



Social Impact and Sustainability 2024 highlights

Our company

10,000+

employees globally

133

countries supplied with our products

15,650+

hospitals and clinics supported globally

Our focus



Invention



Connection



People



Community



Social Impact

- Own workforce
- Business conduct & human rights responsibility
- Community engagement



Strengthened existing and developed new **Strategic Social Enterprise Partnerships**

83%

of employees **intend to stay** with the company (Cook Engagement Survey)



Workforce housing: **14 out of 33 homes** complete

703

employees **celebrated 25+ years** at Cook Medical

Business Resource Groups (BRG)



33% average growth in allies

29% average membership growth

Global Employee Breakdown

Percentage of employees by gender



49.2%



50.8%



Sustainability

- Climate change
- Circular economy

Recognition



Finalized our global **Decarbonization Strategy** with goals and targets



Customer shipping consolidation **reduced 76,741 boxes**



Achieved ISO 14001 Certification for our European sales subsidiaries (16 countries)



27% increase in electric vehicles in Europe



Established a more sustainable clinician Learning Centre in Barcelona, Spain



1,490 metric tons of CO₂e avoided from solar panels



5M

unit reduction in paper Instructions for Use (IFU) booklets (-28% globally)