
2023 Corporate Social Responsibility Report

A MESSAGE FROM OUR CEO

I am pleased to share Mirion's inaugural Corporate Social Responsibility Report. As we continue to grow, we believe that it is important to share where we currently stand and where we aim to be from a corporate responsibility standpoint.

Mirion's mission is to harness our unrivaled knowledge of ionizing radiation for the greater good of humanity. Therefore, we are always seeking new, innovative ways for our diverse portfolio of solutions to advance the safe use of ionizing radiation and nuclear technology sustainably and responsibly. We are committed to ensuring that every aspect of our business plays a role in making the world a better place.

As a mission-driven company, safety is at the core of everything that we do. Whether we are enabling the safe production of nuclear power, providing a safer working environment for medical professionals, assisting patients to obtain the life-saving treatments they need, or helping protect heroes on the front lines, Mirion is dedicated to technological excellence and improving the human condition.

Mirion's portfolio of radiation safety solutions are offered across our two business segments, Technologies and Medical. Our Technologies solutions are designed to protect people, property, and the environment from the harmful effects of ionizing radiation to help create a safer, greener world. Our Medical solutions enhance the effectiveness of life-saving medical procedures in nuclear medicine, radiation therapy, and imaging. We provide an unmatched range of proven technologies and unrivaled expertise in radiation safety and science, partnering with our customers to solve essential radiation safety challenges today, and empower their innovation for a better tomorrow.

Our team deeply understands the criticality of our work, and we are proud that our efforts positively impact the world. For example, we strongly believe nuclear power will play a critical role in the global green energy transition. This is supported by the recent inclusion of nuclear power as a green energy source in the European Union's taxonomy. We expect traditional nuclear power, along with the development of small modular reactors, to enable global carbon neutrality. In fact, we do not see a path to achieving sustainable carbon neutrality that excludes further investment in nuclear power.

We take our role as a corporate citizen seriously and we aim for a positive impact on our employees, customers, and shareholders – as well as the broader communities in which we operate. We have formalized this commitment with the introduction of our corporate social responsibility platform. To advance in our responsibility journey, we have implemented actions across the business, including the following:

- **Established employee engagement and inclusion initiatives:** We are committed to ensuring that Mirion is an inclusive, supportive environment for all our employees. We have a well-established mentorship program and have launched our first global employee resource group, "Women@Mirion", with the goal of connecting women across Mirion's organization and enabling them to collaborate and empower one another.

- **Initiated the collection of energy consumption data:** We believe that it is important to measure and address our environmental impact. We have started to collect energy consumption data at each of our facilities to identify potential improvement areas and implement energy- and cost-saving initiatives.
- **Formalized supply chain policies:** We aim to work with business partners that are aligned with our values. We have established a Code of Conduct for our suppliers, and we are working toward additional vendor oversight and audit programs. Additionally, we published a statement on human and labor rights that applies to all our operations and vendors.

These are just a handful of the initiatives that we have undertaken to-date. We are actively looking for new and innovative ways to improve our corporate social responsibility efforts. To this end, we are incorporating feedback from a broad range of our stakeholders, starting with our employees, to develop a stakeholder-informed strategy and move in a unified, inclusive direction to further our goals.

We expect that investing time and effort into advancing our corporate social responsibility platform will give rise to new, innovative opportunities and help us build upon our existing competitive advantage in our chosen end markets. We strongly believe that our commitment to these initiatives makes Mirion a safer, stronger employer, partner, and investment. I look forward to keeping you updated as we continue to advance on this journey.

Respectfully,



Thomas Logan, Chief Executive Officer



**Vital Protection.
Transformative Potential.**

Mirion solutions sit at the center of reduced risk and harnessed opportunity, ensuring safety and advancing innovation for people and the planet alike.



OUR MISSION

To harness our unrivaled knowledge of ionizing radiation for the greater good of humanity.

OUR VALUES

INTEGRITY

We uphold the letter and the spirit of all relevant laws, regulations, and policies, embracing our obligations with regard to social responsibility and environmental stewardship.

COMMITMENT

In all aspects of our operations, we foster ethical policies that drive positive impacts on the people and the various communities that we influence. We provide: Customers with the highest value products and services; Employees with a safe and engaged workplace infused by a culture that seeks continuous feedback and improvement; and Shareholders with rewarding growth and prudent capital management.

ACCOUNTABILITY

We meet our commitments in a disciplined, process-oriented fashion; and accept clear accountability for our actions.

INNOVATION

We are ionizing radiation experts, creative and entrepreneurial in our approach to the varied opportunities presented by our unique focus, ensuring that our market leadership is extended well into the future.

RESPECT

We value teamwork, practicing intellectual honesty and candor, with a clear focus on the situation, not the individual. We promote a diversity of backgrounds, experiences and perspectives in our workforce and provide a collaborative, supportive and respectful working environment that encourages participation and inclusion of all employees.



About Mirion

Mirion is a leading provider in radiation safety, science and medicine, empowering innovations that deliver vital protection while harnessing the transformative potential of ionizing radiation across a diversity of end markets. The Mirion Technologies group provides proven radiation safety technologies that operate with the highest levels of precision – from R&D labs, to critical nuclear facilities, and on the front lines. The Mirion Medical group solutions enhance the delivery and ensure the safety of healthcare, powering the fields of Nuclear Medicine, Radiation Therapy QA, Occupational Dosimetry, and Diagnostic Imaging. Headquartered in Atlanta (GA – USA), Mirion employs approximately 2,700 people and operates in 12 countries.

In partnership with our customers in nuclear power plants, military and civil defense agencies, hospitals and clinics, universities, national labs, and other specialized industries, Mirion strives to deliver cutting-edge products and services that constantly evolve based on the changing needs of our customers.

Combining state-of-the-art technology with exceptional customer service, Mirion is dedicated to providing an unmatched experience in radiation detection, instrumentation and medical applications.

Business Segments

Our solutions have critical applications in the medical, nuclear energy and defense markets, as well as in laboratories and scientific research, analysis, and space exploration. Many of our markets are characterized by the need to meet rigorous regulatory standards, design qualifications, and operating requirements. Throughout our history, we have successfully leveraged the strength of our expertise in ionizing radiation to continually drive innovation and expand the commercial applications of our core technology competencies.

Medical

Products focused on enhancing the effectiveness and safety of life-saving procedures, including:

- medical diagnostics;
- cancer treatment; and
- practitioner safety



Technologies

Products focused on addressing critical radiation safety, measurement and analysis, including applications across:

- nuclear energy;
- defense;
- laboratories and research; and
- other industrial markets







ESG at Mirion

Our culture and core values are central to how we operate and grow as a company. As part of our culture, we recognize the importance of corporate social responsibility to our employees, customers and shareholders. For this reason, we are excited to report on our programs to drive innovation and growth while building upon the commitments of our corporate values.

Key Topics

As we began evaluating sustainable and socially responsible priorities at Mirion, we considered input from stakeholders, (employees, customers and shareholders) regulatory agencies, ESG rating agencies and frameworks.

Our list of key topics we have focused on and will highlight in this report includes the following:

	Responsible Products and Services		Environmental
	<ul style="list-style-type: none"> Innovation, Quality and Safety Supply Chain Management 		<ul style="list-style-type: none"> Energy Management Waste Management
	Social		Governance
	<ul style="list-style-type: none"> Human and Labor Rights Diversity and Inclusion 		<ul style="list-style-type: none"> Ethics and Compliance Corporate Governance

ESG Oversight and Sponsorship

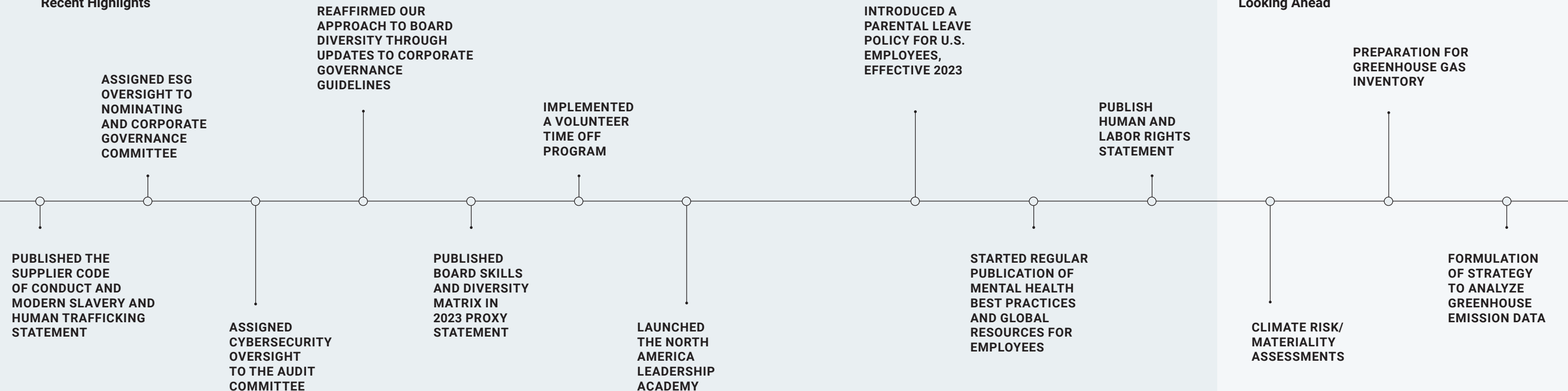
Our Nominating and Corporate Governance Committee, working together with our Compensation and Audit Committee, is responsible for overseeing the Company's activities with respect to ESG matters.

Internally, our Chief Legal Officer/Chief Compliance Officer, Chief Human Resources Officer, and Investor Relations Manager provide tactical day-to-day management of ESG initiatives at Mirion, with sponsorship and oversight from our Chief Financial Officer. Additional internal subject matter experts from areas such as R&D, product management, and compliance are engaged on a regular basis to provide their insight and expertise to relevant topic areas, in addition to employees across the organization who support our ESG initiatives.

Stakeholder Outreach

We aim to regularly engage our stakeholders on ESG matters. Our Board of Directors receives ESG updates on a quarterly basis through the Nominating and Corporate Governance Committee of the Board. We have a dedicated page on our external website to address ESG matters: mirion.com/responsibility. On our internal website, we also provide a space to update employees on the ESG program and initiatives and request their feedback, comments, and suggestions.

Recent Highlights





Responsible Products & Services

Product Innovation

Developing state-of-the-art technology is central to our success as a company. For more than 60 years, we have delivered products and services that enable our customers to harness ionizing radiation for applications that benefit the health, safety, and technological progress of humanity. We continually look for ways to drive further innovation and product strategy while maintaining our strict quality standards. The design, specification, and launch of new products are overseen by our Chief Product Officer.

Our products and services have direct, positive impacts on communities and our stakeholders. We are a leader in providing products to facilitate the safe handling of nuclear materials. Products such as radiation monitoring systems and reactor instrumentation protect workers, while our products are used in external monitoring systems to protect broader communities and the environment. We also enable the development of low-carbon technology, playing a direct role in the clean energy transition. Due to our operations in heavily regulated industries, we focus on creating high-quality, long-lasting products that adhere to all applicable laws and regulations.

Our medical devices are likewise held to strict quality control and safety standards. These products are focused on enhancing the effectiveness and safety of life saving procedures such as medical diagnostics and cancer treatment, while ensuring the safety of practitioners.



Genie™ Spectroscopy Software



SunSCAN™ 3D Water Scanning System



DMC 3000™ Personal Electronic Dosimeter



Instadose®+ Wireless, On-Demand Dosimeter



CRC®-55tW Dose Calibrator/Well Counter



SPIR-Ace™ Radionuclide Identification Device (RIID)

Product Quality and Safety

Safety is at the core of Mirion's mission and values as we provide products and services that allow our customers to safely fulfill critical tasks related to the measurement of radiation. At Mirion, safety is everyone's responsibility and employee safety is a top priority. We strive for a zero-accident rate. All employees attend regular safety training, as required by and beyond applicable regulations, to establish and continually improve safe working practices and conditions. Any site authorized to use radioactive material and/or ionizing radiation has designated a Radiation Safety Officer (RSO) to implement and maintain radiation safety as well as compliance with regulatory requirements. Our RSOs go through a rigorous training process according to regulatory requirements.

Safety is of crucial importance at every stage of product design and development. We comply with all applicable safety regulations as well as with testing, labeling, monitoring, and external audit requirements across both the nuclear and medical sectors. We maintain all internal controls and external certifications necessary to meet the

rigorous standards, design qualifications, and operating requirements of our end markets. Both our Chief Product Officer and our Chief Technology Officer oversee each phase of product development to ensure that the product complies with all applicable regulations and standards and has been thoroughly tested before it is formally released for commercial use. Development and production processes integrate test procedures to ensure that all products delivered are safe and meet or exceed their specifications.

As our products and related manufacturing processes differ widely, safety and quality targets are tailored to each product to mitigate unique safety and quality risks. Additionally, each site has a quality management system that is compliant with the applicable standard (e.g., ISO 9001, ISO 13485 or ISO 17025, the U.S. Nuclear Regulatory Commission 10 C.F.R. 50 Appendix B and the American Society of Engineers ASME NQA-1). Executive leadership is notified of any major issues and oversees product performance and reporting.

Supply Chain Management

Our manufacturing activities are focused on the production of the core value-add devices and components of our products, while we also outsource certain non-core components and sub-assemblies. We expect our suppliers to deliver zero-fault quality and will not accept any defective supplies or supplies presenting safety issues. We closely cooperate with suppliers to ensure they meet our requirements. Our sales channel partners (i.e., distributors and agents) are trained on a continued basis, both on our business standards of ethical conduct and on our products. Product training is focused on enabling our sales channel to support our customers' safe and efficient use of Mirion solutions.

At Mirion, we understand the importance of addressing ethical standards within our operations and throughout the supply chain. We hold our supply chain partners and sales channel partners to strict ethical, labor, and human rights standards as outlined in our [Supplier Code of](#)

[Conduct](#) and our [Code of Conduct for Distributors and Agents](#). Key topics addressed include the prohibition of child or forced labor, human trafficking and harassment, fair wages and working conditions, health and safety, and freedom of association. We expect all of our business partners to comply with all applicable laws and regulations, and reserve the right to undertake due diligence reviews and screening of our suppliers to ensure expectations are being met.



Environment

Our Approach to Environmental Oversight

Mirion is committed to being a responsible steward of the environment. We understand environmental management is important to our stakeholders (employees, customers, shareholders), and we care about the environmental impact we have on the communities in which we operate. In addition, we recognize the importance of the management of climate risks, and our use of sustainable resources. Protection of the natural environment is part of our goal to conduct our business in a safe and responsible manner, and we strive to improve our own environmental performance through the efficient use of natural resources and compliance with all applicable environmental laws and regulations. Four of our largest production sites maintain ISO 14001 Environmental Management Systems. Environmental impact is currently monitored at the facility level, and we continue to explore ways to enhance our environmental oversight enterprise-wide.

Our Impact

Energy management has emerged as an important issue for Mirion and our stakeholders as we consider the impacts of climate change. Climate-related risks pose a potential threat to our business and operations. With this in mind, we have begun monitoring our energy consumption at the facility level to help us better understand where we can make improvements and implement energy-saving initiatives. We plan to continue monitoring our progress in this area, including evaluating methods to calculate our scope 1 and 2 greenhouse gas (GHG) emissions.

Nuclear power is a low-carbon source of energy. As a producer of nuclear technologies, we play a key role in the transition to a low carbon economy. By allowing the safe handling and monitoring of nuclear materials and nuclear power production processes, we support the production of low-carbon electricity within an increasingly de-carbonized global energy system. Our products have multiple applications to make a safer, greener world, such as monitoring potential nuclear emissions and protecting workers in nuclear energy facilities.

Outside of energy usage, our impact on natural resources is low. Our products are meant to be long-lasting; once in place, they last for decades. This means end-of-life waste from our products is low. Due to regulatory standards for nuclear and medical waste products, the recyclability of these materials is limited and disposal requirements are stringent. Any manufacturing waste from our production sites is handled via certified third parties. We also use minimal water, as it is not a primary input to our production processes. Any industrial wastewater is disposed of and treated through the proper channels.



At the beginning of 2023, our Technologies group launched an initiative called the Eco-Challenge. Its objective is to reduce GHG emissions and energy consumption across the group by promoting sustainable working practices, and to raise awareness for environmental issues across our enterprise. Facilities and employees will be encouraged to undertake energy management-focused actions such as installing LED lights, installing motion sensors to reduce electricity usage, replacing single use plastics with reusable options, and installing more efficient manufacturing equipment. The Eco-Challenge will also include launching site-specific campaigns to educate employees on small, eco-friendly actions they can take. This underlines our effort as a collective organization to make a positive impact on the environment. We will monitor progress against this initiative during 2023 and revisit this challenge on an annual basis.



Social

Employees

Our dedicated team of more than 2,700 diverse contributors enable and empower the work we do every day. Our employees are our most valuable resource, and as an organization we continuously strive to improve the Mirion employee experience for both the retention of our people and the strengthening of our organization. [Visit our website](#) for information on our human capital-related policies, including our stance on labor rights and anti-bribery/corruption.

Talent Recruitment and Development

The strength of our people underpins our efforts to execute our strategy and continue to design, manufacture and market innovative products and services. We invest in our employees' career growth and provide a wide range of development opportunities, including mentoring, product and sales training, and compliance training. We also have a "Training for Everyone" program available to our U.S. employees, offering a variety of soft skills and technical trainings on demand.

We encourage clear goal setting and routine check-ins between employees and their managers as key human capital measures and objectives. We utilize a third-party system for performance management, including goal setting and feedback gathering, and ensure that the process is accessible to all employees. Additionally, we offer a leadership academy to invest in and develop talent and prepare our team members for career advancement.

Employee Engagement

We regularly collect employee feedback to better understand and improve employees' experience and identify opportunities to strengthen our culture. Through surveys, town halls, emails, and other platforms, we hear directly from employees on what is working well, what we can do better, and how well our employees understand and are practicing our values. We frequently report employee engagement results to our Board of Directors to drive action in response to employee feedback.

In our most recent employee engagement survey, with over 78% participation, Mirion received an employee Net Promoter Score of 7.2. From the valuable information gathered through this survey, we learned that while the majority of employees would promote Mirion as a good place to work, we have areas of opportunity to improve employee satisfaction.

Benefits and Wellness

In addition to competitive compensation, Mirion offers a variety of benefits* to promote personal and professional development including:

- Telecommuting and flexible work schedules
- Comprehensive medical, dental and vision coverage for employees and their families
- A 401(k) plan with an employer match of up to 4% for eligible employees
- PTO programs, including parental leave, personal, sick, and bereavement time off
- Workplace support for families and children such as childcare benefits including dependent care assistance via employee FSAs and access to an Employee Assistance Program (EAP)
- Eight (8) hours of paid Volunteer Time Off (VTO) for employees at participating sites

*Examples shown are primarily benefits for U.S. based employees

Employee Health and Safety

We are committed to providing a safe and healthy working environment for all Mirion people. We recognize some areas of the Mirion business, including those related to nuclear materials, are particularly sensitive and highly regulated. We are deliberate in designing programs to protect our employees and mitigating potential workplace incidents that could arise.

Mirion employees are always encouraged to speak up and report any concerns of wrongdoing through multiple, independent avenues we provide. Employees can report concerns to their local Health and Safety Manager, Site Manager, or directly to the company-wide Compliance Office. Employees can also make anonymous reports via Mirion's Whistleblower hotline, available 24/7 in all local languages, via telephone, email or web interface, as listed in our Code of Business Conduct. In 2023, we expanded this reporting capability to allow our suppliers, distributors, and other third parties to make reports, including anonymously.

Our facilities self-report any accidents and near-misses, and each site maintains an emergency response plan. Our Chief Human Resources Officer oversees health and safety at the management level and reports out to the Board of Directors

2022 Workplace Safety: At-a-Glance



Diversity, Equity, and Inclusion (DEI)

We are committed to fostering a diverse and inclusive workplace that attracts and retains exceptional talent. We value teamwork, practicing intellectual honesty and candor. We support a diversity of backgrounds, experiences and perspectives in our workforce and promote an engaging workplace that encourages participation and inclusion of all employees. We do not tolerate discrimination of any kind related to race, ethnicity, religion, age, sexual orientation, gender, gender identity, social or national origin, physical or neurological ability, or any other backgrounds.

DEI Training, Mentoring, Leadership Development

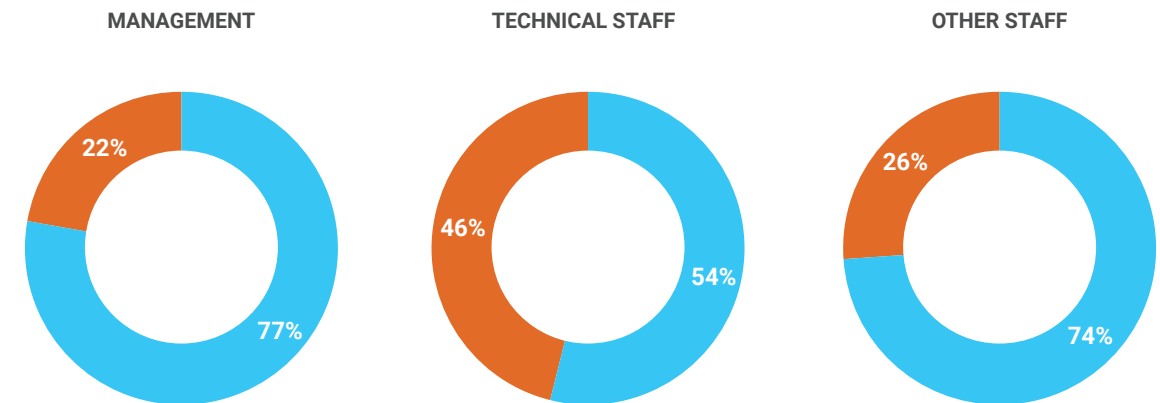
We demonstrate our commitment to Diversity, Equity, and Inclusion through various company-wide efforts, including:

- Maintaining diverse representation at the executive and board level
- Providing transparent workforce diversity disclosures²
- Offering employee mentorship programs
- Presenting regular diversity training² for all US employees
- Initiating a Women's Employee Resource Group
- Distribute diversity content on our internal communications platform to acknowledge global efforts such as Black History Month, International Women's Day, Diversity Month, Global Employee Health and Fitness Month, and World Mental Health Day.

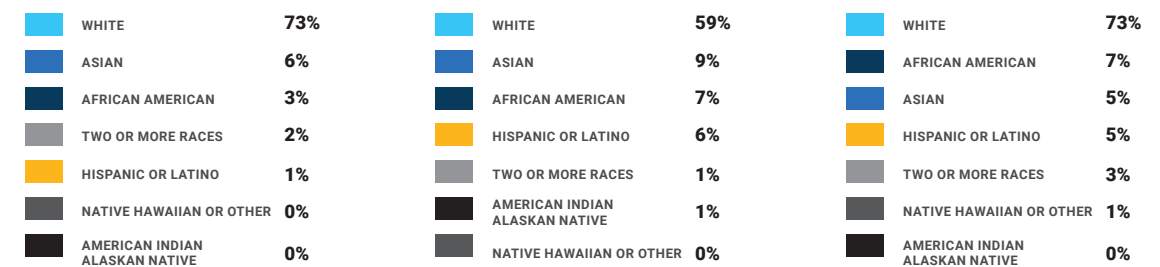
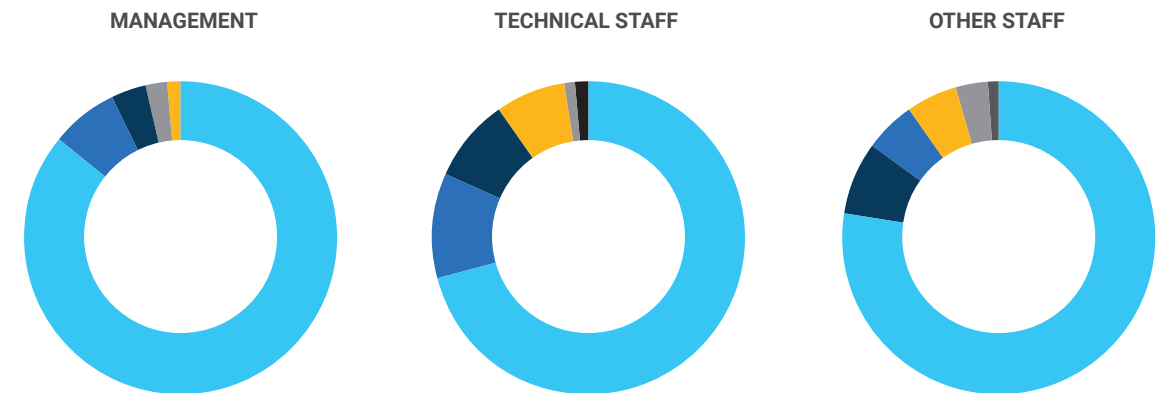
¹ Indicates data from Mirion's OSHA logs, which represent U.S. data only
² Indicates programming specific to U.S. workforce

U.S. Employee Demographics

GENDER ■ MALE ■ FEMALE



RACE/ETHNICITY





Top row, left to right: Thomas D. Logan, Dr. Sheila Rege, John W. Kuo. Second row, left to right: Jody A. Markopoulos, Robert A. Cascella Kenneth C. Bockhorst. Third row, left to right: Lawrence D. Kingsley, Steven W. Etzel.

Governance

Mirion's governance practices demonstrate our corporate values of Integrity, Commitment, Accountability, Innovation, and Respect at the most senior levels of our organization. Our Board of Directors includes an independent Chairman and diverse, independent Board members who ensure that our business strategies and programs are aligned with stakeholder interests.

Board Composition

We aim to demonstrate our commitment to good governance by maintaining a Board of Directors with diverse backgrounds, values, and expertise. At the time of filing our 2023 Proxy Statement, our Board was comprised of nine members, six of whom were independent and 33% of whom were from underrepresented communities. Effective June 2023, one Board member from an underrepresented community has resigned.

Board Diversity

As stated in our [Corporate Governance Guidelines](#), which were updated to reaffirm our commitment to Board diversity, the Board believes that diversity in its membership is important to serving the long-term interests of stockholders. In evaluating candidates, the Board considers diversity (including diversity of gender, race, ethnicity, age, sexual orientation, gender identity and broader skill set) as it deems appropriate given the current needs of the Board and the Company. We are committed to ensuring our Board is representative of the diverse populations we serve, with members identifying as ethnically diverse as well as gender diverse.

Board Oversight of ESG

Our Nominating and Corporate Governance Committee of the Board of Directors provides oversight of the Company's Environmental, Social and Governance (ESG) initiatives, working together with our Compensation Committee and Audit Committee. The Nominating and Corporate Governance Committee oversees company-related matters regarding environment, climate, sustainability, and the Company's governance. The Audit Committee holds specific oversight for Mirion's cybersecurity program and related risk management. The Compensation Committee focuses on human capital management and governance. Further information on committee composition and responsibilities can be found in our Proxy report and in their charters.

Board Committees & Charters

[Nominating and Corporate Governance Committee](#)

[Audit Committee](#)

[Compensation Committee](#)

Governance/Ethics Policies

At Mirion, we are committed to acting ethically and in compliance with laws and regulations as we make decisions and interact amongst ourselves, our customers, suppliers, and communities. Below is a summary of our key governing documents. More information on our governance practices and policies is available on [Mirion's Investor Relations Website](#).

Policies

Anti-Bribery & Corruption Policy	We are committed to compliance with regulatory requirements, and we require that contractors or other third parties with whom we work comply with all anti-corruption laws. Employees undergo regular training on bribery and corruption and reaffirm understanding of, and agreement to comply with, our anti-corruption policy.
Code of Ethics and Business Conduct	<p>Our Code of Conduct outlines our expectations of ethical business conduct for employees, contractors and directors. Topics include:</p> <ul style="list-style-type: none"> • Compliance with Laws and Regulations • Anti-Corruption and Anti-Bribery • Company Property and Information • Conflicts of Interest • Discrimination and Harassment • Health and Safety
Code of Conduct for Sales Agents and Distributors	<p>Our Code of Conduct for Channel Partners establishes standards for our sales agents and distributors:</p> <ul style="list-style-type: none"> • Compliance with Laws and Regulations • Anti-Corruption and Anti-Bribery • Company Property and Information • Conflicts of Interest • Discrimination and Harassment • Health and Safety
Supplier Code of Conduct	<p>Our Supplier Code of Conduct establishes standards for our suppliers, including:</p> <ul style="list-style-type: none"> • Treatment of workers and labor rights • Workplace safety • Impact on the environment • Ethical business practices • Compliance with all local laws and regulations
Whistleblower Policy	Our Whistleblower policy outlines information, procedures and non-retaliation guidelines for reporting suspected violations of codes, policies or procedures to the Company. We provide a phone-based hotline and website for confidential and anonymous reporting in all local languages and at any time.

Cybersecurity

Ensuring the protection of our data and our customers' information is critically important to our business. Our Chief Information Security Officer (CISO) and Chief Information Officer (CIO) oversee all cybersecurity programs and initiatives. The CISO and CIO report to the Board on cyber risks, activities, policies, and procedures on a periodic basis.

An overview of our [Cybersecurity and Data Protection Program](#) is available on our dedicated website.



Sun Nuclear Awarded ISO/IEC 27001:2013 Certification

In 2022, Sun Nuclear (a Mirion Medical company) achieved ISO/IEC 27001:2013 certification for its information security management system (ISMS). The certification confirms Sun Nuclear has met the highest possible international standards for managing sensitive organizational and customer information across its facilities in the U.S., Germany, and the Netherlands. Sun Nuclear is one of only a few companies in the Radiation Oncology field to achieve the rigorous certification, and the sole certified company focused exclusively on Quality Assurance.

“Sun Nuclear and Mirion are equally committed to information security at every level, and to ensuring customer data – including protected health information (PHI) – is properly controlled,” says Thomas Logan, CEO of Mirion. “Sun Nuclear’s achievement of the ISO/IEC 27001:2013 standard is a clear testament to this commitment.”

Read more about this impressive certification [here](#).

Risk Management Overview

Mirion conducts regular risk assessments to identify and evaluate risks across the organization. In addition, employees are encouraged to anonymously report any issues or suspected risks they see. We consider all risks and issues whether reported through the Whistleblower program or otherwise. Mirion maintains a Compliance, Conduct and Ethics Committee (“CC&E”) comprised of our Chief Human Resources Officer, Treasurer, Chief Accounting Officer, Head of Internal Audit under the leadership of the Chief Legal Officer and Chief Compliance Officer. The CC&E regularly reviews reported issues, considering the potential liability associated with each case. The CC&E reports to the Mirion Disclosure Committee and to the Board quarterly. We disclose material risks in our annual SEC filings.

Appendix

About This Report

Unless otherwise stated, this report covers activities, data, and initiatives from our fiscal year 2022.

The topics covered in this report address areas that we have determined to be material to our business and stakeholders. We have aligned our report with the Sustainability Accounting Standards Board (SASB) standards for the Hardware industry.

Additional information about Mirion can be found in our public financial filings—including our annual report and proxy filings—as well as on the Security and Exchange Commission's website at www.sec.gov or on the Investors page of our website at ir.mirion.com.

Mirion plans to report annually as we continue to monitor, measure, and deepen our ESG initiatives and disclosures.

Assurance

We did not seek third-party assurance for this report; however, we will consider doing so for future reporting. The information and data contained in this report was vetted by internal subject matter experts on the various ESG topics included in this report.

Contact Us

We appreciate and welcome feedback on our ESG initiatives and reporting and invite you to contact sustainability@mirion.com.

SASB Table

As part of our efforts to disclose on the topics that are most material to our business, Mirion aligns to the Sustainability Accounting Standards Board (SASB) Hardware Standard. All data is representative of FY 2022.

Topic	SASB Code	Accounting Metric	Category	Response/Location
Product Security	TC-HW-230a. 1	Description of approach to identifying and addressing data security risks in products	Discussion and Analysis	Mirion is committed to protecting individuals' privacy. The Audit Committee of our Board of Directors has oversight of our cybersecurity measures. For more information, see Cybersecurity on page 23 of this report and our Privacy Policy .
Employee Diversity & Inclusion	TC-HW 330a. 1	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) other employees	Quantitative: Percentage (%)	Gender (all global employees): 1. 21% female, 72% male, 7% not disclosed 2. 25% female, 65% male, 10% not disclosed 3. 36% female, 50% male, 13% not disclosed Ethnicity (U.S. employees only): 1. 1% Indian/Alaskan Native, 7% Asian, 3% Black, 1% Hispanic/Latino, 0.36% Hawaiian, 2% two or more races, 72% white 2. 9% Asian, 7% Black, 6% Hispanic/Latino, 1% Hawaiian, 1% two or more races, 59% white 3. 4% Asian, 7% Black, 5% Hispanic/Latino, 1% Hawaiian, 3% two or more races, 74% white

Topic	SASB Code	Accounting Metric	Category	Response/Location
Product and Life Cycle Management	TC-HW-410a. 1	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative: Percentage (%)	100%
	TC-HW-410a. 2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration equivalent	Quantitative: Percentage (%)	Mirion's products are out of scope for EPEAT, which is a global ecolabel for the IT sector. Mirion produces radiation safety, medical, and measurement equipment.
	TC-HW-410a. 3	Percentage of eligible products by revenue meeting ENERGY STAR® criteria	Quantitative: Percentage (%)	Mirion does not currently disclose this metric.
	TC-HW-410a. 4	Weight end-of-life products and e-waste recovered percentage recycled	Quantitative: Percentage (%)	Mirion does not produce significant e-waste, and recyclability of nuclear materials is limited due to safety rules. Mirion utilizes certified third-party waste removal at all production facilities in compliance with applicable regulations.

Supply chain management	TC-HW-430a. 1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent by (a) facilities and (b) high-risk facilities	Quantitative: Percentage (%)	Mirion is currently in the process of developing a supplier screening and audit process.
	TC-HW-430a. 2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	Quantitative: Rate	Mirion does not currently disclose this metric.
Materials Sourcing	TC-HW-440a. 1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	2022 10-K , pg. 54.

SASB Code	Activity Method	Category	Response/Location
TC-HW-000.A	Number of units produced by product category	Quantitative: Number	
TC-HW-000.B	Area of manufacturing facilities	Quantitative: Square feet (ft2)	1,028,925
TC-HW-000.C	Percentage of production from owned facilities	Quantitative: Percentage (%)	34%

We have only begun to explore the potential of the positive impact we can have on the world.

We proudly embrace our responsibility to grow and expand the actions we take to make a difference for our people, our global communities, and the planet. This inaugural report of our progress marks an important first step, laying the foundation for the necessary work that lies ahead. Driven by our mission and our core values, we look forward to expanding our efforts to build a safer, stronger, more sustainable, and more impactful Mirion.





2023 Corporate Social Responsibility Report

Follow us on our
journey toward a
stronger Mirion.



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