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# Corporate Responsibility Fact Sheet

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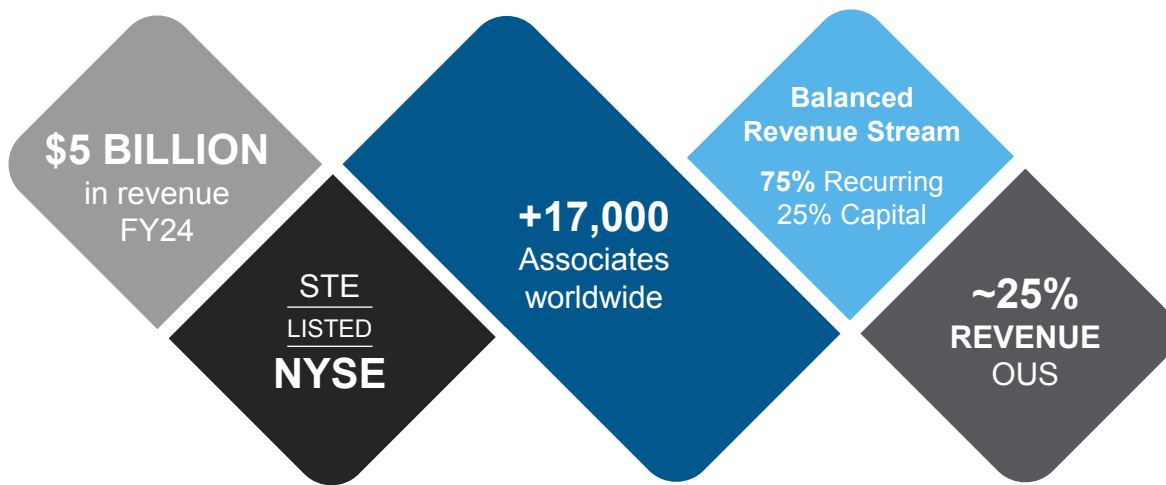
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## WHO WE ARE

**STERIS** was founded in 1985 with a revolutionary idea to transform the sterilization process for endoscopes, the more delicate instruments used in minimally invasive surgical procedures. From that first spark of an idea, the company has grown from a single-product business to a global organization. Today STERIS is a leading provider of products and services that support patient care with an emphasis on infection prevention.

### At a Glance



## The STERIS Impact

For the safety of patients and caregivers, healthcare regulators require that everything that touches the human bloodstream is sterilized, which is the highest level of clean, where all microorganisms are removed. In a scenario like surgery—everything from minimally invasive to open heart—when a patient’s bloodstream is exposed, everything in and around the patient must be sterile. That includes not only the surgical instruments, but also everything from drapes and gowns to sterile injectable medications and more. This is the core of what we do at STERIS and the tie that binds our businesses together: **STERIS surrounds patients with safety.**

Our work combines with many others dedicated to patient health—especially our Customers. This includes hospitals, surgical centers and GI clinics and more, where life-altering and life-saving procedures take place. It includes the innovative medical device manufacturers who create everything from sterile gauze that protects wounds to stents that open blockages. It includes the pharmaceutical manufacturers who produce everything from vaccines to insulin.

## Mission

**WE HELP OUR CUSTOMERS CREATE A HEALTHIER AND SAFER WORLD** by providing innovative healthcare and life science products and services around the globe.

## Vision

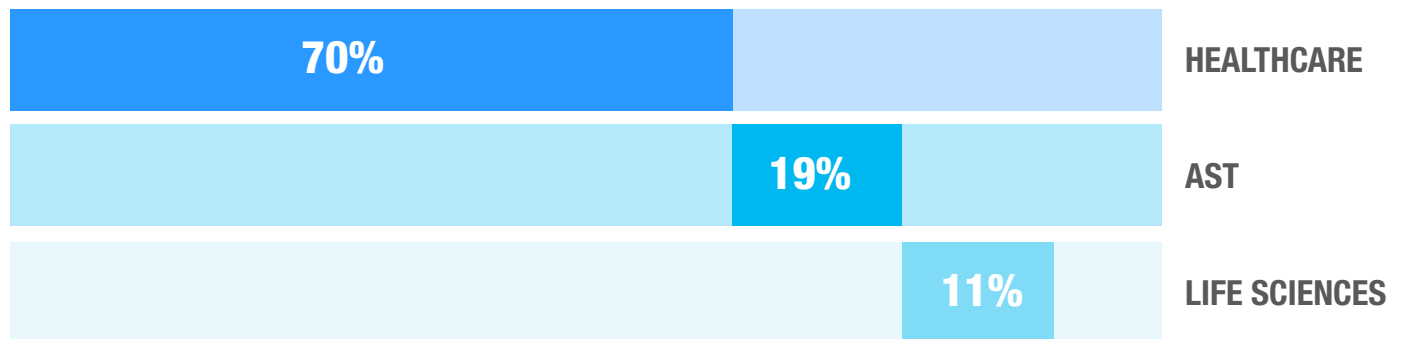
**WE STRIVE TO BE A GREAT COMPANY.** We provide world-class products and services for our Customers, safe and rewarding work for our People, and superior returns for our Shareholders.

## Values

**CUSTOMERS FIRST** — ALWAYS  
**ACCOUNTABILITY** — RIGHT NOW  
**INNOVATION** — THE BEST

**PEOPLE** — THE FOUNDATION  
**INTEGRITY** — STEWARDSHIP COMMITMENT  
**TEAMWORK** — WINNING TOGETHER

## Our Business Segments (% of Revenue FY24)<sup>1</sup>



<sup>1</sup> Previously, we had four reportable business segments; however, as a result of the agreement to divest our Dental segment, Dental is presented as discontinued operations. Historical information has been retrospectively adjusted to reflect these changes for comparability, as required. For more information, please see STERIS's 2024 Annual Report on Form 10-K.

# OUR APPROACH

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## About Corporate Responsibility at STERIS

**WE HELP OUR CUSTOMERS CREATE A HEALTHIER AND SAFER WORLD** by providing innovative healthcare and life science products and services around the globe. Inspired by our Customers' efforts to create a healthier and safer world, and guided by our legacy of leadership and innovation, we strive to be a great Company. To STERIS, this means we will make a difference by providing world-class products and services for our Customers, safe and rewarding work for our People, and superior returns for our Shareholders. Sustainability is built into the fabric of our organization in our efforts to fulfill our Mission.

The Corporate Responsibility function is led by the Vice President of Environmental, Social, and Governance (ESG). With support from our Chief Executive Officer, General Counsel and other senior executives, the Corporate Responsibility function works to actively develop and refine our ESG strategies, programs, and policies with our Global Sustainability Steering Committee.

The Global Sustainability Steering Committee is a cross-functional team of senior leadership, subcommittee chairs, and subject matter experts spanning our businesses and Legal, Investor Relations, Human Resources, Continuous Improvement, Compliance, Facilities, and Health, Safety & Environment functions.

Oversight of the Company's enterprise risk management process, which is the integrated, process-oriented approach to managing key business risks and policies, practices, and programs, including those related to ESG matters, is the responsibility of the Board of Directors. The Nominating and Governance Committee of the Board of Directors has the responsibility of assisting the Board of Directors in its oversight of ESG matters. The Company's Vice President of ESG provides reports to the Nominating and Governance Committee concerning the Company's ESG efforts, including evaluating carbon emissions, preparing for regulatory requirements, reporting ESG metrics, and reviewing ESG ratings, as well as current and emerging ESG legal standards, industry practices, investor views, and reputational risks. Further, ESG priorities and objectives have been established for many of the Company's operating facilities.

# SASB Reporting

Our Annual Report on Form 10-K (filed with the U.S. SEC), or our Annual Report, and our Directors' Report and Consolidated Financial Statements (filed with the Irish Companies Registration Office and available on our website), or our Directors' Report, include metrics aligned with the Medical Equipment & Supplies industry-specific Sustainability Accounting Standards Board (SASB) standards. We seek to provide investors with useful, relevant, and meaningful sustainability information and have selected metrics under the SASB Standards. The table below summarizes our fiscal year 2024 responses and the location of the disclosure. Our reporting against the SASB standard is a voluntary disclosure.

More information on our Corporate Responsibility function and our process for continuously monitoring and tracking our policies and activities in the areas of ethical business practices, energy and environmental conservation, Associates and human capital management, and quality can be found in our Annual Report and our Directors' Report.

Topic	Accounting Metric	Code	STERIS FY24 Response	Annual Report Section	Directors' Report Section
Product Safety	Number of recalls issued, total units recalled.	HC-MS-250a.1	STERIS had no Class I recalls in fiscal 2024, 2023 and 2022.	Item 1. Business - Quality	Directors' Report - Quality
	Total FDA MedWatch safety alert products.	HC-MS-250a.2	STERIS had zero products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database.	Item 1. Business - Quality	Directors' Report - Quality
	Number of FDA enforcement actions taken.	HC-MS-250a.4	In fiscal 2024, STERIS did not receive any warning letters, seizures, or consent decrees.	Item 1. Business - Quality	Directors' Report - Quality
Ethical Marketing	Total monetary losses as a result of false marketing claims.	HC-MC-270a.1	In fiscal 2024, STERIS incurred no monetary losses as a result of legal proceedings associated with false marketing claims.	Item 1. Business – Ethical Business Practices – Managing Compliance and Ethics	Directors' Report - Ethical Business Practices – Managing Compliance and Ethics
	Description of code of ethics governing promotion of off-label use of products.	HC-MS-270a.2	The STERIS Code of Business Conduct covers ethical marketing and off-label promotion.	Item 1. Business – Ethical Business Practices – Managing Compliance and Ethics	Directors' Report - Ethical Business Practices – Managing Compliance and Ethics
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption.	HC-MS-510a.1	In 2024, STERIS incurred no monetary losses as a result of legal proceedings associated with bribery or corruption.	Item 1. Business – Ethical Business Practices – Anti-Bribery and Anti-Corruption	Directors' Report - Ethical Business Practices – Anti-Bribery and Anti-Corruption
	Description of code of ethics governing interactions with health care professionals.	HC-MS-510a.2	STERIS has adopted and requires compliance with the AdvaMed Code.	Item 1. Business – Ethical Business Practices – Managing Compliance and Ethics	Directors' Report - Ethical Business Practices – Managing Compliance and Ethics

## Emerging Regulation

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On January 5, 2023, the European Commission's Corporate Sustainability Reporting Directive (CSRD) became effective. The CSRD expands the number of companies required to publicly report ESG-related information and defines the ESG-related information that companies are required to report in accordance with European Sustainability Reporting Standards (ESRS).

As STERIS prepares for upcoming CSRD disclosures, we continue to make significant efforts in gathering baseline information, strengthening our internal controls, and evaluating our current ESG data.

## Materiality Assessment

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STERIS is in the process of conducting a CSRD-aligned ESG double materiality assessment. The CSRD requires companies to consider both the impacts of our business on people and the environment (impact materiality), and on how sustainability matters affect our business (financial materiality). This assessment is the first step towards CSRD compliance and will be used to determine which topical standards in the ESRS we will need to report on.

# ENVIRONMENTAL



Lean concepts and a mindset of continuous improvement drive our focus on improving the efficiency of our global operations, reducing waste and energy consumption, and delivering products and services that help our Customers reduce their environmental footprint. STERIS commits to pursuing sustainable strategies throughout the Company. This commitment extends to our services as well, where we seek to create environmentally responsible offerings.

## Emissions



Companywide, we address climate risks and opportunities by improving the efficiency of our global operations. To demonstrate awareness of climate change impacts, STERIS tracks greenhouse gas (GHG) emissions and, at the request of some of our Customers and investors, we complete the annual Carbon Disclosure Project (CDP) questionnaire. As reported to the CDP, our fiscal year 2024 emission data is provided below.

Category	Emissions (Metrics Tons CO2e)
Scope 1	57,543
Scope 2 (Location-based)	96,291
Scope 2 (Market-based)	103,595
Scope 3 Total <sup>2</sup>	321,013

**Table 1. Gross Global Emissions in Fiscal Year 2024 (April 1, 2023 – March 31, 2024)**

STERIS uses an independent verification body to verify our GHG data. The verification includes a “limited” level of assurance for Scope 1 emissions (direct emissions from sources owned or controlled by the Company), Scope 2 emissions (indirect emissions from goods or resources with potential GHG emissions, mostly from purchased electricity), and Scope 3 emissions of carbon dioxide equivalent (CO2e).

## Renewable Energy



STERIS purchases renewable energy and has facilities with solar panel installations. We continue to evaluate opportunities for renewable energy within our global operations, but STERIS does not currently disclose our renewable energy total or percentage.

<sup>2</sup> Aggregate Scope 3 emission total includes the following categories: Purchased Goods and Services, Capital Goods, Upstream Transportation and Distribution, Business Travel, and Employee Commuting. The Greenhouse Gas Protocol Corporate Value Chain Accounting and Reporting Standard was used to assess the reported categories.



## SmartWay

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As a member of the EPA's SmartWay program since 2005, STERIS has been advancing supply chain sustainability by measuring, benchmarking, and improving the efficiency of freight transportation throughout our U.S. operations. SmartWay is a program that enables STERIS to identify more efficient freight carriers who implement management practices related to transport modes, equipment, and operational strategies.

## Water Stewardship

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Clean, accessible water is not only critical to our business, but also to our planet. We are committed to minimizing natural resource consumption in our production facilities. As required by governing regulations, STERIS facilities monitor water data. We have established internal procedures for water disposal to comply with applicable regulations.

## Waste Management

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STERIS entities that have produced or are in possession of waste, are responsible for its identification and classification in accordance with governing regulations. Adequate knowledge of waste hazards is maintained and documented.

## Product Sustainability

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We believe that our long-term competitive position depends on our success in discovering, developing, and marketing innovative, cost-effective products and services. We devote significant resources to research and development efforts and we believe STERIS is positioned as a global competitor in the search for technological innovations.

As part of our product sustainability efforts, STERIS continues Life Cycle Assessments (LCA) for key products. An LCA is a process that quantifies a product or services' carbon emissions from raw material extraction to the products' end of life. The results of the LCA may be used to support research and development, marketing, and Customer requirements of product sustainability.

## Environmental Management System

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We have chosen to align our environmental management system with the ISO 14001 standard, which sets out the criteria that a company or organization can follow to establish an effective environmental management system. Designed for any type of organization, regardless of its activity or sector, it can provide assurance that environmental impact is being measured, controlled and improved in a holistic manner. We currently have three facilities and 14 reprocessing locations that are 14001 accredited. Certifications are available [online](#).

# SOCIAL



As of March 31, 2024, we have more than 17,000 Associates throughout the world. People are the key to our

success, which is reflected in two of our core Values: People and Teamwork. We are committed to the safety and success of our people.



**12,147** HEALTHCARE  
**3,411** AST  
**853** LIFE SCIENCES  
**1,054** CORPORATE

Fiscal year 2024 Associates by segment

## Diversity, Equity, and Inclusion



At STERIS, we are dedicated to creating and sustaining a diverse, equitable and inclusive work environment. We believe that the different ideas, experiences,

perspectives and backgrounds of our global Associates create a stronger organization that allows us to fulfill our ultimate goal of serving our Customers. To put it simply, we believe a diverse and inclusive workforce is essential to a thriving organization. Our commitment to Diversity, Equity, and Inclusion (DEI) reflects our Vision to provide world-class products and services for our Customers, safe and rewarding work for our People, and superior returns for our Shareholders. Our full DEI commitment can be found [online](#).

Both gender and racial diversity data are self-reported by STERIS Associates. Additional workforce demographics can be found on our [EEO-1 report](#).

	2024 MEN	2024 WOMEN	2023 MEN	2023 WOMEN
SENIOR MANAGERS	738	291	739	297
OTHER EMPLOYEES OF THE COMPANY	10,884	5,542	10,774	5,846

Fiscal year 2024 and 2023 Associate distribution by gender

	2024 WHITE	2024 US MINORITY <sup>3</sup>	2023 WHITE	2023 US MINORITY <sup>3</sup>
SENIOR MANAGERS	86%	14%	86%	14%
OTHER EMPLOYEES OF THE COMPANY	61%	39%	61%	39%

Fiscal year 2024 and 2023 Associate distribution by ethnicity

<sup>3</sup> A minority person is defined as a person who identifies as American Indian/Alaskan Native, Asian, Black or African American, Hispanic or Latino, Native Hawaiian or Other Pacific Island, or two or more races.

# Human Rights



STERIS is committed to upholding human rights in all STERIS operations globally and respects human rights as recognized by the principles of the United Nations Global Compact. This commitment is woven into the fabric of our core Values and is further described in our [Code of Business Conduct](#), our business and operating policies, our health and safety governance, and our management systems. STERIS’s Values are not only the foundation of our company, but fundamental to our success. We recognize and appreciate our responsibility with regards to\*:

- 1. Health & Safety**
- 2. Child Labor**
- 3. Forced Labor**
- 4. Freedom of Association**
- 5. Labor Standards**
- 6. Non-Discrimination**
- 7. Security**
- 8. Privacy**

As described in our Human Rights and Labor Rights Policy, we do not discriminate on the basis of an individual’s race, color, national origin, religion, sex, age, disability, sexual orientation, gender identity, or genetic information.

To demonstrate our public commitment to upholding human rights, STERIS’s Human Rights and Labor Rights Policy can be found below. Any Associate who believes a conflict arises between the Human Rights and Labor Rights Policy and the laws and practices of the location where he or she works or would like to report violations of this policy may do so through one of several channels available as described in our Business Code of Conduct. In addition to our Human Rights and Labor Rights Policy, STERIS’s operating policies and commitment are linked in the following table:

<b>Human Rights and Labor Rights Policy</b>	<a href="https://www.steris.com/sustainability/corporate-governance/steris-human-rights-and-labor-rights-policy">https://www.steris.com/sustainability/corporate-governance/steris-human-rights-and-labor-rights-policy</a>
<b>Health and Safety Policy</b>	<a href="https://www.steris.com/sustainability/corporate-governance/health-and-safety-policy">https://www.steris.com/sustainability/corporate-governance/health-and-safety-policy</a>
<b>Environmental Policy</b>	<a href="https://www.steris.com/about/hse/steris-corporation-environmental-policy">https://www.steris.com/about/hse/steris-corporation-environmental-policy</a>
<b>Statement on Human Trafficking and Slavery for 2024</b>	<a href="https://www.steris.com/sustainability/corporate-governance/statement-on-slavery-and-human-trafficking">https://www.steris.com/sustainability/corporate-governance/statement-on-slavery-and-human-trafficking</a>
<b>Business Code of Conduct</b>	<a href="https://www.steris.com/about/business/code-of-conduct">https://www.steris.com/about/business/code-of-conduct</a>
<b>Supplier Code of Conduct</b>	<a href="https://www.steris.com/sustainability/corporate-governance/supplier-code-of-conduct">https://www.steris.com/sustainability/corporate-governance/supplier-code-of-conduct</a>
<b>Conflict Minerals Sourcing Policy</b>	<a href="https://www.steris.com/sustainability/corporate-governance/conflict-minerals-sourcing-policy">https://www.steris.com/sustainability/corporate-governance/conflict-minerals-sourcing-policy</a>
<b>Privacy Policy</b>	<a href="https://www.steris.com/sustainability/corporate-governance/privacy">https://www.steris.com/sustainability/corporate-governance/privacy</a>
<b>Diversity, Equity, and Inclusion Commitment</b>	<a href="https://www.steris.com/sustainability/people-and-communities">https://www.steris.com/sustainability/people-and-communities</a>
<b>Sustainability Commitment</b>	<a href="https://www.steris.com/sustainability">https://www.steris.com/sustainability</a>
<b>Animal Welfare Directive</b>	<a href="https://www.steris.com/sustainability/ethical-business-practices">https://www.steris.com/sustainability/ethical-business-practices</a>

## Associate Attraction & Development

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### Attraction

STERIS offers a benefits program consistent with the global markets where we do business. We offer eligible Associates a comprehensive, high quality and flexible benefits program designed to meet their needs including healthcare benefits, tuition assistance, and other programs.

### Employee Assistance Program

Our benefits program is designed to support the whole person—both inside and outside of work. U.S. Associates and their household members have access to a free and confidential Employee Assistance Program (EAP). In addition, our EAP offers assistance, information, and services on mental health concerns and counseling, work/life balance, wellness, and more. Globally, Associates may have access to other EAP resources depending on their country and where applicable in accordance with local regulation.

### Associate Training & Development



Associates benefit from hands-on continuous improvement (lean) training, a web-based learning management system, and STERIS University.

To support Associates with long-term career growth, we have a simple, flexible, real-time approach to performance management. It is individualized and focused on fueling future performance, rather than assessing it in the past. Associates and Managers have frequent conversations about performance and development that include feedback to help our Associates grow, perform, and succeed at STERIS. This process includes a combination of quarterly formal discussions, frequent informal conversations, and a system to record professional goals, document progress or challenges, and capture annual performance feedback in a collaborative format.

### STERIS University

STERIS University offers free healthcare continuing education courses on device reprocessing, infection prevention, endoscope reprocessing, science, safety & quality.

Courses cover a variety of topics at the Basic (100), Intermediate (200), and Advanced (300) levels. Topics include Safety & Basic Principles, industry skills like Infection Prevention, Leadership & Management development, and more. The continuing education credits support certifications such as HSPA, CBSPD, ABCGN, CCI (CNOR/CSSM), ACI, and BAC.

## LinkedIn Learning

To support STERIS’s goal to foster an environment where Associates can develop their talents, STERIS offers LinkedIn Learning. The online training library contains over 21,000 courses in 13 languages to provide Associates formal and informal opportunities to acquire necessary technical, professional, and leadership skills. LinkedIn Learning is an investment that shows STERIS’s commitment to provide developmental opportunities for Associates.

## Tuition Assistance Program

We work to make higher education more affordable by helping eligible full-time Associates pay for an approved undergraduate or graduate degree program at accredited institutions that is relevant to their present job or for qualifying for future opportunities. In the U.S., tuition assistance may be available and approved after one year of service for 100% reimbursement up to a maximum reimbursement amount of \$5,250 per calendar year.

## Associate Engagement

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We encourage all Associates to participate in our regular engagement survey which is administered by a third party on a confidential basis. This process has been valuable in helping us recognize what we do well and foster an open conversation about how we can make STERIS an even better place to work. We are pleased to report that 85% of our Associates completed our 2023 survey. In our most recent survey, we measured fifteen principal factors and overall engagement was 74%, in line with our results for the past five years. The results indicate that the majority of our people are committed to serving our Customers, are proud to work for STERIS, and have confidence in the stability of our business.

We have pushed our fiscal year 2024 survey to the fall of fiscal year 2025 as we are currently redesigning the survey for more frequent distribution.

## STERIS Celebrates

STERIS Celebrates is a global recognition and rewards program to support two of STERIS’s core Values – People and Teamwork. The program recognizes Associate milestone anniversaries, offers rewards, and allows for peer-to-peer recognition for professional and personal achievements. Connecting over 18,000 Associates globally, STERIS Celebrates contributes to STERIS’s culture of engagement and collaboration.

## Associate Health and Safety



We realize the importance of Health, Safety & Environment (HSE) to the well-being of our Customers, Associates, community, the environment, and ultimately our Shareholders. Our HSE teams and management are committed to supporting HSE programs with ongoing involvement in:

- Aligning HSE management systems to ISO 14001 and ISO 45001 standards
- Internal compliance reviews
- Developing HSE training content and platforms

STERIS has programs in place to ensure all facilities around the globe work toward U.S. Occupational Safety and Health Administration (OSHA) world-class standards.

STERIS has been involved with the OSHA Voluntary Protection Program (VPP) program for several years, onboarding, developing, and reviewing locations through the VPP Process. STERIS currently has 13 locations that hold the OSHA VPP Star Award, the highest level of award. The Star Award recognizes employers who have implemented effective safety and health management systems and maintain injury and illness rates below national Bureau of Labor Statistics averages for their industry.

Our ultimate goal is to be an incident-free company. The cornerstone of this initiative is the belief that incidents result from unsafe acts or conditions, both of which are preventable. We apply OSHA recordkeeping practices worldwide. Key metrics for purposes of benchmarking performance include Total Recordable Cases (“TRC”) and Days Away From Work (“DAFW”) injury and illness incident rates.

	STERIS Fiscal 2024	STERIS Fiscal 2023	Industry Benchmarks <sup>5</sup> Average	Industry Benchmarks <sup>5</sup> Best in Class
<b>Total Recordable Incident Rate<sup>4</sup></b>	1.17	1.05	2.50	1.43
<b>Lost-time Incident Rate<sup>4</sup></b>	0.43	0.36	1.25	0.42

### ***Total Recordable Incident Rate and Lost-time Incident Rate for FY24***

<sup>4</sup> We apply the U.S. Occupational Safety and Health Administration (“OSHA”) recordkeeping practices worldwide. All rates are based on 100 full-time employees (“FTE”) working one year. 100 FTEs equals 200,000 work hours. TRIR includes work-related injuries or illnesses requiring medical attention beyond first-aid. LTIR includes work-related injuries or illnesses that cause an employee to be away from work at least one full day after the date of the incident.

<sup>5</sup> Our external benchmarks include the OSHA average and first Quartile injury/illness rates which are derived from the Bureau of Labor Statistics.

# People and Communities

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STERIS has a history of commitment to making a difference in the communities where we operate. We focus on local programs that enhance the quality of life through STERIS – and Associate-funded financial support. Many of our people also apply their business expertise as volunteers, board members, and leaders of community organizations.

STERIS also aids communities where we have people working that have been adversely affected by natural disasters, particularly our Associates who are directly impacted. The Company and the STERIS Foundation have financially helped emergency responders and aid organizations do what they do best – save lives. We also work directly with our Customers to assist them in restoring the use of their procedural spaces and sterile processing operations, as hospitals within and around the disaster zone need to be functional to render urgently needed care.

## STERIS Gives

In fiscal year 2024, the STERIS Foundation expanded its impact by establishing a charitable match program in the U.S. called STERIS Gives. STERIS Gives is a charitable match program through which the STERIS Foundation will match eligible charitable donations on a 1:1 basis, up to \$500 per Associate per year.

STERIS strives to ensure funds are allocated to nonprofits that are important to our Associates. Organizations in the STERIS Gives system are validated based on records at [www.guidestar.org](http://www.guidestar.org) and the IRS registry of exempt organizations as well as in confirmation that they have a primary contact name in conformance with USA PATRIOT Act requirements.

## Founders Memorial Fund

Each year, academic scholarships are awarded to STERIS Associates' dependent children who are pursuing either undergraduate or graduate degrees at accredited colleges/universities or commensurate technical educational institutions.

The scholarship money is awarded through a charitable trust called the Founders Memorial Fund, established by the founders of American Sterilizer Company and now a part of STERIS.

The trustees of the fund have established an eligibility policy for awarding scholarships. The policy adheres to all applicable local, state, and federal laws prohibiting discrimination on the basis of race, creed, color, national origin, age, or sex.

# GOVERNANCE

## Corporate Governance



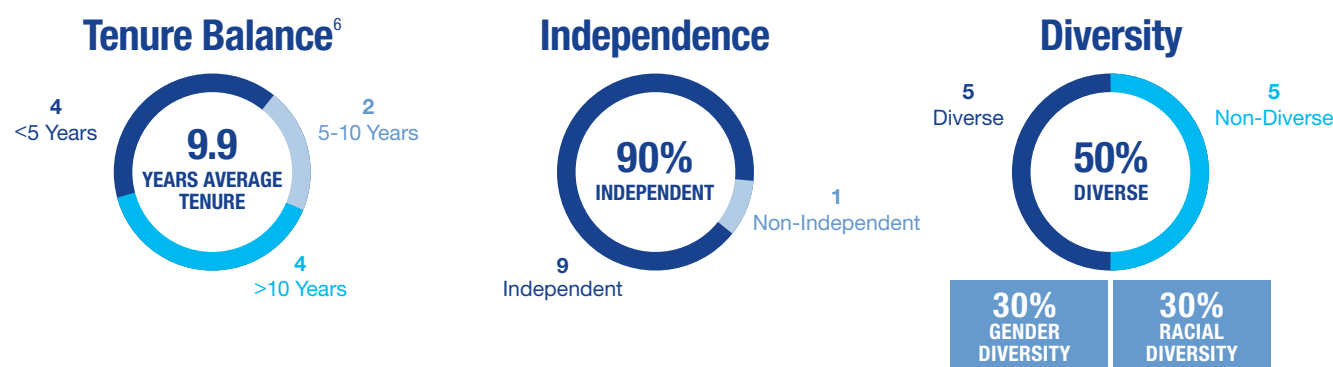
Our Board of Directors directs and oversees the management of our business and serves as the ultimate decision-making body of STERIS plc, except for those matters reserved to our shareholders at law or under our Memorandum of Association. The Board also oversees the STERIS management team, which is responsible for the day-to-day operations of the business.

As of December 31, 2023, the Board included ten members and four standing committees: the Audit Committee, the Compensation and Organization Development Committee, the Nominating and Governance Committee and the Compliance and Technology Committee.

The Board of Directors has established Governance Guidelines that, along with the charters of the Board committees, the Company's Code of Business Conduct and the Director Code of Ethics, provide the framework for the governance of STERIS. STERIS maintains several best practices in corporate governance, including:

- Strong Board independence (except for President and CEO of STERIS, all of the members of the Board are "independent" under the rules of the New York Stock Exchange);
- All members of the Audit, Compensation and Organization Development and Nominating and Governance Committees are independent;
- Annual election of directors;
- Board conducts annual self-evaluation;
- Independent non-employee Chairman of the Board;
- Robust stock ownership guidelines for non-employee directors and officers and other key managers;
- Clawback policies applicable in specified situations to incentive compensation and equity awards;
- No hedging or pledging or short sales of our shares is permitted by our directors, officers or employees;
- Annual compensation risk assessment;
- Incentive-based compensation programs linked to performance; and
- No shareholder rights plan (Poison Pill).

## Director Highlights



<sup>6</sup> Tenure is as of the Annual Meeting to be held on August 1, 2024 and is based on actual start date.



For more information on corporate governance at STERIS, please see the following:

2024 Proxy Statement	<a href="https://sterisplc.gcs-web.com/static-files/eed29cb6-d07b-4096-97a5-af1ef10f27e4">https://sterisplc.gcs-web.com/static-files/eed29cb6-d07b-4096-97a5-af1ef10f27e4</a>
Board Governance Guidelines	<a href="https://sterisplc.gcs-web.com/static-files/595ea0e8-4022-4ef5-b1fc-30a654934733">https://sterisplc.gcs-web.com/static-files/595ea0e8-4022-4ef5-b1fc-30a654934733</a>
Director Code of Ethics	<a href="https://sterisplc.gcs-web.com/static-files/b607b01e-7d9e-4eca-aff3-29e0d448dd95">https://sterisplc.gcs-web.com/static-files/b607b01e-7d9e-4eca-aff3-29e0d448dd95</a>
Audit Committee Charter	<a href="https://sterisplc.gcs-web.com/static-files/8cbc6cc0-a3e5-4faa-bf33-a66d279a1fa5">https://sterisplc.gcs-web.com/static-files/8cbc6cc0-a3e5-4faa-bf33-a66d279a1fa5</a>
Nominating and Governance Committee Charter	<a href="https://sterisplc.gcs-web.com/static-files/b48328a8-a8c0-46fd-a733-6a78ead3e0a6">https://sterisplc.gcs-web.com/static-files/b48328a8-a8c0-46fd-a733-6a78ead3e0a6</a>
Compensation and Organization Development Committee Charter	<a href="https://sterisplc.gcs-web.com/static-files/eca0e387-2df3-4cdb-b39f-a6c33f1ce1f5">https://sterisplc.gcs-web.com/static-files/eca0e387-2df3-4cdb-b39f-a6c33f1ce1f5</a>
Compliance and Technology Committee Charter	<a href="https://sterisplc.gcs-web.com/static-files/c39da652-85fa-4a1e-a207-a46913fd956d">https://sterisplc.gcs-web.com/static-files/c39da652-85fa-4a1e-a207-a46913fd956d</a>

## Business Ethics



STERIS requires all Associates to be lawful and ethical in all business practices. STERIS expects all Associates to learn and comply with all corporate policies, applicable laws, and the business principles outlined in the [STERIS Code of Business Conduct](#).

STERIS strives to create a workplace in which open and honest communications among all Associates are valued and respected. We are committed to comply with applicable laws, including labor and employment laws, wherever we operate. STERIS also ensures Associates are aware of and understand our Business Code of Conduct and applicable business and operating policies through required training. In addition, we provide biennial Code of Conduct training and other key required training at all levels of the Company.

Any Associate who would like to report violations of this policy may do so through one of several channels available. Associates can contact:

- Their Supervisor
- Their Human Resource Manager
- STERIS Internal Audit Department
- STERIS Global Compliance Department
- STERIS Legal Department
- STERIS Integrity Webline
- STERIS Integrity Helpline

The STERIS Integrity Helpline is available to report unethical or compliance related issues over the phone if the Associate believes that normal internal communication methods are not appropriate. Phone numbers and access codes are available online.

A management Ethics Committee meets monthly to monitor and investigate reports of Code of Business Conduct violations and provides quarterly reporting to the STERIS Board of Director’s Compliance Committee.

# Conflict Minerals Sourcing Policy



In accordance with legal requirements and as a part of the overall commitment of the Company to responsible sourcing, STERIS is working with suppliers to ensure transparency to the smelter/refining source for conflict minerals, which are currently limited to tin, tantalum, tungsten and gold (3TGs).

Because of STERIS's general downstream position in the supply chain, it relies on its suppliers for information. STERIS expects its suppliers to respond to its requests for complete transparency about the sources whose 3TG materials are used in STERIS products and to conduct due diligence measures to ensure the information provided is accurate, up-to-date and complete. This Policy applies to all suppliers of products and materials to the Company and to all STERIS affiliates.

## As a result of this policy, STERIS:

- Will exercise due diligence with relevant suppliers, consistent with the Organisation for Economic Co-operation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and encourage direct suppliers to do likewise with their suppliers.
- Expects suppliers to cooperate in providing due diligence information to confirm the sources for all 3TG contained in STERIS products.

Please find more information on STERIS's Conflict Minerals Sourcing Policy, available here:  
<https://www.steris.com/sustainability/corporate-governance/conflict-minerals-sourcing-policy>

Or in STERIS's Conflict Minerals Report for calendar year 2023, available here:  
<https://sterisplc.gcs-web.com/static-files/617684c3-7c56-4eac-9b4a-43ae48a73088>

## Industry Associations

Senior members of STERIS's leadership team are involved in numerous industry associations that focus on setting the standards and driving change. We hold seats and actively participate on the Boards of AdvaMed and the Medical Device Manufacturers Association (MDMA). We are also an active member of the Association for the Advancement of Medical Instrumentation (AAMI) and MedTech Europe. AdvaMed has roughly 400 member companies and promotes policies that foster the highest ethical standards, timely patient access to safe and effective products, and economic policies that reward value creation. The AdvaMed Code of Ethics on Interactions with Health Care Professionals (AdvaMed Code) facilitates ethical interactions between MedTech companies and health care professionals to ensure that medical decisions are based on the best interests of the patient. STERIS has adopted and requires compliance with the AdvaMed Code.

# Supplier Diversity



Diversity helps to strengthen the value we provide to our Customers. We focus on doing business with companies that are equally as committed to their Customers and inclusive business practices.

STERIS is focused on building supply chain diversity through a variety of suppliers. Our inclusive supplier portfolio includes various companies that are certified in the following categories:

- Certified Minority-Owned Business Enterprises (MBE)
- Woman-Owned Business Enterprises (WBE)
- Certified Service-Disabled Veteran-Owned Businesses (SDVO)
- Certified Historically Underutilized Business Zone areas (HUBZone)
- Small Business (SB)
- Certified Veteran-Owned (VO)

STERIS practices nondiscrimination and equal opportunity in all areas of our business as a way to help strengthen diversity across the organization. It is our policy to request bids from companies that have documentation of their quality, manufacturing and business practices. Our Supply Chain Management (SCM) policy ensures compliance with all regulatory agency requirements as well as with federal, state and local procurement regulations and programs.

STERIS's Supplier Diversity Council began in 2021. The Supplier Diversity Council works to survey suppliers, conduct supplier events, and train buyers on supplier diversity. By surveying existing suppliers, STERIS uncovered additional uncaptured diverse spend data. In fiscal year 2024, STERIS conducted matchmaking events to connect with local, diverse suppliers in the regions of Birmingham, AL, Concord, NC, and Cooper City, Florida.

## **STERIS is a corporate member of:**

- Ohio Minority Supplier Development Council (OMSDC)
  - ▶ Also holds a seat as a board member
- Houston Minority Supplier Development Council
- Ohio River Valley Women Business Enterprise Council
  - ▶ Also holds a seat as a steering committee member
- HUBZone National Council

We partner with various veteran-owned businesses development organizations and other minority councils, such as the National Veteran Business Development Council, Georgia Minority Supplier Development, Carolinas-Virginia Minority Council, and North Central Minority Supplier Development Council.

In 2022 and 2023, STERIS received a nomination for OMSDC's Corporation of the Year Award.

# Cybersecurity



STERIS recognizes the importance of maintaining the integrity of our information systems and safeguarding sensitive information. Our enterprise cybersecurity program is risk based and designed to align with applicable industry cybersecurity best practices. STERIS's cybersecurity program includes the following core components:

**Governance:** STERIS's cybersecurity risk management strategy, expectations, and policy are established, communicated, and monitored.

- Our Board of Directors ("Board") has oversight responsibility of cybersecurity risks at STERIS.
- STERIS has a Chief Information Security Officer ("CISO") who reports directly to the Chief Information Officer ("CIO"). The CISO is responsible for leading its enterprise information security strategy.
- STERIS has a Chief Security Officer ("CSO") responsible for the physical security of our facilities.
- An Executive Cybersecurity Steering Committee supports the CISO and team in its efforts to prevent, detect and respond to information security threats.
- Our Board Audit Committee meets routinely with the CIO, CISO and various members of the Executive Cybersecurity Steering Committee to address cyber risks, threats and incident response and to review projects designed to strengthen STERIS's information security systems and programs.

**Identify:** Cybersecurity risk management is part of STERIS's Enterprise Risk Management program.

- Regularly evaluate cybersecurity risks in alignment with our view of industry best practices.
- Maintains policies and procedures to identify and manage cybersecurity risks across the enterprise.

**Protect and Detect:** Safeguards to manage STERIS's cybersecurity risks are used and possible cybersecurity attacks and compromises are found and analyzed. Our approach involves continuous monitoring, threat assessment, and proactive mitigation strategies and includes:

- Identity and access management including use of multi-factor authentication for remote access.
- Endpoint protection on our server and client infrastructure that is monitored 24/7.
- Encryption.
- Commercial data centers and cloud services.
- Patching.
- Vulnerability management including vulnerability scanning and internal/external penetration testing.
- Physical and environmental security including monitoring and control of physical access to sensitive areas, mitigation of environmental threats and monitoring of visitors.
- Cybersecurity awareness and training including internal phishing campaigns, Associate engagement activities and tabletop exercises.

**Respond:** Actions regarding a detected cybersecurity incident are taken as defined by STERIS's incident response policy. This includes:

- Defined and dedicated incident response team responsible for managing and responding to cybersecurity incidents, including data breaches.
- Incident response protocols and breach response notifications aligned with legal and regulatory requirements.
- Incident response retained services.
- Managed Security Services.

**Recover:** In the event of a cybersecurity incident, assets and operations affected are restored. This includes:

- Risk based backup and disaster recovery strategies, including the use of immutable backups.
- Testing recovery plans.
- Business continuity plans.

### **Material Cybersecurity Incident Disclosures**

STERIS will report any material cybersecurity incidents on Form 8-K. For more information on the STERIS cybersecurity program, please refer to STERIS's Annual Report on Form 10-K.

## Business Continuity



Due to the nature of the industries we serve, STERIS understands the importance of avoiding disruption of supply. We acknowledge that our Customers may request information on our contingency plans in order to establish and monitor their own contingency planning for critical products.

STERIS manufacturing facilities have an Emergency Response and Preparedness plan as required by our regulatory bodies. These site-specific plans assess business continuity, risk assessments, contingency planning, and simulated disaster recovery events both internally and throughout the supply chain. These plans are based on a robust assessment of natural disaster risks, e.g., flood, earthquakes, etc., which may vary by region, and risks of minor and major disruptions due to other causes such as equipment failure or fire.

### **Practices and processes to support business continuity may include:**

- Auditing facilities.
- Routine evaluation of risk assessments.
- Having multiple, approved suppliers for our raw materials and components.
- Developing strategic partnerships.
- Meeting with key suppliers regularly.
- Carrying safety stock of finished goods.
- Other activities as needed.

STERIS strives to insulate ourselves and our Customers from disruption of supply through these practices. As a global company with an established industry presence, we are in the position to support our Customers' existing needs and future growth.

# Quality Management



We are subject to strict regulatory compliance and quality standards to ensure the safety and supply of our products and services. The quality and regulatory systems are broad in scope and designed to achieve quality from incoming materials through the design, development, manufacture, storage, handling and distribution of our products and delivery of services. In fiscal year 2024, STERIS did not receive any warning letters, seizures, or consent decrees.

Additionally, STERIS had no products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database. STERIS had no Class I recalls in fiscal 2024, 2023, or 2022.

STERIS operates under many U.S. and international governing standards. For more information on STERIS's regulatory compliance, please visit: <https://www.steris.com/about/steris-quality/commitment>

For a list of quality system certificates by facility, please visit: <https://www.steris.com/about/steris-quality/quality>

## About this Report

*Some statements in this report may be forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, including, without limitation, statements regarding management's goals, plans, expectations, future performance and other matters. Forward looking statements generally can be identified by the use of forward-looking terminology such as, "anticipate," "believe," "expect," "assume," "continue," "may," "will," "intend," "estimate," or similar expressions or the negative of those terms or expressions, although not all forward-looking statements contain these words. These statements are based on assumptions and expectations of future events that are subject to risks and uncertainties. Our actual results may differ materially from these plans, goals, and expectations. Undue reliance should not be placed on these forward-looking statements, and it is encouraged to review our SEC filings, including our most recent filings on Forms 10-K and 10-Q, where the risk factors in our business are discussed in detail. The forward-looking statements contained in this report reflect our views and assumptions only as of the date of the publication of this report. While we may elect to update forward-looking statements at some point in the future, we specifically disclaim any obligation to do so. You should not rely on these forward-looking statements as representing our views as of any date other than the date of the publication of this Report.*

*The sustainability- and ESG-related information presented, discussed, referenced or otherwise made available in this report or through our website does not cover all information about our business. This information is not subject to generally accepted accounting principals (GAAP) and is not audited by our independent external auditor. The inclusion of information or references should not be construed as a characterization regarding the materiality of such information to our financial results or that such information is necessarily material to investors or other stakeholders for purposes of U.S. federal securities laws. Historical, current and forward-looking information made available in this report or through our website may be based on standards and practices for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change. Accordingly, such historical, current and forward-looking information or underlying assumptions may be subject to modifications in future disclosures due to such developing standards, practices and controls and processes. Readers and viewers are cautioned not to place undue reliance on such information.*