

Carbon Reduction Plan

Supplier name: Synergy Health (UK) Limited (Company number 00979716)

Publication date: April 1st 2026

Commitment to Achieving Net Zero

Synergy Health (UK) Limited is committed to achieving Net Zero emissions by Fiscal Year 2050 (as aligned with the UK net zero target adopted pursuant to the United Kingdom Climate Change Act 2008, as amended).

Baseline Emissions Footprint

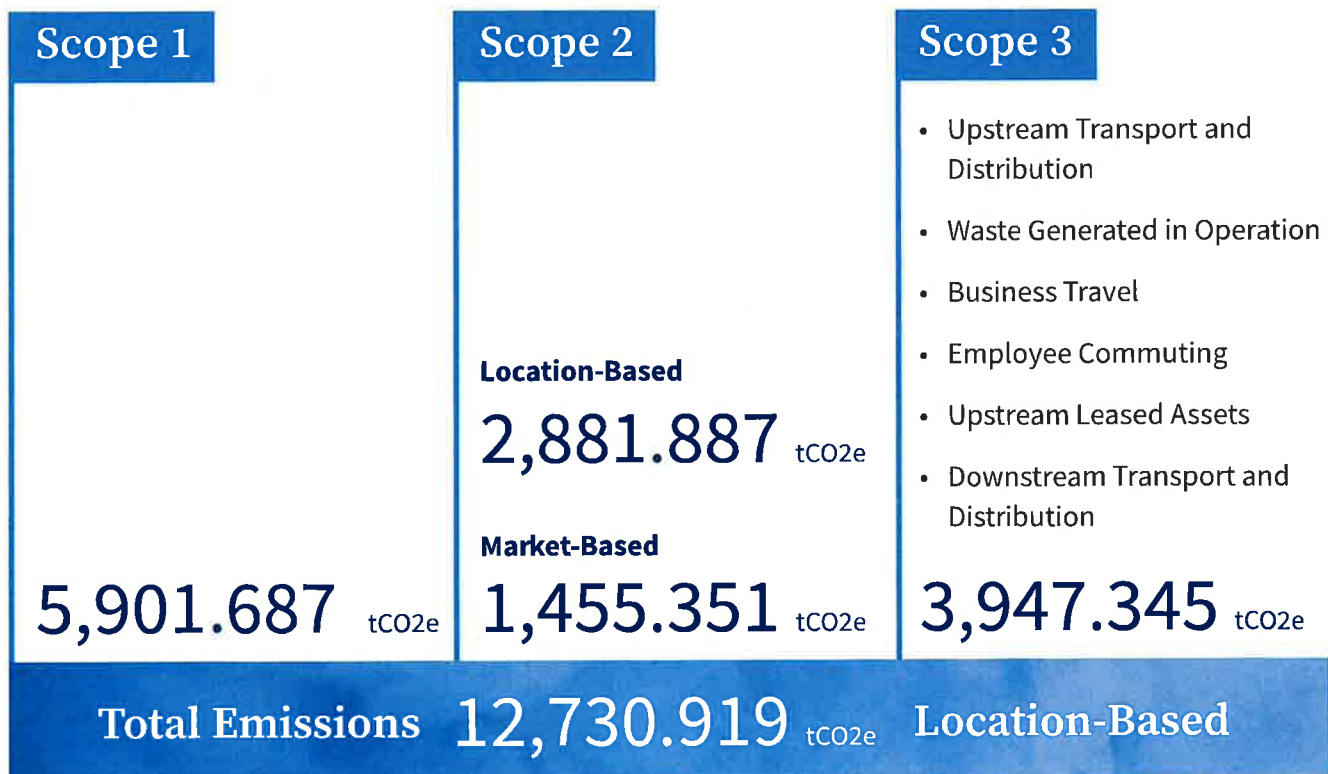
Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year

April 1st 2024 to March 31st 2025 (Synergy Health (UK) Limited Fiscal Year 2025)

Additional details relating to the baseline emissions calculations

This is the fourth year where we have completed a Carbon Reduction Plan (CRP). As a result of activities in Fiscal Year 2025, the baseline emissions were recalculated from our previous year submission and require that Fiscal Year 2025 be established as the new baseline year. As a result, Fiscal Year 2025 will be considered as the baseline and current reporting year. These recalculations included the addition of an acquisition that added new facilities to the business. The acquisition led to an increase in all three scope emission categories. All changes were in accordance with the Greenhouse Gas Protocol.



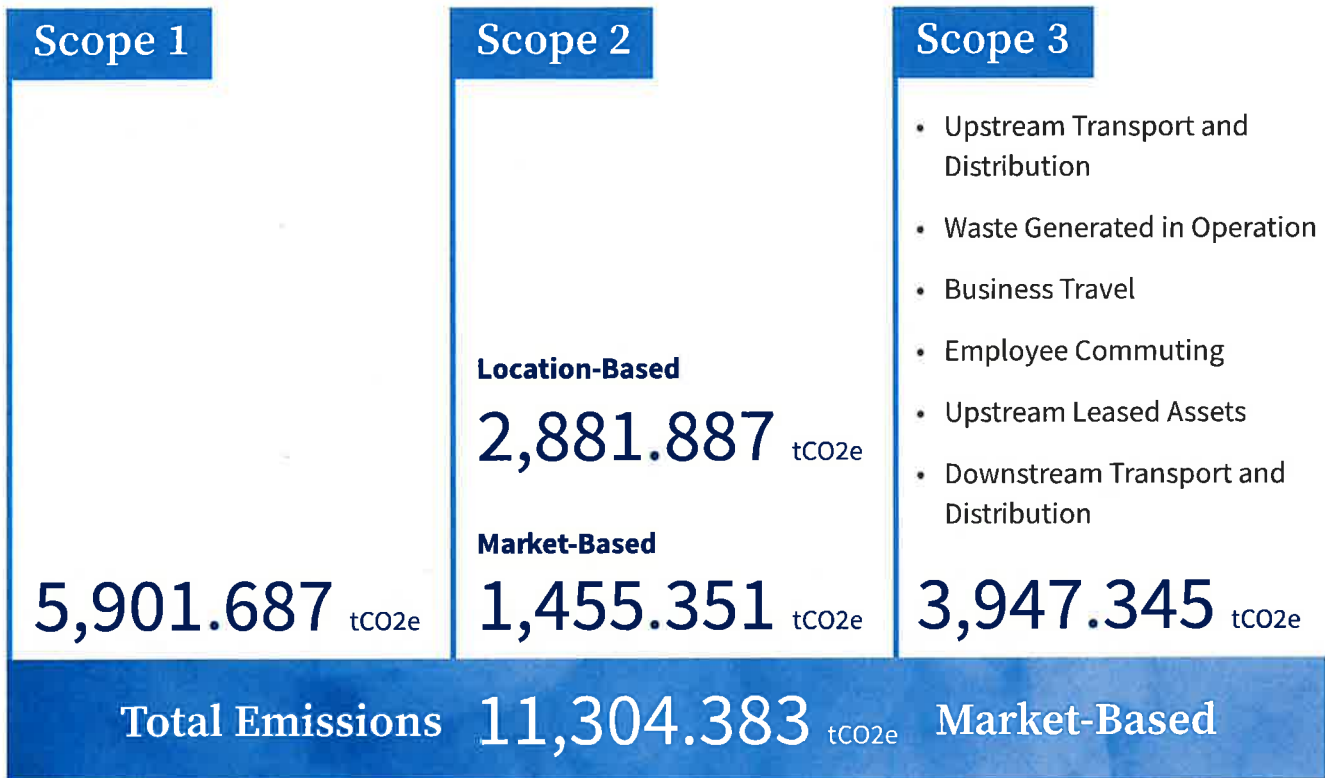
Current Emissions Reporting

Current Year

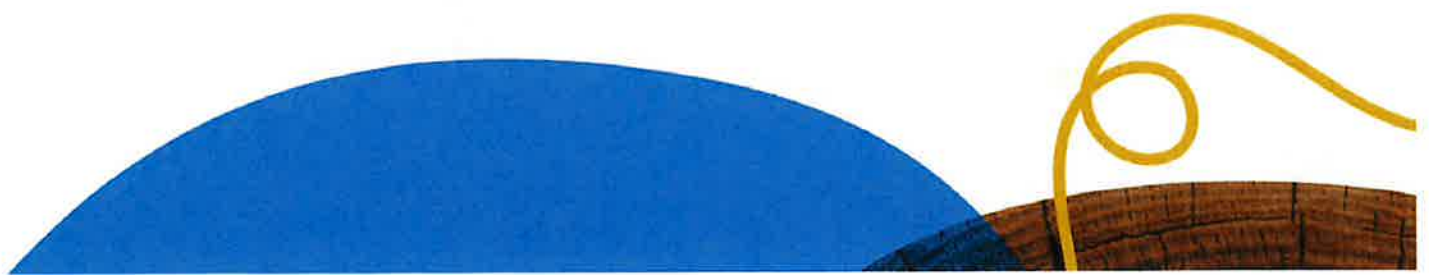
April 1st 2024 to March 31st 2025 (Synergy Health (UK) Limited Fiscal Year 2025)

Additional details relating to the current emissions calculations

In accordance with the Greenhouse Gas Protocol, the recalculations described above that were applied to the baseline emissions are also reflected in the current year emissions calculations. Additionally, Synergy Health (UK) Limited's procurement of renewable energy was accounted for in the Scope 2 market-based emissions, as well as the total emissions.



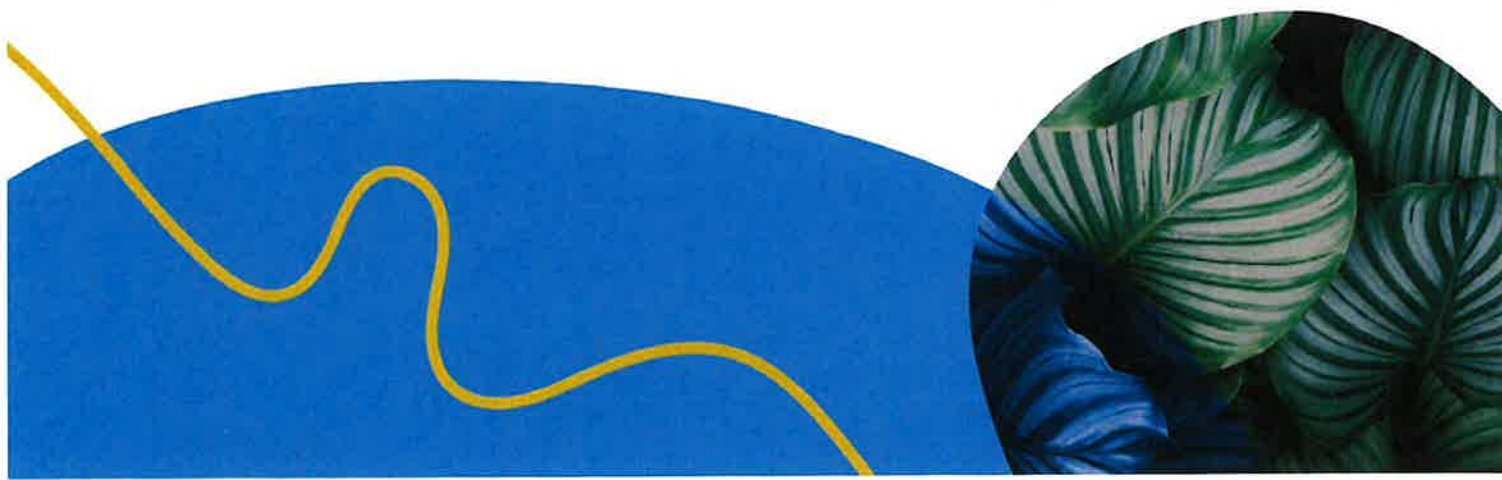
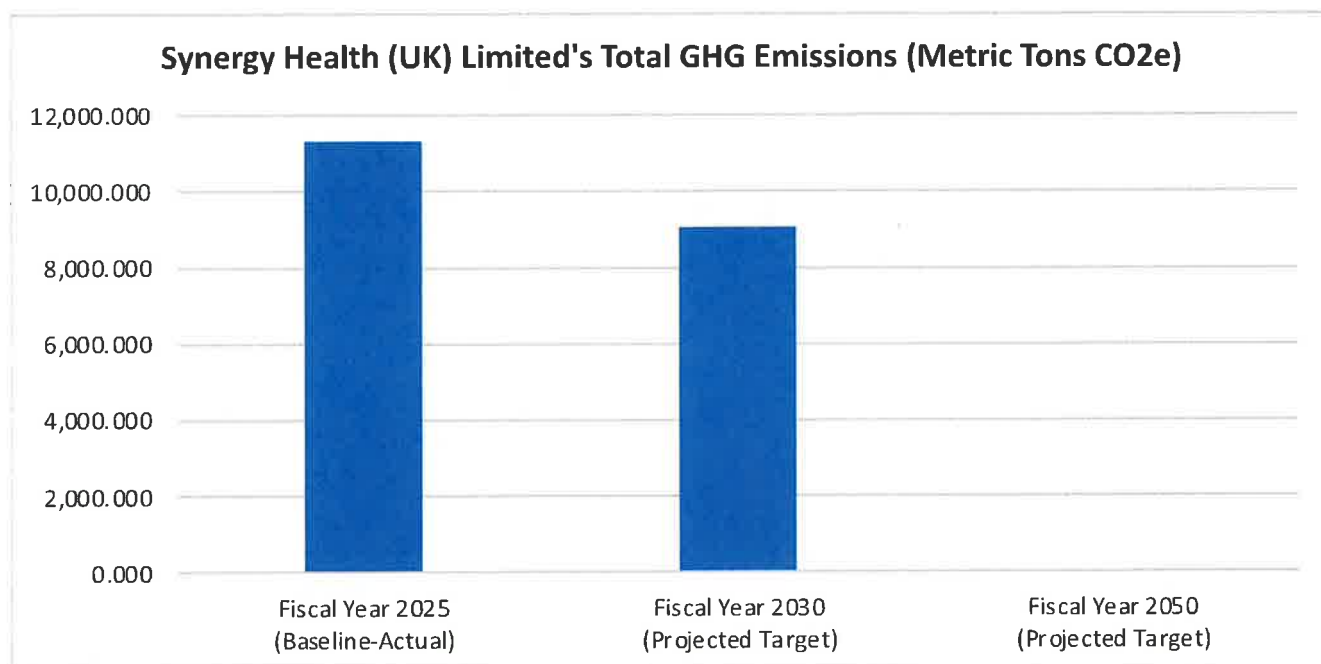
The information presented within this report has been prepared in accordance with the Greenhouse Gas Protocol (GHG): Standard for Corporate Accounting and Reporting produced by the World Business Council for Sustainable Development (WBCSD) and the World Resource Institute (WRI). The data we have provided in this CRP was calculated using several data sources, including utility statements, company card transactions, customer purchase orders, and supplier invoices. For some data sources, assumptions have been used where energy and carbon use cannot be precisely calculated from primary data. For example, in certain circumstances we have extended our scope to include offices, facilities, and warehouses where we do not own the energy contract and do not have operational control. Additionally, certain Scope 3 data was calculated using the Greenhouse Gas Protocol approved Environmental Protection Agency's (EPA) US Environmentally-Extended Input-Output (USEEIO) model.



Emissions Reduction Targets

To continue our progress towards achieving Net Zero emissions by Fiscal Year 2050, we have adopted a near term carbon reduction target of reducing carbon emissions to 9,043.506 tCO₂e by the end of Fiscal Year 2030. This represents total carbon emissions reduction of 20.000% as compared to the baseline year and has been adjusted to reflect the baseline year recalculations described herein. Current year decarbonization was driven largely through the procurement of renewable electricity. These efforts along with other initiatives supporting emission reduction are outlined in the Carbon Reduction Projects section. The near term and Net Zero targets are our current targets, and are subject to adjustment in the future. Furthermore, there can be no assurance that we will be able to meet these targets on the timeframe referenced above, or at all.

Our goal is to meet the projected reduction targets and timelines shown by the graph below.



Carbon Reduction Projects

Completed Carbon Reduction Initiatives

The following environmental management measures and projects have been completed or implemented in Fiscal Year 2025.

- Synergy Health (UK) Limited procured 7,002.491 MWh of renewable electricity, which was approximately 50.310% of their total procured electricity for the reporting year.
- We have completed an energy audit at a select location in accordance and preparation for Energy Savings Opportunity Scheme (ESOS) regulatory requirement.

We recognise that to meet the target emission goals stated above that we will need to further develop our strategies and initiatives to reduce emissions, including integrating new emerging sustainable technologies as those technologies become commercially available. In the future we hope to implement and/or participate in further measures including, but not limited to:

- Committed through next reporting year to procure renewable electricity.



Declaration and Sign Off

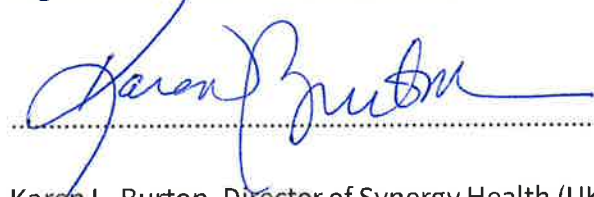
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:



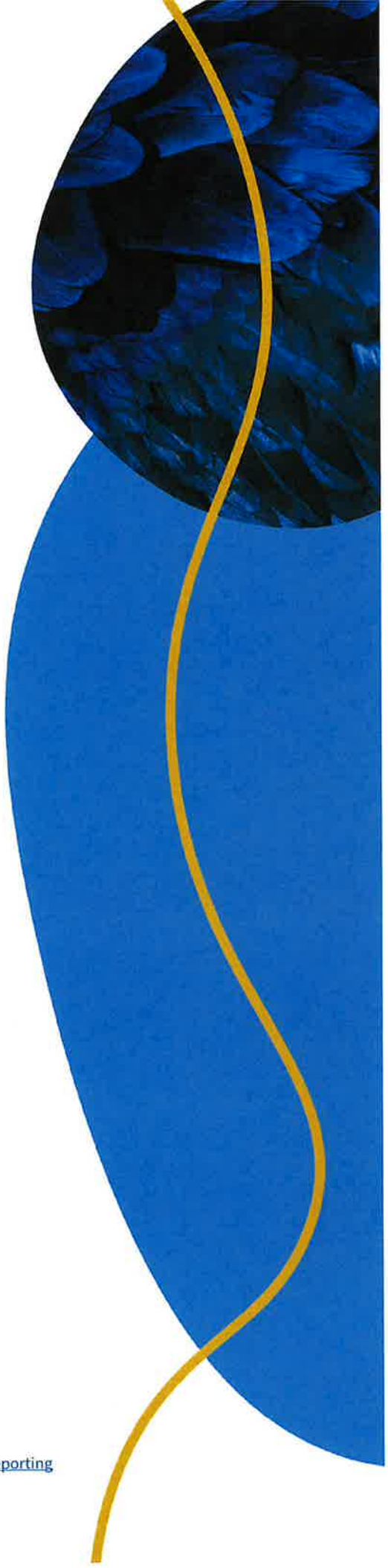
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Karen L. Burton, Director of Synergy Health (UK) Limited
Date: April 1, 2026

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/standards/scope-3-standard>



Information in this Carbon Reduction Plan (CRP)

Information included within this CRP is with respect to Synergy Health (UK) Limited. Synergy Health (UK) Limited is a subsidiary of STERIS plc, a public limited company formed under the laws of Ireland. Throughout this CRP, references to “we,” “us,” or “our,” refer to Synergy Health (UK) Limited, unless otherwise noted. Some statements in this CRP may be forward-looking statements including, without limitation, statements regarding management’s goals, plans, expectations, future performance and other matters. Forward looking statements generally can be identified by the use of forward-looking terminology such as, “anticipate,” “believe,” “expect,” “assume,” “continue,” “may,” “will,” “intend,” “estimate,” or similar expressions or the negative of those terms or expressions, although not all forward-looking statements contain these words. These statements are based on assumptions and expectations of future events that are subject to risks and uncertainties. Our actual results may differ materially from these plans, goals, and expectations. Undue reliance should not be placed on these forward-looking statements. The forward-looking statements contained in this CRP reflect our views and assumptions only as of the date of the publication of this CRP. While we may elect to update forward-looking statements at some point in the future, we specifically disclaim any obligation to do so. You should not rely on these forward-looking statements as representing our views as of any date other than the date of the publication of this CRP.

The information presented, discussed, referenced or otherwise made available in this CRP does not cover all information about our business. The inclusion of information or references should not be construed as a characterization regarding the materiality of such information to our (or STERIS plc’s) financial results or that such information is necessarily material to investors or other stakeholders. Historical, current and forward-looking information made available in this CRP may be based on standards and practices for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change. Accordingly, such historical, current and forward-looking information or underlying assumptions may be subject to modifications in future disclosures due to such developing standards, practices and controls and processes. Readers are cautioned not to place undue reliance on such information.

