



2024/2025 Sustainability Report

SUSTAINABILITY IN ACTION



CONTENTS

03 EXECUTIVE SUMMARY

05 SUSTAINABILITY AT CORDIS

09 SUSTAINABILITY PROGRAM PILLARS

- 09** Pillar 1: Sustainable Operations
- 19** Pillar 2: Teammate Engagement
- 25** Pillar 3: Packaging, Logistics, & Supply Chain
- 32** Pillar 4: Health Equity & Social Impact

37 APPENDIX

LEADERSHIP LETTER

Sustainability at Cordis is a reflection of who we are – innovators with a mission to transform cardiovascular care and protect the world we share. We are committed to Go Beyond with Sustainability by embedding environmental stewardship, social responsibility, and strong governance into every decision we make.

In 2024, we launched a multi-year strategy to strengthen responsible practices across our global operations and guide measurable, lasting change. The strategy is built on four pillars: Sustainable Operations, Teammate Engagement, Packaging, Logistics, & Supply Chain, and Health Equity & Social Impact.

We have already made strong progress by reducing greenhouse gas emissions,

advancing water stewardship, empowering our teams, and improving supply chain resiliency. As we move forward, we will remain focused on creating lasting impact through innovation, collaboration, and accountability.

Thank you to our teammates and partners for their dedication in helping us turn ambition into action. Together, we are building a healthier, more sustainable future that supports patients, providers, and communities around the world.



Scott Drake

Chief Executive Officer, Cordis



**SUSTAINABILITY
AT CORDIS IS A
REFLECTION OF WHO
WE ARE – INNOVATORS
WITH A MISSION
TO TRANSFORM
CARDIOVASCULAR
CARE AND PROTECT
THE WORLD WE SHARE.**



ANNUAL SUSTAINABILITY HIGHLIGHTS

OUR SUSTAINABILITY PROGRAM PILLARS

SUSTAINABLE OPERATIONS

TEAMMATE ENGAGEMENT

PACKAGING, LOGISTICS, & SUPPLY CHAIN

HEALTH EQUITY & SOCIAL IMPACT

KEY ACHIEVEMENTS

Reduced greenhouse gas and emissions intensity by 11% over the past two years

Voice of Teammate 2025 survey, with a 97% participation rate, achieved an 88% Willingness-to-Recommend score, an increase of 18% in two years.

Avoided over 2,000 tCO₂e through packaging redesign, weight reduction, and logistics optimization initiatives

Supported a record number of 20.8M patients globally and a clinical portfolio that will study more than 17,000+ patients

SUSTAINABILITY AT CORDIS

**INTRODUCTION TO
SUSTAINABILITY AT CORDIS**

MATERIALITY ASSESSMENT

**SUSTAINABILITY STRATEGY
DEVELOPMENT**

SUSTAINABILITY GOVERNANCE



INTRODUCTION TO SUSTAINABILITY AT CORDIS

MULTI-YEAR SUSTAINABILITY STRATEGY LAUNCHED IN 2024

Our goal: Embed environmental and social responsibility into how Cordis designs, produces, and delivers cardiovascular care.



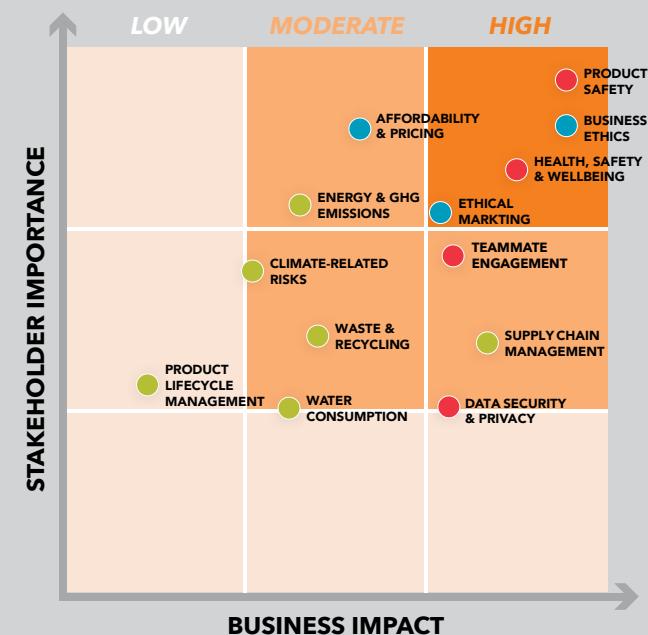
MATERIALITY ASSESSMENT

Cordis conducted a materiality assessment to identify the Environmental, Social, and Governance (ESG) topics most critical to its business and stakeholders. This process ensured that resources would be directed toward areas with the greatest impact and that sustainability priorities aligned with long-term business goals.

From the assessment, we identified our four sustainability pillars (Sustainable Operations; Teammate Engagement; Packaging, Logistics,

& Supply Chain; and Health Equity & Social Impact). In this work, we considered input from a broad group of stakeholders, including investors, physicians, patients, teammates, and others. For each pillar, we determined achievable actions and improvements using a combined lens of stakeholder importance and sustainability impact, ensuring that our priorities address both external expectations and meaningful opportunities for progress.

(ENVIRONMENTAL, SOCIAL, GOVERNANCE)



SUSTAINABILITY STRATEGY DEVELOPMENT

PROGRAM OVERVIEW

Operational sustainability is a business imperative at Cordis. Improving the environmental performance of our production sites reduces risk, lowers operating costs, and supports the delivery of safe, reliable care to patients worldwide.

Beginning in 2024, we launched a comprehensive environmental performance program focused on energy, carbon emissions, water stewardship, and waste

management. The program focuses on our four principal manufacturing and production sites in the U.S. and Mexico, with Miami Lakes and Juarez identified as high-priority facilities, due to their outsized impacts.

To identify opportunities to implement leading initiatives, Cordis retained an independent consultant and auditor to work directly with our Environment, Health, and Safety (EHS) team and facility managers in FY2025. This

advisory partnership combined external benchmarking, customer input, peer best practice analysis, and review of operational priorities to inform target setting and project selection. That collaborative approach allowed us to evaluate opportunities through a dual lens: environmental impact and value creation, so all sustainability investments also strengthened operational performance and financial outcomes.



"A true sustainability strategy aligns environmental responsibility with business growth, turning today's challenges into tomorrow's competitive advantage."



— Derek Craig
Vice President,
Operations

SUSTAINABILITY GOVERNANCE

Cordis has established a governance framework that integrates sustainability into core business operations and decision-making. Oversight begins at the board level, supported by a dedicated committee that provides strategic direction and ensures alignment with industry best practices.

A cross-functional core team coordinates implementation across the organization, while specialized working groups advance environmental, social, and governance priorities through focused initiatives and collaboration. Site-specific programs are managed locally by EHS managers at each

facility, ensuring that global objectives are adapted to operational realities and embedded into daily practices.

In 2025, Cordis strengthened this framework by formalizing governance processes and introducing a baseline set of sustainability Key Performance Indicators (KPIs) to create a data-driven foundation for long-term performance tracking. This approach ensures accountability, fosters engagement across all levels of the company, and positions Cordis to advance its sustainability objectives through continuous improvement and transparent reporting.



AUDIT & RISK COMMITTEE (ANNUAL REVIEW)

SUSTAINABILITY COMMITTEE (QUARTERLY)

SUSTAINABILITY STRATEGY DEVELOPMENT: CORE TEAM

PRIORITY AREA WORKING GROUPS

SUSTAINABLE OPERATIONS

TEAMMATE ENGAGEMENT

PACKAGING, LOGISTICS, & SUPPLY CHAIN

HEALTH EQUITY & SOCIAL IMPACT



PILLAR ONE: SUSTAINABLE OPERATIONS

**SUSTAINABLE OPERATIONS
STRATEGY DEVELOPMENT**

**CLIMATE & ENERGY
MANAGEMENT**

**WASTE & WATER
MANAGEMENT**

**TEAMMATE HEALTH
& SAFETY**

**BUSINESS ETHICS
& HUMAN RIGHTS**

SUSTAINABLE OPERATIONS STRATEGY DEVELOPMENT

Cordis developed its sustainable operations strategy through a data-driven process that turned analysis into clear goals and actionable initiatives. The team began by establishing a baseline of environmental performance, reviewing energy, water, waste, and greenhouse gas impacts across operations. This assessment was followed by on-site audits and structured workshops at four priority facilities, translating high-level findings into practical opportunities for improvement.

Each site's workshops produced a prioritized list of initiatives for each site, categorized by cost, impact, and feasibility. Cordis's sustainability advisors then modeled these initiatives to evaluate potential environmental and financial benefits along with resource requirements.

The results guided the environmental goals and targets now in place and were consolidated into a sustainability management roadmap for implementation.

ENVIRONMENTAL PERFORMANCE MANAGEMENT PLAYBOOK

To ensure consistent sustainability practices across all sites, Cordis developed an Environmental Performance Management Playbook. The playbook provides clear guidance and tools to advance five key Environmental Focus Areas:

1. Greenhouse gas emissions analysis, target setting, and decarbonization
2. Energy efficiency and cost reduction
3. Waste minimization and diversion, including recycling and scrap reuse
4. Water resource efficiency and wastewater reduction
5. Sustainable packaging

Cordis has already begun putting the playbook into action. Early efforts include:

- Establishing a central program office with standardized KPIs to benchmark facility performance and playbook owners at each site
- Strengthening utility management, including high-efficiency equipment upgrades
- Detecting and controlling compressed air leaks to improve energy performance
- Centralizing utility billing for accurate tracking of consumption and cost

Progress in these areas will be measured through a management scorecard and incorporated into annual implementation roadmaps.

SPOTLIGHT

SUSTAINABILITY OPERATIONS MANAGEMENT WORKSHOPS

A key milestone in FY2025 was a series of sustainability management workshops led jointly by Cordis and an external sustainability advisor. The workshops were designed to build alignment among stakeholders, test proposed sustainability measures, and develop a practical playbook to guide implementation across operations.

The workshops established a sustainable, repeatable process to review initiatives, set shared goals, assign ownership, and clarify how progress would be tracked over time. This structure strengthened internal accountability and created a consistent approach for translating high-level strategy into site-level action.

The sessions evolved into two major workstreams: one focused on energy and emissions management, including analysis of reduction opportunities and operational efficiencies, and another centered on utility management and performance tracking, emphasizing consistent metrics, benchmarking, and engagement across teams.

These workshops brought together teams from Mexico, Florida, and California, aligning regional perspectives under a unified sustainability framework and laying the foundation for coordinated, long-term action across all Cordis sites.

CLIMATE & ENERGY MANAGEMENT



CORDIS'S COMMITMENT TO CLIMATE & ENERGY MANAGEMENT

Climate and energy management is a core element of Cordis's sustainability strategy. Building on a multi-year effort to establish a robust greenhouse gas baseline during the 2024 strategy development process, we have adopted a data-driven approach to quantify our footprint, identify high-impact decarbonization opportunities, and plan investments that

reduce emissions while strengthening operational performance and resilience.

This baseline will be updated regularly to guide decision-making and ensure progress remains aligned with business priorities and stakeholder expectations.

Managing energy and emissions intensity is essential to Cordis's competitiveness in a rapidly evolving healthcare landscape. Rising energy costs, stricter regulations, and growing demand for sustainable medical devices make decarbonization a business imperative.

Through efficiency upgrades, advanced monitoring systems, and site decarbonization playbooks, Cordis is reducing its environmental footprint while lowering costs, extending asset lifecycles, and minimizing production disruptions. This dual focus on advancing sustainability and strengthening operations positions Cordis to meet long-term patient and provider needs while contributing to global climate goals.

GHG EMISSIONS INVENTORY

Cordis has tracked greenhouse gas (GHG) emissions since 2022 to monitor the climate impact of our operations and guide our decarbonization pathway. Our inventory combines site-level data with market-based electricity accounting and an initial Scope 3 assessment to provide a comprehensive view of emissions sources and intensity.

Emissions vary by site based on production scale, energy needs, and local grid carbon intensity, with Miami Lakes and Juarez identified as priorities due to their production footprint and improvement opportunities highlighted in audits in 2024.

Following the 2024 GHG inventory analysis and decarbonization assessment, Cordis has set a near-term, 2030 intensity target of a 30% reduction in GHG emissions intensity by 2030 under the modeled moderate scenario, which prioritizes high-payback operational efficiency measures. This target corresponds to an annual reduction of roughly 712 tCO₂e.

2030 near-term target:

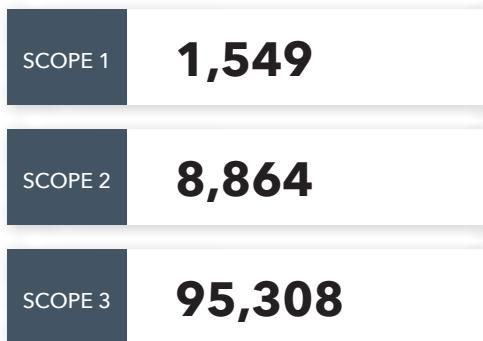
↓ 30% intensity reduction in GHG emissions

~712 tCO₂e

annual savings from decarbonization measures

PILLAR ONE: SUSTAINABLE OPERATIONS

CLIMATE & ENERGY MANAGEMENT

2024 GHG INVENTORY (tCO₂e)

GHG EMISSIONS INTENSITY

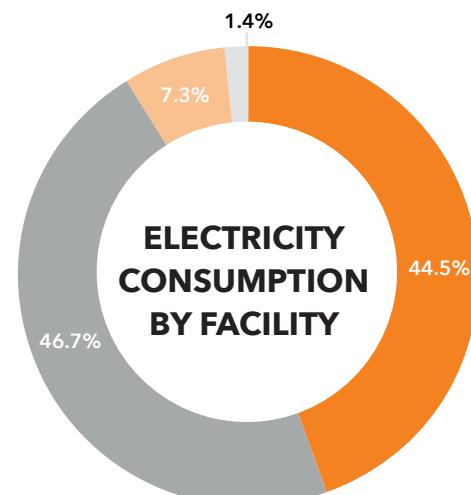
(tCO₂e / \$M REVENUE)

Greenhouse gas (GHG) scopes are categories defined by the Greenhouse Gas Protocol for consistent reporting.

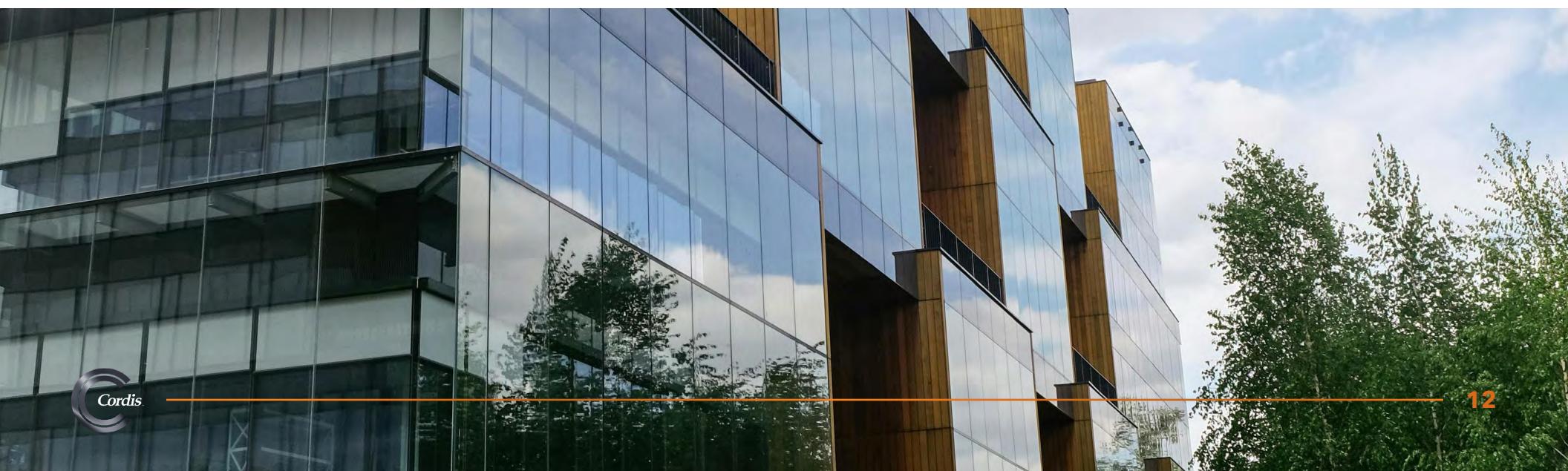
Scope 1 covers direct emissions.

Scope 2 covers emissions from purchased energy.

Scope 3 covers all other value chain emissions.



Miami Lakes	11,059,600 kWh
Juarez	11,603,665 kWh
Santa Clara	1,822,320 kWh
Irvine	352,006 kWh



CLIMATE & ENERGY MANAGEMENT

CLIMATE IMPACT ANALYSIS & DECARBONIZATION PLANNING

Cordis translated its emissions analysis and facility audits into a prioritized set of decarbonization measures captured in site-specific playbooks. These initiatives, selected for their technical feasibility and strong payback potential, are designed to deliver our near-term 2030 intensity target while generating measurable cost savings and operational resilience.

UTILITY AND ENERGY DATA MANAGEMENT

Cordis is centralizing utility bill and interval meter data collection at its Irvine, Santa Clara, Miami Lakes, and Juarez sites. This allows faster anomaly detection, prioritization of high-impact efficiency projects, and accurate savings measurement. The approach improves emissions tracking while reducing energy waste and costs.

LED LIGHTING AND AUTOMATED CONTROLS

At Miami Lakes and Irvine, phased replacement of fluorescent fixtures with LED lighting is underway, supported by automated zone controls. These upgrades reduce electricity demand, improve lighting quality and safety, and deliver immediate Scope 2 emissions reductions with rapid payback through lower utility costs.

BUILDING SYSTEM AND HVAC UPGRADES

Cordis is improving building systems at Miami Lakes, Santa Clara, and Juarez to better coordinate HVAC, refrigeration, and process loads. At Santa Clara, high-efficiency Heating, Ventilation, and Air Conditioning (HVAC) units with demand-control ventilation are replacing aging equipment. These upgrades reduce run times, peak demand, and heating and cooling loads, aligning energy use with actual needs. The result is lower emissions, reduced costs, and improved reliability.

COMPRESSED AIR EFFICIENCY PROGRAM

Santa Clara, Miami Lakes, and Juarez are implementing a compressed air optimization program, including leak detection, pressure adjustments, and controls upgrades. Even modest efficiency gains can yield significant electricity savings, delay capacity expansions, and reduce operating expenses.

SUBMETERING AND POWER QUALITY MODERNIZATION

At Miami Lakes, Cordis is installing submeters and power quality instruments to monitor system-level energy use, including chillers and production lines. This visibility enables precise project verification, supports predictive maintenance, and improves reporting accuracy. The program boosts the impact of efficiency measures while managing costs.

ON-SITE RENEWABLE ENERGY DEPLOYMENT

At Irvine and Santa Clara, Cordis is conducting feasibility assessments and early-stage deployment of rooftop solar photovoltaic systems. On-site generation reduces reliance on grid electricity, lowers Scope 2 emissions, and provides predictable long-term cost savings. These projects are a key part of the Company's pathway to achieving its 2030 intensity target.

ENERGY RESILIENCE AND COOLING OPTIMIZATION

At Juarez, Cordis is enhancing resilience through battery backup systems, optimized exhaust processes, and cooling tower free-cooling solutions. These measures minimize conditioned-air losses, reduce cooling-related energy consumption, and allow strategic load shifting during high-cost periods. Together, they strengthen production continuity while reducing emissions and operating costs.

CLIMATE & ENERGY MANAGEMENT

SPOTLIGHT

LED RETROFIT & ENERGY MONITORING

Cordis completed a phased LED lighting retrofit at its Miami Lakes facility, replacing legacy fixtures with high-efficiency lighting and adding advanced energy monitoring to track performance.

The upgrade improves working conditions and is projected to avoid more than 1.8 million kWh annually. To enhance visibility, the site also deployed submetering and circuit-level monitoring for major loads such as the chiller plant.

These systems enable faster detection of inefficiencies, support predictive maintenance, and provide the accuracy needed to validate savings and emissions reductions toward Cordis's 2030 target.

1.8 million kWh

in lowered electricity demand

Equivalent of ~170 U.S. homes, on average

SPOTLIGHT

AIR COMPRESSOR OPTIMIZATION

At our Juarez facility, Cordis reduced energy consumption by optimizing the operating schedule of air compressors, a priority emissions hotspot identified during the site's Sustainability Operations Management Workshop. The project designates a smaller compressor to maintain system pressure during weekends when production lines are idle, allowing larger units to remain offline.

This adjustment, combined with corrective maintenance, is projected to save approximately 1.7 million kWh annually, lowering costs and advancing Cordis's decarbonization goals.



1.7 million kWh

projected savings annually



WASTE & WATER MANAGEMENT

COMMITMENT TO SUSTAINABLE WASTE MANAGEMENT

Advancing material and waste circularity is a core focus of Cordis's operational sustainability efforts. In FY2025, the Executive Leadership Team launched a strategic plan to reduce waste and improve resource efficiency, guided by a comprehensive EHS assessment.

This assessment identified key waste impacts across manufacturing sites and informed targeted initiatives, including substituting hazardous materials with safer alternatives. By embedding circularity principles into manufacturing processes, Cordis aims to minimize environmental impact while improving efficiency and cost-effectiveness.

Cordis has implemented a robust waste management strategy aligned with EPA standards and industry best practices. Key initiatives include reducing waste generation, managing hazardous materials, and maximizing reuse of scrap metal and manufacturing byproducts.

Miami Lakes and Juarez, the largest waste-producing sites, track recycling and reuse to improve material recovery and minimize landfill impact. Miami Lakes is also advancing chemical substitution, replacing hazardous substances with safer alternatives to further reduce hazardous waste.



SPOTLIGHT

HAZARDOUS MATERIAL SUBSTITUTION

In Miami Lakes, Cordis is replacing a regulated hazardous cleaning agent used in wire extrusion with a safer, non-regulated alternative. This substitution reduces the risk of hazardous material mismanagement, teammate exposure, and costly regulated disposal.

Once approved by county regulators, the initiative will prevent approximately 16 drums (55 gallons each) of hazardous waste monthly. The project is 65% complete, with full implementation and a parallel initiative expected soon.



16 drums

of hazardous waste will be prevented each month

WASTE & WATER MANAGEMENT

COMMITMENT TO SUSTAINABLE WATER & WASTEWATER MANAGEMENT

Water stewardship is also a priority topic for Cordis's sustainability program. The company targets water efficiency measures across manufacturing processes to reduce consumption and operational costs, particularly in water-sensitive regions where our Juarez and California facilities are located.

At our Miami Lakes facility, a major industrial wastewater recycling project has been

implemented to eliminate discharge into municipal systems. Water used in processes such as grinding and Fluorinated Ethylene Propylene (FEP) handling is now captured, filtered, pH-balanced, and reused in HVAC cooling towers, reducing both sewer discharge and water procurement costs.



SPOTLIGHT

INDUSTRIAL WATER RECLAMATION

At the Miami Lakes facility, Cordis has implemented an innovative water reclamation system to capture and reuse industrial wastewater from key production processes. Water from grinders and coating operations is collected, treated, and redirected to HVAC cooling towers, reducing reliance on city water and lowering sewer discharge.

This initiative improved cost efficiency by reducing water treatment costs per combined unit, while supporting higher production and showcasing the environmental and operational benefits of circular water use. Between January and August 2025, the facility achieved over a 44% reduction in water treatment cost per unit.

Building on this success, Cordis plans to expand the program across manufacturing lines to further reduce water consumption and treatment costs.

44%

reduction in water treatment cost per unit

PILLAR ONE: SUSTAINABLE OPERATIONS

TEAMMATE HEALTH & SAFETY

OUR COMMITMENT TO TEAMMATE HEALTH & SAFETY

Cordis regards teammate health and safety as a core component of responsible operations and long-term resilience. Prioritizing safety helps prevent injuries and illness, maintain operational continuity, and build teammate trust, which supports reliable production and strong customer service.

Our Standards of Business Conduct require compliance with health and safety laws and the prompt correction of unsafe conditions, embedding this responsibility at the highest level of the company. As a global medical device manufacturer, Cordis relies on robust health and safety systems to meet stakeholder expectations, respond to regulatory changes, and uphold the integrity expected of an industry leader.

SAFETY BY DESIGN

Cordis embeds safety by design through a formal Management of Change process that evaluates new products, processes, equipment, and facility modifications before they enter service. This cross-functional review brings together EHS, operations, engineering, quality, and site leadership to assess hazards, define engineering and administrative controls, update training and procedures, and authorize safe commissioning. Post-implementation reviews and ongoing monitoring ensure

controls perform as intended and that lessons learned inform future projects. This preventive approach reduces risk, enables safe startup, and strengthens proactive hazard management across Cordis facilities.

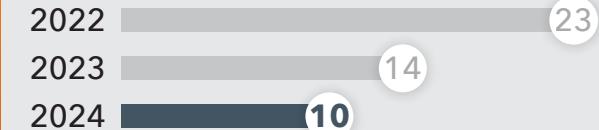
SAFETY MANAGEMENT AT CORDIS

Cordis maintains a centralized EHS framework to ensure consistent health and safety standards across four facilities. Site-level implementation includes teammate manuals, incident and near miss reporting, injury prevention programs, and corrective action planning. A dedicated platform supports these efforts with targeted training modules, ensuring teammates and contractors are equipped to work safely and in alignment with site procedures.

Cordis continues to outperform industry safety benchmarks, with a 57% reduction in injury-related lost time over the past three years. Near miss reporting is embedded across key sites and supported by teammate engagement efforts that promote early hazard identification. Ongoing performance reviews help guide safety improvements and investment decisions, reinforcing a culture of continuous improvement.

SPOTLIGHT

DAYS LOST DUE TO INJURY



Over the past three years, the company has reduced days lost due to workplace injuries from 23 in 2022 to 10 in 2024, a 56.5% decrease, even as the business continued to grow. This improvement reflects a strong commitment to safety and operational excellence, with year-over-year reductions of 39% in 2023 and 29% in 2024.



BUSINESS ETHICS & HUMAN RIGHTS

CORDIS'S COMMITMENT TO RESPONSIBLE BUSINESS

Cordis is committed to conducting business with integrity and respect for human rights. We maintain a Standards of Business Conduct and a Global Human Rights and Labor Standards Policy, which align with international frameworks. These policies prohibit practices such as modern slavery and human trafficking and set clear expectations for compliance across operations. Strong ethical practices are fundamental to earning stakeholder trust, protecting reputation, and ensuring Cordis operates responsibly worldwide.

WORKFORCE RESOURCES & TRAINING

To ensure Cordis's workforce stays informed about ethical and human rights risks, we provide training based on our business conduct and human rights policies. All teammates and contractors complete modules on ethics, compliance, human rights, and labor standards. Resources, including the Standards of Business Conduct, are available in multiple languages to support awareness. Training is reinforced through scenario-based learning, internal communications, and periodic refreshers. These efforts help embed ethical behavior into daily operations and foster a culture where concerns can be raised safely and addressed promptly.



PILLAR TWO: TEAMMATE ENGAGEMENT

OUR CULTURE

VOICE OF TEAMMATE SURVEY

TEAMMATE RECOGNITION

ENGAGEMENT IN ACTION

THE POSITIVE IMPACT
OF ENGAGEMENT



PILLAR TWO: TEAMMATE ENGAGEMENT

OUR CULTURE



At Cordis, we build our culture with intention. We focus on attracting, developing, and empowering exceptional talent while creating a workplace where innovation thrives. Our teammates are the foundation of our success and the driving force behind our continued growth and performance. Teammate engagement is reflected in our annual strategy through the four Big Success Factors and the POWER values. By creating a shared foundation, we unite teammates in a common culture that elevates the teammate, customer, and patient experience.

BIG 4 SUCCESS FACTORS

1

Attract, retain, and develop the best talent

2

Operate with strategic clarity

3

Execute as if lives depend on it, because in our case, they do

4

Create a winning culture

POWER VALUES

PATIENT AND CUSTOMER FOCUS

Delight our customers and patients by building strong relationships and exceeding expectations

ONE TEAM

Use each teammate's unique abilities to build a stronger Cordis together

WIN

Celebrate our successes; seize our opportunities; own our losses

EMPOWERED

Take the initiative and transform our company

RESPECT & INTEGRITY

Embrace transparency; say the same thing in every room

VOICE OF TEAMMATE SURVEY

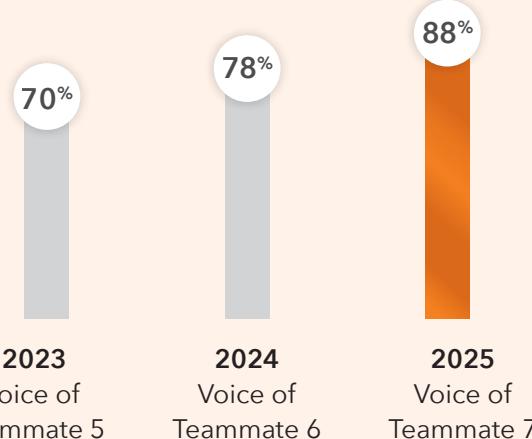
INSIGHTS THAT INFORM ACTION: RESULTS FROM OUR 2025 VOT SURVEY

Listening to our teammates is fundamental to how we grow and improve. One way we do this is through our annual Voice of Teammate (VOT) survey, an independently-run, anonymous survey that gathers authentic feedback from across our global team.

At Cordis, the Voice of Teammate (VOT) survey is more than a measure of sentiment – it's a living practice that drives improvement across our company.

We use this feedback to improve our work environment, shape future initiatives and policies, and strengthen our shared culture. In September 2025, we conducted our seventh survey, achieving a 97% participation rate and an 88% Willingness-to-Recommend (WTR) Cordis as a great place to work.

Willingness-to-Recommend (WTR)



VOT Survey Participation



2025
participation rate

SPOTLIGHT

LEADERSHIP DEVELOPMENT IN JUAREZ

At the Juarez facility, one of Cordis's key manufacturing sites in Mexico, we launched a targeted leadership workshop in response to teammates' desire for more timely and constructive feedback. The program emphasized performance management, innovation, and change leadership, equipping frontline leaders with practical tools to deliver real-time feedback and strengthen overall team performance.



TEAMMATE RECOGNITION

Recognition is part of the fabric of who we are at Cordis. It's how we celebrate teammates who live our values – day after day, in ways big and small. Whether through everyday appreciation or formal awards, we make sure teammates' contributions are noticed and valued.

Our Cordis Stars program recognizes and celebrates the many ways teammates make an impact. It includes peer-to-peer shout-outs and thank-yous, Values Awards that celebrate teammates who exemplify a specific Cordis value, and the POWER Star Award – our top honor for teammates who demonstrate all the Cordis values and make an extraordinary impact.

Together, these recognitions highlight how teammates show up for each other and for our mission – every day, in every way.



"When we recognize one another, we do more than celebrate achievement – we amplify our culture, energize our teams, and live out the values that make Cordis extraordinary."



Scott Drake
Chief Executive Officer

PILLAR TWO: TEAMMATE ENGAGEMENT

ENGAGEMENT IN ACTION

Across Cordis globally, we develop our communities and support our teammates through health and wellness initiatives, training opportunities, celebrations of key holidays, and an inclusive culture that values belonging. While our culture and POWER values are global, Cordis recognizes that every location and team has unique needs. We tailor experiences to reflect those differences, helping teammates feel seen, heard, and supported. Our approach to inclusion and belonging embraces diverse perspectives and encourages authentic voices, creating a workplace where every teammate knows their ideas matter.

SPOTLIGHT

JUAREZ HEALTH WEEK

At our Juarez facility, we partnered with a local health provider to deliver free, on-site preventive care, including health screenings, vaccinations, and dental checks. The initiative provided more than 950 medical interventions, helping teammates stay healthy, reduce time away from work, and maintain consistent production.



SPOTLIGHT

MIAMI BRING YOUR CHILD TO WORK DAY

Cordis's Miami Lakes office hosted Bring Your Child to Work Day, welcoming young visitors to explore life at Cordis and spark interest in Science, Technology, Engineering, and Mathematics (STEM). Activities included manufacturing tours, hands-on demos in the Catheter Lab, interactive science experiments, and a Design Thinking workshop led by the Research & Development (R&D) team. The event celebrated creativity, teamwork, and the family spirit that defines our culture.



SPOTLIGHT

ZURICH MARATHON

Members of our International team laced up their running shoes and took to the streets of Zurich to participate in the Zurich Marathon, one of Europe's most iconic races. What started as a fun challenge has grown into a great team tradition. Whether running the full marathon, relaying, or cheering on teammates, the team's energy and commitment was on full display.



PILLAR TWO: TEAMMATE ENGAGEMENT

THE POSITIVE IMPACT OF TEAMMATE ENGAGEMENT

We see the results of teammate engagement not just in our innovation and drive, but also in our teammate retention. As our Willingness-to-Recommend score in the Voice of Teammate survey continues to rise, our voluntary attrition rates continue to decline. Voluntary attrition refers to teammates who choose to leave the organization.

Through strengthened programs in development, recognition, and engagement,

Cordis has achieved a voluntary attrition rate of approximately 9% – below industry standards and a 10 percentage-point reduction from 2022 to 2024.

Lower attrition means stronger, more connected teams, deeper expertise, and a culture where engagement fuels innovation and lasting success.

10%

reduction in annual turnover from 2022-2024

**SPOTLIGHT**

TEAMMATE RESOURCE GROUPS (TRGs)

Cordis TRGs unite teammates globally to foster awareness, education, and connection. Open to all teammates, the TRGs host monthly discussions and events that encourage collaboration and culture-building.

Highlights in 2024 included company-wide sessions on Working Together in a Global Environment, International Women's Day, and Multigenerational Teams – each reinforcing our shared commitment to an inclusive and empowered workplace.

A photograph of a man in a warehouse. He is wearing a blue beanie and a brown and tan zip-up jacket. He is looking down at a white tablet computer in his hands. In his other hand, he holds a black handheld barcode scanner. The background shows wooden pallets stacked high with various items, and shelves filled with boxes and packages. The lighting is bright, typical of a warehouse interior.

PILLAR THREE: PACKAGING, LOGISTICS, & SUPPLY CHAIN

SUSTAINABLE PROCUREMENT STRATEGY

PACKAGING & LOGISTICS INNOVATION

SUSTAINABLE PACKAGING

LOGISTICS SUSTAINABILITY

SUSTAINABLE SOURCING

PILLAR THREE: PACKAGING, LOGISTICS, & SUPPLY CHAIN

SUSTAINABLE PROCUREMENT STRATEGY

At Cordis, we understand that sustainability is critical to our customers. Over the last year, we advanced a range of initiatives aimed at reducing procurement and logistical emissions and strengthening sustainability across our value chain.

Cordis's footprint extends beyond its own operations to include upstream suppliers and downstream partners. Our supply chain begins with the sourcing of raw materials and continues through the life-saving clinical use of our products. Partnering with both upstream vendors and distributors, Cordis is positioned to advance sustainability within our supply chain and stakeholder network. In line with our values of operating as one team and exceeding expectations, we are committed to driving sustainability across the entire value chain through a focused strategy built around three priorities:

1 Sustainable Packaging

2 Logistics Sustainability

3 Sustainable Sourcing & Supplier Engagement



Incorporating environmental and social sustainability across our value chain is essential to our mission. At Cordis, we Go Beyond the basics to consider our upstream and downstream systems and optimize for our triple bottom line: people, planet, and profit.

Achieving our core sustainability goals at Cordis, including our commitment to reduced Scope 1 and 2 carbon intensity by 2030, means we must look both within and beyond the walls of our facilities to understand environmental and social impacts across our end-to-end operational footprint. At Cordis, we know that integrating sustainable practices into our supply chain is both a responsible ethics decision and will help us improve efficiency, reduce costs, prepare for regulatory requirements, and meet customer requests.

"Sustainability is built into Cordis's culture. We are continually looking for ways to improve and operate more efficiently. It is a natural part of how we work and grow as a company."



— Troy Twesme
Senior Director,
Distribution and Logistics

PILLAR THREE: PACKAGING, LOGISTICS, & SUPPLY CHAIN

PACKAGING & LOGISTICS INNOVATION

The team at Cordis is united in its commitment to advancing sustainability for the benefit of care providers, patients, and teammates. To foster collaboration and innovation, we host biannual workshops that bring together stakeholders from across the organization, including product development, engineering, quality management, and procurement. These sessions are designed to generate new initiatives for optimizing our global supply chain and production processes.



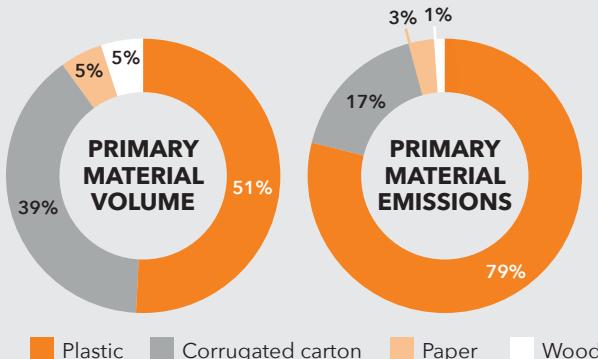
SPOTLIGHT

JUAREZ PACKAGING AND LOGISTICS INNOVATION WORKSHOP

In March 2025, we gathered a cross-functional group of stakeholders at our Juarez hub to ideate on initiatives and goals for Cordis's sustainable packaging and logistics pillar of our overarching sustainability strategy. Our discussion centered around:

- Deepening collaboration across Cordis teams involved in packaging and logistics
- Mapping our product packaging and logistics flow
- Setting a baseline understanding of the environmental impact of our packaging
- Brainstorming top opportunities to create value and efficiency as well as reduce risk in our packaging and logistics operations

MATERIAL INTENSITY ANALYSIS

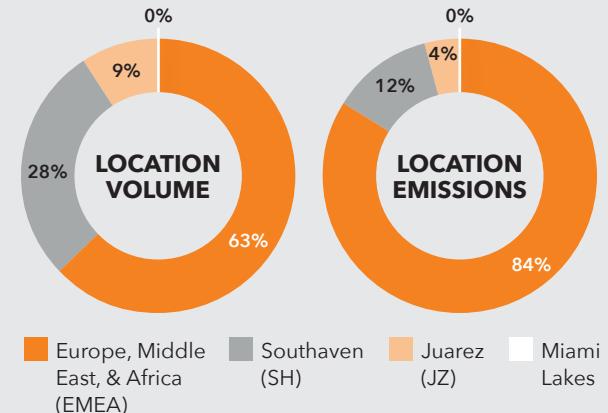


During the Juarez packaging workshop, Cordis identified its four primary materials – plastic, corrugated carton, paper, and wood – and assessed their greenhouse gas emissions from production.

Building on this analysis, the team explored initiatives to reduce environmental impact, including increasing recycled content in packaging and redesigning packaging structures.

The workshop also evaluated strategies to lower transportation emissions through route optimization, alternative transport modes, and reducing reliance on cold chain logistics where feasible.

LOCATION INTENSITY ANALYSIS



PILLAR THREE: PACKAGING, LOGISTICS, & SUPPLY CHAIN

SUSTAINABLE PACKAGING

Following the March 2025 Juarez Packaging and Logistics Innovation Workshop, Cordis moved from ideation to action by exploring and piloting several sustainable packaging initiatives, including packaging, foil pouch reduction, and gel pouch insulation projects.

SPOTLIGHT

CATHETER PACKAGING

To reduce material waste, Cordis updated Vista Brite Tip (VBT) catheter packs from singles to five-unit packs, aligning with typical bulk orders.

These packaging reduction initiatives have led to substantial packaging weight reductions, reducing waste and process emissions.

**285,971lbs**

Total packaging reduction

189tCO₂e

Estimated emission reduction

These efforts reflect our commitment to lowering material intensity, reducing emissions, and embedding sustainable design principles into our packaging portfolio.

SPOTLIGHT

FOIL POUCH REDUCTION

Cordis redesigned its standard seven-layer pouches, which included aluminum and multiple plastic layers, to a lighter all-plastic version.

After rigorous testing, the new design maintained product integrity over a three-year shelf life. This update reduced pouch weight by 16%, eliminated high-emission materials, and delivered meaningful cost savings without compromising performance.

↓16%

Reduction in weight

\$1,004,879

Cost savings

The workshop also sparked engagement across the organization, leading to teammate-led initiatives focused on identifying top opportunities for emissions reduction based on packaging weight and material composition.

SPOTLIGHT

RECYCLED PACKAGING

In February 2025, our 3PL partner transitioned to 100% recycled cardboard boxes for all direct-to-customer domestic shipments (tertiary packaging). Each year, about 450,000 parcels are now packaged in recycled materials. We also shifted to 100% recycled paper dunnage across all outbound shipments, reducing waste and improving recyclability with our logistics partners. To further optimize costs and material usage, we transitioned the lids used for international pallet shipments to single-wall cardboard.

Collectively, these efforts have reduced our annual packaging spend by more than \$350,000, while lowering our environmental footprint and maintaining the strength and reliability of our packaging.

450k

Parcels with recycled packaging

\$350K

Cost savings

PILLAR THREE: PACKAGING, LOGISTICS, & SUPPLY CHAIN

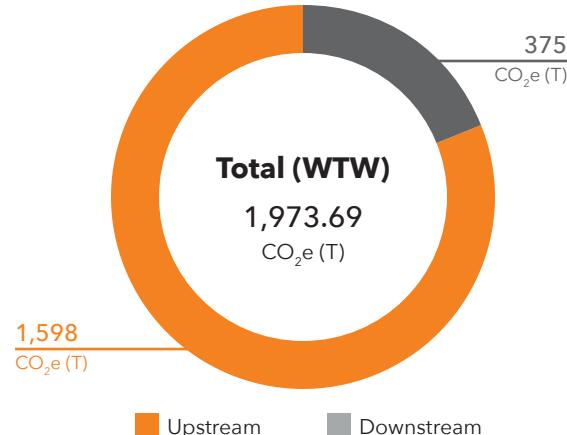
LOGISTICS SUSTAINABILITY



At Cordis, we have found that optimizing our delivery routes can benefit our customers and the planet. Over the last year, we have completed eight projects to reduce our environmental footprint and get our products in the hands of providers quickly.

In FY2025, Cordis conducted a comprehensive inventory of greenhouse gas emissions across our value chain to identify key hotspots and guide reduction strategies. This analysis revealed that 19% of our transportation emissions originate upstream, while 81% are associated with downstream activities. In response, we developed a series of initiatives to transition shipments from air to ground transport where feasible and to rethink our most frequent shipping routes for greater efficiency.

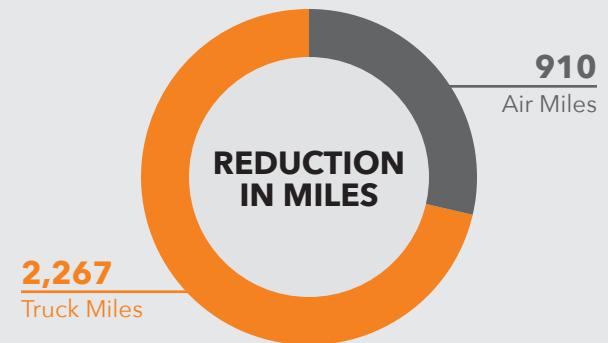
WELL-TO-TANK (WTT) VS. TANK-TO-WHEEL (TTW) EMISSIONS



SPOTLIGHT

LOGISTICS BYPASS

In FY2025, Cordis optimized ExoSeal® shipments to China by switching to a direct route from San Francisco to Shanghai. This eliminated prior ground transport through Memphis and Chicago, reducing emissions and improving delivery speed. With six monthly shipments, the new route has enhanced reliability and ensured faster delivery of essential products.



1,881 MT tCO₂e

Avoided emission per year

Equivalent of the average annual emissions of ~410 passenger vehicles in the U.S.

PILLAR THREE: PACKAGING, LOGISTICS, & SUPPLY CHAIN

SUSTAINABLE SOURCING

Over the past year, the Cordis procurement team launched an initiative to collaborate with both direct and indirect suppliers on advancing sustainability across environmental, social, and ethical practices. Recognizing that meaningful progress requires strong partnerships, we adopted a phased engagement approach to build supplier alignment on key sustainability topics and provide the resources needed for robust sustainability management systems.

"As we expand to serve more patients globally, we know that long-term care starts with long-term resilience. That's why we're focused on building robust supply chains and efficient operations that ensure we can deliver the care people count on – reliably and responsibly."



— Champ Davis,
Chief Operating Officer

SUPPLIER ENGAGEMENT AND ALIGNMENT



SUPPLIER CODE OF CONDUCT

Maintaining visibility into supplier practices is essential to ensuring Cordis products meet the highest standards of safety, quality, and sustainability.

Over the past year, we introduced a Supplier Code of Conduct requiring partners to formally attest to commitments related to sustainability, fair labor, ethics, and human rights.

This initiative strengthens alignment with our corporate values and provides a clear framework for responsible supplier conduct. By establishing these expectations, Cordis is fostering deeper collaboration, encouraging continuous improvement, and promoting shared accountability across the supply chain.

SUPPLIER QUESTIONNAIRE

As part of our sustainable sourcing strategy, Cordis is committed to strengthening supplier relationships and enhancing accountability across the supply chain. Understanding the risks our partners face allows us to collaborate effectively and offer guidance on best practices for managing sustainability risks, including ethics, labor, and environmental health and safety.

In FY2025, we launched the second phase of this effort by distributing a comprehensive ethical sourcing questionnaire to our top 135 suppliers, receiving responses from 114 partners, an 84% response rate. The insights gained provide a foundation for targeted initiatives, enabling Cordis to benchmark performance, identify improvement areas, and build a more resilient and responsible supply chain.

PILLAR THREE: PACKAGING, LOGISTICS, & SUPPLY CHAIN

SUSTAINABLE SOURCING

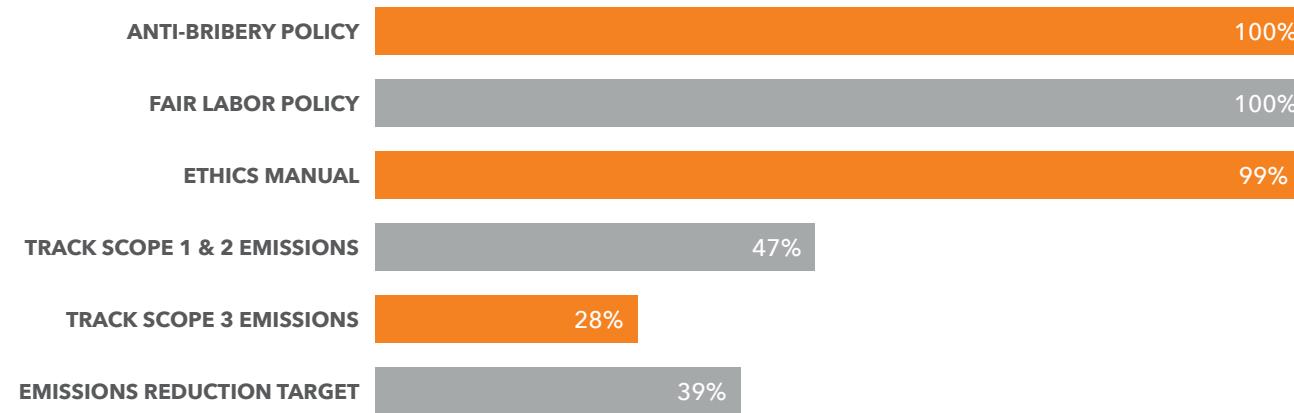
All of Cordis's top suppliers either maintain or are actively implementing practices that meet our standards for anti-bribery, fair labor, and ethics. However, our analysis of supplier sustainability maturity revealed that most have not yet established systems to track greenhouse gas emissions or set reduction targets. This represents a key opportunity for deeper collaboration.

Moving forward, we will expand the questionnaire to achieve 100% completion among our 168 suppliers in 2025 and devise a strategy to collaborate with suppliers to elevate their sourcing standards and advance their sustainability. Our team will also begin collecting additional key performance indicators across ethics, labor, and

environmental health to gain deeper insight into the nuanced challenges our partners face.

In alignment with our values, we will partner with our suppliers to meet resilience commitments, recognizing that implementing leading sustainability practices requires sustained, collaborative effort. Cordis's procurement team will coordinate cross-functionally to identify the highest-priority sustainability opportunities across the value chain. Beginning in 2026, we will administer the ethical and sustainable supplier questionnaire annually to monitor partner progress, strengthen a risk-resilient supply chain, and deliver on our commitment to Go Beyond.

SUPPLIER SUSTAINABILITY MATURITY



Based on percentage of responses from 114 surveyed suppliers in 2025.

ETHICAL SOURCING FRAMEWORK

As part of our supplier engagement and questionnaire, Cordis has established an ethical sourcing framework to assess and support our partners. This framework helps manage supply chain risks, promote responsible sourcing, and ensure alignment with our values, focusing on the following categories:

I. Ethics

- a. Code of Conduct or Ethics Manual

II. Anti-Bribery

- a. Anti-Bribery Policy

III. Fair Labor

- a. No use of child labor, forced labor, or slavery in operations
- b. Unequal treatment and discrimination prohibited
- c. Teammates paid appropriate wages

IV. Environmental Health & Safety

- a. Scope 1, 2, and 3 emissions
- b. Emissions reduction target in line with Science-Based Targets initiative (SBTi)
- c. ESG report or KPIs
- d. Health and Safety Policy
- e. Environmental Policy

PILLAR FOUR:
HEALTH EQUITY
& SOCIAL IMPACT

CORDIS HEALTH EQUITY MISSION
COMMITMENT TO HIGH IMPACT PRODUCTS
GLOBAL HEALTHCARE PARTNERSHIPS
ADVANCING CLINICAL DIVERSITY



CORDIS HEALTH EQUITY MISSION

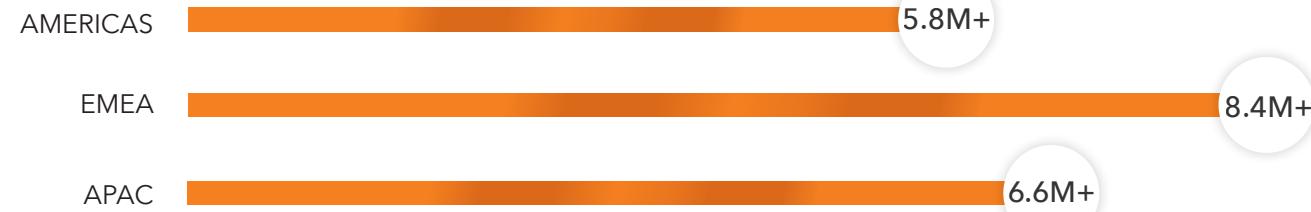
At Cordis, we are dedicated to equipping healthcare providers with the tools they need to deliver life-saving cardiovascular care. Cardiovascular disease remains the world's leading cause of death, underscoring the urgency of equitable access to effective treatments. Successful interventions not only save lives but also improve long-term patient quality of life, a purpose that drives our team every day.

Over the past year, we advanced global health through cardiovascular innovation – continuing a legacy of impact spanning more than six decades. We serve patients across the Americas, Europe, the Middle East & Africa (EMEA) and Asia (APAC) by supplying healthcare providers with leading-edge devices for transformative cardiovascular care.

20.8M patients served globally



TOTAL PATIENTS SERVED



See Appendix for calculation methodology

COMMITMENT TO HIGH IMPACT PRODUCTS

At Cordis, patient health is central to our work: we design and supply devices throughout the stages of cardiovascular care, from diagnostic catheters and guidewires to balloons, stents, and vascular closure devices. Supported by ongoing clinical studies and global registry data, our portfolio provides clinicians with evidence-backed tools that are designed to improve procedural success and patient outcomes worldwide.

We partner with U.S.-based and international healthcare institutions around the world to enhance access to necessary cardiovascular care through our product development lifecycle to meet emerging cardiovascular care demand. Low and middle-income countries experience the majority of the world's cardiovascular disease-related deaths, making up ~80% of all cardiovascular deaths due to a lack of investment in healthcare expenditures.¹ Globally, access to minimally invasive cardiovascular treatment remains uneven, particularly in regions with limited interventional infrastructure. Studies indicate that fewer than one in ten patients in low- and middle-income countries who could benefit from percutaneous coronary intervention (PCI) receive treatment, highlighting a persistent equity gap in cardiovascular care.² PCI and other catheter-based procedures have demonstrated substantial improvements in patient outcomes – from faster recovery and reduced complications to improved physical function and quality of life.³

By equipping clinicians worldwide with advanced interventional technologies and training, Cordis helps close these gaps and bring life-saving cardiovascular care to more patients around the globe.

"I've collaborated with Cordis for over three decades, and their contributions to cardiovascular medicine are remarkable. From pioneering the first guidewire and stent to today's cutting-edge technologies, Cordis has always been a serious company devoted to advancing patient care."

— Professor Dr. Alexandre Abizaid

¹ <https://pmc.ncbi.nlm.nih.gov/articles/PMC10809869/#sec9>

² The Lancet Global Health, 2023

³ Journal of the American College of Cardiology, 2022.



GLOBAL HEALTHCARE PARTNERSHIPS

At Cordis, improving patient outcomes is driven by our global healthcare partnerships, which connect us with physicians, researchers, and professional organizations worldwide. These collaborations allow us to advance cardiovascular innovation, respond to urgent clinical needs, and support the medical community with leading-edge solutions.

We partner with leading organizations – including Cardiovascular Research Foundation and the Society for Cardiovascular Angiography & Interventions – to advance cardiovascular science and translate research into real-world care. We also partner with

Women as One, to promote gender equity in cardiology, supporting women physicians and ensuring diverse perspectives in cardiovascular innovation.

Guided by our commitment to Go Beyond, Cordis actively supports collaboration and knowledge-sharing across the global cardiovascular community. Each year, we participate in and sponsor more than 250 conferences and educational events worldwide. This partnership with physicians, researchers, and peers allows the continued advancement of clinical knowledge and education on our broad portfolio of products.



250+

annual industry conferences supported around the world

"Cordis's development and support of the hands-on practicum at CRT reflects their belief that education should serve physicians and patients – not just a single product line. It's a model of what true industry-wide collaboration can achieve."

— Dr. Ron Waksman
Cardiovascular Research Technologies

SPOTLIGHT

PHYSICIAN PARTNERSHIPS

Cordis is dedicated to advancing knowledge of cardiovascular solutions and treatments across the healthcare ecosystem. As part of our commitment to continued education, we partner directly with clinicians and through industry groups to deliver high-value training, education, and resources designed to enhance both procedural performance and patient outcomes.

In FY2025, we launched comprehensive provider training programs and events designed to equip healthcare providers with knowledge and expertise to use Cordis products effectively at every stage of their career. These programs include a variety of hands-on workshops, digital learning modules, and peer-to-peer led sessions to support adoption across diverse healthcare environments and serve patients in real-world settings. Through these initiatives, Cordis reinforces both its role as a trusted partner in global cardiovascular care and our commitment to advancing positive health outcomes for patients.

PILLAR FOUR: HEALTH EQUITY & SOCIAL IMPACT

ADVANCING CLINICAL DIVERSITY

At Cordis, advancing health equity begins with ensuring that our clinical research reflects the diversity of patients we serve worldwide. We recognize that inclusive clinical trials are essential to developing safe, effective cardiovascular solutions that address the needs of all populations. Guided by our commitment to health equity, we sponsor and partner on studies across our global regions of operation, from Asia to Europe to the Americas, meeting the highest clinical standards while preparing to serve patients of every background. In FY2025, Cordis has announced plans for a global 10,000-patient registry, and planned clinical portfolio that will enroll more than 17,000 patients, which is intended to be among the largest coronary drug-eluting balloon registries to date, reaffirming our continued commitment to advancing diverse and representative cardiovascular care.

Through a focused and evidence-driven approach, Cordis has executed a clinically robust portfolio spanning complex trials, registries, and real-world evidence programs

across varied geographies and diverse patient populations to advance vascular science. Our work emphasizes both depth – mechanistic insights, pharmacokinetics, imaging, long-term outcomes – and breadth through multi-site participation, representative demographics. Inclusivity is embedded from protocol design through enrollment. By pairing rigorous methodologies such as independent adjudication, core-lab analyses, and longitudinal follow-up, Cordis generates evidence that both informs clinical practice and expands patient access.

In formulating our clinical trials, we recognize the need for diverse representation across race, gender, age, socioeconomic status, and clinical complexity to ensure our studies reflect the populations we serve. At Cordis, we are determined to design trials sensitive to the demographics of the global populations we serve. Diversity in clinical studies ensures that treatments and interventions are tested across populations that reflect real-world patients. In the U.S., racial minorities and elderly patients have been historically underrepresented in

clinical trials.⁴

Cordis mitigates bias by following statistical best practices, including stratified enrollment targets and proactive outreach to ensure balanced, representative participant recruitment. Diverse trials are essential because cardiovascular disease affects populations differently, and factors such as genetics, social determinants of health, and culture can influence both risk and treatment effectiveness. By capturing this diversity, our studies support more precise treatment, advance inclusive healthcare solutions, and improve outcomes for all patients.

planned clinical portfolio
that will enroll

17,000+
patients



⁴ FDA, Enhancing the Diversity of Clinical Trial Populations (2020).



APPENDIX

- I. APPENDIX I: DEFINITIONS OF ESG ISSUES IN MATERIALITY ASSESSMENT
- II. APPENDIX II: CALCULATION METHODOLOGY FOR 2024 GREENHOUSE GAS EMISSIONS
- III. APPENDIX III: GREENHOUSE GAS EMISSIONS
- IV. APPENDIX IV: TEAMMATE HEALTH & SAFETY PERFORMANCE
- V. APPENDIX V: TEAMMATE SENTIMENT SCORE
- VI. APPENDIX VI: TEAMMATE TURNOVER PERFORMANCE
- VII. APPENDIX VII: CALCULATION METHODOLOGY FOR ANNUAL PATIENTS SERVED
- VIII. APPENDIX VIII: TCFD DISCLOSURE TABLE



APPENDIX

Appendix I: Definitions of ESG Issues in Materiality Assessment (Page 6)

The ESG issues outlined in this appendix are informed by the Sustainability Accounting Standards Board (SASB) standards, which served as the baseline reference for identifying relevant environmental, social, and governance topics. By promoting standardized and transparent disclosure of sustainability information, SASB contributes to more informed capital allocation and ultimately, to more sustainable business practices.

These SASB sustainability issues were adapted and refined to reflect the specific operational footprint, value chain, and risk profile of Cordis, ensuring that the final set of topics is tailored to Cordis's industry, operations, and products.

ENVIRONMENTAL ISSUES:

- **Climate-Related Risks** (SASB: No Independent Sustainability Issue)
 - Identification and integration of physical and transition climate risks into enterprise risk management and strategic planning to mitigate material impacts on operations, supply chains, and financial performance.
- **Energy & GHG emissions** (SASB: Energy Management; GHG emissions)
 - Measurement and management of energy consumption and greenhouse-gas emissions across operations and, where material, across the value chain, together with programs designed to reduce emissions and mitigate climate transition risks.
- **Water Consumption** (SASB: Water & Wastewater Management)
 - Quantification and governance of water withdrawals, consumption, reuse, and wastewater discharges, together with controls and investments to limit exposure to water scarcity, regulatory constraint, operational disruption, and associated costs.
- **Waste & Recycling** (SASB: Waste & Hazardous Materials Management)
 - Identification, handling, treatment, recycling, and disposal of solid and hazardous wastes, and programs to minimize waste generation and downstream environmental liability, regulatory non-compliance, or remediation costs.
- **Product Lifecycle Management** (SASB: Lifecycle Impacts of Products and Services; Product packaging)
 - Design-to-end-of-life management of materials, packaging, repairability, and disposal that reduces environmental externalities and product-related regulatory or end-of-life costs.

- **Supply Chain Management** (SASB: Materials Sourcing; Supply chain management)
 - Oversight, due diligence, and contractual controls over upstream and downstream suppliers to manage quality, environmental compliance, labor and human-rights practices, and business-continuity risks that may give rise to legal liability or operational disruption.

SOCIAL ISSUES:

- **Teammate Engagement** (SASB: Labor Relations; Fair Labor Practices; Compensation and Benefits; Recruitment, Development, and Retention)
 - Measurement and management of teammate voice, learning and development, career pathways, and performance-management systems that influence retention, productivity, and organizational capability.
- **Health, Safety & Wellbeing** (SASB: Teammate Health, Safety & Wellbeing)
 - Programs, systems, and performance metrics that prevent occupational injuries and illnesses, promote teammate physical and mental health, and sustain a safety culture where worker health risks could materially affect productivity or costs.
- **Data Security & Privacy** (SASB: Data Security & Customer Privacy)
 - Governance frameworks, technical safeguards, incident detection and response, and privacy practices to protect data from unauthorized access or disclosure, and to comply with privacy and data-security regulation.

Product Safety

- The company's systematic approach to ensuring that Cordis' devices are safe, effective, and compliant throughout their lifecycle, supported by rigorous risk management, regulatory oversight, quality systems, and post-market surveillance.

GOVERNANCE ISSUES:

- **Affordability & Pricing** (SASB: Access & Affordability)
 - Pricing, distribution, and access strategies that affect the availability and affordability of products and services for intended customer populations and that influence regulatory scrutiny and market access.
- **Business Ethics** (SASB: Business Ethics and Transparency of Payments; Competitive Behavior; Regulatory Capture and Political Influence)
 - Board- and management-level policies, controls, training and monitoring to prevent bribery, corruption, conflicts of interest, improper political influence, and other unethical conduct, and to ensure transparency and compliance with applicable legal and regulatory obligations.
- **Ethical Marketing** (SASB: Fair Marketing & Advertising; Fair Disclosure & Labeling)
 - Controls and oversight for marketing, advertising, labeling, and promotional claims that ensure accuracy, prevent misleading communications, protect customer welfare, and maintain compliance with applicable laws and industry standards.

APPENDIX

Appendix II: Calculation Methodology for 2024 Greenhouse Gas Emissions (Page 12)

CALCULATION METHODOLOGY:

- For the 2024 inventory, Cordis's carbon-accounting vendor performed the Scope 1 and Scope 2 calculations in accordance with GHG Protocol best-practice standards. Where available, the vendor used actual energy and fuel consumption records for the Company's manufacturing sites; certain small office locations were not included in the vendor-run Scope 1 and Scope 2 calculations for 2024 and therefore are excluded from the Scope 1/2 totals reported in this report.
- Scope 2 emissions for 2024 were calculated using the location-based method. Because the Company does not procure renewable energy, hold energy attribute certificates, or maintain contracts that would affect market-based emissions, the two methods yield effectively identical results. The location-based approach is therefore presented as it best reflects the grid-average emission factors of the regions where the Company operates.
- The carbon accounting vendor also performed the Scope 3 calculation for business travel for 2024, using the Company's supplied travel activity data and the vendor's standard business-travel calculation routines.
- Cordis's investor partner supported the quantification of all other covered Scope 3 categories for 2024. For Purchased Goods and Services, the investor partner applied a spend-based approach using Cordis procurement and spend data.

DATA FLOWS AND FACTOR APPLICATION:

- The vendor's platform combines company-supplied activity data with embedded and external emissions-factor libraries to produce tCO₂e results; where primary activity data are unavailable for a given category, the investor partner or vendor applied accepted estimation techniques aligned with the chosen accounting approach.

LIMITATIONS AND DOCUMENTATION:

- The accuracy and completeness of the 2024 inventory depend on the availability and granularity of the primary data provided for each emissions category and on the estimation methods used where primary data were unavailable.
- Detailed calculation traces (i.e., activity data, applied emission factors, tCO₂e results), the assumptions applied for estimated items, and the source provenance of emission factors are maintained and can be provided upon further request.

Appendix III: 2024 Greenhouse Gas Emissions (Page 12)

2024 GHG INVENTORY

Scope 1	1,548.61 tCO ₂ e
Scope 2	8,863.56 tCO ₂ e
Scope 3	95,308.32 tCO ₂ e

2024 SCOPE 1 GHG EMISSIONS FROM NATURAL GAS CONSUMPTION

Miami Lakes	16.02 tCO ₂ e
Santa Clara	10.46 tCO ₂ e
Juarez	1,522.13 tCO ₂ e
Irvine	0 tCO ₂ e

2024 SCOPE 2 GHG EMISSIONS FROM ELECTRICITY CONSUMPTION

Miami Lakes	4,097.45 tCO ₂ e
Juarez	4,273.63 tCO ₂ e
Santa Clara	412.76 tCO ₂ e
Irvine	79.73 tCO ₂ e

APPENDIX

Appendix IV: Teammate Health & Safety Performance (Page 17)

2024 SITE-LEVEL PERFORMANCE (PRIMARY MANUFACTURING SITES)

Miami Lakes	TRIR: 0.00	LTIR: 0.00
Santa Clara	TRIR: 1.39	LTIR: 0.46
Juarez	TRIR: 0.04	LTIR: 0.04
Irvine	TRIR: 4.11	LTIR: 1.76
2023 Surgical and Medical Instrument	TRIR: 4.11	LTIR: 1.76

TRIR: Total Incident Recordable Rate

LTIR: Lost Time Incident Rate

ANNUAL DAYS LOST TO INJURY

2022	23
2023	14
2024	10

ANNUAL WORK-RELATED FATALITIES

2022	0
2023	0
2024	0

Appendix V: Teammate Sentiment Score (Page 21)

WILLINGNESS-TO-RECOMMEND (WTR)

2022	70%
2023	78%
2024	88%

Appendix VI: Teammate Turnover Performance (Page 24)

WORKFORCE TOTAL ATTRITION

2022:	27.8%
2023:	18.9%
2024:	22.9%

WORKFORCE VOLUNTARY ATTRITION

2022:	19.0%
2023:	14.5%
2024:	9.1%

Appendix VII: Calculation Methodology for Annual Patients Served (Page 33)

PATIENT IMPACT CALCULATION METHODOLOGY

Annual sales volumes are paired with conservative per-patient usage assumptions and overlap adjustments. We intentionally report a lower-bound estimate to ensure credibility and avoid overstating impact.

The basis for the product unit numbers is the Cordis finance system.

The per patient calculation and overlap calculations are determined by internal SME.

APPENDIX

Appendix VIII: TCFD Disclosure Table

Cordis recognizes that climate-related factors are material to operational resilience, supply-chain continuity, and stakeholder trust. In alignment with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), this appendix summarizes Cordis's governance, strategy, risk management, and metrics & targets related to climate risks and opportunities.

Cordis is committed to transparent disclosure of climate-related financial risks and opportunities and will continue to evaluate related risks and develop our risk management posture as our sustainability management program matures and is further integrated into broader Enterprise Risk Management (ERM).

GOVERNANCE

Cordis's Board of Directors maintains strategic oversight of climate-related and broader sustainability risks through the Audit Committee, which reviews enterprise-level risks annually. Within the ERM program, climate-related considerations, both transition and physical, are assessed and prioritized when they are material to the business. This ensures climate risks receive the same rigor as other issues and that material climate-related risks and opportunities are elevated to the Board.

The Sustainability Committee provides quarterly oversight of climate strategy and implementation, reviewing progress on the sustainability roadmap, operational environmental performance, and climate-related initiatives. It monitors execution of multi-year plans, reviews facility-level audit findings, and oversees development of environmental goals and performance metrics.

Functional working groups, including the team responsible for Operational Environmental Performance, lead day-to-day climate action. These groups translate strategic direction into initiatives across key climate management areas and coordinate with Operations, Environmental Health & Safety, Procurement, Finance, and other functions to evaluate risks, develop improvement projects, and manage implementation across facilities.

Cordis supplements internal capabilities by engaging external experts to conduct baseline assessments, on-site audits, forecast modeling, and to support the development of climate initiatives within the Environmental Performance Management Playbook. The Playbook defines governance, procedures, and scorecard-based tracking to ensure consistent, site-level progress.

STRATEGY

Cordis integrates climate considerations into its strategic planning through baseline analyses, on-site facility audits, scenario evaluation, and identification of targeted initiatives that reduce operational risk and create value. Below is an expanded analysis of transition and physical risks and opportunities, differentiated by site type and geography, reflecting both current exposures and forward-looking vulnerabilities.

Transition Risks & Opportunities:

- **Market Risk:** Healthcare systems and global purchasers increasingly consider sustainability, including low-carbon operations and responsible supply chains, in procurement decisions. For Cordis, this creates a risk if expectations are not met and an opportunity to differentiate through strong environmental performance, addressed through supplier engagement and sustainability criteria in procurement and supply-chain practices.
- **Regulatory & Policy Risk:** Regional and national climate regulations management and disclosure are evolving rapidly in many jurisdictions. Compliance may require capital investments, operational adjustments, or changes in procurement and logistics to avoid related penalties and reputational damage

- **Technology Risk & Opportunity:** Advances in low-carbon manufacturing, energy-efficient equipment, water-saving processes, and sustainable materials may disrupt existing systems. Organizations that fail to adopt emerging technologies risk higher costs and reduced competitiveness, while adoption can lower operational costs and enhance environmental performance.

- **Supply-Chain & Input Risk:** Suppliers and third-party vendors face increasing climate-related costs, creating potential volatility in materials, packaging, and logistics. Rising input costs pose operational and financial risk, whereas improved supply-chain resilience and efficiency can provide cost savings and stability.

- **Litigation & Risk:** Greater stakeholder and regulatory emphasis on environmental disclosure, sustainability performance, and responsible supply chains increases the potential for legal and reputational exposure. Failure to meet expectations or disclose adequately could lead to litigation, contractual penalties, or loss of stakeholder trust, while strong performance may confer reputational and competitive benefits.

APPENDIX

Physical Risks & Site-level Vulnerabilities (Core Production Facilities):

- Miami Lakes, FL (USA): Cordis's Miami Lakes facility is exposed to heightened physical climate risks, including sea-level rise, storm surge, hurricanes, heavy rainfall and extreme heat. Amplified storm surge risk under climate transition scenarios makes flooding and coastal inundation a material hazard over the next decades. Severe storm events combined with higher tides could cause damage to facility infrastructure, disrupt supply-chain logistics, and cause production downtime.
- Santa Clara, CA (USA): Cordis's Santa Clara facility is exposed to extreme heat, drought, and wildfire risk. Under climate transition scenarios with higher temperatures and drier summers, heat waves and poor air quality could disrupt operations, affect worker health, and increase energy and cooling costs.
- Ciudad Juárez, MX (Mexico): Cordis's Ciudad Juárez facility faces heat, water stress, and intermittent heavy rainfall. Under warming scenarios, higher temperatures increase energy demand and heat risk for workers, while flash flooding from extreme rainfall could disrupt logistics and damage equipment.
- Irvine, CA (USA): Cordis's Irvine facility is subject to rising heat and regional water stress. Extreme heat increases cooling demand and risks to worker health, and water scarcity could constrain operations and increase costs.

RISK MANAGEMENT:

Cordis's Board of Directors maintains strategic oversight of Operationally, Cordis maintains business continuity and crisis management processes to safeguard teammates and ensure uninterrupted production and supply-chain operations during extreme events. Facility-level working groups coordinate response planning, while the Playbook provides structured frameworks for implementation, resource mobilization, and monitoring of key performance metrics. Lessons learned from prior disruptions, including extreme weather events in Florida, California, and northern Mexico, have strengthened organizational preparedness, operational resilience, and the ability to respond rapidly to future climate-related challenges.

METRICS & TARGETS:

Cordis monitors greenhouse gas (GHG) emissions across its operations to assess exposure to climate-related transition risks and track progress toward emissions reduction. Scope 1 covers direct emissions from owned and controlled sources, Scope 2 includes indirect emissions from purchased electricity, heat, or steam, and Scope 3 captures other indirect emissions across the value chain, including purchased goods and services, upstream transportation, and business travel (see Appendix III for specific emissions figures).

Cordis has set a 2030 near-term target to reduce revenue-based GHG intensity by 30%, with progress tracked through site-level scorecards and the Environmental Performance Management Playbook to ensure consistent measurement and verification. The company has not established quantitative metrics or targets specifically for physical climate risks, which remain under review as part of ongoing risk assessment and adaptation planning.