

Cook Biotech Incorporated 2023 Corporate social responsibility report



COOK



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About us

Cook Biotech was founded by Bill Cook, who founded the Cook Group of companies. Cook Group's global guiding principle, "We are a family of ethical and entrepreneurial companies that exists to empower people and communities to reach their full potential," links all Cook companies together.



Bill Cook at the 1963 meeting of the Radiological Society of North America.

This principle is reflected in our core values. All Cook Biotech employees are expected to adhere to these values in our daily business activities. These include: act with integrity, demand quality, be transparent, give back, treat everyone with respect, solve problems together, and continually improve.

Our core values

Act with integrity

We use our high ethical standards and our core values to guide our decisions and actions.

Demand quality

We hold ourselves to the highest quality standards because we know that all we do has an impact on someone's life.

Be transparent

We are honest with each other and share information with the people who are impacted.

Give back

We believe in making our communities stronger by sharing our time, skills, and resources.

Treat everyone with respect

We respect each other and our business partners by being open to different ideas and perspectives and appreciative of each person's contributions.

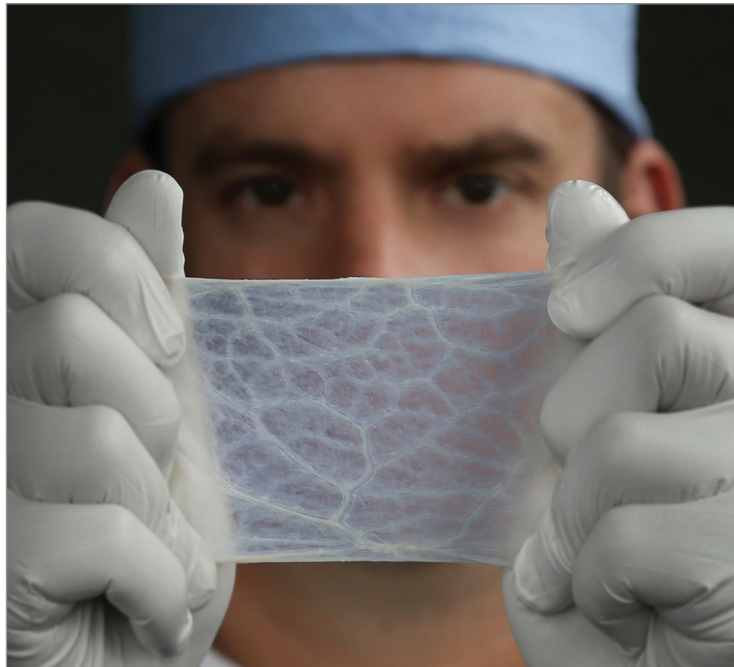
Solve problems together

We approach innovation by first listening to understand and then creating a solution.

Continually improve

We learn from data, experience, feedback, and each other to constantly evolve and improve how we work.

Our guiding principle and core values clearly show our commitment to corporate social responsibility. This commitment is ingrained in our culture and in the products we make every day.



Cook Biotech Incorporated develops and manufactures advanced tissue-repair products derived from naturally occurring extracellular matrices.

Since our founding in 1995, we have focused on serving patients around the world. In fact, our first platform technology has been used for more than 25 different applications. Everything we do supports our mission statement, "We serve patients."

We serve patients.

Our key CSR elements

With this foundation, our Corporate Social Responsibility (CSR) program is guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs). Our CSR program comprises five key elements, listed below.



Drive sustainable economic growth



Improve our environment



Provide quality educational opportunities



Improve the lives of our team



Support our community

Drive sustainable economic growth

Sustainable economic growth forms the cornerstone of our strategic plan, which includes goals for being a self-sustaining and profitable company, expanding our customer base, and commercializing new technology platforms.

Our business is grounded by quality and business systems that meet many industry standards and regulations, including ISO 13485/MDSAP, MDD 93/42/EEC, MDR (EU) 2017/745, and OSHA 29 CFR 1910. We embrace advanced manufacturing concepts such as lean manufacturing and continuous process improvement and actively encourage employees to submit ideas to improve efficiency and eliminate waste. We implement more than 500 of these employee-generated incremental improvement ideas each quarter.



Research and development represent a major force that will sustain us into the future. We strongly encourage invention disclosures and patent filings to support the company's growth, and we actively seek partnerships with established companies, start-up organizations, and research universities.

To support our strategic plan to commercialize new product platforms, in 2022, we acquired a CDMO, Parsorex GMP Center, to support the development of drug delivery technologies. Our first commercialized drug delivery product will be antibiotic discs used in an ECM envelope.

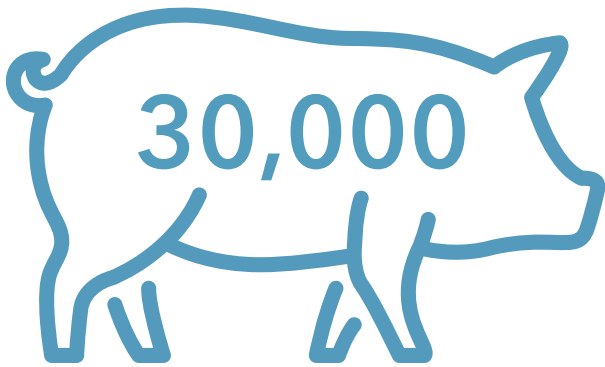
Improve our environment

Our company was founded to commercialize a technology that uses an agricultural waste material from the food industry—pig intestines.

Cook Biotech was founded in 1995 to commercialize a technology that uses an agricultural waste material from the food industry—pig intestines.



We continue to source our material from commercial farms to manufacture most of our products, which are used to repair tissues. Each year, we transform approximately 30,000 pig intestines that would have been wasted into medical devices that improve patients' lives.



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We are committed to maintaining environmental standards (40 CFR 260-270, 279, RCRA). Our water and production waste meet or exceed EPA requirements. We employ lean manufacturing principles to promote optimal inventory while focusing on reducing waste. We assure recertification of returned goods and materials.

We encourage the use of clean energy transportation between our facilities, including walking, cycling, and electric mobility to diminish CO2 emissions. Electronic systems, such as electronic work orders and electronic record filing systems, allow us to reduce the amount of paper we use in our daily business practices. We utilize LED lighting in our facilities, where possible, and continue to improve the energy efficiency of our buildings. We use only environmentally responsible sterilization facilities and processes. Our product packaging uses sustainable, recyclable materials.

We actively recycle personal protective equipment (PPE), lab supplies, and cardboard packaging.

Last year, we recycled:

- 1.8 metric tons of electronics
- 25 kiloliters of isopropyl alcohol waste
- 75 liters of used oil
- 680 kilograms of PPE
- 1900 kilograms of gloves



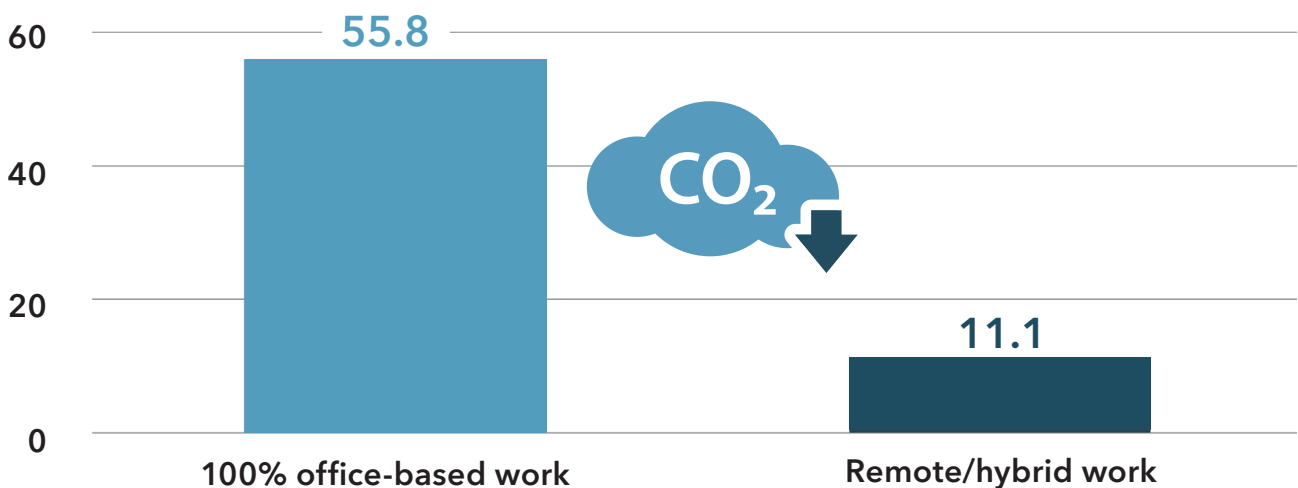
We are always looking for ways to reduce scrap, and we developed many innovative ways to do this in the past year. We also had many smaller initiatives throughout the year that had an impact on the environment.

We implemented hybrid and remote work practices in 2020, which resulted in productivity equal to traditional, 100% office-based work while significantly reducing CO2 emissions. We have now adopted these work practices permanently.

To estimate greenhouse gas emissions generated by our employees' work commutes, we conducted a survey to assess employees' commute distance, average miles per gallon, and average days worked from home per week. We then used the U.S. Environmental Protection Agency's emission estimate of 8,887 grams of CO2 per gallon of gas (2.3 kg of CO2 per liter of gas) for a typical passenger vehicle to estimate our emissions.

Calculations on the survey data estimated an annual reduction of 44.7 metric tons of greenhouse gas emissions per year when comparing 100% office-based work to remote/hybrid work.¹

Estimated metric tons of greenhouse gas emissions per year generated by Cook Biotech employees' work commutes



Provide quality educational opportunities

We encourage and support continuing education for employees at all educational levels. We partner with Ivy Tech-Lafayette, YWCA Greater Lafayette, and Indiana's State Earn and Learn (SEAL) program to support high school equivalency education, industry-recognized certifications, and job opportunities at our company. We provide internship opportunities for university students in various disciplines, from business development to engineering.

The Cook Tuition Assistance program provides tuition assistance per calendar year to employees pursuing college degrees. By taking advantage of state and federal financial aid in combination with Cook Tuition Assistance, Cook Biotech employees can earn their degrees with no out-of-pocket expense. For our US-based team of 236 employees, 30

1. Internal Cook Biotech document: D00502665.

were actively working toward a degree or certification, and nine obtained their degree or certification in 2023.

Additionally, our partnerships with Purdue Global, Indiana Wesleyan University, and Western Governors University provide scholarship opportunities and tuition discounts for Cook Biotech employees seeking college degrees in certain fields.

Improve the lives of our team

Another key element of Cook Biotech's strategic plan focuses on nurturing our culture, which values its employees and empowers them to reach their full potential. We expect our employees to uphold and promote our environment of respect and non-discrimination in all forms. We provide various employee fitness programs and arrange counseling services to support our employees' emotional and psychological needs.

Cook Biotech understands that our greatest assets are our employees, and we comply with all US EEOC principles in our hiring process. We provide a working environment in which employees can thrive, and we encourage and support work/life balance. Employees whose responsibilities allow for hybrid and remote work have provided feedback that these new work models significantly improve their work/life balance and quality of life.

Our positions encompass many different skill levels, and Cook Biotech offers a career grid that guides an individual's growth through skilled positions, professional positions, and managerial positions. Our benefits program is generous, including a quarterly and annual profit-sharing program for all employees, full medical/dental/vision insurance, a 401(k) program for retirement planning, and paid time off.

In 2023, our annualized retention rate remained above 92.6%, well above the industry standard of 82.7%. Our team continued to grow, and 37 employees were promoted to new positions.

Support our community

Cook Biotech's strategic plan includes efforts to constructively partner with our local communities by strategically sharing our talents and resources to improve the lives of the underserved. We also strive to provide medical education for clinicians. We introduced a time off program where each employee receives a day of paid time off to volunteer.

In 2023, Cook Biotech's community engagement activities included:

- Volunteering on a recurring basis with community programs to reduce hunger, such as Food Finders Food Bank and LTHC Homeless Services
- Supporting Science, Technology, Engineering, and Math (STEM) education programs to promote awareness of the educational and professional opportunities within the STEM fields at local schools

- Participating in outreach programs focused on gender equity in STEM, such as the Society of Women Engineers and Girls in STEM clubs
- Volunteering with community programs that address inequities in housing, such as Habitat for Humanity
- Developing internship programs and outsourcing targeted work to employ people with disabilities, including the deaf/hard-of-hearing and neurodiverse communities
- Supporting a local minority-owned business mentorship program.
- Partnering with academic institutions for teaching, research, and employment opportunities
- Engaging in educational activities for clinicians



Summary

We believe that being a good corporate citizen, locally and globally, is paramount to our success. Cook Biotech's CSR program is a living program that is part of our culture. We expect further focus on it in 2024.

