



# Corza Medical 2025 Corporate Responsibility Report

Delivering Remarkable Service, Trusted Performance,  
and Outstanding Value



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This is Corza Medical’s inaugural Corporate Responsibility Report. The report outlines our core initiatives and performance for the 2025 calendar year. It covers the facilities we operated during the reporting period. Unless otherwise noted, this report covers Corza’s operated assets from January 1, 2025, through December 31, 2025. Some calculations and statistics included in this report may be based on reasonable estimates, assumptions, and projections. For questions or comments regarding this report or Corza Medical’s Corporate Responsibility program, please contact [corporateresponsibility@corza.com](mailto:corporateresponsibility@corza.com).

## Letter from Leadership

At Corza Medical, our purpose has always been clear: to deliver transformative surgical solutions that combine innovation, integrity, and accountability. As we close 2025, we reaffirm our commitment to operating responsibly, ethically, and sustainably. Our Corporate Responsibility efforts reflect the values that define who we are: **Customer First, Accountability, Integrity, Inspired, and One Global Team.**

We believe that true excellence is measured not only by what we achieve, but by how we achieve it. Throughout 2025, our teams around the world have worked to reduce environmental impact, support community well-being, and maintain the highest standards of ethical conduct. Looking forward, we will continue to strengthen our corporate responsibility framework and align our practices with the expectations of our employees, surgeon customers, partners, and patients.

Sincerely,



Gregory T. Lucier

Executive Chairman and CEO



## About Corza Medical

Corza Medical is a global surgical technology company dedicated to serving healthcare providers and patients with products that deliver exceptional performance, safety, and value. Our portfolio spans advanced surgical solutions, including sutures, ophthalmic instruments, and specialty wound closure devices. With operations across North America, Europe, and Asia, Corza Medical is committed to supporting clinicians through trusted products and remarkable service.

We combine precision engineering, research excellence, and customer-centric service to improve outcomes for surgeons and patients worldwide. Our culture of integrity and accountability ensures we operate responsibly in every market with our ethical and sustainable business practices.

# Vision, Mission, and Core Values

## Our Vision

To be the most trusted partner to surgical providers worldwide.

## Our Mission

To champion surgical providers with remarkable service and exceptional products that save time, money, and effort.

## Our Core Values

- 1 **Customer First**—We deliver extraordinary experiences.
- 1 **Accountability**—We do what we say.
- 1 **Integrity**—We do what is right.
- 1 **Inspired**—We love what we do.
- 1 **One Global Team**—We before me, always.

## Where we operate

With headquarters in the U.S., Switzerland, and China, our manufacturing capabilities span seven locations across the globe.

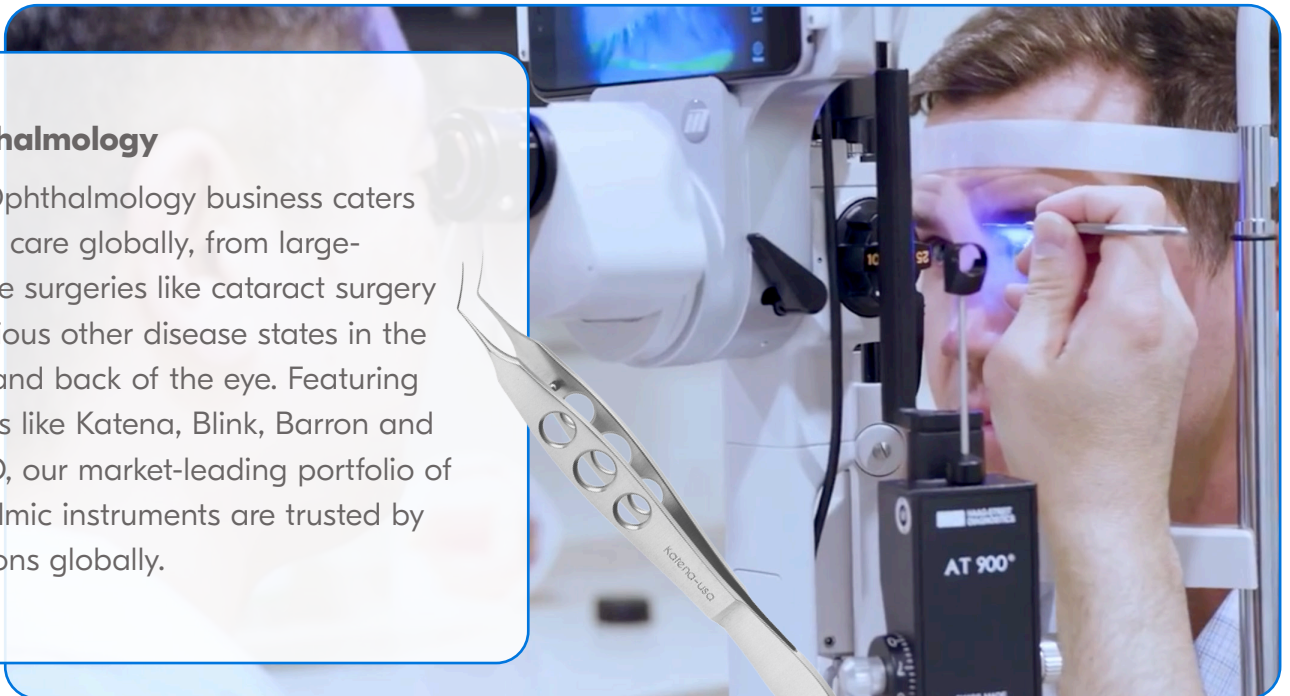


## Surgical Essentials from Corza Medical

Our portfolio of trusted brands represent hundreds of years of experience and market know-how. We leverage this expertise to deliver technologies that surgeons need and patients count on.

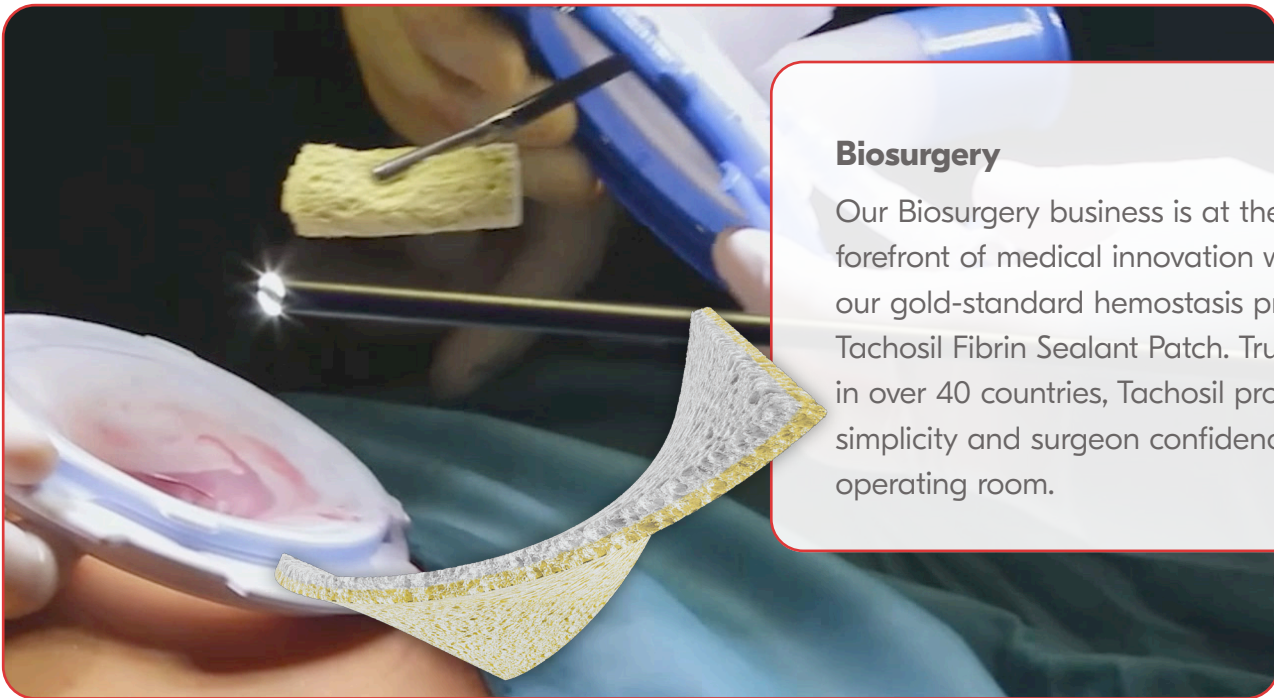
### Ophthalmology

Our Ophthalmology business caters to eye care globally, from large-volume surgeries like cataract surgery to various other disease states in the front and back of the eye. Featuring brands like Katena, Blink, Barron and ASICO, our market-leading portfolio of ophthalmic instruments are trusted by surgeons globally.



### Biosurgery

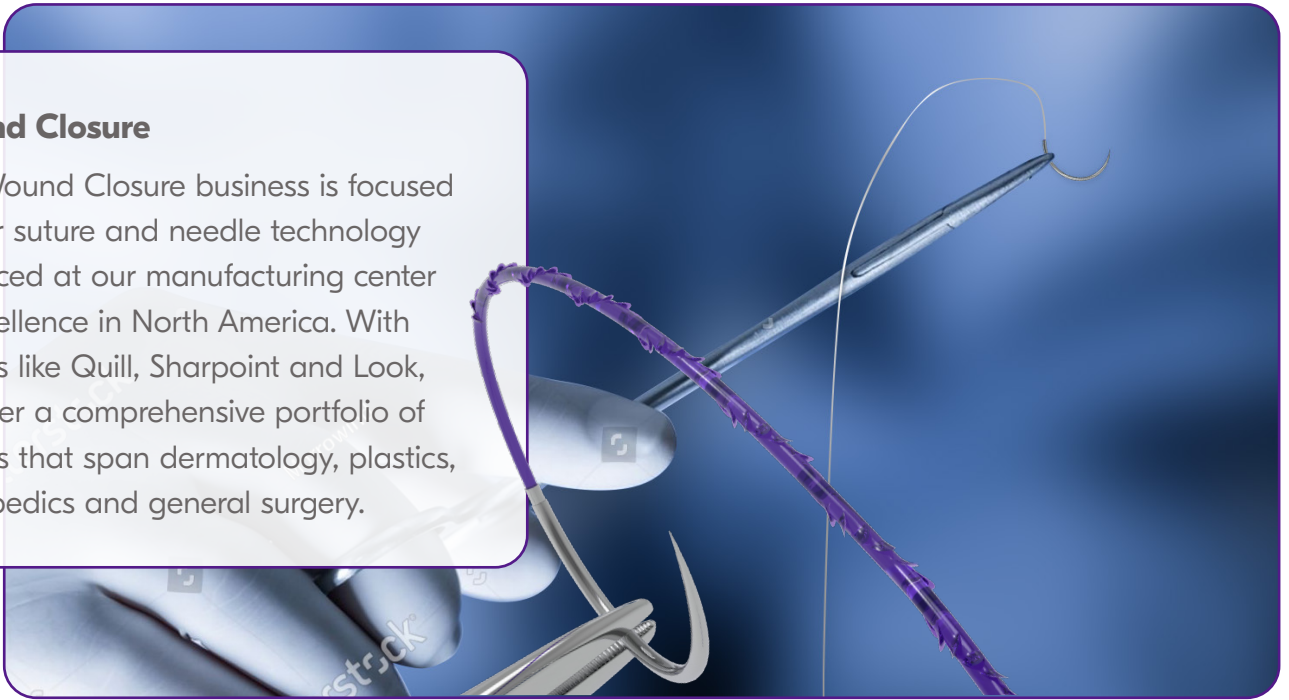
Our Biosurgery business is at the forefront of medical innovation with our gold-standard hemostasis product, Tachosil Fibrin Sealant Patch. Trusted in over 40 countries, Tachosil provides simplicity and surgeon confidence in the operating room.



# Corza Medical's Portfolio of Surgical Solutions

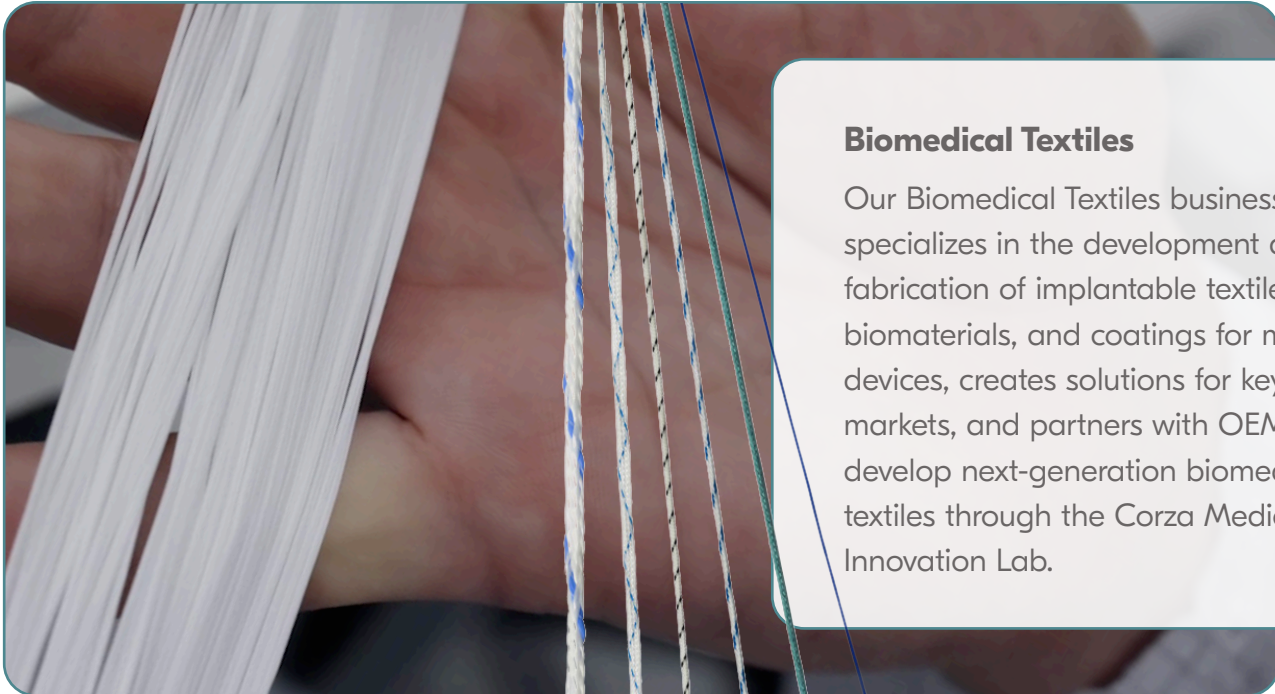
## Wound Closure

Our Wound Closure business is focused on our suture and needle technology produced at our manufacturing center of excellence in North America. With brands like Quill, Sharpoint and Look, we offer a comprehensive portfolio of sutures that span dermatology, plastics, orthopedics and general surgery.



## Biomedical Textiles

Our Biomedical Textiles business specializes in the development and fabrication of implantable textiles, biomaterials, and coatings for medical devices, creates solutions for key markets, and partners with OEMs to develop next-generation biomedical textiles through the Corza Medical Innovation Lab.



Together, these brands embody our promise of Remarkable Service, Trusted Performance, and Outstanding Value.

# CORPORATE RESPONSIBILITY POLICY

This Corporate Responsibility Policy defines Corza Medical's approach to assessing Corporate Responsibility risks and value creation opportunities. Corza Medical considers material Corporate Responsibility matters in the course of its due diligence of potential acquisition targets and day to day management of the company to the extent reasonably practical in a given circumstance and as required by law. For the purposes of this Corporate Responsibility policy, material Corporate Responsibility issues are defined as those issues that Corza Medical determines have or have the potential to have a direct substantial impact on the company's ability to create or preserve economic value as well as environmental and social value for itself, the communities where it operates, and other stakeholders.

## **Examples of Corporate Responsibility matters include:**

- Planet: energy use and efficiency, carbon emissions, pollution, and waste and water management;
- People: human rights, inclusivity, health and safety, community impacts; and
- Principles: management and board structure, anti-money laundering and conflicts of interest.

We believe we have a fiduciary and ethical obligation to proactively address Corporate Responsibility risks and opportunities as part of our management strategy.

## **Objectives**

Corza Medical seeks to:

- A.** Actively develop and improve the long-term sustainability of Corza Medical for the benefit of multiple stakeholders.
- B.** Work with customers, partners, contractors and stakeholders to the extent reasonably possible to improve and advance Corporate Responsibility initiatives.
- C.** Promote transparency and timeliness in communication with stakeholders and partners on Corporate Responsibility matters.

# Corza Medical’s Corporate Responsibility Framework

Our Corporate Responsibility framework serves as the foundation of our sustainability strategy. It integrates our commitment to Planet, People, and Principles across our global operations. Guided by our **Corza Code** (Code of Conduct), we hold ourselves accountable for upholding ethical business practices, transparency, and respect for human rights.

## Our Corporate Responsibility program is built upon three core pillars:

### Planet

We are dedicated to reducing our carbon footprint and managing waste through recycling and other initiatives. By integrating these practices into our operations, we aim to contribute to a healthier planet.

### People

We are committed to fostering a diverse and inclusive workplace, and to supporting the communities where we operate. Our social initiatives are designed to enhance engagement and belonging, and to empower our team members to have an impact in furthering our customer promise.

### Principles

We uphold the highest standards of corporate governance, integrity, and transparency as set forth in our **Corza Code**. Our practices ensure accountability across all areas of our business and guide responsible decision-making.

Aligned with the United Nations Sustainable Development Goals (SDGs), Corza Medical focuses on the areas where we can create the greatest impact—responsible production, gender equality, good health and well-being, and climate action.

Oversight of Corporate Responsibility rests with the Corza Medical Board of Directors, supported by a cross-functional Corporate Responsibility Committee that coordinates initiatives and monitors progress against our sustainability goals.

## Planet Performance

Corza Medical recognizes its responsibility to minimize its impact on the planet. We are committed to managing our operations in ways that conserve natural resources, reduce waste, and mitigate emissions.

In 2025, Corza Medical advanced several initiatives across its manufacturing sites including:

- Improved energy efficiency through lighting and HVAC upgrades
- Expansion of recycling programs; and
- Increased use of renewable energy sources

We continue to measure and report Scope 1 and 2 greenhouse gas emissions, enhancing the accuracy of our calculations in line with the Greenhouse Gas Protocol, and are developing long-term targets for carbon reduction aligned with the Science Based Targets initiative.

Our facilities also maintain strict compliance with environmental regulations, including waste-water management, chemical handling, and packaging sustainability.

We encourage suppliers to adopt environmentally responsible practices and to share in our goal of preserving the planet for future generations.



# People Performance

Corza Medical’s success is built on the talent, diversity, and dedication of our global workforce. We believe in fair treatment, inclusion, safety, and development for all employees.

In 2025, we reinforced our commitment to diversity and inclusion by expanding leadership development programs. We provide safe, respectful workplaces and maintain policies that prohibit discrimination and harassment of any kind. Employee health and safety remains a top priority, as does promoting mental and physical wellness.

Corza Medical invests in employee growth through continuous learning and skills training. We maintain an open-door culture that encourages feedback, collaboration, and innovation.

In addition, through our employee volunteer programs, Corza Medical teams participated in community health drives, mentorship programs, and charitable giving initiatives in 2025. These efforts are led by employees as part of our Corza Cares employee groups.

Corza Medical supports product donations and sponsorships that help deliver essential medical solutions and resources to underrepresented and underserved communities around the world. These initiatives reflect our belief that access to quality care should not depend on geography or circumstance.

- 📌 **International Women’s Day**
- 📌 **Organ Donation Run**
- 📌 **World Blood Donor Day**
- 📌 **LGBTQ+ Pride Month**
- 📌 **Curebound Cancer Challenge**
- 📌 **Community Outreach & Volunteer Month**
- 📌 **World Mental Health Day**
- 📌 **Breast Cancer Awareness**



## Principles Performance

Corza Medical's Principles framework demonstrates our commitment to operating with integrity, maintaining transparency, and upholding strong governance standards. Our Corza Code sets expectations for ethical behavior, responsible business practices, and compliance with global laws and regulations. Every employee, officer, and contractor is expected to act with honesty, fairness, and respect in all business interactions.

We maintain a zero-tolerance policy for bribery and corruption and require all third-party partners to adhere to these same standards. Our whistleblower and non-retaliation policies empower employees to raise concerns in good faith, ensuring that integrity remains a shared responsibility across the organization. The Board of Directors provides oversight of our compliance and Corporate Responsibility policies, bringing diverse expertise across healthcare, technology, and governance disciplines.

Comprehensive training programs reinforce awareness of ethical standards, data privacy, and cybersecurity best practices. Through regular audits and transparent reporting, Corza Medical strengthens its governance systems, maintaining alignment with industry expectations and the trust of our stakeholders worldwide.

Corza Medical further expanded its Ethics and Governance communications in 2025 by incorporating a dedicated section on our company website, [Corza.com](https://www.corza.com), to enhance transparency and stakeholder engagement. This new section provides detailed information about our policies and procedures related to Ethics and Governance, including our [Corporate Responsibility Policy](#), [Corza Code](#), and [Governance Statement](#). Through this platform, we clearly communicate what we hold ourselves and all employees accountable to and reinforce our commitment to integrity, fairness, and accountability across all aspects of our operations.

“

We ground our business success in ethics and compliance. We hold constant and unwavering courage to uphold the highest standards of business conduct and always 'doing the right thing.' The Corza Code communicates clear expectations of how we should act every day and in every aspect of our work. ”



Gregory T. Lucier  
Executive Chairman and CEO

## Responsible Supply Chain & Operations

Corza Medical's commitment to sustainability extends across its global supply chain and operational footprint. We expect our suppliers, partners, and contractors to uphold the same standards of ethics, environmental protection, and social responsibility that we apply within our own organization. This alignment ensures that every stage of our product lifecycle—from sourcing to distribution—reflects our **values of integrity, accountability, and customer excellence**.

Our supplier selection process incorporates environmental and social performance criteria alongside traditional quality and cost considerations. Suppliers are required to comply with the [Supplier Code of Conduct](#), local regulations, and international standards for human rights, labor practices, and anti-corruption. All procurement decisions are guided by transparency, fairness, and long-term sustainability objectives.

We maintain rigorous traceability and quality assurance protocols, consistent with global healthcare and regulatory frameworks. In 2025, Corza Medical introduced enhanced supplier audits and sustainability self-assessments to evaluate environmental impact, workplace safety, and ethical business practices. These measures strengthen our operational resilience and ensure that our partners share our commitment to ethical manufacturing and sustainable growth.

Operational excellence remains a cornerstone of Corza's Corporate Responsibility performance. We continually optimize production processes to minimize waste, conserve resources, and improve efficiency across facilities. Our operations teams collaborate with supply chain partners to adopt greener logistics and reduce transportation-related emissions, reinforcing our pledge to responsible growth.

Our tendering and procurement activities emphasize full compliance with regulatory requirements and responsible bidding practices. Each engagement is subject to review for ethical integrity, fair competition, and financial transparency, consistent with global best practices.





**Want to learn more about  
Corza Medical Corporate  
Responsibility?**

**Download the report here.**



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