



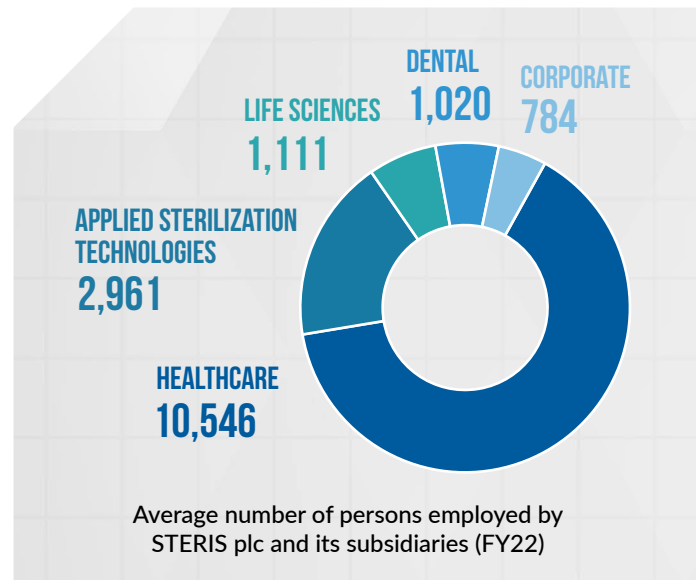
KEY ESG FACTS

At STERIS, our over 16,000 Associates are working every day in support of our **MISSION: WE HELP OUR CUSTOMERS CREATE A HEALTHIER AND SAFER WORLD** by providing innovative healthcare and life science products and services around the globe. Sustainability is built into the fabric of our organization in our efforts to fulfill our Mission.



PEOPLE | by Segment

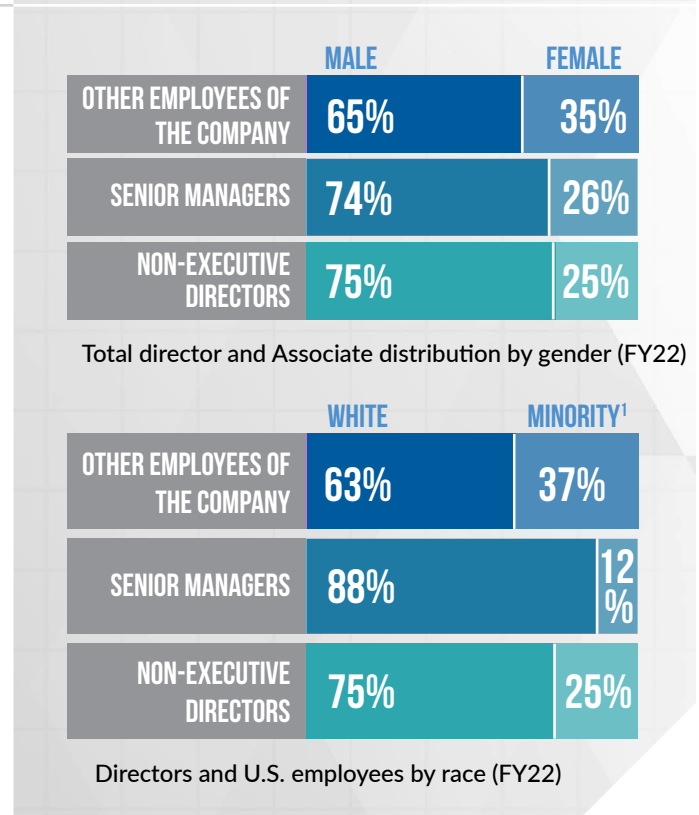
As of March 31, 2022, we had over 16,000 Associates throughout the world. People are the key to our success, which is reflected in our two core values of people and teamwork. We are committed to the safety and success of our people.



DIVERSITY, EQUITY & INCLUSION | DE&I

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. All data is presented as year-end figures unless otherwise stated. Both gender and racial diversity data are self-reported by STERIS employees.

⁽¹⁾ 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.





EMPLOYEE TURNOVER & ENGAGEMENT



Our turnover rate was 17% and 11% for fiscal 2022 and 2021, respectively, and we are continuously working towards a goal of achieving 10% or under, excluding retirements and reductions in force. Although reductions in force are sometimes necessary, we work to avoid them and they must always be approved by executive management. Every year we encourage all Associates to participate in our 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 88% of our people completed our 2022 survey. In our most recent survey, we measured fifteen principal factors and overall employee engagement was 75%, 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.



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 and all we believe in, but fundamental to our success. We recognize and appreciate our responsibility with regards to*:

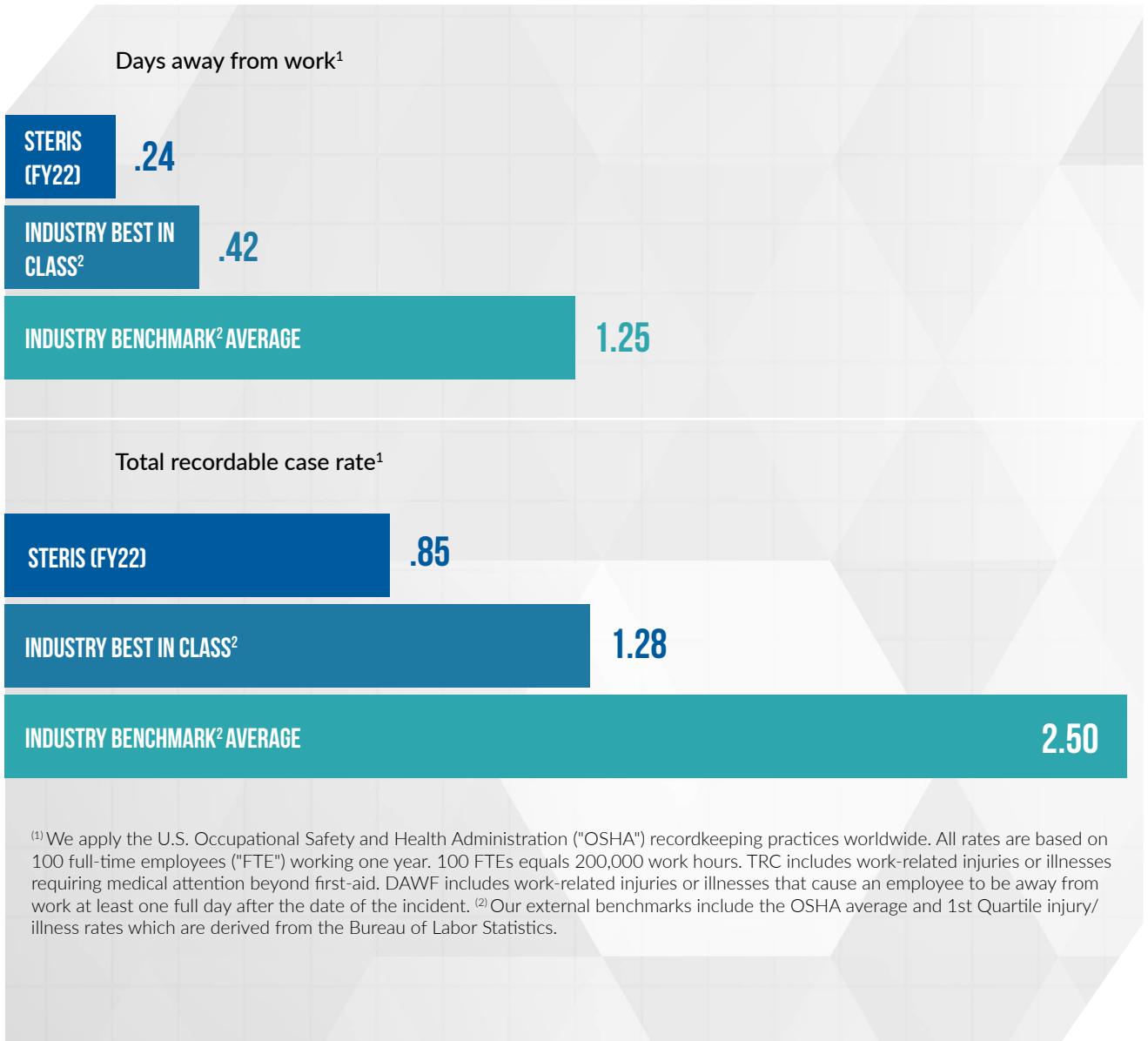
1. Health & Safety
2. Child Labor
3. Forced Labor
4. Freedom of Association
5. Labor Standards
6. Non-Discrimination
7. Security
8. Privacy

*Resources and additional information available at:

<https://www.steris.com/sustainability/corporate-governance/steris-human-rights-and-labor-rights-policy>



We realize the importance of Health, Safety & Environment ("HSE") to the well-being of our Customers, Associates, community, the environment, and ultimately our shareholders. To that end, our HSE teams and management are committed to supporting HSE programs with ongoing involvement through our continuous improvement process. 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 the U.S. Occupational Safety and Health Administration 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.





To achieve our HSE objectives, we utilize internal HSE management systems and compliance audits that identify percent compliance of our global operations against our standards.

In the United States, we have chosen to align our Health & Safety program with the Occupational Safety & Health Administration's Star Level, via the Voluntary Protection Program. The OSHA VPP Star is bestowed only upon companies with effective safety and health programs, workplace injury and illness rates lower than the industry average, and managers and employees who work as a functional team to prevent incidents and eliminate hazards. Achieving VPP Star status demonstrates to employees and the community that we are a leader in safety and health. We currently have 12 locations that hold the OSHA VPP Star Award.

For locations outside of the United States, STERIS works to implement and maintain suitable Health & Safety management systems that are aligned with and equivalent to ISO 45001. This standard provides guidance in developing a robust health and safety framework, bringing all relevant controls and processes into an appropriate management system. We currently have 3 facilities and 14 reprocessing locations that are 45001 accredited locations.

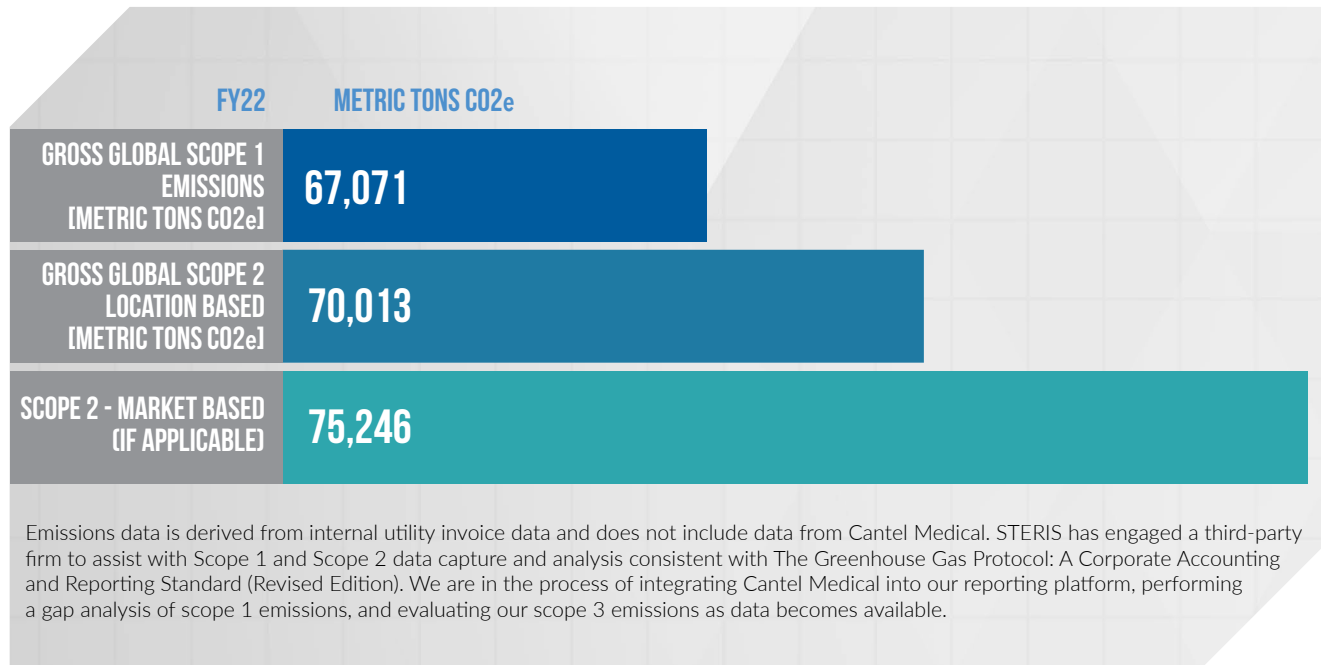
We have chosen to align our environmental management system with the ISO 14001 standard, which sets out the criteria that a company or organization can follow to establish an effective environmental management system. Designed for any type of organization, regardless of its activity or sector, it can provide assurance that environmental impact is being measured, controlled and improved in a holistic manner. We currently have 1 facility and 14 reprocessing locations that are 14001 accredited locations.



GREENHOUSE GAS EMISSIONS



Company-wide, we address climate risks and opportunities through lean concepts and a mindset of continuous improvement, which drives our focus on improving the efficiency of our global facilities, reducing waste and energy consumption, and delivering products and services that help our Customers reduce their environmental footprint. 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 2022 emission data is provided below.





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), 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.

SASB Reporting Table*

| TOPIC | ACCOUNTING METRIC | CODE | STERIS FY22 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 2022, 2021 and 2020. | 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 2022, 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 2022, 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 2022, 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 |

*Resource available at: <https://www.steris.com/-/media/documents/pdfs/sustainability/sustainability-7-6-2022/steris-sasb-materis-table-fy2022.ashx>

INFORMATION IN 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.