to monitor and comply with environmental health and safety regulations in countries in which it operates throughout the world, in particular, with the European Union's Registration, Evaluation, Authorization and Restriction of Chemical substances (REACH), and Chinese restrictions on the use of certain hazardous substances in electrical and electronic equipment.	Most of our products are medical devices subject to extensive regulation by the U.S. Food and Drug Administration (FDA) in the United States and other regulatory bodies abroad. We also maintain compliance the 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. The company continues to monitor and comply with environmental health and safety regulations in countries in which it operates throughout the world, in particular, with the European Union's Registration, Evaluation, Authorization and Restriction of Chemical substances (REACH), and Chinese restrictions on the use of certain hazardous substances in electrical and electronic equipment.
Supply Chain Management	HC-MS-430a.1	Percentage of entity's facilities participating in third-party audit programs for manufacturing and product quality	100%	100%	100%
Supply Chain Management	HC-MS430a.1	Percentage of Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	97%	91%	92%

Topic	SASB Code	Accounting Metric(s)	2022 Data/Response	2023 Data/Response	2024 Data/Response
Supply Chain Management	HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	To maintain traceability of our products within the distribution chain, CVI and CSI apply track-and-trace procedures that comply with global regulatory requirements. These procedures monitor end-to-end traceability and identification through the stages of manufacturing, distribution, and supply chain. CVI and CSI use Unique Device Identifiers (UDIs) on required medical device packaging. UDIs incorporate human and machine-readable identification that provide product tracing.	To maintain traceability of our products within the distribution chain, CVI and CSI apply track-and-trace procedures that comply with global regulatory requirements. These procedures monitor end-to-end traceability and identification through the stages of manufacturing, distribution, and supply chain. CVI and CSI use Unique Device Identifiers (UDIs) on required medical device packaging. UDIs incorporate human and machine-readable identification that provide product tracing.	To maintain traceability of our products within the distribution chain, CVI and CSI apply track-and-trace procedures that comply with global regulatory requirements. These procedures monitor end-to-end traceability and identification through the stages of manufacturing, distribution, and supply chain. CVI and CSI use Unique Device Identifiers (UDIs) on required medical device packaging. UDIs incorporate human and machine-readable identification that provide product tracing.
Supply Chain Management	HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	For each critical material within our supply chain, CVI assesses the potential risk of disruption to supply, sets inventory targets, and develops risk mitigation plans. The sourcing of critical materials within CVI 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 CVI Supplier Code of Conduct and the CSI 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.	For each critical material within our supply chain, CVI assesses the potential risk of disruption to supply, sets inventory targets, and develops risk mitigation plans. The sourcing of critical materials within CVI 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 CVI Supplier Code of Conduct and the CSI 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.	For each critical material within our supply chain, CVI assesses the potential risk of disruption to supply, sets inventory targets, and develops risk mitigation plans. The sourcing of critical materials within CVI 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 CVI Supplier Code of Conduct and the CSI 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.
Business Ethics	HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	0	0	0
Business Ethics	HC-MS-510a.2	Description of code of ethics governing interactions with health care professionals	See Code of Conduct , p. 31	See Code of Conduct , p. 31	See Code of Conduct , p. 31
Business Ethics	n/a	Employees who the Code of Conduct has been communicated to or who have received Code of Conduct training	Not Reported	We maintain a Code of Conduct, which applies globally to all employees and our officers and directors. All newly hired employees are provided Code of Conduct training or are required to review and certify receipt of the Code of Conduct as part of their new hire onboarding. In addition, we maintain an internal control that requires recertification by active employees on an annual basis at between 95 to 100% completion rate, depending on employee population. We were in full compliance with this internal control for 2023.	We maintain a Code of Conduct, which applies globally to all employees and our officers and directors. All newly hired employees are provided Code of Conduct training or are required to review and certify receipt of the Code of Conduct as part of their new hire onboarding. In addition, we maintain an internal control that requires recertification by active employees on an annual basis at between 95 to 100% completion rate, depending on employee population. We were in full compliance with this internal control for 2024.

Additional Key Performance Indicators

		2022	2023	2024
Greenhouse Gas Emissions	Scope 1 GHGs tCO ₂ e	29,716	58,490	58,155
Greenhouse Gas Emissions	Scope 2 GHGs tCO ₂ e (Location-Based)	53,706	28,486	30,032
Greenhouse Gas Emissions	Scope 2 GHGs tCO ₂ e (Market-Based)	40,222	12,617	15,691
Greenhouse Gas Emissions	Scope 1 + 2 GHGs tCO ₂ e (Location-Based)	83,422	86,976	88,187
Greenhouse Gas Emissions	Scope 1+ 2 GHGs tCO ₂ e (Market-Based)	69,938	71,107	73,846
Energy	Natural gas usage (primary source of Scope 1 emissions) cubic meters	14,249,416	27,754,535	28,366,861
Energy	Electricity usage (primary source of Scope 2 emissions) kilowatt hours	182,692,991	156,361,110	170,303,021
Waste	Number of sites that achieved certification under the SCS Zero Waste Certification Program	Not Reported	1	7
Waste	Number of plastic bottles recovered through Plastic Bank partnership	100M	348M	500M
Environmental Stewardship	Number of facilities with green building certification	8	8	10
Employee Safety	Lost Time Case Rate (CSI) ¹⁴	2.58	1.93	0.96
	Total Recordable Incident Rate (CSI) ¹⁵	Not Reported	3.67	2.21
	Lost Time Case Rate (CVI)	0.77	1.04	0.74
	Total Recordable Incident Rate (CVI)	Not Reported	0.95	0.85
Workforce	Global Employees	14,528	15,539	16,030
Workforce Diversity – Global Employees	Percent of Women – All Employees	49%	49%	49%
Workforce Diversity – Global Employees	Percent of Women – First Line Managers/Supervisors	43%	45%	46%

¹⁴ CooperSurgical Lost Time Case Rate and Total Recordable Incident Rate includes sites in Costa Rica; Trumbull, Connecticut; Stafford, Texas; North Tonawanda, New York; Falmouth, UK; and Berlin, Germany.

¹⁵ Total Recordable Incident Rate (TRIR) is a safety metric that measures the number of recordable incidents per 100 full-time workers during a year. It's calculated by the total number of recordable incidents multiplied by 200,000 divided by the total work hours of all employees in a year.

Additional Key Performance Indicators (cont.)

		2022	2023	2024
Workforce Diversity – Global Employees	Percent of Women – Directors/Senior Managers	40%	42%	42%
Workforce Diversity – Global Employees	Percent of Women – VPs and Above	26%	27%	30%
Workforce Diversity – U.S. Employees ¹⁶	American Indian or Alaska Native	<1%	<1%	<1%
Workforce Diversity – U.S. Employees	Asian	13%	14%	15%
Workforce Diversity – U.S. Employees	Black or African American	5%	6%	6%
Workforce Diversity – U.S. Employees	Hispanic and Latino	13%	14%	15%
Workforce Diversity – U.S. Employees	Native Hawaiian or Pacific Islander	<1%	<1%	<1%
Workforce Diversity – U.S. Employees	White	65%	61%	59%
Workforce Diversity – U.S. Employees	Two or More Races	1%	1%	1%
Workforce Diversity – U.S. Employees	Did not disclose racial ethnicity	2%	3%	3%
Workforce Diversity – Age	Under 30 years old	20%	20%	19%
Workforce Diversity – Age	30-50 years old	56%	58%	58%
Workforce Diversity – Age	Over 50 years old	24%	22%	22%
Workforce Diversity – Age	Undisclosed	0%	0%	<1%
Workforce Diversity – Belonging	Percent of employees who belong to at least one Cooper Group	Not Reported	Not Reported	17%
Employee Engagement	Engagement rate in Global Employee Engagement Survey	Not Reported	84%	90%
Employee Turnover	Percent Voluntary Turnover	14%	11%	11%
Cybersecurity	Total number of substantiated complaints concerning breaches of customer privacy and losses of customer data	0	0	0

Additional Information

[U.S. Federal Employer Information Report Equal Opportunity \(EEO-1\) Form](#)

[Our approach to reducing the risk of modern-day slavery in our supply chain](#)

¹⁶ U.S. workforce diversity does not include Puerto Rico.

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 planned sustainability programs, and goals, the anticipated impact of sustainability activities, and product and technology plans, 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.

Among the factors that could cause our actual results and future actions to differ materially from those described in forward-looking statements are: adverse changes in the global or regional general business, political, and economic conditions, including the impact of continuing uncertainty and instability of certain countries, man-made or natural disasters and pandemic conditions that could adversely affect our global markets, and the potential adverse economic impact and related uncertainty caused by these items; the impact of international conflicts and the global response to international conflicts on the global and local economy, financial markets, energy markets, currency rates, and our ability to supply product to, or through, affected countries; our substantial and expanding international operations, and the challenges of managing an organization spread throughout multiple countries and complying with a variety of legal, compliance, and regulatory requirements; compliance costs and potential liability in connection with U.S. and foreign laws and healthcare regulations pertaining to privacy and security of personal information, including, not limited to, those resulting from data security breaches; a major disruption in the

operations of our manufacturing, accounting and financial reporting, research and development, distribution facilities or raw material supply chain; a successful cybersecurity attack; disruptions in supplies of raw materials, particularly components used to manufacture our silicone hydrogel lenses; new U.S. and foreign government laws and regulations, and changes in existing laws, regulations, and enforcement guidance, which affect areas of our operations including, but not limited to, those affecting the healthcare industry; new competitors, product innovations or technologies; reduced sales, loss of customers, reputational harm and costs and expenses, including from claims and litigation related to product recalls and warning letters; failure to receive, or delays in receiving, regulatory approvals or certifications for products; legal costs, insurance expenses, settlement costs and the risk of an adverse decision, prohibitive injunction or settlement related to product liability, patent infringement, contractual disputes or other litigation; risks related to environmental laws and requirements applicable to our facilities, products or manufacturing processes, including evolving regulations regarding the use of hazardous substances or chemical in our products; risks related to environmental, social and corporate governance issues, including those related to regulatory and disclosure requirements, climate change and sustainability; and other events described in our Securities and Exchange Commission filings, including the “Business,” “Risk Factors,” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” sections in the our Annual Report on Form 10-K for the fiscal year ended October 31, 2024.

We caution readers that forward-looking statements reflect our analysis only on their stated date. We disclaim any intent to update them except as required by law.



To learn more visit www.coopercos.com/our-impact.