Fiscal Year 2026
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Corporate Responsibility Fact Sheet

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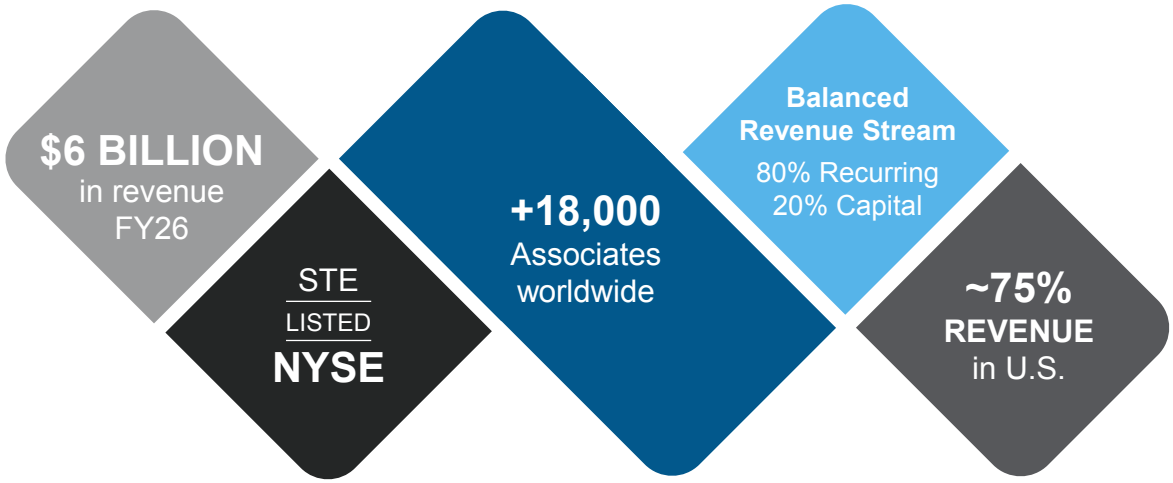
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WHO WE ARE

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.

STERIS

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.

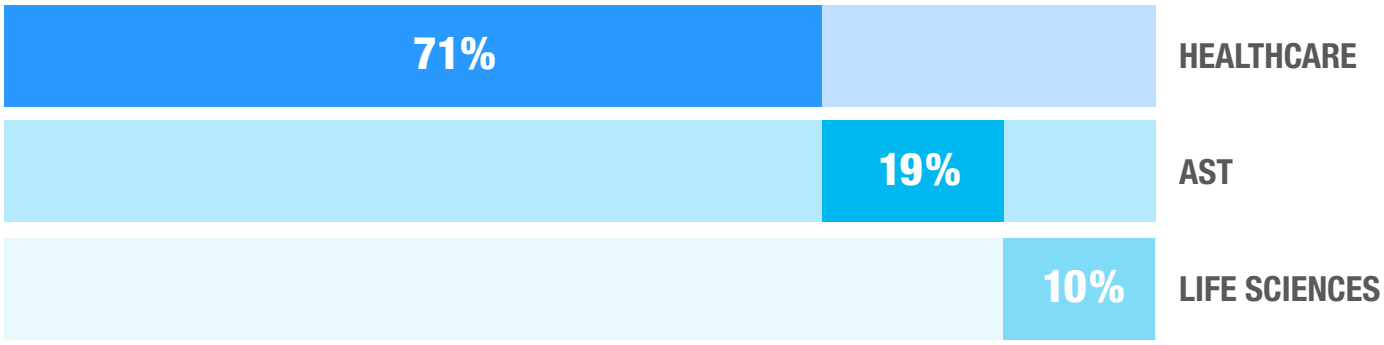
Vision

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 FY26)



OUR APPROACH

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 Corporate Responsibility & Safety. The Corporate Responsibility function, with support from our Chief Executive Officer, General Counsel, senior executives, and the Global Sustainability Steering Committee, works to actively develop and refine our Environmental, Social, and Governance ("ESG") strategies, programs, and policies.

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, 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 ("Board"). The Nominating and Governance Committee of the Board has the responsibility of assisting the Board in its oversight of ESG matters. The Company's Vice President of Corporate Responsibility & Safety 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.

Emerging Regulation

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.

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 2026 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 FY26 Responses	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 year 2026, 2025, and 2024.	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 year 2026, STERIS was not the subject of any FDA or Regulatory Authority enforcement actions.	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 year 2026, 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 fiscal year 2026, 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

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 2026 emission data is provided below.

Category	Emissions (Metrics Tons CO2e)
Scope 1	46,775
Scope 2 (Location-based)	87,153
Scope 2 (Market-based)	87,418
Scope 3 Total[1]	648,026

Table 1. Gross Global Emissions in Fiscal Year 2026 (April 1, 2025- March 31, 2026)

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 have on-site renewable energy and also procure renewable energy in Europe and North America. In Europe, our AST sterilization facilities may use heat recovery systems to capture and reuse heat generated during sterilization processes, reducing demand for thermal energy. In the United Kingdom, 21 of our reporting locations sourced electricity from wind and other renewable sources, accounting for over 90% of the total electricity used in the United Kingdom[2]. We continue to evaluate opportunities for renewable energy within our global operations.

[1] 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.
[2] Consistent with the GHG Protocol's financial control approach, onsite instrument reprocessing locations operated within customer hospital facilities are excluded from STERIS's Scope 1 and Scope 2 reporting boundary because STERIS does not control utility procurement or building energy management at these sites. Reporting entities are limited to locations that fall within STERIS's defined GHG reporting boundary.

Energy Efficiency

STERIS focuses on improving the efficiency of our global facilities by reducing waste and energy consumption. We regularly complete energy assessments of our global operations to identify opportunities for reducing our global GHG emissions and evaluate potential target setting opportunities. In fiscal year 2026, our assessment identified opportunities for 3-7% in energy efficiency savings at two of our manufacturing sites.

SmartWay

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 us to identify more efficient freight carriers who implement management practices related to transport modes, equipment, and operational strategies.

Water Stewardship



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



STERIS entities that have produced or are in possession of waste, are responsible for its identification and classification in accordance with governing regulations. We have processes and systems in place to document and track waste and disposal of waste in compliance with applicable laws and regulations.

Product Sustainability



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.

Life Cycle Assessments (LCAs)

To support our Customers' climate goals, we continue to conduct Life Cycle Assessments (LCAs) to evaluate the complete footprint of our 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. These insights inform research and development, marketing, and Customer sustainability requirements while helping us identify opportunities to lower greenhouse gas emissions, conserve resources, improve recyclability, and advance measurable sustainability progress.

Responsible Product Design

At STERIS, our commitment to sustainability is integrated with our Responsible Product Design. We create products and services that support our Customers' efforts to prioritize human health while reducing waste and climate impact through purposeful innovation.



HUMAN HEALTH

We design products with transparency and safety in mind—using safer materials and incorporating intuitive features that minimize risk during operation and maintenance.



WASTE MANAGEMENT

We design systems to support product recovery and recyclable packaging to reduce landfill impact and promote responsible end-of-life management.



CLIMATE IMPACT

We evaluate the complete footprint of our products, providing insights that drive responsible design, informed decisions, and measurable reductions in carbon emissions.

Product End of Life Management

STERIS offers programs that consider products' end of life including Certified Pre-Owned and Instrument Management Services.

- As part of our capital equipment portfolio, STERIS offers Certified Pre-Owned (CPO) equipment. This program has two components: selling refurbished equipment and harvesting service parts. Products eligible for CPO undergo a repair that meets the STERIS quality standards and then are offered at value pricing to our Customers. If the product cannot be refurbished and resold, we will harvest service parts for refurbishment and recycle the remaining equipment components. If neither of those are options, we will use a recycler for waste management when possible.

- STERIS helps extend product life by offering a full range of repair services for flexible endoscopes, surgical instruments, and on our Customers' installed STERIS capital equipment. Our repair services help Customers minimize equipment downtime and increase productivity. STERIS's repair services help maximize the lifetime of equipment.

Environmental Management System



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 four facilities that are 14001 accredited locations and three that are 45001 accredited locations. Certifications are available online.

SOCIAL

As of March 31, 2026, STERIS has approximately 18,000 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.



12,496 HEALTHCARE

3,489 AST

837 LIFE SCIENCES

1,115 CORPORATE

Fiscal year 2026 Associates by segment

The Company strives to recruit the best available people who are aligned with and embody our core values. We are committed to equality and assessing candidates based on qualifications. We believe that our success is dependent on attracting and retaining people from a cross-section of our communities who understand their markets, and in doing so we continue to create a competitive advantage for the Company. STERIS's Employer Information Report can be found on our EEO-1 report for 2025, which is the most available report as of October 2026.

	2026 MALE	2026 FEMALE	2025 MALE	2025 FEMALE
NON-EXECUTIVE DIRECTORS	6	2	6	3
SENIOR MANAGERS	748	330	718	289
OTHER EMPLOYEES OF THE COMPANY	11,359	5,662	11,282	5,730

Fiscal year 2026 and 2025 Associate distribution by gender globally

	2026 WHITE	2026 MINORITY	2025 WHITE	2025 MINORITY
NON-EXECUTIVE DIRECTORS	62%	38%	67%	33%
SENIOR MANAGERS	86%	14%	86%	14%
OTHER EMPLOYEES OF THE COMPANY	60%	40%	60%	40%

Fiscal year 2026 and 2025 Associate distribution by ethnicity in U.S.

Human Rights



STERIS is committed to upholding human rights in all our 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, our operating policies and commitment are linked in the following table:

Human Rights and Labor Rights Policy	https://www.steris.com/sustainability/corporate-governance/steris-human-rights-and-labor-rights-policy
Health and Safety Policy	https://www.steris.com/sustainability/corporate-governance/health-and-safety-policy
Statement on Human Trafficking and Slavery for 2026	https://www.steris.com/sustainability/corporate-governance/statement-on-slavery-and-human-trafficking
Business Code of Conduct	https://www.steris.com/about/business/code-of-conduct
Supplier Code of Conduct	https://www.steris.com/sustainability/corporate-governance/supplier-code-of-conduct
Conflict Minerals Sourcing Policy	https://www.steris.com/sustainability/corporate-governance/conflict-minerals-sourcing-policy
Privacy Policy	https://www.steris.com/sustainability/corporate-governance/privacy
Diversity, Equity, and Inclusion Commitment	https://www.steris.com/sustainability/people-and-communities
Sustainability Commitment	https://www.steris.com/sustainability
Animal Welfare Directive	https://www.steris.com/sustainability/ethical-business-practices

Associate Attraction & Development



Attraction

STERIS offers eligible Associates a comprehensive, high-quality, and flexible benefits program consistent with the global markets where we do business. Benefits vary by location and may include healthcare, retirement and savings plans, paid time off, education support, and other resources that help Associates and their families thrive both at work and at home.

Employee Assistance Program

Our benefits program is designed to support our Associates 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.

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 employment for 100% reimbursement up to a maximum reimbursement amount of $5,250 per calendar year.

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.

Leadership Development Associates (LDA) Program

The LDA program is a multiyear rotational development program for future leaders offered by several functions within STERIS. Throughout their LDA experience, participants have assignments across multiple locations and businesses, while being mentored by our leaders. Participants learn skills necessary in a specific area of the business:

- In Supply Chain, this may include tactical buying/planning, sourcing, warehouse & logistics, and forecasting & Sales & Operations Planning (S&OP).
- In Human Resources, this may include interviewing, compensation practices and employee relations.

STERIS University



STERIS University is our global learning platform, supporting both internal workforce development and healthcare education.

It provides a comprehensive catalogue of training across safety, quality, regulatory compliance, leadership, and technical disciplines. Content is delivered through a range of formats including e-learning, instructor-led training, and digital learning assets, ensuring accessibility for our global workforce.

For healthcare professionals, STERIS University offers continuing education courses in areas such as device reprocessing, infection prevention, endoscope reprocessing, and science-based safety practices. Courses are structured across Basic (100), Intermediate (200), and Advanced (300) levels and support recognized industry certifications including HSPA, CBSPD, ABCGN, CCI (CNOR/CSSM), ACI, and BAC.

The platform also allows access for STERIS Associates to a wide range of developmental training courses as part of the ongoing continuous personal and professional development.

LinkedIn Learning

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

Associate Engagement



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 87% of our Associates completed our survey in fiscal year 2026. The survey results are grouped around four key themes: Employee Engagement; Leadership Effectiveness; Inclusion and Belonging; and Job and Work Experience.

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 approximately 18,000 Associates globally, STERIS Celebrates contributes to our culture of engagement and collaboration.

Associate Health and Safety

STERIS realizes 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

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

The Company has been involved with the OSHA Voluntary Protection Program (VPP) program for several years, onboarding, developing, and reviewing locations through the VPP Process. We currently have 14 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.

STERIS continually strives to reduce workplace injuries and illnesses through a focused health and safety culture. 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 2026	STERIS Fiscal 2025	Industry Benchmarks[4] Average	Industry Benchmarks[4] Best in Class
Total Recordable Incident Rate[3]	1.03	1.11	2.50	1.43
Lost-time Incident Rate[3]	0.32	0.38	1.25	0.42

Total Recordable Incident Rate and Lost-time Incident Rate for Fiscal Year 2026 and Fiscal Year 2025

[3] 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.
[4] 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



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.

We also aid 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 Foundation Emergency Relief Fund (ERF) was originally created in 2005. It is designed to provide financial support to Associates who have been impacted by severe disasters. It has been vital support in supplementing gaps often left by insurance and federal aid. Most recently, the ERF opened in 2024 to aid Associates impacted by Hurricanes Helene and Milton.

STERIS Gives



STERIS Gives is a charitable match program in the United States through which the STERIS Foundation will match eligible charitable donations on a 1:1 basis. Recently, the STERIS Foundation doubled the total match amount available to up to $1,000 per Associate per year.

The Company 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 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

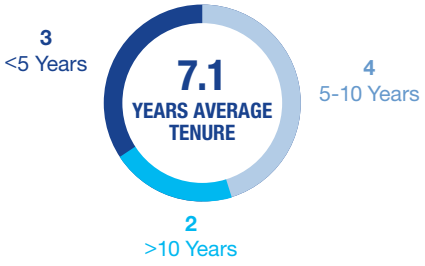
Our Board directs and oversees the management of our business and serves as the ultimate decision-making body of STERIS plc, except for those matters reserved to our shareholders at law or under our Memorandum of Association. The Board also oversees the STERIS management team, which is responsible for the day-to-day operations of the business. As of August 1, 2026, the Board included nine 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 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. We maintain several best practices in corporate governance, including:

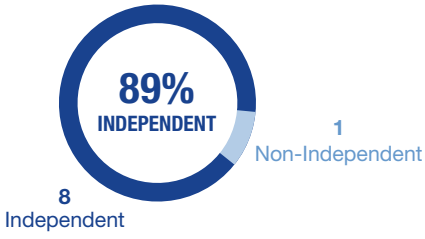
- Strong Board independence (except for President and CEO of STERIS, all of the members of the Board are "independent" under the rules of the New York Stock Exchange);
- All members of the Audit, Compensation and Organization Development and Nominating and Governance Committees are independent;
- Annual 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

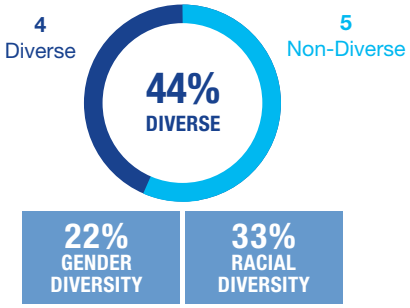
Tenure Balance[5]



Independence



Diversity



[5] Tenure is as of the Annual Meeting held on July 31, 2026 and is based on actual start date.

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

2026 Proxy Statement	https://sterisplc.gcs-web.com/static-files/2a72114c-86be-4ccd-b8fc-47c9f285d176
Board Governance Guidelines	https://sterisplc.gcs-web.com/static-files/595ea0e8-4022-4ef5-b1fc-30a654934733
Director Code of Ethics	https://sterisplc.gcs-web.com/static-files/b607b01e-7d9e-4eca-aff3-29e0d448dd95
Audit Committee Charter	https://sterisplc.gcs-web.com/static-files/8cbc6cc0-a3e5-4faa-bf33-a66d279a1fa5
Nominating and Governance Committee Charter	https://sterisplc.gcs-web.com/static-files/b48328a8-a8c0-46fd-a733-6a78ead3e0a6
Compensation and Organization Development Committee Charter	https://sterisplc.gcs-web.com/static-files/eca0e387-2df3-4cdb-b39f-a6c33f1ce1f5
Compliance and Technology Committee Charter	https://sterisplc.gcs-web.com/static-files/c39da652-85fa-4a1e-a207-a46913fd956d

Business Ethics



STERIS requires all Associates to be lawful and ethical in all business practices. Supporting that goal, the Company 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.

We strive to create a workplace in which open and honest communication among all Associates are valued and respected. We are committed to compliance 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 the STERIS Code of Business Conduct 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 STERIS to responsible sourcing, the Company 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 our general downstream position in the supply chain, we rely on suppliers for information. We expect suppliers to respond to requests for complete transparency about the sources whose 3TG materials are used in our 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 2025, available here:
https://sterisplc.gcs-web.com/static-files/079713e2-0c99-4b9b-b0f4-b58f0830bbbd

Human Trafficking and Slavery

STERIS continues to take active steps to detect and prevent any violations of applicable human trafficking and slavery laws or conditions that may give rise to a violation. We have a dedicated Supply Chain team responsible for conducting an annual due diligence exercise to examine supplier risk. As part of this exercise, the Supply Chain team consults with various representatives from its entities to:

- Survey its suppliers for risk of human trafficking and slavery via an online portal to help foster constructive dialogue and raise supplier awareness of its commitment to mitigating human trafficking and slavery risk.
- Communicate obligations of both STERIS and its supply chain partners in conjunction with the surveys. In the event a supplier's response to the survey indicates a higher risk of human trafficking and slavery, the supplier is notified of their risk rating and investigated further.
- Regularly audit its suppliers for a variety of reasons, and if STERIS deems it necessary, may choose to engage a third-party to evaluate compliance with our Code or Supplier Code.

We expect direct suppliers to comply with our Supplier Code and to comply with all applicable laws, rules, and regulations.

STERIS will not work with any organization it finds to be knowingly involved with human trafficking or slavery. STERIS encourages everyone, including Associates, contractors, and suppliers, to report in good faith any issues or concerns regarding human trafficking or slavery.

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 over 600 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.

The MedTech Europe Code of Ethical Business Practice regulates all aspects of the industry's relationship with Healthcare Professionals and Healthcare Organizations, to ensure that all interactions are ethical and professional at all times and to maintain the trust of regulators and patients. STERIS has adopted and requires compliance with the MedTech Europe Code of Ethical Business Practice.

Political Contributions

The Nominating and Governance Committee assists the Board in its oversight with respect to the Company's public policy, government relations, and advocacy activities, including political contribution policies and activities of the STERIS Employee Political Action Committee. STERIS adheres to federal and state laws regarding disclosure of corporate advocacy, lobbying, and political contribution activities.

ESG Disclosure Platforms

CDP

CDP is a global non-profit with an environmental disclosure system for companies to manage their environmental impacts. For more than a decade, STERIS has been a disclosure of CDP. We annually complete CDP's Climate Change and Water Questionnaires. As of fiscal year 2025, STERIS is at the Management Level for Climate Change and Water within CDP's scoring methodology.

EcoVadis

EcoVadis is a globally recognized sustainability ratings provider, that evaluates companies across their Environment, Labor & Human Rights, Ethics, and Sustainable Procurement practices. STERIS maintained the Committed Badge, which represents a good performance with EcoVadis methodology.

Supplier Diversity



STERIS is focused on building an inclusive supply chain and therefore committed to working with a wide range of qualified suppliers. Our supplier portfolio includes businesses that hold recognized certifications such as:

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

We practice nondiscrimination and equal opportunity in all areas of our business. 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. All awards are made based on the best business value to STERIS.

We created a dedicated Council in 2021 to help strengthen inclusive sourcing practices. The Council focuses on engaging suppliers through surveys, hosting events, and educating internal teams about supplier diversity. By regularly surveying current suppliers, we are able to identify previously unreported data that reflects a broader range of supplier backgrounds.

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 board member
- HUBZone National Council

We partner with various veteran-owned businesses development organizations and other councils, such as the National Veteran Business Development Council, Mid-States Minority Supplier Development Council, Women Business Council — Ohio River Valley and others on identifying opportunities to engage with diverse suppliers.

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 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 comply with all applicable legal requirements for communicating material cybersecurity incidents to the public, including material cybersecurity incidents on Form 8-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 2026, 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 2026, 2025, or 2024. STERIS operates under many U.S. and international governing standards.

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.