



Safeguarding Global Health®



Sotera Health

Corporate Responsibility Report

2022

Responsibility

is at the heart of what we do



Safeguarding Global Health®

Sotera Health - we are over 3,000 employees united each and every day by our mission, Safeguarding Global Health®. The integrity, safety and excellence of our sterilization and lab testing services are at the heart of countless healthcare experiences and touch the lives of millions across the globe.

You'll find us at the start of something new. We help to protect the most vulnerable among us since their first breath. We sterilize and test:

- Feeding tubes and bags
- Breathing apparatuses and masks



You'll find us when people overcome obstacles and run another mile. We sterilize and test:

- Orthopedic implants for knees, hips, shoulders
- Cardiovascular implants, such as pacemakers and stents



We are found where testing is done and discoveries are made. We sterilize and test:

- Syringes, needles, and alcohol wipes
- Vials and stoppers that contain vaccines, including for COVID-19
- Personal Protective Equipment, such as masks and gloves



We bolster trust and confidence - from the treatment of disease to sterilizing and testing products used to deliver cancer-fighting drugs:

- Radiation to treat brain and breast cancer
- Drug administration and infusion sets
- Sterile bandages and alcohol prep pads



Many things on you, in you and around you in a healthcare setting have been sterilized and/or tested by Sotera Health - **to ensure that healthcare is consistently and reliably safe every day.**



Letter from our **CEO**

Sustainability has long been foundational for Sotera Health. Our very name derived from Soteria, the Greek goddess of safety, and our mission, Safeguarding Global Health®, underscores this. We have a long history of fulfilling our mission with a combined tenure across our three best-in-class businesses of nearly 200 years. Sterigenics has provided safe sterilization services since the 1930s, services which are often government-mandated for our customers by the U.S. Food and Drug Administration (FDA) and other international regulatory bodies. Nordion has established expertise in gamma technologies since 1946, effectively managing complex logistics and science to fuel one of the primary sterilization modalities. Nelson Labs has provided industry thought leadership and lab testing to solve customer's toughest problems and mitigate risk for healthcare manufacturers since 1985.

Indeed, we have an impressive history of providing innovative, safe sterilization and lab services to our customers. Each of these businesses understands our responsibility to patients, to the environment, to our medical and pharmaceutical customers and to greater mankind based on the very nature of our ability to provide mission-critical services to help ensure the safety and sterilization of medical devices. We are a trusted partner to more than 5,500 customers in over 50 countries, including 40 of the top 50 medical device and 9 of the top 10 pharmaceutical companies. Without the services of companies like Sotera Health, we could not be assured of safe healthcare equipment on a global nor local level. That is why Sotera Health's mission fits squarely within United Nations Sustainable Development Goal (UNSDG) #3 – Good Health and Well-Being.

Since we went public in November 2020, we have been working to introduce and disclose our Environmental, Social and Governance (ESG) initiatives. We have a strong safety footprint and have invested in additional resources for our Environmental, Health and Safety (EH&S) team, led by a seasoned EH&S executive. Our focus on safety is paramount – guiding everything we do – from training and education of our team to investing tens of millions into sterilization facilities, software and practices that help to ensure we meet or exceed current U.S. Environmental Protection Agency (EPA) standards. We do this because we care about the well-being of people – our employees, patients and the healthcare workers we protect and the communities in which we operate. In addition to positioning Sotera Health as a leader, it is the right thing to do from an ethical and ESG perspective.

We've shared with you the strong governance framework we've implemented before and after our IPO, and this framework includes ESG. While the full Board is advised on ESG initiatives as a standing agenda item, our ESG work is led

by our executive ESG Committee and overseen on an ongoing basis by the Nominating and Corporate Governance Committee as part of its charter. We are honored to have Ann Klee, former head of EH&S at General Electric and former general counsel to the U.S. EPA, as chair of this Committee. In addition, we began a formal governance engagement program shortly after going public, to initiate dialogue and build relationships with the Heads of Governance and ESG at our largest institutional investors. These ESG-focused investor discussions provide us with critical input into both our practices and key future trends, which we then share with our ESG Committee and Board.

Finally, and importantly, our talented team of over 3,000 employees remains foremost in our minds. Whether it be keeping our team members safe during a pandemic, providing a diverse and inclusive environment, expanding opportunities for career advancement and education, or encouraging two-way dialogue to build a rewarding culture, we've engaged in a multitude of initiatives during the past two years focused on retaining and developing our talent at every level of the organization. I am proud that our values -- Safety, Customer Focus, People, Integrity and Excellence -- were borne out of organic, global employee discussions and underpin both our culture and Global Code of Conduct.

In order to better share our strategy and initiatives we are proud to introduce this inaugural Corporate Responsibility Report. Our ESG Committee co-chairs, along with functional and business leaders, have compiled this report detailing progress we've made to date toward achieving our corporate responsibility goals. These include: better understanding our environmental footprint so we set realistic goals and mitigating actions; continuing to advance diversity, equity and inclusion initiatives through our own actions and those of others; holding ourselves and our third-party partners accountable to the safety and integrity of our supply chain; and seeking ways to enhance our Company's broader global impact. We invite you to review our report and our Responsibility page for additional detail on our ESG initiatives.

The world is changing at a rapid pace, and we embrace this change. We take seriously Our Responsibility in helping to create a more sustainable planet, a more equal and inclusive world, and a stronger more resilient Sotera Health. We look forward to sharing progress against our goals and thank you for your interest in our corporate responsibility.

Michael B. Petras, Jr.
Chairman and CEO, Sotera Health



Our Purpose

Our shared values guide how we operate each and every day:

Whether helping to prevent infection for millions of patients across the world, testing and sterilizing critical supplies for vaccine production, or verifying the legitimacy of a medical product's testing, we continuously embrace our commitment to United Nations Sustainable Development Goal 3 – to ensure healthy lives and promote well-being for all people at all ages around the world. Additionally, we aspire to achieve U.N. Sustainable Development Goal 5 – to achieve gender equality and empower all women and girls.

Our purpose, our conduct and our values are at the heart of our commitment to employee safety, environmental responsibility and sustainability principles.



Good **HEALTH**
and well-being



Gender **EQUALITY**



5,500+
customers in
50+ countries



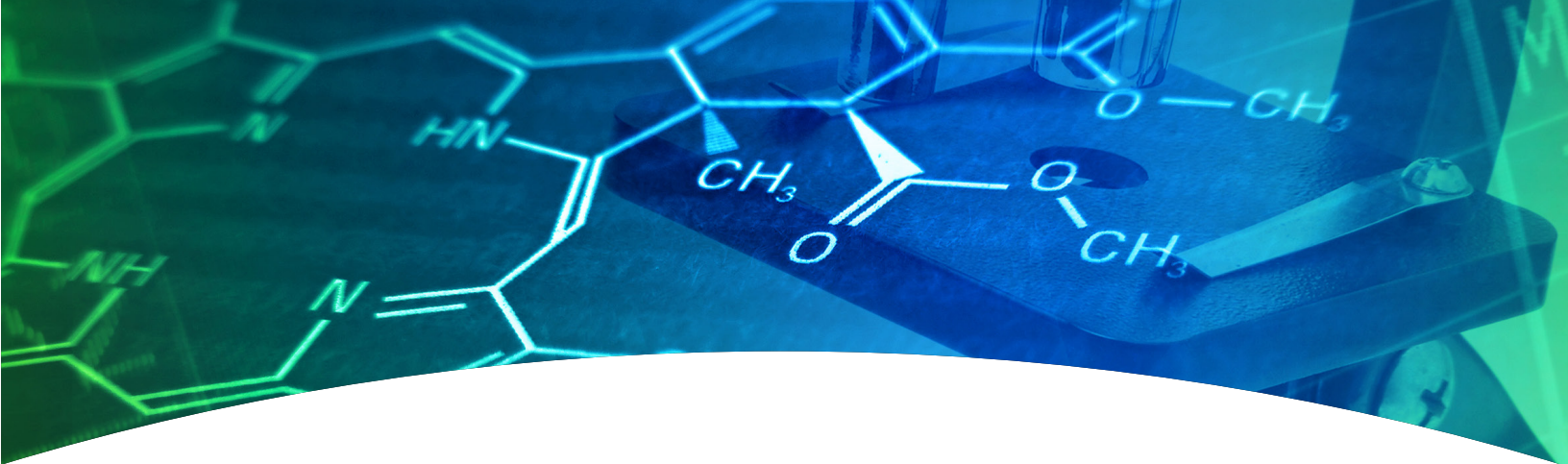
90+ years
of sterilization
and lab services



Network of
65 global
facilities



Over **3,000**
employees across
the globe



Our **Values**



Safety

We are uncompromising in our commitment to health and well-being.



Customer Focus

We are driven to fulfill our customers' needs with the highest quality and care.



People

We value our people who are part of a global team that is diverse, respectful, passionate and collaborative.



Integrity

We are honest, reliable and accountable in everything we do.



Excellence

We exceed the expectations of our stakeholders and continue to improve and innovate in everything we do.

We are measured, personally and professionally, against our Values and strive to uphold them every day.



Our **Corporate Responsibility**



Kristin A. Gibbs
ESG Committee Co-Chair
Chief Marketing Officer
Sotera Health



Matthew J. Klaben
ESG Committee Co-Chair
Deputy General Counsel
Sotera Health

Our products and services serve broad human health and well-being needs. Whether providing critical inputs for vaccine production, preventing infection across a broad range of medical and pharmaceutical products, verifying the legitimacy of a product's testing, or providing a variety of other services, we strive every day to ensure healthy lives and promote well-being for people around the world. That's why our Corporate Responsibility, which encompasses our ESG initiatives, is integral to our mission.

On behalf of our ESG Committee and the entire Sotera Health team, we are proud to report on our ESG activities and initiatives to our stakeholders. Whether it is through our actions to advance an inclusive culture where all employees can thrive or our industry-leading approach to environmental, health and safety (EHS) initiatives, our recent progress is only the beginning of a multi-year journey to coordinate, drive and communicate more broadly about our ESG activities.

On the following page are some highlights of our overall Corporate Responsibility strategy, including information about our progress on our ESG initiatives since the beginning of 2021.



**ENVIRONMENTAL
RESPONSIBILITY**



**SOCIAL RESPONSIBILITY AND
STAKEHOLDER ENGAGEMENT**



GOVERNANCE



ESG Initiatives



ENVIRONMENTAL RESPONSIBILITY

[Read More](#)

Dedicated to the environment

- We are the only vertically integrated global provider of climate-friendly gamma sterilization products and services, through Nordion and Sterigenics.
- At Sterigenics, tens of millions of dollars are being invested into emission control enhancements at ethylene oxide (EO) facilities to reduce emissions beyond regulatory-approved levels.
- We are developing a process for tracking energy and water usage at our Nelson Labs, Sterigenics and Nordion facilities worldwide.



SOCIAL RESPONSIBILITY AND STAKEHOLDER ENGAGEMENT

[Read More](#)

Dedicated to upholding our values

- We are committed to diversity and inclusion, with an overall strategy that focuses on attracting and retaining a diverse workforce and building an inclusive culture. We have implemented a Diversity, Equity and Inclusion Council led by our CEO, Unconscious Bias training for all employees, and gender and ethnic diversity metric tracking across the organization.
- We have implemented an employee listening strategy and engagement survey process to assess and improve employee engagement.
- We are proud to be a part of the communities where we operate and regularly participate in community events. We support charitable causes through our over 150 sponsorships and donations, including a donation of \$100,000 to Global Giving Ukraine Crisis Relief Fund.



GOVERNANCE

[Read More](#)

Dedicated to strong leadership and oversight

- We have established governance practices, including annual reviews of Board independence and annual Board and Board committee self-evaluations. All Board members (excluding the CEO) and committee members meet Nasdaq independence standards.
- The annual assessment of each executive's performance includes a review of individual performance against our values, which are fundamental to our ESG initiatives.
- Our directors' diverse backgrounds bring valuable experience and relevant perspectives to Board discussions.

Environmental



Kathleen A. Hoffman
Senior Vice President,
Global Environmental, Health &
Safety, Sotera Health



Environmental Management Statement

At Sotera Health, we know that our purpose is greater than our products and services. That's why responsibility is integral to everything we do – it's the foundation of what we stand for and what we strive to achieve. Across our global network, we approach our EHS initiatives with the same passion, dedication, and commitment as the mission-critical services we provide. This, in turn, has made us a respected leader in our industry, a position we work to earn every day. Our environmental sustainability work is focused on the implementation of consistent performance metrics, global organization alignment, investment in our EHS organization and a commitment to compliance with global regulations.

Everything we do at Sotera Health is guided by our mission, Safeguarding Global Health®, which includes the patients and healthcare workers whose safety we help to ensure as well as protecting the health of our employees and the communities in which we operate.

1

Established Consistent EHS Metrics for Leading and Lagging Performance indicators

We have implemented consistent metrics across all of our business units.

2

Launched a Global EHS Policy ([Read More Here](#))

- We are developing a corporate-wide Environmental Health and Safety Management System, drawing from the best of our three businesses.
- Our Management System Aligns with International Standards (ISO 14001, ISO 45001).

3

Investment in Organization

We have added 4 new Corporate EHS Leaderships positions (1 Vice President, 1 Director and 2 Managers) and 2 Business Unit EHS positions in 2022.

4

Commitment to Compliance with International, Federal, State, and Local Regulatory Bodies

- Our services and products are subject to stringent regulatory oversight by federal, state and local agencies.
- The current regulatory landscape is rigorous: there are many types of regulations of various jurisdictions that impact our business: quality, environmental, employee safety, process safety, security, export/import and food regulations.
- Sotera Health operates to the toughest regulatory standards globally. We are audited over 600 times per year by federal and local regulatory bodies as well as customers, notified bodies and other worldwide regulators.

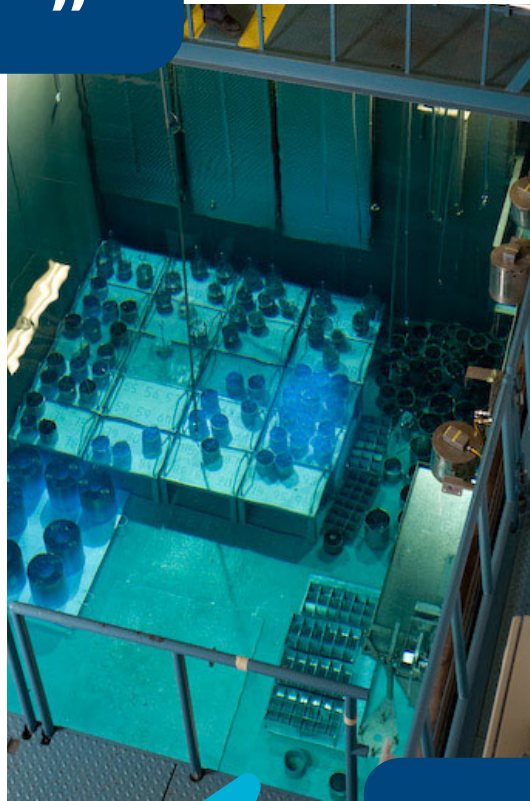


Our Approach to **Safety**

Safety is of utmost focus across all our facilities and practices at Sotera Health.

“ A very positive and safe environment created by immediate management and the company as a whole. ”

“ Safety is first. Safety is our top priority. ”



“ I really like that I am strongly encouraged to ask questions when I don't know something. I am never made to feel like I can't take the time to clarify something I'm not sure about, so I can make sure to do things following our company priorities of Safety and Quality. ”

“ The leadership regularly expresses their commitment to safety and follows up with actions. ”

Quotes above are employee verbatims from the 2022 Employee Engagement Survey describing the safety culture at Sotera Health.



One Sotera Health **EHS Program:**



Consistent Metrics and Scorecards across all Business Units



Common EHS Software Suite



EHS Management System aligned with ISO Standards



Sustainability Program



Compliance Assurance Program

Safety Improvement Rate

Employees are involved and demonstrate our value of safety every day by recognizing hazards and providing solutions to mitigate risk. Our overall company goal is to have at least one safety improvement idea for every employee.

We met our goal in 2021

YEAR
2021

EMPLOYEES
SUBMITTED
3,296
SAFETY IMPROVEMENT
IDEAS

98%
HAVE BEEN
ADDRESSED*

LEADING SAFETY INDICATORS:

- Potentially Significant Events
- Audits and Inspections Performed
- Corrective Actions
- Safety Improvements
- Past Due Training Courses

LAGGING SAFETY INDICATORS:

- Recordable Injuries
- Lost Time Injuries
- Lost Time Days
- Reportable Environmental Incidents
- Notice of Non-Compliance/Violation

*Remaining 2% are in process of being addressed



Our Global **Sustainability Vision**

1

Implement consistent tracking process for energy, emissions, water and waste at our Sotera Health facilities across the globe.

VelocityEHS[®]

Engaged VelocityEHS in the Fall of 2022 to implement the Greenhouse Gas and Energy Modules in 2023 across all applicable global locations to track and establish baseline measurements for the following:



Scope 1 and 2 GHG Emissions



Waste Diversion from Landfill



Water Usage



Electricity



Renewable Clean Energy

2

Implement our Corporate Sustainability Strategy over the next three years.

3

Evaluate 2023 VelocityEHS data as basis for responsible, future climate goal-setting.



Sotera Health Sustainability in Action

Fleurus Solar Panels & LED Lighting

The Sterigenics facility in Fleurus, Belgium installed a solar system consisting of 772 photovoltaic panels that has since produced 674 MWh of electricity, or approximately 18% of the facility's demand. This project combined with efficiency improvements including the implementation of LED lighting have helped the team in Fleurus to save on their energy bills, improve resiliency during a period of significant uncertainty in global energy markets and reduce greenhouse gas emissions.



RESULTS:

Reduced emissions by

414

metric tons (CO₂e)
equivalent to

1,000 cars each traveling
2,000 miles*

*based on information provided by the mySolarEdge PV monitoring platform, www.solaredge.com/us/products/pv-monitoring#/

Sustainability in Action (cont.)

Ethylene Oxide Optimization

EO Cycle Redesign – Sterigenics 3R Program

- We are committed to developing innovative new solutions to further enhance the safe and sustainable use of EO.
- The results of our work with manufacturers has been recognized at notable industry conferences.
- More information on our 3Rs of EO Sterilization can be [found here](#).



EO Emissions Reduction through State-of-the-Art Emission Controls

- Our approach to creating a world-class sterilization facility can be [viewed here](#).
- Sterigenics is investing tens of millions of dollars in emission control enhancements at EO facilities to further reduce emissions beyond regulatory levels. In addition, Sterigenics has a history of enhancing work practices and emission controls with the aim of reducing EO emissions.
- Three Major Enhancements for State-of-the-Art Emissions Control

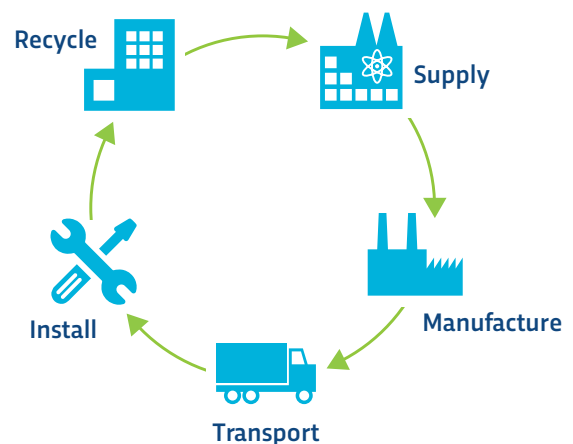
Double Scrub Process	Permanent Total Enclosure Negative Pressure Technology	Central Discharge Point
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RESULTS: 100% Ethylene Oxide Captured and Treated at the Facility

- ✓ Full Fugitive Capture
- ✓ State-of-the-Art Emission Control Results
- ✓ Further Outperform Regulatory Requirements

Nordion Cobalt Recycling Program

Nordion has developed a robust end-of-life management program for Co-60. Co-60 sources are returned from customer sites to Nordion for end-of-life disposition. Recycling of the Co-60 into new sources, rather than disposal, is a key priority in Nordion's program. In the years of 2019 to 2021, Nordion has recycled more than 99% of the Co-60 in its end-of-life program. Through our recycling efforts, Nordion is able to divert this material from disposal paths and send it back into the market to be used in the sterilization of medical devices and equipment.



RESULTS: 2019 to 2021, Nordion has recycled **>99%** of the Co-60 in its end-of-life program.

Social Responsibility

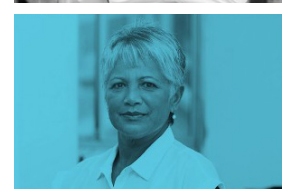
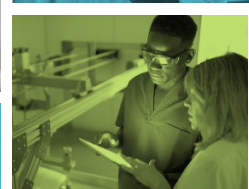
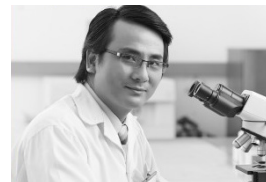
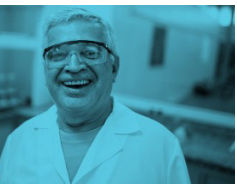


Sally R. Turner
Chief Human Resources Officer
Sotera Health



Employee and Stakeholder Engagement

Every day at Sotera Health, our work has real purpose. It's meaningful, it's critical and it is aligned with our mission, Safeguarding Global Health®, to keep millions of people across the world safe. As experts in sterilization and lab testing services, we help ensure that our medical device and pharmaceutical customers meet stringent safety standards and fulfill the regulatory requirements for the global healthcare industry. With an extraordinary mission comes the need for extraordinary people, leaders and stakeholders that are engaged, inclusive and committed to our values. Through our global team of over 3,000 employees we deliver high-quality service and are driven, responsive and dedicated to providing excellent customer, community and stakeholder care. We invest in the development and well-being of our people and work together to build a positive and rewarding workplace culture that strengthens our team. Each of us contributes unique skills, talents and perspectives to the success of our business. And together, as a Sotera Health team, we deliver on our mission, Safeguarding Global Health®.





Employee Engagement

We value our people who are part of a global team that is diverse, respectful, passionate and collaborative

Key Organizational Stats:

(thru 6/30/22)



Over
3,000
team members



13
countries



32% Female
68% Male
(Global)



36%
of EE are Ethnically
Diverse (US only)



7-YR
average
EE tenure

2022 Global Employee Engagement Survey Results



Action Planning Focused in 3 Key Areas to Improve Employee Engagement:

- 1 Inclusion and Belonging
- 2 Well-being
- 3 Employee Growth and Development

INCLUSION & BELONGING AT SOTERA HEALTH

Advancing Diversity, Equity & Inclusion

The unique skills, talents, and perspectives of the Sotera Health team enable us to achieve our mission. We are committed to advancing diversity, equity and inclusion in our workplaces. Our approach focuses on attracting and promoting diverse talent, building and sustaining an inclusive culture and measuring our progress to ensure we are meeting our goals.



Inclusion & Belonging in Action

CEO Diversity, Equity & Inclusion Council

- CEO led, Established in 2021
- 12 global leaders from across the company
- Quarterly meetings to inform DE&I priorities

The CEO PwC Pledge to Action

Sotera Health is committed to the actions outlined by this pledge including fostering ongoing dialog about diversity and inclusion, implementing unconscious bias training, sharing best practices and communicating DEI plans with our board of directors.

CEO **ACT!ON FOR
DIVERSITY & INCLUSION**

Launched the Sotera Health Women's Network

- Efforts build on the Nelson Labs' Women in STEM and Women's Leadership Programs, established in 2015
- Further expanded in 2022 to be a company-wide network
- Quarterly Consortium of Sharing and Development
- Senior women executive panels with CEO participation
- Support the development and retention of women in our workforce

Unconscious Bias Training

Continue to provide Unconscious Bias training to help our team understand our own biases and identify ways to contribute to a more inclusive culture. It brought new perspectives to light and provided a foundation for all to identify bias, address it and be an advocate for others.

Implemented "Time of Understanding" Conversations

As part of the PwC CEO Actions, we conduct open-dialogue conversations with all global employees to understand their work experience. This year we have focused on creating a culture of "insiders" where all employees feel a sense of belonging.

WELL-BEING AT SOTERA HEALTH

Investing in the Well-being of Our Team Members

Our benefit programs are designed to attract and retain high-performing employees and meet the changing needs of a diverse workforce, including benefits to support physical health, mental health and financial goals.

Well-being in Action

Our Safety Culture is Paramount

We are uncompromising in our commitment to health and well-being.



Global Facility Safety Program

Competitive Benefits for our Team Members & their Families

Our Company is committed to providing employees and their families comprehensive and competitive benefits and pay that align with our values, including fertility and infertility services benefits, adoption assistance and paid family leave. We conducted a wage-gap gender and ethnicity (pay equity) analysis to assess areas for opportunity.



Job Security



Competitive Pay



Hybrid Work Schedule Post-COVID



Healthcare and Wellness



Retirement Saving Plans



Education Assistance



Adoption Assistance

EMPLOYEE GROWTH & DEVELOPMENT AT SOTERA HEALTH

Sotera Health is a learning organization, where investment in continuous development is fostered.

We have a robust Employee Training and Development program, which offers thousands of courses that were completed by employees across the globe in 2021.

Employee Growth & Development in Action



On-the-Job Experiences

We offer on-the-job experience to gain knowledge and learn new tools and technology. Employees regularly engage in cross-functional teams to successfully create or improve business practices.



Coaching/Feedback

Our culture is focused on productive feedback throughout the talent management process. As part of the annual performance review process, managers work directly with employees on development plans to help grow their careers.



Formal Training

In addition to coaching, we offer a wide variety of technical training courses and certification programs designed to help employees expand their leadership.

Leadership Development Programs

- Ongoing investment in the learning and development of our leaders.
- Leadership curriculum targeted to every level based on development needs including Introduction to Leadership, Management Fundamentals and Advanced Management Skills.
- Leading For Our Future: An intensive program designed to build and grow critical leadership capabilities in the future leaders of Sotera Health through collaborative learning delivered in multiple sessions through world-class educational seminars, 360 feedback/coaching process, action projects and interaction with Senior Leaders. This year's class is focused on developing strategic Corporate Responsibility platforms for Sotera Health.
- Executive Education Programs through Case Western Reserve University including Leadership Institute for Women in STEM & Manufacturing and Leadership Deep Dive.



Community Engagement

We engage with the communities in which we operate through participation in community events and support of charitable causes.



Nordion®

A Sotera Health company

Nordion has annual public outreach programs, positively impacting the local communities in which it operates. In 2021, for example, Nordion:

- Offered community members an online Nordion Virtual Tour of its Ottawa, Ontario campus, and hosted a virtual community event for community members, sending out invitations to the local community, community leaders, community associations and indigenous groups.
- Collaborated with a Canadian nuclear power plant operator on engagement with indigenous groups.



Nelson Labs®

A Sotera Health company

Becoming WISE: Women in STEM Education at Nelson Labs

The Nelson Labs’ WISE committee was founded in 2015 with a mission to promote STEM—Science, Technology, Engineering, and Mathematics—careers and education for women at Nelson Laboratories and to extend the committee’s passion for STEM to the community. Participation in this committee allows all Nelson Labs’ employees, regardless of gender or job title, to unite and give back to the community by educating, mentoring, and inspiring youth to pursue a career in a STEM field. The WISE committee is currently made up of 30 members, unified by a love of science, with each contributing a unique perspective. The WISE committee believes that representation and diversity matter, and it aims to show upcoming generations that the STEM field can be made up of anyone who is passionate about science.



Community Engagement (cont.)



Our people and their families work, play, and live in the communities in which we operate. Within their communities and beyond, our teams make a positive impact across a range of interests and issues across the globe.



Cleveland Metroparks
Green-Up Effort

We also supported charitable causes more broadly through over 150 sponsorships and donations, including a donation of \$100,000 to the Global Giving Ukraine Crisis Relief Fund and a Leadership Team donation directed to the charity of their choice.



Stakeholder **Engagement**

We are driven to fulfill our stakeholders' needs and exceed their expectations in everything we do.

Enhanced Stakeholder Communications

We have developed enhanced stakeholder communications to provide more information on EO and to dispel misunderstandings around EO risks. This information can be found on our website:

<https://investors.soterahealth.com/ethylene-oxide-eo-overview>.

Industry Thought Leadership

Our people are regarded as thought leaders in the healthcare industry and are active participants in the medical and pharmaceutical industries. From introductory sterilization and lab testing topics to advanced, in-depth learnings, our expert advisors are featured in the Sotera Health Academy, which contains curated cutting-edge educational content and resources to help customers mitigate risk, go to market faster, and achieve excellence in the healthcare industry.

Global Supplier Program

Our global supplier program allows us to periodically review and audit critical suppliers with the aim of promoting compliance with our Supplier Code of Business Ethics and Conduct and other applicable policies and procedures.

Governance



Ann R. Klee
Nominating and Corporate
Governance Committee
Chairperson



Board Oversight of ESG

At Sotera Health, good corporate governance is fundamental to our business and our values. Integrity and Excellence, two of the Company's core values, are central to the long-term success of our company, and we are committed to governance policies and practices that advance these values and our business goals.

Our Board of Directors (the "Board") is dedicated to the effective oversight of our business and affairs. We believe strong governance, a cornerstone of ESG, is best exemplified through example, and important Board-level discussions can be enhanced through diversity of experience and thought. We value diversity and are committed to achieving a mix of Board members that represent a diversity of skills, experience and backgrounds, including with respect to age, gender identity, sexual orientation, race and ethnicity.

To this end, we are proud of the diversity of our Board: taken together, 30 percent of our Directors are of diverse background, 90 percent are independent, 10 percent are LGBTQ+ self-identified, and Directors range in age from 38 to 64.

The Chair of the Nominating and Corporate Governance Committee ("Governance Committee"), has active oversight of the Company's ESG practices and policies. This responsibility also is shared by the full Board. Director experience includes deep expertise in ESG, including corporate and government environmental expertise. In addition, we work to ensure that ESG is a standing item on the Board's annual agenda.

The Board and its committees regularly invite internal and external subject matter experts to present current insights in education sessions. In addition, input from our stakeholders, to ensure we remain relevant and competitive, is critical to our success. Feedback from shareholders and customers is provided to the Board at least quarterly.

Alongside this Corporate Responsibility report, we invite you to review our [Governance](#) and our [Responsibility](#) websites for additional governance-related information. There, you will find our 2022 proxy statement, which includes additional information regarding our compensation philosophy, our talent pool, a current [ESG presentation](#), and other ESG-related disclosures.

On behalf of the Board, thank you for your interest in Sotera Health.

Board Diversity



3 of 10

directors are female or
racially or ethnically diverse



10%

LGBTQ+



33%

of the standing Board committees
are chaired by women



90%

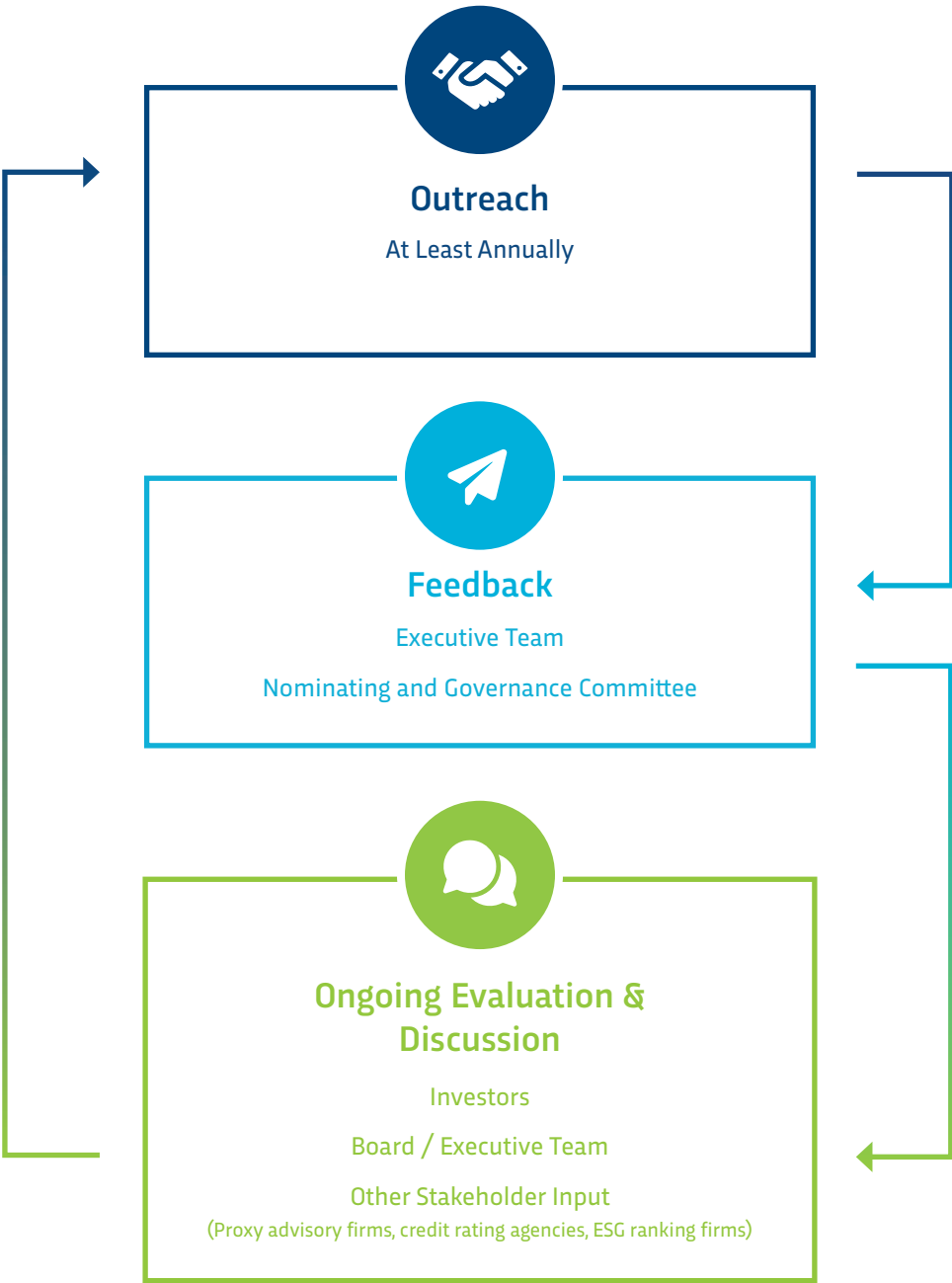
Independent

Shareholder Engagement and Board Responsiveness

Shareholder feedback is a valuable input and is incorporated into relevant Board and committee discussions. In 2021, we began a formal governance engagement program that consisted of outreach to institutional shareholders presenting more than 50% of shares not held by affiliates, in order to solicit feedback on ESG matters and address questions following the filing of our proxy statement.

We furthered the program in 2022, to ensure a dialogue is maintained with ESG Co-Chairs and any feedback is communicated to the Executive Team and Board.

Throughout the year, the ESG Committee seeks opportunities to connect with our investors to discuss current and ongoing ESG trends and hear their views about governance policies and practices. In addition, we engage in ESG discussions with proxy advisory firms, debt rating agencies, and key ESG ranking firms to identify trends and better understand the developing ESG environment. An external ESG consultant provides input into these discussions.



Enterprise Risk Management / Board Oversight of Risk

Our Board is responsible for overseeing senior management's risk management responsibilities, including assessing the Company's processes for identifying and managing risks. This is carried out at the level of the full Board and through its three standing committees.

An important element of the Board's oversight involves regular interaction with senior management. The Board receives regular reports throughout the year, including from the senior management of our three business units, to ensure it is well informed of risk exposures related to our strategy and operations, including regarding environmental, health and safety, sustainability, quality, legal, financial and reporting, and human capital management risks. In addition, the Board has tasked its committees with risk-related responsibilities described in more detail in our 2022 Proxy Statement in the section, "Committees of the Board of Directors".

In 2022, Sotera Health completed a formal update of its Enterprise Risk Management ("ERM") assessment, which was shared with the Board. The ERM assessment included a risk "heatmap" and a series of categories to appropriately identify and classify risk factors. Among these, the Company assessed cybersecurity, talent, supply chain, EHS, quality and business continuity. Sotera Health plans to review this at least annually and share with its Board.

In addition to the full Board session on the Company's ERM assessment and plans, the Audit Committee has oversight of risk areas related to cybersecurity, supply chain, legal and regulatory. And finally, because talent is such a critical component and can be a significant risk, especially in today's environment, the Board elected to change the name of its standing committee from "Compensation" to "Leadership Development and Compensation Committee", underscoring the importance of culture and talent development.

Board Continuous Education

Keeping abreast of current trends is critical to an effective Board. During 2021, the Board and committees met with internal and external subject matter experts on a variety of topics. These topics included: cybersecurity, shareholder voting, Finance agenda items, environmental / EPA related reporting trends and regulations, and talent management including updates on the current labor market.

In addition to individual Director attendance at conferences and leadership educational sessions, the Board plans to continue to consult internal and external subject matter experts to keep current on relevant topics.



Safeguarding Global Health®

Policies and Statements

Codes of Conduct

- [!\[\]\(c8dce68b26731c7aa5915072fc9d68dd_img.jpg\) Global Code of Conduct](#)
- [!\[\]\(76b3245de86167eba9fcdc9cc9f32aa4_img.jpg\) Supplier Code of Conduct](#)

Global Ethics Line (Whistleblower)

Integrity is one of our core values. We expect the highest standards of integrity from our employees when dealing with customers, suppliers, and each other. If employees do not feel comfortable or are otherwise unable to raise with their manager questions or concerns regarding ethics, compliance with laws, regulations or policies, or workplace culture, employees are expected and encouraged to promptly report those questions or concerns on our Global Ethics Line. Our Global Ethics Line is available 24-hours a day, 7-days a week to every employee worldwide. Live telephonic assistance is available via a toll-free number with operators available in multiple languages. Reports may also be made via electronic submission through our Global Ethics Line web portal. All reporters have the option of remaining anonymous to the extent permitted by local laws and regulations.

Calls to our Global Ethics Line are received by a third-party vendor that promptly reports the issue to our internal investigations team. Pursuant to our whistleblower policy, general reports received via our Global Ethics Line are transmitted to an internal review team from the legal department or human resources, as appropriate. Certain reports, including those related to fraud or error in the preparation or reporting of the Company's financial condition, are referred to an internal review team composed of at least the General Counsel, CFO and one member of the Company's disclosure committee. Any reports raising a potentially material issue will be promptly sent to the chair of the Audit Committee for review. Our General Counsel reports to the Audit Committee at least quarterly regarding any other significant issues raised through the Global Ethics Line.

Our whistleblower policy prohibits retaliation against anyone who in good faith raises a question or concern or assists in the subsequent investigation of a question or concern.

Political Spending Statement

The company has not and does not contribute corporate dollars directly to support political candidates or campaigns. The company does, from time to time, allocate dollars to trade association memberships and for external educational efforts.

Human Trafficking and Slavery

- [!\[\]\(039cd6b2e7148ba5690aa619b922c426_img.jpg\) Statement on Human Trafficking and Slavery](#)

Human Rights

- [!\[\]\(896151ec231b70900e969d67696ca48d_img.jpg\) Human Rights Statement](#)

Animal Welfare

- [!\[\]\(569ff5d1aa9137b5defb690d1175fea6_img.jpg\) Animal Welfare Statement](#)

