



Sustainability report 2025





A word from our leadership

We are proud to present our Sustainability Report 2025. During this period, our teams delivered tangible results in sustainability.

At IONISOS, we protect what matters most: people's health. Today, our Group operates state-of-the-art facilities, upholding high standards, with recognized expertise and a well-established reputation as a leader in European sterilisation.

This success is driven by our highly skilled teams, whose shared pride in our mission remains our greatest asset. These are strong foundations that we must continue to build upon and actively promote to grow and develop. Sustainability is fully integrated into the company's strategy.

The Group's genuine commitment towards sustainability for many years now acts as a key differentiator, as evidenced by our flagship facility of Henriville – now in final validation ahead of commercial launch. This pioneering

project is expected to secure its final BREEAM* certification once fully operational, building upon the "Excellent" rating already achieved during its design phase.

These continuous efforts allow us to meet the stringent expectations of our healthcare partners, providing them with the transparent data and rigorous certifications they rely on to secure and decarbonise their supply chains.

With a commitment to providing best-in-class services to key industry players in Europe, IONISOS remains as dedicated to its employees as it is to the planet. After obtaining ISO 45001 certification in 2024 for its occupational health and safety management system, the Group has reaffirmed its commitment to ensuring a safe working environment.

To further this goal, we introduced Safety Visits across all operations. By fostering a transparent and constructive dialogue based on real-world observations, this preventative initiative

empowers every employee to proactively identify behavioural risks and collaboratively establish actionable safety improvements, with the involvement of trained managers.

It is all our stakeholders – from our employees and customers to our investors, suppliers and the local communities where we operate – who inspire us to keep striving. Not only are we grateful to them but we are proud to build on this momentum, year after year.

Arnaud CORSAT
President & CEO at IONISOS Group

Marie BERTINOTTI
HR & Sustainability Director

2025 Sustainability Highlights

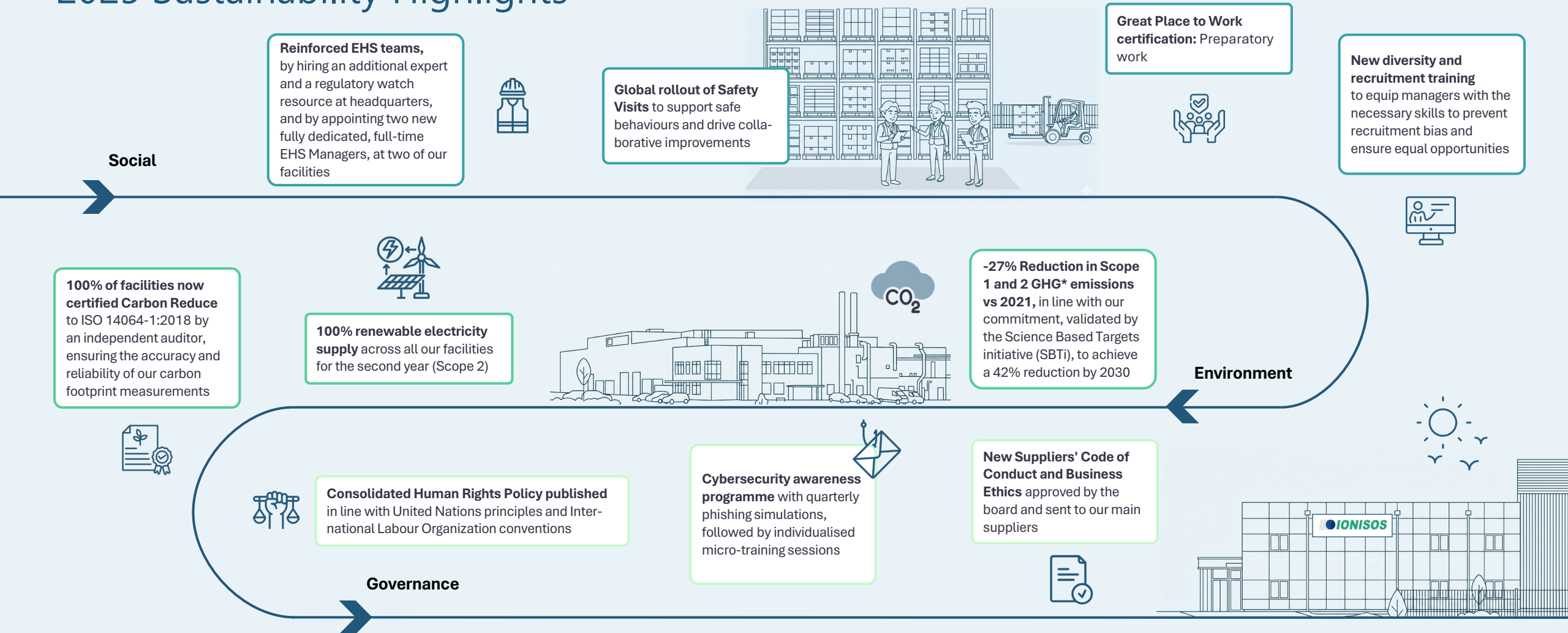




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This report is in landscape format to optimise the reading experience online. Please consider the environment before printing.

Overview



Henriville, France. Picture from Siméon Levallant.

Driving European excellence in protecting health

IONISOS combines technical excellence with a strong commitment to sustainability, client care, and our people, delivering safe and reliable solutions for patients worldwide. This makes us a leader in the European sterilisation market.

Building on over seventy years of pioneering expertise, IONISOS has established a unique positioning and a strong reputation in the industrial cold sterilisation sector. As a trusted partner to the life sciences industry, we provide state-of-the-art sterilisation services to the fast-growing medical device, pharmaceutical, and healthcare packaging markets.

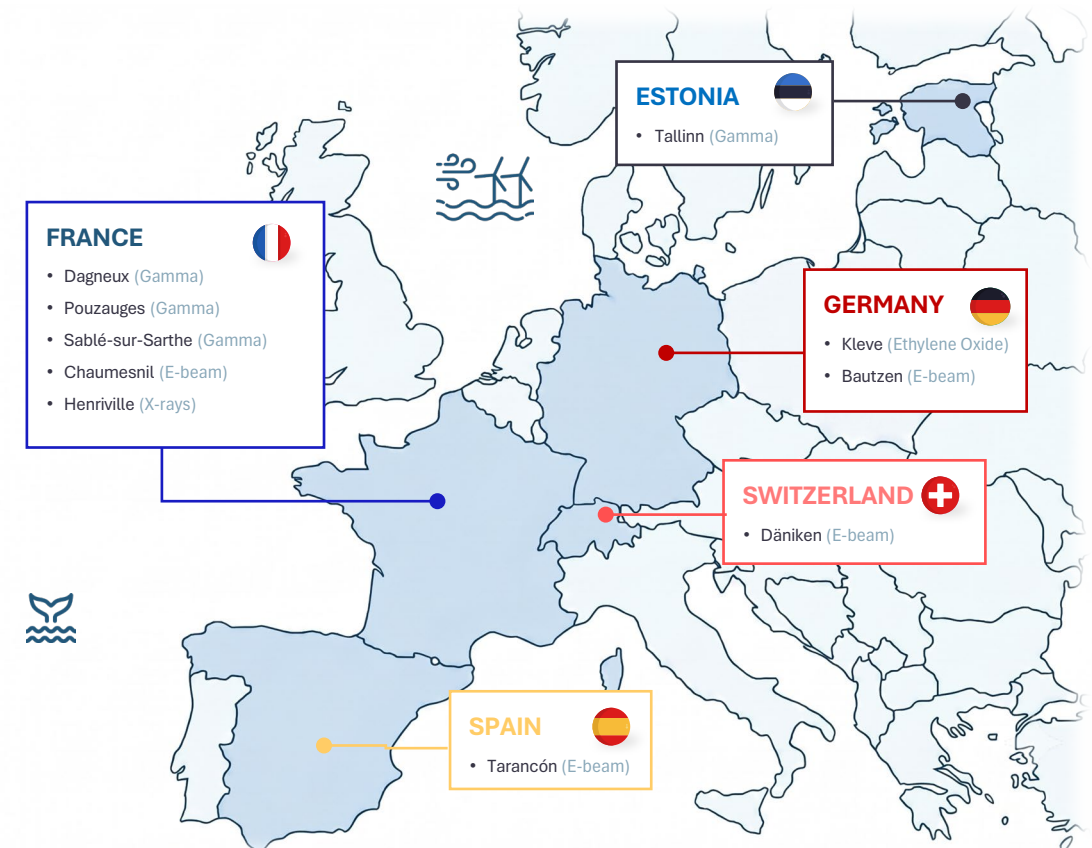
By cultivating an open, demanding, and accountable corporate culture, we empower our teams to continuously improve our state-of-the-art services. With safety as a core priority – integrated into daily operations and subject to continuous enhancement – our industrial leadership consistently delivers the premium, transparent and highly reliable performance that our partners require to secure their critical supply chains.

Our expansive European reach and industrial leadership are anchored in a strategic, highly resilient network of 10 facilities across 5 countries: France, Germany, Spain, Estonia, and Switzerland. Supported by a dedicated workforce of over 300 employees, this network allows us to develop a deep understanding of our clients' needs.

To maintain our competitive edge and operational scale, we continuously optimise our infrastructure to guarantee the highest standards of quality.

By leveraging four complementary technologies – Gamma, E-beam, X-ray, and Ethylene Oxide – within a continent-wide network, we offer our key partners robust contingency options and extensive processing capacity. This diversification remains anchored in our environmental commitments, ensuring we scale responsibly.

A CONTINENT-WIDE NETWORK OF 10 FACILITIES



Enhancing our sustainability strategy with a double materiality assessment

IONISOS conducted a double materiality assessment, which confirmed our core priorities. This exercise was initially driven by the anticipated CSRD requirements, which, although no longer mandatory, continue to serve as a framework for best practice.

THREE CORE PRIORITIES

We continue to structure our sustainability strategy around three core priorities.

1

Protecting employee health, safety, and well-being

The safety of our people remains the absolute foundation of our strategy. Beyond physical safety, we care deeply about employee engagement and fostering an open, constructive workplace.

2

Playing our part in tackling climate change

We recognise our environmental impact and are taking decisive actions to mitigate it. We remain firmly committed to our Science Based Targets initiative

3

Maintaining the highest standards in quality, compliance, and business ethics

Our daily operations are governed by uncompromising standards of quality, safety, and business conduct.

(SBTi) pathway, aiming for a 42% reduction in our Scope 1 and Scope 2 GHG* by 2030, compared to our 2021 baseline.

DOUBLE MATERIALITY ASSESSMENT (DMA)

The DMA was conducted from September 2024 to May 2025. Its methodology comprised document analysis against international standards (such as SASB**), peer benchmarking, stakeholder consultations via interviews and surveys, and materiality assessment using a scoring method based on magnitude and likelihood of potential impacts.

We identified eight core European Sustainability Reporting Standards (ESRS) as material to our operations: Climate Change, Pollution, Circular Economy, Own Workforce, Workers in the Value

Chain, Affected Communities, Consumers and End-Users, Business Conduct.

The DMA also highlighted two highly specific material topics for our industry, reflecting our proactive approach to safeguarding critical operations: Security of our facilities and Cybersecurity.

Although the European Commission's Omnibus proposal in February 2025, which revised the scope and implementation timeline of the CSRD, may ultimately exempt IONISOS from mandatory CSRD reporting requirements, the DMA has served to formalise and confirm the priority areas for our sustainability roadmap.

As we look ahead, this readiness will equip us to easily supply trusted ESG data for stringent third-party evaluations like EcoVadis, with certification on track for 2026.



Gamma technology uses cobalt-60, a radioactive source safely encapsulated in double-walled stainless steel, often referred to as a 'pencil' (here empty).

Social



Health and Safety

Operating in a demanding industrial environment, the safety of our people is an absolute prerequisite, with a zero-accident target.

While obtaining the ISO 45001 certification for our Safety Management System in 2024 marked a significant milestone, we are now focused on further maturing our safety culture.

To drive this evolution, we are operating at both structural and operational levels: reinforcing our EHS* organisation to build upon our strong compliance foundation, while launching proactive initiatives such as Mental Health First Aid training and Safety Visits to foster a highly proactive preventative culture.

REINFORCING EHS TEAMS & GOVERNANCE

In 2024, our EHS organisation relied on 2 central leaders and a network of local EHS contacts. In 2025, we significantly expanded this structure. At the headquarters, we grew the team to 3 dedicated experts and introduced a specific regulatory watch resource. Meanwhile, across our operational sites, we transitioned from

shared QEHS roles to dedicated EHS Managers. EHS governance is anchored in a tiered committee structure: biannual EHS Board reviews, monthly EHS Executive Committee meetings, and monthly EHS site manager sessions to mitigate operational risks. The rise in specific metrics (see Appendix) stems from an expected increase in reporting volume, reflecting greater team engagement as demonstrated by our near-miss indicator.

FIRST AID & MENTAL HEALTH FIRST AID

At IONISOS, not only do we care for our people, but our employees are trained to care for one another: 129 out of 312 are qualified in First Aid, and, since 2025, 8 are certified in Mental Health First Aid.

ENHANCING SAFETY CULTURE

In 2025, we partnered with a leading consulting firm to advance our safety culture. Together, we launched comprehensive safety awareness training programmes for all operators, and equipped managers, including top leadership, with the skills to conduct effective safety visits.



Safety visits, progressively introduced from Q4 2025, are designed to foster open dialogue, reinforce safe behaviours and drive collaborative improvements. These visits are not evaluative. To support their rollout and ensure standardisation, a dedicated e-learning module was also deployed on our learning platform.

Talent and Culture

At IONISOS, our 312 employees are the driving force behind our success. In 2025, our Human Resources strategy focused on navigating organisational transitions responsibly while cultivating an inclusive, engaging work environment.

DIVERSITY & INCLUSION

In a predominantly male industry, we foster an inclusive workplace where talent thrives. While women represent 31% of our headcount, they account for 43% of managers, highlighting a culture that successfully champions female leadership and ensures a clear trajectory for advancement regardless of gender.

To further embed our core values in our daily management practices, we rolled out dedicated recruitment and diversity training for managers, ensuring equal opportunities remain a cornerstone of our corporate culture. The training reinforces the skills required to actively prevent recruitment bias and uphold equity during the hiring process. Recruitment and diversity remain strategic priorities for IONISOS.

Beyond fostering an inclusive culture and increasing gender diversity in operational roles, leveraging a strong, diverse employer brand presents a key opportunity for the Group to strengthen loyalty and maintain low churn.

WORKPLACE EXCELLENCE RECOGNITION

We are proud to announce that our sustained commitment has earned us the Great Place to Work certification in early 2026.

Our employees identified our own workforce as the primary area where IONISOS has a positive impact, in our double materiality assessment, including working conditions, equal treatment, and decent work*. Respondents explicitly highlighted our engaging workplace, through highly positive feedback.

We intend to provide further details about the Great Place to Work certification, which forms part of our commitment to continuous improvement, in the next edition of this report.



**All our sites are certified
Great Place To Work®**

RESPONSIBLE RESTRUCTURING

This year, we closed two legacy sites (Gien and Civrieux d’Azergues, both in France). This was carefully accompanied by a responsible Employment Protection Plan (PSE) and executed in close collaboration with employee representatives. We actively mitigated the impact on the 22 affected employees by providing career transition support through an outplacement agency and dedicated training budgets, securing internal transfers for 5 team members.



Environment



Environmental and Carbon Management

OUR APPROACH

IONISOS incorporates environmental considerations into its corporate strategy and daily operations through a robust, integrated Quality, Safety, and Environment (QSE) management system.

This approach is directly aligned with the United Nations Sustainable Development Goals:

- #3 Good health and well-being
- #8 Decent work and economic growth
- #9 Industry, innovation and infrastructure
- #12 Responsible consumption & production

Our environmental management system is underpinned by internationally recognised standards, with all four of our established French facilities (Chaumesnil, Dagneux, Pouzauges, Sablé-sur-Sarthe) certified to ISO 14001 and our German site in Bautzen operating under ISO 50001.

We are currently evaluating the rollout of ISO 14001 certification across all our international sites and the newly built Henriville facility.

GREENHOUSE GAS EMISSIONS (GHG)

Guided by our SBTi-validated targets, since 2023, we are actively pursuing a 42% reduction in our Scope 1 and 2 greenhouse gas emissions by 2030, compared to our 2021 baseline.

A major milestone was reached in 2025 as our Swiss site in Däniken officially obtained the Carbon Reduce certification. This means that 100% of the Group's operational sites are now externally certified to ISO 14064-1:2018 by an independent auditor.

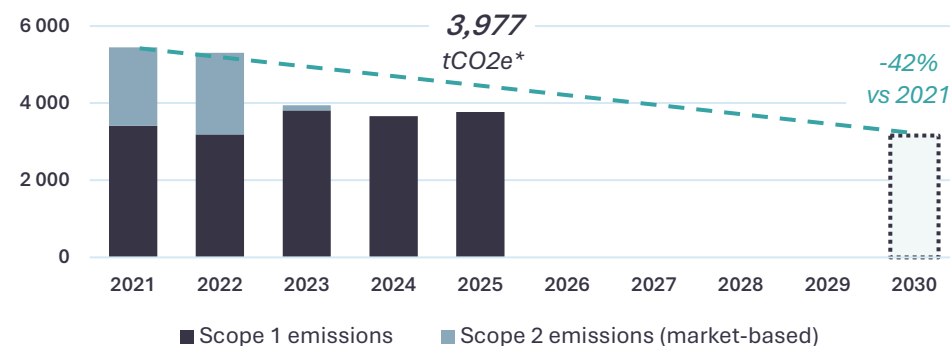
This certification validates the accuracy and reliability of our emissions data across the Group's full operational perimeter.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Scope 1 & 2 GHG emissions in line with our objective



Däniken's site took one year longer to certify because the Group acquired it in 2023 through a carve-out.

SCOPE 1 EMISSIONS

Our direct Scope 1 emissions have remained closely managed, with an 8.7% increase compared with the previous year. This increase is mainly attributable to the ramp-up of operations at the Kleve site, as ethylene oxide sterilisation uses natural gas for heating and catalytic abatement.

In 2025, Scope 1 emissions totalled 3,977 tCO2e* (2024: 3,659 tCO2e*), as follows:

- 51.5% from SF6 (at Bautzen and Chaumesnil E-beam sites),
- 38.0% from natural gas,
- 10.5% from ethylene oxide (EO),
- 0% from other sources (refrigerants of F-gas, fuel for stationary combustion).

For 2026, we anticipate a structural reduction in our Scope 1 emissions, primarily driven by optimisations at the Bautzen E-beam site (improved monitoring, component upgrades).

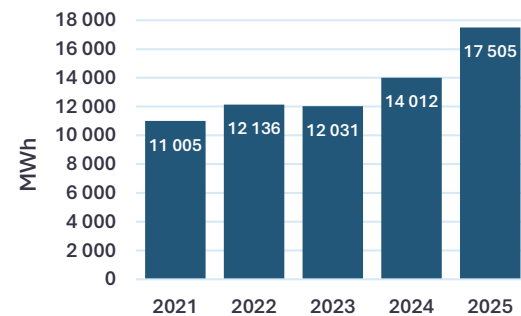
SF6 consumption, particularly at Bautzen, is calculated using a 10-year smoothed average based on historical recharging cycles, with actual consumption only confirmed upon recharging. As no recharging has been required in 2025, the impact of our carbon-reduction initiatives will begin to appear in our reported figures starting in 2026. The closure of our legacy EO facilities in Gien and Civrieux d’Azergues will also be reflected in reduced emissions, mainly those from natural gas.

SCOPE 2 EMISSIONS

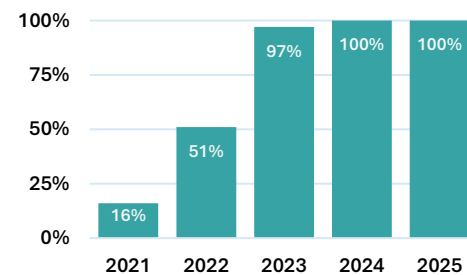
Electricity consumption increased due to the rise in activity in Kleve and the opening of a new site in Henriville. Following our transition to 100% renewable electricity across all sites in 2024, we have successfully maintained our Scope 2 market-based emissions at zero in 2025. This trajectory continues to be supported by our strict green energy procurement policies and on-site renew-able energy generation, such as the operational photovoltaic array at our Tarancón facility in Spain. Following successful feasibility studies, installation of solar panels at Henriville is confirmed for 2026.

Electricity consumption

All sites of the Group



Share of renewable electricity



European Network evolution: focus on recent operations

HENRIVILLE, FRANCE

Our new state-of-the-art X-Ray facility in Henriville is now powered and currently finalising its machine trials. In 2025, the facility made significant strides towards full BREEAM certification. Following the achievement of the "Excellent" rating at the design stage in 2024, we advanced through the post-construction phase, implementing key sustainability measures. These included the optimisation of X-ray machine settings to reduce electricity consumption, enhancements to the thermal exchanger in the cooling circuit, and seasonal adjustments to the cooling system's regulation for improved efficiency. These initiatives underscore our commitment to operational excellence and environmental stewardship.

With the project nearing completion in 2026, pending the installation of electric vehicle charging stations (scheduled for June 2026) and the deployment of the site's advanced Building Management System (BMS), we are firmly on track to secure the interim Post Construction certification by mid-2026.

The final BREEAM certification, subject to compliance audits in the subsequent years, remains targeted once the site is fully operational, ensuring our roadmap aligns with the highest standards of sustainability and innovation.

GIEN & CIVRIEUX D'AZERGUES, FRANCE

Since the closure of our French legacy sites in Gien and Civrieux d'Azergues at the end of 2025, their dismantling has begun, in strict compliance with the principles of the circular economy, without any pollution incidents and with the safe removal of all ethylene oxide.

In order to optimise our industrial network, key equipment was systematically relocated to other sites, such as Kleve in Germany, whilst the recycling of construction waste (for example, partition walls) will be rigorously tracked and managed by specialist contractors.



Henriville, France.
Picture from Simeon Levallant.

Governance



Business Ethics

Operating in a highly regulated environment, maintaining uncompromising ethical standards is critical to our long-term success and the trust of our stakeholders. In 2025, we significantly strengthened our compliance frameworks and cybersecurity culture to protect our data, our people, and our critical operations.

HUMAN RIGHTS

A major milestone in formalising our ethical commitments was the publication of our consolidated Human Rights Policy in August 2025.

Guided by the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization (ILO) Conventions, this comprehensive policy reinforces our dedication to providing a safe, inclusive, and non-discriminatory work environment.

To ensure these principles are upheld, the policy includes a robust whistleblowing mechanism, allowing employees and stakeholders to report any suspected violations confidentially and without fear of retaliation.

We expect all our business partners across the supply chain to respect these rights, and we encourage them to pass these requirements on to their own business partners and stakeholders.

In 2025, the Group also upheld its vigilance measures – anti-bribery, anti-tax evasion, and trade sanctions compliance – which remained fully in force and actively enforced to ensure continued ethical conduct and regulatory adherence across all operations.

DATA PROTECTION

IONISOS continues to inform staff about compliance with GDPR requirements, including the specific provisions imposed by the French Data Protection Authority (CNIL), especially for data collection, which must always have specific, controlled purposes.

While data protection primarily applies to employees (via the HRIS) and, indirectly, clients in a B2B context (with limited scope), GDPR compliance is already deeply embedded in the organisation’s practices.



Henriville, France. Picture from Siméon Levaillant.

CYBERSECURITY

Recognising the critical importance of digital security and the key role played by each employee, IONISOS rolled out in 2025 a comprehensive, multi-step cybersecurity awareness programme to combat the rising threat of digital attacks.

The programme complements the e-learning module already available on our online training platform IONIAcademy which is compulsory for all employees and is aimed specifically at new recruits. This baseline is continuously reinforced and updated by automated, quarterly phishing simulations.

Based on the results of these simulations, employees receive highly individualised tips and interactive micro-training sessions designed by a market-leading supplier. These sessions are seamlessly integrated into our Microsoft Teams messaging system, triggered when the employee is the most likely to be available and take the form of discussions with a friendly avatar, to drive active, daily engagement.

These quarterly phishing campaigns will continue in 2026.

Building on this people-centred approach to cybersecurity, IONISOS has further strengthened the resilience of its information systems through two major structural initiatives.

First, Disaster Recovery Plans (DRPs) are being formalised and deployed across all Company sites, establishing clear, tested protocols to ensure business continuity in the event of a critical system failure or cyberattack.

These plans define precise recovery time and recovery point objectives, assign unambiguous responsibilities, and are subject to regular review to reflect the evolving threat landscape.

Second, IONISOS has advanced the segmentation of its network infrastructure, a key measure in limiting the lateral propagation of potential threats and containing the impact of any security breach.

By isolating critical systems and applying strict access controls between network zones, this initiative significantly reduces the Company's overall attack surface.

Together, these advances reflect IONISOS's commitment to a robust, governance-driven approach to information security – one that goes beyond awareness to embed resilience at every level of the organisation's digital infrastructure.



Sustainability across our Value Chain

We continue to embed a culture of responsibility across our value chain.

We firmly believe that our commitment to sustainability must extend beyond our own facilities and hold our suppliers to the same uncompromising ethical standards we set for ourselves.

To formalise supplier accountability, we rolled out our new Suppliers' Code of Conduct and Business Ethics ensuring that our suppliers adhere to our standards or equivalent standards.

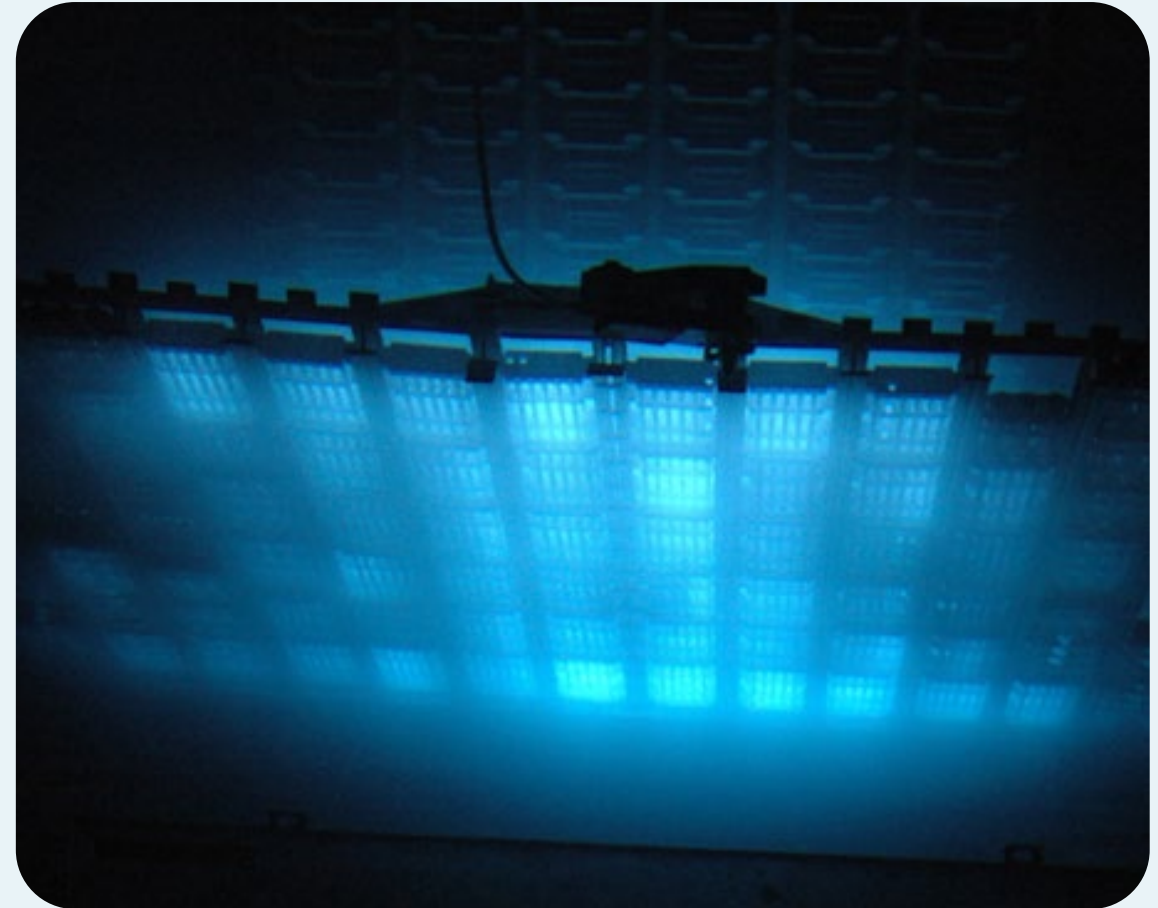
The document establishes strict expectations across several key pillars:

- it demands full respect for human rights and International Labour Organization (ILO) principles
- requires alignment with occupational health and safety standards such as ISO 45001
- and mandates environmental responsibility, including the reduction of emissions and safe management of hazardous substances.

It also enforces a zero-tolerance policy towards fraud, bribery, and corruption, and insists on strict compliance with data protection laws.

Crucially, the Code requires our direct partners to monitor their own supply chains and ensure that all Tier 2 suppliers adhere to these equivalent standards. To enforce this, IONISOS reserves the right to conduct audits and terminate contracts in the event of material breaches.

Concurrently, we are enhancing the mapping of ESG practices among Tier 2 suppliers in our most critical, high-risk value chains, such as cobalt sourcing and solar panel procurement.



Appendix



Bautzen, Germany.

	Unit	2021	2022	2023	2024	2025
GHG EMISSIONS						
Scope 1 emissions	tCO2e	3 414	3 191	3 815	3 659	3 977
Scope 2 emissions (market-based)	tCO2e	2 035	2 113	134	0	0
Total Scope 1 + Scope 2 emissions	tCO2e	5 449	5 304	3 949	3 659	3 977
ENERGY						
Total electricity consumption	MWh	11 005	12 136	12 031	14 012	17 505
Non-renewable electricity consumption	MWh	9 245	5 947	361	0	0
Renewable electricity consumption	MWh	1 761	6 190	11 670	14 012	17 505
Natural gas	MWh	3 933	5 422	7 785	7 343	7 938
Transportation	tCO2e	54	67	70	62	53
Renewable electricity production from solar panels	MWh	N/A	N/A	498	522	548
AIR QUALITY						
SF6	tCO2e	2 460	2 004	1 937	1 631	1 952
Refrigerants (F-Gas)	tCO2e	91	91	91	91	0
Ethylene oxide	tCO2e	113	135	291	346	395
WATER						
Water consumption	m ³	6 431	6 453	5 262	11 992	17 316
WASTE						
Hazardous waste	tonnes	21	29	18	46	31
Non-hazardous waste	tonnes	335	168	123	200	136
COMPLIANCE						
Human rights incidents in own operations or in supply chain	#	0	0	0	0	0
EMPLOYEE & SAFETY						
Number of employees	#	225	242	285	308	312
Accident with work interruption	#	4	7	7	7	10
Accident without work interruption	#	1	5	4	5	9
Travel accident	#	5	3	1	0	4
First aid	#	18	47	29	28	36
Near miss	#	11	15	14	40	71
FR1 - Frequency rate 1 (accidents with work interruption)		10,3	16,6	14,1	13,7	15,9
FR2 - Frequency rate 2 (accidents without work interruption)		12,8	28,4	22,2	28,1	30,2
Severity rate		0,18	0,11	0,61	1,38	0,50

	Bautzen	Chaumesnil	Dagneux	Däniken	Kleve	Limonest	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 emissions measurement	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
ISCC + - International Sustainability & Carbon Certification				✓						✓	
GOOD MANUFACTURING PROCESS CERTIFICATIONS											
GMP - Pharmaceutical products		✓	✓	✓			✓	✓	🏗️	✓	🏗️
GMP - Veterinary products		✓	✓				✓	✓		✓	🏗️
GMP - Experimental medications			✓							✓	
MedAccred - Qualified Manufacturer's List (QML) for sterilisation			✓				✓				

LEGEND

✓	Certification
✓	New in 2025
🏗️	In preparation for 2026 or 2027

SITE

●	GAMMA
●	E-BEAM
●	X-RAYS
●	ETHYLENE OXIDE
●	HEADQUARTERS



Follow our progress on LinkedIn



Disclaimer: The information in this report is provided as of June 2026. Forward-looking statements reflect current assumptions and projections but are inherently uncertain and not binding commitments. Actual results may differ materially.

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