



Sustainability

Report 2023

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INTRODUCTION



ABOUT THIS REPORT

Welcome to the 3rd edition of our sustainability report.

As a company, IONISOS is an active part of an economic system, a key member of the medical value chain and a crosslinking service provider. Our operations involve interactions with a multitude of stakeholders, from our suppliers and clients through to our employees, the authorities that regulate our activities, our investors, the environment and society at large. We operate in fast-growing markets, treating products used for key sectors such as human health. The long-lasting continuity of our activities is therefore essential, and we believe that building trusting relationships with our stakeholders is key to remaining a reliable business partner.

What to expect from this report

This sustainability report is an opportunity to inform our stakeholders of the actions we are undertaking to continually improve our impact on our employees, the environment and society. You will find information about our company's strategy, our approach to sustainability, the governance we have put in place and the policies and actions we are implementing to address our main CSR ambitions, along with key results highlighting our progress in 2023 and outlining the next steps for the coming years.

Main evolutions since last year

In comparison with 2022, we have structured the report in anticipation of the EU Corporate Sustainability Reporting Directive (CSRD), which will be applicable to IONISOS starting 2026 (disclosure related to fiscal year 2025). As a consequence, the report structure mirrors the European Sustainability Reporting Standards (ESRS): Environment, Social, Governance. We have added general information about governance, our activities and our business model, which is part of ESRS2. We have also included additional testimonials from our team to illustrate our actions.

We hope you enjoy your reading.



MESSAGE FROM THE GROUP PRESIDENT

As 2023 draws to an end, we take this opportunity to reflect on a year filled with achievements and progress. It has been a particularly busy year, highlighted by key milestones and a growing commitment to sustainability in both our daily operations and strategic decisions.

2023 was a year of continued growth for our activities, with:

- (1) the start of operations at our newly constructed site in Kleve, Germany, dedicated to medical device sterilisation through ethylene oxide technology.
- (2) the acquisition of a new site in Däniken, Switzerland, specialising in E-beam technology.
- (3) the beginning of construction of our X-ray sterilisation facility in Henriville, France, which will enable IONISOS to expand its service offering with an additional sterilisation technology.

2023 continues the trend of sustained growth over the past ten years, building a strong European group with ever-increasing geographic proximity to our key clients.

To sustain this growth, significant organisational changes have been implemented. With IONISOS now operating 12 sites, standardising our working tools has been a key priority. Additionally, we have redefined our organisational structure to foster stronger ties between the head office and local sites, enhancing collaboration and synergies, while incorporating more operational profiles within the management team.

As part of our strong commitment to reducing our environmental footprint, we have pledged to join the Science Based Targets initiative (SBTi).

Our ambitious pledge to reduce our CO₂ emissions (Scopes 1 and 2) by 42% by 2030 obliges us to identify and implement efficient decarbonisation levers across all of our sites. We have already taken action through the use of renewable energy and the installation of solar panels, for example, in Spain and soon in Henriville, with plans to expand solar panel installations at additional sites where feasible.

As we grow, caring for our people and fostering a strong company culture has never been more crucial. That is why we are investing in human resources, with a particular focus this year on gender equality. In 2023, we measured our gender equality gap in 2023 and have developed a roadmap for 2024. Additionally, to prioritise safety and prevent accidents, we conducted a group-wide survey aimed at improving our company's safety culture.

Through these actions and goals, we are strengthening our sustainability strategy, which is vital as IONISOS will be subject to the European Corporate Sustainability Reporting Directive (CSRD) for the 2025 fiscal year. This serves as strong motivation to continue advancing our sustainability efforts.

None of these achievements would have been possible without the commitment and dedication of our employees. I would like to sincerely thank them for being part of our sustainability journey.

Christoph Herkens
President



OVERVIEW OF IONISOS



*"2023 continues the trend of sustained growth
over the past ten years, building a strong
European group with ever-increasing geographic
proximity to our key clients."*

Christoph Herkens - President

OUR ACTIVITIES

IONISOS provides industrial cold sterilisation and crosslinking services to clients across Europe, thanks to our technical expertise and the dedicated work of our 285 employees.

Founded in France in 1956, IONISOS is today a European actor with 12 sites located in France, Spain, Germany, Estonia and Switzerland.

Key Figures



Distribution of our sales by customer sector of activity



OUR EXPERTISE

Dual expertise

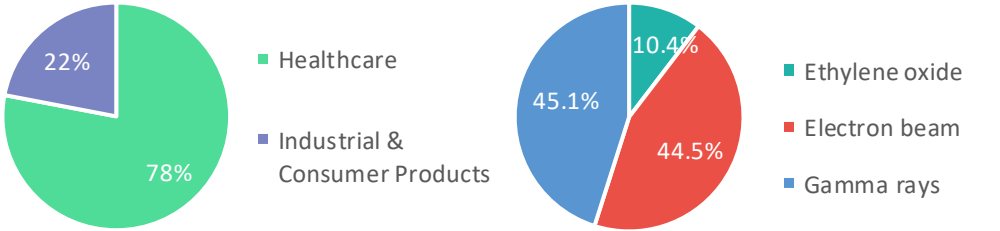
Sterilisation represents 84% of our activity.

Our clients include manufacturers of medical devices, pharmaceuticals, veterinary products and cosmetics, all requiring high safety standards for their products and packaging.

Crosslinking constitutes the remaining 16% of our activity.

Our clients manufacture technical equipment, including underfloor heating systems, tubes, cables, textiles, moulded parts and semiconductors, aiming to enhance material durability and resistance.

Distribution of our sales by sales segment and technology mix



The industrial sterilisation technologies we offer

We use the established cold sterilisation technologies for industrial sterilisation:

3 types of irradiation:

Electron beams (or Ebeam) are ionizing rays, used to sterilise, preserve and sanitize medical devices or raw materials. Products placed on an automated conveyor pass under a beam emitted by an electron accelerator. Ebeam is also used for crosslinking, helping to improve material resistance and plasticity.

Gamma rays are ionizing rays emitted by Cobalt 60. Products treated with this technology are automatically conveyed within an irradiation chamber, where they receive a predefined dose.

By mid 2025, we will also be able to provide a third type of irradiation to our clients:

X-Rays are ionizing rays emitted by an electron accelerator. The beam emitted is transformed into X-Rays to provide sterilisation by combining the advantages of Gamma and Ebeam technologies.

We also use ethylene oxide as a fourth sterilising technology.

Ethylene oxide (EO) is an alkylating agent primarily used for sterilising single-use medical products. The process involves three successive steps: warming and humidification, EO exposure and dynamic and/or static aeration. These steps ensure effective sterilisation and reduce residual ethylene oxide to levels compliant with regulatory standards.

How do clients choose a technology?

Clients choose a technology based on their product specifications, including material type, product and packaging architecture, required dose or sterility assurance level. We support them in this decision with our expert knowledge of materials and their behaviour under cold sterilisation treatments.

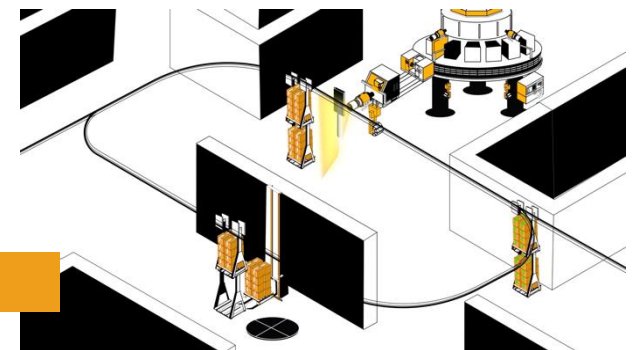
A strictly controlled activity, critical for public health

Through our sterilisation activities, we take pride in contributing to public health and delivering high-quality medical and pharmaceutical products to millions of patients and consumers worldwide.

At IONISOS, ensuring the safety of our people and the environment are our top priorities. We maintain a robust safety and quality management system to uphold the highest standards of environmental and product safety. Our activities are regularly inspected and monitored by relevant authorities and notified bodies.

We seek all essential ISO certifications for our sterilisation sites, as needed to satisfy our clients' needs.

X-Ray Sterilisation



CERTIFICATION MAPPING

The protection of the environment and quality are crucial for IONISOS.
We maintain a wide range of certifications for our sites.

ISO 9001

Quality management system

ISO 11135

Sterilisation of medical devices using ethylene oxide

ISO 11137

Sterilisation of healthcare products using radiation

ISO 13485

Design and manufacture of medical devices

ISO 14001

Environmental management systems

ISO 50001

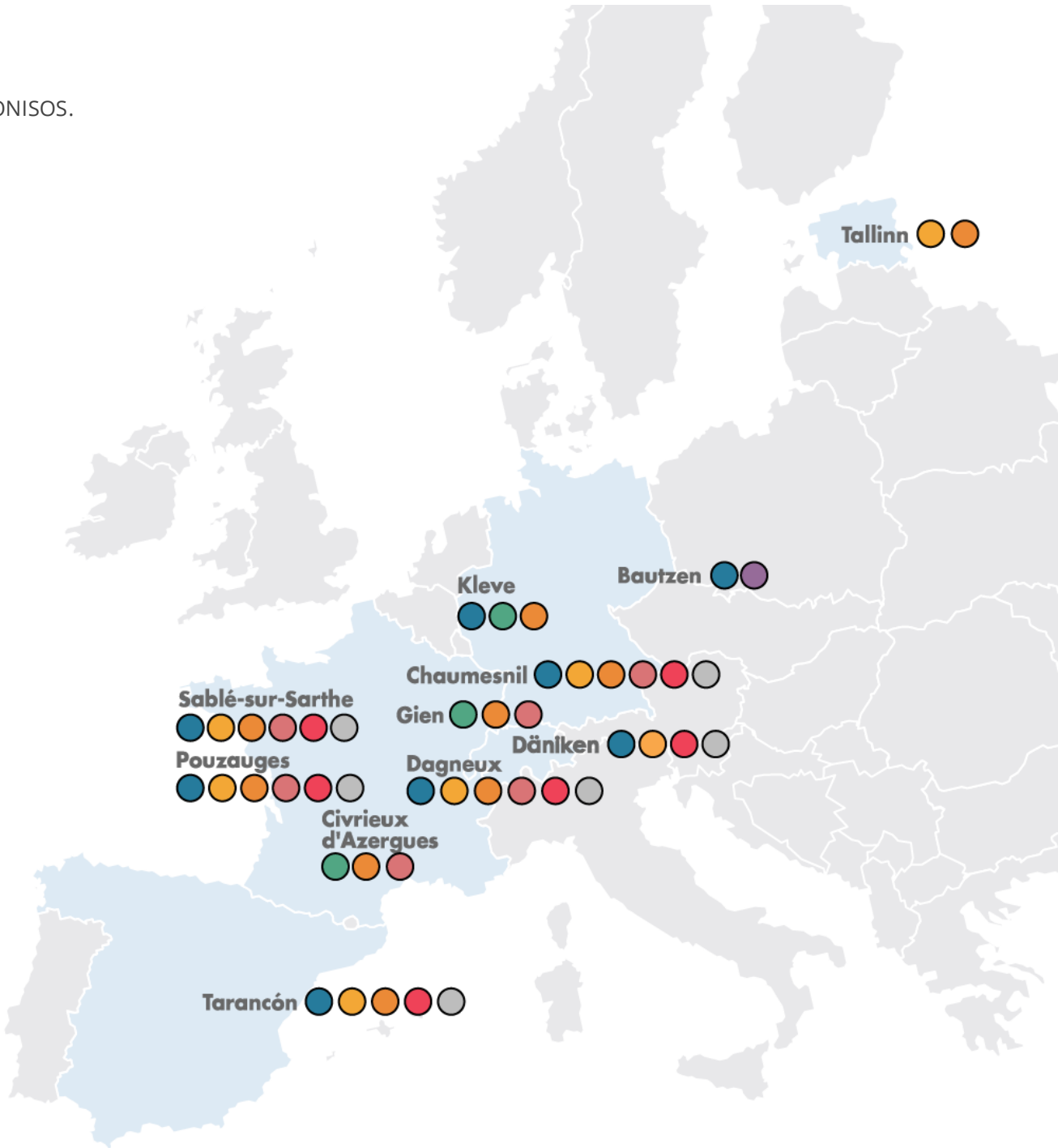
Energy management system

GMP

Pharmaceutical products

GMP

Veterinary products



Next step: obtaining the ISO 45001 certification regarding occupational health and safety in 2025 across all sites.

2023 HIGHLIGHTS

2023 has been a pivotal year for IONISOS: strategic transformations have taken place, such as the acquisition of a new site in Switzerland and the beginning of the construction of our first X-Ray plant in France.

We have taken a step forward on (1) climate, as we joined the SBTi, (2) safety, assessing our workforce's knowledge of safety practices and (3) social stakes, specifically on gender equality.

GROWING RESPONSIBLY THROUGH OUR NEW SITES

A new acquisition in Switzerland

In 2023, IONISOS acquired a new production site, extending its activity to a new market: Switzerland. This acquisition, initiated in 2022 and finalized in early 2023, illustrates our commitment to expand our European horizon. The Däniken site is particularly strategic, as it is capable of both sterilisation and crosslinking practices, enhancing our market position and enabling us to attract new customers.

Our Däniken site
IONISOS latest acquisition

Kleve: ramp up of our activities, whilst making efforts to lower the site's impact

In 2022, we launched operations at our ethylene oxide facility in Kleve, Germany, focused on sterilising medical devices. In 2023, we enhanced automation and installed additional containment systems to further protect employees and the environment. As part of our sustainability commitments, we initiated studies to reduce and decarbonize our gas consumption and partnered with a renewable energy supplier for electricity.

Henriville: a new site for a new technology

In 2023, we began construction of our new French site in Henriville, which is expected to become operational in early 2026. This site will mark a major milestone for IONISOS, hosting our first X-Ray technology and enabling us to expand our portfolio of services and clients.



JOINING THE SBTi

In 2023, we achieved a significant milestone in climate action: the Science Based Targets Initiative (SBTi) approved our 2030 decarbonisation targets, aligned with the Paris Agreement. We are committed to reducing greenhouse gas emissions (scopes 1 and 2) by 42% by 2030, using 2021 as our base year. We also made a commitment to measure and look to reduce our scope 3 emissions.

While reconciling fast growth with ambitious decarbonisation goals can be challenging, this commitment will guide our efforts to reduce our carbon footprint.



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

TRANSFORMING OUR ORGANIZATION THROUGH DIGITAL TOOLS

IONISOS is embracing digital transformation to standardize tools and improve efficiency across sites.

Key Initiatives

- **ERP Rollout:** The ERP replaces 4 systems, standardising operations and enhancing decision-making, data safety, and workflows. It has been rolled out to sites in France (Pouzauges, Gien) and Switzerland so far, covering 40% of our activities.
- **HRIS Deployment:** Completed across all markets in 2023, streamlining HR processes, providing real-time planning updates and reducing administrative workload.
- **Document Management System:** Continued rollout to improve efficiency and interdepartmental collaboration.

ASSESSING WORKING CONDITIONS: SAFETY & GENDER EQUALITY

Safety culture

- An external safety assessment placed IONISOS in the "Dependent" stage of the Bradley curve, indicating that safety procedures are established and compliance is driven by supervision.
- Commitment to achieving ISO 45001 certification by 2025 and improving safety culture further.

Gender equality

- First gender pay gap measurement in 2023 showed a 2% difference, with males paid slightly higher than females.
- Plans for 2024 include strategies to increase female representation in operational roles (currently 26.3%) and inclusive recruitment training for managers.



OUR SUSTAINABILITY APPROACH

OUR SUSTAINABILITY APPROACH

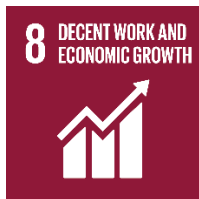
Based on our materiality matrix and the actions we were already undertaking, we identified potential strategic directions and impacts on the business in the short, medium and long term. We grouped these into three areas, which became the pillars of our sustainability approach:

- Environment
- Social
- Governance and Partnerships

OUR APPROACH TO THE SDGs

IONISOS is committed to participating in the global effort to help achieve the Sustainable Development Goals (SDGs), adopted by the United Nations in 2015. The 17 SDGs cover the entire range of sustainable development issues and call on businesses, among other actors, to develop business models that directly address one or more of these goals.

We feel that our business and our sustainability actions contribute most directly to four of the SDGs:



GOOD HEALTH AND WELL-BEING

Alongside our clients, we are working to make the world a healthier and safer place. We are an important player as we ensure that medical devices are safe to use for all, including during the COVID-19 pandemic. Internally, we focus on safety at work to provide a safe working environment for our staff.

DECENT WORK AND ECONOMIC GROWTH

We ensure that our economic growth is sustained and can drive progress, create local jobs and improve living standards. We want to provide the best place to work for our employees, including training and flexible working.

INDUSTRY, INNOVATION AND INFRASTRUCTURE

We want to build resilient infrastructure, promote sustainable industrialization and foster innovation.

RESPONSIBLE CONSUMPTION AND PRODUCTION

We wish to achieve sustainable consumption and production patterns by limiting our impact on the environment, reducing our waste, and integrating sustainability information into our reporting cycle.

ENVIRONNEMENT

The image shows a vast industrial warehouse interior. In the background, tall orange shelving units are densely packed with cardboard boxes. A blue robotic arm is positioned in the center-left area. In the foreground, there is a metal staircase leading up to a platform, and a conveyor belt system with several boxes on it. A large grey electrical control cabinet is visible in the lower-left corner. The word 'ENVIRONNEMENT' is superimposed in large, bold, white capital letters across the middle of the image.

AN INTEGRATED APPROACH

IONISOS fully integrates environmental considerations into its daily activities, thanks to its QSE management system and ISO standards.

OUR INTEGRATED SYSTEM

IONISOS works with an integrated Quality, Safety and Environment (QSE) management system, which combines procedures, actions, and training on those these three areas, to make them an integral part of our processes.

We conduct regular monitoring of key environmental indicators such as energy consumption, water use and waste generation.

ENVIRONMENTAL CERTIFICATIONS

Our system includes deploying environmental management standards across all our sites.

Currently, all French sites are certified according to environmental management standard ISO 14001, and our Bautzen (Germany) facility has successfully implemented ISO 50001 for energy management.

CLIMATE CHANGE

In 2023, IONISOS committed to reduce its CO₂e emissions in line with the Paris Agreement. This is a significant step, as few companies of our size choose to make this pledge. Additionally, we achieved a substantial reduction in our Scope 2 emissions by adopting renewable electricity across our sites.

Our Approach

IONISOS has measured its carbon footprint since 2019 to better understand and mitigate its environmental impact. A carbon footprint evaluates greenhouse gas emissions from operations (direct) and activities along the value chain (indirect). These emissions are categorised into three scopes:

- **Scope 1:** direct emissions from company-owned sources (e.g., industrial activities, vehicles).
- **Scope 2:** indirect emissions from purchased energy (e.g., electricity, heating).
- **Scope 3:** value chain emissions (e.g., business travel, purchased goods, product use).

In 2023, we adopted the globally recognised GHG Protocol. IONISOS has committed to reduce scope 1 and 2 emissions by 42% by 2030 (compared to 2021), in line with the Paris-aligned targets defined by the SBTi.

In 2023, we acted on the following areas:

Fossil Fuel Combustion (Scope 1)

Ethylene oxide (EO) sterilisation relies on natural gas for heating, particularly at our EO sites in Gien, Civrieux (France), and Kleve (Germany). Gas is also used in catalytic abatement systems to reduce EO emissions. Smaller sites like Alliku (Estonia) and Dagneux (France) use gas for heating.

What we do:

- Conducted energy audits at Tarancón, Gien, and Sablé-sur-Sarthe to improve energy efficiency.
- Bautzen (Germany) is ISO 50001 certified, optimizing energy efficiency.
- In 2023, we studied biogas use and heat pump installation at Kleve, with further analysis planned for 2024.

Natural gas consumption increased significantly in 2023 due to Kleve's new industrial operations, contributing to higher Scope 1 emissions.

Fugitive Emissions (Scope 1)

Our processes directly emit different gases:

SF6

SF6, used at our Ebeam sites (Chaumesnil, France and Bautzen, Germany), has a high global warming potential. Leaks are minimized through:

- Tracking and recovering SF6 during maintenance.
- Regular checks on SF6 systems.
- Upgrading obsolete equipment to reduce leaks.

Ethylene Oxide

As a sterilising agent, ethylene oxide (EO) has a global warming potential twice that of CO₂ when released into the atmosphere.

What we do:

- Use advanced catalysers on EO sites to capture and burn EO after use, effectively reducing emissions.

Refrigerants

Cooling systems at some sites, used for processes or employee comfort, rely on refrigerants with global warming potentials 600 to 4,000 times that of CO₂.

What we do:

- Assess installations regularly, address leaks urgently, and are replacing older refrigerating units with more efficient systems.

Transport in Company-Owned Vehicles (Scope 1)

Our company fleet is used for on-site transport and business travel.

What we do:

- Transitioning fleet to hybrid & electric vehicles.
- On-call vehicles are fully electric, supported by EV charging stations across France, Spain, and Germany.
- Introduced electric bicycles at Bautzen and Kleve for eco-friendly transport.

Electricity Consumption (Scope 2)

Our Gamma ray and Ebeam technologies rely on electric power, so our activities are electricity-intensive.

What we do

- All facilities in France, Germany, Spain, and Estonia use 100% renewable electricity.
- Solar panels at Tarancón (Spain) generated 497,970 kWh in 2023, contributing to the site's energy autonomy.
- Tarancón underwent an energy audit in 2023 and now operates entirely on renewable energy.

Photovoltaic Panels

Feasibility and cost-benefit studies were conducted for installing solar panels at Bautzen and Henriville.

Electricity Consumption and Scope 2 Emissions

Electricity consumption fell by 1% between 2022 and 2023, with a significant 28% reduction at Bautzen due to slower activity. Despite increased consumption over the past three years, transitioning to renewable energy led to a 93% reduction in Scope 2 market-based emissions in 2023. Market-based emissions accounting refers to calculating carbon emissions based on the electricity supply contracts in place. Since most of our contracts are for green energy, meaning electricity generated from renewable sources, our Scope 2 market-based emissions have significantly decreased.

Indirect Emissions - Across the Value Chain: Suppliers and Clients (Scope 3)

We are progressing toward measuring scope 3 emissions, which include value chain activities like client transportation and employee commuting. Most scope 3 emissions result from product transportation. IONISOS strategically locates sites near clients, such as Kleve, to decrease transport emissions.

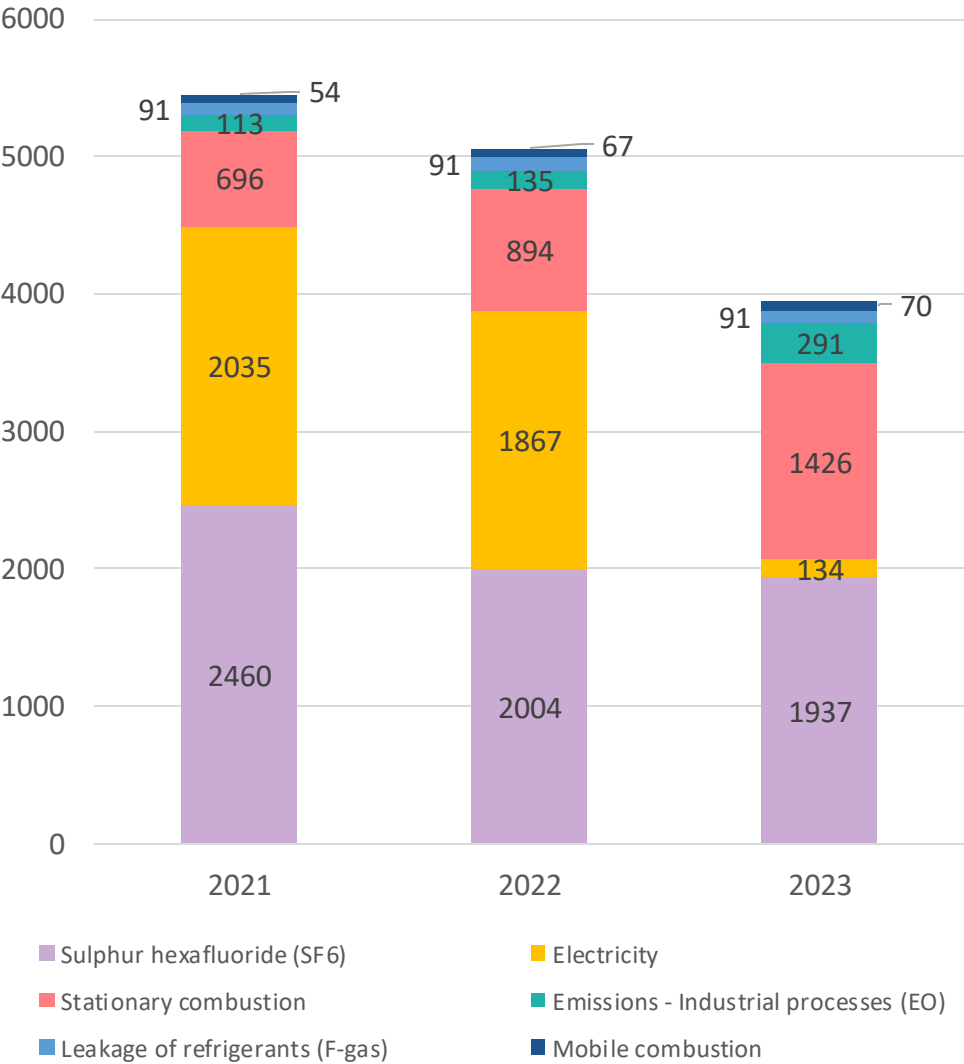
What we do

- EV charging stations are available for employees' private vehicles at all sites except Estonia and Switzerland (recently acquired).

Key Results

- Direct greenhouse gas emissions (Scopes 1 and 2) decreased by 22% to 3,948.6 tons of CO₂e.
- This reduction stems from improved management of electricity consumption and renewable energy adoption.

Total Scope 1 & 2 Emissions (in tons CO2eq)



With the CO₂e emissions decrease experienced in 2023, we are on the right track to achieve our SBTi goals. Our next focus will be reducing Scope 1 emissions, as our Scope 2 emissions are now significantly smaller than Scope 1.

Next Steps

Climate Strategy

Starting in 2025, climate-focused discussions will be held biannually with the board. We will also assess Scope 3 emissions using the GHG Protocol for more accurate carbon footprint reporting.

Energy Consumption Initiatives

- Transition to renewable energy at the Däniken site in 2024.
- Solar panel installation at Henriville has been approved and is being prepared.
- Feasibility studies for solar and geothermal energy at Kleve will begin in 2024.
- All sites will complete energy audits by 2024.

Transportation

- EV charging stations will be installed at the Estonia and Switzerland sites in 2024.

AIR QUALITY

In 2022, all EO sites were equipped with advanced catalytic abatement systems to capture and destroy volatile residues, reducing EO emissions to below detection limits and improving local air quality.



WATER USE

IONISOS prioritises responsible water management:

- EO processes operate in a closed circuit to minimise water loss.
- Gamma ray systems use closed-loop cooling for Cobalt 60 storage, with no environmental discharge.
- Ebeam sites use minimal water in closed-loop cooling systems.

Key Results

- Water consumption decreased by 19% to 5,262m³.

BIODIVERSITY & ECOSYSTEMS

Our Approach

Although our activities have no known direct impact on biodiversity, we aim to minimise our footprint. For example, we consider biodiversity preservation when constructing new sites like Henriville (France). In 2022, we also set up beehives at our Civrieux site to support local ecosystems.

Key Results

- No significant environmental incidents in 2023.
- Henriville construction, started in 2023, aiming to achieve BREEAM (established method to identify the sustainability of buildings) Excellent certification (level 4 out of 5), addressing criteria like energy use, water management, and biodiversity.
- A biodiversity study revealed no protected plant species but identified protected bird species like robins and green woodpeckers.

Measures include planting trees, fruit trees, and hedges to support these species.

Next Steps

Future site developments will follow biodiversity-friendly practices inspired by BREEAM certification.

WASTE PRODUCTION

IONISOS promotes waste reduction and prevention, encouraging good practices to minimise process and non-process waste.

Our Approach

Process-related waste

Hazardous waste

Generated during maintenance on Gamma ray and Ebeam equipment (e.g., oil, grease, and mechanical parts). Items contacting Gamma ray pool water are treated as low-level radioactive waste but do not emit radiation. In 2023, two French Gamma sites (Sablé-sur-Sarthe and Pouzauges) were reclassified as less hazardous, no longer generating low-level radioactive waste.

Non-hazardous waste

Mainly plastic film from client pallets, which is recycled where possible. Maintenance activities also contribute to operational waste, which is sorted and recycled according to local regulations.

Non-process related waste

- Replaced traditional coffee machines with reusable systems, reducing single-use waste.
- Promoted eco-friendly behaviors to encourage recycling, especially of office paper.

Key Results

- **Hazardous waste** decreased significantly from 2022 to 2023 due to better facility management and safety tools. Operational challenges at Civrieux in 2022 also contributed to higher waste that year.
- **Non-hazardous waste** decreased by 27% in 2023, thanks to waste reduction policies and shifts in site activity levels.

Next Steps

Introduce biowaste management systems at French sites, with optional adoption by other locations.

TESTIMONIAL

Michel Plantier, Innovation and HSE Director at IONISOS

Why did IONISOS choose to set a Science Base Target?

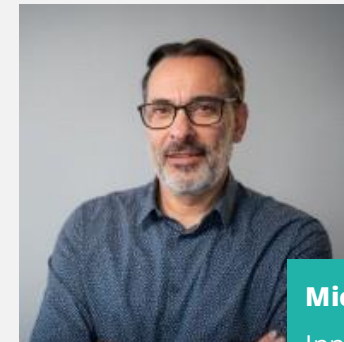
IONISOS chose an ambitious, science-aligned target to reflect its environmental commitment and provide a clear, motivating path forward. The Science-Based Targets Initiative (SBTi) offers companies technical support and validation to define and achieve carbon reduction goals.

How did it go?

Using the GHG Protocol methodology, we accurately measured emissions across Scopes 1, 2, and 3, moving beyond our previous methods. This globally recognised framework allows us to benchmark against others. Our carbon footprint was also audited, and we committed to a 42% reduction in Scopes 1 and 2 by 2030.

What are the next steps?

We aim to decarbonise operations and achieve low-carbon growth despite our rapid expansion. Efforts include energy audits at each site and exploring renewable energy options, such as alternatives to natural gas at Kleve. Additionally, we are progressing in measuring Scope 3 emissions, which heavily depend on our clients' impacts.



Michel Plantier

Innovation and HSE Director

SOCIAL



HEALTH & SAFETY AT WORK

HSE is a strategic focus at IONISOS, supported by 5 full-time HSE leaders who ensure compliance and provide training to all employees.

Key Initiatives

- **Golden Rules:** seven health and safety standards for the business' key operational risks.
- **Trainings via IoniAcademy:** topics include chemical hazards, radiation protection, forklift driving, and food safety.
- **Safety system improvements:** upgraded ethylene oxide safety measures (e.g., partitions, advanced detectors, ventilated masks).
- **Cobalt 60 operations:** for the first time, IONISOS conducted Cobalt 60 recharging locally in Estonia, using tools approved by the Nuclear Safety Authority.
- **IoniSafety flashes:** to share best practices and lessons learned. They are sent to all employees within the group whenever there are HSE-related issues.

SAFETY CULTURE

- A 2023 assessment defined the business as Dependent and led to several recommendations in risk prevention, management involvement, and employee participation in safety which are being implemented.

EMPLOYEE ENGAGEMENT

HSE compliance is a factor in employee remuneration, encouraging adherence and innovation in safety practices.

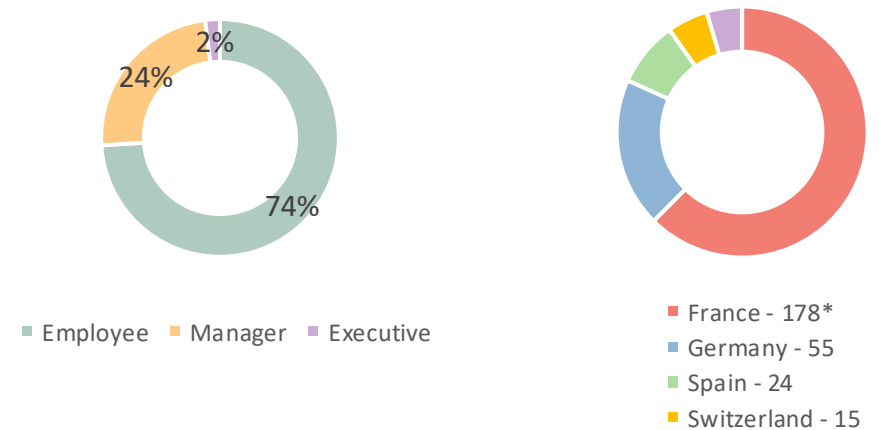
PROVIDING A GREAT PLACE TO WORK

IONISOS fosters a supportive, inclusive workplace, prioritising safety, skills development, and employee wellbeing.

OUR TALENT

Employees are essential to our success. Guided by International Labour Organisation standards, we invest in their growth and engagement.

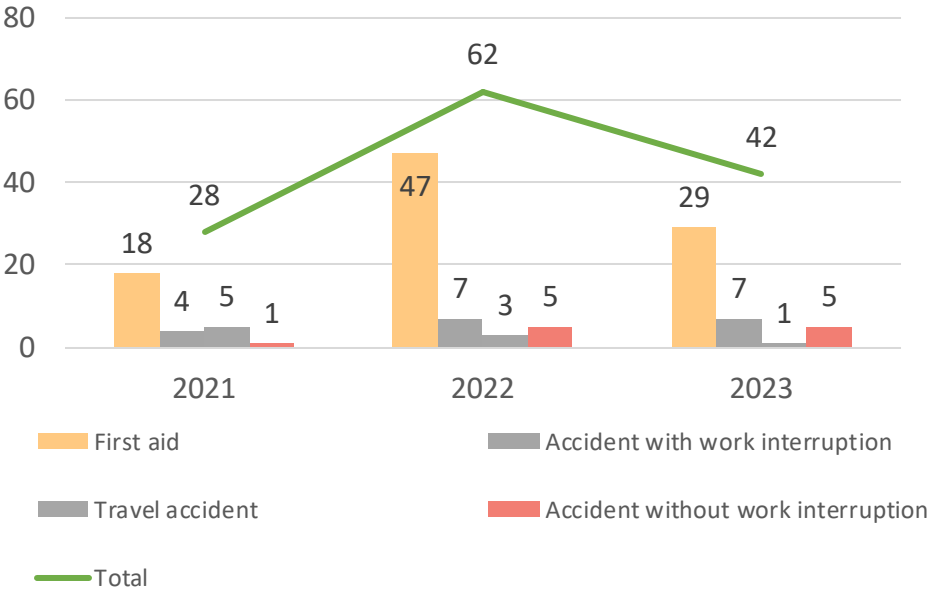
- **Workforce (2023):** 285 employees, 68 new recruits, 97% on permanent contracts, with an average tenure of 7.2 years.



IMPROVING OUR TOOLS AND PROCESSES

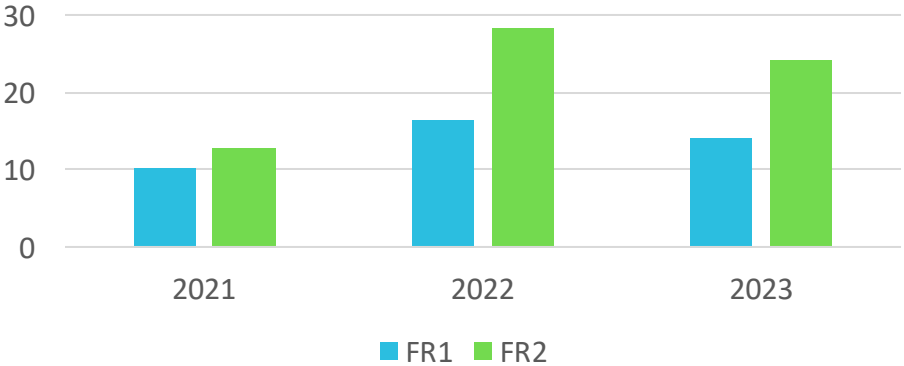
- Launched tools including: IoniTime, a time management system; IoniPeople, our Human Resources Information System (HRIS) for staff reviews and career planning; and IoniNet, our intranet platform for internal communication.
- 100% of employees participate in annual reviews, in addition to professional reviews every two years in France.
- Employee suggestions (e.g., EV charging stations, beehives) implemented through the IoniChallenge survey.

Number of Unwanted Events per Year



In 2023, the overall number of incidents decreased compared to 2022. Accidents with and without work interruption remained stable. First aid incidents significantly decreased. We are committed to implement a strong health and safety culture to decrease the number of accidents over the coming years.

Accident Frequency Rate: FR1, FR2



Accident frequency rates - definition

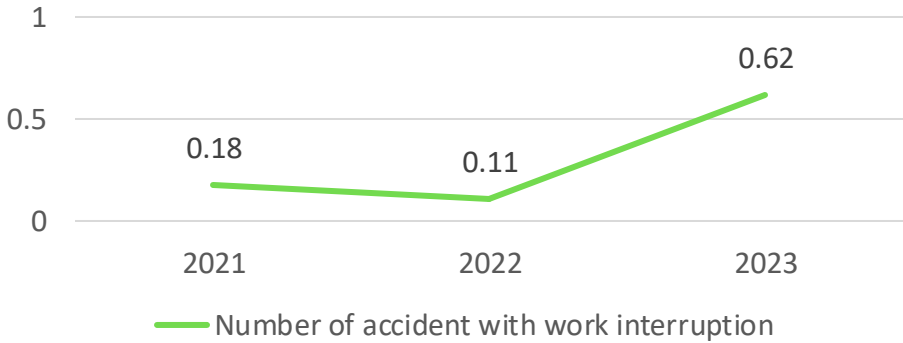
FR1: Frequency rate for accidents requiring a medical intervention beyond first aid (number of events divided by millions of hours worked)

FR2: Frequency rate for accidents requiring sick leave (number of events divided by millions of hours worked)

SR: Severity rate, represents the number of lost workdays divided by the number of recordable incidents

2023 shows a slight decrease compared to 2022 in terms of both FR1 and FR2, reconnecting with the downward trend we had been experiencing for the past few years.

Severity Rate



The high severity rate in 2023 can be explained by a specific accident which resulted in a period of long-term sick leave. With the exception of 2023, there has been a downward trend for several years. Systematic accident reporting and the introduction of increased health and safety standards have enabled us to make progress in the prevention of high-risk situations.

SAFETY GOVERNANCE AT GROUP LEVEL

In 2023, nuclear safety was integrated into HSE governance, expanding the team from 2 to 3 leaders under a unified structure. This restructuring strengthens safety processes across all sites and will continue in 2024 with further recruitments planned.

Next Steps

- Certify 10 of 12 sites with ISO 45001 by 2024, enhancing safety and working conditions. Bautzen certification will follow in 2025.

DIVERSITY

Our Approach

IONISOS promotes diversity, inclusion, and equal opportunities, prohibiting discrimination and fostering a welcoming environment. A Diversity, Inclusion, and Equal Opportunities Policy was introduced in 2022, with ongoing efforts to enhance gender diversity through:

- Manager training to prevent recruitment bias.
- Gender equality KPIs and pay gap analyses.
- Policies on anti-bullying and harassment to ensure respect and fairness.

Key Results

- Females represent 31% of the workforce, with female representation in management rising from 41% (2022) to 48%.
- France achieved a Gender Equality Index score of 89/100 (down from 93/100 in 2022). The decrease is explained by a change in the calculation method.

Next Steps

- Increase female representation in operational roles (currently 24%) through targeted recruitment, improved working conditions, and visibility campaigns (e.g., video testimonials).

DEVELOPING SKILLS

Our Approach

IONISOS supports employee growth through internal, external and online training, focusing on skill development, team success, and motivation.

IoniAcademy

Launched in 2022, IoniAcademy provides tailored training on topics like safety rules, the Code of Conduct, and manufacturing practices using interactive videos and quizzes.

Key Results

Employees received significant training hours:

| | Internal & External Training | E-learning IoniAcademy | Total | Total per employee |
|------------------------------|------------------------------|------------------------|-------|--------------------|
| Group (Germany not included) | 3,472 | 670 | 4,192 | 14 |

EMPLOYEE SATISFACTION

Our Approach

Since 2021, IONISOS has conducted annual satisfaction surveys to evaluate well-being and gather improvement ideas.

Key Results

- **Satisfaction score:** 7.51/10 (-6% from 2022), with a 79% participation rate.
- **Strengths:** team spirit, autonomy, task diversity, and alignment with company values.
- **Areas for improvement:** management communication, interdepartmental collaboration, project planning, and compensation policies.

Site-specific insights:

- **Switzerland:** high satisfaction after acquisition.
- **Estonia:** significant improvement in 2023 due to better management and workload relief.

Survey results were shared with management, and tailored action plans will address specific site needs.

Next Steps

- Quarterly meetings between managers and HR to track progress.
- Focus on communication, collaboration, and planning.
- Launch initiatives like management training, site meetings, and a group bonus system to raise satisfaction by 20% by 2026.

VALUE CHAIN

IONISOS prioritises strong partnerships with clients and suppliers through flexibility, technical expertise, and long-term relationships. Increasingly, stakeholders value our CSR efforts.

Supply Chain

Collaboration process:

1. **Supplier assessment:** evaluate sustainability, CSR, carbon footprint, energy, and waste practices.
2. **QSE (Quality, Safety & Environment) & sustainability approval:** ensure alignment with IONISOS standards.
3. **Follow-up:** maintain accountability and promote continuous improvement.

In 2023, a supplier questionnaire was launched to enhance collaboration and sustainability practices.



Customers

Our Approach

IONISOS prioritises client needs, fostering strong relationships through open dialogue and tailored services. Strategic site locations improve proximity and responsiveness.

Key Initiatives

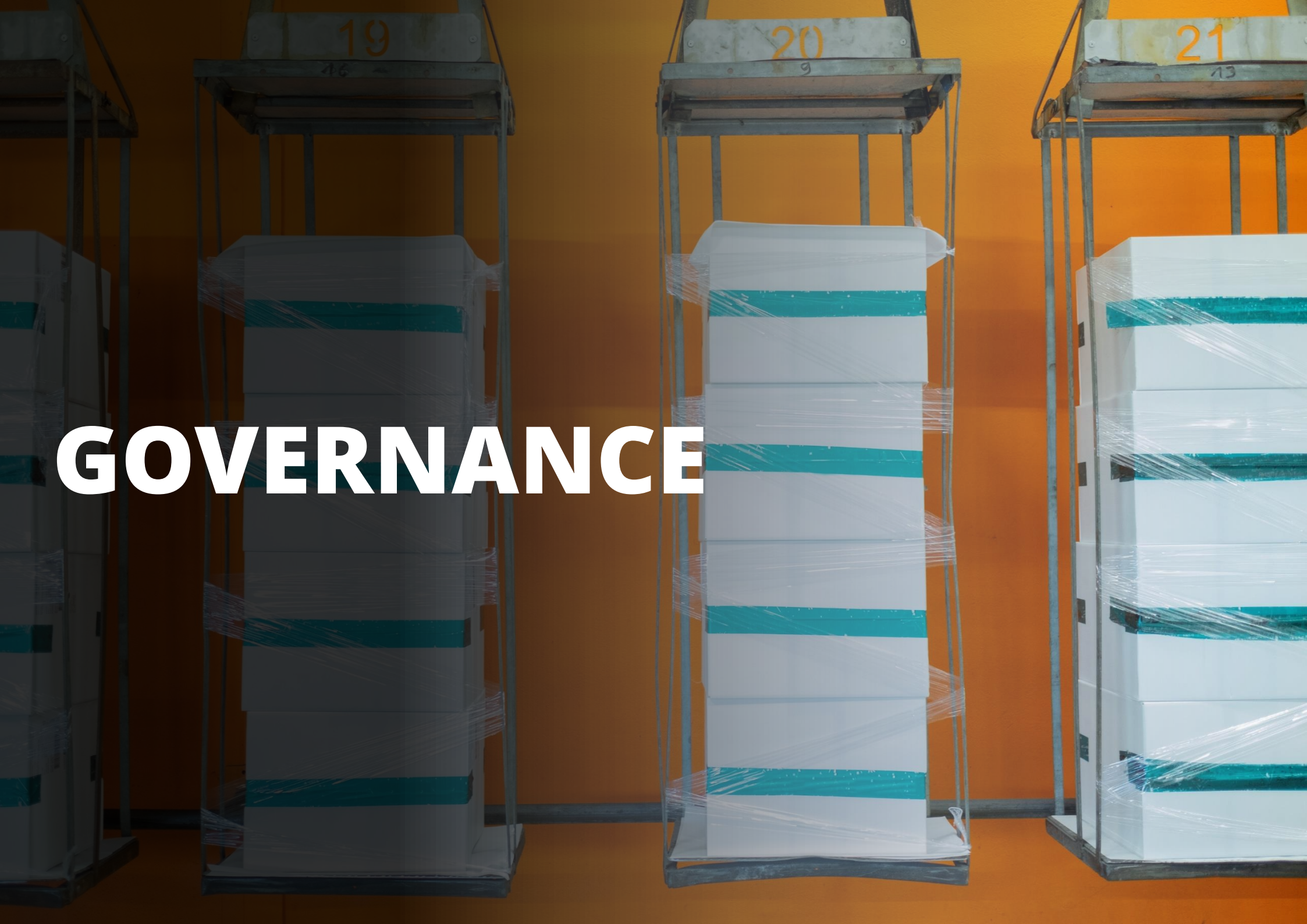
- Introduced a new ERP system for real-time order tracking, addressing customer concerns about transparency.
- We conduct an annual satisfaction survey for insights into client perceptions and service quality.

Next Steps

- Improve order updates and improve turnaround times to enhance customer experience.



GOVERNANCE



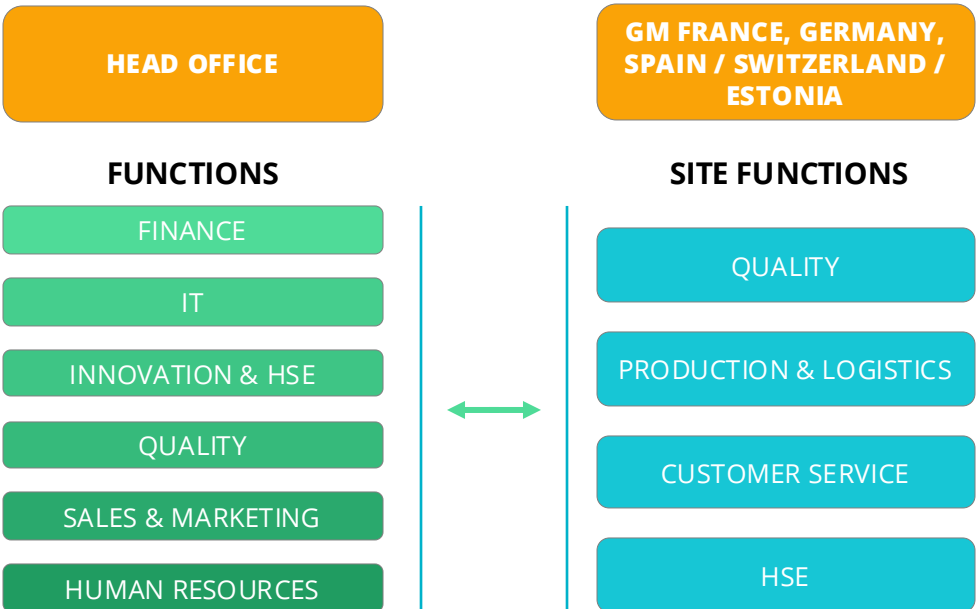
OUR GOVERNANCE

As a fast-growing company, IONISOS adapted its governance in 2023 to better support its expansion.

Key Changes

- Expanded management team under the President, now including 6 functional directors (Finance, IT, Innovation & HSE, Quality, Sales & Marketing and HR) and 3 General Managers overseeing France, Germany and Spain, Switzerland and Estonia.
- Corporate functions develop group strategies, while General Managers drive local client service and market growth.

This structure enables efficient change management and supports sustained business development.



TESTIMONIAL

Adrien Butaud, General Manager Spain, Switzerland and Estonia at IONISOS

Däniken - Compliance & company values: welcoming a new entity

Can you tell us about IONISOS' latest acquisition in Switzerland?

The acquisition of the Däniken site was initiated in 2022 and completed in 2023. It marked our first integration of a site capable of both crosslinking and sterilisation using Ebeam technology. This strengthens our position in key segments, such as prostheses, requiring both treatments on a single site.

What were the challenges of this acquisition?

We addressed organisational and legal hurdles to ensure the site's independence from day one and aligned working methods while managing potential technological differences. Success was achieved through rigorous planning and effective recruitment to create synergies within the team.

What are you most proud of?

The acquisition was completed without activity interruptions, showcasing our ability to manage external growth successfully. Our standardised tools and governance reforms have fostered collaboration between sites, with Swiss and Spanish teams sharing expertise to improve processes.



Adrien Butaud
General Manager
IONISOS Switzerland, Spain & Estonia

SUSTAINABILITY GOVERNANCE

At the strategic level

Sustainability is a strategic topic for IONISOS. Senior management therefore closely follows progress on our main KPIs :

- Customer health and safety incidents
- Accident frequency and severity rates
- Greenhouse gas emissions
- Energy management
- Waste production
- Water management
- Number of employees
- Female representation in the workforce, in senior management and at director level
- Turnover rates
- Discrimination claims

Sustainability targets are part of the bonus objectives for the Management team members.

At the operational level

The Sustainability Director defines IONISOS's sustainability strategy, supported by a multidisciplinary team spanning operations, HR, HSE, and communications. This ensures representation, relevance, and efficiency while consolidating sustainability initiatives.

At employee level

We encourage our employees to actively participate in sustainability initiatives. In 2021, we launched IoniChallenge, an internal survey to collect ideas, some of which have been implemented: free EV charging stations, solar panels at our Spanish site, beehives and coffee machines using whole beans to reduce waste.

TESTIMONIAL

Céline Maronne, Sustainability Director of the Infrastructure team at 3i, shareholder of IONISOS

What are 3i's main expectations from IONISOS when it comes to CSR?

We see the health, safety and wellbeing of employees, contractors and direct stakeholders as the most important aspect of Corporate Social Responsibility. We also expect our portfolio companies to take a responsible approach to the environment, mitigating the potential impact of their activities. In addition, it goes without saying that 3i expects all its portfolio companies to uphold high standards of corporate governance and business integrity at all times.

What do you expect from IONISOS when it comes to carbon?

Specifically on carbon, we expect companies in our portfolio to measure and audit their GHG emissions, and to align their decarbonization plans with the objectives of the Paris Agreement. 3i having recently committed to the Science Based Target initiative (SBTi), we are encouraging our portfolio companies to do the same. IONISOS was one of the first companies in our portfolio to join in 2023.

How do 3i and IONISOS work together on progressing CSR topics?

The 3i and IONISOS teams have an ongoing relationship on CSR matters: health and safety, environmental, social and governance matters are discussed regularly at the board and in between board meetings, to ensure continuous progress is delivered.




Céline Maronne

ESG Director – 3i


BUSINESS ETHICS

We hold our business operations to the highest standards. Our baseline is to respect local regulations, and we have defined and deployed rigorous standards across all our activities:




ANTI-BRIBERY POLICY

We have a strict policy against bribery and corruption, applying to all employees and third parties associated with the company. The policy clearly defines bribery and corruption, details potential consequences and emphasizes the responsibility of individuals to comply with the policy and report any violations. It also provides guidelines regarding gifts, entertainment, hospitality, contributions, and donations.



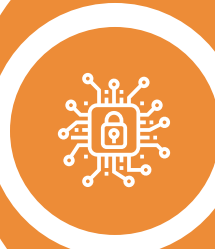
TRADE SANCTIONS

IONISOS commits not to work with any partners under trade sanctions. We perform systematic checks before signing any material new contract with new partners.




ANTI-TAX EVASION

IONISOS has a zero-tolerance approach to tax evasion and its facilitation. We expect our staff to be transparent and honest when dealing with tax authorities and we hold our third parties to the same standards.



CYBERSECURITY

IONISOS has become increasingly dependent on technology for the management of a significant volume and diversity of information. Our cybersecurity policy ensures that this does not lead to security issues that could threaten our data or business operations. It defines guidelines for acceptable practices and procedures that minimize the vulnerability of company and individuals' data, networks, and infrastructure to accidental or intentional attacks. It is enforced by IT Management and the Group General Data Protection Regulation (GDPR) Data Protection Officers. On each site, there is a Data Protection Officer.



WHISTLEBLOWING

IONISOS encourages whistleblowing. Employees who have knowledge or suspicion of misconduct can raise their concerns, anonymously if they prefer, with the Human Resources Director, either verbally or through the whistleblower form. The HR director, President and Compliance director will immediately investigate the reported issue while ensuring the confidentiality of the whistleblower.



COMPLIANCE

Once a year, we send a "Compliance confirmation form" to all IONISOS employees to make sure everyone has received, read, understood and confirmed their commitment to comply with the company's compliance policy and the law. The Company Board reviews the policies and compliance confirmations annually.

In 2022, we formalised a Code of Conduct and Business Ethics, establishing a global ethical framework for all IONISOS employees. It underscores our unwavering commitment to integrity, legal compliance, fairness and accountability by setting clear standards and expectations for all IONISOS stakeholders. This Code of Conduct and Business Ethics forms the basis of a dedicated training programme on IoniAcademy, our internal e-learning platform. This training is mandatory for all new employees and is included as part of the onboarding process for new hires.

In 2023, following the acquisition of the Däniken site, we conducted an additional compliance survey to ensure all new employees aligned with IONISOS' standards for business ethics. Additionally, we provided comprehensive compliance training to all newly onboarded employees.

OUR VALUES

Our sustainable development strategy is guided by the values we have previously formalised.

We communicate them to employees and stakeholders on a regular basis and have integrated them into our processes and organisation. For example, we incorporate these values into all employees' annual appraisals, asking them to explain how they apply these values in their daily activities and to provide examples of relevant actions they have taken.

OUR VALUES



QUALITY SAFETY ENVIRONMENT

- I do my work safely and with care
- I put quality at the heart of everything I do
- I aim to reduce my environmental footprint



COLLABORATION

- I collaborate with goodwill
- I share my skills and knowledge
- I contribute to the Group's performance



EXCELLENCE

- I am demanding in my work
- I consistently seek to improve myself
- I demonstrate an exemplary attitude



RESPONSIVENESS

- I propose solutions
- I respect the deadlines
- I work with agility



ENTREPRENEURSHIP

- I take responsibility for my actions
- I play an active role in the Group's development
- I represent the Group



INTEGRITY

- I respect and adhere to the Group's rules
- I act with integrity
- I respect my commitments





CONCLUSION

CLOSING STATEMENT

2023 has been a pivotal year, during which we strengthened our sustainability commitments and managed our growth through new tools. Our commitment to a more environmentally-friendly approach to our activities is demonstrated by our decision to join the SBTi. These initiatives enable us to develop new sites, such as our Däniken facility in Switzerland, with more planned for the future. As a result, we have established a more robust and consistent approach across all our markets, driving synergies, improving efficiency, and better meeting our clients' needs.

Now, we are ready to keep moving forward on all our sustainability priorities: environment, social and governance. In light of evolving regulatory frameworks, particularly CSRD (Corporate Sustainability Reporting Directive), which will apply to us from fiscal year 2025, we are working to develop more precise indicators and set more ambitious roadmaps.

In concrete terms, we are focusing on:

- Making progress towards the reduction of accidents and their seriousness in our facilities, with the deployment of ISO 45001 and training courses
- Measuring our carbon footprint as accurately as possible and developing measures to reduce it. For instance, we will keep on working on renewable energies and waste management
- Continuing to develop HR practices that make IONISOS a great place to work at and boost employee satisfaction, particularly in terms of gender diversity and contribution to better health for our employees
- Working as an ecosystem, ensuring that not only our customers are increasingly satisfied, but also that our suppliers support us in our efforts

In conclusion, with a clear roadmap for the year ahead, we are fully committed to achieving our sustainability objectives, serving our clients more effectively, and reinforcing our leading position in the industry whilst maintaining operational excellence at all times. We extend our sincere gratitude to all our stakeholders for their continued trust and support as we undertake this exciting journey of sustainable growth and transformation.