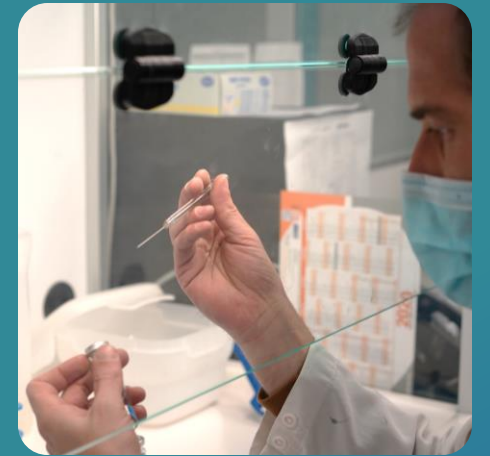




Sustainability report 2024





In February 2024, CEO Christoph Herkens (left) planted the first tree at the Henrville site alongside elected officials and community representatives, who played a key role in bringing this exemplary project to fruition.
Photo credits: Moselle Attractivité.

Message from the CEO

As we reflect on our progress and achievements over the past year, I am proud to present Ionisos’ Annual Sustainability Report 2024. This report underscores our firm commitment to sustainability and outlines the tangible progress we have made towards a more environmentally and socially responsible future in the fields of cold sterilization and crosslinking.

In an ever-changing world, our dedication to sustainable practices is not only a necessity; it is the cornerstone of our company’s mission and strategy. In 2024, we achieved significant progress across several key areas, from reducing our carbon footprint to improving resource efficiency. I am pleased to report that these initiatives not only delivered environmental benefits but also strengthened our workplace culture by fostering greater engagement and collaboration among teams.

A highlight of the year was the construction of our latest greenfield facility in Henrville, France, dedicated to X-ray technology. This state-of-the-art site is a clear reflection of our sustainability ambitions.

I want to express my deepest gratitude to all employees, partners, suppliers and investors for their dedication and commitment. Their support is instrumental to the Group’s success and to the advancement of our sustainability goals. Our efforts have not gone unnoticed. When presenting our sustainability roadmap at the International Irradiation Association Congress, in front of industry peers, customers and suppliers, our ambitious targets were highly appreciated and met with positive feedback.

Looking ahead, we will continue to embrace new challenges and opportunities to lead in sustainable innovation. Sustainability is a key dimension of excellence and is fully embedded in our “Growth + Excellence” strategy.

Thank you to all our stakeholders for your continued trust and support.

Warm regards

Christoph Herkens
CEO at IONISOS Group



Message from the HR & Sustainability Director

Ionisos continues to grow, without compromising on sustainability. Sustainability is central to our group's culture, with a strong social dimension. Ensuring a safe working environment for our employees is at the heart of our strategy. Our safety culture continues to strengthen each year, with a focus on reinforcing EHS teams at site level, complemented by dedicated training and awareness programmes.

Obtaining ISO 45001 certification in 2024 marked a significant milestone in our safety management journey. This achievement was the result of a collective effort across the Group, as everyone worked together towards the shared goal of ensuring that all colleagues operate in a safe and secure environment.

During 2024, we welcomed 32 new employees, bringing our total headcount to 308. From recruitment through to onboarding, HR teams and managers work closely together to convey the values and ethical standards that underpin our culture. Diversity and inclusion also remains a strong focus in shaping our employee value proposition.

At Ionisos, we care deeply about our people. We listen, adapt and continuously reimagine how we work, often going beyond legal or regulatory requirements. In doing so, we foster a work-place where employees feel engaged and empowered, and where their commitment contributes to a company that prioritises both people and the planet.

This year also marked a key milestone on our decarbonisation journey, aligned with our 2030 greenhouse gas reduction targets and the Science Based Targets initiative. We have now fully eliminated upstream indirect emissions (Scope 2), with 100% of our electricity sourced from renewable suppliers. At the same time, we are continuing efforts to reduce our direct operational emissions (Scope 1), even as our activities expand. Our methodology is externally audited each year through the Carbon Reduce certification* programme.

Looking ahead, this year we intend to complete a double materiality assessment, which we launched in December 2024. This will provide a clearer picture of our impacts and help

identify gaps in our alignment with the CSRD. It reflects our ambition to remain proactive and ahead of the curve.

With gratitude

Marie Bertinotti
HR & Sustainability Director



Henriville site under construction in October 2024.
Photo credits: Le Républicain Lorrain.

Table of contents

OVERVIEW

- 06 Corporate profile
- 07 Our technologies
- 08 Seventy years of history
- 09 Serving a wide range of sectors
- 10 Our certifications
- 11 Providing expert support
- 13 Our sustainability strategy

ENVIRONMENT

- 15 Environmental and Carbon Management
- 16 GHG emissions
- 17 Scope 1 emissions
- 18 Scope 2 emissions
- 19 Henriville: a state-of-the-art facility

SOCIAL

- 22 Talent and Culture
- 23 Health & Safety

GOVERNANCE

- 25 Our governance
- 26 Business ethics
- 27 Sustainability across our value chain

APPENDIX

- 29 Environmental metrics
- 30 Social metrics



This report has been produced in landscape format to optimise the reading experience online. Please consider the environment before printing.

Overview



Corporate profile

Ionisos is the European leader for industrial cold sterilization and crosslinking services. We operate across 12 sites strategically located close to our customers across France, Spain, Germany, Switzerland and Estonia.

4**TECHNOLOGIES**

of industrial cold sterilization and crosslinking

12**SITES**

including our new facility of Henriville in France

5**COUNTRIES**

France, Germany, Spain, Estonia and Switzerland

308**EMPLOYEES**

with 96% on permanent contracts



Our technologies

Since 1956, Ionisos has steadily developed cutting-edge expertise across four cold sterilization technologies for industrial products. We utilise three types of irradiation: gamma rays, electron beams and X-rays. We also offer ethylene oxide sterilization a method widely used for sterilizing medical products.

We leverage our expertise in electron beam irradiation (E-Beam) to serve the niche market of crosslinking. This involves treating technical components to enhance the material's resistance, such as underfloor heating systems, tubing, cabling, semi-conductors and textiles.

GAMMA



Gamma rays are ionizing rays emitted by Cobalt-60. Products are automatically transported within an irradiation chamber and treated either by box or in full pallets.



- ✓ Medical devices
- ✓ Pharmaceutical products
- ✓ Cosmetics
- ✓ Food packaging

E-BEAM



Electron beams (E-beam) are ionizing rays emitted by an electron accelerator, used to treat products box by box.



- ✓ Medical devices
- ✓ Pharmaceutical products
- ✓ Food packaging
- ✓ Raw materials
- ✓ Cables / Semi-conductors

X-RAYS



X-rays are ionizing rays emitted by an electron accelerator equipped with an X-ray conversion target. This high-precision technology combines the advantages of Gamma and E-beam to treat products in full pallets.



- ✓ Medical devices
- ✓ Pharmaceutical products
- ✓ Cosmetics

ETHYLENE OXIDE

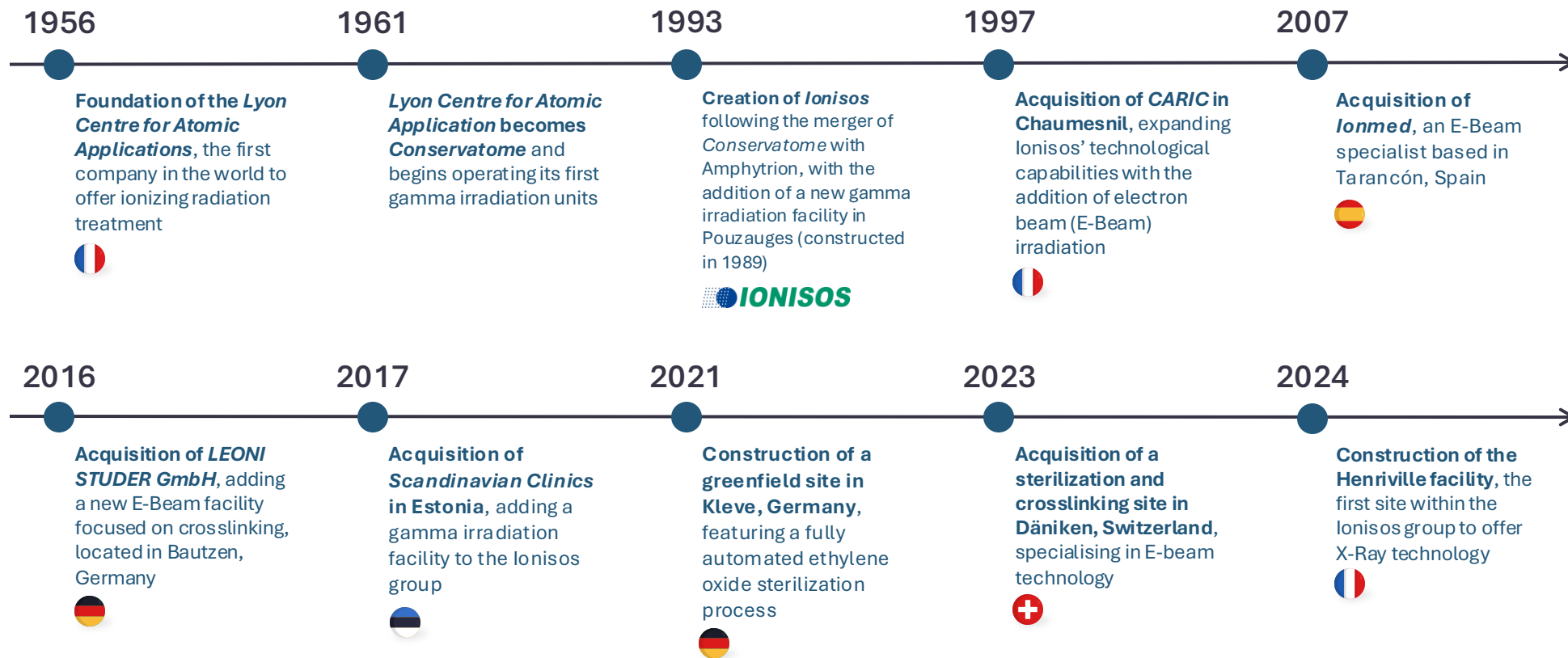


Ethylene oxide (EO) is a gaseous alkylating agent primarily used to sterilize single-use medical products, typically treated on full pallets.



- ✓ Medical devices
- ✓ Single-use medical products
- ✓ Packaging

Seventy years of history



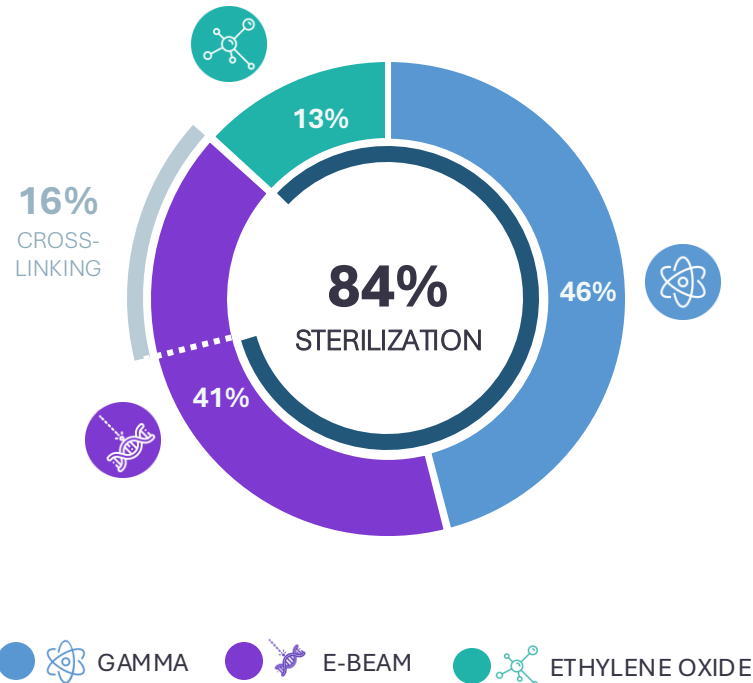
Serving a wide range of sectors

Sterilization is the core of our business, representing 84% of our operations. We primarily serve the medical sector, working with manufacturers of medical devices, pharmaceuticals and veterinary products, as well as suppliers of cosmetic raw materials. These industries all require stringent safety standards. To meet these requirements, each of our sites is subject to regular audits by independent bodies to obtain and maintain a wide range of ISO and GMP certifications (see page 10).

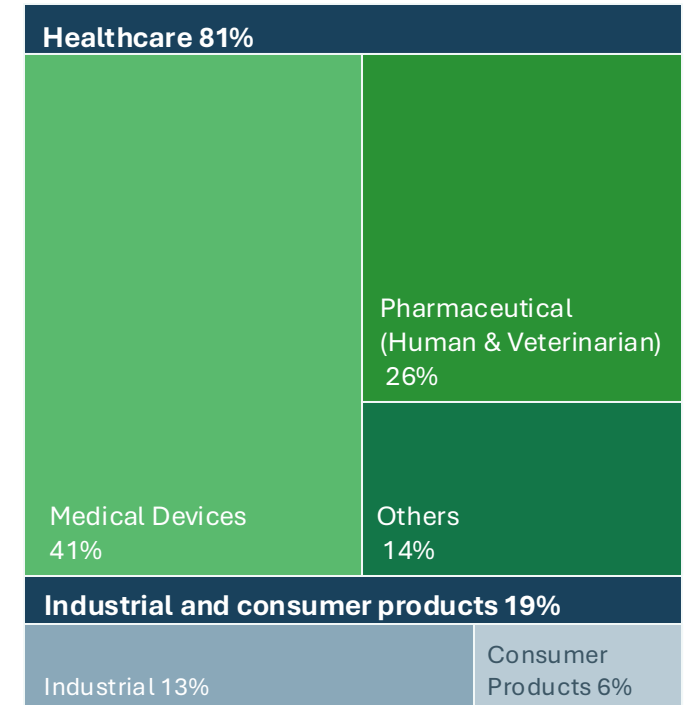
Ionisos is equipped to meet the most rigorous pharmaceutical standards. The Dagneux, Tarancón and Däniken facilities are authorised to process finished medicines and pharmaceutical products under the supervision of a Qualified Person. The Dagneux and Pouzauges sites are also authorised to process veterinary medicines.

BREAKDOWN OF SALES (2024)

By technology



By market and industry



Our certifications

	Bautzen	Chaumesnil	Civrieux d'Azergues	Dagneux	Däniken	Gien	Kleve	Pouzauges	Sablé-sur-Sarthe	Tallinn	Tarancón	Henriville
ISO CERTIFICATIONS												
ISO 9001 - Quality management system	✓	✓		✓	✓		✓	✓	✓		✓	🏗️
ISO 11135 - Sterilization of medical devices using ethylene oxide			✓			✓	✓					
ISO 11137 - Sterilization of healthcare products using radiation		✓		✓	✓			✓	✓	✓	✓	🏗️
ISO 13485 - Design and manufacture of medical devices		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	🏗️
ISO 14001 - Environmental management systems		✓	✓	✓		✓		✓	✓			🏗️
ISO 45001 - Occupational health and safety management system	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	🏗️
ISO 50001 - Energy management system	✓											
SUSTAINABILITY CERTIFICATIONS												
Carbon Reduce - Greenhouse gas reduction plan following ISO 14064-1:2018	✓	✓	✓	✓	🏗️	✓	✓	✓	✓	✓	✓	🏗️
ISCC + - International Sustainability & Carbon Certification					✓						✓	
GOOD MANUFACTURING PROCESS CERTIFICATIONS												
GMP - Pharmaceutical products		✓		✓	✓			✓	✓		✓	🏗️
GMP - Veterinary products		✓		✓				✓	✓		✓	🏗️
GMP - Investigational Medicinal Products				✓							✓	
MedAccred - Qualified Manufacturer's List (QML) for sterilization				✓					✓			

- GAMMA
- E-BEAM
- X-RAYS
- ETHYLENE OXIDE
- 🏗️ Certifications in preparation for 2025, 2026 or 2027

Providing expert support

Ionisos provides expert support and consultancy through close collaboration between our Sales and R&D teams. Customers select the most appropriate technology based on their product specifications. We conduct initial feasibility tests followed by performance qualification, allowing us to calibrate the treatment process to the specific material, product and packaging design, required dose or sterility assurance level.

PIONEERING FAST-GROWING MARKETS

At Ionisos, our commitment to the highest standards of quality and regulatory compliance enables us to expand rapidly into high-value niche treatment markets within the European pharmaceutical sector.

A notable example is the treatment of a controlled substance for therapeutic use, which has experienced exceptional growth at our E-Beam facilities in Spain and Switzerland. To meet the stringent regulatory framework for this product and its varied packaging formats, our GMP-certified sites have obtained additional

authorisations and licences from the Spanish Agency of Medicines and Swissmedic.

These certifications apply not only to the irradiation process itself but also to enhanced protocols at every stage of our operations, including secure site access, product reception and storage, pre-treatment, product release, process control and logistical oversight.

As a European pioneer in the treatment of this fast-growing therapeutic product, Ionisos is leveraging its expertise, R&D capabilities and broad certification base to access new markets and demonstrate operational excellence.

PARTNERING WITH INDUSTRY LEADERS

We work alongside leading manufacturers who expect the highest levels of quality, compliance and performance. Our broad technology portfolio supports both high-volume processing and variable demand, backed by contingency options including alternative technologies and sites.

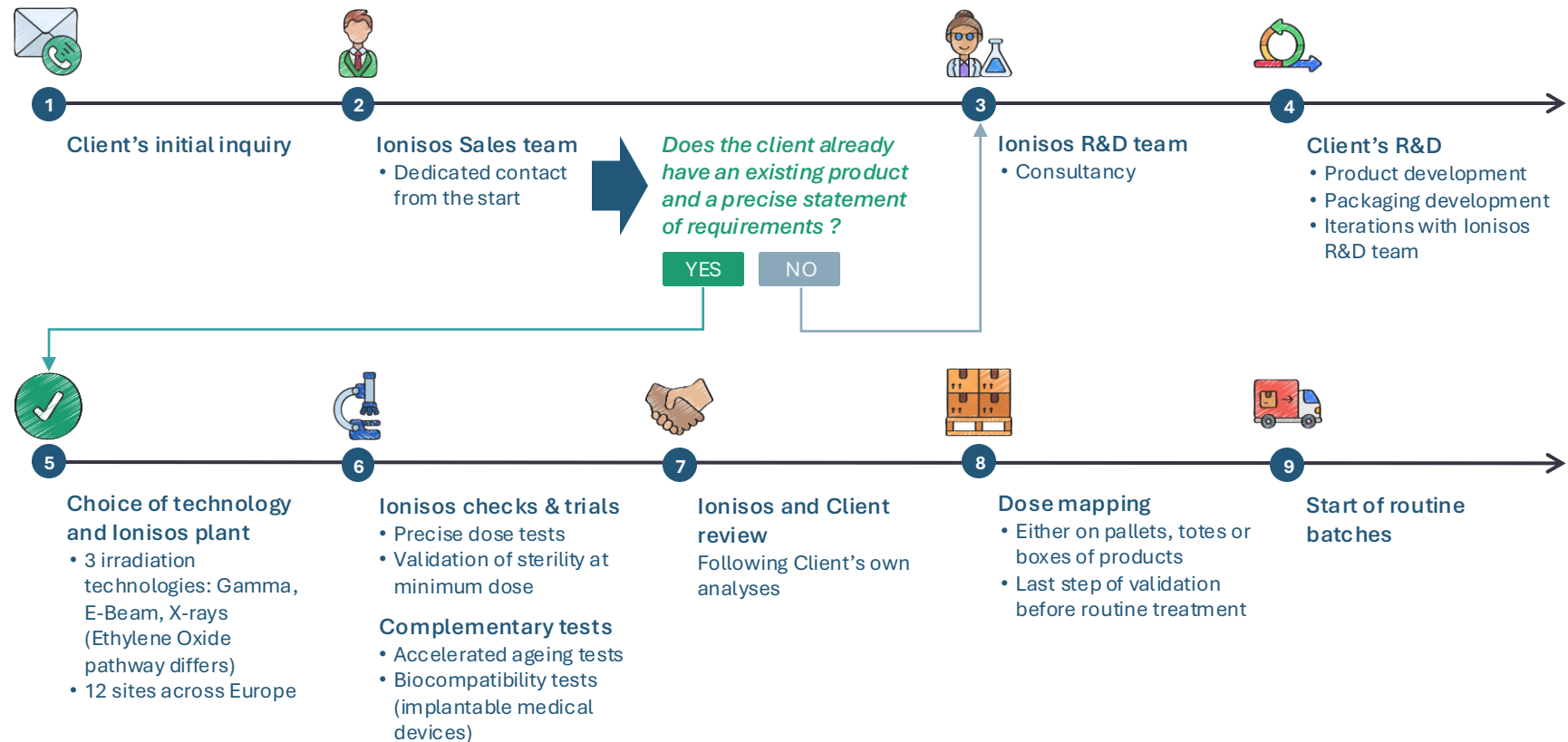


Each client is assigned a dedicated point of contact from the very first interaction. Our sales team provides ongoing support throughout the entire process.

For products at an early stage of development, our R&D team offers consultancy to support both product and packaging design. We are pioneers in virtual performance qualification (PQ), which allows packaging to be optimised through simulation.

Complementary services include accelerated ageing tests and biocompatibility tests, e.g. for implantable medical devices.

CLIENT PATH FOR IRRADIATION TECHNOLOGIES



Our sustainability strategy

With longstanding expertise and close collaboration with its customers, Ionisos plays a vital role in addressing public health challenges by providing essential sterilization services for medical devices. Our work contributes to ensuring product safety across critical healthcare supply chains. To maximise this positive impact, we have structured our sustainability strategy around three core priorities:

Maintaining the highest standards in terms of quality, compliance and ethics practices:

Our operations are conducted according to strict and high standards of quality, safety, and business conduct that are deeply embedded in Ionisos' culture.

Protecting employee health, safety and well-being: The safety and well-being of our employees is our top priority. We are committed to implementing the most stringent standards across all operations and proactively undertake voluntary audits to reinforce this commitment.

Playing our part in tackling climate change: We recognise the environmental impact of our

activities and are taking meaningful steps to reduce our carbon footprint. This includes limiting emissions of gases with high global warming potential, reducing energy consumption, phasing out fossil fuels and expanding renewable electricity generation.

In 2024, with these priorities in mind, Ionisos carried out several concrete actions:

- We obtained ISO 45001 certification for our Safety Management System, confirming our practices are aligned with an internationally recognised framework for managing risk and improving health and safety performance.
- Our annual employee satisfaction survey revealed a strong average score of 7.8 out of 10, reflecting our commitment to employee engagement.
- We committed to a greenhouse gas ("GHG") emissions reduction pathway validated by the Science Based Targets initiative ("SBTi"), with a major milestone already achieved in 2024: reducing Scope 2 emissions to zero.

- We added biodiversity to our strategic agenda by completing our first environmental impact assessment.
- We strengthened our cybersecurity approach through enhanced employee awareness and increased technical resilience.

Looking ahead, Ionisos will continue advancing its sustainability strategy, with a focus on:

- Achieving a 42% reduction in GHG emissions by 2030, in line with the SBTi pathway;
- Pursuing a "zero workplace accident" target;
- Finalising the double materiality assessment initiated in 2024 to refine our sustainability strategy;
- Enhancing supply chain monitoring to ensure respect for human rights throughout the entire value chain.

OUR VALUES



Quality, safety & environment



Collaboration



Excellence



Responsiveness



Entrepreneurship



Integrity

Environment



In 2024, following our latest acquisition in Switzerland, we added a fifth beehive on our Civrieux site. Each one represents a country in which Ionisos is present.

Environmental and Carbon Management

Ionisos fully integrates environmental considerations into its corporate strategy and day-to-day operations. This integration is guided by our Quality, Safety and Environment (“QSE”) management system and supported by internationally recognised ISO standards. Our approach is closely aligned with the United Nations Sustainable Development Goals (SDGs).

OUR COMMITMENT TO SDGs

We have identified four SDGs to which our business model and sustainability initiatives contribute most directly:



OUR INTEGRATED SYSTEM

Ionisos operates an integrated QSE management system, which brings together procedures, actions and targeted training across all three areas. This system ensures that environmental, quality and safety considerations are fully embedded into our operational processes.

By integrating these principles into day-to-day tasks and procedures, we promote a shared understanding and consistent application across all levels of the organisation.

As part of this approach, we regularly monitor key environmental indicators, including energy consumption, water use and waste generation.

ENVIRONMENTAL CERTIFICATIONS

Our integrated system ensures the implementation of environmental management standards at all Ionisos’ sites.

Currently, all our French facilities are certified to ISO 14001, the internationally recognised standard for Environmental Management Systems.

In addition, our Bautzen site in Germany has successfully implemented ISO 50001, demonstrating a structured and effective approach to energy management.

CARBON EMISSIONS AND REDUCTION

Since 2019, Ionisos has voluntarily measured its GHG emissions to monitor and better understand its environmental impact over time and to identify opportunities for improvement.

In 2023, we reinforced this commitment by joining the SBTi and pledging to reduce our GHG emissions. We have set ambitious decarbonisation targets to be achieved by 2030, aligned with the objectives of the Paris Agreement.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

CARBON REDUCE CERTIFICATION

To support these goals, Ionisos has voluntarily measured its Scope 1, 2 and 3 emissions annually since 2021. This allows us to assess the effectiveness of our emissions reduction actions, and track progress in a consistent and transparent way.

In 2024, Ionisos received the Carbon Reduce certification, awarded by an independent third-party organisation. This certification validates the accuracy and reliability of our emissions data across the Group’s full operational perimeter. Although our Däniken site in Switzerland will formally enter the certification scope next year, its emissions are already fully integrated into the Group’s consolidated GHG reporting.

GHG emissions

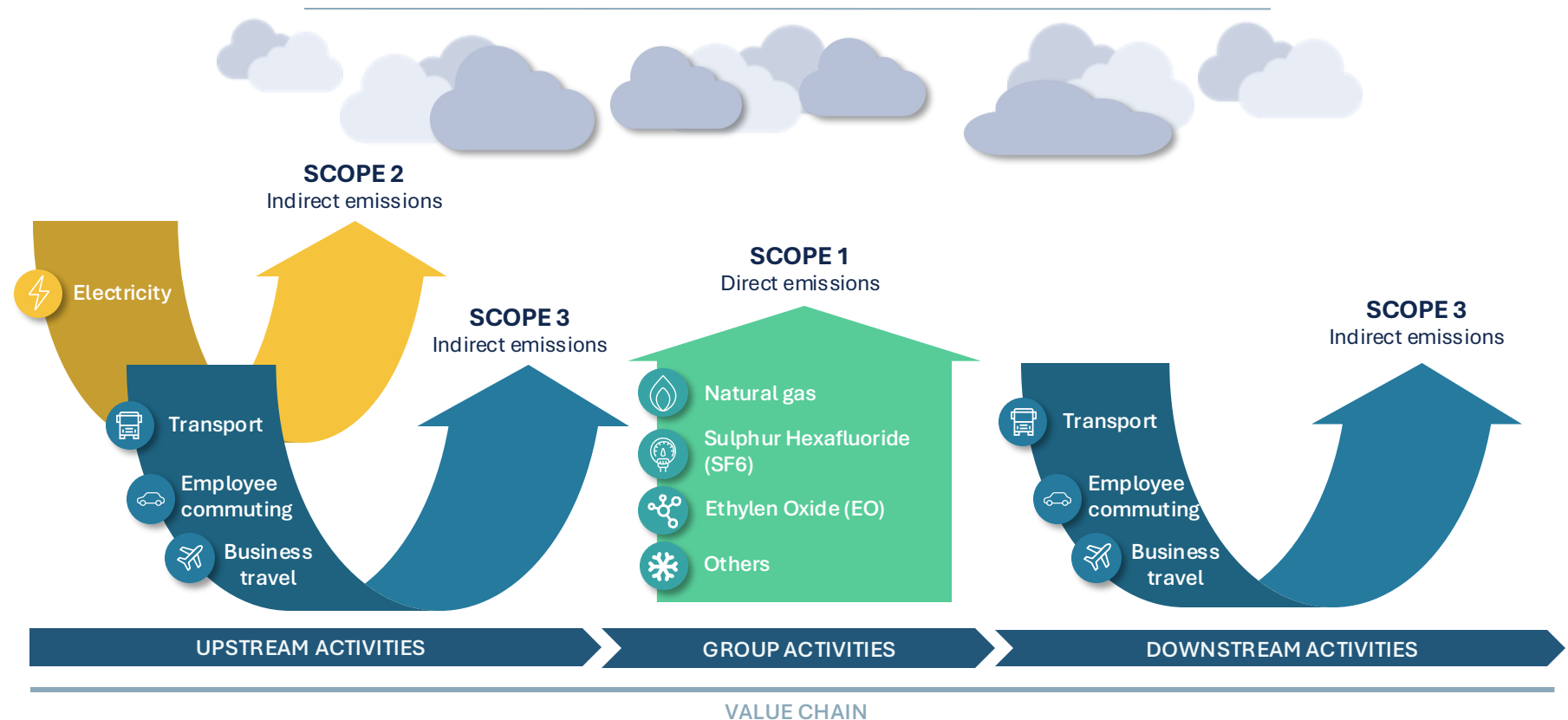
We are committed to reducing our Scope 1 and 2 GHG emissions by **42% by 2030**, using 2021 as our baseline.

Over the period, total Scope 1 emissions have remained stable, despite increasing production capacity. This includes a full year of operations at Däniken and the continued ramp-up at Kleve.

Our market-based Scope 2 emissions have reduced to **zero**, as all electricity is sourced from renewable providers and supplemented by our own on-site renewable energy generation.

We also measure our Scope 3 emissions, recognising their importance in understanding our broader impact and identifying targeted opportunities for reduction. Currently, 94% of these emissions are linked to the transportation of products from customers to our facilities, a process managed entirely by the customers themselves.

OVERVIEW OF OUR GHG EMISSIONS



Scope 1 emissions

Scope 1 emissions are in line with our emissions reduction target.

In 2024, Scope 1 emissions totalled 3,659 tCO₂e, with the following breakdown:

- 47% from natural gas,
- 45% from SF₆,
- 4% from ethylene oxide and
- 4% from other sources.

Natural gas 47%



EO sterilization uses natural gas for heating and catalytic abatement. On a smaller scale, our Tallinn and Dagneux sites also use natural gas for heat.



OUR ACTIONS

- ✓ Operational excellence projects to improve energy efficiency in EO processes
- ✓ Exploration of opportunities to decarbonise processes at our Kleve facility
- ✓ Cost-benefit analysis to install heat pumps at Kleve

SF6 45%



Sulphur Hexafluoride (SF₆) is used as an electrical insulator in closed systems at two of our E-beam sites, Bautzen and Chaumesnil.



- ✓ Strong leakage monitoring and controls on all SF₆ installations
- ✓ Installation of a gas recovery and treatment system during maintenance operations for reuse

Ethylene Oxide 4%



EO is used as one of our sterilization technologies.



- ✓ Voluntary action to limit fugitive emissions
- ✓ Catalytic abatement systems on all EO sites to capture and destroy volatile residues
- ✓ Close monitoring
- ✓ Reduction of EO cycle concentration

Others 4%



Cooling systems use refrigerants (F-gas) within closed systems. Some facilities also use fuel for stationary combustion.



- ✓ Regular maintenance of all installations using F-gas
- ✓ Instant repairs in case of leakages
- ✓ Recent replacement of refrigeration units, in compliance with current standards

Scope 2 emissions

Scope 2 emissions have been reduced to zero.

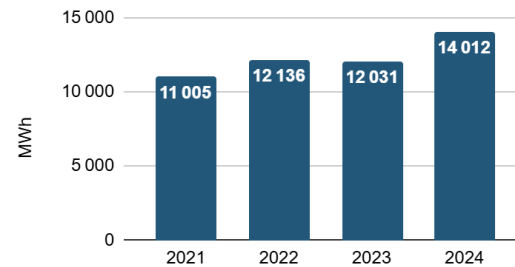
Given the electricity-intensive nature of our operations, particularly at our E-Beam and X-ray facilities, we have revised our energy procurement policy to prioritise renewable electricity sources. As of 2024, all Ionisos sites across Europe are powered exclusively by renewable electricity.

Although overall electricity consumption increased in 2024, driven by a full year of operation at our Däniken site and the ongoing ramp-up at Kleve, we achieved a 100% reduction in Scope 2 emissions using the market-based methodology.

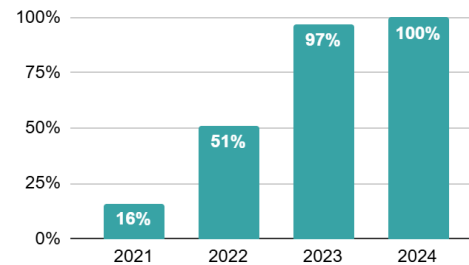
Following the successful installation of a photovoltaic unit at our Tarancón site in Spain in 2023, we conducted feasibility and cost-benefit studies in 2024 to assess solar panel installations at our Bautzen and Henriville sites. While the solar potential at Bautzen did not achieve viable performance thresholds, we remain committed to exploring renewable energy opportunities at other eligible sites in support of our sustainability objectives.

Electricity consumption

All sites of the Group



Share of renewable electricity



Henriville, a state-of-the-art facility

Our commitment to environmental responsibility is reflected in the design of the Henriville site, which earned BREEAM* accreditation in 2024 with a rating of Excellent (score ≥ 70%). This holistic building assessment framework evaluates environmental performance across multiple criteria, including carbon reduction, low-impact design, climate resilience, ecological value and biodiversity protection.

SITE ACCESS AND FACILITIES

The Henriville facility comprises 6,000 m² of X-ray sterilisation space and 550 m² of office space. The site includes 32 parking spaces, 2 accessible spaces and 4 that will be equipped with fast charging stations for electric vehicles. It also benefits from convenient access via a nearby train line, a cycle lane and close proximity to the motorway.

ENVIRONMENTAL FEATURES

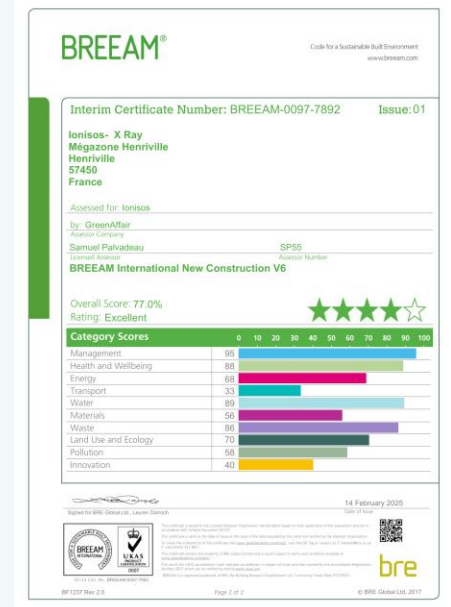
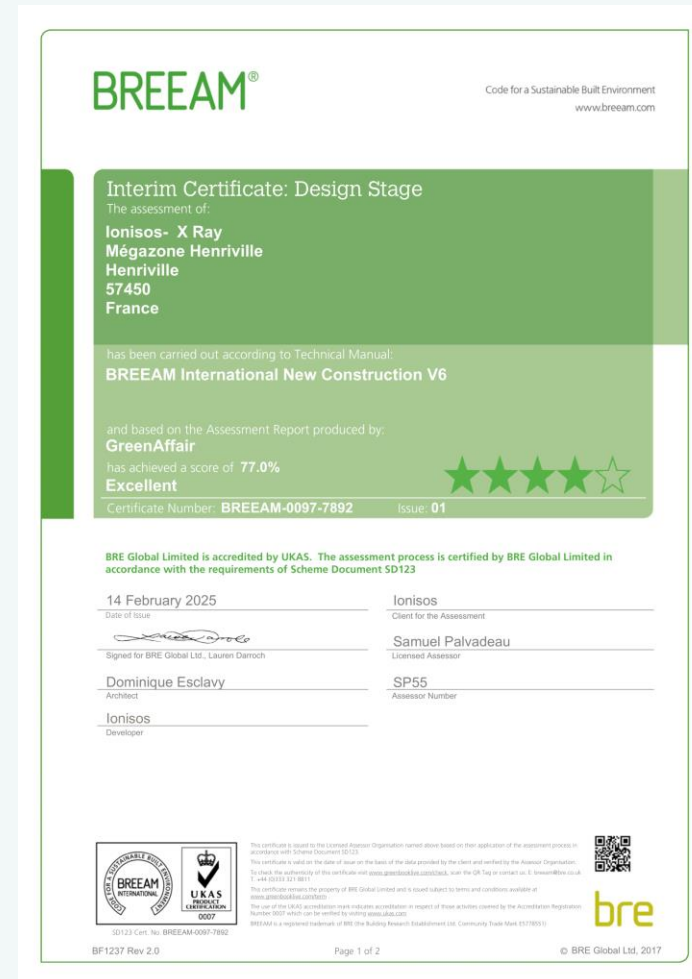
The building incorporates biophilic features such as native vegetation, nest boxes, insect hotels and a hibernaculum. Sustainable mowing practices have been introduced, and

planning permission is currently being processed for a for a photovoltaic array with a generation capacity of approximately 940 kWh.

Reversible air conditioning and a fresh air management system provide thermal comfort and maintain indoor air quality. Passive cooling technologies help reduce electricity use, while high-performance thermal insulation and a central supervision system enable precise energy monitoring. Natural light is optimised throughout the building, and low-energy artificial lighting is controlled by presence detectors. Water-saving fixtures are in place to minimise consumption. Office space is intentionally limited and has been ergonomically designed.

SUSTAINABLE OPERATIONS

The use of paper is kept to an absolute minimum. Waste sorting is implemented on site, with dedicated bins collected by a specialist recycling company and the local authority to facilitate short supply chains. Eco-responsible purchasing is prioritised for supplies and cleaning products, in line with our broader environmental commitments.



PRESERVING BIODIVERSITY

As part of the BREEAM certification process, Ionisos developed a site plan aimed at preserving wildlife habitats and promoting floral diversity.

An ecological survey confirmed that no protected plant species were present on the site but noted the occasional presence of protected bird species such as robins and green woodpeckers. The planting of trees, fruit trees and hedgerows has been implemented to create natural corridors and transit zones for these species.

POSITIVE IMPACT ON LOCAL COMMUNITIES

The successful development of the Henriville site was enabled by actively involving numerous local stakeholders. Key contributors included elected representatives from the Freyming-Merlebach Community of Communes, the Moselle Attractivité economic development agency and the Grand Est Region.

The project is expected to contribute to local economic development by generating new

employment opportunities and supporting regional business activity. Ionisos remains committed to building lasting partnerships with the local communities, ensuring that our presence continues to create shared value over the long term.

HIRING AND TRAINING NEW STAFF

At this highly automated site, the HR team's primary objective was to recruit highly qualified individuals with substantial experience in industrial environments. In parallel, one of our existing employees took the opportunity to transfer internally, helping to onboard the new team by embedding Ionisos' culture, values and our high standards in quality and safety.

To support their development, all new employees participated in a dedicated induction and training programme that lasted several months. As part of our commitment to continuous improvement, the team continues to receive targeted training, in line with practices across all Ionisos sites, to further strengthen their skills and expertise.



Social



Talent and Culture

Ionisos is committed to providing a working environment where all employees can thrive. Our Human Resources policies are grounded in our core values and reflect our strong commitments to ethics, safety, inclusion and continuous skills development.

EMPLOYEE VALUE PROPOSITION

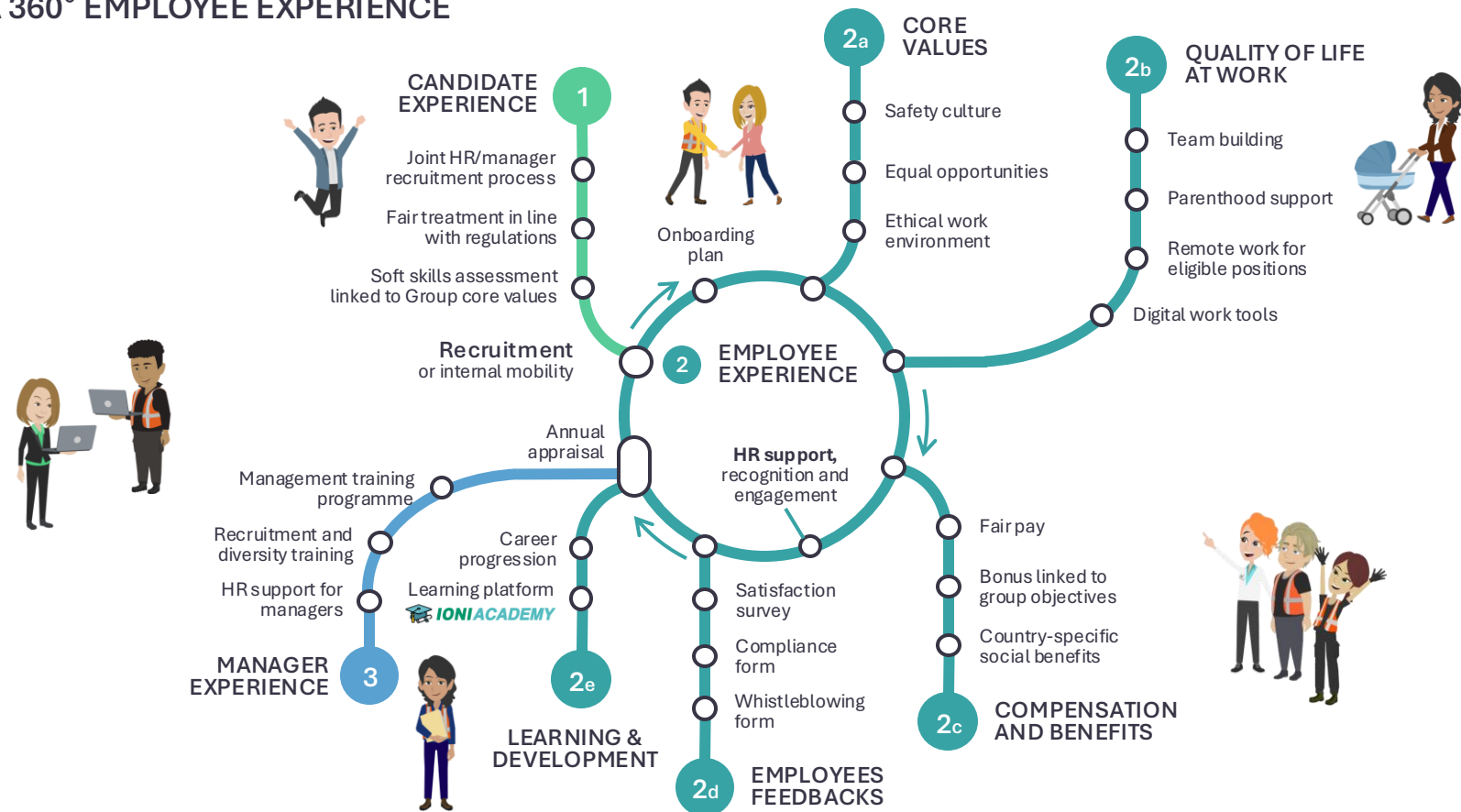
We recognize that our employees are key to our success. Therefore, we strive to create a supportive and inclusive workplace that promotes kindness, collaboration, and opportunities for growth. Our HR initiatives are developed in alignment with the principles of the International Labour Organization (ILO).

EMPLOYEE SATISFACTION SURVEY

We have conducted an anonymous annual satisfaction survey since 2021. This reflects our dedication to listening to our people and reimagining the way we work together.

In 2024, the average score was 7.8 out of 10 (up from 7.5 the previous year). Employees value the team spirit, working atmosphere, task variety and autonomy. They continue to align with the Group's core values.

A 360° EMPLOYEE EXPERIENCE



Health & Safety

Due to the industrial nature of our operations, Environment, Health & Safety (EHS) remains a core strategic priority for Ionisos. Over time, we have established 7 Golden Rules, specific safety protocols, and mandatory training programs to strengthen our safety culture

EARNING ISO 45001 CERTIFICATION

In December 2024, Ionisos was awarded ISO 45001 certification for its Safety Management System. This internationally recognized standard provides a framework to manage risk and improve H&S performance, by promoting:

- Strong leadership in protecting employee health and safety,
- Standardised health and safety practices across all Group sites,
- Proactive risk management to drive long-term performance in occupational health and safety.

Following audits at our headquarters and the sites of Dagneux, Sablé, Civrieux d'Azergues, and Tarancón, DNV certification body highlighted:

- A genuinely caring corporate culture

- Transparent communication and a proactive Occupational Health and Safety policy,
- Annual staff satisfaction surveys and associated action plans,
- Clear crisis management procedures.

This three-year certification covers all Ionisos sites, underscoring our commitment to continuous improvement in health and safety.

A dedicated team to ensure Health & Safety at work

HEADQUARTERS

1 EHS Director + 1 EHS Leader



SITES

1 EHS Manager or resource person per site



Safety-dedicated training modules added to our learning platform IoniAcademy in 2024



GDPR and data protection



Cyber security



ATEX Ethylene oxide risks



Radioprotection
End of rollout started in 2023



Forklift safety
France



Food hygiene
Estonia

Governance



Evolving governance to support growth

Ionisos is a fast-growing company, with regular acquisitions and the launch of new activities. Our governance structure continues to evolve to support and guide this growth, in close collaboration with our shareholder, 3i Infrastructure plc.

STRENGTHENED CORPORATE FUNCTIONS

The Board of Directors ensures that the company operates effectively, ethically and in the best interests of its stakeholders. Its strategic guidance, oversight and governance are critical to the long-term success and sustainability of the organisation. The Board is composed of three directors and an independent Chairman.

The Board delegates:

- 1) Day-to-day operational management to the Group Management Team, under the leadership of the Group President
- 2) Specific matters to dedicated committees, including the Remuneration Committee and the Audit Committee

The Board of Directors meets approximately once per month to review the Group's overall performance, with a particular focus on financial results and overall strategic direction. It also closely oversees the design and implementation of the Group's sustainability strategy.

The Remuneration Committee meets at least twice a year to review and approve the Group's remuneration strategy.

The Audit Committee meets at least twice per year to monitor risk assessments and related mitigation actions. It also reviews the conclusions of the external auditor as part of the annual financial audit.

The Group Management Team is composed of the company's key directors. It meets twice per month to review operational performance and address key strategic priorities.

SHAREHOLDER COMMITMENT

3i Infrastructure plc invested in Ionisos in September 2019, bringing a long-term, responsible approach that continues to drive the Group's growth.

As a committed shareholder, 3i Infrastructure plc maintains a clear focus on ensuring that Management and the Board of Directors are aligned in considering environmental and social impacts in the way the business is managed and developed.

Business ethics

Ionisos holds its operations to the highest ethical and legal standards. While our minimum standard is full compliance with local regulations, we have implemented rigorous internal policies and procedures across all activities to ensure integrity and accountability throughout the organisation.

ANTI-BRIBERY POLICY

We enforce a strict policy that applies to all employees and third parties associated with Ionisos. The policy clearly defines bribery and corruption, outlines potential consequences, and highlights each individual's responsibility to comply and report any violations. It also provides guidance on the appropriate handling of gifts, hospitality, entertainment, charitable contributions and donations.

ANTI-TAX EVASION

Ionisos has a zero-tolerance approach to tax evasion and the facilitation of tax evasion. We expect our employees to act transparently and honestly in all dealings with tax authorities, and we require the same high standards from our external partners.

WHISTLEBLOWING

We actively encourage employees to speak up if they witness or suspect misconduct. Concerns may be reported, anonymously if preferred, to the Human Resources Director either verbally or via a whistleblower form. Reported matters are promptly investigated by the HR Director, the Group President and the Compliance Director, with strict confidentiality maintained throughout the process.

SANCTIONS

Ionisos is committed to ensuring that it does not engage with any partner subject to trade sanctions. Systematic due diligence checks are performed before entering any new contractual relationship.

CYBERSECURITY

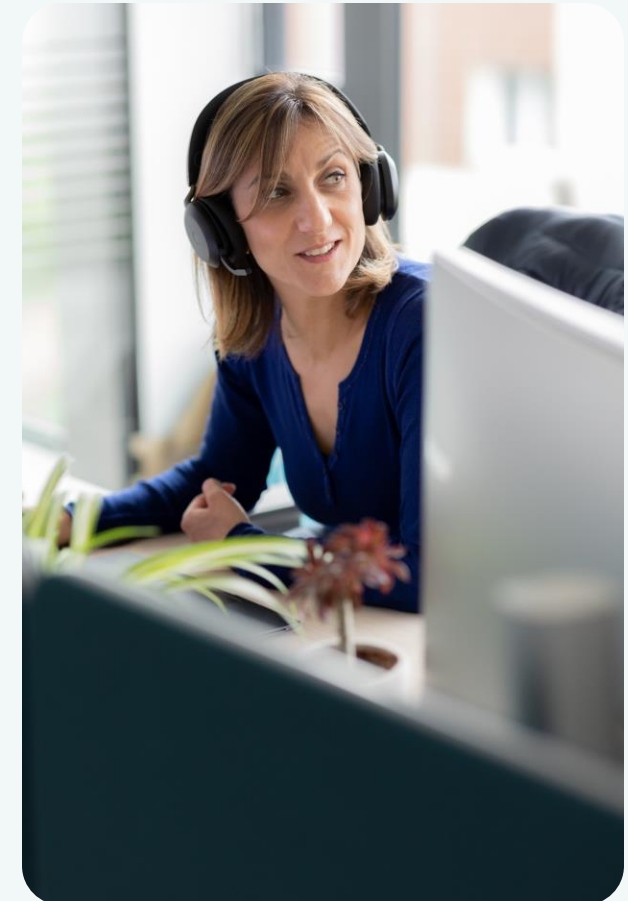
As Ionisos increasingly relies on digital systems to manage sensitive information, robust cybersecurity has become a strategic priority. Our cybersecurity policy sets out clear rules for securing data, networks and infrastructure against unauthorised access or attack. The

policy is enforced by IT Management and the Group's GDPR Data Protection Officers, with a dedicated Data Protection Officer at each site. The Group continues to advance along its multi-year cybersecurity roadmap.

COMPLIANCE AND TRAINING

Each year, all employees are required to confirm they have read, understood and committed to the company's compliance policy and legal obligations. The Board reviews these confirmations and the relevant policies on an annual basis.

Our Code of Conduct and Business Ethics forms the foundation of a dedicated training module available through IoniAcademy. It is mandatory for all new employees as part of their onboarding and regularly refreshed for all other employees.



Sustainability across our value chain

Collaboration is essential to achieving our sustainability goals. At Ionisos, we aim to be a reliable and forward-thinking partner to both our clients and suppliers. Increasingly, our stakeholders express a strong interest in understanding and aligning with our sustainability strategy.

PARTNERING WITH SUPPLIERS

We place great importance on working closely with new suppliers to evaluate their performance and commitments across quality, health, safety, environmental and broader sustainability criteria.

Our supplier assessment process consists of three key stages:

- 1) Initial evaluation – We conduct a comprehensive review of each potential supplier's practices in areas such as carbon footprint, quality, energy efficiency and waste management.
- 2) Qualification and approval – Suppliers that meet our expectations progress to formal QSE and sustainability approval. This

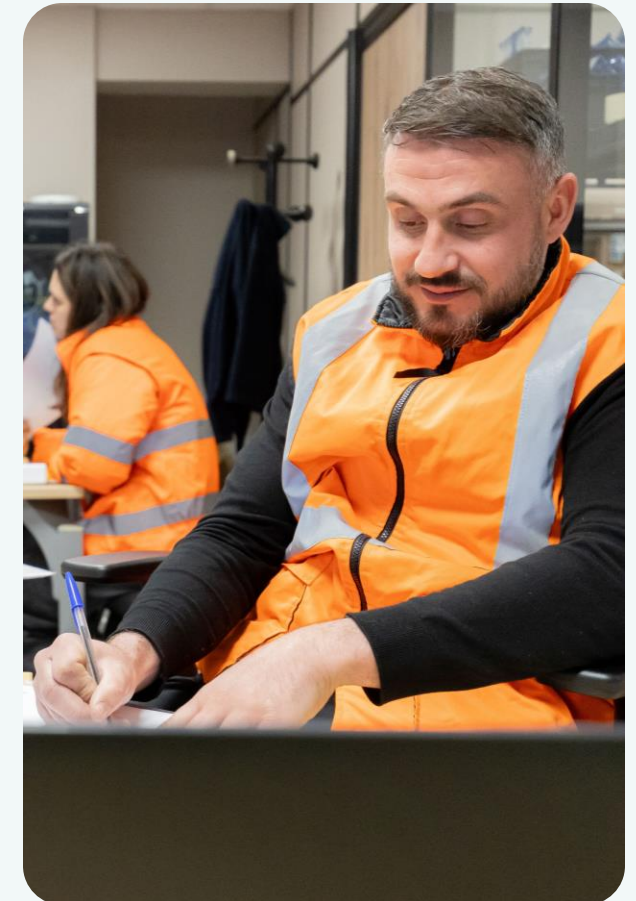
confirms their alignment with our high standards and demonstrates a clear commitment to responsible practices.

- 3) Ongoing engagement – We maintain continuous communication and monitoring to support ongoing improvement and uphold accountability across our supply chain.

ENSURING CLIENTS SATISFACTION

Through open dialogue, continuous improvement and proactive engagement, we aim to foster strong, long-term partnerships with our clients while aligning our services with their sustainability priorities.

Given the significant contribution of transport to our Scope 3 GHG emissions, we plan to initiate discussions with clients regarding carbon emissions across the supply chain. Our goal is to work together to identify the most effective strategies for reducing emissions and enhancing overall sustainability performance.



Appendix

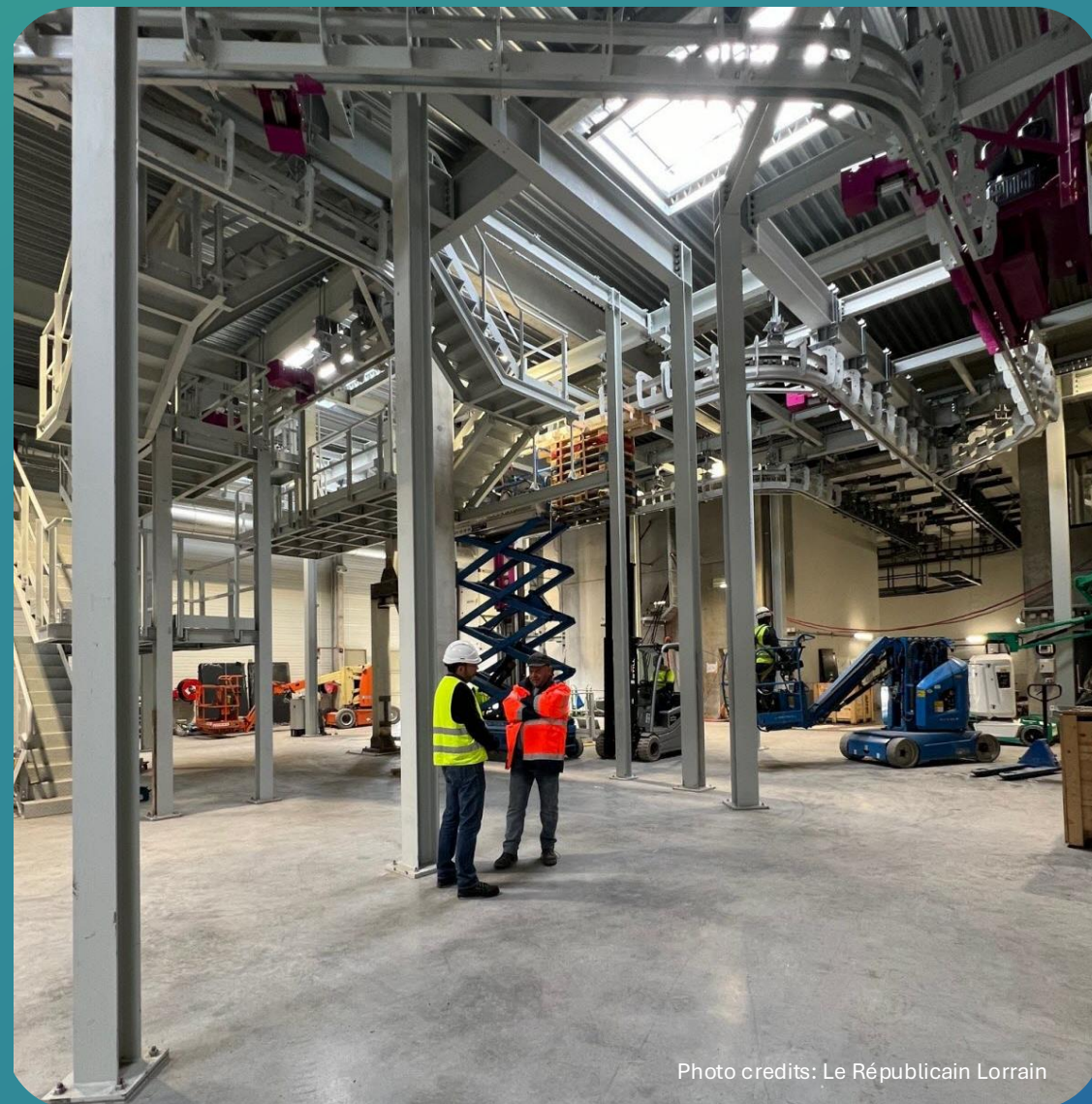


Photo credits: Le Républicain Lorrain

Environmental metrics

	Unit	2021	2022	2023	2024
GHG EMISSIONS					
Scope 1 emissions	tons CO ₂ e	3 414,48	3 191,16	3 814,96	3 659
Scope 2 emissions (market-based)	tons CO ₂ e	2 034,53	2 113,21	134	0
Total Scope 1 + Scope 2 emissions	tons CO ₂ e	5 449,01	5 304,37	3 948,96	3 659
ENERGY					
Total electricity consumption	kWh	11 005 370	12 136 382	12 031 236	14 011 965
Non-renewable electricity consumption	kWh	9 244 511	5 946 828	360 937	0
Renewable electricity consumption	kWh	1 760 859	6 189 554	11 670 299	14 011 965
Natural gas	MWh	3 933	5 422	7 785	7 343
Transportation (own car fleet)	tons CO ₂ e	54,28	66,54	69,73	61,69
Renewable electricity production from solar panels	KkWh	N/A	N/A	497 970	521 630
AIR QUALITY					
SF6	tons CO ₂ e	2 460,12	2 004,12	1 937,11	1 631
Refrigerants (F-Gas)	tons CO ₂ e	90,75	91,07	91,11	91,11
Ethylene oxide	tons CO ₂ e	113,36	135,02	290,92	345,55
WATER					
Water consumption	m ³	6 431	6 453	5 262	11 992
WASTE					
Hazardous waste	tons	20,7	29,4	18,3	46
Non-hazardous waste	tons	335,3	168,4	123,4	200

Social metrics

	Unit	2021	2022	2023	2024
COMPLIANCE					
Allegations of human rights incidents either in own operations or in the supply chain	#	0	0	0	0
SAFETY					
Accidents with work interruption	#	4	7	7	7
Accidents without work interruption	#	1	5	4	5
Travel accidents	#	5	3	1	0
First aids	#	18	47	29	28
Near misses	#	11	15	14	40
FR1 - Frequency rate 1 (accidents with work interruption)	#	10,3	16,6	14,1	13,7
FR2 - Frequency rate 2 (accidents without work interruption)	#	12,8	28,4	22,2	28,1
Severity rate	#	0,18	0,11	0,61	1,38
EMPLOYEES					
Number of employees	#	225	242	285	308
Employee satisfaction	#/10	8	8	7,5	7,8



Follow our progress on LinkedIn



Disclaimer: The information in this report is provided as of June 2025. Forward-looking statements reflect current assumptions and projections but are inherently uncertain and not binding commitments. Actual results may differ materially.

