

# AVANOS\*

## CORPORATE IMPACT REPORT 2025





# TABLE OF CONTENTS

CEO LETTER .....	2
ABOUT AVANOS .....	3
ETHICS .....	4-6
Governance	
Compliance	
Political Spending and Lobbying	
Protecting Human Rights	
EMPLOYEES .....	7-12
Demographics	
Inclusion & Workforce Impact	
Employee Resource Groups	
Human Rights	
Employee Engagement	
Our Corporate Values	
Compensation	
Training and Educational Opportunities	
Occupational Health and Safety	

SUPPLIERS .....	13
Corporate Social Responsibility	
PRODUCTS .....	14-16
Conflict Minerals Reporting	
Raw Materials	
Packaging	
Unique Device Identification	
Electronic Instructions for Use	
Quality	
COMMUNITIES .....	17-18
Community Relations	
Charitable Giving	
ENVIRONMENTAL .....	19-20
Our Environmental Strategy	
Managing Greenhouse Gas Emissions	
Managing Waste	
Managing Water Use	



## A MESSAGE FROM THE CEO

This is an exciting and defining time for Avanos.

In 2025, we advanced our strategy with clarity and purpose, deepening our impact for patients around the world. Across hospitals, surgery centers, and recovery settings, patients depended on our medical device solutions during some of the most vulnerable moments of their lives, receiving life-sustaining nutrition, relief from pain, and support to recover and gain strength.

These were more than clinical interventions; they were milestones on the journey back to normalcy - moments that empowered patients to reclaim their quality of life and return to what matters. Supporting them during these critical moments is both a privilege and a profound responsibility that drives our teams forward every day.

Our Corporate Impact Report - formerly known as our Corporate Citizenship Report - reflects the evolution of our strategy and the ambition guiding our future. The new name underscores what has always been central to Avanos: delivering measurable, meaningful impact for patients, healthcare providers, communities, and employees worldwide.

Most importantly, our work made a difference. In 2025, our solutions supported approximately 2.2 million patients worldwide<sup>1</sup> seeking vital nutrition, pain relief, or support during recovery. Behind this number are people and families whose futures are stronger because care was available when it mattered most.

Our ambition, however, extends beyond performance alone. In 2025, we advanced sustainability initiatives and strengthened employee engagement across our global workforce. Our employee resource groups fostered connection, culture, and community, while our teams supported local partnerships and volunteer efforts that extend our purpose beyond the clinical setting. We recognize that human health, community well-being, and environmental responsibility are deeply interconnected, and we are committed to progress across each.

We are proud of the progress reflected in this report, but we are even more focused on what lies ahead. Healthcare is evolving rapidly. Patient expectations are rising. Healthcare systems face growing complexity and pressure. We see these not as obstacles, but as opportunities to innovate with greater urgency, to collaborate more deeply with providers, and to expand access to clinically meaningful solutions around the world.

1. This number was determined by historical figures and growth rates.

At Avanos, our work makes a difference every day, and we are committed to raising the standard of care for the years ahead.

Dave Pacitti  
Chief Executive Officer, Avanos Medical



“  
At Avanos, our purpose is getting patients back to what matters, and we aim to shape the future of healthcare by advancing meaningful innovation to elevate the standard of care worldwide. Guided by our purpose and powered by our people, we are committed to creating lasting impact for patients, partners, and the communities we serve.  
”



# ABOUT AVANOS

This report covers the period of Jan. 1 through Dec. 31, 2025.

## OVERVIEW

Avanos is a medical technology company focused on delivering clinically superior medical device solutions that help patients get back to what matters. We are committed to addressing some of today's most important healthcare needs, including providing a vital lifeline for nutrition to patients from hospital to home, and reducing the use of opioids while helping patients move from surgery to recovery.

We develop, manufacture, and market our recognized brands globally and hold leading market positions in multiple categories across our portfolio. With corporate headquarters in Alpharetta, Georgia, Avanos operates four principal medical device production facilities, employing more than 2,200 people worldwide. 2025 net revenue was \$701 million.

Avanos Medical Inc. is traded on the New York Stock Exchange under the ticker symbol AVNS.

## BUSINESS

Our business has two franchises: Specialty Nutrition Systems and Pain Management & Recovery. Each franchise is supported by a dedicated sales force; a customer support team with significant industry experience and product training; and customer education programs. Avanos is vertically integrated, manufactures most of its products, and continues to invest in R&D to enhance the effectiveness, reliability, and safety of our existing products, as well as to commercialize new products.





# ETHICS

## GOVERNANCE

Avanos is committed to operating ethically and in compliance with applicable global laws and regulations. Our governance for overseeing and managing our business includes:

- a Board of Directors that is 83% independent
- a clear reporting structure and lines of accountability
- a global code of conduct
- a comprehensive policy platform, including policies on human rights, labor, inclusive workplace practices, and environmental issues
- oversight on key environmental, social, and governance (ESG) issues

Board Diversity Overview	2024	2025	% of Total as of December 2025
Independent members	5	5	83%
Women	3	3	50%
Ethnically diverse membership	2	2	33%
Total Board members	5	6	

Avanos' Board of Directors provides oversight and guidance on all aspects of our businesses and relationships with stakeholders. Our annual proxy statement contains detailed information on our Board and committee structure, the independence of the members, and the responsibilities and meeting frequency of the Board and each committee. The Board has established the following standing committees: audit, compensation, compliance, and governance. Each committee is responsible for reviewing policies on matters relevant to that committee.

Avanos has an effective compliance and ethics program, overseen by the Board's Compliance Committee; the Management Compliance Oversight Committee; our Chief Ethics and Compliance Officer; our Senior Vice President - Global Quality, Regulatory, and Clinical Affairs; and our Vice President, Head of Legal.

Key components of that program include: our quality and regulatory policies and procedures, which are designed to ensure compliance with applicable laws and regulations; and our anti-corruption policies and procedures, which are designed to ensure compliance with global anti-corruption standards, including the United States Foreign Corrupt Practices Act, the United Kingdom Bribery Act, and other similar laws.





# ETHICS



## COMPLIANCE

The development, manufacturing, marketing, sale, promotion, and distribution of Avanos products are subject to comprehensive government regulation. Government regulation by various national, regional, federal, state, and local agencies – both in the United States and other countries – addresses (among other matters) inspection of, and controls over, research and laboratory procedures, clinical investigations, product approvals and manufacturing, labeling, packaging, marketing and promotion, pricing and reimbursement, sampling, distribution, quality control, post-market surveillance, record keeping, storage, and disposal practices.

Avanos operations are also affected by trade regulations in many countries that limit the import of raw materials and finished products, and laws and regulations that seek to prevent corruption and bribery in the marketplace (including various national laws which regulate corporate interactions with government officials), as well as regulations that require safeguards for the protection of personal data.

In addition, Avanos is subject to laws and regulations pertaining to healthcare fraud and abuse, including state and federal anti-kickback and false claims laws in the United States.

The Physician Payment Sunshine Act, and comparable laws in other jurisdictions, also require Avanos and other manufacturers to annually report payments and items of value given to hospitals, doctors, and other healthcare professionals.

Not only does Avanos take its legal obligations seriously, the commitment to compliance is part of our culture, and we seek to engage in ethical decision-making that will contribute to the larger global economy. Avanos has a separate Ethics & Compliance department that reports directly to the Chief Executive Officer and the Compliance Committee of the Board of Directors.



# ETHICS

## POLITICAL SPENDING AND LOBBYING

Avanos does not operate a political action committee (PAC) in the United States or elsewhere and does not make contributions to political candidates, PACs, or organizations formed for the purpose of influencing the election or defeat of a public official.

Avanos is a member of AdvaMed, a medical device industry association that engages in advocacy on behalf of its members. In 2024, Avanos participated in federal advocacy efforts related to the Non-Opioids Prevent Addiction in the Nation (NOPAIN) Act, which seeks to expand patient access to non-opioid pain management options. These efforts supported the development of appropriate reimbursement frameworks ahead of the Act’s implementation. The NOPAIN Act took effect in January 2025, and no related lobbying activities were conducted by the Company during the 2025 calendar year.

During 2025, Avanos engaged in advocacy activities focused on other public policy matters impacting patient access to care and the availability of essential medical devices. This included continued engagement related to proposed tariff actions affecting syringes and needles manufactured in China, which are primarily used in neonatal and pediatric care. A previously proposed 100% tariff, originally scheduled to take effect in 2024, had been delayed following advocacy efforts. Throughout 2025, Avanos continued to engage with policymakers regarding a potential extension of this delay to align with the planned transition of manufacturing operations out of China.

Avanos also monitored and engaged on proposed Medicare coverage policy developments during 2025, including potential Local Coverage Determination (LCD) changes related to Radiofrequency Ablation and Peripheral Nerve Block procedures. Working in coordination with industry partners, healthcare providers, and patient advocacy groups, Avanos provided input during the public comment process to help highlight potential impacts on patient access to care.

As of the end of 2025, no final coverage determinations had been enacted.



## PROTECTING HUMAN RIGHTS

We respect international social and environmental principles aimed at promoting and protecting human rights and the environment. Avanos also promotes human rights in our supply chain through our Supplier Social Compliance Standards. The standards are designed to identify, prevent, mitigate, and account for human rights violations, with a focus on countries at high risk for human rights abuses. Our Board of Directors’ Audit and Compliance Committees oversee our efforts to ensure compliance with the Avanos Code of Conduct, other internal policies, and certain legal and regulatory requirements.





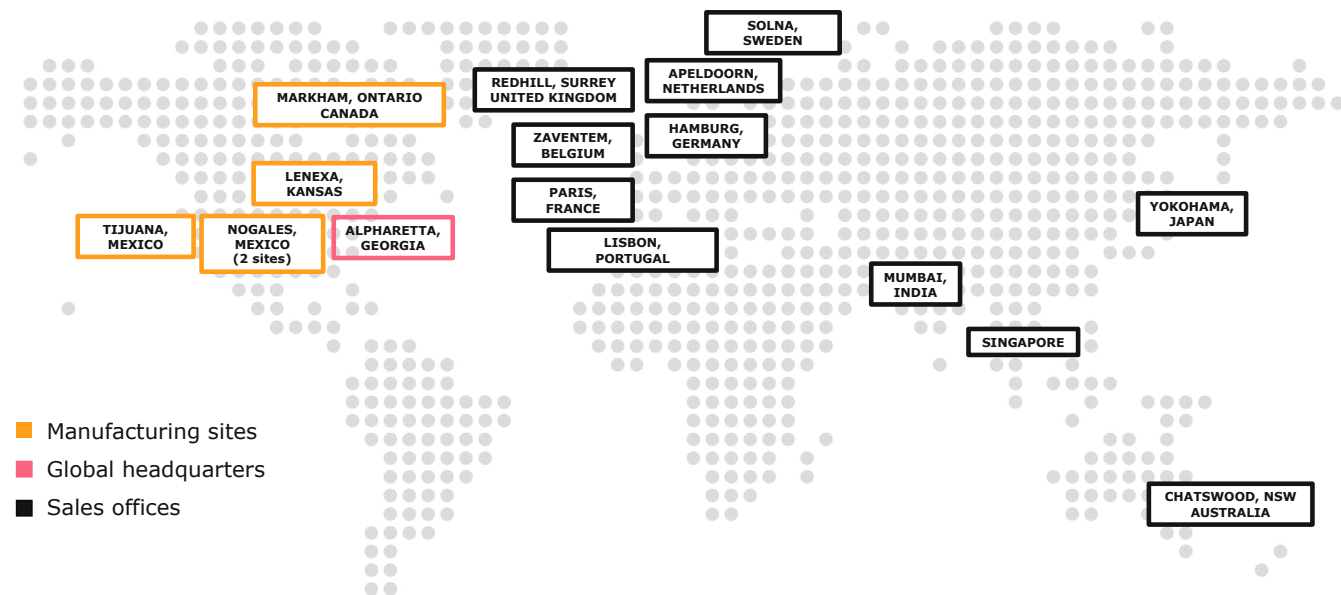
# EMPLOYEES

## DEMOGRAPHICS

Employees are our most-valued resource and are at the center of everything we do. Their talent, diversity, and commitment are crucial to our innovation and success. Our work environment fosters personal, professional, and corporate growth, and nurtures innovation through product development and customer solutions. Our global teams work together in a spirit of cooperation to improve health and healthcare every day.

Global Employees	2024	2025	% of Total as of December 2025
APAC	90	91	4.0%
EMEA	101	108	4.7%
Latin America	1,249	1,334	58.3%
North America (US/Canada)	787	754	33.0%
<b>TOTAL</b>	<b>2,227</b>	<b>2,287<sup>2</sup></b>	

2. Employee demographics represent the count as of Dec. 31, 2025





# EMPLOYEES

## INCLUSION & WORKFORCE IMPACT

At Avanos, we believe our people are our greatest differentiator. Building an inclusive, high-performing culture enables us to innovate, serve patients more effectively, and deliver sustainable long-term value. We cultivate an environment where employees feel respected, connected, and empowered to contribute fully. By strengthening engagement and global collaboration across our global workforce, we enable teams to perform at their best and advance based on merit and contribution.

- **Culture.** We focus on creating a culture where every employee can thrive - where individuality is valued, voices are heard, and shared accountability drives results.
- **Talent & Growth.** Inclusion is integrated into our talent practices to attract, develop, and retain top talent. We support career mobility and advancement through performance-based development and leadership opportunities.
- **Organizational Impact.** By equipping leaders with the tools, training, and resources to foster inclusive teams, we enhance innovation, strengthen workforce resilience, and drive positive impact across the enterprise.

The below statistics reflect our commitment to respecting all employees and rewarding them based on their merit and skills.

Workforce Composition	2024	2025
Women – global director and above <sup>3</sup>	27.3%	30.8%
Ethnic minorities – US director and above <sup>3</sup>	20.0%	25.9%
Women – global salaried employees	49.6%	49.8%
Ethnic minorities – US salaried employees	30.8%	30.9%

3. Leaders in director-level position or higher





# EMPLOYEES

## EMPLOYEE RESOURCE GROUPS

As part of our commitment to employees and patients, Avanos Human Resources sets the strategy and provides direction, guidance, and support to our Employee Resource Groups (ERGs). These voluntary, employee-led groups are open to all, offering a platform to amplify voices, educate peers, and raise awareness of important needs within our broader employee community. Each ERG is sponsored by a senior leader, reinforcing our commitment to an inclusive environment that drives engagement, motivation, and stronger business outcomes across our global workforce.



## HUMAN RIGHTS

The Avanos Human Rights in Employment Policy underscores our commitment to inclusive workplace practices. The policy prohibits discrimination and harassment based on race, color, sex, pregnancy, sexual orientation, gender identity, age, religion, creed, national origin, disability, and other categories protected by applicable laws.

Avanos' commitment to protecting human rights is consistent with our respect for one another and our heritage of fairness, honesty, and integrity. This commitment is formalized in our Human Rights in Employment Policy as well as the Avanos Code of Conduct. Our policies align with the goals of several international standards, including the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and those of the UN Global Compact.



**BEAT:** Black Employees of Avanos Trailblazing



**BRAVE+:** Building Respect and Valuing Equality with LGBTQ+



**HIPE:** Helping Industry Professionals Excel



**IlluminASIAN:** Addressing the unique needs of Asian American/Pacific Islander employees



**UNIDOS:** Celebrating Hispanic/Latinx Culture



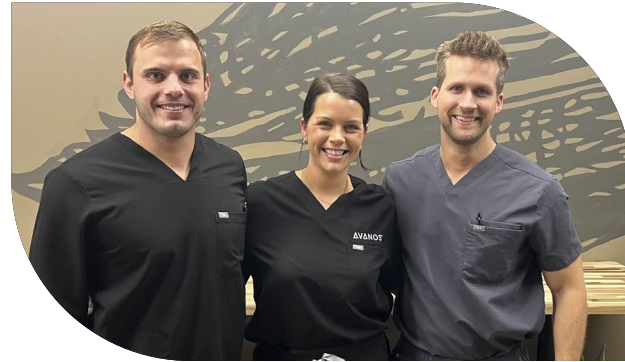
**WAVE:** Women of Avanos Empowered



# EMPLOYEES

## EMPLOYEE ENGAGEMENT

Avanos believes that employees who are engaged in their roles, treated as partners in the business, and recognized for their efforts, are more satisfied and productive. Our goal is to ensure that each of our more than 2,200 employees understands how they contribute to the Company’s innovation and growth and how their work aligns with our refreshed company values. This is accomplished through an employee recognition program, a Values Ambassador Program that reinforces our values through employee-led engagement and advocacy, and ongoing, two-way communications, including videos, podcasts, and master classes, that allow employees to engage with and hear directly from members of the executive team.



## EMPLOYEE WELLNESS

Avanos takes its commitment to the ongoing health and safety of its employees seriously, offering far-reaching health and benefits packages including wellness and awareness programs. Wellness initiatives vary by location but include an Employee Assistance Program (EAP), health assessments, on-site exercise facilities, and employer-sponsored challenges that foster healthy habits.

## EMPLOYEE RETENTION

In 2025, Avanos continued a multi-tiered employee retention strategy, including:

- enhanced compensation and rewards, including expanded benefits and continued flexible work arrangements
  - » expanded benefits include 12 weeks of paid parental leave for biological and adoptive parents, and a four-week paid sabbatical for eligible employees
  - » two additional holidays added including “You Day” and “Mental Health Day”
- fostering greater employee engagement through initiatives such as employee resource groups, peer-to-peer coaching, internal promotions, a leadership development program, and increased interactions with senior leaders
- recognizing employees for their efforts through a variety of awards, spotlights, and appreciation events

## OUR CORPORATE VALUES

### OUR VALUES

Our Values are the foundation of our culture and the principles that shape every decision we make.

They define how we collaborate, innovate, lead, and deliver for our customers and the patients they serve.



### Accountability

We honor our commitments, own our actions, and communicate openly with honesty, respect, and transparency.



### Caring

We center the well-being of our patients, customers, colleagues, partners, and communities by acting with empathy, compassion, and respect.



### Efficiency

We act with purpose, make prompt and informed decisions, thoughtfully utilize our resources, and deliver quality results.



### Purposeful Innovation

We embrace experimentation, act with entrepreneurial spirit, and encourage fresh perspectives to deliver impactful solutions.



### Global Collaboration

We work as one global team, uniting diverse talents, cultures, and perspectives through inclusive communication and shared purpose.





# EMPLOYEES

## COMPENSATION

Avanos compensates employees competitively and fairly in markets throughout the world. Compensation for salaried employees is strongly tied to performance objectives. Salaried employees above a certain pay grade have a substantial portion of their total compensation subject to performance objectives. More about our executive officer compensation can be found in our annual proxy statement.

## TRAINING AND EDUCATIONAL OPPORTUNITIES

Because Avanos is a medical device manufacturer, employees are regularly trained in key areas required by national regulatory authorities, including topics such as documentation, safety, complaint handling, anti-bribery, and quality, among others. In addition to regulated training, employees are educated on the Avanos Code of Conduct, and other topics for legal compliance and ethical decision-making, so that all employees align with our cultural and behavioral expectations.





# EMPLOYEES

## OCCUPATIONAL HEALTH AND SAFETY

In 2025, Avanos achieved its second-best safety performance within the last seven years, recording an incident rate of 0.06. This rate reflects just two recordable accidents across 6.7 million hours worked. Our ongoing commitment to safety is demonstrated through a strong focus on leading indicators such as employee participation, internal audits, and frequent inspections – all of which have contributed to fostering a safety-first culture.

A key highlight of our safety success this year is the achievement of safety milestones across our facilities. Seven out of eight sites reached one full year without a recordable accident, demonstrating our commitment to maintaining a safe and healthy workplace.

During our annual Safety Week, we continued to recognize and reward employees for their proactive contributions to safety, underscoring the essential role they play in upholding our culture of workplace safety. Additionally, during our annual Earth Day Celebration, our facilities raised awareness and encouraged sustainable practices, including recycling materials, energy conservation, and tree-planting campaigns.

### 2025 Health and Safety Highlights

7 out of 8 facilities reached a full year without a recordable accident.

We received approximately 1,300 Employee Engagement Cards in our Avanos Observation Program – a self-reported performance program designed to strengthen employee safety, health, and environmental processes, exceeding our annual target by 2%.

A total of 92% of Employee Engagement Cards were addressed within 30 days, surpassing our performance goal by 22%.

Employee Safety (Calendar Year)	2024	2025
Fatalities	0.00	0.00
Permanently disabling injuries	0.00	0.00
Total reportable incident rate (TRIR)	0.07	0.06
Lost-time reportable incident rate (LTRIR)	0.07	0.06





# SUPPLIERS

## CORPORATE SOCIAL RESPONSIBILITY

The Avanos Code of Conduct provides guidance for dealing with our customers, suppliers, employees, competitors, and the public with integrity and in an ethical and appropriate manner. In addition to the Code of Conduct, Avanos drives ethical business practices by adopting the AdvaMed Code of Ethics, the MedTech Europe Code of Ethical Business Practice, the APAMed Code of Ethical Conduct, and other regional and local codes of ethics commonly adopted globally in the medical device industry.

We respect international social and environmental principles aimed at promoting and protecting human rights and the environment. We integrate human rights into our direct and contracted operations, as well as through our supplier arrangements. Avanos policies align with the goals of several international standards, including the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. These values are formalized in the Avanos Human Rights in Employment Policy and Instructions.

## SUPPLIER SOCIAL RESPONSIBILITY STANDARDS

Maintaining a responsible and resilient supply chain is a business imperative, and our relationships with suppliers are essential to our ability to deliver on promises to customers and other stakeholders. Avanos seeks to do business with suppliers who share our values of quality, service, fair dealing, and our commitment to being a responsible corporate citizen.

The Supplier Social Compliance Standards (SSCS) are a vital pillar of Avanos’ supply chain and align with our Code of Conduct and Human Rights in Employment Policy. These standards are driven by the belief that good corporate citizenship is essential to our long-term business success and must be reflected in our relationships and actions in Avanos workplaces and the workplaces of those who are authorized to directly



supply our business. The practices reflect the values we uphold in our own policies, and we expect our suppliers to follow these standards and requirements.

## DUE DILIGENCE PROCESS

In selecting new, finished-product, contract manufacturing suppliers, Avanos uses a multi-level due diligence process that involves surveys, reviews of supplier policies, procedures, records, and background/reference checks.

## TRANSPARENCY IN SUPPLY CHAINS

In accordance with laws and requirements in Germany, the United Kingdom, and California (among others), Avanos evaluates and addresses risks of human trafficking and slave labor throughout its supply chain. Verification of this process is completed by independent audits and/or self-assessments. During these audits, Avanos receives certification from certain of our direct suppliers that the materials incorporated into their products comply with the laws regarding slavery and human trafficking of the country in which they are doing business.

Avanos’ Supplier Social Responsibility Standards and Code of Conduct are enforced to help maintain internal and external social compliance accountability standards and procedures for suppliers, employees, or contractors in regard to combating slavery and human trafficking.





# PRODUCTS

## CONFLICT MINERALS REPORTING

Conflict minerals are tungsten, tin, tantalum, gold, and any other mineral or its derivatives determined by the US Secretary of State to be financing conflict in the Democratic Republic of Congo (DRC) or any country that shares an internationally recognized border with the DRC.

Avanos conducts a reasonable country-of-origin inquiry (RCOI) to determine whether any materials used in our products originated in the DRC or an adjoining country or were from recycled or scrap sources. A summary of our RCOI, as well as the steps taken to exercise due diligence on the source and chain of custody of our product materials, is included in our Conflict Minerals Report, which can be found in our SEC filings.

## RAW MATERIALS

Avanos uses a wide variety of raw materials and other inputs in our production processes. We base our purchasing decisions on quality assurance, cost-effectiveness, and regulatory requirements. We work closely with our suppliers to ensure continuity of supply while maintaining high quality and reliability. We primarily purchase these materials from external suppliers, some of which are single-source suppliers.

Global commodity prices can affect pricing of certain raw materials we use. The prices of resins and finishing supplies often fluctuate in response to changes in oil prices. Prices of these commodities can be volatile and have varied significantly in recent years, contributing to fluctuations in our operating results. More information can be found in our SEC filings.

Avanos relies on product materials and inputs, such as polyethylene and other commodities, in the manufacture of polymer products that are developed and sold globally.

Materials Used (metric ton)	2024	2025
Polymers	1,941	322 <sup>4</sup>

4. The reduction in materials used was due to recent divestiture of our Respiratory Health business.





# PRODUCTS

## PACKAGING

Our product packaging helps ensure the quality and safe delivery of our products to customers around the world every day. As we focus on continuous improvement, we incorporate sustainable packaging considerations early in the design process, balancing environmental concerns with the need to protect product quality and transport products efficiently and economically. Optimizing packaging designs for patient safety and customer ease of use, while meeting sterilization and supply chain needs, are also key considerations.

## UNIQUE DEVICE IDENTIFICATION

Avanos employs Unique Device Identification (UDI)-compliant labeling. The UDI system is used to mark and identify medical devices through their distribution and use. This helps reduce medical errors and more quickly identify medical devices in the case of adverse events or recalls, in addition to providing an accessible source of definitive device identification information. Scanning bar codes containing standardized product information not only streamlines recall management and facilitates device data tracking by clinical research registries, but also offers hospitals the opportunity to better manage inventory and integrate standardized product information into their electronic medical records.

Using UDI to document the device(s) in a patient’s record improves the accuracy of surveillance and patient care, and furthers our purpose of getting patients back to what matters.

## ELECTRONIC INSTRUCTIONS FOR USE

Avanos uses Electronic Instructions for Use (eIFU) for all US-based professional-use customers as another way to reduce our carbon footprint. With the product label, the customer may scan a QR code to access a full set of usage instructions through a dedicated website instead of receiving paper packaging inserts. Utilizing eIFU streamlines product rollovers by enabling instant updates to digital documentation. This removes the time required to procure physical prints, thereby minimizing distribution delays, and ensuring accurate, real-time access to the latest information. In addition, eIFU eliminates the need to store paper instructions when storage space within hospitals and other clinical settings is often minimal.

Paper production, distribution, and disposal require a large amount of energy and raw materials. Using eIFUs eliminates Avanos’s paper consumption, as well as oil, water, and energy associated with production, distribution, and disposal of paper.





# PRODUCTS

## QUALITY

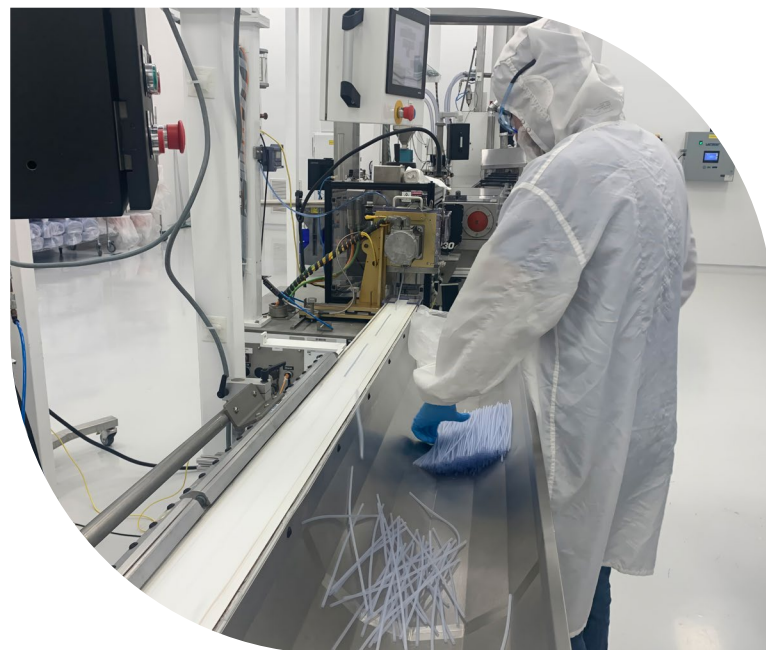
Ensuring quality is an essential part of Avanos’ business strategy, and a culture of quality is the foundation for meeting the expectations of healthcare providers and their patients. It is our policy to design, manufacture, deliver, and service products that meet or exceed customer expectations for quality, performance, and value.

We accomplish this by:

- establishing quality objectives, processes, procedures, and practices that meet or exceed customer and regulatory requirements
- establishing accountability for quality systems management
- providing resources necessary to execute the quality management system
- conducting regular assessments of quality systems and practices to promote continuous process, product and service improvement, and to ensure compliance with applicable laws and regulations

External regulations and industry best practices, as well as internally developed standards, define our quality criteria. Programs are established to measure compliance with these and report results to senior management. These quality standards and established quality system processes drive the continuous improvement activities that ensure that Avanos products are safe and effective for customers.

Should they become necessary, product field action/recall programs are in place to promptly address potential product or safety issues. These processes are tested periodically to ensure that they are effective and efficient.



In 2025, the following voluntary field actions/recalls were conducted by Avanos:

Product	Regions
COOLIEF* RF Generator	United States, Brazil (CLOSED January 2025)
BALLARD® Closed Suction System for Adults	United States, South Africa (CLOSED January 2025)
MIC* Gastric-Jejunal Feeding Tube Kits	United States, Canada, Israel, UAE, Kuwait, Costa Rica, Panama, Colombia
NEOMED* Pharmacy Syringes - Nonsterile (Non ENFit®)	United States, Canada, Singapore, Netherlands, Switzerland, Australia, New Zealand
MIC-KEY* Gastric-Jejunal Feeding Tube Kits	Canada, United States, Australia, New Zealand
BALLARD® Closed Suction System for Neonates/Pediatrics, 5 Fr, Elbow	Australia (CLOSED August 2025)
CORTRAK* 2 EAS	United Kingdom
MIC* Percutaneous Endoscopic Gastrostomy PEG Kit with ENFit® Connectors and MIC* PEG Replacement Feeding Adapter with ENFit® Connectors	Canada, Sweden, Belgium, France, Italy, Netherlands, Norway, Poland, Spain, Switzerland
COOLIEF* TRANSDISCAL* Cooled Radiofrequency Kit	Malaysia
BALLARD® Closed Suction Systems	United States, Canada, South Korea, New Zealand, Mexico, Germany, United Kingdom, Slovenia, France, Austria
Introducer Kit for Gastrostomy Feeding Tubes and Gastrointestinal Anchor Set, SAF-T-PEXY* T-Fasteners	European Union, United Kingdom
CORFLO* Nasogastric/Nasointestinal Feeding Tubes and CORTRAK* 2 Nasogastric/Nasointestinal Feeding Tube with Electromagnetic Transmitting Stylet	European Union, United Kingdom, Australia, Singapore

Avanos maintains an ongoing commitment to protecting customer health and safety. Our product-safety scientists are trained and accredited in the fields of toxicology, biocompatibility testing, and health-risk assessments. Most have doctoral degrees and several are board-certified by the American Board of Toxicology. Safety assessments conducted by our product-safety experts cover the complete life cycle of a product: research and development, manufacture, sale, use, and disposal.

BALLARD is a Registered Trademark of SunMed Group Holdings, LLC. ENFit® is a Registered Trademark of Global Enteral Device Supplier Association, Inc.



# COMMUNITIES

## COMMUNITY RELATIONS

Avanos strives to improve the well-being of the people we touch through a range of health, humanitarian, economic, and environmental initiatives to help sustain the communities where our employees work and live.

## CHARITABLE GIVING

Charitable giving remains an important part of our corporate impact goals. Being a responsible corporate citizen includes supporting those in need, whether it's providing resources, offering financial support, or donating time to help others. Across the globe, Avanos employees continue to strengthen the communities where we live and work.

Through our annual "Matters of the Heart" program, employees nominated charitable organizations that are personally meaningful to them and aligned with our Purpose of getting patients back to what matters. Our Grants and Donations Committee reviewed the submissions and selected 20 finalists, and employees then voted to determine the top 10 charities, each receiving a \$5,000 donation from Avanos:

- Alzheimer's Association
- Colon Cancer Coalition
- CURE Childhood Cancer
- Lymphoma Research Foundation
- MSK Giving (Memorial Sloan Kettering Cancer Center)
- NextStep
- Ronald McDonald House Charities
- St. Jude Children's Research Hospital
- Stead Family Children's Hospital
- Wounded Warrior Project



Throughout the year, employees in our Alpharetta, Georgia, headquarters collected essential items for North Fulton Community Charities and hosted a back-to-school drive to provide backpacks and supplies for local students. In March, more than 70 employees assembled 500 "Packages of Hope" in partnership with the Lily's Hope Foundation, supporting families with infants in neonatal intensive care units and reinforcing the meaningful connection between our work and the patients we serve.

On September 11, more than 75 employees volunteered at the 9/11 Day Meal Pack event in Atlanta, helping provide meals for families facing food insecurity as part of a nationwide service initiative that mobilized



more than 30,000 volunteers and delivered over 9 million meals across 23 cities.

In the fall and holiday season, employees expanded their support of Ronald McDonald House Charities by preparing meals for families of hospitalized children and contributing gifts to Holiday Shop programs across the US. At our North America Sales Business Planning Meeting, leaders also participated in a team-based bike-building challenge, assembling and donating six bicycles to children in need in Miami, Florida.



# COMMUNITIES



We also demonstrated how sustainability and community impact can align. Unused commercial laundry equipment was donated to Lost-n-Found Youth, an Atlanta-based nonprofit serving LGBTQ+ youth experiencing homelessness, extending the life of valuable resources while supporting a critical local need. Similarly, during the closure of our Tucson manufacturing facility, employees redirected surplus equipment and supplies to our Mexico plants, local educators, and community organizations. Proceeds from an employee “yard sale” were donated to United Way of Southern Tucson, ensuring that even a facility transition created meaningful local impact.

Globally, employees continued giving back in meaningful ways. In Singapore, employees partnered with Rainbow Centre to host an inclusive carnival event for students with disabilities. In Japan, volunteers supported children with severe illnesses and their families at the “Ganbare Republic” summer camps, providing hands-on assistance and gaining deeper insight into the real-world impact of our enteral feeding products. In Australia, teams assembled and donated holiday hampers and food items through the Salvation Army’s Christmas Appeal. In Belgium, employees raised funds and assembled 155 holiday care packages for individuals experiencing homelessness, with Avanos matching employee contributions to further expand support.

In Mexico, our teams in Nogales and Tijuana demonstrated sustained, year-round community engagement. In partnership with Asociación Down IAP, we supported fundraising efforts to help provide therapies and essential services for individuals with Down syndrome. Employees in both locations celebrated Children’s Day by hosting activities, meals, and entertainment for children in shelters and orphanages, including Ciudad del Niño and Vida Nueva para Niños. The Nogales team also supported Compassion Home through targeted donations for children in need and organized a large-scale drive for Asilo de Ancianos Franciscano to provide essential supplies for elderly residents. During the holiday season, employees collected clothing and gifts for children at Casa Hogar Timoteo, helping bring comfort and joy to families in vulnerable circumstances.



Our team in Canada also hosted its first Thanksgiving Food Drive, collecting 175 pounds of food for the Daily Bread Food Bank and laying the foundation for continued community engagement in the years ahead.



In addition to these efforts, our Matching Gifts program enables employees worldwide to amplify their personal charitable contributions. Avanos matches eligible donations of \$50 or more – up to \$1,000 per employee – to qualified organizations, helping extend the impact of employee generosity.



# ENVIRONMENTAL

## OUR ENVIRONMENTAL STRATEGY

Striving for clean air, clean water, and a healthy environment is fundamental to the way we manufacture our products. To build future resilience, Avanos is developing a global decarbonization roadmap and strategic plan, accompanied by the setting of global carbon reduction targets. This stream of work will include engagement with key suppliers on climate risk and greenhouse gas reduction commitments to reduce policy and market risks, and achieve value chain-wide resilience.



## MANAGING GREENHOUSE GAS EMISSIONS

Our measurements track Scope 1 (direct) emissions, which includes ozone-depleting substances (refrigerants), waste management, stationary, and mobile energy consumption. We also track and report Scope 2 (indirect) emissions, which include electricity, and other energy generated off-site and purchased by Avanos. We continue to partner with our local electricity providers to buy, when available, carbon-free energy.

In 2024, Avanos optimized our manufacturing equipment to operate in line with actual production activity, reducing energy consumption. Avanos also continued efforts to transition from conventional lighting to LED.

As a result of our monitoring efforts, in 2025 our Scope 2 GHG emissions declined by 61% and our total GHG emissions (Scope 1 and Scope 2) were reduced by 54%.

Additionally, Avanos quantified its Scope 3 (indirect value chain) greenhouse gas emissions for the first time, creating a 2024 emissions baseline that will guide the strategic roadmap to reduce its total carbon footprint.

Greenhouse Gas Emissions (tCO <sub>2</sub> e)	2024	2025
Scope 1 (direct)	1,546.98 <sup>5</sup>	1,553.08
Scope 2 (indirect)	12,654.08	4,952.36
Scope 3 (indirect) <sup>6</sup>	73,447.00	77,516.00
<b>Total Emissions (tCO<sub>2</sub>e)</b>	<b>87,648.06</b>	<b>84,021.44</b>

5. Natural gas conversion factor correction.

6. Scope 3 does not include data from newest company acquisition, Nexus Medical LLC, in Sept. 2025.

Electricity Type (MW)	2024	2025
Fossil Fuel Electricity Purchased	28,780.48	11,504.48
Carbon-Free Electricity Purchased	55.78	89.10
Carbon-Free Electricity Generated and Consumed <sup>7</sup>	27.14	81.85
<b>Total Electricity</b>	<b>28,863.40</b>	<b>11,675.43</b>

7. Generated by Photovoltaic system at our Tijuana facility.

Avanos' approach to calculating emissions is aligned directly with the Greenhouse Gas Protocol and uses primary energy data and emissions factors from sources such as the Environmental Protection Agency (EPA), UK's Department for Environment, Food and Rural Affairs (DEFRA), and the International Energy Agency (IEA).



# ENVIRONMENTAL

## MANAGING WASTE

Avanos continues to pursue waste elimination and waste recycling. Our production facilities have been conducting Kaizen events and other Lean methods to reduce scrap and waste in our production processes. In 2025, our hazardous waste was reduced by 40%, and our non-hazardous waste was reduced by 48%, for a combined waste output reduction of 48%. Because managing waste is important to our stakeholders, and because the majority of our products are single use, we have made waste management a key priority.

Hazardous Waste (MT)	2024	2025
Blended Fuel	35.63	0.28
Chemical Treatment	9.49	5.68
Incineration without Heat Recovery	14.94	1.64
Permanent Storage	7.95	10.77
Recycled	18.53	24.87
Waste-to-Energy	29.99	26.79
<b>Total Hazardous Waste</b>	<b>116.53</b>	<b>70.03</b>
<b>Percentage of Hazardous Waste Landfilled</b>	<b>0%</b>	<b>0%</b>

Non-Hazardous Waste (MT)	2024	2025
Incineration without Heat Recovery	131.36	6.64
Landfilled	559.41	523.38
Chemical Treatment	0.09	0.35
Recycled	1030.73	361.50
Waste-to-Energy	0.50	1.40
<b>Total of Non-Hazardous Waste</b>	<b>1,722.09</b>	<b>893.27</b>
<b>Percentage of Non-Hazardous Waste Landfilled</b>	<b>32%</b>	<b>59%</b>
<b>Total Waste Generated (MT)</b>	<b>1,838.62</b>	<b>963.30</b>
<b>Total Percentage of Waste Landfilled</b>	<b>30%</b>	<b>54%</b>
<b>Total Recycled</b>	<b>1,049.26</b>	<b>386.37</b>
<b>Percentage of Total Recycled Waste</b>	<b>57%</b>	<b>40%</b>

## MANAGING WATER USE

Although water is not utilized in many Avanos processes, water use is measured and recorded for manufacturing and all general business operations, tracking it to its discharge destination. Where we use process water at our facilities, effluent water is returned in accordance with all applicable guidelines. In 2025, our water demand decreased by 73%.

Water Use [m <sup>3</sup> ]	2024	2025
Influent	92,768	25,443
Municipal water	79,365	16,458
Ground water	13,403	8,985
Effluent	79,187	17,731
Municipal water discharge	79,187	17,731

In addition to consolidating operations in our Mexican facilities and implementing enhanced energy management and process improvements, the divestiture of our Respiratory Health business was a primary driver of the significant reductions in water use, energy consumption, waste generation, and emissions. As we continue expanding operations in our Mexican facilities, we anticipate a corresponding increase in our carbon footprint next year.



# AVANOS\*



[Avanos.com](https://www.avanos.com)

\*Registered Trademark or Trademark of Avanos Medical, Inc., or its affiliates.  
© 2018-2026 AVNS. All rights reserved.

