

**SUMMARY OF MATERIAL MODIFICATIONS
TO THE
401(k) PLAN FOR SOTERA HEALTH**

Your Employer has amended the **401(k) Plan for Sotera Health** (the “Plan”) effective as of January 1, 2023. This is a brief summary of the amendment. The Plan document will govern all situations concerning the provisions of the Plan. This summary is not a part of the Plan document.

Your Summary Plan Description (“SPD”) is modified to reflect the changes in connection with the merger of the RCA 401(k) Profit Sharing Plan and certain other changes as follows:

1. The section titled **Additional Adopting Employers** on page 1 of the SPD is modified to read as follows:

Additional Adopting Employers

Nelson Laboratories, LLC; Sterigenics U.S., LLC; Nelson Laboratories Fairfield, Inc.; Sotera Health Services, LLC; Sterigenics Radiation Technology IN, Inc.; Sterigenics Radiation Technologies, LLC; Nelson Laboratories Bozeman, LLC; and Regulatory Compliance Associates Inc. have also adopted this Plan as Adopting Employers for the benefit of any of their employees who are eligible to participate. Any reference to the Employer in this summary will generally also be a reference to any Adopting Employer.

2. The bulleted section titled **Eligible Employees** under **How You Become a Participant** on pages 3 and 5 of the SPD for both 401(k) Contributions and Safe Harbor Matching Contributions is modified to read as follows:

- **Eligible Employees.** All employees are Eligible Employees for this part of the Plan except (a) Union Employees; (b) Non-Resident Alien Employees; (c) Leased Employees; (d) Interns; and (e) All Employees other than Employees of the Employer or Adopting Employer. Employees classified as Puerto Rico Based Employees are also ineligible to participate under the Plan.

3. The last sentence of the first paragraph of the section titled **Automatic Enrollment** on page 4 of the SPD is modified to read as follows:

If you were an employee of BioScience Laboratories, LLC hired prior to January 1, 2022, or an employee at Regulatory Compliance Associates Inc. hired prior to January 1, 2023, you are not subject to automatic enrollment.

4. The section titled **How Your Compensation is Determined** on page 4 of the SPD is modified to read as follows:

HOW YOUR COMPENSATION IS DETERMINED

In general, you can make 401(k) Contributions from all of the Compensation that is paid or made available to you during the Plan Year, excluding any Compensation received (a) prior to the date you become a Participant with respect to this part of the Plan; (b) as Military Differential Wage Payments; (c) as awards (including any awards made under the 2020 Omnibus Incentive Plan, or any subsequent stock plans); (d) as severance pay; (e) as education assistance; (f) as service awards; (g) as referral bonus; (h) as benefit credit; (i) as moving expenses; (j) as car allowance; (k) as gift cards; (l) as deceased wages; (m) as taxable fringe benefits (including imputed income); and (n) as sign-on bonuses.

5. The section titled **How Your Compensation is Determined** on page 5 of the SPD is modified to read as follows:

HOW YOUR COMPENSATION IS DETERMINED

In general, the amount of any Safe Harbor Matching Contributions made on your behalf is based on all of the Compensation that is paid or made available to you during the Allocation Period, excluding any Compensation received (a) prior to the date you become a Participant with respect to this part of the Plan; (b) as Military Differential Wage Payments; (c) as awards (including any awards made under the 2020 Omnibus Incentive Plan, or any subsequent stock plans); (d) as severance pay; (e) as education assistance; (f) as service awards; (g) as referral bonus; (h) as benefit credit; (i) as moving expenses; (j) as car allowance; (k) as gift cards; (l) as deceased wages; (m) as taxable fringe benefits (including imputed income); and (n) as sign-on bonuses. However, no contributions will be made with respect to Compensation in excess of the annual dollar limit on Compensation, which is announced annually by the IRS and is currently \$305,000 for the 2022 calendar year.

6. The section titled **Other Protected Benefits, Grandfathered, and Superseding Plan Provisions** on page 10 of the SPD is modified to add the following:

- Your Matching Contribution Account and Profit Sharing Contribution Account transferred from the RCA 401(k) Profit Sharing Plan will vest according to the following schedule:

1 Year of Vesting Service	20% Vested
2 Years of Vesting Service	40% Vested
3 Years of Vesting Service	60% Vested
4 Years of Vesting Service	80% Vested
5 Years of Vesting Service	100% Vested

If you terminated prior January 1, 2014, your Matching Contribution Accounts and Profit Sharing Contribution Accounts transferred from the RCA 401(k) Profit Sharing Plan will vest according to the following schedule:

1 Year of Vesting Service	0% Vested
2 Years of Vesting Service	20% Vested
3 Years of Vesting Service	40% Vested
4 Years of Vesting Service	60% Vested
5 Years of Vesting Service	80% Vested
6 Years of Vesting Service	100% Vested

- Your Safe Harbor Profit Sharing Contribution Account transferred from the RCA 401(k) Profit Sharing Plan is 100% Vested.
- Your Matching Contribution Accounts, Profit Sharing Contribution Accounts and Safe Harbor Profit Sharing Accounts transferred from the RCA 401(k) Profit Sharing Plan are available for an in-service distribution at age 59½.
- If you have an outstanding loan in the RCA 401(k) Profit Sharing Plan that is transferred to this Plan, your loan will continue to be subject to the current \$6.25 quarterly maintenance fee.

These summary pages should be filed with the Summary Plan Description booklet that has previously been distributed.