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Sustainability Report 2025

Infection Prevention. For Life.

nanosonics
Infection Prevention. For Life.

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In FY25 the Company's technology protected over 28 million patients from the risks of cross-contamination.

Michael Kavanagh CEO & President

37,000 trophon® units

globally installed base

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Nanosonics Limited
Nanosonics Limited (ABN 11 095 076 896) reports annually on its Sustainability performance for the financial year. This Sustainability report covers the period 1 July 2024 to 30 June 2025. Unless otherwise specified, measurements and data in this report pertain to Nanosonics Limited and its controlled entities during the reporting period. All dollar values refer to Australian dollars (AUD) unless otherwise specified. For any additional inquiries or feedback in relation to this report please contact us at www.nanosonics.com.au/contact

Message from the CEO & President

This year, we achieved a major milestone in our environmental strategy with the transition to 100% renewable energy at our two main sites.

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Dear Stakeholders,

We are pleased to present Nanosonics' FY25 Sustainability Report. As we reflect on our FY25 achievements, we are proud of the progress we have made toward a more sustainable and responsible future.

The heart of our sustainability aspiration is to transform medical device reprocessing in ways that deliver improved patient safety and better healthcare outcomes. This year, we have continued to innovate in ultrasound reprocessing, advancing our capabilities and deepening our expertise through the launch of trophon3 and trophon2 Plus.

We also made significant progress toward the launch of **CORIS**. CORIS is designed to deliver substantial benefits across the healthcare ecosystem, including reducing the risk of cross contamination to **improve patient safety** and **enhancing overall healthcare** outcomes by delivering an automated solution, and enabling more effective and efficient device reprocessing.

This year, we achieved a major milestone in our environmental strategy with the transition to 100% renewable energy at our two main sites. The shift has already led to a reduction of around 56% in our Scope 1 and 2 emissions, with the full year benefit to come.

We met our target to identify new pathways for reducing **Scope 3 emissions** and have now committed to transitioning key consumable manufacturing processes from Sydney to Indianapolis. Locating production closer to our customers is expected to meaningfully reduce emissions associated with transportation over time.

We will continue to challenge ourselves to lead in areas where we can make the greatest difference — protecting patients, supporting our people, caring for our planet, and delivering value to all stakeholders.

Thank you for your continued trust and partnership as we work together to create a healthier, safer, and more sustainable future.

Michael Kavanagh
CEO & President

About Nanosonics

Nanosonics Limited (ASX:NAN) is a publicly listed, multinational infection prevention company traded on the Australian Securities Exchange (ASX). Headquartered in Sydney, Australia, Nanosonics also operates offices in Canada, France, Germany, Ireland, Japan, the United Kingdom, and the United States. In addition, our products and services are distributed through a network of partners in various other markets. Currently, Nanosonics' solutions are available in 31 countries, with continued global expansion underway.

Our mission drives the development of innovative products and services that set new standards in infection prevention. Our flagship technology, trophon, is widely recognized as the industry benchmark for high-level disinfection (HLD) and the reprocessing of ultrasound probes. Medical facilities around the world rely on trophon to help enhance patient safety.

In line with our commitment to addressing critical unmet needs, Nanosonics is currently preparing to launch CORIS, a new platform technology focussed on the cleaning of endoscopes, using a controlled market release in major markets.

We are also actively investing in research and development across multiple strategic areas to support future growth and innovation.

An independent third party, Pangolin Associates Pty Ltd, assisted with the preparation of the emissions data applying commonly accepted methodology. Other information was drawn from Nanosonics' business records. The information contained in this sustainability report has not otherwise been assured or independently verified.

Below is a summary of our corporate strategy:

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Our aspiration and strategy

Transform medical device reprocessing for improved patient safety and better healthcare outcomes

Value creation

By establishing new standards of care in reuseable medical device reprocessing and

Leading Ultrasound Reprocessing	Transforming Endoscope Reprocessing	Expanding into new Medical Device Categories

Driving excellence in customer experience, expanding customer value and growing internationally, then

Consistent Positive Customer Experience	Consumables, Eco-System, Service and Digital offering expansion	International Growth

Operational excellence & agility will deliver value for all stakeholders

Prioritisation and Asset Allocation	Process Optimisation and Automation	Decision making and Adaptive Execution

Organisational foundations

Strong organisational foundations will underpin our achievements

Culture and Talent	Excellence in R&D, Medical & Clinical Affairs and Customer Engagement	Digital and Data Transformation

Our sustainability approach

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Tracking our FY25 goals

	Status	Comment
Caring for our Customers and their Patients		
Increase the number of patients protected against the risk of cross-contamination through trophon technology.	●	Achieved. Refer to page 11 of this report.
Achieve zero material adverse events/recalls.	●	Achieved. Refer to page 11 of this report.
Maintain all relevant regulatory approvals globally.	●	Achieved. Refer to page 11 of this report.
Receive QMS certification for 100% of Nanosonics' sites.	●	Achieved. Refer to page 11 of this report.
Caring for our Partners		
Conduct multiple on site modern slavery audits.	●	Achieved. Refer to page 12 of this report.
Conduct remediation activities with suppliers.	●	Achieved. Refer to page 13 of this report.
Adhere to modern slavery regulations with new suppliers.	●	Achieved. Refer to page 13 of this report.
Maintain 100% compliance on all training modules associated with Code of Conduct & Ethics.	●	Achieved. Refer to page 13 of this report.
Caring for our People		
Diversity, equity and inclusion objectives.	◐	Ongoing. Refer to page 15 of this report.
Maintain employee engagement at or above 71%.	●	Achieved. Refer to page 15 of this report.
NSW Safe Work Industry target for safety incidents (LTIFR).	●	Achieved. Refer to page 17 of this report.
Caring for our Planet		
Use 100% renewable energy source in Australia and United States.	●	Achieved. Refer to page 18 of this report.
Reduction of scope 3 emissions.	●	Achieved. Refer to page 19 of this report.
Meet APCO annual reporting requirements by changing the packaging to sustainable materials to meet at least 40% of the Sustainable Packaging Guidelines.	●	Achieved. Refer to page 19 of this report.
Caring for our Communities		
Exceed 10% of total workforce training in Mental Health First Aid.	●	Achieved. Refer to page 20 of this report.
Identify opportunities to advance the commitments in our Reconciliation Action Plan and associated initiatives.	●	Ongoing. Refer to page 21 of this report.

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FY26 targets

Caring for our:

Customers and their Patients

Continue growth in the number of patients protected against the risk of cross-contamination through the use our trophon technology	Zero material adverse events/recalls	Maintain all relevant regulatory approvals globally	Receive QMS certification for 100% of Nanosonics' sites

Partners

Conduct multiple on site modern slavery audits with tier 1 suppliers	Conduct further remediation activities with key suppliers	Seek to maintain 100% compliance on all training modules associated with the Code of Conduct & Ethics

People

Achieve below NSW Safe Work Industry target for safety incidents (TRIFR)	Achieve our FY26 Inclusion & Belonging objectives set out in this Report	Maintain or exceed employee engagement at or above FY25 level of 71%

Planet

Having reduced Scope 1 and 2 emissions by 56% in FY25, continue to reduce Scope 1 and 2 emissions in Australia and US operations, and explore opportunities to further reduce Scope 1 and 2 emissions in other markets	Implement change of a manufacturing site from Australia to the US for consumables which is expected to prevent Scope 3 emissions from international transportation in future years, as well as identify further opportunities to reduce Scope 3 emissions	Meet the APCO annual reporting requirements by increasing the review of our packaging from 40% to 50% against the Sustainable Packaging Guidelines

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Material issues

In sustainability terms, the most pressing issues affecting an organisation are known as material issues.

Nanosonics' materiality assessment is informed by engaging our stakeholders. The issues are shared annually with our Audit & Risk Committee.

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Better patient outcomes
- Patient wellbeing
- Research and development

Product Quality & Safety
- Quality, safety and patient experience

Responsible sourcing
- Responsible sourcing to improve social and environmental outcomes and supply chain transparency and traceability

Climate action and the environment
- Emissions quantification and reduction
- Energy, water and resource use
- Waste

Good governance
- Governance, transparency, risk management, business ethics, diversity, independence and tax transparency

Caring for communities
- Delivering for the local and global community through R&D, partnerships, and charitable contributions

People and culture
- Culture and engagement
- Global workforce challenges
- Safety, mental and physical wellbeing
- Diversity and inclusion

Our mission remains steadfast: to improve the safety of patients, clinics and their staff, and the environment.

Michael Kavanagh CEO & President

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The heart of our sustainability aspiration is to transform medical device reprocessing in ways that deliver improved patient safety and better healthcare outcomes.

Michael Kavanagh CEO & President

Sustainability governance

Role of the Board and Board Committees	Key Sustainability Activities
Nanosonics Board Oversees our ESG approach and monitors our ongoing sustainability performance.	▪ Considered the environmental and social impact of Nanosonics' activities, including current and future product lifecycles, manufacturing, usage and waste processes. ▪ Monitored safety, customer experience and infection prevention outcomes. ▪ Focused on our people and the organisational culture, and managed the strategic responses to workforce challenges. ▪ Approved updated governance policies (and oversaw the implementation of such policies) including: – Nanosonics' Code of Conduct and Ethics, which sets out the standards and expectations for the conduct of all Nanosonics staff and representatives, and – Diversity, Equity & Inclusion Policy, which outlines our approach to setting objectives for achieving and maintaining diversity.
Audit and Risk Committee Oversees sustainability issues as they relate to financial matters (e.g. corporate financial reporting processes), Nanosonics' risk management program, and monitors material business risks.	▪ Reviewed our approach to sustainability reporting having regard to evolving requirements and market priorities, including consulting external subject matter experts. ▪ Considered any governance or sustainability-related risks (including social and environmental risks, climate change, and modern slavery) and frameworks. ▪ Oversaw the ongoing implementation of our global responsible sourcing framework and key issues. ▪ Received updates on progress on the emissions modelling project, and set Nanosonics' emissions targets.
People, Culture, Safety & Remuneration Committee Oversees the people strategies, practices and culture to drive Nanosonics' business objectives.	▪ Focused on people, engagement and organisational culture. ▪ Supported the Board in overseeing strategic responses to workforce challenges and legislative changes. ▪ Monitored work, health and safety practices throughout the business. ▪ Endorsed for Board Approval the updated Diversity, Equity & Inclusion Policy.
Nomination Committee Oversees Committee roles and responsibilities including as they relate to ESG matters, and reviews Board and Committee composition, structure and operation, and director skills and experience.	▪ Considered the Director skills and experience represented on the Board, including the ability to assess sustainability issues and the effectiveness of organisational policies. ▪ Monitored processes in place in relation to ongoing education regarding sustainability risks and standards, including considering the evolving sustainability reporting requirements.
Innovation and Development Committee Oversees the strategy and implementation of Nanosonics' innovation and product development, including the sustainability aspects of the product development life cycle.	▪ Oversaw Nanosonics' technology strategy and product roadmap including taking into account sustainability and environmental considerations, including minimising environment impact of manufacturing, product usage and disposal processes.
Global Executive Oversees the implementation of Nanosonics sustainability strategy globally and in each region, as well as the integration with strategy and Nanosonics' business priorities; advises the Board on any material sustainability risks and opportunities (including social, environmental and climate risks).	▪ Developed the Nanosonics' sustainability strategy, including an ongoing focus on emissions, people and culture, infection prevention outcomes and safety. ▪ Continued rollout of the Sustainable Supply Chain Initiative. ▪ Focused on data and digital transformation, and enhanced privacy and cybersecurity practices. ▪ CAPEX and OPEX to support key programs and initiatives (e.g. emissions modelling, ERP upgrade).
Global Sustainability Committee Supports the Global Executive in delivering the sustainability strategy.	▪ Identified and delivering on key emission activities such as carbon emissions modelling, and proposing company emission reduction targets. ▪ Worked with suppliers, partners and other stakeholders to deliver key initiatives.

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Stakeholder engagement

The key stakeholders identified by Nanosonics to be impacted in some way by our products, services and operations are listed below, along with a snapshot of their issues of concern for how we engage with each group.

Each stakeholder group has been identified and selected by Nanosonics through the preparation of previous sustainability reports. Throughout FY25, we continued to focus on fostering these key relationships, which have proven to be the most relevant stakeholders to our business and operations.

Key stakeholder	Key sustainability areas of interest	Processes for consultation
Healthcare professionals (HCPs) and patients in hospitals and medical centres	▪ Prevention of healthcare-associated infections ▪ Ethical marketing ▪ WHS compliance ▪ New products solving unmet needs in infection prevention	Our staff are in regular contact with HCPs through visits to hospitals and medical centres, attendance at professional conferences, our training programs and other avenues. Our Healthcare Professionals Engagement Policy ensures all interactions are conducted in an ethical, lawful and transparent manner.
Customers, including distributors, resellers and ultrasound probe manufacturers	▪ Product quality and safety ▪ Public health and infection prevention ▪ Price ▪ Ease of use ▪ Integration within the clinical workflow	Our staff meet and otherwise communicate directly with our customers throughout the marketing, sales, installation and ongoing technical and customer service processes.
Suppliers	▪ Nanosonics' financial performance and viability ▪ Legal compliance ▪ Modern Slavery Survey ▪ Ethical business practices	Our procurement programs include a high level of engagement with key suppliers via meetings, business reviews and briefings. Our Sustainable Supply Chain Initiative requires our suppliers to actively engage in our third party supplier assessments.
Investors	▪ Financial performance (revenue and profitability) ▪ R&D activities ▪ FDA and other regulatory approval ▪ ESG issues and risk management	Nanosonics holds investor briefings attended by the CEO & President and the Chief Financial Officer. We provide information through the annual AGM, Annual Report and Sustainability Report, statutory disclosures to the ASX, as well as through press releases, enquiries through our Investor Centre and other mechanisms.
Employees	▪ A safe workplace Flexible ways of working ▪ Gender equality ▪ Diversity and inclusion ▪ Training and education ▪ Rewarding workplace	Our annual Employee Engagement Survey provides a mechanism for eliciting feedback from employees. Our management-facilitated feedback period, following the Employee Engagement Survey, encourages suggestions, ideas and other input from staff. We also hold a range of meetings including in-person and virtual town hall-style meetings, CEO updates and team meetings. Internal communication channels include intranet and newsletters.
Government and regulatory authorities	▪ Product safety and quality ▪ Regulatory compliance ▪ Ethical marketing ▪ Tax strategy	Nanosonics interacts with regulatory agencies in Australia, the United States and other markets on the current and future approval of our products and services for sale in those markets. We also interact with and report to the government and/or regulatory authorities on a broad range of other matters.
Community and key opinion leaders (KOLs)	▪ Infection control ▪ Ethical marketing ▪ WHS compliance ▪ New products solving unmet needs in infection prevention ▪ The natural environment	Nanosonics makes information on our products and services and their applications widely available to KOLs and the community through our website, the press and participation in industry and scientific conferences. We welcome and respond to questions from the community.

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Caring for our customers and their patients

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Delivering for our customers in healthcare

Our customers play a vital role in improving community healthcare by enhancing diagnosis, treatment, management, and monitoring of health conditions. Their efforts lead to better patient outcomes and improved quality of life. However, these benefits can be compromised when infections spread through medical interventions or devices, affecting patients and healthcare professionals alike.

Preventing infection transmission is critical to safeguarding the health of healthcare workers, patients, and the broader community. Healthcare-associated infections (HAIs) can cause severe complications, extend hospital stays, increase healthcare costs, and raise mortality rates. Effective infection prevention is essential to maintaining a resilient healthcare system that delivers safe, high-quality care to all.

Nanosonics' products provide high-level disinfection for medical devices, helping prevent infection transmission and delivering economic benefits by reducing healthcare costs and improving productivity.

Powerful Against Pathogens, Safe for Users

Our flagship product, trophon, uses hydrogen peroxide in a proprietary sealed chamber to produce a sonically activated mist that disinfects ultrasound probes thoroughly. The closed system protects operators during the cycle, and the low-odour hydrogen peroxide formulation makes it ideal for use directly in patient care areas.

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Environmentally Responsible and Safe

Hydrogen peroxide naturally breaks down into water and oxygen, leaving no harmful residues or environmental impact, unlike many synthetic chemicals. Each trophon cycle uses less than 2ml of hydrogen peroxide, with residual vapours catalytically converted into safe by-products before the probe is ready for use.

Supporting Customers with Expertise and Service

We are committed to designing and manufacturing medical devices that prioritise patient and user safety. Our robust Quality Management System (QMS) ensures compliance with international standards and regulations throughout the product lifecycle—from development through to post-market surveillance. Regular audits keep our QMS aligned with global requirements, reinforcing the reliability of our products.

Trusted by thousands of hospitals and clinicians worldwide, Nanosonics supports over 37,000 installed units protecting approximately 28 million patients annually from ultrasound probe contamination. We provide timely service, clinical training, and comprehensive product support, helping healthcare professionals maximise the benefits of our technology. Our deep understanding of global and national disinfection guidelines assists customers in maintaining compliance and adopting best practices, reinforcing infection prevention efforts and improving patient safety.

Advancing Infection Prevention Science

While progress has been made, gaps remain in understanding pathogen behaviour, transmission, and prevention—especially in the face of antibiotic resistance, emerging viruses, and global health threats. Nanosonics actively contributes to infection prevention research, including studies demonstrating the superiority of our CORIS technology in removing biofilm from endoscopes compared to standard manual cleaning.

CORIS: A Breakthrough in Endoscope Cleaning

The team continues to develop the CORIS, a ground-breaking technology designed to reduce infection risk and improve patient safety by enhancing cleaning outcomes for flexible endoscopes, particularly addressing the complex channels prone to biofilm build-up. It is anticipated that CORIS will deliver significant benefits both in respect of patient safety, as well as broader healthcare outcomes.

trophon3: Next-Generation Ultrasound Disinfection

During the year, we introduced trophon3, our next-generation innovation in Ultrasound High-Level Disinfection (HLD), alongside the trophon2 Plus software upgrade for existing trophon2 customers. Initially launched in Australia, Europe, New Zealand and the United Kingdom, trophon3 represents a major advancement, offering a disinfection cycle over 40% faster than previous models. It also features enhanced digital integration and the broadest traceability capabilities in the ultrasound reprocessing market, including seamless digital traceability through DICOM imaging systems, the global standard for medical imaging data.

Importantly for our end user patients, trophon2 Plus and trophon3 enable faster, more efficient, and environmentally friendly disinfection without compromising the highest clinical standards for patient safety.

28 million patients

protected every year from ultrasound probe contamination

Caring for our customers and their patients scorecard

Patient indicator	Metric	FY25	FY24	FY23	FY22	FY21	FY20
Patient benefits							
Patients protected	Number of cycles	28M	27M	26M	25M	22M	20M
Water savings	Estimated total water savings from using trophon compared to traditional decontamination methods (megalitres)[1]	189.13	180.91	168.74	155.22	139.10	123.34
Quality and regulatory							
Jurisdictions where trophon has regulatory approval	Regulatory approvals	48	41	—	—	—	—
Complaints requiring regulatory reporting	Number of adverse events	0	0	0	0	0	0
Product recalls	Number of product recalls	0	0	0	0	0	0
QMS audit non-comformance	Number of enforcement actions taken in response to non-conformance	0	0	0	0	0	0
Ethical marketing	Total amount of monetary losses associated with false marketing claims	0	0	0	0	0	0

1. Calculated based upon 0.35 per cubic meter (m3).

Caring for our partners

Caring for our suppliers

Nanosonics has approximately 128 direct suppliers. A high proportion are single source suppliers and about two thirds of those provide custom-made components for Nanosonics. Nanosonics recognises that the quality of the components is closely linked to the quality of its medical device offerings, and for that reason has a dedicated group of procurement and quality professionals responsible for managing its supply chain.

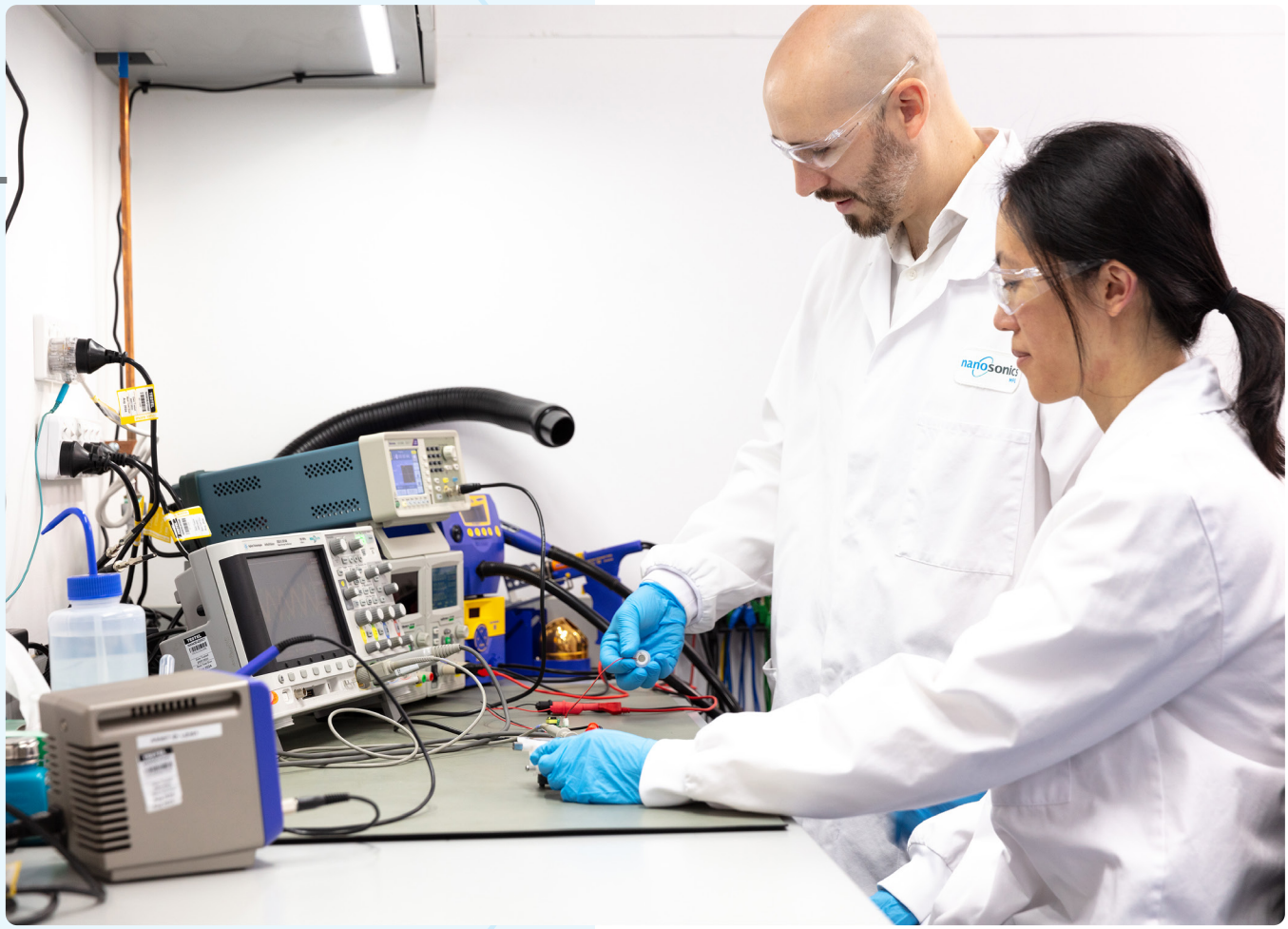
Our capability

Nanosonics' procurement personnel renewed their accreditation in the CIPS Advanced Procurement Certificate in Ethical Procurement and Supply. This training equips procurement personnel with the skills to identify and manage ethical risks, engage suppliers transparently, and uphold human rights standards across the supply chain.

This in turn helps us reduce modern slavery risk and foster long-term supplier relationships.

Modern Slavery Survey - FY25 Update

As part of our ongoing commitment to ethical sourcing and risk management, the FY25 Modern Slavery Survey was distributed to 48 key suppliers. This included the 19 vendors originally identified as having high inherent risk, along with an additional 29 Class 1 and 2 suppliers across both trophon and CORIS supply chains.



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Nanosonics conducts this process utilising a third-party tool to assess modern slavery risks in our supply chain. These tools assist us in assessing risks and mitigation strategies. Of the 48 suppliers engaged, 4 were classified as "higher risk" based on the nature of their responses. The procurement team is now engaging in follow-up meetings with those suppliers to better understand the responses provided and identify any improvement areas to be implemented. Based on the responses, an action plan is being developed for each supplier to assist them to better understand modern slavery risks, and improve their risk exposure to this area. The key actions that Nanosonics expects to be implemented by those suppliers relate to further training, as well as improvement in each supplier's assessment criteria used when assessing their own supply chains.

In addition, the procurement team conduct face-to-face meetings and site visits including with the higher risk suppliers where possible which provide an additional forum to observe the practices of our suppliers and mitigate risks in this area.

Sustainability assessment of CORIS suppliers

Nanosonics has implemented an initial structured sustainability assessment process for 38 CORIS suppliers. This assessment is designed to evaluate the extent to which our direct suppliers integrate sustainable principles into their materials and manufacturing processes. It also functions as a formal materials declaration, ensuring that suppliers disclose the presence of hazardous substances and their approach to resource efficiency.

Key Focus Areas in the Assessment are:

- Hazardous Chemicals Management: Suppliers are required to demonstrate robust controls for managing hazardous substances.
- Supplier Guidance and Transparency: Suppliers must provide detailed disclosures on the composition of products supplied to Nanosonics, including chemicals of concern, applicable regulations, and third-party certifications.
- Documentation and Accountability: All suppliers are required to complete the F-828 Nanosonics Supplier Sustainability Form with accurate, current, and complete information. To date, the relevant form has been distributed to 21 Off-the-Shelf suppliers and 17 Custom suppliers. While most suppliers responded to the documentation request, the follow up and review of all submissions will continue throughout FY26.

Risk management practices supporting ethical supply chains

Nanosonics applies a multi-layered approach to managing supplier and operational risks. Where formal disaster recovery plans are not in place, we mitigate risk through increased inventory or validated alternatives.

We maintain a Supplier Operations Risk Register to monitor supplier-related risks, including climate change. Broader business risks—strategic, environmental, financial, operational, reputational, and human capital—are reviewed quarterly through our Operations Risk Register.

All suppliers are onboarded through a formal process that includes reviewing and acknowledging our Supplier Code of Conduct, which sets clear expectations for ethical and sustainable practices.

Our Direct Procurement Risk Program actively monitors supplier, part, and supply chain risks to ensure continuity of supply and regulatory compliance.

Training

Nanosonics is proud to announce that it has successfully maintained 100% compliance across all training modules associated with Code of Conduct & Ethics. This achievement reflects the company's unwavering commitment to integrity, accountability, and ethical business practices. By ensuring every team member is fully trained and aligned with these standards, Nanosonics continues to foster a culture of trust and responsibility throughout the organisation.

128 direct suppliers

high proportion are single source and two thirds custom-made components for Nanosonics

Caring for our partners scorecard

Customer	Metric	FY25	FY24	FY23	FY22	FY21	FY20
Customer							
Total units placed	Number of trophon units placed	3,870	3,850	4,410	4,100	3,460	2,790

Procurement		FY25	FY24	FY23	FY22	FY21	FY20
Supply chain							
Modern slavery compliance (direct suppliers)	% of direct suppliers assessed as compliant to Modern Slavery standards	90%[1]	38%	27%	—	—	—
Total number of direct suppliers	Total number of direct suppliers	128	98	88	87	75	—

1 In FY24, the Company took a risk based approach and targeted those suppliers with higher inherent risk, and in FY25 the Company expanded its assessment to all 48 critical suppliers of which 90% were compliant, and 4 required remediation plans which are being implemented as outlined in this report.

Caring for our people

The safety, wellbeing, and inclusion of our people are key to delivering high-quality patient outcomes. At Nanosonics, we invest in our employees' growth, providing opportunities for learning, development, and career advancement. We prioritise safety, integrating risk management into daily operations, and recognise our employees' contributions through initiatives like our employee share program in Australia. We are proud to employ some of the brightest and most dedicated professionals in healthcare.

Safety

At Nanosonics, the health and safety of both our employees and visitors to our workplaces is of high priority. To ensure a safe working environment, we have implemented a comprehensive safety management system. Our focus on fostering a strong reporting culture and commitment to safety, including psychosocial safety, is clearly outlined in our Work Health and Safety Policy.

During the reporting period in Australia, our lost time injury frequency rate (LTIFR) and total recordable injury frequency rate (TRIFR) were 2.0 and 24.75, respectively, per million hours worked.

For LTIFR, the 2.0 represents a significant reduction from the 9.45 in FY24, as well as being significantly lower than the manufacturing industry benchmark LTIFR of 11.3 (as reported by Safe Work Australia).

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For TRIFR, the 24.75 was similar to the prior year. The FY25 outcome was driven primarily by repetitive motions in production and lab areas as a result of an increase in production and testing during the year. In addition, it also includes a key individual with a pre-existing non work-related health issue that left the business during the year. During the year, enhancements were made to the production processes, further training was rolled out to the relevant personnel, and other changes such as the regular rotation of personnel were introduced to help prevent future issues. We recognise that this is an area that can be improved, and for that reason we have targeted a reduction in FY26. As at the date of the report there has been a generally positive trend in this area with no material incidents having occurred in the past several months.

During the year, the Company achieved an employee engagement score of 71% which was in line with the industry median.

Achieved 71%

employee engagement score

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Achievement of FY25 Inclusion & Belonging objectives is summarised below:

Objective	Performance	
Gender Equity		
Improvement in the level of women represented across all levels of the workforce, with a focus on improving the gender diversity on the Executive Leadership Team (ELT)	Achieved. In FY25, women's representation at the Board level increased to 42.5% (up from 37.5% in FY24), while representation on the Executive Leadership Team (ELT) was maintained at 10%. These outcomes support our ongoing commitment to improving gender balance at the ELT level, to align with our 40:40:20 Vision by 2030.	✓
	Achieved. We increased women's representation at the senior leadership level to 45% (up from 44% in FY24), reflecting progress toward our target of strengthening gender diversity among senior leaders.	✓
	Achieved. Globally, 50% of the senior leadership hires were women in FY25.	✓
	Achieved. Women now represent 45% of our total workforce, up from 44% in FY24, demonstrating continued progress toward our gender diversity goals.	✓
	Achieved. Women filled 60% of all vacancies in Australia, highlighting strong progress in advancing gender representation in our hiring practices.	✓
Development and retention of women at the global senior leader level	Achieved. Launched in August 2024, the Next Horizon Leadership Program achieved full participation from senior leaders, surpassing the target participation rate of 90%.	✓
	Achieved. The Global Women in Leadership Program, launched in May 2025, is designed to develop female talent and build a gender-diverse pipeline for Senior Leadership Team (SLT) and ELT roles. The program successfully reached its target participation rate of 90%.	✓
	Achieved. We met our target of improving retention rates, with the retention of women at the senior leadership level rising to 90% in FY25 (up from 79% in FY24).	✓
Closing the Gender Pay Gap through continued commitment to Equal Pay Principles	Achieved. The 2025 Annual Remuneration Review identified no unexplainable gender pay equity gaps, affirming our commitment to fair and transparent compensation practices.	✓
	Achieved. We achieved our goal of increasing women's representation in the upper and upper-middle pay quartiles to 39% (up from 37% in FY24) in the 2025 WGEA Report, including a 3 percentage point rise in the upper quartile.	✓
	Achieved. We reduced the gender pay gap in Australia, as reported in the 2025 WGEA Report. The gaps at total median remuneration decreased from 20.3% to 18.3%, and total average remuneration from 14.9% to 10.7%.	✓

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Caring for our people

Objective	Performance	
Inclusion		
We created a safe, respectful, and inclusive culture where everyone feels a sense of belonging by embracing diversity across: ▪ Age ▪ Caring Responsibilities ▪ Family or marital status ▪ Sexual Orientation & LQBTIQ+ ▪ Gender Identity ▪ Disability & Accessibility ▪ Ethnicity ▪ Religious Beliefs ▪ Cultural background ▪ Aboriginal & Torres Strait Islander People ▪ Mental Health ▪ Socioeconomic background	Achieved. We delivered comprehensive global training on unconscious bias and appropriate workplace behaviour, achieving a 97% completion rate, exceeding our target of 95%.	✓
	Achieved. We fostered a sense of belonging through a range of celebratory events and awareness intiatives including NAIDOC Week, International Women's Day, CEO Sleepout and R U OK? Day.	✓
	Partially achieved. We advanced our Reconciliation Action Plan (RAP) by building momentum around potential employment opportunities through partnerships with CareerTrackers, Tribal Warrior, and Macquarie University Law School (partially met).	–
	Achieved. We embedded a culture of psychosocial safety by delivering leader-focused education sessions on managing psychosocial risks in the workplace. The program exceeded its target attendance rate of 95%, with 100% participation from ELT and SLT in Australia.	✓
	Achieved. We prioritised mental wellbeing by delivering refresher training for Mental Health First Aid Officers and maintaining our status as a Mental Health First Aid Recognised Workplace in Australia.	✓
	Achieved. We established the Global Workplace Health & Safety Committee to strengthen our safety culture across all locations, successfully meeting our target of forming a Global WHS Committee.	✓
	Achieved. In April 2025, the Global WHS Committee completed externally facilitated training on WHS Committee responsibilities and psychosocial risk management, achieving 100% attendance and meeting our target.	✓
	Achieved. We relaunched the updated Bullying, Harassment & Discrimination Policy company-wide, clearly outlining employee expectations for appropriate behaviour. The policy was approved by the CEO&P in March 2025, successfully meeting our target.	✓
	Not yet achieved. Introduce an enhanced and anonymous 'Safe to Speak' framework accessible to all global employees.	–
	Not yet achieved. Develop and implement a communication and change management strategy to inform employees about the reasons behind collecting additional diversity data and emphasise its significance.	–

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Below we set out the Company's FY26 Inclusion & Belonging objectives:

Gender Equity:

At Nanosonics, we will continue to focus and improve gender equity by:

- Ensuring that we adhere to hiring and appointment processes.
- Providing education on inclusive and bias-free hiring practices with all leaders.
- Strengthening and/or maintaining gender balanced proportionate representation across all levels of our workforce.
- Building a gender diverse pipeline of talent for SLT and ELT roles who are either "ready now" or ready in "short to medium" term.
- Strengthening the pipeline of gender diverse in the areas where there are is a lower representation of women at the SLT level, specifically within IT, R&D and Operations teams.
- Increasing the ratio of women represented at Senior Managers level in the SLT cohort from 35% to align more closely with the overall SLT representation of 45% for women.
- Applying equal pay principles and implement consistent, equitable pay outcomes for all employees to align with a culture of inclusion and belonging.
- Expanding global reporting for gender pay gap.

Driving Inclusion:

At Nanosonics, we will continue to create a safe, respectful and inclusive culture where everyone feels a sense of belonging by:

- Expand reporting to include global workforce diversity statistics beyond gender, to strengthen inclusion metrics.
- Develop and launch a targeted series of global online learning modules to deepen understanding of inclusive culture.
- Identifying an additional diversity area of focus which may be under-represented to increase representation over time, e.g. disability.
- Relaunching the Speak Up Policy globally with programs to enable anonymous reporting to support a 'safe to speak up' culture.
- Communicate clearly the FY26 Inclusion & Belonging targets and initiatives to all employees.

Caring for our people scorecard

People & Culture: Diversity & Inclusion	FY25	FY24	FY23	FY22	FY21	FY20
Workplace						
Headcount[1]	473	466	482	425	339	
Employee retention						
Employees returning from parental leave (%)	100	100	100	100	100	—
Employees still employed 12 months after returning from parental leave (%)	100	80				
Safety						
Lost Time Injury Frequency Rate (LTIFR)	2.0	9.45	2.17	2.16	6.94	—
Total Recordable Injury Frequency Rate (TRIFR)	24.75	24.58[2]	10.83	4.32	6.94	—
Whistleblower reports	0	2	2	0	0	0
Diversity and inclusion						
Women as a percentage of the total workforce (%)	45	44	45	42	41	41
Women in STEM roles (%)	41	38	41	39	42	39.8
Women in Senior Leadership (%)	45.5	44[3]	40	41	38	32
Women in Executive Team (%)	10	10[4]	9	11	22	
Women in Board roles (%)	42.5	37.5	33	29	29	29

1. Total headcount includes all permanent, MTC and casual employees.
2. Our lost time injury frequency rate (LTIFR) and total recordable injury frequency rate (TRIFR) for the reporting period in Australia were 9.45 and 24.58 respectively per million hours worked. This compares to a manufacturing industry benchmark LTIFR of 11.3, as prepared by SafeWork Australia astronaut. The increase in LTIFR was driven by non-work related and pre-existing conditions where staff had to leave the office. The increase in TRIFR was driven by specific injuries which were experienced during a specific phase of validation and verification activities which are now finished. Corrective and preventative actions have been implemented.
3. This is defined as direct reports into an Executive or an intact regional leadership team reporting into an Executive and are in roles that are responsible for strategic delivery or execution of the Company's strategy. This definition was refined in FY24 from FY23 to reflect the organisational structure. If applying the FY24 definition to FY23 the like for like outcome would be that there were 44% of women represented in FY24 and 43% of women represented in FY23.
4. This is at 30 June 2024 and includes CEO&P and direct reports and is excluding the vacant CTO position.

Caring for our planet

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Scope 1 and 2 reductions

Our target for FY25 was to significantly reduce Scope 1 and 2 emissions by switching to 100% green electricity in our key facilities in Sydney and North America. This represents a reduction from 621 tonnes[1] of carbon dioxide equivalent (tCOE-2) from the previous year to 270 tonnes, representing a 60.7% reduction during the year. As the switch to green electricity in Sydney was made in July, and the switch to green electricity in North America was made in January, the reduction reflects a partial year benefit, with the full year's benefit expected to be realised in the coming year.

- Scope 1 emissions reduced from 67 tonnes to 56 tonnes, representing a reduction of 17%. The remaining 56 tonnes of Scope 1 emissions relate to gas heating in our Indianapolis and Thornleigh sites, as well as some refrigerants. The Thornleigh Scope 1 emissions are expected to be abated during FY26 as the Company vacates that site. However, it is not considered practicable at this stage to switch from gas heating technology in Indianapolis given that there is no long term lease in place.
- Scope 2 emissions reduced from 555 tonnes to 214 tonnes, representing a reduction of 61.5%. As stated above, because the green electricity was not in place for the full year (i.e. from July in Sydney, and around January in Indianapolis), it is expected that this will further reduce in FY26. Outside of Sydney and Indianapolis, what remains of the Company's Scope 2 emissions relates to smaller regional offices in countries such as Germany, Japan and the United Kingdom. The Company will explore renewable energy options in these markets to further reduce these emissions.

In FY26, Nanosonics will target a further material reduction in Scope 1 and 2 emissions driven by the full year benefit of renewable energy in its major sites, explore renewable energy options in its smaller sites, and aim to vacate its Thornleigh facility. These actions are expected to further reduce the Scope 1 and 2 emissions.

1. Tonnes refers to carbon dioxide equivalent (tCOE-2).

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FY25 emissions[1]

Nanosonics' global GHG emissions for FY25 (Scopes 1, 2 and 3) were 21,003 tonnes, an increase of around 18% on FY24. The increase was driven by increase business activities (explained below).

The assessment has re-confirmed that the Scope 3 activities that make the greatest contribution to operational emissions are the electricity used from sole products, as well as shipping.

Scope 3 emissions

In FY25, Nanosonics' target was to identify opportunities for reducing Scope 3 emissions, in particular through our manufacturing and supply chain strategy. We are pleased to confirm that following this review, the Company has begun to implement its plans to switch certain manufacturing activities from Australia to its Indianapolis site. This will see the Company establish manufacturing for its key trophon and CORIS related consumables close to its customers in its major US market. We expect that this will avoid additional Scope 3 emissions that might have occurred were the company to manufacture in Australia and ship to customers in the United States.

Scope 3 emissions grew during the year from 18,178 tonnes to 21,003 tonnes. This change was driven by increased production and sales volumes including associated shipping, as well as an increase in consulting services.

As noted in previous years, there are obvious challenges for all companies in reducing Scope 3 emissions associated with sea freight and end-use electricity consumables. However, having identified a key area that will reduce future emissions, the Company will continue to explore further areas to further mitigate Scope 3 emissions throughout FY26.

Our operations

For all new projects and product development, we aim to use non-hazardous eco-friendly materials and chemicals when possible. Additionally, considerations of recyclability, reusability and minimisation of landfill are input requirements into the design and development processes.

Raw materials supply

In relation to sourcing of raw materials to manufacture our products, we have developed a comprehensive Sustainability Suppliers Questionnaire to gather information about chemicals of concern and to implement the responsible sourcing of materials. This helps us with monitoring suppliers' sustainability profile and making an informed decision when selecting new suppliers. The majority of our raw materials and components are transported to our manufacturing operations by sea freight.

Manufacturing waste prevention

The waste management hierarchy prioritises waste prevention, followed by recovery operations that divert waste from being sent to disposal, such as preparation for reuse, recycling, and other recovery operations. Nanosonics takes a proactive approach to managing the responsible disposal of components, materials, chemicals and other general waste accumulated throughout our operations. Waste is primarily generated across the business through the product manufacturing and servicing activities, with lesser sources from general office activities. In addition, all our hardware products are compliant with the European Union Directive 2011/65/EU on the restriction of the use of certain hazardous substances in electronic and electronic equipment (RoHS 2). To prevent unnecessary waste entering landfill, Nanosonics employs several measures to prevent waste generation. Throughout our offices, warehouses and manufacturing facilities, are cardboard, paper, plastic and metal container and compost waste bins for employees to utilise. We place a particular emphasis on our manufacturing activities, where we seek to continuously improve our processes and initiatives to identify and implement waste minimisation activities.

As a result, approximately 50% of total waste is diverted to recycling, globally. Nanosonics also has waste management arrangements with local providers, who provide records of waste removal. Across our global operations, 174 tonnes of waste was generated during the reporting period, of which 86.5 tonnes was recycled. In addition, 4,000 kg of hazardous waste was generated from R&D activities and responsibly managed through a hazardous waste management contractor.

Water consumption

Whilst our water consumption and usage has not been identified as a material issue, we nevertheless believe in the importance of long-term water stewardship and take responsibility to mitigate any unnecessary consumption. Nanosonics consumed 4.1 ML across our global operations throughout the reporting period. This is based upon reported water withdrawal from our utility providers for our international offices. The overwhelming majority of our consumption comes from our Australian operations, where the majority manufacturing and R&D activities are performed.

Packaging

In FY25, Nanosonics met the annual reporting requirements of APCO (Australian Packaging Covenant Organisation). This involves continuing to increase recyclability of our primary and secondary packaging. For example, primary packaging of our new consumables is designed to be recycled at its end-of-life and easy-to recycle food-grade HDPE (high density polyethylene) is used as the main material.

Caring for our planet scorecard	FY25	FY24	FY23	FY22	FY21	FY20
Climate Change						
Energy consumption (kWh)	1,176,298	1,016,163	754,832	771,439	1,773,176	625,440
Renewable energy usage (kWh)	754,136	0	0	356,144	297,780	74,197
Scope 1 emissions (tCO2e)	55.87	77.1	40	0	0	—
Scope 2 emissions (tCO2e)	214.25	609.8	471	659	1,282	—
Scope 3 emissions (tCO2e)	20,733	17,117	18,464	—	—	—
Climate Change						
Recyclable e-waste diverted from landfill (kg)	16,890	4,034	1,915	1,741	3,141	1,411
Responsibly disposed chemical and clinical waste (kg)	859	4,000	800	2,250	865	2,335
Climate Change						
Consumption (ML)	11.9	4.1	3.7	6.9	6.3	—

1. An independent third party, Pangolin Associated Pty Ltd, assisted with the preparation of the emissions data applying commonly accepted methodology. Other information was drawn from Nanosonics' business records. The information contained in this sustainability report has not otherwise been assured or independently verified..

Caring for our community

Our Community

At Nanosonics, we understand that our long-term success is closely tied to maintaining and enhancing our social licence to operate. We are committed to engaging meaningfully with the communities where we operate, aiming to be a positive force for social good.

This year, we reaffirmed our focus on three key pillars of community engagement:

1. Strengthening our supply chain accountability, particularly in addressing the risks of modern slavery and upholding human rights;
2. Continuing our support for charitable organisations, reflecting our ongoing commitment to giving back to the community; and
3. Expanding educational opportunities for future generations, with an emphasis on empowering women.

Our Helping Hands Initiative, which is part of our Environmental, Social and Governance (ESG) strategy, comprises of team members from across the business and leads our community contribution programs. Through this program, we support the community by offering our employees Volunteering leave benefits to focus on company charity events, donation drives, and volunteering programs.

During the year, Nanosonics continued its rollout of the mental health first aid training for management. It has now achieved over 10% of the workforce in Australia being trained in this important area.

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Contributions

Giving back to the communities in which we operate remains a key priority at Nanosonics. We proudly maintain our longstanding partnership with the St Vincent de Paul Society by participating in the CEO Sleepout initiative.

In this year's CEO Sleepout, the Nanosonics community raised a total of AU$28,148.70 for this charity alone. This helped provide 93 individual support programs, 245 beds and 982 meals for those in need.

In April 2025, a community bake sale was held to support the UNHCR's emergency relief efforts in Myanmar following the devastating earthquake that struck the region. The disaster caused widespread destruction, leaving thousands of people without homes, clean water, or medical care. The Nanosonics community successfully raised $1,323.50. All proceeds will go directly to the UNHCR to provide shelter, emergency supplies, and life-saving assistance to those affected.

Nanosonics does not make financial or in-kind contributions to political parties, government entities, or related bodies, either directly or indirectly. All contributions are governed by our Anti-Bribery & Anti-Corruption Policy, which requires prior approval from the Chief Executive Officer.

Community Activities

As part of our ongoing commitment to diversity, inclusion, and employee wellbeing, Nanosonics organises a variety of community-focused events that foster a culture of connection and belonging.

Our Biggest Morning Tea event was a resounding success, raising a total of $7,114 in support of the Cancer Council. The funds were collected through generous donations, bake sales, auction and event participation, with proceeds going toward cancer research, prevention programs, and support services for individuals and families affected by cancer. The strong turnout and enthusiastic involvement reflect the community's ongoing commitment to making a positive impact in the fight against cancer.

For International Women's Day, we held a sanitary drive in support of Support The Girls Australia, a charity that provides essential items such as bras, underwear, and menstrual hygiene products to vulnerable women. Their work helps women facing homelessness, domestic violence, and financial hardship, promoting dignity, wellbeing, and self-worth within communities.

In July 2024, we celebrated National NAIDOC Week by hosting Bush Food and Medicine workshops for staff, fostering deeper understanding and appreciation of Aboriginal and Torres Strait Islander cultures through Indigenous cultural awareness and recognition.

Furthermore, we successfully raised $2,600 through the Converge Move Challenge, a team-based physical activity initiative promoting movement, mental wellbeing, and social connection. With donations of $100 for every 500,000 steps taken, the funds were distributed across seven different charities. The challenge encouraged participants to stay active and build healthy habits that extend beyond the event, all while making a meaningful impact in the community.

raised a total of $7,114

at Our Biggest Morning Tea for the Cancer Council

Caring for our community scorecard

Communities	Metric	FY25	FY24	FY23	FY22	FY21	FY20
Human rights							
Critical suppliers	# of suppliers critical to Nanosonics' operations who have been identified for modern slavery risk profiling	42	19[1]	—	—	—	—
Suppliers assessed as high risk	# of suppliers reviewed and assessed as having a high risk of non-compliance	4	0	—	—	—	—
Contributions							
Charitable donations ($AUD)		19,790	22,970	20,000	38,420	32,090	—
Education							
University Internships		0	12	12	16	14	—

Privacy & compliance		FY25	FY24	FY23	FY22	FY21	FY20
Non-compliance							
Reportable non-compliance incidents		0	0	—	—	—	—
Privacy							
Breaches reported to the Office of the Commissioner		0	0	—	—	—	—

1. The suppliers considered to be potentially high risk were identified based on geographical location, industry and nature of the business. Certain geographic locations and types of industries have a higher inherent risk of modern slavery as a result of known labour rights issues and vulnerable populations in those areas. Once further investigations were conducted with the potentially at-risk suppliers, it was determined that none were in fact "high risk", as these suppliers have implemented risk controls and/or have risk mitigation measures in place.

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