

# Sotera Health Governance Update

Second-Half 2024



## Forward-Looking Statements and Statistical Data

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This presentation also contains estimates and other statistical data made by independent parties and by the Company relating to market size and growth and other data about the Company’s industry and estimated total and serviceable addressable markets. This data involves a number of assumptions and limitations, and you are cautioned not to give undue weight to such estimates. We have not independently verified this market data. While we are not aware of any misstatements regarding any industry or similar data presented herein, such data involve risks and uncertainties and are subject to change based on various factors, including those described under the headings of “Risk Factors” and “Cautionary Note Regarding Forward-Looking Statements” in the Company’s Form 10-K, and in the Company’s other SEC filings. In addition, projections, assumptions and estimates of the Company’s future performance and the future performance of the markets in which the Company operates are necessarily subject to a high degree of uncertainty and risk.

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# COMPANY OVERVIEW



# Safeguarding Global Health® Through Sterilization Services, Lab Testing and Advisory Services

## What we do...

Leader in sterilization services



Leader in lab testing and advisory services



## ...and how we do it...

- Provide mission-critical services to **blue chip customers with multi-year contracts**
- Unmatched **network of local facilities** to support customer requirements and growth
- In an increasingly regulated industry, we are a **global leader in technical and regulatory expertise**
- **Organic and inorganic growth**
- Our culture – **Safety, quality, accountability and excellence**

## ...leads to strong results

- **Annual revenue growth every year** since 2005
- **TTM Q2 2024 Adjusted EBITDA margins<sup>(1)</sup> of greater than 50%**
- **~\$33 billion TAM<sup>(2)</sup> and growing**
- Consistent track record of **cash flow generation**
- **Well-positioned for growth in global healthcare market** without payor reimbursement risk

***Our capabilities, scale and know-how are not easily replicated...  
Our customers depend on our mission-critical services in any economic environment***

(1) This is a non-GAAP financial measure. Please refer to reconciliation of Non-GAAP Financial Measures on our IR website.

(2) 2019 Management estimated total addressable markets for in-house and outsourced terminal sterilization and outsourced medical device and pharmaceutical lab testing.

# Safeguarding Global Health®

- Our mission is meaningful to our stakeholders, and embodies the essence of Corporate Responsibility
- Initiatives follow naturally from our Mission and Values
  - Committed to **Safeguarding Global Health®**
  - We help to ensure the safety of millions of patients and health care workers globally

## Alignment with UN Sustainable Development Goals



Good  
**HEALTH**  
and well-being



Gender  
**EQUALITY**

# Our values drive our business and guide our Corporate Responsibility



**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

# CORPORATE RESPONSIBILITY HIGHLIGHTS

*Important practices and initiatives*

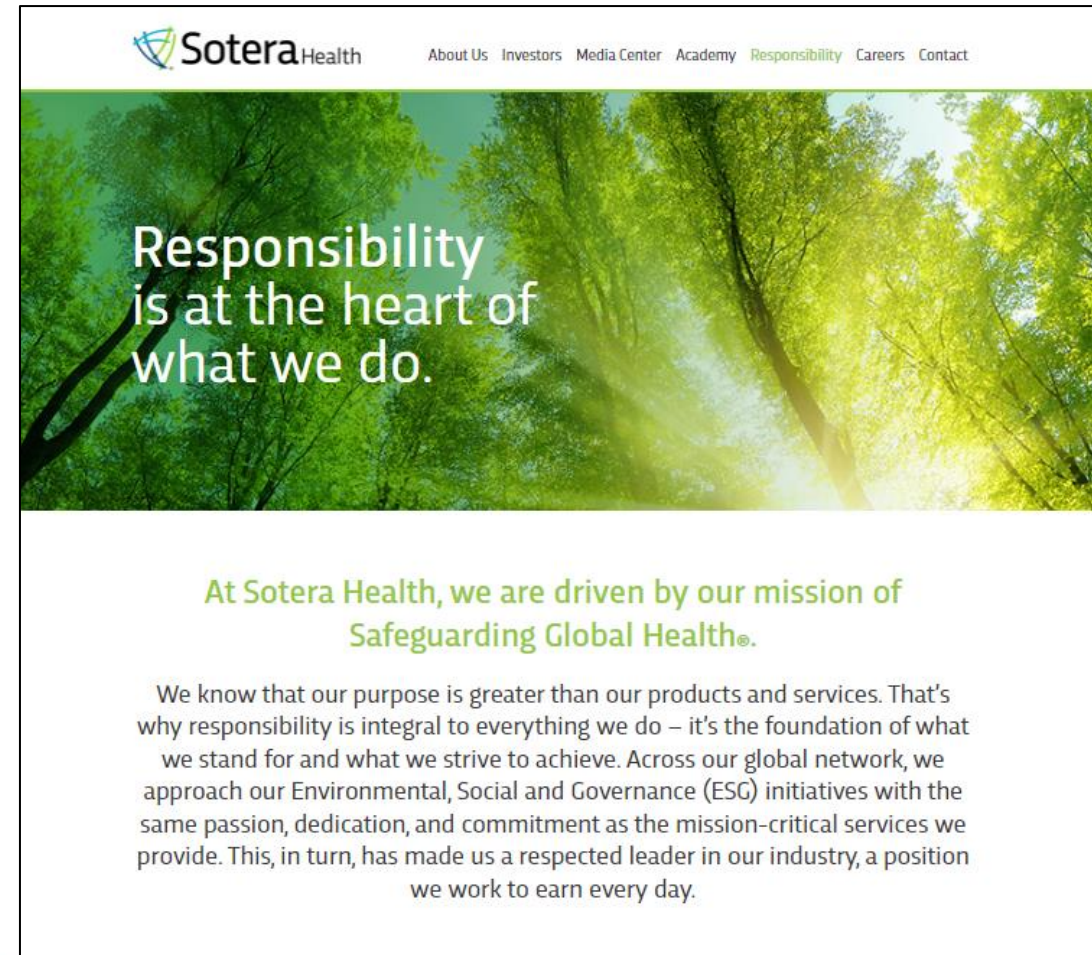




# Our Corporate Responsibility Journey Continues

- Published second Corporate Responsibility Report in 2023
  - Discussed material risks stemming from Enterprise Risk Management (ERM) and Materiality assessments
  - Disclosed initial global environmental and human capital data analytics
- Published Human Rights and Environmental Management Statements

[www.soterahealth.com/responsibility/](http://www.soterahealth.com/responsibility/)





# Recent Accomplishments

## Environmental Responsibility

*We know that our purpose is greater than our products and services. Across our network, we approach our Environmental, Health and Safety (“EHS”) initiatives with the same passion, dedication and commitment as the mission-critical services we provide.*



- Established a global sustainability vision to include consistent tracking of sustainability metrics such as energy, emissions, water and waste
  - Published initial data in 2023 Corporate Responsibility Report
- Established consistent EHS metrics for transparent reporting of leading and lagging performance indicators
  - Robust EHS management system design based on ISO 14001 & 45001
- Launched global EHS policy
- Continued investment in enhanced emissions controls in several EO facilities

# Recent Accomplishments

## Social Responsibility and Stakeholder Engagement

*With an extraordinary mission comes the need for extraordinary people, leaders and stakeholders who are engaged, inclusive and committed to our values.*



- Completed global employee engagement survey - 85% participation
- Interactive session with Ann Klee, Board Director, sponsored by the Sotera Health Women's Network
- Launched second Women in Leadership program
- In 2023, women represented >40% of global promotions to manager
- Conducted Time of Understanding conversations with 78% participation as part of CEO Actions for Diversity and Inclusion pledge
- Deepened customer engagement through annual Voice of the Customer surveys - 84% customer satisfaction rates

# Recent Accomplishments

## Governance

*Corporate Governance is fundamental to our business and our values. Integrity and Excellence, two of our core values, are central to our long-term success. We are committed to governance policies and practices that advance these values and our business goals, including Board-level oversight of Corporate Responsibility initiatives.*



- Karen Flynn joined Board as new independent director Nov. 2023
- Chris Simon joined Board as new independent director August 2024
- 91% of Board meets Nasdaq director independence standards
  - Board meets Nasdaq diversity standard
- Shareholder engagement program since IPO (Nov. 2020)
  - In 2023, outreach to shareholders representing over 60% of outstanding shares not held by affiliates; conducted meetings with approximately 48%
- Formal ERM results led us to focus on six initial areas; plan to build upon these to create long-term value
- Responsibility topics are regular agenda items for Governance Committee and Board
  - Management regularly reports to the Governance Committee and Board on Responsibility topics