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Sterisets International

ESG Report 2025

STI Group

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About this report

This report has been prepared in accordance with the Basic and Comprehensive Modules under Voluntary Small Medium Enterprises Standard (VSME), published by the European Financial Reporting Advisory Group (EFRAG) in December 2024.

The report adheres to the content requirements of both the basic and comprehensive modules of the VSME standard, in line with sustainability issues from the European Sustainability Reporting Standards. The report does not omit any information considered sensitive. If any information was not available, this is indicated.

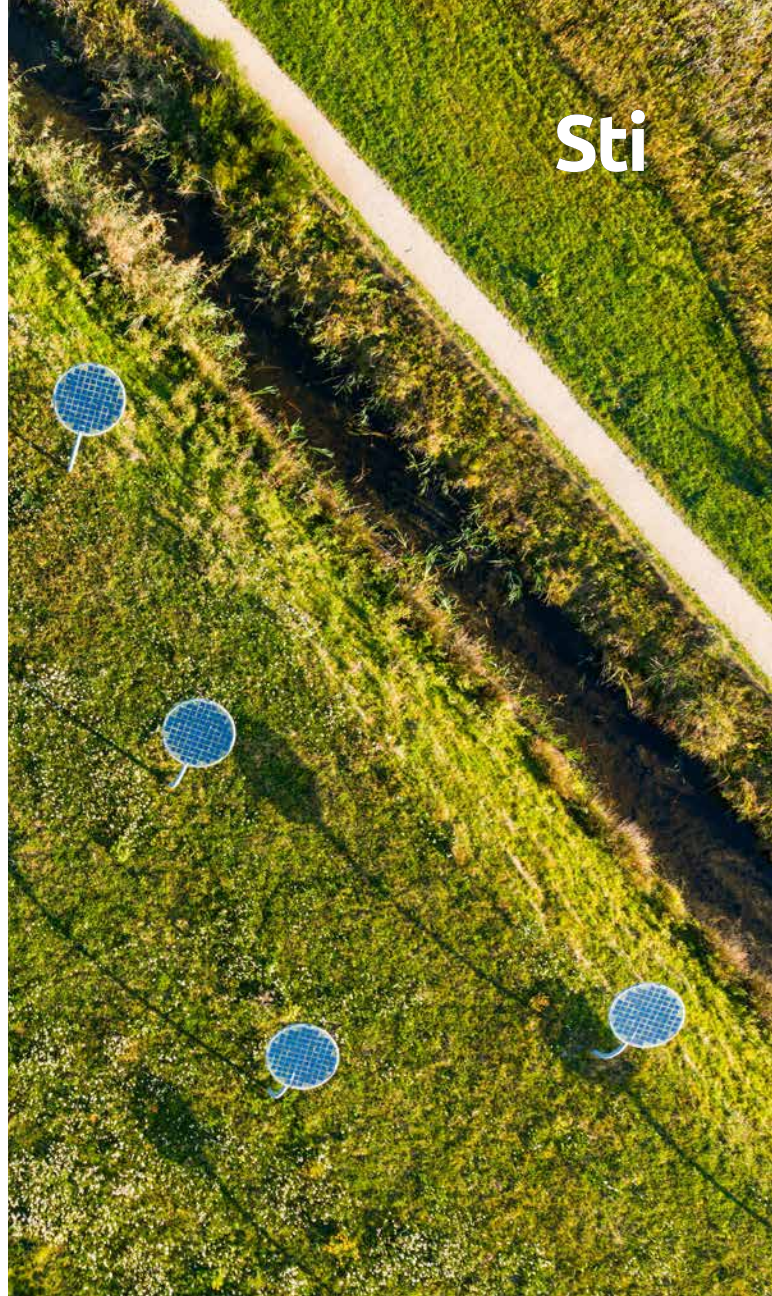
We aim to provide transparent and essential information about our company's identity, business model, governance, and key sustainability impacts. All information presented reflects STI Group internal practices and policies, being transparent and accessible to our stakeholders and covering our two operational sites in Penafiel, Portugal and in Oss, Netherlands.

This Sustainability report refers to the fiscal year of 2025 (01/01/2025 – 31/12/2025) and represents an important step on our ongoing commitment to transparency and accountability towards our People, Planet and Patients and towards a sustainable future.



Responsibility and Limitation Statement

This ESG Report has been prepared based on the best information available at the time of its issuance. The metrics, commitments, and objectives described herein represent the company’s ongoing efforts to improve its environmental, social, and governance (ESG) performance. They do not constitute any binding guarantee or future commitment towards third parties.



General company information

Location of Significant Assets and NACE codes

Site's Name	NACE code	Address	Postal Code	Location	Country	Geolocation
Sterisets International B.V.	46.46	Menhirweg 16	5342 LS	Oss	Netherlands	51.74144667067553, 5.5635449712478575
Sterisets Manufacturing S.A.	2120	Zona Industrial 1, Lote 11-14 & Lote 33-35	4560-164	Penafiel	Portugal	41.19916843293412, -8.305351272210322
Medirm LDA	2120	Zona industrial, 2ª fase, Lote 11, Rua B	7490-324	Évora	Portugal	38.943341848006106, -8.143847855823866
Estereobato LDA	7120	Lote 12, 2ª Fase, Apartado 37	7490-324	Évora	Portugal	38.94337838783866, -8.143553682089715

CEO message

Welcome to our inaugural ESG report. In the healthcare sector, where precision, hygiene, and reliability are vital, the role of responsible business operations is essential. At the STI-Group, we recognize that our contribution extends beyond delivering top-quality products; it is also about the way we produce them—with respect for people and the environment, underpinned by solid, ethical governance. Sustainability is the foundation of our long-term vision and ensures we remain a reliable partner for the medical sector.

The STI-Group is a proud second-generation family business with over 30 years of experience in the

medical devices industry. With a team of approximately 200 dedicated employees, we specialize in the manufacturing of various critical medical products.

Our unique business model revolves around aseptic production and customization. We manufacture and distribute procedure packs for medical interventions, prefilled syringes, warming blankets to prevent hypothermia, and various injection-molded products. These critical items are assembled under the strictest standards in our ISO-classified cleanrooms. Our expertise ensures that healthcare professionals worldwide can rely on sterile, efficient, and safe deliveries, allowing them to focus entirely on patient care. >>>

Our success is measured
by People, Planet, and Governance.
This report highlights our
progress on these three pillars.

Planet

Our production processes require significant energy and raw materials. We focus on minimizing waste in our cleanrooms, optimizing our logistics chains, and exploring more sustainable packaging materials, without compromising product sterility and safety. In 2025, we took significant steps by making our Environmental Policy publicly available and publishing our very first carbon emissions report for 2024, covering Scope 1, Scope 2, and selected Scope 3 categories.

People

Our employees are our most valuable asset. We guarantee a safe, challenging working environment and invest in the continuous training necessary for working in a regulated sector like the medical industry. A culture of precision, quality, and care is central to this.

Governance

Given the nature of our products, governance is paramount. Our systems ensure full traceability, compliance with strict medical regulations (MDR), and ethical business conduct. Transparency and accountability are embedded in our governance structure, from management to the production floor.

We are proud of our reputation as a reliable partner in healthcare and the transparency we achieved in 2025. To further enhance this transparency and provide a holistic and comprehensive view of our sustainability efforts, we are aligning our ESG report with the VSME standard (Voluntary Sustainability Reporting Standard for non-listed SMEs).

I invite you to read this report and discover our achievements and ambitions in detail. Together, we are building a sustainable future for healthcare.

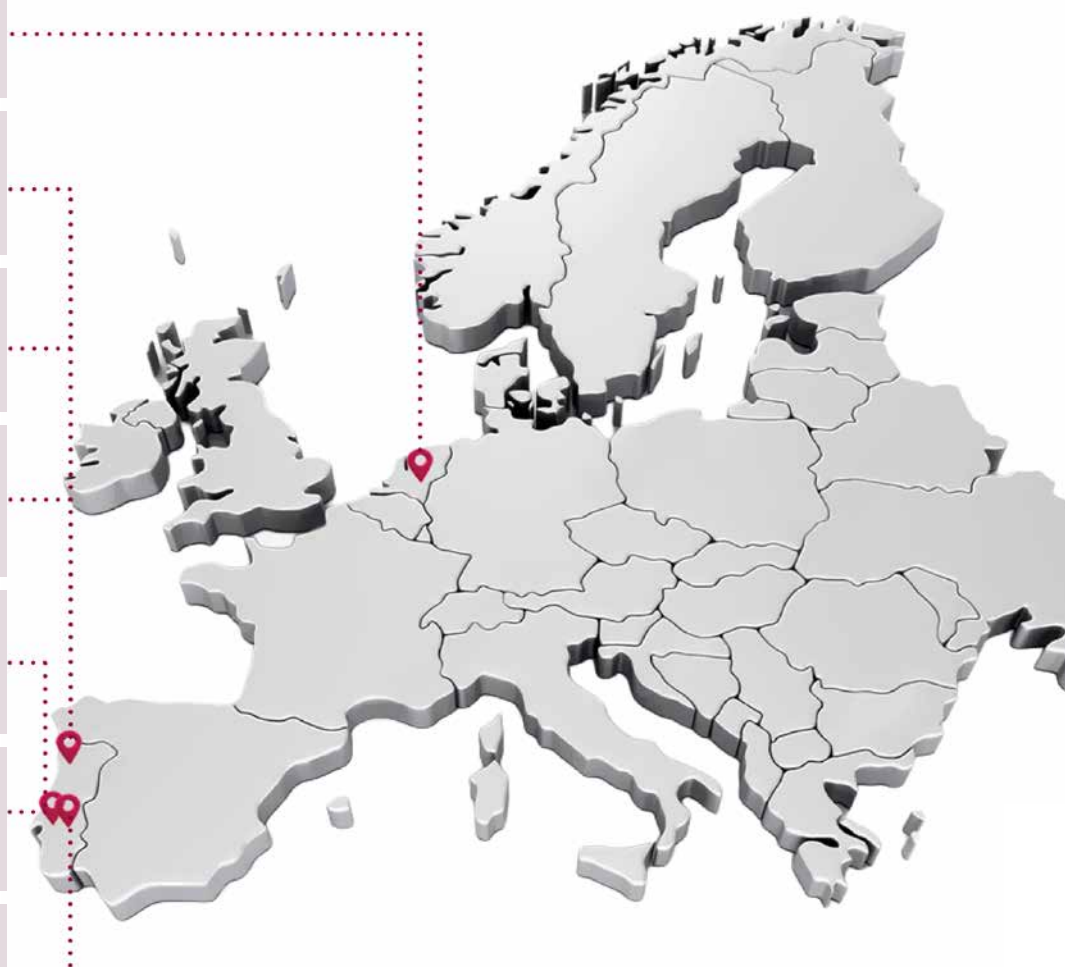
Sincerely,
Jos van der Kwartel
CEO, STI-Group

Our business model

STI Group is a leading European manufacturer of medical devices, operating across seven locations in the Netherlands and Portugal. Our business model is built on delivering reliable, high-quality sterile solutions that support healthcare systems in meeting growing patient care demands.

We manage the full value chain—from raw material sourcing to in-house ethylene oxide sterilization—ensuring quality control, operational efficiency, and continuity of supply. Our strategically located facilities, supported by strong maritime and road infrastructure, enable optimized distribution across Europe and responsive service to our partners.

	<p>Sterisets International B.V. > Oss, the Netherlands > 2.500m² temperature controlled warehouse > Energy neutral facility</p>
	<p>Sterisets Manufacturing S.A. Building 1 > Penafiel, Portugal > 3.000m² Offices & Logistics</p>
	<p>Sterisets Manufacturing S.A. Building 2 > Penafiel, Portugal > 4.500m² Production facility > Specialized in Prefilled syringes (Class IIa & IIb)</p>
	<p>Sterisets Manufacturing S.A. Building 3 > Penafiel, Portugal > Under development > 2.000m² Production and storage facility > Specialized in Medical Injection Moulding</p>
	<p>Medirm LDA. > Mora, Portugal > Production & offices > Specialized in Art.22 Sets and packs</p>
	<p>Estereobato > Mora, Portugal > EO Sterilization facility (3 chambers) > Microbiological and chemical laboratory</p>
	<p>Medirm LDA. > Ponte de Sôr, Portugal > 3.000m² Newly build production facility (2020) > Specialized in Medical Sets & packs</p>



We supply medical product distributors serving hospitals and clinics, reaching over 300 customers across more than 60 countries worldwide.



Our Mission

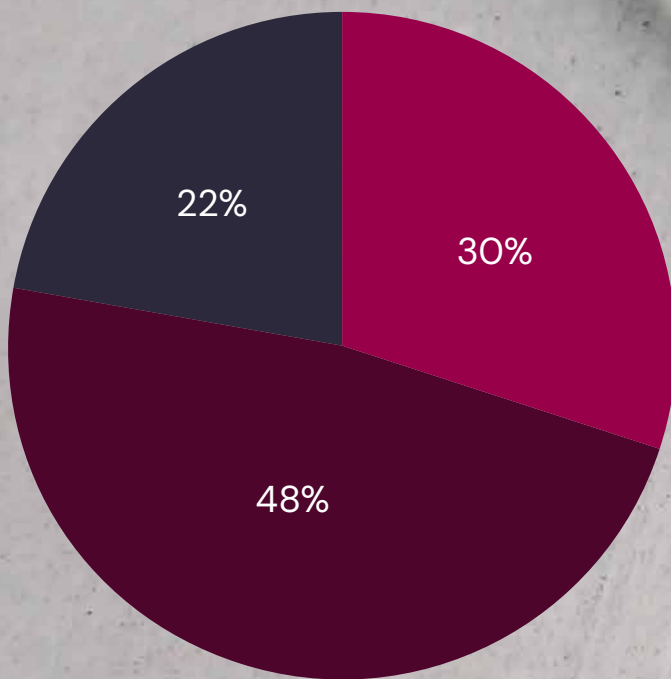
We provide medical products that increase the efficiency of hospitals and help reduce patient care costs, enabling healthcare professionals to focus on what matters most: patient care.

Our Vision

Driving impact with High quality products without compromising a sustainable future. We view sustainability as a driving force behind our long-term success that is embedded in our daily business operations.

Our Ambition

Our ambition is to become a leading supplier of medical solutions that allow hospitals and clinics to outsource non-core tasks with confidence. Guided by our family values, we pursue long-term growth with respect and accountability toward people and the environment.



In 2025 our sales volume increased with 14,2%.

- Medical Sets & Procedure packs
- Prefilled Syringes & Nasal Sprays
- - Convective warming blankets
 - Single use instruments
 - Medical Equipment covers
 - Medical disposables



Our purpose

In recent years, the European medical device industry has experienced increasing regulatory and operational complexity, including the implementation of the Medical Device Regulation (MDR), rising requirements for digital infrastructure, financial compliance, and sustainability reporting. These developments have contributed to industry consolidation, with many independent manufacturers becoming part of larger international groups whose strategic control often lies outside Europe.

Against this backdrop—characterised by inflationary pressures, global health crises, geopolitical tensions, and supply chain disruptions—Sterisets International considers the retention of essential healthcare manufacturing within Europe to be a matter of long-term resilience and public interest. Maintaining regional production capacity supports continuity of supply and helps ensure reliable access to essential healthcare consumables for European healthcare systems.

We are committed to producing high-quality medical devices within European borders, while remaining competitive and contributing to the affordability of healthcare. Through a strategy focused on vertical integration and long-standing partnerships, the company aims to strengthen supply security, operational reliability, and continuity in the face of unforeseen external disruptions.

30 years of experience

200 dedicated employees

60+ countries where our products are distributed

Our products

Sterisets International (STI) Group offers a wide range of products under different brands. All product groups have in common that they are designed to increase efficiency in healthcare. The product groups shown below are the main product groups of the different companies within STI Group. Of course, there is still a lot of space for customization or development of new product groups.

The STI Group has 3 registered brands:

Sterisets®

Steriflush®

Medisp®





In our 1.000 m², ISO 7 cleanroom in Penafiel, thousands of medical sets and procedure packs are produced daily, under close supervision of our highly qualified quality department.

Our product groups represent the core offerings across STI Group companies, while still allowing room for customization, innovation and the development of new solutions to meet evolving healthcare needs.

Steriflush® main product groups:

Prefilled Syringes:

Steriflush® is widely recognized in the medical industry for its long-standing experience in manufacturing Prefilled syringes. To further strengthen this product line, STI Group has invested in new, fully automated production lines. The entire process is performed in an ISO Class 5 cleanroom environment, ensuring high standards of cleanliness and product safety. Steriflush® Prefilled syringes are ready-to-use medical devices that support healthcare professionals by increasing convenience and dosing accuracy, while reducing preparation time and contamination risks.

Nasal sprays:

A range of sterile nasal sprays designed With the Bag On Valve technology (BOV) that offer plenty of advantages like: Conservation of the product, application upside-down, usage of the whole content, no waste.



Sterisets® Medical Products main product groups:

Medical Sets & Procedure Packs:

Custom-configured sterile sets and disposable medical devices that help healthcare professionals perform procedures efficiently while minimizing crosscontamination risks. These products support infection prevention and improve workflow efficiency within hospitals and clinical environments.

Single use Instruments:

High quality recyclable stainless steel. Color coded together with the single use logo indicates it is a single use instrument to ensure a new clean instrument is used in every procedure.

Warming Blankets and equipment covers:

Designed to maintain patient body temperature before, during, and after surgical or therapeutic procedures, improving patient treatment outcomes and comfort.

Medisp® main product groups:

Disposable Medical Products:

We offer a range of disposable medical products designed and manufactured selected high-quality materials to ensure hygiene, safety, resistance, and reliability, in compliance with strict European regulatory requirements.

- Bowls, jugs and containers
- Examination gloves
- Face masks
- Isolation gowns
- Plastic instruments
- Trays
- Wrappers and drapes



1. Introduction to STI Group



Product Quality & Patient Safety

Quality Management System (QMS)

Our production site fully complies with the Medical Devices – Quality Management Systems – Requirements for Regulatory Purposes being EN ISO 13485:2016 certified. The QMS covers all core business processes, including incoming material inspection, in-process controls, finished product inspection, and the management of non-conforming products. In line with production quality management enhancement, we have updated our QMS documentation that covers every step from raw material inspection, the whole production process to final product delivery and post market surveillance, ensuring that product quality consistently meets international standards. Our dedicated quality affairs team ensures customer feedback and fast response

Employee competence is critical to maintaining high quality standards. As part of our induction training, we provided quality training to newly hired employees, achieving a 100% coverage rate. This effectively raised new employees' awareness of quality, laying a solid foundation for their subsequent roles in various positions. During the reporting period, several training sessions were delivered to production employees, including refresher training on cleanroom best practices, reinforcing contamination control and process discipline.

People and culture are fundamental enablers of quality.



Maintaining high standards depends not only on procedures and systems, but also on employee competence, accountability, and daily operational discipline. We therefore invest in training and engagement to strengthen a quality mindset across the organization and reinforce the role of every employee in protecting product integrity and patient safety.

During the reporting period, all newly hired employees completed quality training as part of their induction program, achieving a 100% training coverage rate. We also delivered refresher training to production teams, including cleanroom best practices, supporting contamination control, consistency, and continuous strengthening of operational performance.



Quality is
built by people,
for people

During the reporting period, we reached an important regulatory milestone by obtaining our first certificate under the Medical Device Regulation (EU) 2017/745 (MDR)



Regulatory Compliance and MDR Milestone

Regulatory compliance is a core pillar of our quality governance and a key element of patient safety and business continuity. All Sterisets products currently hold EU CE certification, demonstrating conformity with applicable European regulatory requirements. During the reporting period, we reached an important regulatory milestone by obtaining our first certificate under the **Medical Device Regulation (EU) 2017/745 (MDR)** for our *Prefilled Syringes with 0.9% NaCl*. This achievement reinforces our commitment to delivering safe, compliant, and high-performing medical devices for healthcare professionals and patients.

This milestone reflects the dedication and cross-functional collaboration of teams across the organization, highlighting the critical role of our people in maintaining strong compliance standards and advancing product quality and patient safety.



Digitalization and Process Control

To further strengthen quality control and operational efficiency, we invested in a new Enterprise Resource Planning (ERP) system. After months devoted to the implementation phase and comprehensive staff training, we are now fully realizing its strategic benefits. The system enhances traceability, production planning, and process automation across logistics, supply chain management, and customer order fulfillment, while providing robust support for our quality management activities.

Advancing Our Digital & Green Commitment

This milestone represents a significant leap forward in our digital transformation. By integrating high-precision scanners in our warehouses and deploying tablets throughout our production lines, we have drastically reduced our reliance on paper. These advancements not only optimize our internal workflows but also reinforce our commitment to environmental responsibility. Through these digital innovations, we are proud to contribute to the long-term sustainability of our planet, ensuring that our growth is as green as it is efficient.



Enhancing product quality and efficiency

A key strategic investment to enhance product safety was the introduction of a new 16-cavity injection mold for the production of Luer Lock caps. This investment, involved a design phase of a mold perfectly aligned to our new fully electric injection molding machine, represents a significant step forward in both the quality and speed of our operations.

This precision mold, manufactured by a renowned specialist in high-precision molds, enables us to produce at higher capacity. This allows us to deliver in larger volumes and meet the growing demand from our customers.

Moreover, the advanced technology of the mold guarantees consistently superior cap quality and a smooth unscrewing experience, enhancing usability for healthcare professionals. This was our main driver in choosing this specific mold. The Luer Lock cap is a critical component that ensures the integrity of syringes and prevents leakage.

In-House Laboratory and Continuous Improvement

In 2025, we marked one year since the establishment of our in-house laboratory, which plays a key role in strengthening in process quality control and supporting consistent product performance.

By expanding internal testing capacity, we are improving operational efficiency, accelerating decision-making in quality control, and enhancing responsiveness across production.

We are currently progressing toward ISO/IEC 17025 accreditation, reinforcing our commitment to reliable testing, technical competence, and continuous improvement. Looking ahead, we aim to expand the laboratory's analytical scope and capacity. This development is expected to further reduce the need for external testing and associated logistics, helping minimize transport related impacts while increasing process control. In the longer term, we also see potential to offer selected analytical services to external partners, supporting collaboration and value creation across the healthcare supply chain.

Our Value chain

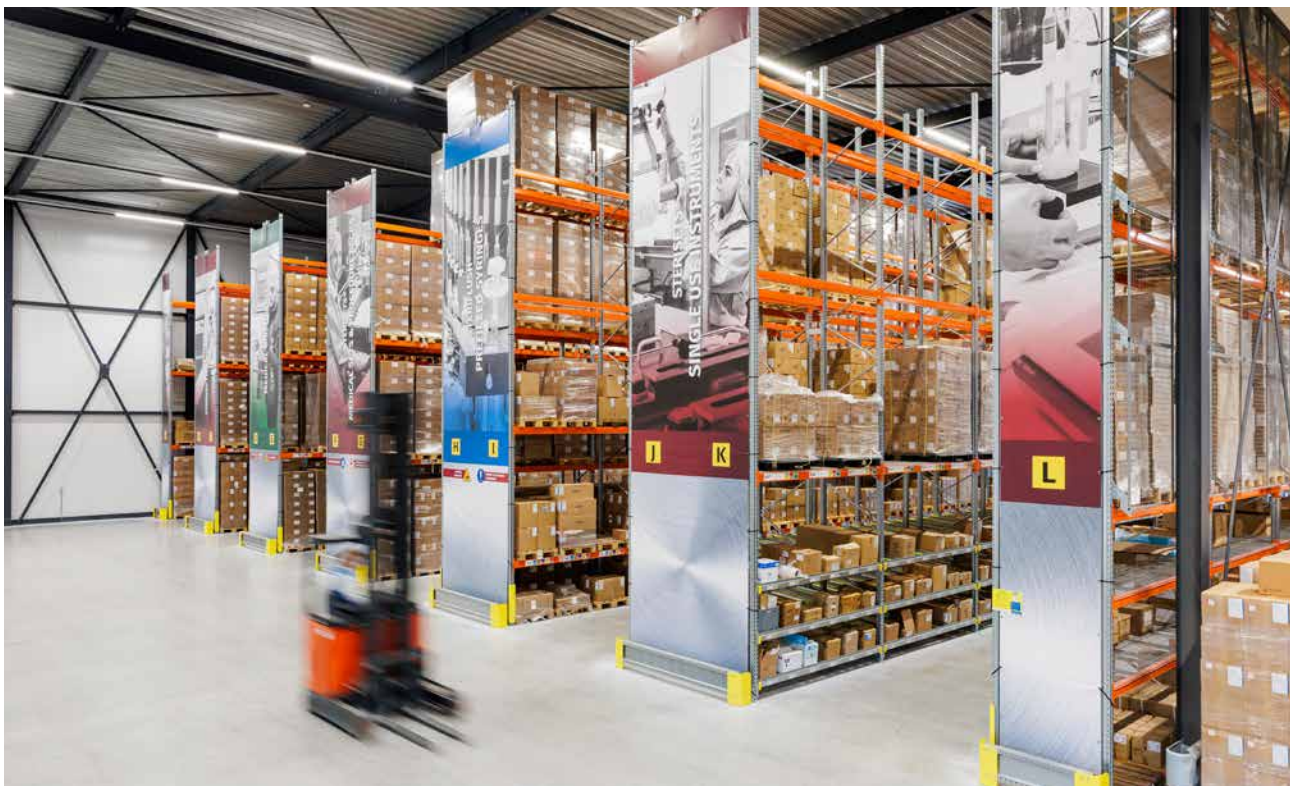
Our upstream value chain mainly consists of the procurement of raw materials, products and supplies that support our operations. Import and distribution transports are handled by our partners, which include various transport including road and marine transportation.

We recognize that our upstream activities, particularly transportation and supplier practices, may contribute to environmental impacts such as greenhouse gas (GHG) emissions, as well as potential quality and operational risks. To reduce greenhouse gas (GHG) emissions linked to logistics, we prioritize transport efficiency optimization, including maximizing pallet utilization and improving load planning.

The combination of accessible maritime infrastructure and strong road connectivity allows us to support our partners across Europe with optimized transport routes and competitive turnaround times.

Our contract terms include Supplier Code of conduct which outlines the requirements suppliers are expected to respect and follow. We want to ensure our suppliers conduct business ethically, ensuring human rights are respected and working and environmental conditions in the workplace as well.

To ensure quality in the upstream of our value chain, we conduct supplier evaluation process in the scope of our quality management system which consists:



Supplier management is conducted through a structured evaluation and approval process within the scope of our Quality Management System. This process includes periodic supplier performance assessments based on defined criteria such as reliability, competence, and compliance with applicable requirements. Suppliers are evaluated prior to approval and monitored on an ongoing basis. Measures related to production processes and waste management are addressed in subsequent sections of this report.

2. Our sustainability approach

Material analysis

In 2025, STI Group started a preliminary Double Materiality Assessment (DMA) in order to identify and analyze key sustainability issues related to own operations and value chain. This process was conducted as an internal analysis as a first approach, considering STI Group impact on people and planet, as well as sustainability aspects that may influence the group financial performance either as financial risks or opportunities.

To conduct the assessment, we began with a review of public documents with particular focus to identify likely relevant material issues to our business sector.

Based on this analysis, a preliminary identification of impacts, risks, and opportunities was performed. As a result, four key sustainability areas were identified as particularly relevant to STI Group:

1. Product quality and product safety

2. Climate change – Energy use efficiency and GHG emissions

3. Business conduct

4. Supply chain management

We used SASB Materiality Finder¹ to identify ESG issues specific to our industry that are likely to be material.

¹<https://sasb.ifrs.org/standards/materiality-finder/>



An essential DMA step is to engage with stakeholders including investors, customers, employees, and local communities, to identify and prioritize material sustainability matters. Which is why we aim to finalize this process in 2026, by conducting stakeholders' surveys to ensure responsiveness to expectations across our value chain.

A dedicated methodology was developed to assess both impact materiality and financial materiality, covering risks and opportunities. The severity of identified impacts is to be assessed based on scale, scope and irremediability. The assessment of financial materiality will be based on the likelihood of occurrence and the magnitude of the potential financial effect on the Group.

The DMA will serve as a foundational element for the development of STI Group's sustainability strategy. It will be regularly reviewed and updated to reflect changes in business strategy, stakeholder input, market developments, and evolving regulatory requirements.

2025 Highlights



As this is our first ESG report, 2025 marks an important milestone in STI Group's sustainability journey. The initiatives and indicators presented below represent our first tangible actions and measurable impacts towards greater environmental responsibility, community engagement, and employee development. These actions lay the foundation for broader impact and continuous progress as we further integrate sustainability into our operations and longterm strategy.

A year in resume

300 trees plant action support - Bos Van Oss Silver planter Logo

97% of waste materials diverted from landfill

13h employee volunteering actions

Sterisets

66% of our fleet is electric or hybrid

21 training hours on environmental management - 1260 minutes

30,138 MWh Solar electricity generated from our solar panels

2025 Main events

24th May

STI Open Day



5th June

Celebration of World environmental Day



19th September

#Stepupandclean campaign in celebration of World Cleanup Day



3rd October

Acquisition of Medirm and Estereobato



17th November

Sterisets International at Medica 2025



29th November

Sterisets Manufacturing Christmas Event and food donation campaign



Practices, strategies and future initiatives

STI Group is committed to continuously strengthening its sustainability performance through structured practices, forward-looking strategies, and measurable initiatives.

The table below highlights selected sustainability efforts currently implemented or in progress, while the following pages present key specific efforts.



Sustainability efforts	
Sustainability topic	Related practices
Climate change	Energy efficiency measures (LED systems), low-emission infrastructure for employees daily commuting
Circular economy	Waste recycling and reuse, optimising the use of packaging materials
Biodiversity	Installation of bee house and bat house for biodiversity protection
Own workforce	Equal opportunities and equal pay, commodities for a comfortable work, sustainability training
Workers in the value chain	Supplier code of Conduct, whistleblowing system
Business conduct	Quality and environmental policies
Pollution	Environmental policies

Strategy and Sustainability

Over the past year, STI Group has taken further steps to strengthen its position as a future oriented European manufacturer. These include the first full year of operation in a new energynutral facility in Oss, investments in 100% electric injection moulding machines, and the acquisition of an in-house sterilisation company. Together, these initiatives enhance production capacity, increase operational independence, and support the company's ambition to integrate sustainability and technological innovation across its operations.



FSC Certified packaging

As part of its commitment to responsible resource use, we are progressively transitioning all paper- and cardboard-based materials to FSC® (Forest Stewardship Council®)–certified sources. FSC certification provides assurance that materials originate from responsibly managed forests that meet stringent environmental, social, and economic standards, thereby supporting biodiversity protection and respect for workers’ and community rights.

Since 2024, all newly developed products are, where technically and regulatory feasible, designed using FSC–certified packaging and paper materials as the default standard.

For existing product portfolios, the transition is being implemented in phases. As of today, approximately 40% of packaging materials have already been converted, with the objective of completing the transition across the full range by 2027.

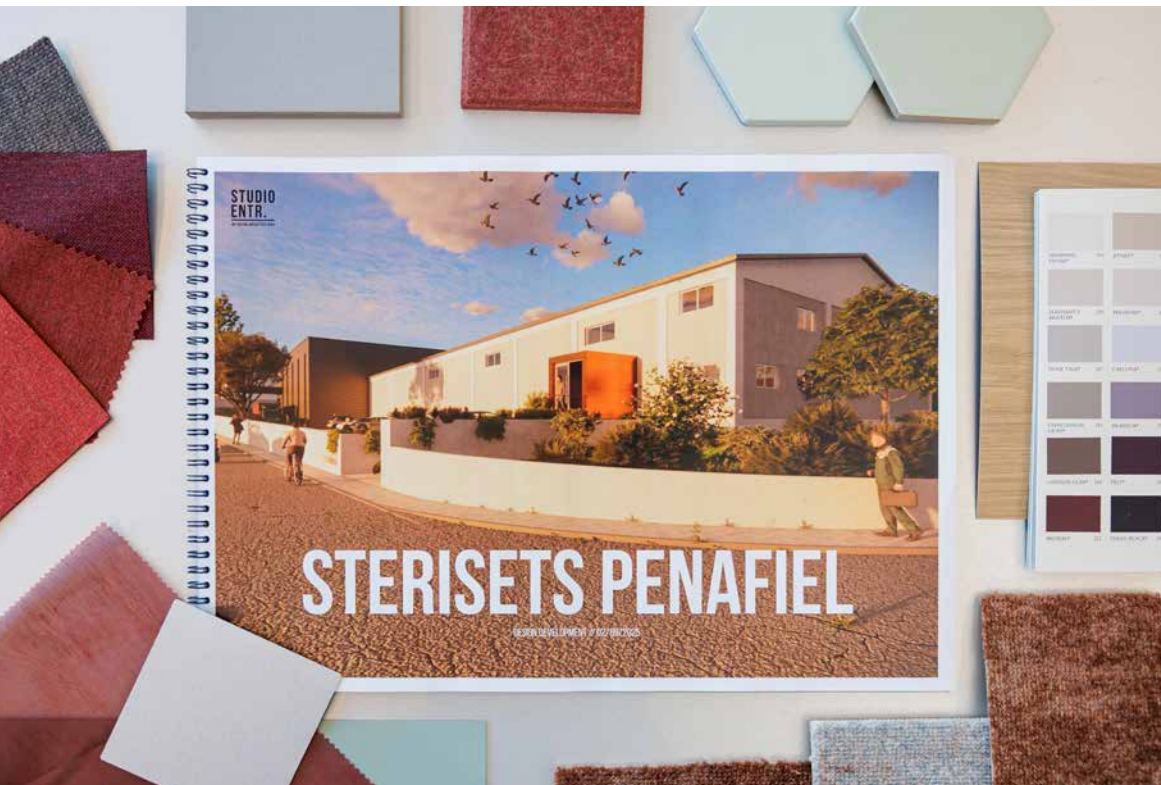
In parallel, STI Group continuously evaluates the efficiency and optimisation of packaging design.

By maximising pallet utilisation—up to a height of 2,35 metres—the company reduces the number of transport movements required per unit shipped. This optimisation contributes to a lower CO₂ footprint per product, particularly in logistics–related emissions, while maintaining product protection and regulatory compliance.

Beyond material sourcing and logistics efficiency, Sterisets International actively reviews opportunities to reduce material use altogether. Regulatory developments, such as the acceptance of electronic Instructions for Use (e-IFU) under the MDR, are closely monitored and assessed to determine where physical documentation can be reduced or replaced by digital alternatives. These assessments are conducted with careful consideration of patient safety, user accessibility, and regulatory requirements.



Looking ahead to 2026



We are dedicated to continue along this strategic path, with several projects already in preparation. One of the most significant initiatives planned for the coming year is the redevelopment of one of our facilities in the region of Penafiel, Portugal. The newly designed facility will include a temperature-controlled warehouse, approximately 750 m² of ISO 8-classified injection molding space, and modern office facilities. Upon completion, the site is expected to accommodate approximately 50 colleagues from 2027 onwards.

The redevelopment will place strong emphasis on creating a safe, efficient, and attractive working environment, while integrating sustainability considerations from the design phase onwards. Energy efficiency and the use of renewable energy sources will be central to the project, with the facility leveraging local conditions—such as solar energy—to support lower environmental impact operations and long-term resilience.



Our Environment Impacts

We actively collect data on energy and water consumption and waste generation as part of our operational processes within our environmental management system. This is a core element for STI Group as it provides us information as a base to identify on site potential for improvements on our environmental performance.

Energy

The energy we use primarily concentrates on our production site, which we acknowledge that it consists as a significant impact on the environment. In 2025, total electricity consumption amounted to 702,51 MWh, with 51,1% derived from renewable energy sources.

Total energy consumption (MWh)

	Renewable (MWh)	Non-Renewable (MWh)	Total energy consumption
Electricity	358,99	343,52	702,52
Fuels (Propane Gas)	0	458,13	458,13
Total energy consumption (MWh)	358,99	801,65	1160,64

Target - electricity consumption (scope 2)

Climate change and energy efficiency: Targeting a 10% reduction in Scope 2 (market based) emissions by 2030 compared to the 2025 baseline. We strive to achieve this target by changing our energy source choices in the upcoming 5 years.



On 31 December 2025, Sterisets International B.V. facility received its official energy certificate, achieving an A+++++ rating, the highest possible classification for utility buildings in the Netherlands. In addition to being energy-neutral, the site demonstrates a net negative consumption of fossil energy. During 2026, we expect to complete the official GPR sustainability audit, after which the facility will be formally certified in accordance with Dutch sustainability standards.

Building efficiency

In 2025, Sterisets International began full operations in its newly developed facility in Oss, following the relocation in December 2024. The building was designed to support operational efficiency while actively reducing the environmental impact of our logistics and office activities.

The 2.500 m² warehouse, with a storage capacity of up to 3.000 pallets, functions as a central buffer between Sterisets Manufacturing and customers worldwide, including Northern Europe, the Middle East, and the United States. By consolidating storage and distribution flows, the facility contributes to more efficient logistics planning and reduced transport-related impacts.

The 400 m² office space was designed in line with modern environmental standards and incorporates energy-efficient solutions, including the installation of 120 solar panels with the objective of increasing on-site energy self-sufficiency. Certified building materials were selected to minimize the environmental footprint of the construction phase.

In addition to environmental considerations, the facility was designed to support employee well-being. Workspaces include ergonomic standing desks, shared coffee machines, and drinking water stations accessible to all personnel, contributing to a comfortable and inclusive working environment.

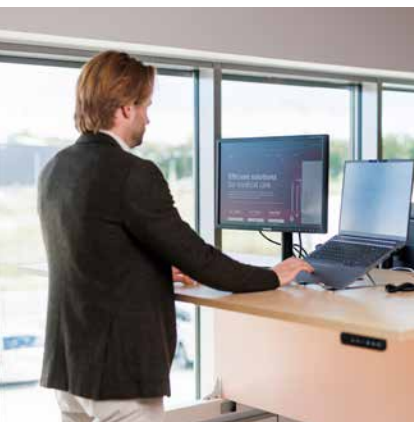
2.500 m² warehouse

3.000 pallet positions

400 m² office space



As the first full year of operation, 2025 marks an important step in controlling and monitoring the environmental impacts associated with Sterisets International's logistics and commercial activities, supported by infrastructure designed with sustainability, efficiency, and long-term performance in mind.



Workspaces

With ergonomic standing desks



Drinking water

Stations accessible to all personnel



EV charging posts

To support electric and hybrid vehicle use



Employee amenities

Shared coffee machines, fruit and drinking water stations accessible to all personnel



Emissions

In 2025 we took our first steps on emissions accounting by conducting a thorough greenhouse gas (GHG) (based on 2024 data) inventory, following the GHG Protocol. Our carbon foot print was made available to our stakeholders in the same year.

Having a significant amount of manufacturing operations, we feel particular responsibility to monitor and reduce greenhouse gas emissions.

Green House Gas intensity kWh:
0,0001 tonCO₂e/€

Scope 1 and 2 Greenhouse Gas (GHG) emissions, tonne CO₂e	
Scope 1 emissions	87,5
Location-based Scope 2 emissions	87,3
Market-based Scope 2 emissions	102,7
Scope 3 Green House Gas (GHG) emissions, tonne CO₂e	
Category 6 - Business traveling (tCO ₂ e)	9,5
Category 7 - Employee commuting (tCO ₂ e)	125,8
Total GHG emissions tonne CO₂e	3278

Emissions from business travel are collected through internal business travel records which monitors air travel.

Emissions from employee commuting are determined through an annual study performed using internal employee survey. The data used to calculate emissions include the number of employees, number of workdays per year, commuting distance, regional transportation statistics, and appropriate emission factors.

	Methodologies
Scope 1	Stationary and mobile combustion: Calculated based on fuel consumption, multiplied by the respective emission factor.
	Fugitive emissions: Estimated based on the quantity of refrigerant gas in each piece of equipment where leaks can occur, multiplied by the specific Global Warming Potential (GWP) of each fluorinated gas used.
Scope 2	Market-based approach: annual electricity consumption multiplied by the supplier-specific emission factor.
	Location-based approach: annual electricity consumption multiplied by the location-specific emission factor.

In our current reporting year, we disclose scope 1, scope 2 and some categories of scope 3 greenhouse gas emissions due to current data available. We do recognize the importance of scope 3 emissions accounting, which are associated from indirect emissions occurring in our upstream and downstream value chain operations. Accounting scope 3 emissions will require close collaboration with our upstream and downstream suppliers.

Our future efforts are focused on improving data quality, but mainly develop new strategies to tackle climate change with actions that contribute directly to reduce emissions from our own operations (scope 1 and 2 GHG emissions).



Climate risks

The Climate risks are directly linked to financial risks, that aggravate with each year passing. We have not yet conducted a formal assessment of climate-related hazards or transition risks across operations and value chain.

The Group recognizes the importance of understanding its exposure and sensitivity to climate-related risks and opportunities. As part of its continuous improvement approach, STI Group plans to conduct a comprehensive climate risk assessment within the next 2–3 years, covering relevant time horizons and potential impacts. Based on the outcomes, the Group intends to define and implement appropriate mitigation and adaptation actions to strengthen resilience.

Pollution

As part of our environmental management system, we have identified possible emergency situations on our production site, which may result in environmental impacts like soil or water pollution if not considered. In result, we have put in place preventive measures to minimize the associated risks.

On our laboratory, we use the Safety Data sheets as a base to handle chemical storage and handling, as well as proper laboratory waste segregation. It is essential we secure safe chemical handling to prevent emergency situations that could pollute the environment or harm our workforce.



Protecting biodiversity and supporting healthy ecosystems

We have identified that our main sites are not located on sensitive biodiversity areas. Nevertheless, biodiversity protection is essential on resilient ecosystems. With this in mind, our commitment to preserving biodiversity can be observed through the following actions.

Insect pollinators, such as bees, play a vital role in sustaining biodiversity by providing essential pollination for a wide range of crops and wild plants. However, with global bee populations in decline, it has become increasingly important to conserve and restore natural habitats to maintain pollination services that are directly linked to global food production and ecosystem health.

Recognizing the importance of protecting these pollinators, Sterisets International B.V. has installed: bee houses, bat habitats, bird nesting boxes and several other similar features at its headquarters in Oss, to support local biodiversity. Our manufacturing site operates in a previous consolidated industrial area.

Supporting Tree planting initiative



Sterisets International supports Bos van Oss, a regional reforestation and nature development initiative in the Netherlands aimed at creating new, sustainable woodland areas that contribute to biodiversity, climate resilience, and community wellbeing. The project focuses on the long-term development of (predominantly) native woodland that strengthens local ecosystems, improves environmental quality, and increases natural carbon sequestration.

As a Silver Planter partner, Sterisets International supported the development of Bos van Oss through a donation enabling the planting of 300 trees in the newly established forest area.

These trees will contribute over time to building healthier habitats for wildlife, strengthening climate resilience, and increasing long-term carbon storage in living biomass and soils. The goals of Bos van Oss align closely with Sterisets International's commitment to environmental stewardship and responsible resource use.

As a European production company, we recognize the importance of contributing to climate mitigation and biodiversity protection at both local and global levels. Supporting reforestation initiatives within our own region reinforces the principle that sustainability begins close to home, while contributing to broader environmental objectives.

Through this initiative, we are not only reducing our ecological footprint but also actively restoring local biodiversity and air quality.



Water consumption

We are not considered a water intensive company, however we do use a significant amount of water as a raw material on our production site. Our water discharge only consists of bathrooms use water discharge or cleaning procedures water discharge. In the reporting year, our total withdrawal totalled 2422,69 m³, and 390 m³ totalled water used in processes.

According to the WRI's Aqueduct Water Risk Atlas, which provides an interactive map of a water stress indicator, our site in Penafiel (PT) is located on a medium-high water stress region. As for our site in Oss (NL), sits in an area of significant highwater stress.

To reduce unnecessary water usage, our machines are equipped with a closed-loop water recirculation cooling system.



Circular economy, resource use and waste management

Responsible Material Sourcing

Our resource use consists mainly of raw materials production processes and packaging materials used in our production facility.

As part of its commitment to responsible resource use, STI Group is progressively transitioning all paper- and cardboard-based materials to FSC®-certified sources. FSC certification provides assurance that materials originate from responsibly managed forests and meet environmental, social, and economic standards.

Since 2024, all newly developed products use FSC-certified paper and packaging materials as the default standard, where technically and regulatory feasible.

For existing products, the transition is being implemented in phases. As of 2025, approximately 40% of packaging materials have been converted, with full transition targeted by 2027.

In addition, we favor packaging materials solutions with recycled content, whenever technically feasible and in compliance with quality requirements

FSC® certified



Recyclable
packaging

Environmental Management and Continuous Improvement



At the Portuguese production facility, the implemented Environmental Management System (EMS), planned for certification in 2026, supports the monitoring of waste streams and the identification of opportunities to increase recycling rates and reduce waste generation. This structured approach reinforces continuous improvement in resource use and circular practices.

We have been following a waste management hierarchy as described on our Environmental Policy. Where possible, we promote the repair before sending to waste strategy to extend objects and equipment life cycle, which is ensured by our maintenance team. Where feasible, wooden pallets and carton boxes are reused for internal transportation, supporting waste reduction and resource efficiency within operations.

A training program was set in motion at the end of the year, aimed to raise awareness through the disclosure of the main environmental impacts of Sterisets and the importance of waste separation for recycling purposes. The aim of these training sessions is to reach all Sterisets Manufacturing S.A. employees representing around 94% of our workforce. It is a target to which we are dedicated and determined to accomplish by 2026, to ensure effectiveness of recycling practices.

The training actions together with the installation of several recycling bins in our Portuguese facilities in replacement of the traditional waste bins, are part of our waste management improvements to ensure an effective waste management across all facilities.

Packaging Design and Logistics Efficiency

Sterisets International continuously evaluates packaging design to improve material efficiency and logistics performance. Reducing our environmental impact on transport operations is also a top priority. Pallet utilisation is optimised up to a height of 2,35 metres, reducing the number of transport movements required per unit shipped.

This optimisation supports a lower CO₂ footprint per product, particularly for logistics-related emissions, while maintaining product protection and regulatory compliance.

Waste generated in operations

In 2025 we measured around 132,6 tons of waste. In 2024/25, a comprehensive waste mapping pilot was conducted at our site in Penafiel, Portugal, identifying opportunities to separate more clean material fractions from production waste for improved reuse and recycling. Industrial waste streams are separated by type, including plastic and paper/cardboard, and handled exclusively by licensed waste contractors to ensure appropriate treatment. In 2025, 72,5% of total waste generated was diverted from disposal through recovery and recycling operations. Within this total, 40,7% of total waste generated was directed to recycling processes. Our waste volume largely depends on rejected finished products at our production site as for example, rejected syringes. Production scrap is accounted for, and plastic waste generated from injection molding processes is shredded and transferred to certified contractors to support material repurposing.

Hazardous waste amounted to 0,606 tons, representing in 0,46% of total waste, which results from our laboratory testing processes and maintenance operations. For this, we actively partner with certified waste management operators to ensure proper handling.

The collection of our annual mass flows is currently under development. Reliable data is not yet available for the current report – we plan to report these key figures for the first-time next year.

40,7% of waste was recycled – 53,96 tons

72,5% waste diverted to recovery operations



Celebration of World Environmental Day



At the beginning of June we celebrated Children's Day (June 1) and World Environment Day (June 5) through a creative contest: Future Green Heroes. An initiative by Sterisets aimed at raising environmental awareness among the children of our employees. The goal was to encourage creativity and artistic expression through the reuse of materials, all around the central theme of sustainability.

We were very happy to see the enthusiasm of the children and contemplate the strong messages behind each project.

People and community



Our Workforce

At the end of 2025, STI Group had 197 employees. The female to male ratio of the management team was 50%.

The gender distribution in our company and total number of employees are presented in the next tables (by headcount).

Gender	N° of employees (headcount)
Female	160
Male	37
Total employees	197

The paygap in 2025 was 19% in Portugal and 13% in Netherlands. Gender paygap was calculated using the uncontrolled gender pay gap methodology, which compares the average gross hourly earnings of all male and female employees across the workforce, without adjusting for differences in job function, seniority, working hours, education, or other influencing factors

Country (of employment contract)	N° of employees (headcount)
Netherlands	12
Portugal	185
Total employees	197

Percentage of employees covered by collective bargaining agreements – 93,9%

Type of contract	N° of employees (headcount)
Temporary contract	25
Permanent contract	172
Total employees	197

In every country we operate, we ensure that our employees a salary equal to or greater than the statutory minimum wage in accordance with the national laws.

19% male

81% female

25,8%

the staff turnover rate in the reporting period

People and community



17

work related accidents were recorded, over the course of the year.

7,76

injury rate

2000

hours of work a year per one full-time worker

All employees undergo the initial internal training programme the Group's Quality Management System, designed to ensure appropriate onboarding and to equip personnel with the necessary technical skills, operational knowledge, and compliance awareness.

STI Group fosters continuous learning by actively engaging with external stakeholders and sustainability-related initiatives. Employees participate in relevant webinars, workshops, and training sessions to stay informed on evolving ESG practices and regulatory expectations.

At current time, we are unable to disclose specific information regarding the training provided, broken down by gender, due to current data collection constraints. Addressing this limitation has been identified as a priority, and the Group is committed to improving its data monitoring processes to enable comprehensive disclosure in future reporting periods.

We recognize that safety goes beyond physical conditions. It also means creating an environment in which people feel respected, heard and protected. In 2026, we plan to raise awareness of harassment and bullying among our teams by providing training on identifying inappropriate behaviour and reporting procedures.



Internship programs

We support skills development and knowledge transfer by offering internship opportunities for young professionals. Through a partnership with the Faculty of Sciences of the University of Porto, we provide internship programs in the area of Quality at our production site, creating practical learning opportunities in an industrial and regulated environment.

In 2025, one internship program was successfully concluded, with the trainee continuing the initial work as a full-time employee, demonstrating the program's

effectiveness in developing relevant skills and supporting long-term employability. In the same year, a second trainee joined the organization, ensuring continuity in knowledge transfer and learning.

We recognize our responsibility to contribute to the development of future generations by sharing expertise, providing hands-on experience, and supporting professional growth by providing training. These initiatives reflect our commitment to people development and to strengthening the long-term capabilities of our workforce.

Social Impact

The mission. Open access to knowledge and the protection of human rights which are essential foundations for resilient, democratic, and inclusive societies.

Sterisets International is proud to partner with Prix Voltaire International, an organization dedicated to the protection of fundamental freedoms, with a particular focus on freedom of expression, access to knowledge, and the safeguarding of cultural and intellectual heritage. The organization supports individuals and institutions facing censorship, political repression, or conflict, ensuring that education, information, and ideas can continue to circulate freely across borders.

This mission aligns closely with Sterisets International's understanding of social responsibility.

As a European manufacturer operating within the European Union, the company is guided by principles of human dignity, freedom, democracy, equality, and respect for human rights, as reflected in EU legislation and international frameworks such as the UN Sustainable Development Goals.

Sterisets International recognizes that responsible business conduct extends beyond environmental performance and labor standards. In the context of global supply chains and international markets, ethical business practices also include supporting the free exchange of knowledge, which underpins innovation, education, and informed decision-making worldwide.





Sterisets Open Day

On 24th of May we opened our doors at Sterisets Manufacturing S.A. (PT) to welcome our family colleagues to celebrate together everything we work for daily. The organization of this event by our events group aimed to provide a light-hearted day of sharing and joy. More than a workforce the company values the community sense between our colleagues.

This day was marked with outdoor activities, guided visits conducted by departments managers which were presented with children curiosity eyes.



Governance

STI Group is committed to conducting its business fairly, ethically, and in compliance with applicable laws and regulations. Governance within the Group is founded on integrity, transparency, and accountability, supporting responsible decision-making across operations and the supply chain.

Oversight of environmental, social, and governance (ESG) matters is ensured by the Management Team, which guides and monitors ESG-related topics as part of its overall governance responsibilities. In accordance with the VSME, STI Group confirms that it does not generate revenue from excluded sectors such as fossil fuels, tobacco, controversial weapons, or harmful chemical products.

Ethical conduct is a core expectation for all employees, management, and business partners. This commitment is reflected in the Group's Code of Ethics and Supplier Code of Conduct. In line with the principles of the United Nations Universal Declaration of Human Rights, we are committed to respecting fundamental human rights. We have a zero-tolerance approach to harassment, physical or mental punishment, and any form of abuse, and we ensure that our working environment is safe and respectful. While these principles are embedded in current practices, STI Group plans to develop a dedicated Human Rights Policy in 2026 to further strengthen its approach and governance.

In 2025 the STI's Group governance body consisted of 2 male board members, resulting in a gender diversity ratio of 0%.

Business conduct policies

STI Group takes a zero-tolerance approach to modern slavery and human trafficking. In accordance with the UK Modern Slavery Act 2015, the Group publishes an annual Modern Slavery and Human Trafficking Statement, outlining actions taken to identify, prevent, and mitigate risks within its own operations and supply chains. Human rights principles are embedded in the Group's Code of Ethics, Human Rights Principles, and Responsible Sourcing Policy, which prohibit forced labour, bonded labour, child labour, human trafficking, and exploitative practices.

Supply chain governance is a key element of STI Group's approach to risk management. All suppliers and sub-suppliers are expected to comply with the Supplier Code of Conduct, which sets minimum standards for legal compliance, ethical business behaviour, respect for human rights, labour conditions, environmental protection, and anti-corruption practices.

The Supplier Code of Conduct is based on internationally recognised standards, including UN Guiding Principles on Business and Human Rights and ILO (International Labour Organization) conventions, and requires suppliers to take a clear stance against forced labour, child labour, discrimination, and inhumane treatment. Suppliers are responsible for communicating these requirements throughout their own supply chains. There have been no reported violations or convictions related to corruption or bribery in our own operations or supply chain.

Sterisets operates with a whistle-blower system in place in accordance with the terms set out in the General Regime for the Protection of Whistle-blowers (Decree-Law no.109-E/2021) and the Directive (EU) 2019/1937 of the European Parliament and Council. The system provides a secure channel for reporting suspected misconduct, unethical behaviour, or violations of applicable laws and internal policies. Sterisets is committed to protecting reporting persons from retaliation, discrimination, or any form of adverse treatment. All reports are handled confidentially and reviewed in line with established procedures.

During the reporting year we updated our Environmental Policy and made available to all stakeholders by publishing on our website. The principles and commitments of this policy define our general commitments to environment protection. On our 2026 agenda we expect to put in practice a Sustainable Procurement Policy, to further select suppliers based on a more robust sustainable evaluation system.

STI Group recognises that strong governance is an ongoing critical process. Through regular policy review, training, due diligence, and stakeholder engagement, the Group aims to continuously strengthen its governance framework and ensure responsible business conduct across all markets in which it operates.

Thank you

To all our colleagues who collaborated in the creation of our first ESG Report.

More information about STI Group sustainability can be found at www.sterisets.com/about-us/esg/

Contact information

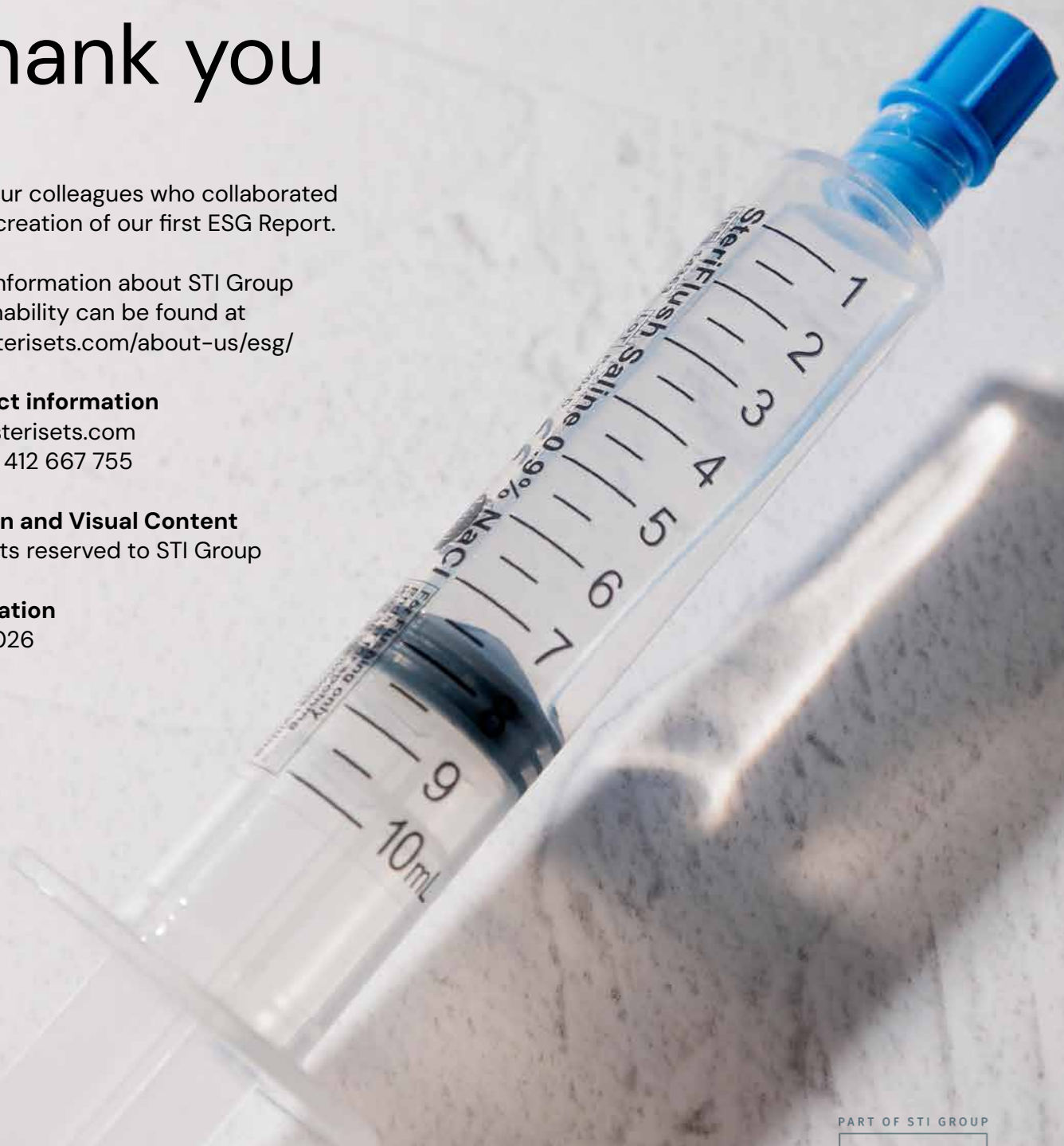
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Publication

May 2026



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