

CooperCompanies

2023 Environmental, Social, and Governance Report

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A Message From Our CEO



At CooperCompanies, our 15,000+ global employees are motivated by the common goal of improving lives. At CooperVision, this means improving the way people see every day. There are now roughly 43 million people around the world wearing CooperVision contact lenses, including MiSight, the only U.S. FDA-approved soft contact lens to slow the progression of myopia in children.¹ At CooperSurgical, this means advancing the health of women, babies, and families—and we entered fiscal 2024 as one of the fastest growing and most innovative fertility companies in the world.

What drives our success is multi-faceted, but undoubtedly linked to the type of company we hold ourselves accountable to be: one that prioritizes transparency, integrity, accountability, and doing the right things the right way.

People + Planet

We believe in the importance of sustainability. It's not only the right thing to do; it is core to our business strategy. And it shows.

In 2023, we were included on the inaugural Global Top 100 Inspiring Workplaces list and achieved a perfect score of 100 on the Human Rights Campaign's Corporate Equality Index for our LGBTQ+ inclusion efforts. Our employee resource groups (ERGs) include 2,000+ employees who are building inclusive networks and shaping the future

initiatives that enable all employees to reach their full potential. We are empowering employees to own their development and we're providing managers with resources to enable this. Most importantly, we're fostering a culture of accountability where executive leaders have annual performance metrics on employee engagement.

Our commitment to sustainability continues to evolve alongside our business. We maintain 100% renewable electricity sourcing at all CooperVision facilities in New York and the UK. Eight of our facilities are LEED or BREEAM certified. Most importantly, we continue to tackle waste at every stage of production, thoughtfully examining how we design, source, recover, and offset the materials we use.

We know that we are most innovative when we leverage synergies across our ESG priorities, and we are pursuing a future in which everything we create mutually reinforces the wellbeing of people and planet. This is how we will continue to create value; this is how we will continue to improve lives.

A handwritten signature in black ink, appearing to read 'Albert G. White III', written in a cursive style.

ALBERT G. WHITE III
President and Chief Executive Officer

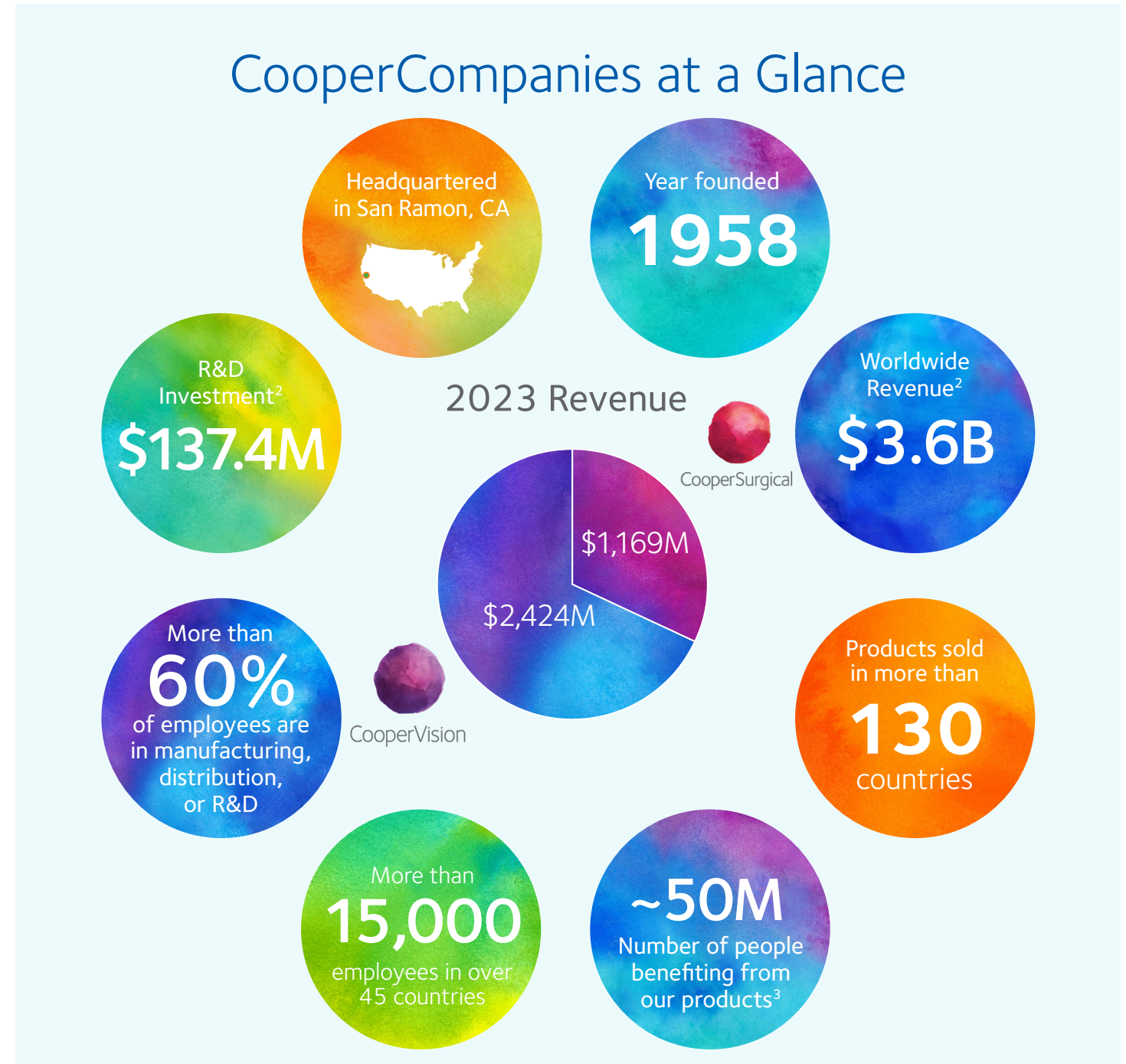
¹ MiSight U.S. FDA indication for the correction of myopia for patients with non-diseased phakic eyes, who at the initiation of treatment are 8–12 years of age and have a refraction of -0.75 D to -4.00 D with ≤ 0.75 diopters of astigmatism. Meanwhile, it has the dual focal design with alternative multiple 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 checkups. It must be used in strict accordance with the Instructions for Use (IFU) requirements.

Who We Are

CooperCompanies is a global consumer-centric medical device company focused on elevating 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 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 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 has been innovating in the fertility and women's health field for over 30 years. As a leader in the industry, CooperSurgical has pioneered new technologies that are changing the landscape of care for women, babies, and families. By offering healthcare providers a comprehensive range of innovative medical solutions, CooperSurgical helps them deliver rapid results, effective treatments, and more options at the right time, so that women, babies, and families can experience more possibilities, faster than ever.



² Fiscal 2023 actuals (As of October 31, 2023).
³ Management estimate for calendar year 2023.

ESG Framework

Our commitment to improving lives is grounded in enhancing the health and wellness of people and communities around the world. Guided by our environmental, social, and governance (ESG) framework, we are committed to responsible business practices that serve this commitment every day. This year, we've refined our ESG strategy to unlock new possibilities through the synergies across our ESG focus areas.

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 recognize that 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 wellbeing, and for vital resources that power our lives—and 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 ESG Topics

We conducted a formal materiality assessment in 2021, resulting in a list of 38 ESG topics, with nine of those ESG topics identified as high priority. Report content is based on these critical ESG priorities, opportunities, and risks.

Additionally, in 2024, we completed a formal and comprehensive double materiality assessment to guide our ESG efforts and to prepare for upcoming disclosure requirements. Our assessment evaluated ESG topic areas that are most material to our business from a financial perspective (i.e., ESG topics that potentially create, preserve, or erode business value) and to stakeholders from an impact perspective (i.e., impacts on people, communities, and the environment).

This rigorous assessment collected feedback from a wide variety of stakeholders, including board members, investors, company management, employees, customers, suppliers, and external experts. The outcome will inform our ESG framework and disclosure topics and approach moving forward.

[Learn more about our approach to double materiality and our 2021 materiality assessment.](#)

Stakeholder Engagement

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

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

Governance and ESG Oversight

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

[Learn more about our corporate governance, including the structure, diversity, and independence of our Board of Directors, approach to risk management, and executive compensation in our 2024 Proxy Statement and 2023 Annual Report.](#)

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

2023 ESG Highlights



[Top 10 North American Inspiring Workplaces](#)

[Top 20 Global Inspiring Workplaces](#)



[Score of 100 on the Human Rights Campaign Corporate Equality Index Survey](#)



[British Contact Lens Association Industry Award of the Year \(2023\): CooperVision, Project Sunflower Team](#)



⁴ As of April 2024.

OUR STORIES

“Cooper—our products and our people—impact the world around us. We see an opportunity to scale our positive influence when we integrate our employees’ passions, our life-changing products, and our environmental sustainability, talent development, diversity, and community impact programs. As examples, we’ve brought vision screenings to the recycling communities that help us create plastic-neutral products, and we incorporate inclusion and diversity and learning development. These synergies show us where we can push traditional boundaries to enhance the good we’re doing in the world with the same resources.”



Kim Duncan
VP, Investor Relations and Risk Management



The CooperVision and Plastic Bank partnership has expanded to include vision care support for eligible Plastic Bank collection members in Indonesia.

CooperVision and Plastic Bank Support Recycling Communities in Bali

Plastic Bank is a long-term partner, helping us offset the plastic used in our products and create recycling ecosystems that support the economic empowerment of coastal communities. In 2023, we saw an opportunity to go even further and use our products to meet a pressing healthcare need in these coastal communities. In partnership with Plastic Bank, CooperVision now provides free vision care for the plastic collector communities in Bali. The program trains local plastic collection branch owners to conduct a basic vision assessment for community members and to identify those in need of further screening. Those identified are offered a free comprehensive eye exam and a free pair of spectacles, if needed. This partnership is creating holistic impact: Helping us reach our business purpose, reducing our impacts on the environment, and increasing and sustaining access to quality vision for those in need.

[Learn more about our partnership with Plastic Bank.](#)

POWERED BY PEOPLE

Our success is made possible by our 15,000+ employees around the world.

Across Cooper, we focus on the programs and resources that empower our employees to reach their full potential both personally and professionally—from a learning culture centered on development for all to ongoing opportunities for career progression to a culture of inclusivity.

Learn more about our human capital management strategy, our approach to [inclusion and diversity](#), and [employee health and safety](#), [wellbeing](#), [benefits](#), [training](#), and [development](#).



Teams from across Cooper join together to represent the African Descent ERG at the 2023 National Sales Network Conference and Career Fair in Texas.



At the heart of our employee experience is a shared ‘why’—a collective purpose that binds us together.

By aligning roles and responsibilities with our greater mission to improve lives, we empower our people to see their work as not just a job, but as a meaningful journey toward a common goal. This shared purpose creates a profound sense of belonging, inspiring our team to bring their whole selves to work and make a tangible difference each and every day.”



Holly Sheffield

President, CooperSurgical



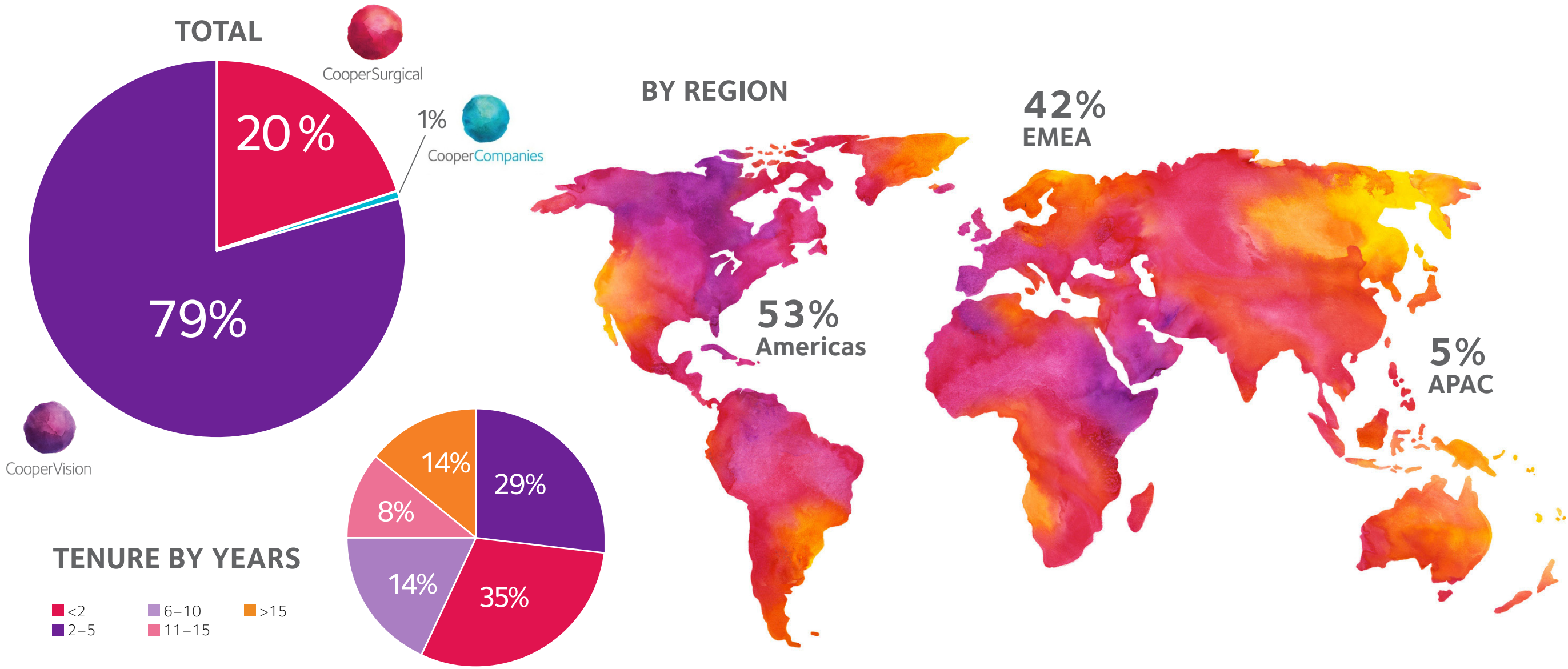
High engagement is absolutely critical. We can only be good stewards of our communities and the environment by first creating safe, inspiring workplaces that provide equal opportunity for all. By providing employees with resources for personal and professional development, we’re able to—directly and indirectly—drive core business results and high levels of customer satisfaction, and make the kind of positive change we care most about.”



Jerry Warner III

President, CooperVision

15,000+ Global Employees



Development for All

We equip our employees to shape their individual development experiences so they can thrive in their careers.

Through our guiding philosophy of *Development for All*, we foster a growth mindset where our employees are empowered to expand their skills and achieve their career goals every day. We believe our emphasis on individual development planning, combined with investments in digital learning, and the expansion of leadership development give our employees valuable resources they need to grow and advance.

Empowering Employees to Own Their Development

We view learning as a relationship among Cooper, its managers, and its employees. Our focus on individual development planning includes regular performance reviews, as well as informal check-ins to review strengths and career aspirations.

In addition, we have begun to leverage Gallup's Clifton StrengthsFinder, a digital personal development tool that helps employees and their managers understand what they do best. This tool, along with team workshops, helps drive insights into how we can harness strengths to drive engagement, development, team effectiveness, performance and career progression across Cooper.

Also in 2023, we rolled out a standardized performance management philosophy and approach across Cooper with a stronger focus on the critical role leaders play in driving a high-performance culture. More than 1,000 leaders and people managers attended one of the upskilling workshops on this critical topic.

Expanding Our Culture of Learning

Access to virtual, self-guided, and in-person learning opportunities forms a crucial element of our commitment to employee growth. We are in the midst of a three-year, \$2.5 million investment in new programs and digital learning solutions, with more than \$500,000 invested in 2023 alone. LinkedIn Learning has been embraced, with global employees taking classes from the 21,000+ courses, on topics including project management, leadership development, technical development, business skills, inclusion principles, sustainability, and more. Cooper employees have spent more than 6,200 hours learning from more than 40,000 instructional videos and learning resources since its launch in 2023.

Elevating Our Future Leaders

Our efforts to expand leadership capability extend across the organization. Our *New Leaders Program* helps develop essential and foundational leadership capabilities for employees who are new to supervision and people management, and our *OneCooper Experienced Leaders Program* enables more senior managers to navigate the transition to becoming a leader of leaders.

“Most of us want to work in a people-centric culture where development and exceptional engagement is encouraged every day. The focus on development and recent investments in learning will help us drive growth—at CooperCompanies and all of its business units.”



Sheila Delargy
Global Head of Talent Management and Organizational Effectiveness, CooperCompanies

“The *Experienced Leaders Program* is focused on critical leadership skills such as forging strong, trust-based relationships, and how to apply emotional intelligence and compassion to inspire greatness and exceptional engagement in others. The tools, team activities, peer learning, and practical exercises reinforced the behaviors and expectations of all Cooper leaders. Like Six Sigma methodology, this program reinforces the importance of simple, repeatable, and scalable tools to ensure leadership alignment and continued success.”



Denise Palermo
Head of Customer Services, CooperVision Americas, and participant of the *Experienced Leaders Program 2023*

CooperSurgical and CooperVision also operate division-specific development programs. For example, CooperSurgical's 18-month *Emerging Sales Leaders Program* began in 2021 and includes training on topics such as building team trust, coaching, building relationships, and driving high performance outcomes. Participants also receive coaching from two senior-level mentors, exposing them to different leadership styles.

Identifying the Leaders of Tomorrow

We recognize the potential for leadership across all corners of our organization, beginning with our frontline workers. More than 50% of our employee population are hourly/non-exempt employees working across our global manufacturing and distribution facilities. We have designed specific programs to be inclusive of our largest employee population and to provide them with the skills and capabilities for future opportunities within Cooper. We continue to invest in this key area.

For example, our African Descent ERG partnered with our Inclusion and Diversity (I&D) team to create the *Career Accelerator Program*. This program develops hourly/non-exempt employees and equips them with the necessary skills, capabilities, and business acumen required in supervisory roles. In 2023, the program graduated its first two inaugural fellows, both of whom were mentored by African Descent ERG co-leaders and one of whom has already been promoted to another role within distribution.

Additionally, our *Expand Your Potential* workshops, offered across Latin America to hourly employees and others, are aimed at soft skills and personal empowerment (self-esteem, confidence, leadership, resilience, and more) to boost the career potential of employees across Cooper.

Visit the [I&D section](#) for more on this program.

Creating Open Lines of Communication

We continue to invest in employee communications and believe strongly in two-way feedback. We offer multiple engagement channels where employees can share their opinions and perspectives, understand and shape our strategic priorities, and drive engagement with their teams.

Our *My Cooper ONE* program aims to enhance the employee experience across all points in their journeys, by providing greater access to career opportunities, supporting pay for performance initiatives, enabling development planning, providing leaders with visibility into their talent bench and succession plans, and more. Drawing on a personal charge from our President and CEO, Al White, all executive leaders now have a key performance indicator (KPI) to drive engagement incorporated into their Individual Performance Goals.

Expanding our Engagement Capabilities

Deepening our global partnership with Gallup has greatly expanded our ability to assess our organizational health. Our annual global Employee Engagement Survey gives employees a confidential, risk-free environment to share honest feedback and empowers them to drive engagement within their teams.

For example, in 2023, our CooperVision manufacturing site in Costa Rica made significant gains in employee engagement using Gallup's tools and insights. Through personalized development plans, an education forum, visual aids, and employee focus groups, their employee engagement increased by more than 25 points in one year.



This program not only helps us here at CooperVision. This is knowledge that we can take with us for the rest of our lives."



Emanuel Colon

SS Receiving Coordinator, CooperVision, and participant of the *Career Accelerator Program*



The course helped improve my leadership skills, particularly around guiding teams through change management, and refining prioritization, strategic decision-making, and feedback delivery. Interacting with peers and executives provided invaluable insights into navigating challenges, fostering resilience, and mastering communication strategies for transformative leadership. It was an enriching journey, pivotal to my growth as a leader."



Albulena Zogaj

Global Head of Business Development, Genomics, CooperSurgical, and participant of the *Emerging Sales Leaders Program*



The better people feel at work, the better their work is. Our biggest takeaway has been the recognition that lots of small things can truly change the culture of a company.”



Erik Elizondo

Associate Director, Operations Manufacturing,
CooperVision Costa Rica

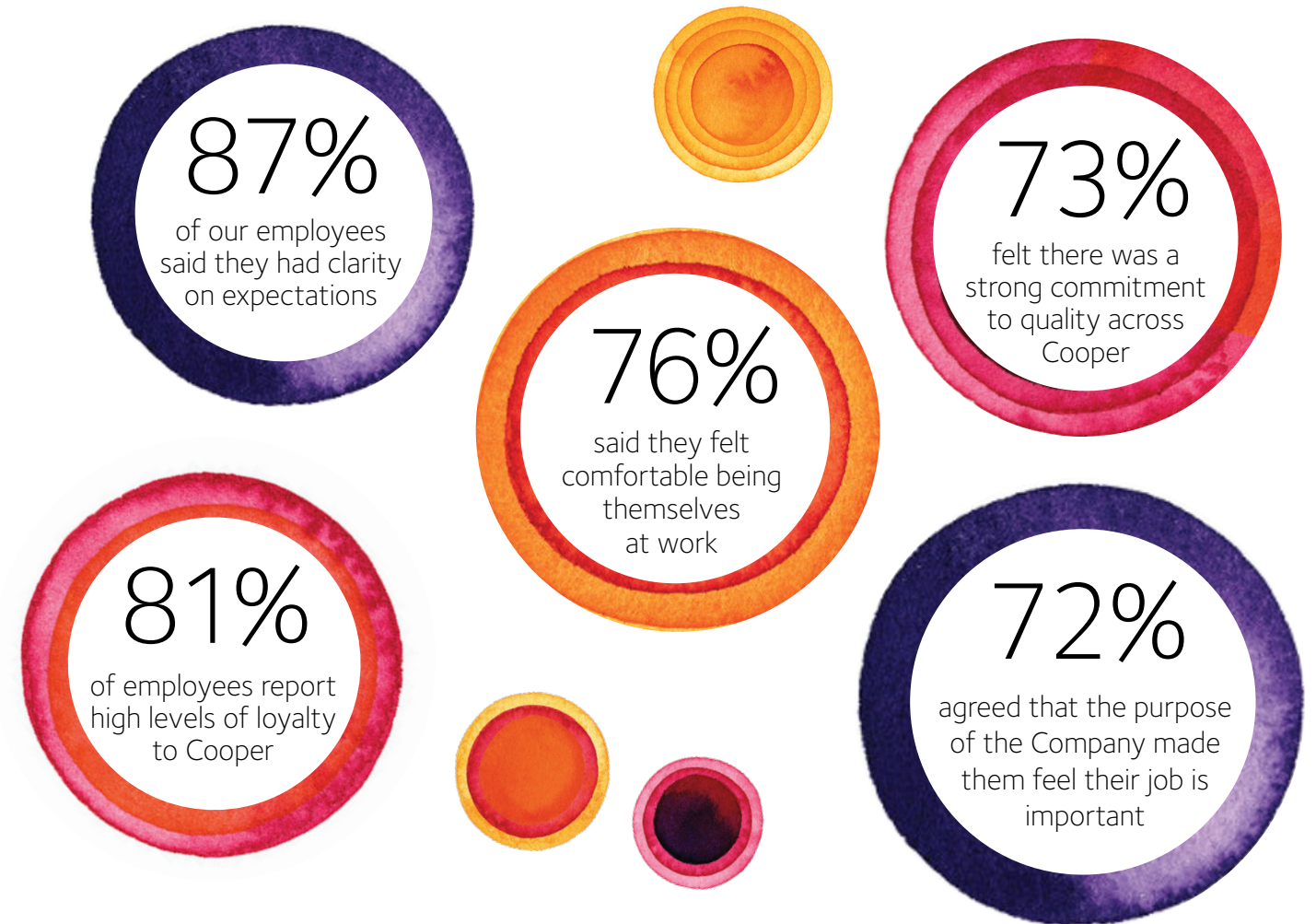
Recognizing Employee Achievements

We recognize employees who exceed expectations and model our values through several initiatives, including the OneCooper CFO Award and CooperSurgical’s President’s Award. Additionally, CooperVision’s Sustainable Recognition Awards, piloted at our Scottsville site in 2023, rewards top performers by contributing to environmental causes on their behalf, such as tree planting or plastic recycling. In the first two months since its launch, the program prevented the equivalent of more than 40,000 plastic bottles from entering the ocean and sponsored the planting of 300 trees in critical habitats.

Encouraging Employees to Speak Up

Cooper is 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](#). In 2023, we launched the *Speak Up* awareness campaign, highlighting the responsibility of all employees to speak up if they observe or suspect misconduct. The campaign promoted an awareness of resources, including the Speak Up Guide, which directs employees to the information they need to report misconduct. Employees can report concerns by contacting direct managers, human resources, or the legal department; submitting via our compliance email; or reporting via phone, email, or [online](#) through our independent, third-party EthicsPoint hotline, which provides for confidential reporting in local language. Retaliation for good faith reporting is strictly prohibited.

Our 2023 Global Employee Engagement Survey Yielded the Following Findings:



The survey garnered a response rate of 84%, three points higher than the Gallup average. Results and insights are reviewed by leaders and managers, and teams are empowered to identify and implement key actions to drive engagement within their own teams.

Inclusion and Diversity

We are committed to building a culture of belonging, where employees are accepted for who they are and can make meaningful connections that help them unlock and achieve their full potential.

In 2023, we launched four new I&D strategic pillars that guide and inform our approach to inclusion efforts: Culture, Talent, Growth and Development, and Organizational Effectiveness. In addition, our Global Inclusion Council is now made up of the executive sponsors of our employee resource groups (ERGs), as well as leadership from CooperSurgical and CooperVision. The group meets quarterly to develop cross-division and cross-functional I&D programs.

Platforming Diverse Perspectives

Our Pride ERG piloted a new program in 2023, *Reverse Mentoring*, which flips the script for the typical mentor-mentee relationship. In this cutting-edge program, senior executives are the mentees, learning from junior employee mentors about their lives and experiences as members of underrepresented communities. As an example, Mark Valentine, our Chief Commercial Officer of CooperSurgical, was mentored by an LGBTQ+ employee, which led him to develop an LGBTQ+ awareness video as part of his sales function's onboarding program. Our *Reverse Mentoring* program has been expanded to include neurodiversity in 2024.

Through our *Inclusion and Diversity Ambassador Program*, nearly 100 volunteer employees from cross-functional areas continue to help us promote I&D and serve as a channel for feedback from employees at all levels across different geographies, cultures, and business units. Examples of our Ambassadors' contributions included:

- Deploying a customized coaching program focused on supporting mothers returning from maternity leave, including a series of handbooks for new parents, as well as coaching sessions to support and help them reintegrate into work

- Instituting I&D training during onboarding for new hires, in partnership with human resources
- Delivering local/customized educational programs that instill the values of inclusion and diversity

Developing Diverse Talent

With more than 2,000 participating employees, our ERGs are shaping future initiatives that support professional development. For example, our Women's Impact Network ERG in Latin America held a five-week *Unleash Your Potential (Expand Tu Potencial)* workshop series in 2023. The program welcomed author and coach Karla Blanco to lead professional growth exercises that promote self-esteem, confidence, leadership, resilience, and more. 44% of the 2022 participants have received a promotion following the program. Enrollment in the program has doubled since its debut in 2022.

We achieved a **perfect score of 100** on the **2023 Human Rights Campaign's (HRC) Corporate Equality Index** for our LGBTQ+ workplace inclusion efforts. This includes HRC's expansion of the index criteria to include gender transition guidelines and supportive policies, as well as workplace policies that provide a safe and inclusive environment for transgender and nonbinary workers.

“Creating a culture of belonging for all is a journey. While we've made progress in traditional I&D categories, such as gender and ethnic background, we want to go beyond this to support all dimensions of diversity, including neurodiversity, diversity of languages, cultural diversity, and more. Our goal is that all employees recognize Cooper as a place we're all proud to be a part of.”



Lisette Zambrana
Senior Director, Global Inclusion and Diversity, CooperVision

“I'm extremely passionate about removing any bias from our culture. Reverse Mentoring creates the space to have the kind of conversations that are necessary for building an inclusive workplace. We talked about acceptable language, acceptable behaviors—it was tremendously educational.”



Mark Valentine
Chief Commercial Officer, CooperSurgical, and Reverse Mentoring participant

I&D Workforce Statistics

Gender Diversity (Women/Global)

	2021	2022	2023
Global Employees	49%	49%	49%
First Line Managers/ Supervisors	44%	43%	45%
Directors/Senior Managers	36%	40%	42%
VPs and Above	27%	26%	27%

Racial and Ethnic Diversity (U.S.)⁵

	2021	2022	2023
American Indian or Alaska Native	<1%	<1%	<1%
Asian	15%	13%	14%
Black or African American	6%	5%	6%
Hispanic or Latino	11%	13%	14%
Native Hawaiian or Pacific Islander	<1%	<1%	<1%
White	65%	65%	61%
Two or More Races	1%	1%	1%
Did not disclose	n/a	2%	3%

⁵ U.S. workforce diversity does not include Puerto Rico.

Mental Health and Wellbeing

Our success begins with our people. Through a combination of benefits, wellness resources, and events and campaigns, we work to support the whole person, giving our employees the tools and support they need to thrive.

Our Wellness Strategy

Our Mind and Body Wellbeing ERG has active chapters in all regions and includes a substantial focus on mental health. This ERG's mission is to raise awareness and foster a caring and inclusive culture around mind and body. It provides educational workshops, webinars, and training sessions throughout Cooper to support employees and their wellbeing.

In addition, our company-wide Wellness Platform promotes both good physical and mental health habits to all employees, including fitness tips, goal-setting tools, nutrition resources, and Talkspace, a digital resource that enables easy access to mental health support. We have more than 2,000 employees regularly accessing the platform. In 2023, the Employee Wellness Fair at CooperSurgical in Trumbull, Connecticut, attracted an audience of 300 employees and featured local health and wellness vendors, fitness activities, fitness product raffles, and more. The fair reminded employees to prioritize their wellbeing at work and at home, and promoted the local Mind and Body Wellbeing ERG and the OneCooper Personalized Wellness site. We also hosted a global step challenge that yielded a total of 65 million steps.



Women across Cooper's Costa Rica and Puerto Rico offices joined together for *Unleash Your Potential (Expande Tu Potencial)*, a workshop series focused on professional development and growth.

Raising Awareness of Mental Health Support

Mental health is the foundation for overall health. We work to build awareness of how employees can give and receive help by running numerous mental health campaigns across the Company.

For example, more than 600 employees across our APAC region's nine countries took part in our *R U OK?* campaign. This annual drive to promote mental health awareness was organized by the APAC chapter of our Mind and Body Wellbeing ERG. Teams organized workshops and email campaigns, made videos, and hung posters and decorations to encourage each other to check in on their colleagues and loved ones.

Our APAC offices also took part in the *Resilience Project*, a 12-month program that provides monthly themed mental health workshops and events. Following the successful launch, the Mind

and Body Wellbeing ERG has begun to expand the *Resilience Project* across Cooper.

Innovations in Workplace Safety

We continuously improve our efforts to make our workplaces as safe and secure as possible. In 2023, we implemented a new global digital system to manage all Employee Health and Safety programs through a common software, enabling us to more quickly identify, address, and mitigate potential hazards. The CooperVision manufacturing site in Puerto Rico received the President's Award from the Puerto Rico Manufacturers Association for the sixth year in a row. The award honors our consistently low incident rate compared to the industry index and a national index.

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



Above and at right, employees get active at CooperSurgical's Wellness Fair in Trumbull, Connecticut.

DESIGNED WITH INTENTION

Our products and services enhance the health and wellness of people and communities across the globe.

Together with our employees and partners, we help bridge the access divide to vision care, fertility and women's health, and advocate for better health outcomes.

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



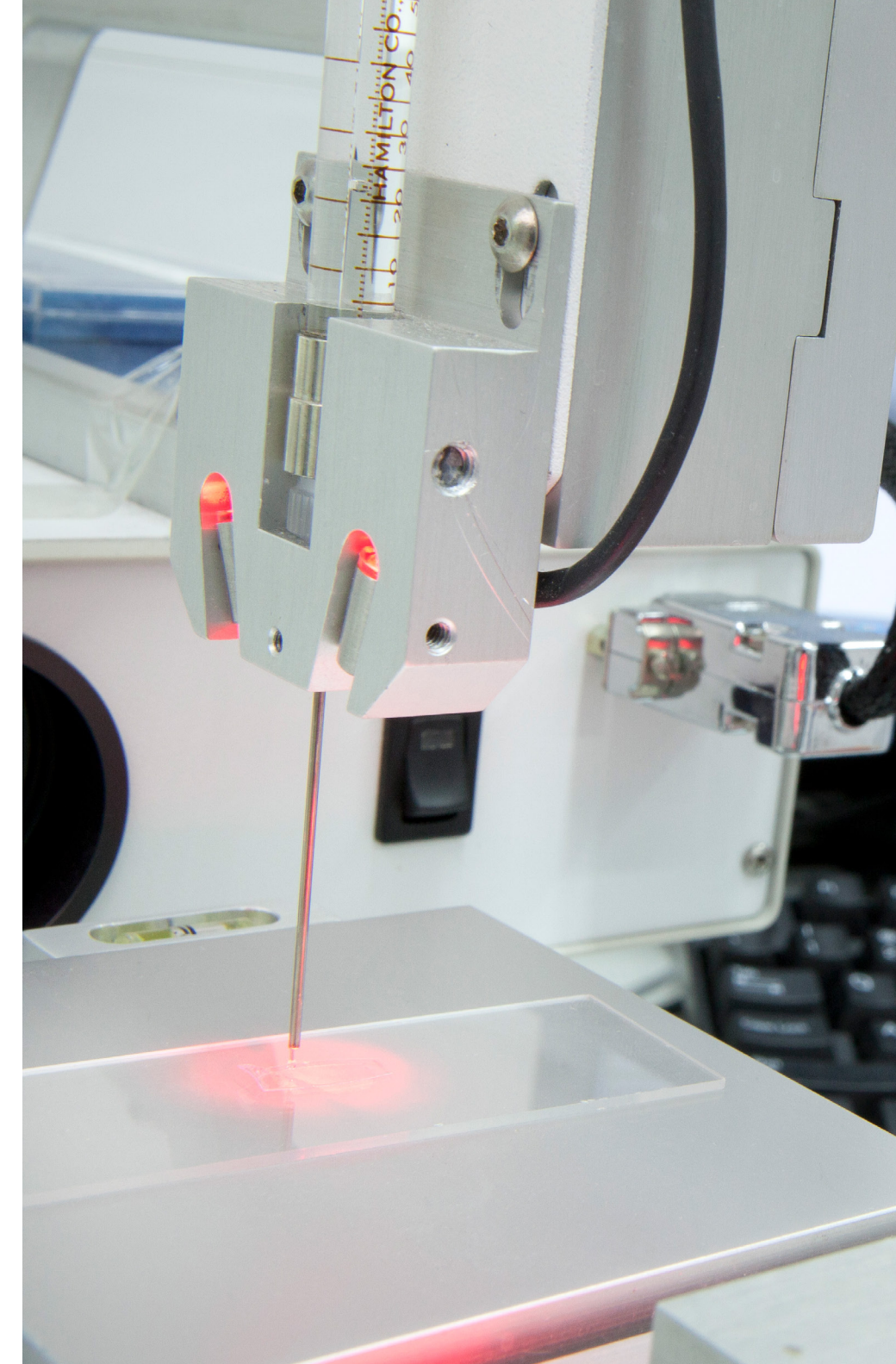
CooperVision's partnership to help improve vision care for children and adults in Ghana is showcased within the United Nations World Sight Day Photo Exhibition.

⁶ From June 2022 to December 2025, CooperVision will donate £100,000 earned from Biofinity profits to Vision Action, a registered charity in England, to help improve vision care for children and adults in Ghana through a project of sustainable eye care delivery in association with Optometry Giving Sight.

Supporting Vision Care Around the Globe

Accessible eye care continues to be a challenge for underserved communities. In Ghana, 95% of people who require glasses do not have access to them. CooperVision, in collaboration with Optometry Giving Sight and VisionAction, launched an initiative to bring eye health screening services to an estimated 32,000 people in Ghana by December 2025.⁶ Since June 2022, the initiative has led to the screening of 16,000 children and adults, more than 1,200 individuals received medication for common eye diseases, 1,600 were referred for further treatments, approximately 270 were provided with prescription glasses for distance vision, and 800 adults received reading glasses.

CooperVision also supports this initiative through its Biofinity contact lenses. The brand family is able to help eye care professionals provide correction for 99.9% of all patients. That means practitioners can meet more of their patients' vision needs and provide eye care for those who may not otherwise have access to it.



A CooperVision contact lens is prepared for assessment.

CooperVision partners with Optometry Giving Sight and the Special Olympics Lions Clubs International Foundation Opening Eyes program to provide vision screening in the U.S. and in Kenya for individuals with Intellectual Disabilities (ID). In rural communities across Kenya, CooperVision provided more than 2,100 children and adults with screening and vision assessments at nine events, with more than 350 individuals receiving a new pair of prescription eyewear. In the U.S., CooperVision supported more than 1,700 Special Olympics athletes with screening and vision assessments at two major Special Olympics events. In total, over 1,000 athletes received prescription glasses through the program and approximately 150 Eye Care Practitioners (ECP) and 250 optometry students received hands-on experience and training through these events. To create a self-sustaining model of vision care, we reached over 1,400 ECPs through a new lecture series and developed online modules to address the unique aspects of vision care for individuals with ID. This has resulted in over 2,500 engagements across our three year partnership.

Learn more about our [historical partnership](#) with Optometry Giving Sight.

Addressing the Challenges of Adolescent Myopia

CooperVision's MiSight 1 Day soft contact lenses are the first and only FDA-approved contact lens for myopia control.⁷ MiSight is proven to both correct and slow the progression of myopia in children, aged 8-12 at the initiation of treatment. It's helped children across the world see clearly and enjoy more confident, active lifestyles.

For example, Violet, an ambitious 11-year-old competitive figure skater, dreams of reaching the Olympics. MiSight has helped her stay active and slowed the progression of her myopia, supporting her as she pursues her Olympic dream. [Watch Violet's story.](#)

Hear many more stories like Violet's [here.](#)

Bridging Access Disparities for Myopia Support in Children

CooperVision's [Generation Sight](#) is a groundbreaking initiative that bridges myopia management access disparities among under-resourced children in the U.S. Launched in 2023, the program helps under-resourced children obtain myopia care who might otherwise lack access. This signifies a transformative commitment to enhancing the vision health of both children and their communities.

Bringing Awareness to Infertility Challenges

Our OneCooper Employee Resource Groups partnered with CooperSurgical in 2023 to share the story of infertility from different perspectives during National Infertility Awareness Week. From the mental health impacts of infertility, to LGBTQ+ infertility, to racial disparities in fertility rates and maternal age and its impacts, the series shared personal stories and highlighted the often unseen challenges of those on a journey to build a family.

CooperSurgical's Genetic Testing Helps Make Pregnancy Dreams Come True

Preimplantation genetic testing (PGT) is an important screening tool for patients undergoing fertility treatment. It provides information about created embryos, that can help increase patient confidence and reassurance in the parentage of their embryos. In 2023,



MiSight has helped children across the world see clearly and enjoy more confident, active lifestyles, such as 11-year-old figure skater Violet, pictured here.

CooperSurgical launched [PGT-Complete](#), an analysis that leverages our innovative and proprietary AI to improve the chances of IVF success, while also providing patients reassurance that the intended egg and sperm were used.

Hear how our genetic testing has helped many couples [realize their dream](#) of building a family.

⁷ 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 checkups. It must be used in strict accordance with the Instructions for Use (IFU) requirements.

PROTECTING THE PLANET

As our business has grown and evolved over the past 60-plus years, so has our commitment to environmental sustainability.

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

We want our sustainability beliefs and actions to become second nature at every level of our organization. In 2023, we modified our Environmental, Health, and Safety (EHS) global policy to include and further integrate CooperCompanies' ESG commitments.

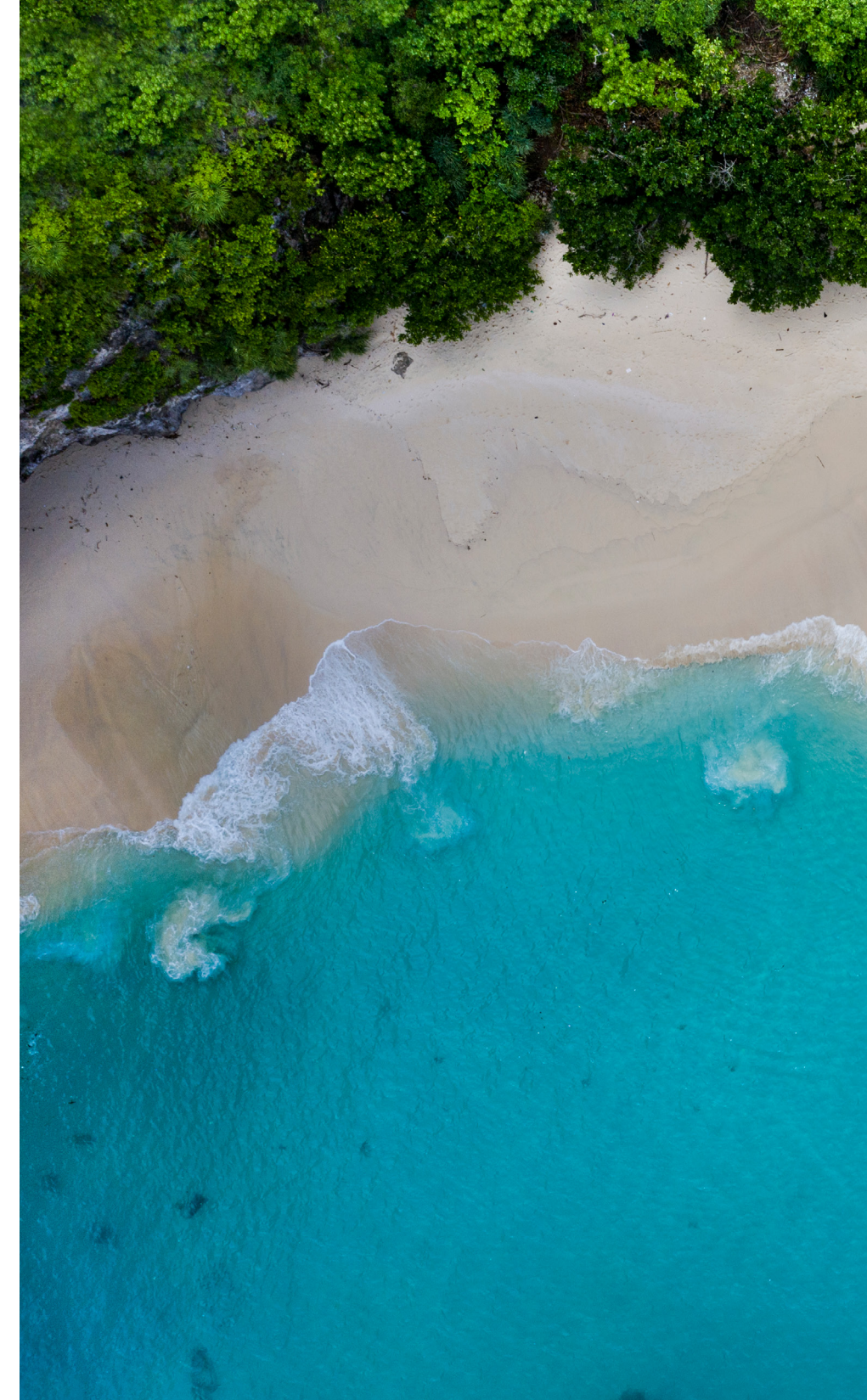
[Learn more about how environmental sustainability is governed and additional details on our approach to energy, waste, and water conservation.](#)

Tackling Greenhouse Gas Emissions

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 2023, our total GHG emissions saw a slight increase in both location-based and market-based measurements. This uptick can largely be attributed to scaling up of our production activities to meet higher market demands and the integration of new equipment into our operations. Despite these challenges, our strategic investments in energy efficiency and renewable energy sources have mitigated the associated rise in emissions. Notably, our efforts to increase energy efficiency, such as upgrading to more efficient production equipment and implementing our Combined Heat and Power (CHP) system, have continued to yield positive results.

Assessing Scope 3 GHG emissions is a complex process and important to forming an accurate understanding of our Company's full emissions footprint. It also drives innovations in the technology we use, the materials and energy we source, the products we design, and our partnerships across our value chain. This year we made significant progress towards developing a 2022 baseline for Scope 3 emissions, which we will use for tracking and reporting in future years. We are also collecting and reviewing our 2023 Scope 3 measurements for comparison against this baseline in future reporting.



Energy Efficiency and Renewables

Across our businesses, we are making efforts to transition to cleaner and more efficient electricity sources.

2023 Highlights:

- Maintaining 100% renewable electricity sourcing at all CooperVision facilities in New York and the UK.
- Increasing the efficiency of production equipment by reducing compressed air consumption by 20% for all six CooperVision contact lens manufacturing lines, saving 820,219 kWh, equivalent to 8,353 MMBtu. This reduction also saved 104,409 LNG gallons and \$110,800 in overall costs.⁸
- A Combined Heat and Power (CHP) system and company-controlled microgrid continues to serve our CooperVision Puerto Rico manufacturing campus power needs. By capturing and reusing excess heat and by avoiding distribution losses, Cooper’s natural gas-fueled CHP is significantly more efficient than conventional on-site diesel, natural gas, or propane-powered generators. It also requires less fuel to produce the same amount of energy when compared to traditional generation of power.
- Eight of our facilities are proudly LEED or BREEAM certified and, in 2023, CooperVision sites in Puerto Rico, and Costa Rica achieved LEED Gold certification, raising our standard for future re-certification and certification initiatives.

⁸ kWh (kilowatt hours); MMBtu (million British thermal units); LNG (liquefied natural gas).

⁹ This table restates 2021 and 2022 Scope 1 GHG emissions and natural gas consumption data to correct a previous unit error used in estimating data at select facilities.

¹⁰ Tons of carbon dioxide equivalent (tCO₂e).

¹¹ Market-based = Scope 2 location-based emissions net of renewable energy indirectly utilized via purchasing Renewable Energy Certificates.

Employees Drive Change for Our Planet

We are proud to foster a culture that empowers our employees to promote our Company’s, and their own, environmental responsibility. From our Green Teams, to our Green News, to community projects such as coastal cleanups and tree planting, every effort is a testament to the power of collective action and shared responsibility.

In 2023, we held our third annual Sustainability Summit at our site in Juana Diaz, Puerto Rico. During the summit, members of the sustainability forum had the opportunity to visit our CHP facility for the first time, to understand how this facility supports business continuity, as well as help us to reduce our environmental footprint. As we face changes to regulation and growing demand from our customers, these cross-functional forums allow us to understand key opportunities and challenges and collaborate on innovative solutions.

Through CooperVision Scottsville Manufacturing Operations’ partnership with Plastic Bank, employees and teams are encouraged to track and reduce their personal plastic waste. In the first five weeks of the program’s launch, the Scottsville Manufacturing Operations team prevented ~13,800 plastic bottles from entering the ocean.

Learn more about our [community engagement initiatives](#).

Energy and Emissions Performance Data⁹

	2021	2022	2023
Natural gas usage (primary source of Cooper’s Scope 1 emissions) cubic meters	1,769,598	14,249,416	27,754,535
Electricity usage (primary source of Coopers’ Scope 2 emissions) kilowatt hours	208,718,573	182,692,991	156,361,110
Scope 1 Greenhouse Gas (GHG) emissions tCO ₂ e ¹⁰	9,339	29,716	58,490
Scope 2 GHGs (location-based) tCO ₂ e	79,618	53,706	28,486
Scope 2 GHGs (market-based) tCO ₂ e ¹¹	67,201	40,222	12,617
Scope 1 + 2 GHGs (location-based) tCO ₂ e	88,958	83,422	86,976
Scope 1 + 2 GHGs (market-based) tCO ₂ e	76,540	69,938	71,107



Our second annual Beach Cleanup, hosted by our Rochester, NY teams garnered a record attendance, with employees clearing more than 320 pounds of trash.

Circular Solutions

The materials we use are vital to the quality and safety of our products. To help tackle plastic waste and support the industry's shift to circularity, we are reexamining how we design, source, recover, and offset plastics.

We believe we have a responsibility to find, or even pioneer, more efficient ways to produce and source materials, beginning with those we use the most. This mindset encouraged us to pursue sourcing ISCC PLUS certified plastics. ISCC PLUS certified materials comply with these six principles:

- Protection of land with high biodiversity value or high carbon stock
- Environmentally responsible production to protect soil, water, and air
- Safe working conditions
- Compliance with human, labor, and land rights
- Compliance with laws and international treaties
- Good management practices and continuous improvement

ISCC PLUS suppliers and materials align with our standards to improve how plastic is made, used, and disposed of, along with reducing its carbon footprint. By beginning to purchase ISCC PLUS certified plastic, CooperVision is committed to achieving a higher standard for how plastics are made.

[Learn more about how we reduce plastic waste and about our net plastic-neutral contact lenses offered in 27 countries through our long-term partnership with Plastic Bank.](#)

¹² As of April 15, 2024.

¹³ Data from April 15, 2024. For calculation purposes, Plastic Bank uses the measurement of 50 bottles equating to 1kg (2.2 pounds) of plastic.

¹⁴ SCS Global Services Certificate no. SCS-ZW-0008; valid from March 11, 2024 through March 10, 2025. SCS Global Services is an international leader in third-party certification, validation, and verification for environmental and sustainability.

Eliminating Waste

Reducing waste at our facilities is a key focus as we seek to lower our environmental impact. We work with SCS Global Services to produce an annual zero waste assessment, capturing the amount of waste diverted from landfill (through recycling, composting, reuse, reclamation, e-waste recycling, sale, or waste-to-energy) as a percentage of total waste generated at each of our facilities.

This year, CooperVision's Distribution and Packaging Center in West Henrietta, New York, received its first Zero Waste Program Certification,¹⁴ successfully diverting more than 90% of its waste from landfills, as certified by SCS Global Services. The diversion was achieved through recycling (72.9%), reuse (0.1%), e-waste recycling (0.1%), composting (0.6%), and waste-to-energy (18.4%). We are proud of this achievement and look forward to additional facilities achieving zero waste to landfill certification in the future.



CooperVision and Plastic Bank have renewed their net plastic neutrality partnership through 2026. Pictured here is a Plastic Bank collection member in Thailand.

Delivering on our commitment to plastic neutrality

Since the start of our partnership with Plastic Bank in 2021¹²



About This Report

This ESG Report covers the calendar year ending December 31, 2023. Throughout the report references to 2023, 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 ESG priorities, opportunities, and risks identified through our 2021 materiality assessment. For more information on our 2021 materiality assessment, visit pages 9–10 in our [2020 ESG Report](#). For more information on our double materiality assessment completed in 2024, visit [our website](#). 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, 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 [2023 Form 10-K](#).

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



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 calendar years 2019-2024, unless noted otherwise.

Topic	SASB Code	Accounting Metric(s)	2021 Data/Response	2022 Data/Response	2023 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 page 27 of the 2021 ESG Report	See page 24 of the 2022 ESG 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) 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 14-15, 23-24, 36-38 and 53 of our 2023 10-K .
Product Safety	HC-MS- 250a.1	Number of recalls issued; total units recalled			
		Total Recalls ¹⁵	12	12	22
		Class 1	0	2	1
		Class 2	10	6	19
		Class 3	2	4	2
		Total Units	6,213	66,209	152,945

¹⁵ 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)	2021 Data/Response	2022 Data/Response	2023 Data/Response
Product Safety	HC-MS- 250a.2	List of 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 related to products as reported in the FDA Manufacturer and User Facility Device Experience	0	0	0
Product Safety	HC-MS- 250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (GMP), 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 , Pg 14	See Code of Conduct , Pg 14	See Code of Conduct , Pg 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	94%	94%	91%

Topic	SASB Code	Accounting Metric(s)	2021 Data/Response	2022 Data/Response	2023 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	Code of Conduct , Pg 31	Code of Conduct , Pg 31	Code of Conduct , Pg 31
Business Ethics	n/a	Employees who received ethics training or certified compliance with our code of conduct	Not Reported	12,891	14,593

Additional Key Performance Indicators

		2021	2022	2023
Greenhouse Gas Emissions	Scope 1 GHGs tCO ₂ e ¹⁶	9,339	29,716	58,490
Greenhouse Gas Emissions	Scope 2 GHGs tCO ₂ e (location-based)	79,618	53,706	28,486
Greenhouse Gas Emissions	Scope 2 GHGs tCO ₂ e (market-based)	67,201	40,222	12,617
Greenhouse Gas Emissions	Scope 1 + 2 GHGs tCO ₂ e (location-based) ¹⁶	88,958	83,422	86,976
Greenhouse Gas Emissions	Scope 1 + 2 GHGs tCO ₂ e (market-based) ¹⁶	76,540	69,938	71,107
Energy	Natural gas usage (primary source of Scope 1 emissions) cubic meters ¹⁶	1,769,598	14,249,416	27,754,535
Energy	Electricity usage (primary source of Scope 2 emissions) kilowatt hours	208,718,573	182,692,991	156,361,110
Employee Safety	Lost Time Case Rate (CSI) ^{17 18}	2.78	2.58	1.93
	Total Recordable Incident Rate (CSI) ^{18 19}	Not Reported	Not Reported	3.67
	Lost Time Case Rate (CVI) ¹⁷	1.39	0.77	1.04
	Total Recordable Incident Rate (CVI) ¹⁹	Not Reported	Not Reported	0.95
Workforce	Global Employees	11,727	14,528	15,539
Workforce Diversity—Global Employees	Percent of Women—All Employees	49%	49%	49%
Workforce Diversity—Global Employees	Percent of Women—First Line Managers/Supervisors	44%	43%	45%
Workforce Diversity—Global Employees	Percent of Women—Directors/Senior Managers	36%	40%	42%
Workforce Diversity—Global Employees	Percent of Women—VPs and Above	27%	26%	27%

¹⁶ This table restates 2021 and 2022 Scope 1 GHG emissions and natural gas consumption data to correct a prior unit error used in estimating data at select facilities.

¹⁷ Lost 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.

¹⁸ CooperSurgical Lost Time Case Rate and Total Recordable Incident Rate includes sites in Costa Rica; Trumbull, Connecticut; Stafford, Texas; North Tonawanda, New York; Falmouth, United Kingdom; and Berlin, Germany.

¹⁹ 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.

		2021	2022	2023
Workforce Diversity—U.S. Employees ²⁰	American Indian or Alaska Native	<1%	<1%	<1%
Workforce Diversity—U.S. Employees ²⁰	Asian	15%	13%	14%
Workforce Diversity—U.S. Employees ²⁰	Black or African American	6%	5%	6%
Workforce Diversity—U.S. Employees ²⁰	Hispanic and Latino	11%	13%	14%
Workforce Diversity—U.S. Employees ²⁰	Native Hawaiian or Pacific Islander	<1%	<1%	<1%
Workforce Diversity—U.S. Employees ²⁰	White	65%	65%	61%
Workforce Diversity—U.S. Employees ²⁰	Two or More Races	1%	1%	1%
Workforce Diversity—U.S. Employees ²⁰	Did not disclose racial ethnicity	Not Reported	2%	3%
Workforce Diversity—Age	Under 30 years old	18%	20%	20%
Workforce Diversity—Age	30-50 years old	58%	56%	58%
Workforce Diversity—Age	Over 50 years old	22%	24%	22%
Workforce Diversity—Age	Undisclosed	2%	0%	0%
Employee Turnover	Percent Voluntary Turnover	11%	14%	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](#)

²⁰ 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 ESG programs, and goals, the anticipated impact of ESG 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.

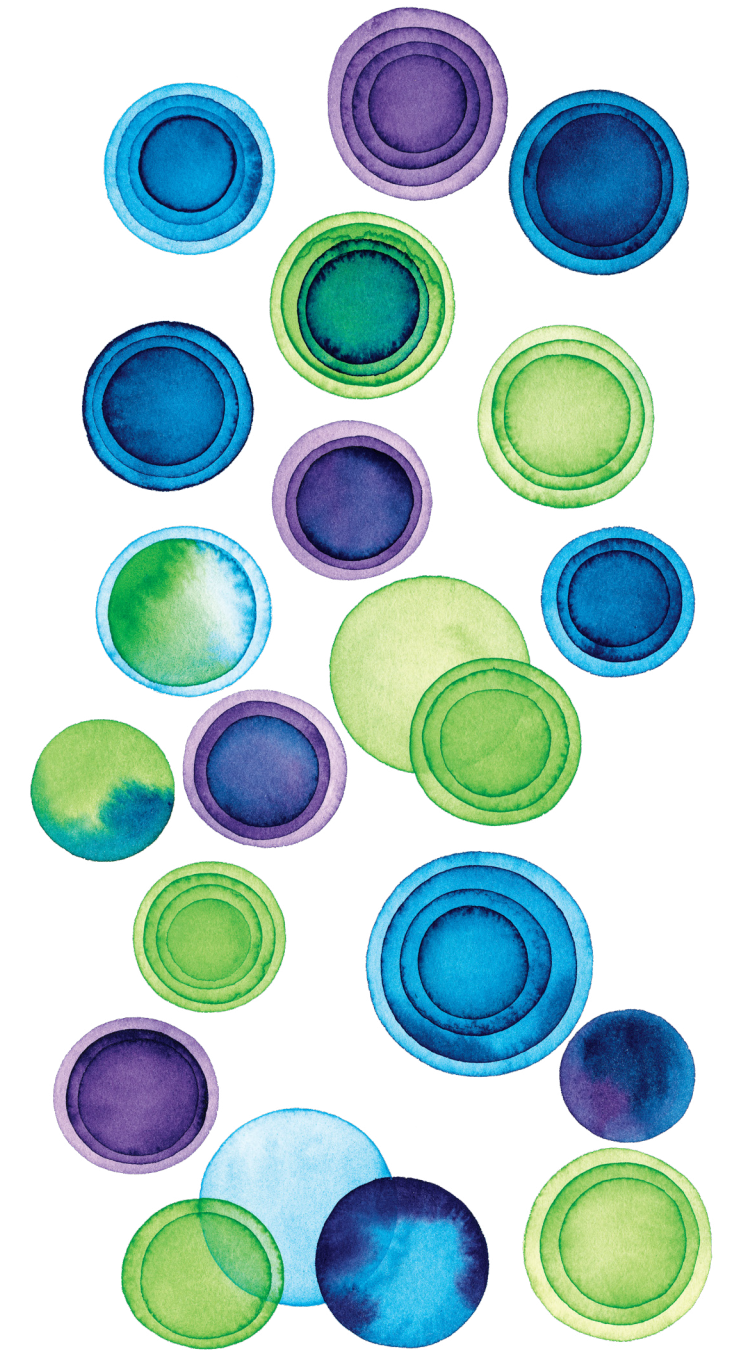
Among the factors that could cause our actual results and future actions to differ materially from those described in forward-looking statements are: Adverse changes in the global or regional general business, political, and economic conditions, including the impact of continuing uncertainty and instability of certain countries, man-made or natural disasters 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 economy, European 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; a

major disruption in the operations of our manufacturing, accounting, and financial reporting, research, and development, distribution facilities or raw material supply chain; 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, and costs and expenses related to product recalls and warning letters; failure to receive, or delays in receiving, regulatory approvals or certifications for products; costs and expenses 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 ESG issues, including those related to 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, 2023.

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.

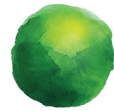
Trademarks and Other Intellectual Property

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.





CooperCompanies



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