

FOR DIGNITY. FOR LIFE.



Laborie

2023 Sustainability Report

A Letter from the CEO

At Laborie, we take great pride in our mission to operate as a world-class specialist medical company making and advancing technologies that preserve and restore human dignity. Our patient-centric technologies improve health outcomes while contributing positively to patients.

Sustainability is integral to the long-term success of our mission.

Fostering diverse perspectives that enhance innovation, decision-making, and responsible business practices are key components of our sustainability journey. In our inaugural Sustainability Report, we highlight five key areas for building a more sustainable future and describe the progress we are making in those areas.

Together, we're forging a path where dignity converges with sustainability to create a healthier and innovative future.

—Michael Frazzette,
President & CEO



IN THIS REPORT WE WILL COVER

Climate

Employee
Health & Safety

Diversity &
Inclusion

Employee
Satisfaction

Ethics &
Compliance

About Us

Laborie Medical Technologies is a global medical technology company specializing in Gastroenterology, Urology & Urogynecology, Obstetrics, Gynecology & Neonatal and Interventional Urology.

We manufacture and deliver high-quality, high-impact diagnostic, therapeutic products that help clinicians and hospitals improve patient outcomes through progressive technology and best practices. Clinicians and hospitals look to us as the market-leading experts in our specialty areas, and we support our products with a Clinical Education and Information Program.

VISION

Our Vision is to become **One Laborie** in the way we manage our business today and grow our business tomorrow.

MISSION

Our Mission every day is to operate as a world class specialist medical company making and advancing technologies that preserve and restore human dignity.

VALUES

GROW with **Passion**



Aspire to
Greatness



Respect
All



Own It



Work Together



Persist with
Passion

At a Glance

110

countries sell
Laborie products

3

global business segments
under one company

\$373M

annualized revenue
in USD

10.5K+

customers
worldwide

1K+

employees
globally

17

countries with
direct presence

9

manufacturing and
distribution centers

Climate

At Laborie, we strive to protect the health of our planet by taking proactive measures to mitigate our climate impact and safeguard the environment. Our cornerstone initiative is our commitment to reducing CO2 emissions by 50% before 2030. Our strategies, achievements, and ongoing efforts collectively pave the way for a greener, more sustainable future.

CO2 Emission Reductions

Through implementing waste reduction measures, focusing on efficient shipping methods, and incorporating climate-related impacts into new product development activities, Laborie has reduced its overall Scope 1 and 2 emissions by 16.7% since 2017. Emission reductions by revenue are more dramatic, with a decrease of 69% over the same period. By curbing emissions, we are reducing our carbon footprint and tackling pressing issues such as pollution-related health risks, the preservation of delicate ecosystems, and the improvement of air quality in our communities.

Product Quality and Waste Reduction Program

As a medical device manufacturer, Laborie recognizes the importance of maintaining high product quality in alignment with global quality and regulatory standards. Our commitment to quality is upheld through effective Quality Management Systems (QMS), which ensure compliance and contribute to our sustainability goals. We minimize waste and environmental impact throughout our operations by adhering to rigorous standards and striving for zero defects. Our QMS also covers suppliers and contractors, reflecting our comprehensive approach to sustainability across the supply chain.

Measured Impact

16.7%

Reduction of Scope 1&2 Emissions since 2017

69%

Emission Reductions by Revenue since 2017

Laborie also employs a Waste Reduction Program that emphasizes the “5 R’s (refuse, reduce, reuse, repurpose, recycle) as a proactive measure to minimize waste from our facilities and reduce the trips required to transport waste and recycling dumpsters. Collaborating with buyers, engineers, and operations, we assess packaging elements to minimize waste, sometimes advocating with vendors to reduce packaging materials.



Employee Health & Safety

We are dedicated to ensuring that our workplaces are safe for all, including maintaining compliance with all regulatory standards and fostering an environment where employees are empowered to address potential hazards. This proactive stance enables us to mitigate risks effectively and maintain an exemplary safety record, with long periods passing without any recordable injuries.

Standards and Programs

To uphold proper health and safety practices, Laborie has a dedicated Environmental Health and Safety (EHS) team that works cross-functionally to establish critical standards and programs. The team helps improve Laborie’s environmental, safety, and sustainability culture through regulatory compliance readiness, training and capabilities assessments, and sustainability performance.

The EHS team has implemented many programs and practices into Laborie’s culture to help maintain and promote employee safety.

Regulatory Compliance Audit Program (CAP)

Defines the company’s approach to regulatory compliance. The objectives of the CAP are to determine the site’s compliance with state/provincial and federal/national EHS laws and regulations, develop responsible action plans to address compliance deficiencies, and assess the adequacy of the site’s EHS regulatory compliance management system.

EHS Management System (EHSMS)

Provides the framework for managing Laborie’s EHS risks and opportunities. The framework, using a simple plan-do-check-act model and continuous improvement methodology, establishes systems and processes to proactively prevent injury and illness to employees, visitors, and contractors and effectively manage and reduce waste.

Identifies areas of risk by streamlining incident collaboration and real-time data analysis of incidents, hazards, and unsafe behaviors to proactively address issues and improve safety performance.

Recordable Injury Rate (RIR)

RIR is a safety metric that is used to compare and benchmark safety performance. It is a measure of the number of recordable injuries per 100 full-time workers during a one-year period.

Measured Impact

0.49 Recordable Injury Rate

61.4% reduction since 2021

60.8% below industry average*

**latest reporting 2021*

Diversity & Inclusion

OBJECTIVE

Strengthen Laborie's performance and subsequent growth by attracting, retaining, and developing diverse talent at all levels of the organization to reflect the growing diversity of Laborie's global customer population.

Laborie established two multi-year Diversity & Inclusion Goals:

#1

Increase global female leadership to 40%

To achieve this goal, our focus has been on hiring processes that purposely source female candidates, include a diverse interview panel, and educate hiring teams on unconscious bias. Additionally, Laborie formed a Female Leadership Employee Resource Group to support and promote women's advancement through advocacy, mentorship, and professional development initiatives.

#2

Increase minority representation in the U.S. selling channel to 40%

Laborie realized the importance of relating to the customer base and patients that we serve, and therefore focused on broadening representation in our U.S. selling channel over a two-year period. As our sales force expands, our efforts will continue to attract a diverse population of applicants and to ensure we create a culture in which all employees are successful and thrive.

EMPLOYEE WORKFORCE METRICS

40%

Female Leadership

Goal by 2026; 31% by end of 2023

While there are more than twice as many male manager applicants, a relatively equal number, male & female candidates, are reaching the interview stage.

12%

Increase in Employees from 2022

40%

Minority Representation in the U.S. Selling Channel

**Goal by 2026
33% by end of 2023**



Employee Satisfaction

We strive to foster an inclusive, innovative, and continuous growth culture at Laborie. From attracting top talent to nurturing development and growth, we are dedicated to engaging our workforce and supporting the full spectrum of employee wellbeing needs. As an organization, we also recognize the importance of supporting causes that resonate with our employees and the communities we serve.

Employee and Leadership Development

Laborie's focus on employee and leadership development includes programs that balance on-the-job experience, independent learning, and classroom-based training, which include:

- FranklinCovey Leadership Training
- Litmos eLearning Platform
- Onboarding & Orientation Programs
- Lean Six Sigma Training & Certification
- Tuition Reimbursement

Rewards and Recognition

In 2023, we launched a pilot peer-to-peer recognition platform in response to employee feedback with the goal of implementing it companywide in 2024. The program aims to highlight individual achievements by allowing colleagues to directly support one another.

Community/Social Responsibility

We empower employees to flourish in an environment that promotes belonging and a shared commitment to social responsibility. Laborie employees are eligible to use up to 8 hours of Volunteer Time each year. At the end of 2023, employees committed 660 hours to volunteering, Laborie matched every hour on a per dollar basis and donated it to Every Mother Counts, an organization whose mission is to make pregnancy and childbirth safe, equitable, and respectful for every mother.

19
eNPS
Score

Employee satisfaction, as measured by an employee net promoter score, has consistently improved each year as a result of ongoing engagement with employees and responses to their feedback

Ethics & Compliance

Laborie is committed to maintaining the highest ethical standards in its business. Rigorous ethical standards have been developed and communicated across the company with appropriate training provided. We foster transparency, and accountability throughout our organization.

Guided by our Board of Directors and Executive Leadership, we align all operations with stakeholder interests, enforce strict compliance, and continuously update governance frameworks and controls to meet regulatory changes, building sustainable value and trust in our company and community.

Management Demographics

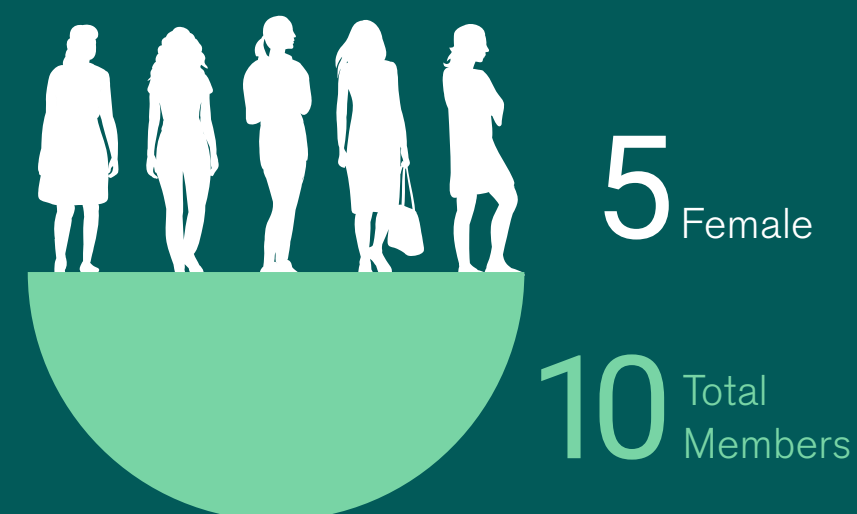
LABORIE'S BOARD OF DIRECTORS

monitors and contributes experience and expertise, providing governance and oversight while ensuring the company's actions align with the interests of shareholders.



OUR EXECUTIVE LEADERSHIP TEAM

sets our strategic direction, makes high-level decisions, and oversees the implementation of policies and operations to achieve the company's goals.



Data Security & Privacy

Cybersecurity is a critical component of our commitment to sustainability. We implement robust security measures and regularly test and update our protocols to safeguard against evolving cyber threats. Our comprehensive approach includes employee training, advanced encryption techniques, and continuous system monitoring to identify and prevent threats and vulnerabilities. We also take proactive steps with penetration, simulation, and other testing and regularly conduct NIST assessments to improve our cybersecurity protections.

Data privacy is also an essential part of our ethic and compliance program. We comply with GDPR, HIPAA, and other laws and regulations related to data privacy applicable to our business. We maintain a Data Privacy program to ensure compliance and best practices.

Code of Conduct & Ethics

Laborie's Code of Conduct & Ethics is the primary guide for upholding the highest levels of integrity and ethical behavior. We are dedicated to ensuring that no corruption, bribery, or money laundering occurs in our business operations, and we comply with all applicable anti-bribery and corruption laws and regulations.

Each year, employees complete training on the Code of Conduct, anti-bribery, corruption, and other topics to ensure everyone has the necessary tools to remain consistent with Laborie's commitments. All vendors must also comply with the ethical and legal practices laid out in the Supplier Code of Conduct.

99% Trained & Acknowledged*

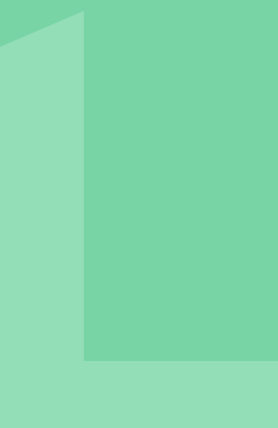
**on Code of Conduct & Ethics*

Laborie's Compliance Program provides oversight, tools, training, and enforcement mechanisms to support Laborie's commitment to doing business legally and ethically. We also maintain a publicly available Ethics Hotline for anonymous reporting of misconduct. All hotline reports are investigated and resolved.

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Learn More

sustainability@laborie.com



Laborie

laborie.com