

2022

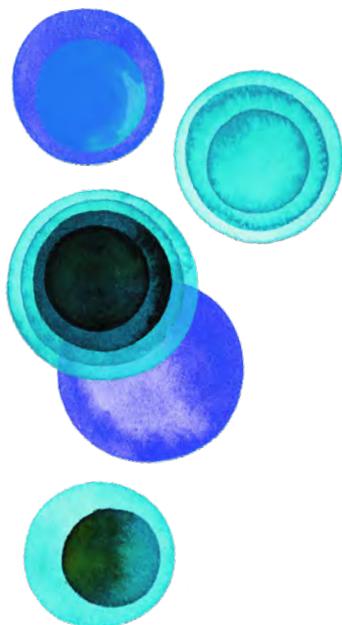
Environmental, Social,
and Governance Report

CONTENTS

- 3** A Message From Our CEO
- 4** Who We Are
- 8** Our Stories
- 9** Our People
- 14** Our Planet
- 19** Our Partnerships
- 21** About This Report
- 22** Data and Performance



A Message From Our CEO



I am proud to share our 2022 Environmental, Social, and Governance (ESG) report. In this report, we highlight our calendar year 2022 accomplishments and provide stories that illustrate how we create value through our ESG framework.

Improving lives one person at a time.

Through CooperVision® and CooperSurgical®, we develop life-improving solutions that address health challenges. These include options for vision correction, myopia management, fertility solutions, and ObGyn medical device offerings. Our products and services are generally offered through medical professionals and our more than 14,500 employees help ensure availability in over 130 countries.

More than 44 million people used our products and services this past year. Through CooperVision we also continued supporting the eyecare community through work with our long-time non-profit partner Optometry Giving Sight. Between employee contributions and company matching, we have donated \$1.5 million to date. For CooperSurgical, we're now proud to say that worldwide, every minute, a baby is born using our products. What a fantastic statement to be able

to make, and it really illustrates what a meaningful business CooperSurgical is.

It is this type of impact that attracts people to join CooperCompanies. And when they arrive, we invest in their well-being, providing the tools they need to grow to help ensure we're creating an exceptional workplace that values their contributions. For example, in 2022, we launched our fourth Employee Resource Group, which focuses on Mind & Body Wellbeing. I am also particularly proud of our efforts to build a diverse workforce; today, women represent approximately half (49%) of our Cooper teammates globally.

Protecting our planet where we have the greatest impact.

In 2022, we manufactured more products than ever before, but we also *reduced* our greenhouse gas (GHG) emissions by more than seven percent¹— thanks to the efforts of our team. A big contributor to our reduced emissions was the start of the operation of our Puerto Rico combined heat and power (CHP) system and Cooper-controlled microgrid. We expect this CHP system to help us significantly reduce our carbon footprint in the coming years.

What's more, we are progressing with our multi-pronged strategy to rethink our use of plastic at every stage of production and beyond. Through our groundbreaking offset program with Plastic Bank, we created the world's first net plastic-neutral contact lens² with clariti® 1 day in the United States. In 2022, we expanded our plastic neutrality program to 27 countries and reached a significant milestone preventing the equivalent of more than 100 million plastic bottles from entering the oceans.³

Finally, I could not be prouder of our teams' efforts, reflected by *Fortune* magazine naming our company one of its "2022 Best Large Workplaces in Manufacturing & Production" for the third year in a row. Together, I have no doubt we will continue to create significant value that improves lives and makes the world a better place.

ALBERT G. WHITE III
President and Chief Executive Officer

¹ Combined Scope 1 & 2 emissions.

² Net plastic neutrality is established by purchasing credits from Plastic Bank. A credit represents the collection and conversion of one kilogram (kg) of plastic that may reach or be destined for waterway. CooperVision purchases credits equal to the weight of plastic in participating brand orders in a specified time period. Plastic in participating brand plastic is determined by the weight of plastic in the blister, the lens, and the secondary package, including laminates, adhesives, and auxiliary inputs (e.g., ink).

³ For calculation purposes, Plastic Bank uses the measurement of 50 bottles equating to 1 kg (2.2 pounds) of plastic.

Who We Are

CooperCompanies is a global consumer-centric medical device company 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[®] (CVI) is one of the world's leading manufacturers of soft contact lenses, providing a full array of daily, two-week, and monthly soft contact lenses that feature advanced materials and optics. CVI has a strong heritage of solving the toughest vision challenges and is advancing the range of what contact lenses can do. Examples include our groundbreaking introduction of MiSight[®] 1 day contact lenses, proven to slow the progression of myopia in children when first inserted between the ages 8–12,⁴ MyDay[®] disposable contact lenses, and Biofinity Energys[®] for digital eye fatigue.

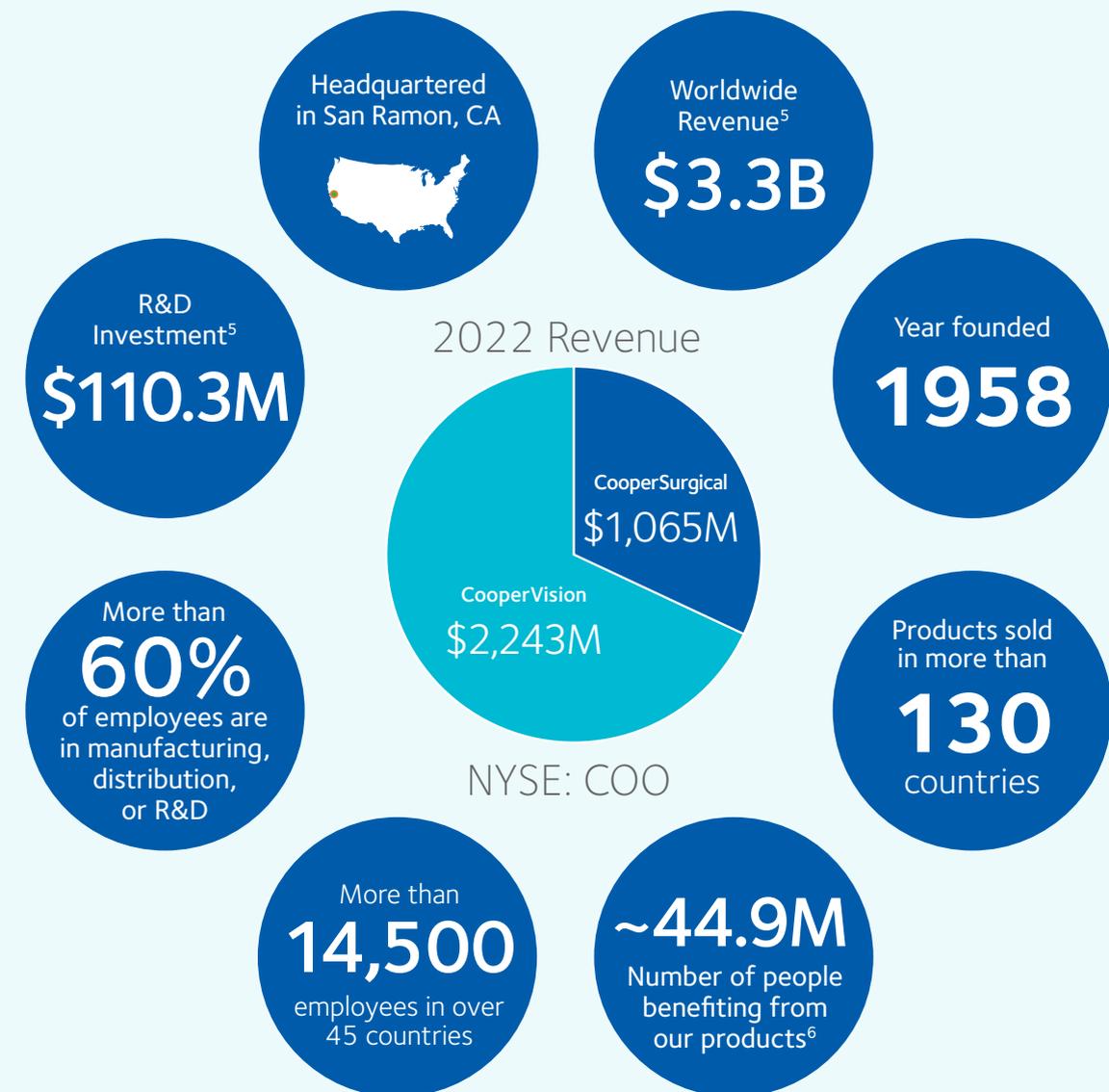
CooperSurgical[®] (CSI) is a leading fertility and women's healthcare company dedicated to putting time on the side of women, babies, and families at the healthcare moments that matter most in life. By offering healthcare providers a comprehensive range of innovative medical solutions, CSI helps them deliver rapid results, effective treatments, and more options at the right time, so women, babies, and families can experience more possibilities, faster than ever.

⁴ 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.

⁵ In the fiscal year ended October 31, 2022.

⁶ Management estimate for calendar year 2022.

CooperCompanies at a Glance



Our ESG Framework

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. These are represented in our ESG framework pillars: People, Planet, and Partnerships. To learn more about our materiality assessment, please read pages 9–10 in our [2020 ESG Report](#).

PEOPLE

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

PLANET

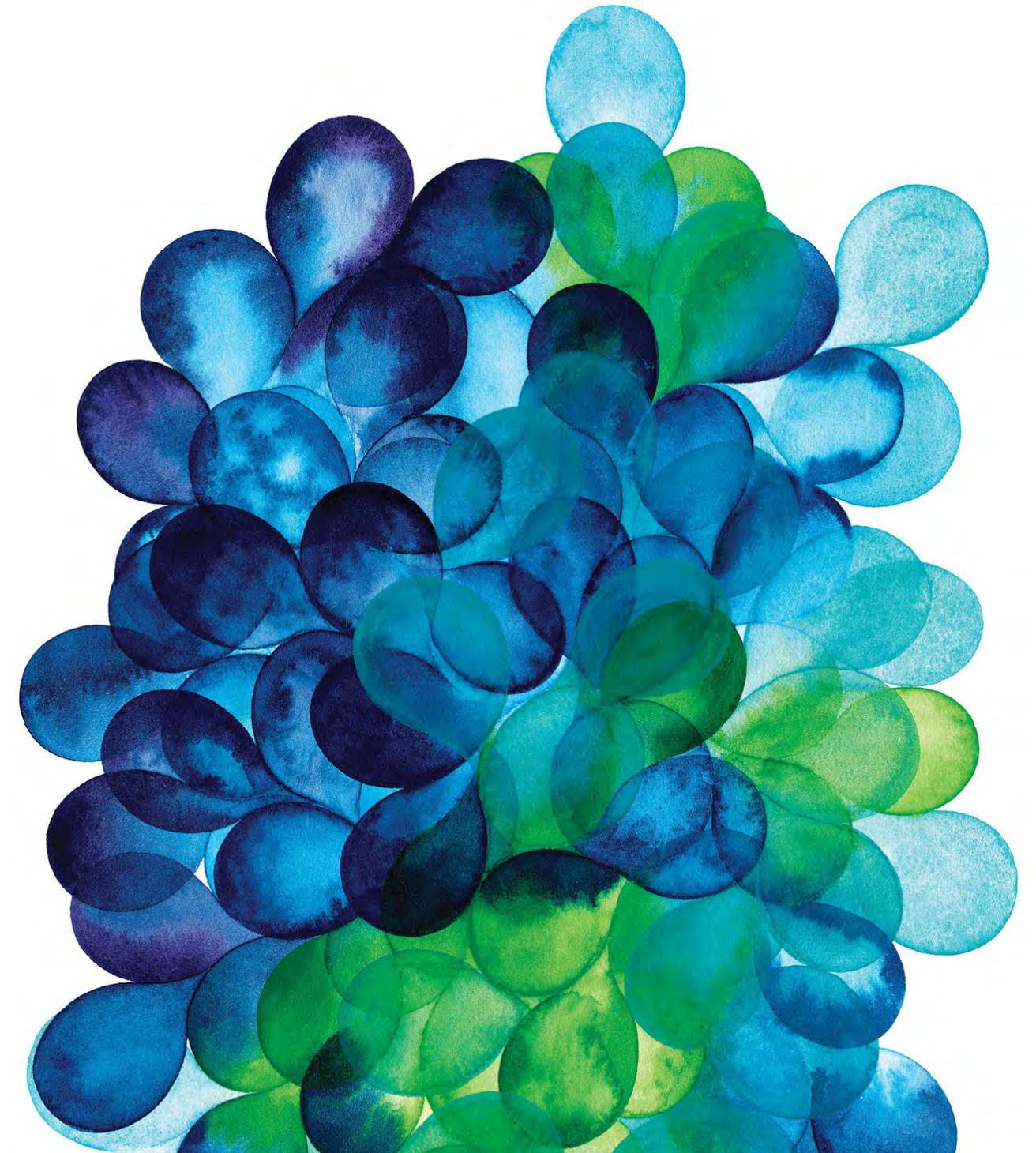
- Sustainably manage and reduce the environmental impacts of our operations
- Integrate sustainable design innovations into our products and packaging

PARTNERSHIPS

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

Responsible Business Practices

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



ESG Oversight

We view ESG as a tool to measure risks and find new opportunities. Per its charter, the Corporate Governance and Nominating Committee of the Cooper Board of Directors monitors and oversees the company's ESG strategy, practices, and initiatives. The company provides the Committee with ESG updates multiple times per year and regularly reports to the full Board. The Organization and Compensation Committee oversees the company's human capital management, including diversity and inclusion.

Our Vice President of Investor Relations & Risk Management leads our ESG initiatives. Our cross-functional ESG Project team helps to integrate ESG throughout our operations. The team is led by our Senior Director of Corporate Responsibility and meets frequently to review ESG initiatives. Members are responsible for leading ESG actions plans within their functional areas, as well as for identifying emerging ESG issues and raising them to the team for discussion and analysis. Our Executive Leadership team receives frequent updates on our ESG initiatives and progress.

ESG Structure

Executive Leadership Participation

Chief Executive Officer	VP of Global Human Resources
Chief Financial Officer	VP of Investor Relations & Risk Management ⁷
Chief Operating Officer	President of CooperVision
General Counsel & Corporate Secretary	President of CooperSurgical

ESG Team

Senior Director of Corporate Responsibility
ESG Manager

ESG Cross-Functional Project Team

Human Resources	Legal
Manufacturing	Regulatory
Distribution	Quality Assurance
Supply Chain	Commercial

⁷ Executive Sponsor of ESG Team.

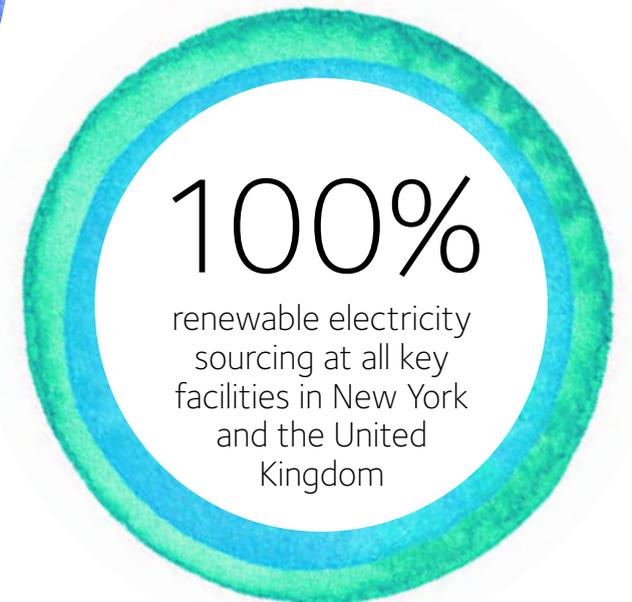
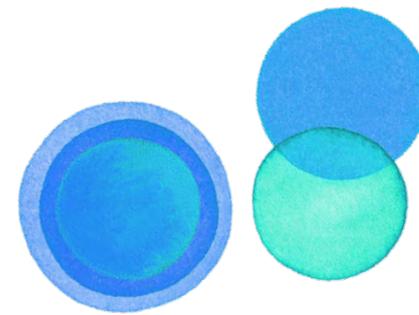
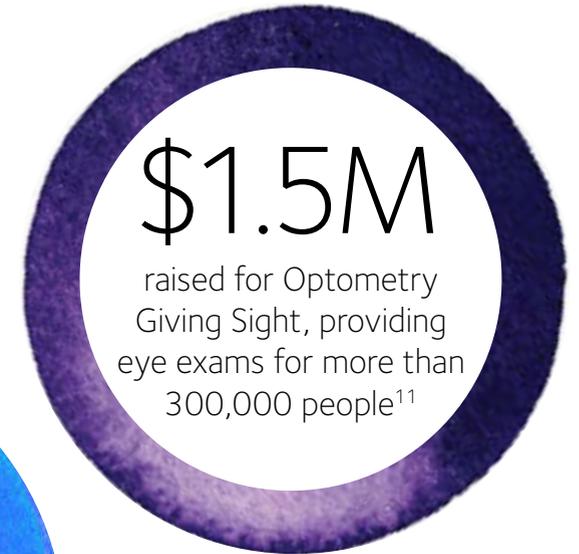


ESG Highlights

Recognized as one of **Fortune magazine's "Top 10 Best Large Workplaces in Manufacturing & Production 2022."**



Score of 100% on the **Human Rights Campaign Foundation's "Best Places to Work for LGBTQ+ Equality Corporate Equality Index" in 2022.**



⁸ CVI only.

⁹ For calculation purposes, Plastic Bank uses the measurement of 50 bottles equating to 1 kg (2.2 pounds) of plastic.

¹⁰ Calendar year 2022.

¹¹ Cumulative since 2011.

¹² Combined Scope 1 and 2 location-based "year-over-year" emissions reduction due largely to the CHP system in Puerto Rico coming online in 2022.

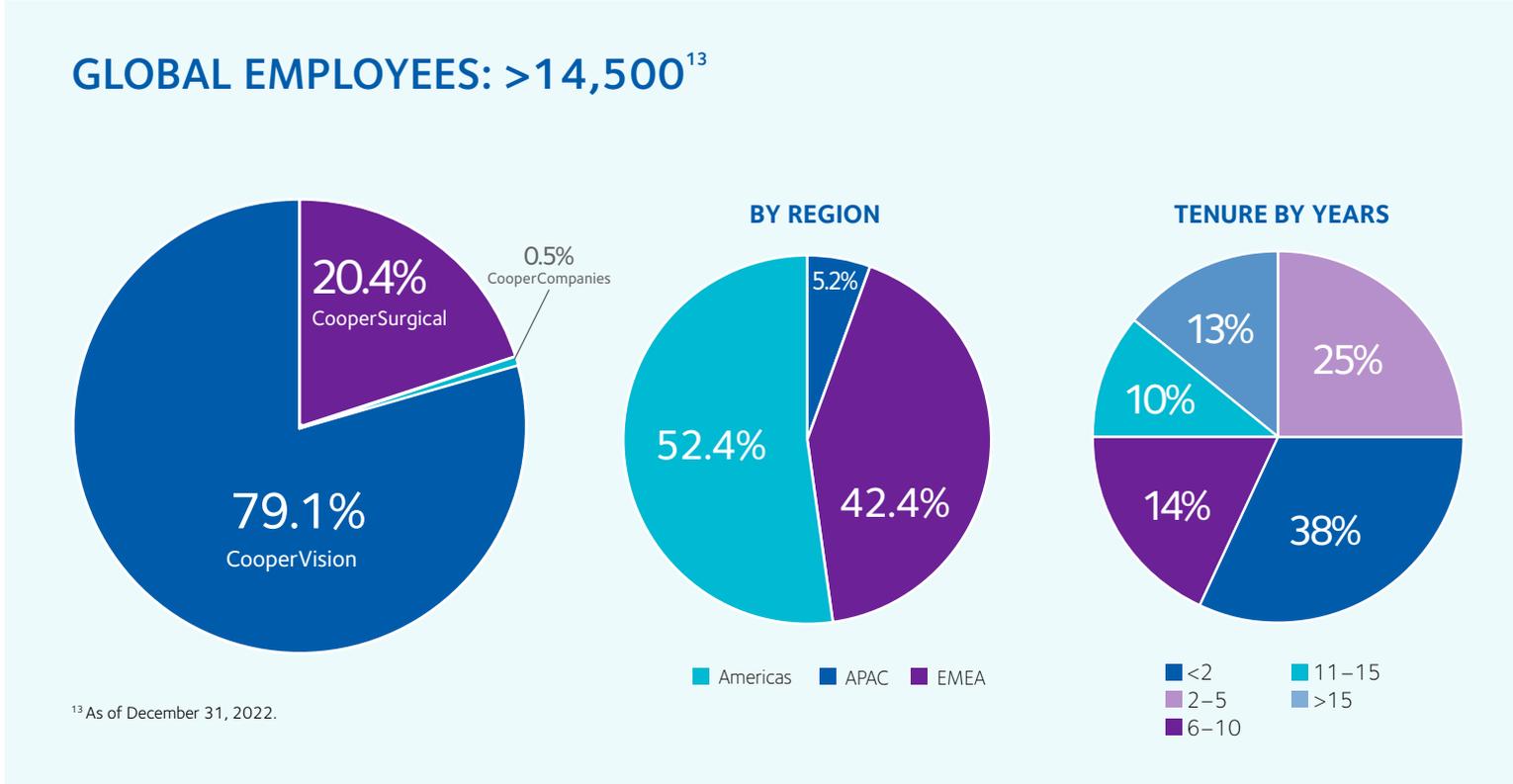
OUR STORIES



Our People

We are building an inclusive, healthy, and safe work environment that engages and empowers our employees to develop life-improving solutions for our customers.

For more information on our human capital management strategy, our approach to diversity and inclusion, and employee health, safety, well-being, benefits, training, and development, read pages 18-26 of our [2020 ESG Report](#).



Supporting Employee Wellbeing

We believe it is vital to take care of ourselves and each other so we can continue to create better health outcomes for people and improve lives.

For many, the past three years have been challenging. The COVID-19 pandemic disrupted work and increased feelings of isolation and depression for some. Not surprisingly, when we asked our employees about their wellness needs, the number one response was mental health support.

Responding to Employee Needs

On World Mental Health Day 2022, we announced our new global Mind & Body Wellbeing Employee Resource Group (ERG). Led by a global cross-functional team and supported by two executive sponsors, the ERG will focus on enhancing physical wellness and raising the importance of mental health through virtual and in-person events.



“Physical and mental health are connected and that’s why we are focusing on both,” said **Kim Shaffer**, Vice President & Assistant General Counsel at CooperSurgical and one of the executive sponsors of Mind & Body Wellbeing. “Everyone of us needs support

from time to time. By coming together, this ERG will provide a safe and motivating environment for people to focus on themselves and each other.”

Supporting one another can be as simple as asking someone how they are doing. That is the inspiration behind our new Mental Health Champions program in the UK for our manufacturing, distribution, and corporate staff. Employees who volunteer to be

champions receive training from a certified mental health provider on how to notice signs if someone is struggling, and guide them to resources if needed. All employees are encouraged to reach out to a Champion—who can be identified by a yellow cap or pendant—and sites have set aside private spaces for 1:1 listening sessions. By year-end 2022, 26 champions had been trained, with additional training planned for 2023.



“The Champions are there to listen, to help lift someone’s mood, provide support, and signpost them to resources, as well as raise general awareness of mental health issues,” said **Fiona Davidson**, Occupational Health and Wellbeing Adviser at CooperVision.

“Peer-to-peer support helps build a network within our facilities that people know they can turn to.”

We plan to establish a similar program in 2023 in the United States with our long-time partner National Alliance on Mental Health (NAMI). Every May, we support NAMI’s Pledge to Be Stigma-Free campaign by donating for each employee who signs on to the pledge.

Increasing Access to Mental Health Therapy

In 2022, we introduced Talkspace, a digital resource for private, convenient mental health support, in the United States. Employees can choose a therapist from a list of providers who they feel best match their needs and engage with the same therapist up to five days per week for as long as needed. Support is available on issues ranging from stress and depression, to sleep issues and eating disorders.



To relieve stress, employees at our Rochester, New York, corporate offices can spend time with rescue and therapy dogs several times a year. In 2023, we plan to go one step further by introducing yoga with cats as an additional form of in-office stress relief.

Fostering Our Culture of Belonging

Through our Diversity & Inclusion (D&I) strategy we drive a culture where individual qualities and backgrounds are highly valued and respected, and our employees feel a sense of belonging.

While our approach is led by our Senior Director of D&I Global Center of Expertise, we recognize that it also takes local action to create sustainable change. In 2022, we introduced local volunteer D&I ambassadors as part of a pilot in our operations in Puerto Rico, Costa Rica, New York, Hungary, and the UK.

Ambassadors are tasked with developing an action plan that reflects their local culture and site priorities, as well as effective ways to reach employees without regular access to emails during work hours. They also help promote local D&I events and programs and provide employee feedback to the global D&I team. In return, they have the chance to gain valuable professional development, leadership, communication skills, and network with ambassadors from other sites.



Nataly Alfaro, a Manufacturing Operator at CooperVision in Costa Rica, jumped at the chance to serve as an ambassador. “I want to help all our employees feel comfortable and like they’re part of our organization,” she explains. “Diversity and inclusion are the right things to focus on and it’s good for business when we bring our whole selves to work.”



For **Marta Krémó**, HR Manager at CooperVision in Hungary and a D&I ambassador, inclusion means being accepted and a workplace where people can speak up, are listened to, and support each other. “I want everyone to have a feeling of being involved, of being part of a community, and that they have a value that the group appreciates and needs.”

Building a Network of Allies

We believe that when we understand and support each other, we become stronger. The key to doing this is allyship.

In 2022, we kicked off Global Diversity Awareness Month with a panel discussion including leaders from our ERGs who shared their personal experiences and advice on how to promote allyship.



“An ally is someone who voices support, who demonstrates value and respect for another person and their experience, and who looks for what they can do to help,” said **Marcella McParland**, Vice President, Clinical, Medical, and Professional Affairs, SightGlass Vision (a joint venture with CooperVision and Essilor Luxottica).

We will continue to focus on allyship in 2023 by introducing training to people managers on how to be an effective ally and offering resources to all employees through LinkedIn Learning.

¹⁴ As of December 2022.
¹⁵ As of December 2021.
¹⁶ As of May 2020.

¹⁷ As of July 2019.
¹⁸ As of December 2019.
¹⁹ As of December 2018.

²⁰ We introduced a “non-specified” category in 2022.

D&I WORKFORCE STATISTICS

In 2022, women made up nearly half of our workforce and received 39% of promotions to Senior Manager/Director level and 50% of promotions to First Line Manager. Women also accounted for more than half of all external hires.

Gender Diversity (Women/Global)	2022 ¹⁴	2021 ¹⁵	2020 ¹⁶	2019 ¹⁷
Global Employees	49%	49%	48%	Not Reported
First Line Managers/ Supervisors	43%	44%	43%	42%
Directors/Senior Managers	40%	36%	35%	35%
VPs and Above	26%	27%	25%	22%

Racial and Ethnic Diversity (U.S.)	2022 ¹⁴	2021 ¹⁵	2020 ¹⁸	2019 ¹⁹
American Indian or Alaska Native	<1%	<1%	<1%	<1%
Asian	13%	15%	14%	13%
Black or African American	5%	6%	7%	7%
Hispanic or Latino	13%	12%	11%	10%
Native Hawaiian or Pacific Islander	<1%	<1%	<1%	<1%
White	65%	65%	67%	69%
Two or More Races	1%	1%	1%	1%
Did not report	2%	n/a ²⁰	n/a ²⁰	n/a ²⁰

A OneCooper Approach to Employee Engagement

While we have surveyed employees using various tools in the past, in 2022, we made Gallup our global engagement partner to create one consistent approach to how we engage employees across CooperCompanies. This enables all employees to share their opinions and make their voices heard.

While we take a global approach, we also strengthen the skills of managers to act locally. Our partnership with Gallup provides managers with access to online resources, training, and tools that help build manager capability, develop leaders to be coaches, and empower teams to create a positive culture.

Our global move to Gallup follows our successful partnership with them in several countries and regions over the past three years. In our EMEA region, for example, we worked with Gallup to increase our employee engagement score 25% between 2019 and 2022, moving from scoring in the 29th to the 63rd percentile of all Gallup partner companies. By listening and responding to employee feedback, the region could target its actions in specific areas where scores were lowest. Another example, the partnership introduced a “Great Conversations” training program to help managers conduct effective conversations with their direct reports and rolled out a regional recognition program.



“Reviewing the Gallup results with my team led to several great discussions on values, priorities, and what makes us enjoy work,” says **Pieter Bas Kampmeinert**, Head of Marketing and Professional Affairs, at CooperVision in the Netherlands. “This led to more collaboration on priority setting, investing more time in teambuilding, and improving how we bring on new team members faster.”

Identifying Areas of Focus

In our first company-wide survey with Gallup in 2022, we achieved an 85% response rate—three percentage points higher than the Gallup overall average. While the results showed that employees feel we are on the right path, including creating an inclusive culture, they told us there are areas for improvement (see page 13).

Throughout the remainder of 2022 and into 2023, we initiated programs to address areas for improvement, including development opportunities. While we rolled out refreshed OneCooper competencies and leadership development programs globally, managers are tasked to create action plans to address development within their teams. This work is supported by the ~\$2 million that we committed in 2021 to digital learning solutions for employees over three years.



I feel like my opinion matters and it is easy for me to make a suggestion if I think something could be done differently.”



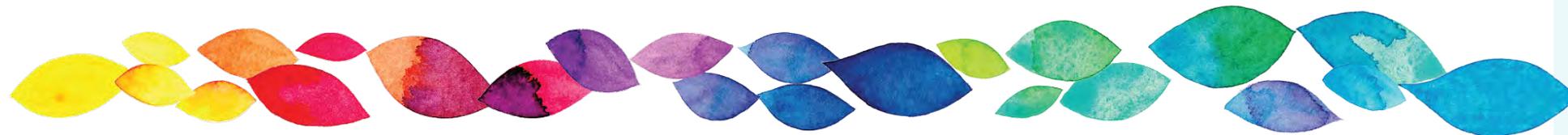
Erica Pai
Senior Genetic Counselor,
CooperSurgical



We all play an important part in maintaining and improving our culture. By listening, committing to action, we are all helping to make Cooper the best it can be.”

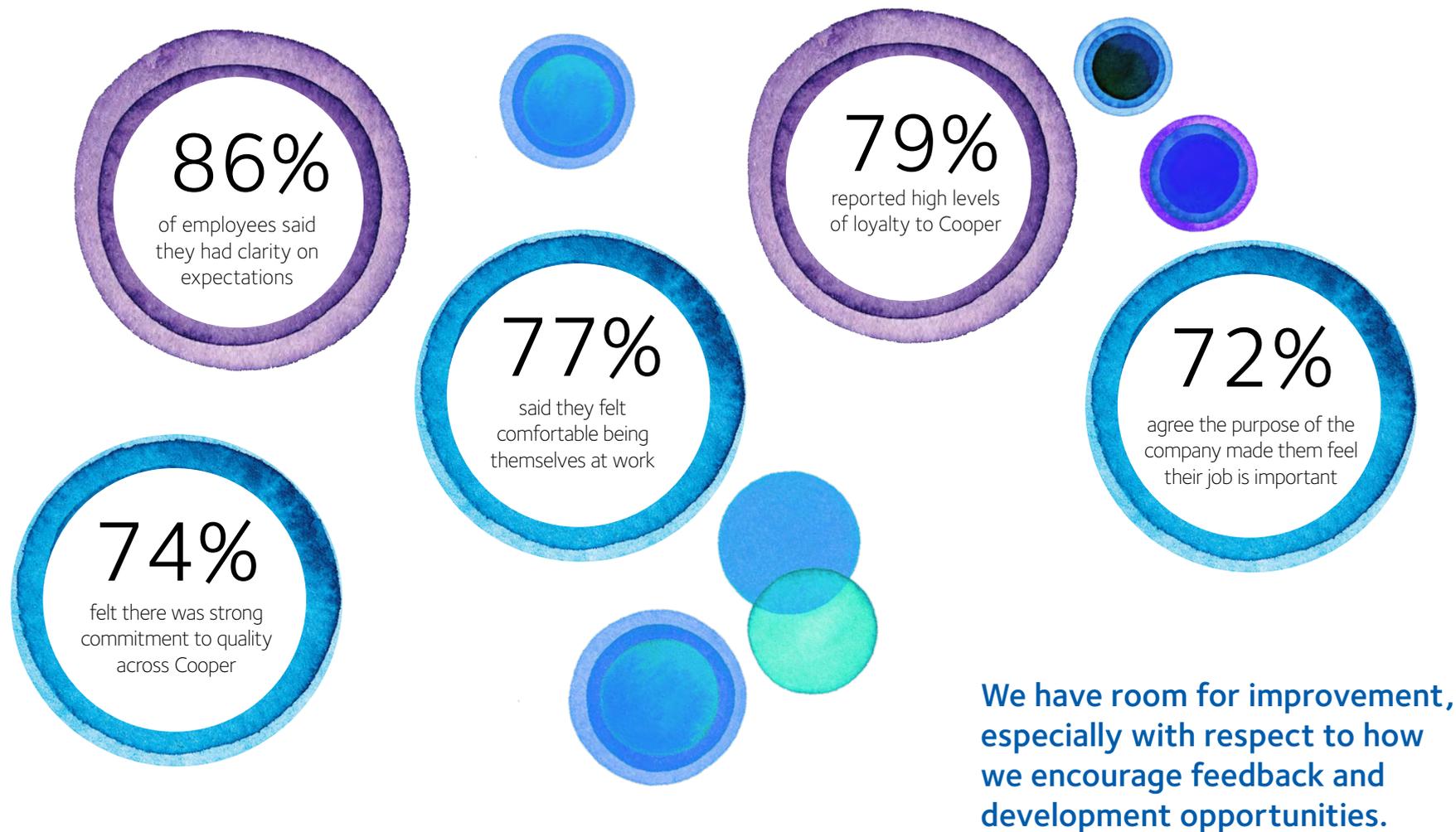


Al White
President and
Chief Executive Officer,
CooperCompanies



2022 Employee Survey Results²¹

Results showed we are a highly focused, purpose-driven, inclusive, and quality-oriented organization.



²¹ We used Gallup survey methodology at Cooper locations.

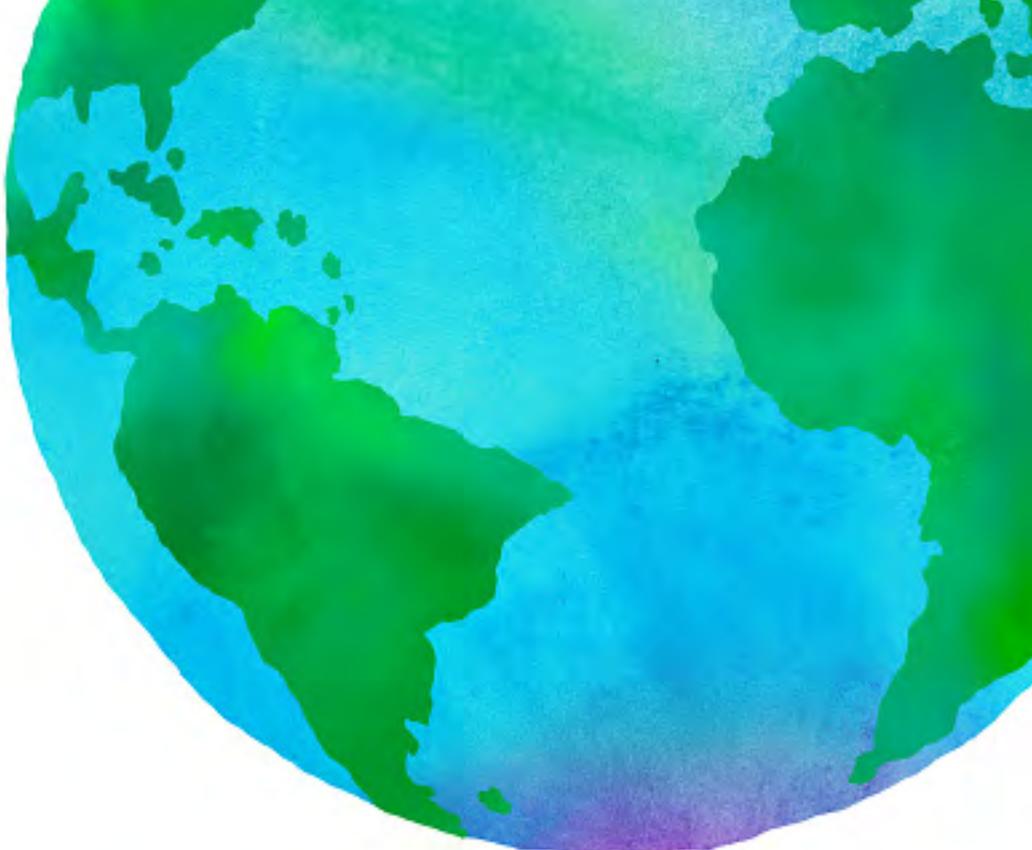
Workplace Safety Innovations

Keeping our workforce safe is a top priority at CooperCompanies. In addition to complying with applicable health and safety laws and regulations, providing education and training, and following our risk management practices, we push ourselves to find new ways to keep safety top of mind.

In our Costa Rica manufacturing site, for example, we introduced an environmental, health, and safety (EHS) mascot named Bob (shown at right). As he moves around the site, Bob reminds everyone about workplace safety. “Everyone loves Bob,” says Damaris Santiago Lebron, Director of EHS at CVI.

This mobile mascot is just one of the innovative activities that helped CooperCompanies lower our total recordable incident rate and loss time case rate in 2022.





Our Planet

The planet is facing numerous environmental challenges, and we are not waiting to act. We are pushing boundaries, working with partners who share our impatience for positive impact, and doing what we can today to create a better tomorrow.

For more information on how environmental sustainability is governed and managed, and additional details on our approach to energy, waste, and water conservation, read pages 34–38 of our [2020 ESG Report](#).

Partnering to Tackle Plastic Waste

In one sense, plastic has helped transform the world. Within our own business, plastic has enabled us to produce high-quality, durable contact lenses to help people see better every day. But plastic also contributes to increased greenhouse gas (GHG) emissions, and discarded plastic at the end of a product’s life is filling our landfills and oceans.

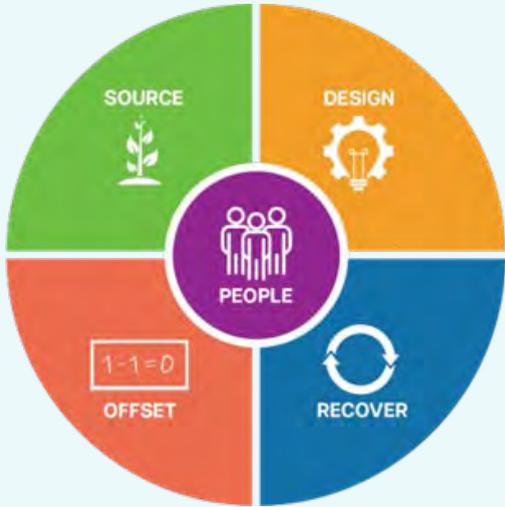
At Cooper, when we see an opportunity to do something better and have a positive impact, we reach for it. To help tackle plastic waste and support the industry’s shift to circularity, we are reexamining how we design, source, recover, and offset plastics in four areas:

Design: Leveraging “Recyclability by Design” to increase product circularity

Source: Shifting to renewable inputs where possible

Recover: Reclaiming and recycling our products at end-of-life

Offset: Reversing negative impacts of ocean-bound plastic and beyond



CLIMATE CHANGE IS REAL, and we all need to take part in addressing it. At CooperCompanies, we are doing so much innovative work to help protect the planet—from Puerto Rico to Australia, from the UK to Japan. It’s amazing to see the real impact we are making. I am so proud to share our great efforts in this space with our customers and consumers.”



Kathy Park
President, Asia Pacific, CVI

In 2022, we continued to harness our entrepreneurial spirit to test, learn, and deploy various circularity concepts across different products to investigate where opportunities—even small ones—exist today, without waiting for future breakthroughs. The following stories highlight how we leverage our own expertise and partner with others to close the loop on plastic.

Giving Plastic a Second Life

In the UK, we partner with [Greentech Plastics Ltd](#) to recycle the plastic molds used to make CooperVision contact lenses. Greentech takes the plastic from our site and turns it into high-grade refined plastic for reuse in products, such as buckets. As a result of the partnership, we recycle 97% of our plastic waste in the UK. In 2022, this amounted to more than 5.1 million pounds (2.3 million kg) of plastic being diverted from landfill.

Several elements make this partnership unique:

1. We installed Greentech's equipment at some of our sites, which allows us to grind used plastic right at the source. This saves us both transportation costs and the associated energy and GHG emissions.
2. Greentech has purchased property near our sites to reduce travel distance, which helps cut GHG emissions.
3. Greentech provides full transparency and traceability on how our materials are reused.

Looking ahead, we continue to examine ways to bring this recycled plastic waste back into our own operations to make the process circular. Additionally, we will assess new technologies that could allow us to recycle our own plastic waste directly onsite.



Addressing plastic waste is a global imperative and CooperCompanies has done a fantastic job looking at this issue in a progressive way.”



Ian Barry
Greentech Plastics Founder

In Puerto Rico and Costa Rica, our recycled plastic is transformed into garden chairs and other consumer goods sold in a local ReCreo Eco Outlet store. Through this effort, both sites recycle 100% of their plastic waste, diverting more than 14 million pounds (6 million kg) of plastic from landfills in 2022 alone. The store also sells its goods at our sites, helping to raise awareness among employees about the importance of recycling.



After more than two years of research and development, in 2022, we reached a significant milestone when we were awarded a U.S. patent encompassing light-weight contact lens blister packs that use less plastic compared to current blisters. We are excited to continue our journey to reduce our plastic footprint as we work to integrate blisters with about 30% less plastic into our operations.

Encouraging Consumers to Recycle

In Japan, an estimated 50% of plastic contact lens blister packs are incinerated rather than recycled.²² To help improve this, in 2022, we launched the Mirai project (*mirai* means "future"), which encourages people to return plastic blister packaging to collection boxes at local ophthalmology clinics or retailers for recycling. More than 250 clinics have signed up to participate.

We also teamed up with graduate and post-graduate students at the Tokyo Institute of Technology to explore the use and disposal of contact lens packaging, including consumer recycling behavior and the impact on the environment. In March 2023, the project culminated in a student art/design work exhibit to inspire people to rethink how they can create a more sustainable world.



Seeing the students' art exhibit connects people to society and brings knowledge, awareness, and inspiration. When something entails a burden on the environment, then looking at it head-on, thinking creatively about what can be done, and talking about it, I believe, can lead to meaningful change."



Kayoko Nohara

Professor, Tokyo Institute of Technology.

Rethinking an Industry Practice

Have you heard of contact lens fitting sets? Although you may not know what they are called, it's possible you've seen them at your local optical retailer. Available in different sizes, fitting sets are small plastic tabletop cabinets that contain hundreds of contact lens samples. Common in Europe, eyecare professionals order these sets from multiple contact lens manufacturers and often discard them when samples run out.



"We realized there was an opportunity to rethink this process," said **Zoe Bull**, Category Director at CooperVision, EMEA. "Not only does it result in significant waste going to landfill, but we heard from office staff that the individual sets take up a significant amount of precious office space."

In 2022, CooperVision UK teamed up with a local design firm to develop a prototype fitting set with modular units. This will allow eyecare professionals to keep the unit and simply re-stock it like a vending machine. In 2023, we plan to pilot this new model in the UK before scaling it throughout EMEA and, ultimately, beyond. Our ultimate vision is to move from single-use disposal to permanent fitting sets made from reclaimed ocean and other non-virgin plastic that can house samples from multiple manufacturers.

"Our customers are key partners in this project, giving us important insights into their needs and how we can create an end-design that is sustainable and works for them," said Bull. "Together, we hope to make a real difference. This project is a great example of challenging the old way of doing things and embracing the new."



²² Project Vision 2022 survey.

Creating Plastic-Neutral Products

An estimated 12.7 million tons of plastic enter the oceans every year.²³ Through our collaboration with Plastic Bank, CooperVision helps create ethical recycling ecosystems in coastal communities and enables our customers to reduce their environmental footprint.

The mechanics of the partnership are simple: CooperVision purchases credits from Plastic Bank equal to the weight of the plastic used in certain contact lens brands, the blister packs, and outer packaging. Local Plastic Bank collectors then gather the equivalent amount of ocean-bound plastic and bring it to recyclers.

In 2022, the partnership reached a milestone, preventing the equivalent of more than 100 million plastic bottles from polluting the ocean.²⁴

The benefit to consumers is a net plastic-neutral contact lens.²⁵ We purchase credits from Plastic Bank to collect the equivalent amount of plastic from the environment for every box of lenses distributed by participating CooperVision brands²⁶ in the Americas, Europe, Africa, and Asia —in total offering net plastic-neutral contact lenses in 27 countries.

We launched an [Impact Dashboard](#) in 2022 to provide updates on how much plastic waste has been collected in collaboration with Plastic Bank. Beyond the positive impact on the environment, CooperVision's plastic neutrality initiative enables Plastic Bank collectors in 345 vulnerable communities²⁷ around the world to clean up their towns and villages while earning credits for necessities such as groceries, cooking fuel, school tuition, and health insurance. The dashboard also includes an interactive map of the communities impacted to date.

²³ Haward M. "Plastic pollution of the world's seas and oceans as a contemporary challenge in ocean governance." *Nature Communications*. 2018; 9: 667.

²⁴ For calculation purposes, Plastic Bank uses the measurement of 50 bottles equating to 1 kg (2.2 pounds) of plastic.

²⁵ Net plastic neutrality is established by purchasing credits from Plastic Bank. A credit represents the collection and conversion of one kilogram of plastic that may reach or be destined for waterway. CooperVision purchases credits equal to the weight of plastic in participating brand orders in a specified time period. Plastic in participating brand plastic is determined by the weight of plastic in the blister, the lens, and the secondary package, including laminates, adhesives, and auxiliary inputs (e.g., ink).

²⁶ For a list of participating brands, visit our [website](#).

²⁷ As of January 20, 2023.



As a sector leader, we understand the decisions we make today will impact generations for years to come. That's why we take a long-term outlook and put sustainability at the core of our business. Our work with Plastic Bank is a perfect example. We stepped up, did the right thing, and are having a tremendously positive impact. It has really been a gamechanger that we hope others will follow."



Alex Wilkes

President, Americas, CVI

Beyond Plastic

CooperCompanies assesses ways to reduce total waste to landfill across our global footprint. In 2022, we worked with [Foresight Management](#) to establish a baseline of our waste streams across our 18 largest sites and began development of plans to achieve zero-waste-to-landfill certification.



CooperCompanies Energy and Emissions Performance Data

	2022	2021	2020	2019
Natural gas usage (primary source of Cooper's Scope 1 emissions) cubic meters	26,118,357	14,644,364	9,929,231	9,995,375
Electricity usage (primary source of Cooper's Scope 2 emissions) kilowatt hours	182,692,991	208,718,573	204,075,804	215,277,925
Scope 1 Greenhouse Gas (GHG) emissions tCO ₂ e ²⁸	52,986	35,363	29,104	29,747
Scope 2 GHGs (location-based) tCO ₂ e	53,706	79,618	95,274	53,721
Scope 2 GHGs (market-based ²⁹) tCO ₂ e	40,233	67,201	78,796	33,442
Scope 1 + 2 GHGs (location-based) tCO ₂ e	106,692	114,982	124,378	83,468
Scope 1 + 2 GHGs (market-based ²⁹) tCO ₂ e	93,207	102,565	107,904	63,189

²⁸ Tons of carbon dioxide equivalent (tCO₂e).

²⁹ Market-based = Scope 2 location-based emissions net of renewable energy indirectly utilized via purchasing Renewable Energy Certificates.

Generating More Efficient Power in Puerto Rico

In 2022, our 23.3 megawatt and 3,000 refrigeration ton combined heat and power (CHP) system and Cooper-controlled microgrid began operations in Puerto Rico. The system, larger than a professional soccer field, has an expected efficiency of 84%, which is significantly more efficient than conventional on-site diesel or propane-powered generators. Using natural gas, a cleaner fuel than traditional oil-based fuels, is expected to reduce our carbon footprint by more than 33% in coming years.



Our Partnerships

Together with our employees, nonprofits, and customers, we help bridge the access divide through partnerships, vision screenings, and advocacy. For more information about our approach, read pages 39–41 of our [2020 ESG Report](#). Read more about our progress in the following stories.

Helping People Build Their Families

We believe that everyone has the right to start a family. To expand and protect access to family building, we work with advocacy groups to support access to fertility treatment, raise awareness of ways to build a family, and help fight for equal family rights for all.



For many years, CooperSurgical has financially supported [RESOLVE: The National Infertility Association](#) in its mission to support all people challenged in their family-building journey.

Our financial assistance has helped RESOLVE provide more people with access to health insurance that covers infertility treatment and strengthen community resources for those in need. In fact, as of October 2022, one million employees have better family-building benefits through their employers due to RESOLVE's Coverage at Work Program.³⁰ We also partner with RESOLVE to help all family-building options remain available and legal and participate in its National Infertility Awareness Week campaign.

³⁰ <https://resolve.org/resolve-the-national-infertility-association-celebrates-one-million-covered-lives-through-coverage-at-work-program/>
³¹ <https://resolve.org/>

In 2022, we were proud to join its corporate council of partners to offer expertise and advice on addressing family-building challenges.

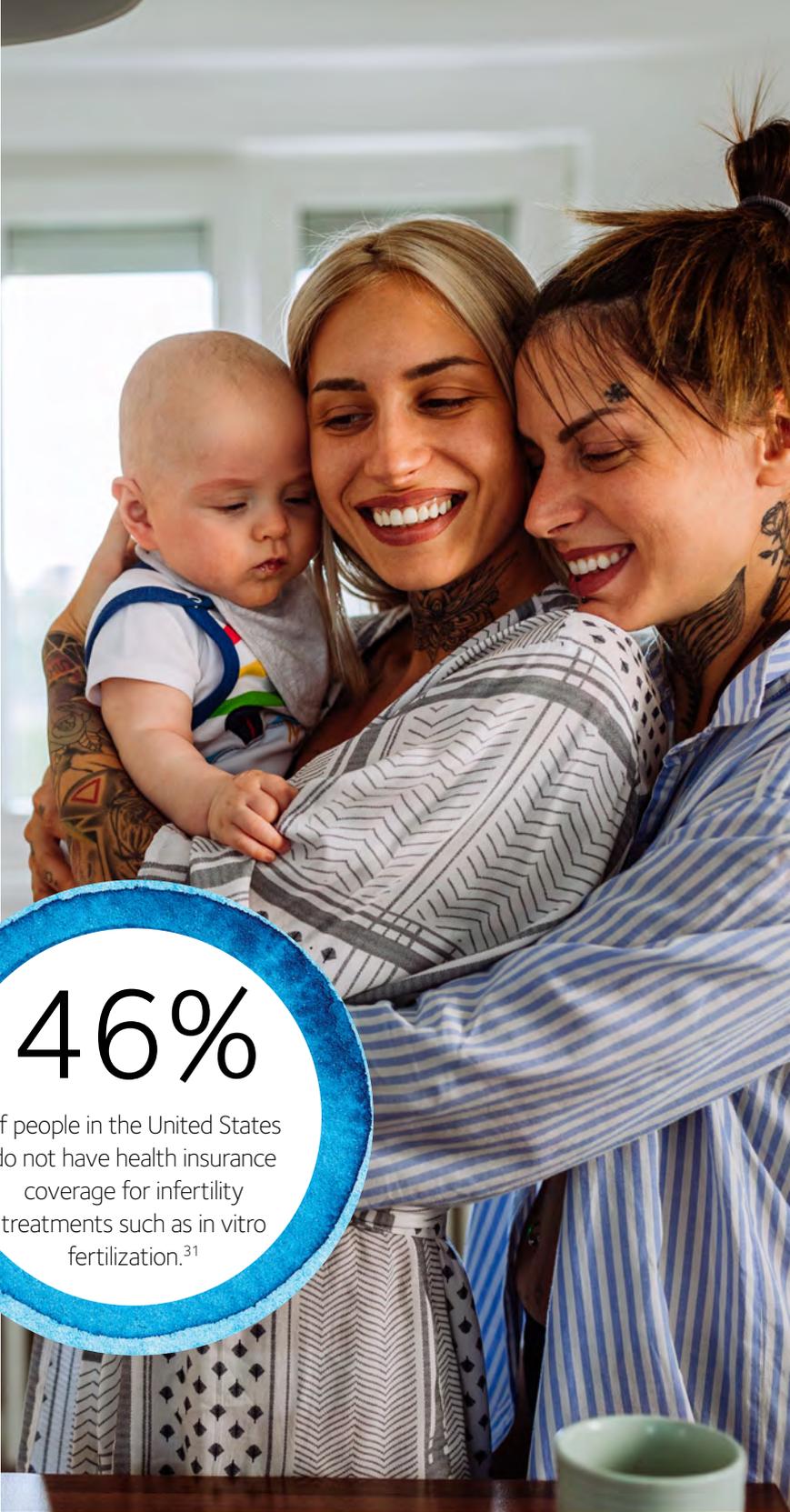
Celebrating Milestones

In 2022, we were proud to support the efforts of both RESOLVE and [Family Equality](#), whose advocacy helped lead to the introduction of the [Equal Access to Reproductive Care Act bill](#). This historic legislation, if passed, would support the equal treatment of LGBTQ+ individuals seeking to start a family.



“A bill like the Equal Access to Reproductive Care Act helps mitigate a potential financial barrier to assisted reproduction and allows more LGBTQ+ people to find, form, and sustain their families,” said **Emily McGranachan**, Director of Corporate and

Foundation Relations at Family Equality. “Support from partners like CooperSurgical emphasizes that we are all working toward a common goal—a world where everyone can experience the love, safety, and belonging of family.”



Creating Life-Changing Possibilities

Stem cells found in the umbilical cords of newborn babies can transform the lives of people living with a range of serious conditions. Through stem cell transplants in matching recipients, these cord blood cells can help rebuild healthy blood and immune systems—but only if they are collected at birth and preserved safely for future use.



Cord Blood Registry® (CBR®) brand, part of CooperSurgical, is the largest newborn stem cell preservation company in the world. CBR helps parents store newborn stem cells from cord blood and cord tissue for their children who may benefit from them. To help more families gain access to stem cell preservation, CBR created its Newborn Possibilities Program®. The program offers free cord blood and tissue processing and five years of storage for families with a qualifying medical need.

There are two ways to qualify for the Newborn Possibilities Program. First, a family can have a newborn with a full sibling or biological parent who has been diagnosed with a disease or disorder that is currently treatable with stem cells. Second, families can qualify if their baby is identified during pregnancy or at birth as having a health condition that may benefit from experimental stem cell use. Eligible families complete an application, which is then signed by their healthcare provider. In 2022, 1,500 U.S. healthcare providers facilitated more than 1,000 newborn stem cell collections at over 500 hospitals under this program.

³² As of January 5, 2023.



Just ask **Carol Mulumba**. She was diagnosed with sickle cell anemia after she was born. When her mother got pregnant again, she preserved her new baby's cord blood through CBR's Newborn Possibilities Program. With the help of a stem cell treatment from her brother's preserved cord, Carol's immune system was rebuilt. And today, she's free of sickle cells. "I was reborn again," Carol says. Carol is now an author and microbiology major at UCLA.



"Stem cells are found naturally in cord blood and cord tissue. These cells possess a unique quality in that they can help repair and regenerate damaged cells," said **Vrunda B. Desai, M.D.**, FACOG, Vice President, Medical Affairs, CooperSurgical. "Eighty-five percent of the cord blood released by CBR was intended for use in the emerging field of regenerative medicine. Access to stem cells allows families the potential to access current and future treatments."

CBR also sponsors the Family Health Registry™ community, which provides families with important clinical trial information that could potentially help their loved ones.

> 11,000
families have enrolled in the
Newborn Possibilities Program.³²

To learn more about CBR and the Newborn Possibilities Program, visit www.cordblood.com.

Providing Access to Eyecare at the Special Olympics

Together with Optometry Giving Sight and other partners, CooperVision helped provide nearly 2,000 free vision screenings for Special Olympics athletes at the 2022 Special Olympics USA Games as part of our ongoing support of Special Olympics Lions Clubs International Foundation Opening Eyes. In addition, all eyecare professionals and optometry students who screened athletes at the games received clinical training supported by CooperVision to better understand how to meet the unique needs of people with intellectual disabilities—not only at the USA Games, but back home at their optometry practices.



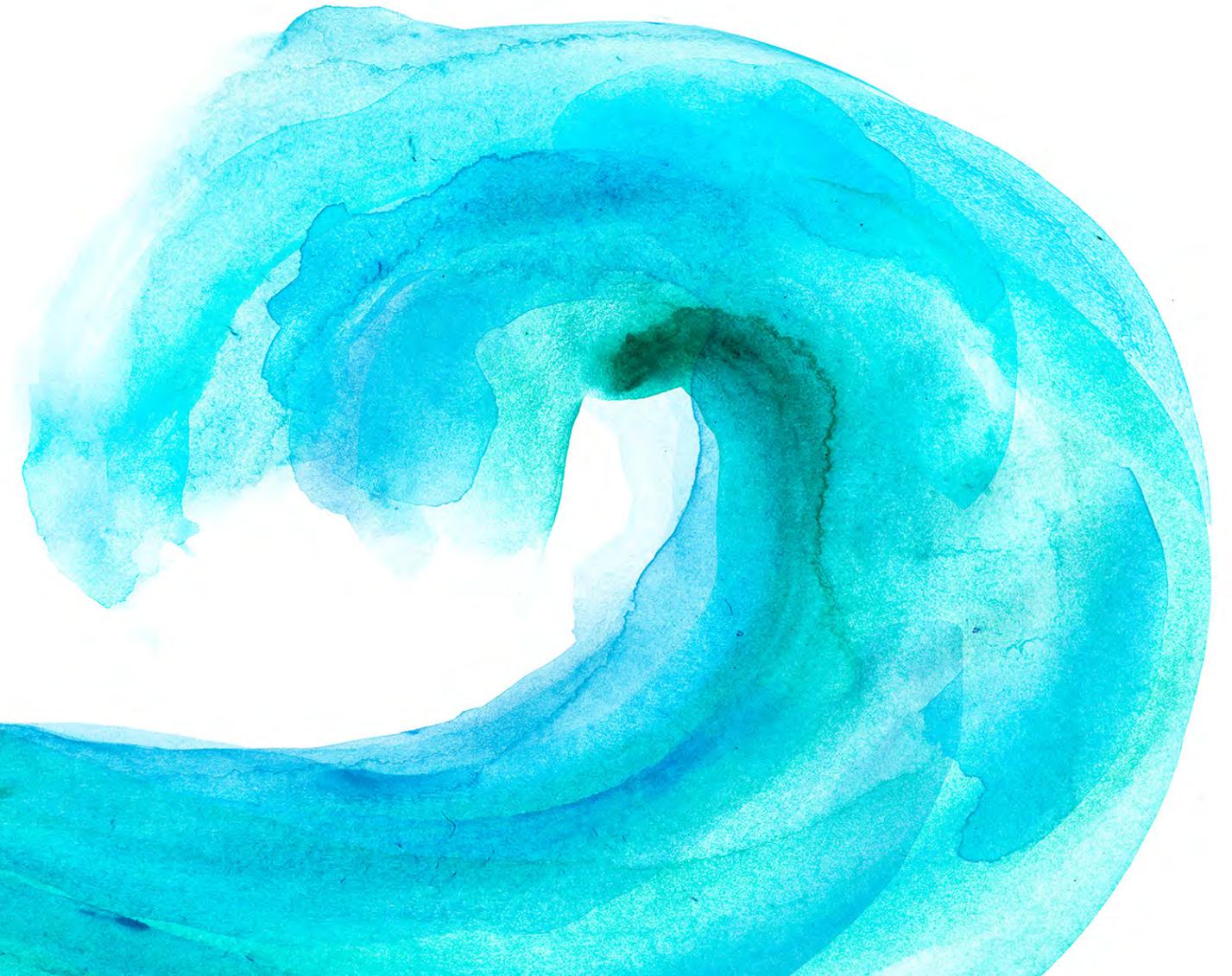
About This Report

This ESG Report covers the calendar year ending December 31, 2022. The data and information in this report, unless otherwise indicated, covers our global business. Financial figures are in U.S. dollars, unless otherwise stated.

Report content is based on the critical ESG priorities, opportunities, and risks identified through our 2021 comprehensive materiality assessment. For more information on our materiality assessment, read pages 9–10 of our [2020 ESG 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, 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 [2022 Form 10-K](#).

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



Data and Performance

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

The SASB Standards guide the disclosure of sustainability information by companies to their investors. The following Index maps our disclosures to certain SASB indicators. Data and information in this report pertain to efforts in 2019, 2020, 2021, 2022, and 2023, and we specify if metrics are provided for fiscal or calendar year.

Topic	Accounting Metric(s)	2022 Data/Response	2021 Data/ Response	2020 Data/ Response	SASB Code
Affordability & Pricing	Description of how price information for each product is disclosed to customers or to their agents	CooperVision (CVI) sells spherical, toric, multifocal, and toric multifocal lens products in most modalities to key accounts, which include optical chains, global retailers, certain buying groups, and mass merchandisers. CVI operates in a highly competitive market and pricing, along with product quality, technological benefit, service, and reliability are the primary criteria for differentiation for CVI products. CooperSurgical (CSI) offers a broad array of products and services focused on advancing the health of women, babies, and families through a diversified portfolio of products and services including medical devices, fertility, genomics, diagnostics, and contraception. Sales of CSI products are primarily to hospitals and surgical centers, OB/GYN medical offices, and fertility clinics. Payment depends on the availability of payor coverage and the adequacy of reimbursement, for the procedures using our products, by government insurance programs and other third-party payors. Read more on pages 23–24, 32–33, and 40–42 of our 2022 10-K .	See page 25 of our 2021 ESG Report	See page 42 of our 2020 ESG Report	HC-MS-240a.2
Product Safety	Number of Recalls issued; total units recalled				HC-MS-250a.1
	Total Recalls ³³	12	12	10	
	Class 1	2	0	0	
	Class 2	6	10	9	
	Class 3	4	2	1	
	Total Units	66,209	6,213	9,839	

³³ Recall data is based on U.S. Food and Drug Administration (FDA) classification date and is publicly available. Recalls generally involved incorrect labeling, faulty sealing of product pouches, or minor performance issues.

Topic	Accounting Metric(s)	2022 Data/Response	2021 Data/ Response	2020 Data/ Response	SASB Code
Product Safety	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	0	0	0	HC-MS-250a.2
Product Safety	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	0	0	0	HC-MS-250a.3
Product Safety	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (GMP), by type	0	0	0	HC-MS-250a.4
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	\$0.00 in monetary losses as a result of legal proceedings	\$0.00 in monetary losses as a result of legal proceedings	\$0.00 in monetary losses as a result of legal proceedings	HC-MS-270a.1
Ethical Marketing	Description of code of ethics governing promotion of off-label use of products	Code of Conduct page 14	Code of Conduct page 14	Code of Conduct page 14	HC-MS-270a.2
Product Design & Lifecycle Management	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	<p>Most of our products are medical devices subject to extensive regulation by the 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.</p> <p>The company continues to monitor and comply with environmental health and safety regulations in countries in which it operates throughout the world, in particular, 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.</p>	See page 26 of our 2021 ESG Report	See page 43 of our 2020 ESG Report	HC-MS-410a.1
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	<p>(1) 100% of certified manufacturing and distribution facilities at CVI and CSI participate in third-party (auditing organization) audits.</p> <p>(2) 94% of CVI's Tier One suppliers participate in third-party audit programs. CSI audits high-risk suppliers every three years onsite and medium-risk suppliers remotely every three years.</p>	See page 27 of our 2021 ESG Report	See page 44 of our 2020 ESG Report	HC-MS-430a.1

Topic	Accounting Metric(s)	2022 Data/Response	2021 Data/ Response	2020 Data/ Response	SASB Code
Supply Chain Management	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.	See page 27 of our 2021 ESG Report	See page 44 of our 2020 ESG Report	HC-MS-430a.2
Supply Chain Management	Description of the management of risks associated with the use of critical materials	For each critical material within 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.	See page 27 of our 2021 ESG Report	See page 44 of our 2020 ESG Report	HC-MS-430a.3
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	\$0.00 in monetary losses as a result of legal proceedings	\$0.00 in monetary losses as a result of legal proceedings	\$0.00 in monetary losses as a result of legal proceedings	HC-MS-510a.1
Business Ethics	Description of code of ethics governing interactions with healthcare professionals	Code of Conduct page 31	Code of Conduct page 31	Code of Conduct page 31	HC-MS-510a.2

Additional Key Performance Indicators

Topic	Metric(s)	2022	2021	2020
Greenhouse Gas Emissions	Scope 1 GHGs tons of carbon dioxide equivalent (tCO ₂ e)	52,986	35,363	29,104
Greenhouse Gas Emissions	Scope 2 GHGs tCO ₂ e (Location-Based)	53,706	79,618	95,274
Greenhouse Gas Emissions	Scope 2 GHGs tCO ₂ e (Market-Based)	40,233	67,201	78,796
Greenhouse Gas Emissions	Scope 1 + 2 GHGs tCO ₂ e (Location-Based)	106,692	114,982	124,378
Greenhouse Gas Emissions	Scope 1 + 2 GHGs tCO ₂ e (Market-Based)	93,207	102,565	107,904
Energy	Natural gas usage (primary source of Scope 1 emissions) cubic meters	26,118,357	14,644,364	9,969,231
Energy	Electricity usage (primary source of Scope 2 emissions) kilowatt hours	182,692,991	208,718,573	204,075,804
Quality	% of CVI and CSI operations, distribution, and R&D sites that are certified to ISO Standards (ISO 13485 or ISO 15189)	100% of CVI's primary R&D, manufacturing, and distribution sites are certified to ISO13485 standards. CSI Medical Device products and sites are accredited to ISO 13485; CSI Laboratory Testing business is accredited to ISO 15189; CSI Cord Blood/Cord Tissue banking businesses are accredited to ISO 9001; CSI Donor Gamete business sites are FDA registered, State Health Department registered in all states that require it, CLIA registered, and Health Canada registered; CSI Paragard business site is registered with the FDA.	Not Reported	Not Reported
Employee Safety	Lost Time Case Rate (Lost time cases x 200,000 / total hours worked) ³⁴	CY 2022 CSI: 2.58 ³⁵ CY 2022 CVI: 0.77	CY 2021 CSI: 2.78 ³⁵ CY 2021 CVI: 1.39	FY 2020 CVI: 0.85
Workforce ³⁶	Global Employees	14,528	12,562	11,727
Workforce Diversity—Global Employees ³⁷	Percent of Women—All Employees	49%	49%	48%
Workforce Diversity—Global Employees ³⁷	Percent of Women—First Line Managers/Supervisors	43%	44%	43%

³⁴ 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.

³⁵ Includes sites in Costa Rica, Trumbull, Connecticut, and Stafford, Texas.

³⁶ Data as of December for indicated year.

³⁷ Data in 2022 column is as of December 2022; data in 2021 column is as of December 2021; data in 2020 column is as of May 2020.

Topic	Metric(s)	2022	2021	2020
Workforce Diversity—Global Employees ³⁸	Percent of Women—Directors/Senior Mangers	40%	36%	35%
Workforce Diversity—Global Employees ³⁸	Percent of Women—VPs and Above	26%	27%	25%
Workforce Diversity—U.S. Employees ³⁹	American Indian or Alaska Native	<1%	<1%	<1%
Workforce Diversity—U.S. Employees ³⁹	Asian	13%	15%	14%
Workforce Diversity—U.S. Employees ³⁹	Black or African American	5%	6%	7%
Workforce Diversity—U.S. Employees ³⁹	Hispanic or Latino	13%	11%	11%
Workforce Diversity—U.S. Employees ³⁹	Native Hawaiian or Pacific Islander	<1%	<1%	<1%
Workforce Diversity—U.S. Employees ³⁹	White	65%	65%	67%
Workforce Diversity—U.S. Employees ³⁹	Two or More Races	1%	1%	1%
Workforce Diversity—U.S. Employees ³⁹	Did not disclose racial ethnicity	2%	Not Reported	Not Reported
Workforce Diversity—Age	Under 30 years old	20%	18%	Not Reported
Workforce Diversity—Age	30–50 years old	56%	58%	Not Reported
Workforce Diversity—Age	Over 50 years old	24%	22%	Not Reported
Workforce Diversity—Age	Undisclosed	0	2%	Not Reported
Employee Turnover	Percent Voluntary Turnover	14%	11%	Not Reported
Ethics Training	Employees who received ethics training or certified compliance with our code of conduct	12,891	Not Reported	Not Reported
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](#)

³⁸ Data in 2022 column is as of December 2022; data in 2021 column is as of December 2021; data in 2020 column is as of May 2020.

³⁹ Data in 2022 column is as of December 2022; data in 2021 column is as of December 2021; data in 2020 column is as of December 2019.

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 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 Russia's invasion of Ukraine and the global response to this invasion on the global economy, European economy, financial markets, energy markets, currency rates, and our ability to supply product to, or through, affected countries; 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; 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, 2022. As such, Risk Factors may be updated in annual and quarterly filings.

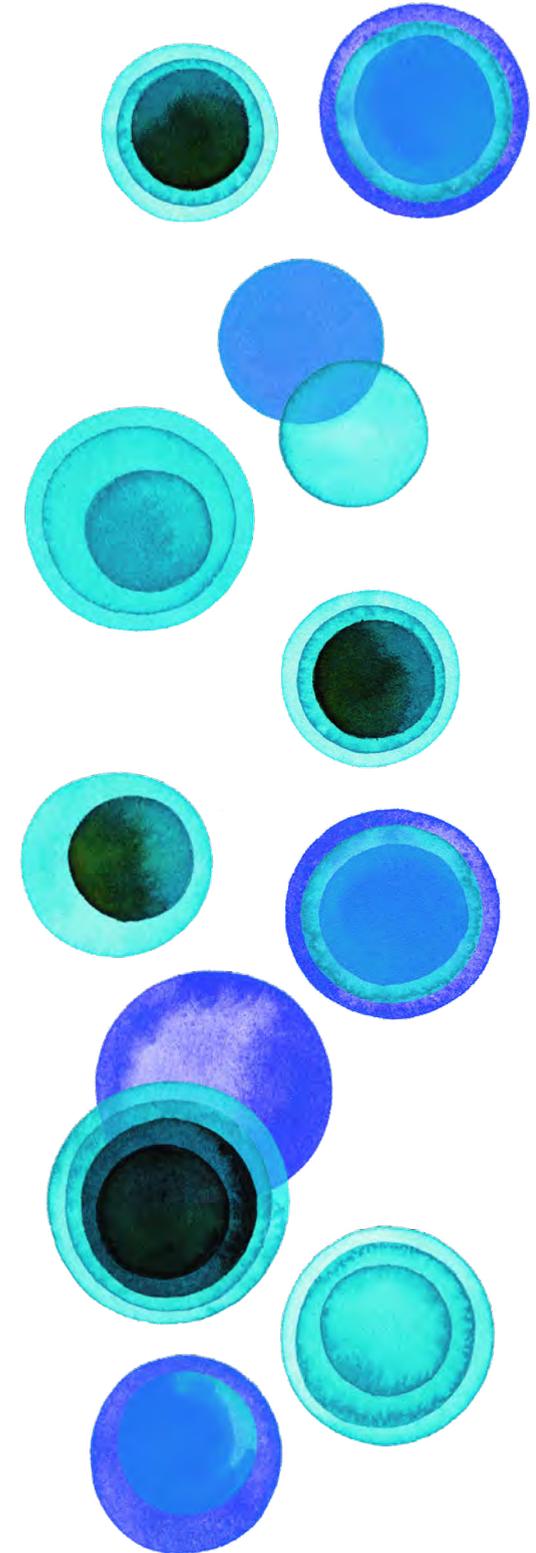
We caution investors that forward-looking statements reflect our analysis only on their stated date. We disclaim any intent to update them except as required by law.

Materiality; Third-Party Data

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

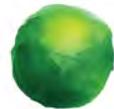
Trademarks

Trademarks appearing in this report are owned by or licensed to CooperCompanies or its subsidiaries. Third party trademarks appearing in this report are owned by their respective owners.





CooperCompanies



CooperVision®



CooperSurgical®

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