17 November 2025

Company Announcements
Australian Securities Exchange
39 Martin Place
SYDNEY NSW 2000

SUSTAINABILITY REPORT 2025

Attached is a copy of Sonic Healthcare Limited's (ASX: SHL; ADR; SKHHY) (***Sonic***) 2025 Sustainability Report (***Report***). The Report will be sent today to only those shareholders who have elected to receive their Sonic company information electronically. The Report is accessible online at sonichealthcare.com/sustainability2025.

This announcement has been authorised by Sonic's Company Secretary, whose contact details for further information are as follows:

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Company Secretary
Sonic Healthcare
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SONIC HEALTHCARE LIMITED

Sustainability Report 2025

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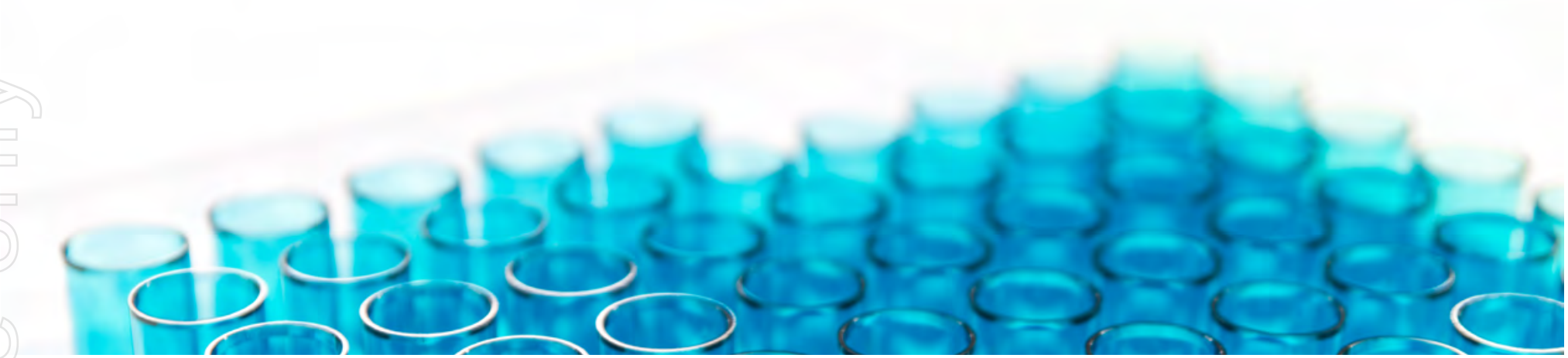


About this report

Sonic Healthcare's (Sonic) Sustainability Report 2025 outlines our ongoing commitment to environment, people, communities and good governance.

This Sustainability Report covers the period from 1 July 2024 to 30 June 2025, and complements our Annual Report 2025 and Modern Slavery Statement 2025. It has been endorsed by the Chief Executive Officer of Sonic Healthcare and approved by the Sonic Healthcare Board on 13 November 2025.

In FY2025, Sonic has undertaken independent limited assurance of scope 1 and 2 emissions included in this report (see page 171). All other information contained in this report has not been independently assured; however, the information and data have been subject to various levels of internal review and validation to ensure the disclosures are materially accurate, complete and prepared on a consistent basis.

This report has been prepared with reference to the Global Reporting Initiative (GRI) Standards and applicable Sustainability Accounting Standards Board (SASB) Health Care Delivery Disclosure Topics.

We have also provided climate risk disclosures in alignment with the Final Report of Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and continue to reference relevant United Nations Sustainable Development Goals (UNSDGs).

Acknowledgment of Country

Sonic Healthcare acknowledges the Traditional Owners of Country throughout Australia. We pay our respects to Elders past and present, and extend this recognition and respect to Indigenous peoples around the world.

Independent recognition

Sonic's standing as a socially responsible company is evidenced by the ratings we receive in various independent assessments of environmental, social and governance practices. These include:

ISS ESG	MSCI	CDP	FTSE4Good
Prime (B-)	Leader (AA)	Awareness (C)	FTSE4Good All World Index and FTSE4Good Developed Index

Forward-looking statements

This report includes forward-looking statements. While the words 'expects', 'believes', 'targets', 'likely', 'should', 'could', 'intends', 'aims', 'is estimated' or similar expressions commonly identify such forward-looking statements, all statements other than historical factual statements are forward-looking statements.

Forward-looking statements may include statements regarding Sonic's position, strategies, objectives, targets, commitments and expectations on a range of environmental, social and governance (ESG) matters. They include statements regarding climate-related risks and opportunities, including potential impacts of physical and transitional climate change risks.

Forward-looking statements are inherently subject to known and unknown risks, uncertainties and changes in circumstances that may cause actual results to differ, possibly materially, from those expressed, implied, anticipated or projected.

Factors that could cause such differences include changes in scientific or medical practice; changes in the regulatory environment or government policy and frameworks; technological changes; the extent, nature and location of physical climate impacts; the impact of supply chain and competitive dynamics; fluctuations in energy market conditions; inaccurate assumptions; and broader social or economic trends. These factors are largely outside Sonic's control.

Other factors that may affect Sonic's operations and performance are discussed in Sonic's Annual Report 2025, pages 21–23, and are incorporated into this report by reference.

Forward-looking statements are based on information available at the time of preparation and management's knowledge, views, assumptions and expectations regarding future events at that time. Sonic does not undertake to publicly update or revise any forward-looking statements contained in this report, or to advise of any change in the assumptions on which a forward-looking statement is based, except as may be required by applicable law.

Forward-looking statements are not certainties, guarantees or predictions of future performance, and readers are cautioned not to place undue reliance on them. Readers should consider such statements in the context of the risks and uncertainties faced by Sonic, particularly in relation to climate-related risks and opportunities.

Contact us

For further details on Sonic's sustainability strategy, please email us at sustainability@sonichealthcare.com.

Sonic Healthcare Limited ACN 004 196 909 is an Australian public company listed on the Australian Securities Exchange (ASX: SHL).

Sonic's registered office is Level 22, Grosvenor Place, 225 George Street, Sydney NSW 2000, Australia. For a list of Sonic operating subsidiaries covered by this Report, please refer to Note 30 in Sonic's Annual Report 2025 (pp. 120-123), available at sonichealthcare.com/annual-reports.

CEO's Message

On behalf of the Board of Sonic Healthcare, I am pleased to present our Sustainability Report 2025.

This report reaffirms Sonic's ongoing commitment to operate in a sustainable, ethical and responsible manner across all facets of our operations – medical, financial, organisational, social and environmental.

Over the past year, we have continued to integrate our sustainability strategy into every level of our business, ensuring that our values and actions align with the expectations of our stakeholders and the needs of the communities we serve. We have further strengthened our governance and reporting frameworks, made progressive reductions in operational emissions, and increased our investment in renewable energy and sustainable transport solutions. The dedication and innovation of our teams have enabled Sonic to make progress towards our emissions targets and to approach future regulatory requirements with confidence.

Our commitment to social responsibility and improving healthcare access for those most in need is evidenced by the important work being undertaken by the Sonic Healthcare Foundation. This includes the near completion of the Kworo–Sonic Healthcare Foundation Hospital in northern Uganda, together with projects in other parts of Africa, Fiji and remote Australia.

With my impending retirement, this will be my final Sustainability Report as CEO. I am immensely proud of how far we have come on our sustainability journey. What began as a commitment to doing what is right for our people, patients and communities has evolved into a deeply embedded global program that drives real and lasting change.

As I step down from my role, I do so with deep gratitude – to our staff, our partners, and our Board – for their shared belief in Sonic's purpose and values. The progress we have made together gives me great confidence in the company's future and in its ongoing contribution to a more sustainable and equitable world.

Dr Colin Goldschmidt
CEO – Sonic Healthcare
13 November 2025

Introduction

This report outlines Sonic's performance and progress towards our commitment to operate in a sustainable, ethical and responsible way across all aspects of our operations – medical, financial, organisational, social and environmental.

Our 2025 performance highlights

Environment

27%[1]

Reduction in scope 1 and 2 (market-based) emissions compared with FY2021 base year

40%

Hybrid/electric motor vehicles in the global fleet

108%

Increase in global electricity generated by on-site solar installations compared with FY2024

40%[2]

Global electricity (MWh) from renewable sources

Our people

43,276

Total employees as at 30 June 2025

39%

Women in executive senior leadership positions[3]

18.5 hours

Training per employee during FY2025

99%

Staff with access to EAP or comparable support program

Communities

129 M[4]

Patient consultations

3,200

Patient access points

100%

Facilities remaining quality-accredited in FY2025[5]

$575 M[6]

Taxes paid[7]

1 Comparative percentage reduction reported in FY2024 has been restated, see p. 55.

2 Renewable sources include on-site solar and certified purchased renewable electricity.

3 Includes CEO or head of each reporting business unit and their executive management teams.

4 Method used to calculate patient consultations has changed in FY2025.

5 100% of facilities required to be accredited by the relevant regulatory body.

6 All dollar amounts in this report are in Australian dollars, unless otherwise specified.

7 Direct and indirect taxes, levies and duties, including employment-related taxes but excluding taxes paid on behalf of employees and GST/VAT.

United Nations Sustainable Development Goals

Sonic recognises the role we play in the global effort to address worldwide sustainability challenges, especially our role as an enabler of good health and wellbeing. In support of the United Nations Sustainable Development Goals (UNSDGs), we have identified nine priority goals that align with our role as a global, federated healthcare provider.

Our FY2025 UNSDG index, which outlines where our activities align with UNSDG targets, is included on pages 163–169 of this report.

About Sonic Healthcare

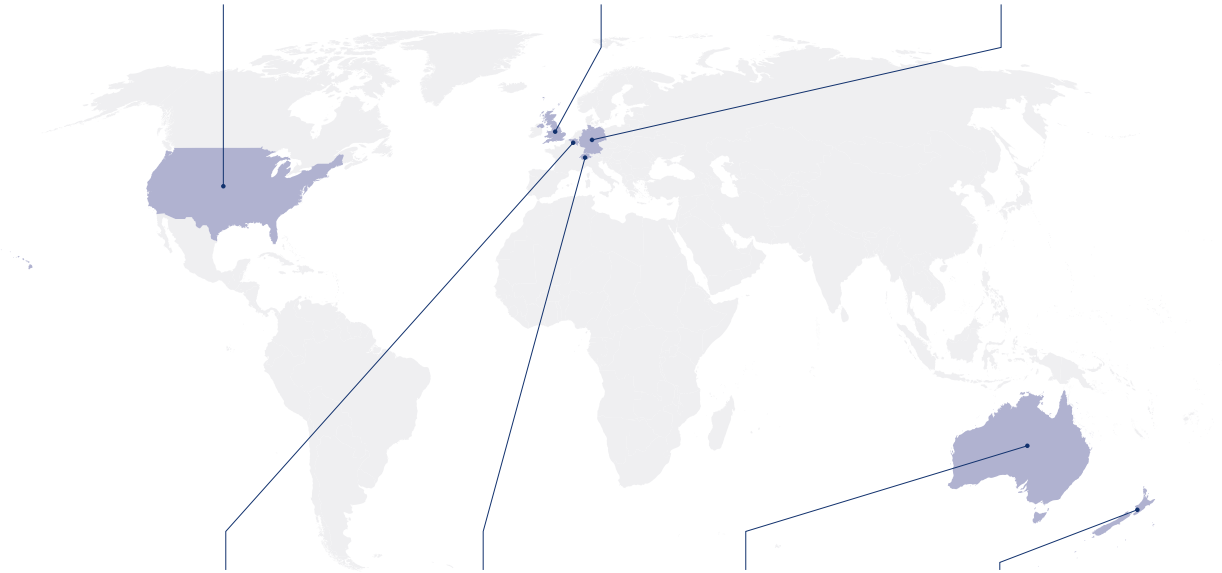
2.1 Introduction

Sonic is a leading international healthcare company with specialist operations in pathology/laboratory medicine, radiology, general practice medicine and corporate medical services.

We are committed to clinical and operational excellence in the delivery of medical services to doctors and patients alike.

Our diagnostic and clinical services are provided by more than 2,200 pathologists, radiologists and other clinicians and approximately 18,000 employees in science-based roles, including radiographers, sonographers, technicians and nurses. These professionals are guided by highly experienced medical leaders, from our Board through to management teams of our local practices.

Our staff are supported by ongoing investments in state-of-the-art medical technologies, modern facilities and secure, customised information systems designed to meet the specific needs of our organisation and stakeholders. This is backed by a firm commitment to uncompromising ethical standards in business management and medical practice.



USA
Laboratory Medicine

Employees	FTEs
7,789	7,336

Revenue: 22%

UK
Laboratory Medicine

Employees	FTEs
3,530	3,333

Revenue: 8%

Germany
Laboratory Medicine

Employees	FTEs
8,856	6,804

Revenue: 20%

Belgium
Laboratory Medicine

Employees	FTEs
500	415

Revenue: 2%

Switzerland
Laboratory Medicine

Employees	FTEs
2,791	2,261

Revenue: 11%

Australia
Laboratory Medicine
Radiology
Clinical Services

Employees	FTEs
19,606	15,194

Revenue: 37%

New Zealand
Laboratory Medicine

Employees	FTEs
204	167

Revenue: <1%

2.2 The Sonic Difference

Sonic's culture is built on three key pillars: Medical Leadership, Core Values and our Federated Model. Together, these form 'The Sonic Difference', a philosophy that guides everything we do.

In addition to Sonic's passionate and committed people – who exemplify the Sonic Difference and everything that it stands for – these elements have laid the foundation for Sonic's success.

By always acting in the best interests of doctors and their patients, and by putting our people first, we've earned a reputation for medical excellence and built a workplace that attracts and retains top talent.

Medical Leadership

Medical Leadership – leaders who truly understand and respect doctors and the medical profession – is the cornerstone of Sonic's success. It is woven into every part of our organisation and inspires our people to deliver superior healthcare for both doctors and patients.

Our leaders are medical doctors or experienced healthcare professionals who are deeply passionate about healthcare. They uphold an ethical, respectful and caring approach, always prioritising service, patient safety and quality.

They are empowered to act in the best interests of clinicians and patients, supported by strong clinical governance embedded across all our healthcare businesses.

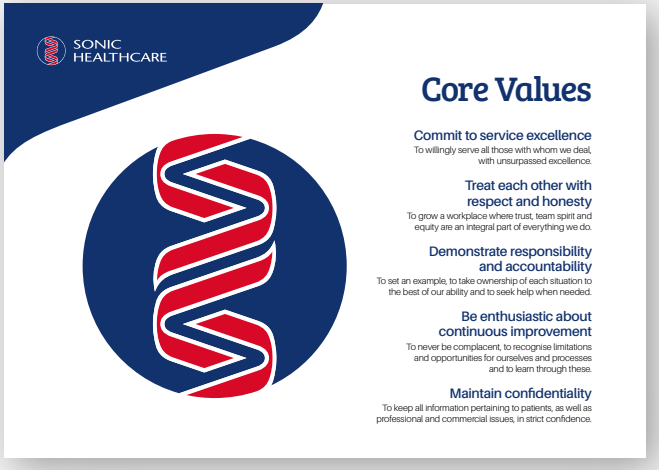
Medical Leadership is enshrined in Sonic's corporate culture. It reflects our belief that medicine is a profession rather than a business. This ethos is embraced by everyone at Sonic, who understand the vital role they play in delivering our high-quality medical services.

Medical Leadership Principles

Medicine is a complex profession that demands insight, sensitivity and a commitment to lifelong learning to deliver the best possible care and outcomes for patients.

Our Medical Leadership Principles provide Sonic staff with clear guidelines on how to engage with external stakeholders, including doctors, patients, customers and our local and global communities.

The five key principles are a vital part of our Code of Conduct and Ethics, and have been embraced by Sonic teams around the world as shared guidelines for how we operate, uniting us in purpose and culture.



Our Core Values

Sonic's Core Values are a unifying blueprint for the supportive and respectful way we interact with one another, and the professionalism we bring to our daily work. Individually, each value reflects our commitment to medical excellence. Collectively, they empower our people to deliver outstanding healthcare services to doctors and patients.

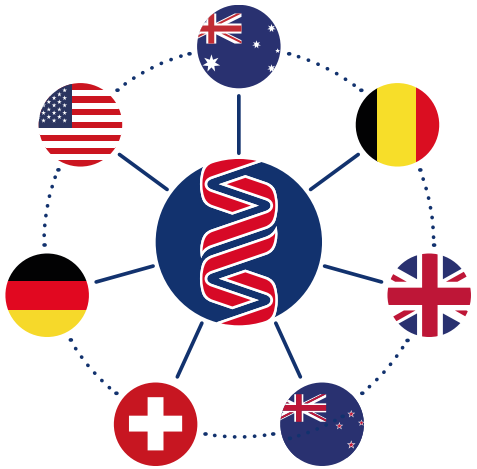
Our Federated Model

Sonic's federated management structure unites our global businesses under the shared goal of Medical Leadership, and provides a framework that combines the strength of global resources with the agility of local expertise.

This model empowers our individual companies to operate with autonomy, retaining local management teams, branding and service delivery, while aligning with Sonic's shared vision and values. It allows each practice to respond effectively to the specific needs of its community, while benefiting from the support and scale of a global network.

By preserving the identity and goodwill of our foundation brands, the Federated Model has been key to our long-term success. It also fosters collaboration across our global network, enabling the sharing of knowledge, the development of synergies and the adoption of best practices.

Divisions

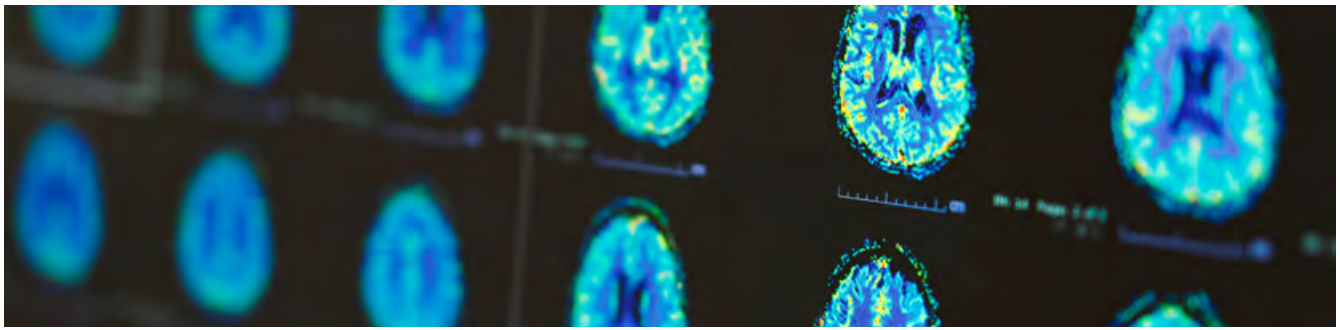


Practices

2.3 Our services

Sonic delivers high-quality pathology/laboratory medicine, radiology, general practice and corporate medical services.

With more than 3,500 locations globally, we provide accessible and affordable healthcare to approximately 129 million patients each year. Our professional environments emphasise accuracy, reliability and safety.



Our services

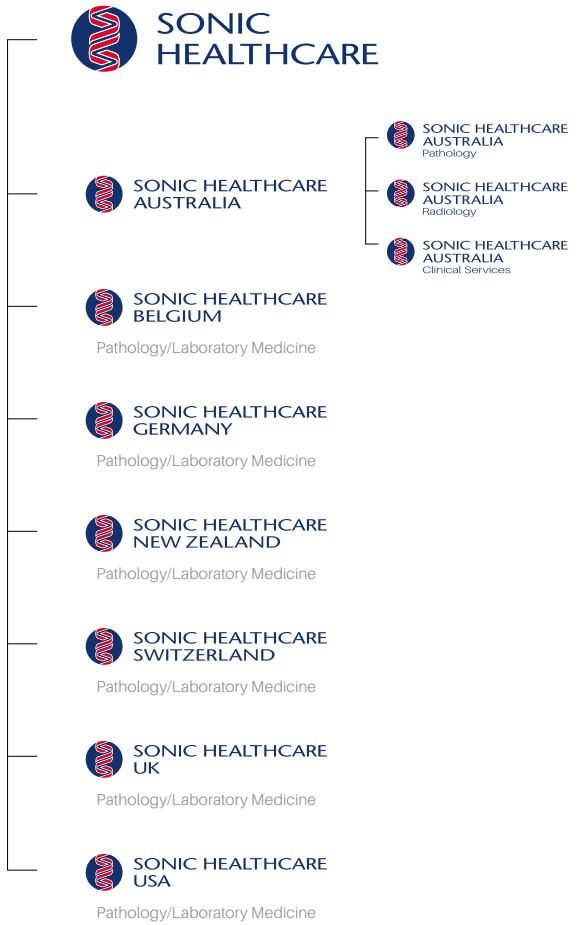
The diagnostic services that Sonic provides are broadly grouped into pathology/laboratory medicine, radiology and clinical services. These services encompass a range of specialised disciplines, which together form the backbone of Sonic's commitment to high-quality healthcare delivery.

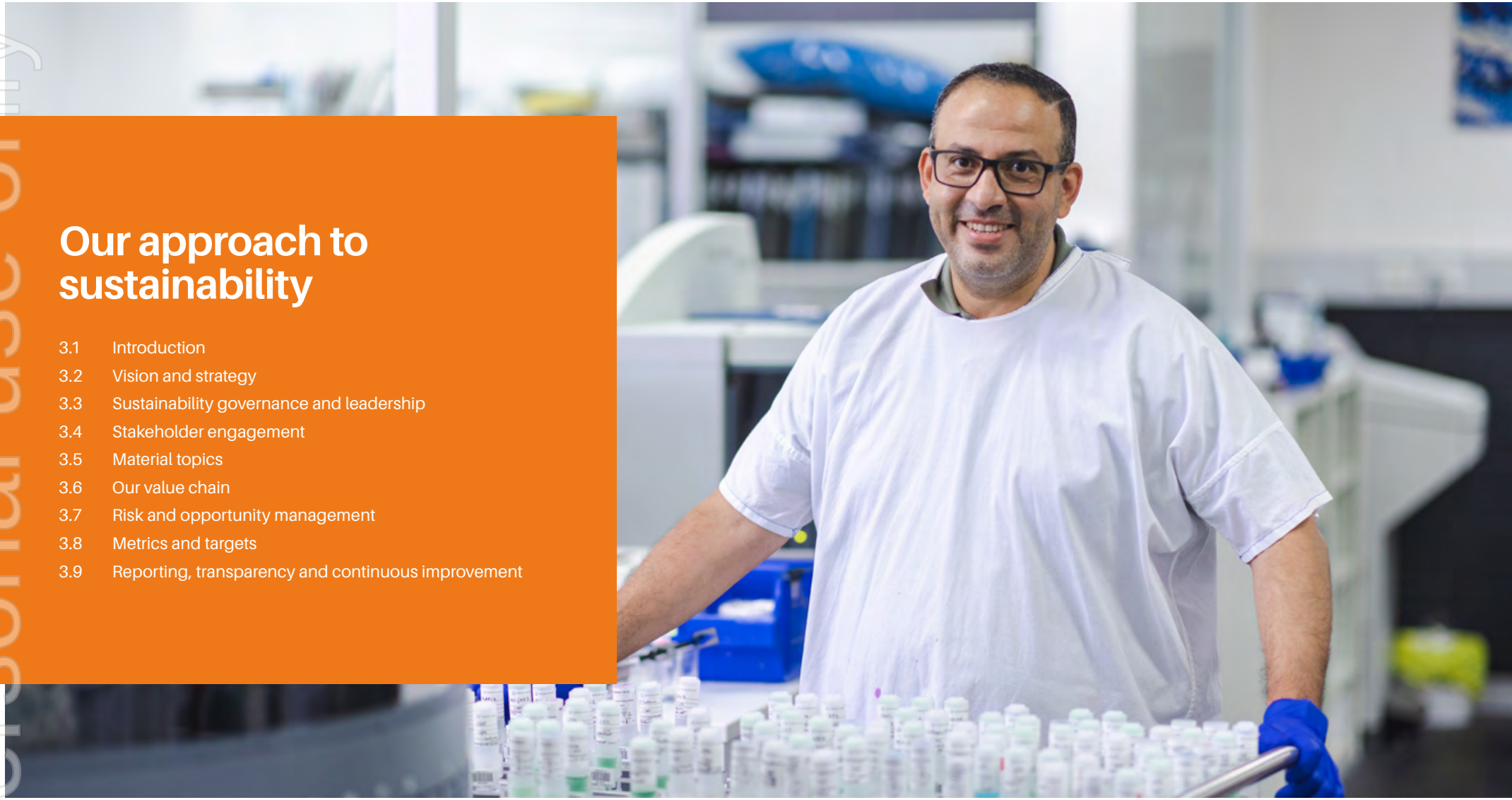
Operational segment	Overview of services
Pathology/ Laboratory Medicine Australia, USA, Germany, UK, Belgium, Switzerland and New Zealand	Pathology/laboratory medicine is the branch of medicine that studies blood, urine, tissue and bodily fluids to identify patients at risk of disease, to determine the cause and nature of disease, and to guide and monitor treatment and progress of disease management. Diagnostic specialties include anatomical pathology, biochemistry, haematology, immunology, microbiology and genetics. Medical laboratory test results provide clinicians with the information they need to manage patients in a timely and appropriate way, enabling optimal health outcomes for the individual as well as the community.
Radiology Australia	Radiology is the branch of medicine that uses non-invasive technologies to create images of bones, tissues and organs within the human body. These images are interpreted by a radiologist or nuclear medicine physician to identify or monitor disease or injuries. Diagnostic imaging technologies include X-rays, computed tomography (CT), magnetic resonance imaging (MRI), ultrasounds, nuclear medicine, positron emission tomography (PET) and more. Imaging methods are also used to help radiologists perform procedures, such as biopsies, fine needle aspirations and image-guided treatments, known as interventional radiology.
Clinical Services Australia	General Practice is the medical discipline that delivers primary healthcare in the community. General Practice is usually the first port of call for patients, and deals with everything from colds and flu through to acute and chronic illnesses. General Practitioners also provide preventative care and health education to patients. The holistic approach of General Practice aims to consider the biological, psychological and social factors relevant to the medical care of each patient. The discipline is not confined to specific organs of the body and involves treating people with multiple health issues. Sonic also operates dedicated skin cancer clinics, and provides occupational healthcare and general medical services to workplaces, including pre-employment medical checks, injury prevention management, general practice, vaccinations, disability medical assessments and allied health service.

Delivery of our services

Sonic's federated structure is supported by a strong culture of collaboration, communication and sharing of best practices.

Sonic's global structure is outlined in the diagram below.





Our approach to sustainability

3.1 Introduction

Sonic's approach to sustainability is closely aligned with our Medical Leadership philosophy. We recognise that leadership in healthcare involves not only clinical excellence, but also a commitment to the wellbeing of our patients, staff, communities and the planet. By embedding sustainability into our core governance and operational structures, we aim to deliver high-quality care alongside a more sustainable future.

Our sustainability commitment recognises sustainable development as both a responsibility and a strategic priority that drives long-term value creation for our stakeholders.

Sonic's approach to sustainability is built on the following framework:

Vision and strategy	Aligning our sustainability vision with long-term business strategy to drive strategic value.
Governance and leadership	Integrating sustainability into decision-making through governance structures and executive oversight.
Stakeholder engagement	Engaging with stakeholders to respond to their expectations.
Value chain management	Promoting environmental and social responsibility across our value chain.
Risk and opportunity management	Identifying and prioritising key sustainability issues that may impact our business and stakeholders.
Metrics and targets	Setting clear sustainability targets and regularly measuring and reporting on our environmental, social and economic performance to track progress and drive accountability.
Reporting, transparency and continuous improvement	Providing accurate, reliable and transparent sustainability reporting in line with recognised and required standards, and continuously refining our disclosures to reflect evolving expectations, regulatory developments and internal learnings.

Together, these focus areas form a practical and evolving framework that guides sustainability efforts across our organisation.

3.2 Vision and strategy

Sonic aims to ensure we are an economically, socially and environmentally sustainable healthcare organisation that contributes positively to the environment and society while supporting long-term business success.

Sonic is committed to continuously improving our ESG performance. By embedding sustainability into our core operations, we aim to create lasting value for our stakeholders and contribute to a healthier, more sustainable world.

Sustainability vision

Sonic strives to deliver high-quality healthcare services, whilst minimising our environmental footprint and enhancing social wellbeing. We pursue this by setting responsible sustainability goals and fostering a culture of continuous improvement across our organisation.

Sustainability framework

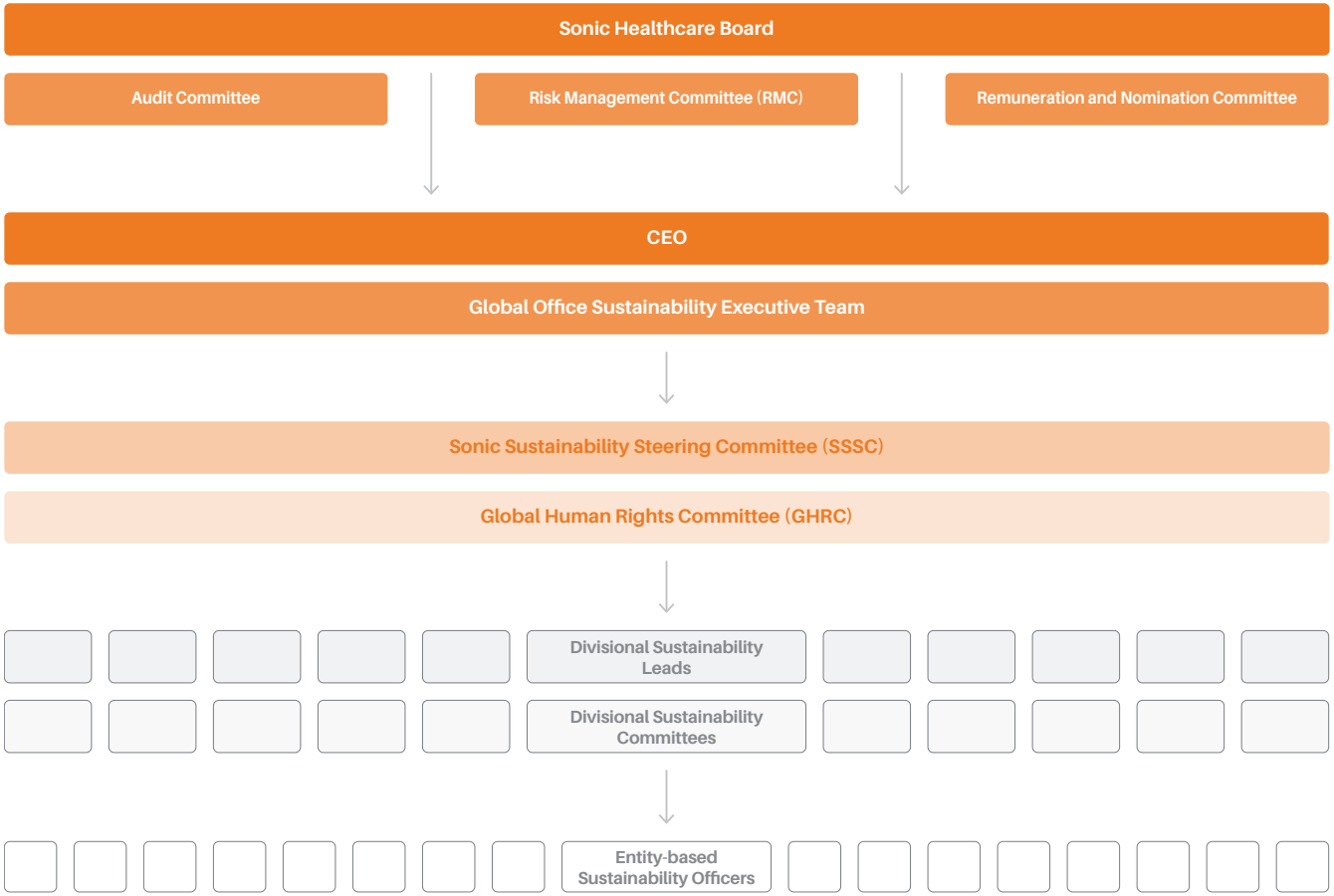
Our sustainability strategy is shaped by the following principles:

Environmental stewardship	We actively work to reduce our environmental impact through a range of sustainability initiatives, including procuring and generating sustainable energy, improving energy efficiency, minimising waste reduction and collaborating with our supply chain partners to align sustainability goals and manage resources responsibly.
Social responsibility	We prioritise the wellbeing of our employees, patients and communities. This includes promoting diversity and inclusion, ensuring safe and healthy workplaces, ensuring the safety and quality of the clinical services we provide and supporting community health initiatives.
Governance and ethics	We uphold the highest standards of governance and ethical conduct. This involves transparent reporting, robust risk management and compliance with regulatory requirements.
Innovation and collaboration	We invest in innovative solutions and collaborate with stakeholders to drive sustainable development by leveraging technology to improve healthcare delivery, and partnering with suppliers to promote sustainable practices.

3.3 Sustainability governance and leadership

Sonic's sustainability governance framework embeds ESG considerations across all levels of our organisation.

Sonic's sustainability governance and management structure



Board of Directors

Sustainability oversight ultimately rests with the Sonic Healthcare Board and its committees, which provide strategic direction and accountability for sustainability-related matters. Sonic's CEO and Managing Director is the Board representative with management responsibility for sustainability issues.

Three sub-committees support the Board's oversight of sustainability and climate-related matters. Their responsibilities are clearly outlined in each Committee Charter:

Risk Management Committee (RMC)

The RMC assists the Board by advising on the identification, monitoring and management of material risks and opportunities, including climate and other sustainability-related risks (see '3.7 Risk and opportunity management', page 31). The committee receives an update from management on sustainability matters at least annually (including on climate-related risks and opportunities), and additionally as needed.

Audit Committee

The Audit Committee is responsible for overseeing the integrity of Sonic's financial reporting and appropriateness of related policies and practices. In preparation for the Australian Sustainability Reporting Standards (ASRS) climate reporting requirements commencing in FY2026, the Committee has expanded its oversight to include climate-related disclosures and assurance of environmental data. During FY2025, the Committee engaged Sonic's external auditors to undertake limited assurance of Sonic's scope 1 and 2 emissions, ensuring readiness for integration of sustainability metrics into future annual financial reports. Consistent with governance principles applied to financial assurance, sustainability-related assurance activities are reported through the Audit Committee to the Sonic Board.

Remuneration and Nomination Committee

The Remuneration and Nomination Committee oversees the competitive remuneration of Sonic's Managing Director/CEO and Finance Director/CFO, as well as the recruitment and appointment of new directors to the Sonic Board.

The approach to executive remuneration includes a short-term incentive (STI) plan, of which 20% is based on qualitative strategic objectives, including progress with the company's sustainability objectives. This year, as in prior periods, half of the STI qualitative portion is tied to the achievement of specific sustainability goals (see Sonic Healthcare's Annual Report 2025, pages 34–35).

In FY2025, the Sonic Healthcare Board received updates on progress against our sustainability strategy and regulatory preparedness. This included reviewing progress on emissions reduction targets, climate-risk quantification activities, and preparations for mandatory reporting. These efforts affirm our commitment to aligning with emerging global standards and mandatory reporting requirements, such as the ASRS, the EU Corporate Sustainability Reporting Directive (CSRD), and California's climate reporting requirements SB253 and SB261.

Board-level skills and competencies on sustainability topics

The Sonic Healthcare Board gives consistent consideration to the experience, qualifications and skills of its members. Each year, directors complete a self-assessment of their individual capabilities. This helps to identify the Board's skills and expertise and highlights areas requiring further development through ongoing education or via future appointments. These assessments are considered in relation to Sonic's strategic priorities and the broader external environment.

The Board brings extensive experience in strategic oversight, including risk and opportunity management. In recent years, this has expanded to include a growing understanding of climate-related risks and opportunities.

In FY2025, board members self-assessed their ESG and climate-related competencies against Sonic's Board Skills Matrix. Importantly, the Sonic Board was found to collectively cover all skills that relate to Sonic's material sustainability topics.

For more information on Sonic's Board skills matrix, please refer to Sonic's Annual Report 2025 (page 56).

For more information on Sonic's material topics, please see pages 24–28 of this report.

Sonic's material sustainability topics		
Category	**Material topic**	**FY2025 Board skills coverage**
Environment	Climate change	▪ Climate change and emissions reduction
Environment	Circular economy and waste	▪ Climate change and emissions reduction
Our People	Employee attraction, engagement and retention	▪ Medical practitioners ▪ Leadership experience ▪ People management and remuneration ▪ Diversity, equity and inclusion
Our People	Workforce health, safety and wellbeing	▪ People management and remuneration ▪ Industry-specific management experience ▪ Workplace health, safety and wellbeing ▪ Diversity, equity and inclusion
Communities	Service quality and safety	▪ Medical practitioners ▪ Industry-specific management experience ▪ Risk management
Communities	Access and affordability	▪ Industry-specific management experience ▪ Strategy and business development ▪ Healthcare access and affordability
Governance	Ethics, integrity and compliance	▪ Risk management ▪ Corporate governance ▪ Legal
Governance	Privacy and information security	▪ Strategic focus ▪ Risk management ▪ Digital/data strategy ▪ Cybersecurity
Governance	Human rights	▪ Human rights and modern slavery

To enhance the competencies outlined on the previous page, various Board members participated in externally hosted education sessions on different ESG topics during FY2025.

As Sonic is headquartered in Australia, a number of Board members have participated in sustainability-focused personal development activities facilitated by the Australian Institute of Company Directors (AICD), which provides workshops, courses, briefings and articles designed to help directors understand their responsibilities around key sustainability topics. This includes the new ASRS and associated assurance requirements.

In FY2025, several Non-executive Board members continued to build their sustainability expertise through roles on other external boards and risk committees tasked with assessing sustainability risks and opportunities, including climate-related risks.

In addition, in FY2025, Sonic identified demonstrated experience and expertise in sustainability as a key criterion in the recruitment of a new non-executive director. The selected director, Nicola Wakefield Evans, AM, who joined the Board in February 2025, brings exceptional breadth of leadership in climate governance, ESG oversight and corporate responsibility. Her credentials include board roles across government-owned investment bodies, ASX-listed companies and global private organisations, where she chaired sustainability, safety, risk and governance committees, contributing to national frameworks, such as the AICD's Climate Governance Initiative and Governing for Net Zero. Her expertise spans climate risk, net zero strategy, modern slavery, Indigenous engagement, healthcare affordability, and diversity, equity and inclusion. Her appointment strengthens Sonic's existing board-level sustainability expertise and affirms the company's ongoing commitment to ESG competency and strategic leadership at the highest level of governance.

Management

Sonic's Group CEO has management-level responsibility for sustainability issues, including climate and environment. As an Executive Director on the Sonic Board, the Group CEO is the direct link between management and the Board on sustainability matters. Sonic's Group CEO also chairs the Sonic Sustainability Steering Committee (SSSC). Established in 2022, the SSSC includes CEOs of all Sonic operating divisions along with key senior global executives. The committee meets as needed to discuss emerging sustainability issues and review progress.

Implementation and management of Sonic's sustainability strategy and related policies is the responsibility of the Group CEO and the Group Chief Medical Officer, in conjunction with the SSSC and Global Human Rights Committee (GHRC). Collectively, these individuals and bodies coordinate cross-functional initiatives, monitor progress against targets, and ensure alignment with global standards and stakeholder expectations.

Sustainability-linked compensation

Sonic's Board has implemented sustainability-linked incentives to reinforce accountability for ESG performance at the executive level. Since FY2022, the Board has included specific sustainability objectives (including climate initiatives) in the short-term incentive of Executive Directors. This reflects the Board's view that strong sustainability management is fundamental to Sonic's long-term success and to fulfilling stakeholder expectations. For more information, please refer to Sonic's Annual Report 2025, pages 34–35.

Operations

Sonic's global sustainability team manages day-to-day group-level sustainability activities. The team operates under the guidance of the Group Chief Medical Officer, who reports to the Group CEO, providing further executive oversight of sustainability performance.

The global team is responsible for executing Sonic's sustainability strategy and reporting requirements, and coordinating efforts across the group via Sustainability Leads embedded within each of Sonic's operating divisions. These divisional Sustainability Leads drive local initiatives, support reporting and ensure alignment with the group's sustainability strategy, meeting regularly with the global sustainability team to share progress, address challenges and exchange best practices.

3.4 Stakeholder engagement

Sonic's operations affect, or have the potential to affect, a wide range of stakeholders. While our healthcare infrastructure, clinical services, employment practices, governance, charitable works, investment in research and development, and financial success have positive impacts, we also acknowledge the potential negative impacts of our operations, such as emissions, waste generation, natural resource consumption and potential impacts on human rights within our supply chain.

Stakeholder engagement is an important element of our approach to sustainability, allowing us to understand diverse expectations while remaining focused on current and evolving ESG topics that materially affect our global business.

This engagement enables us to respond to our stakeholder needs and ensure we meet our legal, regulatory and ethical obligations.

Sonic builds stakeholder trust through transparent disclosures and accountability. Our staff are required to uphold our Code of Conduct and Ethics, and to engage honestly and constructively with stakeholders across all regions.

Key stakeholders

Stakeholder		Engagement
Customers	▪ Patients ▪ Healthcare professionals ▪ Hospitals ▪ Clinics ▪ Governments	▪ Sonic engages with customers in person, by telephone and electronically. Patient surveys are conducted periodically at patient access centres. ▪ Sonic's pathologists, radiologists, GPs, scientists and managers also facilitate, present and attend professional seminars and courses that provide multiple opportunities for customer feedback.
Employees	▪ Sonic employs approximately 45,000 people from diverse backgrounds across seven countries	▪ Sonic fosters a culture of open communication and active staff feedback. Employees can share concerns through local team meetings, engaging with HR or management directly or via email/written communications, whistleblower notifications and more. Issues raised through these channels are triaged and managed locally or escalated to divisional management when a broader response is needed.

Stakeholder		Engagement
Communities, NGOs and charities	▪ Primary care and medical diagnostics are critical to the healthcare system, making our medical services vital to the communities we serve ▪ Sonic supports local communities through employment and the provision of high-quality medical services	▪ Sonic maintains ongoing engagement with local communities to expand access to our services and enhance service quality. Our involvement is particularly strong during times of crisis, when we help to provide emergency clinical and financial assistance. ▪ The Sonic Healthcare Foundation works directly with NGOs, local and international charities. This collaboration enables larger donations and face-to-face clinical support to organisations such as the Clontarf Foundation (Australia) and HEAL Africa. In FY2023, the Sonic Healthcare Foundation Board approved funding to construct the Kworo-Sonic Healthcare Foundation Hospital in Uganda (see page 114). Building began in FY2024 and is expected to be completed by late 2025.
Shareholders	▪ Institutional investors, superannuation funds and individual investors	▪ The Sonic CEO delivers half-year and full-year results presentations, providing information on financial and operational performance. ▪ Feedback from institutional investors, superannuation funds and individual investors – large and small – is welcomed throughout the year and facilitated by our investor relations team. ▪ Sonic meets annually with the Australian Shareholders Association and various proxy advisors. ▪ Sonic's Annual General Meeting also provides an avenue for shareholders to ask questions, voice their suggestions and exercise their voting rights on matters concerning the Board, remuneration, financial and operational performance.
Governments	▪ Our healthcare practices provide vital healthcare infrastructure and capacity in the countries in which we operate ▪ Depending on the jurisdiction, governments act as regulators, payers and/or customers	▪ Sonic engages with governments on an ongoing basis through advisory committees, professional associations, industry bodies and regulatory bodies. This helps to ensure that government policies support services that are safe, properly funded and fit for purpose. ▪ Our medical professionals and executives provide advice and support to governments when health imperatives, such as the recent pandemic, require collaboration across the healthcare network.
Suppliers	▪ Sonic relies on a stable supply chain to deliver the equipment, reagents and consumables needed to provide our diagnostic and clinical services	▪ Operational and procurement teams regularly meet with suppliers to discuss product suitability, supply and pricing. Assessment of the social and environmental credentials of the supplied products is equally important, helping to identify and address any potential environmental or human rights risks within the supply chain.
Research and academic bodies	▪ External research and academic bodies are important partners for ongoing education and clinical innovation	▪ Sonic encourages our medical, scientific and technical staff to actively collaborate with external research and academic bodies to support tertiary education, contribute to publications and promote clinical innovation. This includes membership of professional societies, medical craft groups and advisory committees, facilitating collaboration and research. ▪ We actively encourage academic appointments and affiliations with academic institutions. This engagement allows us to remain up to date with emerging research related to our current services and future trends.
The planet	▪ Sonic recognises the planet as an important stakeholder, influenced by our actions to address emissions and waste management, and evolving consideration of biodiversity and water use.	▪ We measure and report data to track our impact and assess our progress against our environmental targets. ▪ We have committed to achieving net zero greenhouse gas emissions by 30 June 2050, with an interim target to reduce scope 1 and 2 (market-based) emissions by 43% by 2030. ▪ We disclose our environmental performance through public reports, including our Annual Report and Sustainability Report.

Peer collaboration and external stakeholder engagement

Sonic collaborates with industry peers to share knowledge, experience and insights about human rights and environmental issues in our supply chains.

3.5 Material topics

'Materiality' in sustainability refers to identifying and prioritising ESG issues that are most significant to a company's ability to create long-term value and manage risk. These are the topics that matter most to stakeholders and have the greatest potential to impact the organisation's performance, reputation and regulatory obligations.

Our materiality assessments help us focus our sustainability efforts on what is relevant, practical and decision-useful, ensuring that reporting and strategy are aligned with stakeholder expectations and evolving standards.

Identification of material topics

Sonic's current list of nine material sustainability topics was derived from a series of facilitated workshops that assessed:

- the potential impacts of our businesses on individuals, society, the environment and the economy
- the impacts that changes in the environment, society or the economy might have on our ability to deliver our services.

This review was undertaken in FY2022 by the Global Executive Team and the SSSC. This team's broad industry experience and long-standing stakeholder relationships helped identify key risks and potential negative impacts.

As an additional 'sense check', the identified topics were compared with the Health Care Delivery disclosure topics from the Sustainability Accounting Standards Board (SASB, now part of IFRS Foundation), and sustainability risk disclosures from peer companies.

By definition, each material topic underpins Sonic's ability to create value now and in the future, and therefore has an associated level of risk.

The regulatory landscape for sustainability reporting is evolving rapidly, which is influencing how companies view materiality. Many new requirements, including those in Australia, focus on financial materiality, meaning companies report on sustainability issues that could impact financial performance. This is the approach used by frameworks such as the Task Force on Climate-related Financial Disclosures (TCFD). However, Europe is taking a more expansive approach. The new European Corporate Sustainability Reporting Directive (CSRD) requires companies to assess materiality from two perspectives – financial materiality and impact materiality. This 'double materiality' approach means we must consider not only how sustainability issues affect Sonic's finances, but also how our operations affect society and the environment.

To meet CSRD requirements, Sonic is preparing to undertake a comprehensive global double-materiality assessment (DMA). This DMA will build on previous assessments and incorporate insights from stakeholder groups across all regions. The outcomes of this review will be used to update our material sustainability topics, if necessary, to ensure they remain relevant, useful and aligned with evolving regulations and stakeholder priorities.

Sonic undertakes periodic review of our material topics to ensure we remain focused on what matters most to our business and our stakeholders. We do this by engaging with representative stakeholders to verify our material topics and ensure they remain relevant.

Sonic's material sustainability topics

Sonic's material sustainability topics reflect the issues that underpin our ability to create long-term value and manage risk across our global operations. They reflect the impact our business has on society and the environment, together with the external factors that influence our capacity to deliver high-quality healthcare.

By focusing on what matters most, we ensure our sustainability strategy remains practical, relevant and responsive to the expectations of our patients, employees, investors and communities.

Sonic's nine material topics are grouped into the four focus areas of our sustainability strategy.

Environment

- **Climate change**
  Sonic's operations consume energy and emit greenhouse gases, contributing to climate change. Increasing extreme weather events and climate-related disruptions can directly affect community health and threaten Sonic's facilities, infrastructure and supply chains. Proactively addressing climate change through emissions reduction and adaptation is crucial to ensuring long-term operational resilience and meeting stakeholder expectations for environmental responsibility.
- **Circular economy and waste**
  Sonic's services generate significant waste, including general, medical and chemical waste, that can contribute to greenhouse gas emissions, pollution and climate change if not managed responsibly. Focusing on waste reduction, recycling and reuse (a circular economy approach) lowers environmental impact, ensures compliance with regulations and can reduce costs.

Our people

- **Employee attraction, engagement and development**
  Sonic's 45,000 skilled employees are the foundation of our service quality. Attracting, engaging and developing top talent is crucial for sustaining high standards of care and innovation. Our diverse, inclusive and supportive workplace improves staff retention and performance, which, in turn, upholds Sonic's reputation for high-quality healthcare services, preserving long-term reputational value.
- **Workforce health, safety and wellbeing**
  Keeping our workforce safe and healthy is a moral and legal imperative that prevents harm while boosting quality, productivity and reputation, sustaining the organisation long-term. Failure to maintain robust health and safety practices could lead to staff injuries, higher insurance premiums, legal liabilities, regulatory scrutiny, or even the loss of operating licences.

Our communities

- **Service quality and safety**
  Sonic has a duty of care to provide accurate, timely and safe healthcare services to every patient and doctor we serve. Delivering clinically appropriate, fully accredited, high-quality services builds the trust that underpins our relationships with physicians, patients and regulators. Rigorous quality assurance and patient safety measures across all levels of the organisation help prevent errors, maintain compliance and safeguard Sonic's reputation, ultimately supporting our long-term success.
- **Access and affordability**
  Diagnostic and preventive healthcare can only improve health outcomes if people can easily access and afford the services. With public healthcare systems under strain from rising demand and limited resources, Sonic's extensive network of laboratories, clinics and diagnostic centres provides vital healthcare infrastructure and capacity in the countries in which we operate. By ensuring our services are broadly accessible and appropriately priced or funded, we help support community wellbeing and contribute to Sonic's sustainable growth.

Governance and transparency

- **Ethics, integrity and compliance**
  Acting ethically and fully complying with laws and regulations is fundamental to meeting stakeholder expectations and preserving trust in our organisation. Any breach could undermine our reputation, give competitors an advantage, or erode the company's value. Robust ethics and compliance practices protect our license to operate, ensure governance quality and maintain investor, customer and regulator confidence in Sonic for the long run.
- **Privacy and information security**
  Handling sensitive patient data is central to providing our services, so data protection is fundamental to maintaining the trust of our stakeholders. In today's digital healthcare environment, robust privacy and cybersecurity safeguards are essential for maintaining patient and provider trust and avoiding service disruptions. Constant vigilance is required to comply with complex data regulations and defend against cyber threats. A data breach could harm individuals (through privacy violations or identity theft) or result in severe business impacts, such as service interruptions, reputational damage, regulatory fines or litigation.
- **Human rights**
  Sonic's purpose is to improve lives by providing access to safe, high-quality healthcare services, and to do so ethically and with integrity. Respect for human rights is central to this purpose. We are committed to upholding high standards for labour and human-rights across our global operations and supply chains. We recognise that any link to human rights abuses or modern slavery would contradict our company values and pose significant reputational and legal risks. By safeguarding human rights, we strengthen our reputation, comply with evolving regulations and contribute positively to society, which supports our ability to create long-term value.

Summary of global material topics

	Material topics	Comparison with Sustainability Accounting Standards Board (SASB) Healthcare Delivery Disclosure Topics and peer company material topics	Stakeholder groups most impacted	
ENVIRONMENT	Climate change	■ Climate change impacts on human health and infrastructure ■ Energy management	Employees Governments Communities, NGOs and charities	Shareholders The planet
ENVIRONMENT	Circular economy and waste	■ Waste management	Employees Governments Communities, NGOs and charities	Shareholders The planet
OUR PEOPLE	Employee attraction, engagement and development	■ Employee recruitment, development and retention	Employees Customers	
OUR PEOPLE	Workforce health, safety and wellbeing	■ Employee health and safety	Employees	
COMMUNITIES	Service quality and safety	■ Quality of care and patient satisfaction	Customers Communities, NGOs and charities Governments	Employees Suppliers Shareholders
COMMUNITIES	Access and affordability	■ Access for low-income patients	Customers Communities, NGOs and charities Governments	
GOVERNANCE	Ethics, integrity and compliance	■ Promotion of trust and enhancement of reputation[1]	Customers Communities, NGOs and charities Governments	Employees Suppliers Shareholders
GOVERNANCE	Privacy and information security	■ Patient privacy and electronic health records	Customers Employees Governments	
GOVERNANCE	Human rights	■ Identification and mitigation of human rights risks across the supply chain, and philanthropic endeavours[1]	Suppliers Communities, NGOs and charities	

1 These are not SASB Healthcare Delivery Disclosure Topics, but are considered material to our sustainability strategy.

Strategic management of our material sustainability topics

Sonic's management of material sustainability topics is anchored in our Medical Leadership Principles, Core Values and strong corporate conscience. These reflect our commitment to ethical conduct, responsible investment and creating long-term stakeholder value.

We have established clear commitments and goals for each material topic, supported by strategic objectives for each specific focus area.

In FY2025, we continued to refine the implementation of these strategies, in line with emerging global standards and evolving stakeholder expectations. This ongoing enhancement reinforces our proactive approach to managing the sustainability issues most material to our business.

Material topics	Commitment	Strategy
ENVIRONMENT ■ Climate change ■ Circular economy and waste	**Minimise our impact on the environment** ■ Reduce global greenhouse gas emissions in line with science-based targets ■ Reduce, reuse and recycle waste ■ Engage with supply chain partners to establish and work towards climate goals	■ Achieve net zero greenhouse gas emissions by 30 June 2050 ■ Reduce global scope 1 and 2 (market-based) greenhouse gas emissions by 43% by 30 June 2030[1] ■ Work across our operations and supply chain to identify opportunities to increase recycling and reduce waste ■ Engage with key suppliers to encourage science-based target setting and to identify opportunities to reduce emissions ■ Embed sustainability criteria into procurement decisions and all new procurement contracts[2]
OUR PEOPLE ■ Employee attraction, engagement and development ■ Workforce health, safety and wellbeing	**Create supporting and fulfilling workplaces** ■ Foster diversity and equality ■ Attract, engage and develop new and existing staff ■ Nurture and enrich Sonic's culture of Medical Leadership ■ Provide healthy and safe places to work	■ Maintain 40:40:20 gender diversity target at Board and senior executive level ■ Maintain average of 10 hours' training per employee per annum ■ Maintain LTIFR[3] at or below the relevant industry benchmark ■ Provide all employees with access to employee assistance or comparable support programs
COMMUNITIES ■ Service quality and safety ■ Access and affordability	**Improve the health of individuals and communities** ■ Ensure the safety and quality of our services ■ Foster medical research and technological innovation ■ Maintain and improve access to our high-quality healthcare services ■ Provide support to communities in need	■ Maintain quality accreditation at 100% of applicable facilities ■ Report key research and educational achievements
GOVERNANCE ■ Ethics, integrity and compliance ■ Privacy and information security ■ Human rights	**Maintain confidence and trust** ■ Promote ethical conduct and ensure compliance ■ Safeguard privacy and protect data ■ Champion human rights	■ Train all relevant staff in key policies[4] ■ Achieve continuous improvement in independently audited Cybersecurity Framework maturity scores (NIST) ■ Publish an annual modern slavery statement

1 Base year for scope 1 and 2 emissions is FY2021
2 Procurement contracts refers to contracts administered by global or divisional procurement teams
3 Lost Time Injury Frequency Rate (LTIFR)
4 Key policies are: Code of Conduct and Ethics, Anti-bribery and Corruption Policy, Whistleblower Policy, Labour Standards and Human Rights Policy, Privacy Policy, Health, Safety and Wellbeing Policy, Supplier Policy

3.6 Our value chain

Understanding our value chain is central to Sonic's approach to sustainability. By mapping the full scope of our operations, from upstream suppliers to downstream service delivery, we gain visibility into where our environmental and social impacts occur, where risks may arise, and where we can have the most positive impacts. This process helps us identify material sustainability issues across our business, strengthen governance and ties our sustainability strategy to our operational footprint. Mapping our value chain also enables more targeted engagement with stakeholders and alignment with recognised reporting standards and frameworks.

Mapping our value chain

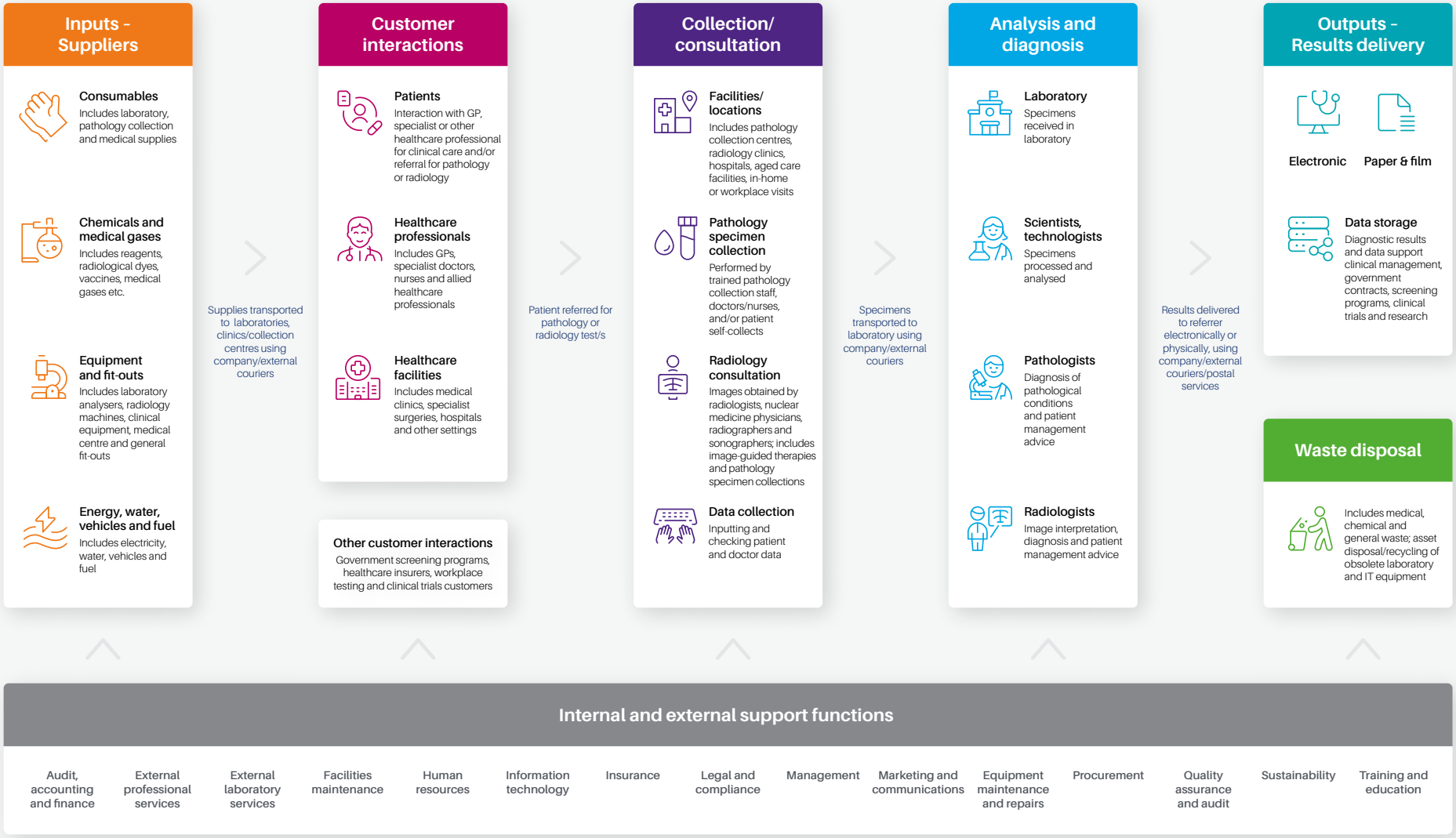
As part of our greenhouse gas inventory and sustainability strategy, Sonic maps all relevant upstream and downstream value chain components. This includes identifying which of the 15 GHG Protocol scope 3 emissions categories apply to Sonic's business. We conclude that approximately 80% of our total GHG emissions come from scope 3 sources, predominantly in the upstream supply chain (with category 1 'Purchased goods and services' being the largest contributor). This work has been valuable for risk management, allowing us to focus on high-impact areas in our value chain to reduce emissions and build resilience.

In parallel, Sonic maps and assesses modern slavery risks across our upstream and downstream supply chains as part of our modern slavery due diligence. This involves reviewing our supplier base, with emphasis on Tier 1 suppliers and high-risk procurement categories, and evaluating factors such as country-of-origin risk, industry sector risk, and supplier practices and policies. The findings inform our annual Modern Slavery Statement, which is reviewed and approved by the Sonic Board. By mapping our value chain in this way, we can target engagement or site assessments for suppliers with higher risk profiles. This due diligence underpins our commitment to human rights, enabling Sonic to proactively address any issues, ensuring our activities align with the standards outlined in our Code of Conduct and Ethics and Labour Standards and Human Rights Policy.

Sonic has established governance bodies, such as the Global Human Rights Committee (GHRC), to oversee and continually improve this process. Each year, as part of Sonic's sustainability and modern slavery reporting cycles, we review and update our value chain to reflect changes in our operations or supply chain risks. This iterative approach allows us to continuously improve value chain visibility.

The diagram on the following page illustrates the key elements, services, stakeholders and support functions in our value chain.

Our value chain



3.7 Risk and opportunity management

Sonic's approach to managing material risks, including those related to ESG matters, is overseen by Sonic's Board of Directors, through its Risk Management Committee (RMC). The RMC includes three Independent Directors and the Sonic CEO, who also chairs the Sonic Sustainability Steering Committee (SSSC). This Committee evaluates whether Sonic's risk management framework adequately addresses both current and emerging risks, including climate-related risks.

Governance framework

All Directors are invited to attend RMC meetings, which are held at least twice annually. In FY2025, three meetings were convened, with the May session featuring a dedicated update on sustainability issues, including climate performance and upcoming mandatory disclosure requirements. The Board also ensures that climate-related risks and opportunities are embedded into Sonic's enterprise risk management framework and broader business strategy, guiding long-term planning and operational decision-making.

Under the leadership of the Group CEO, group-wide climate initiatives aimed at reducing exposure to climate risks are coordinated and executed by senior management, with the support of global and local sustainability teams.

Assessment, identification and management of climate-related risks and opportunities

Climate-related risks represent a key area of sustainability focus for Sonic, both as a source of potential disruption and as an opportunity for strategic resilience. To protect our operations and stakeholders from the impacts of climate change, and to meet evolving global standards, Sonic uses climate scenario analysis to identify, assess and manage climate-related risks. This enables us to evaluate the potential impacts of both physical and transition risks across short, medium and long-term horizons, and to embed relevant insights into our enterprise risk management framework.

Sonic's approach is aligned with leading international standards and frameworks, including the recommendations of the TCFD.

Climate scenario analysis

Climate scenarios explore a range of plausible future conditions to identify and assess the impact of climate-related risks and opportunities. This process helps organisations test how different climate pathways could affect operations, financial performance and resilience.

Rather than serving as predictions or forecasts, climate scenarios offer structured narratives to test the implications of potential developments and actions, enabling organisations to understand and prepare for possible outcomes.

Time horizons used for climate scenario analysis

Short-term: to 2030

Sonic's short-term horizon extends to 2030. During this period, physical climate risks, such as extreme weather events, are expected to intensify, making it an important timeframe for planning near-term operational resilience.

This timeframe aligns with Sonic's current strategic planning cycle and key operational commitments, including our science-aligned target to reduce scope 1 and 2 (market-based) greenhouse gas emissions by 43% by 2030 (from our FY2021 base year).

In this time horizon, our analysis focuses on acute climate-related risks, such as extreme weather events that may disrupt operations, as well as emerging environmental regulations and market shifts that may affect operations or costs in the near future.

Medium-term: to 2040

Sonic's medium-term horizon extends to 2040. This timeframe supports Sonic's strategic transition planning and reflects the period during which climate-related risks and opportunities are expected to further intensify. Importantly, 2040 also represents a critical intermediary checkpoint between Sonic's 2030 and 2050 emissions reduction targets.

Medium-term climate scenario analysis focuses on evolving risks, such as the increasing frequency and severity of extreme weather events, as well as capturing policy milestones and critical climate science projections.

Long-term: to 2050

Sonic's long-term horizon extends to 2050. This is consistent with our commitment to achieve net zero greenhouse gas emissions across all scopes by 30 June 2050. This timeframe reflects global climate benchmarks, including the Paris Agreement, and is used to assess long-range physical climate risks, such as sea level rise, sustained temperature increases and long-term weather disruptions.

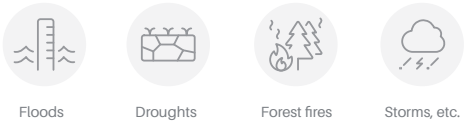
The long-term horizon is embedded in Sonic's corporate vision and strategic risk frameworks. It informs long-range planning decisions, including infrastructure resilience, supply chain diversification and future service models.

Climate scenarios

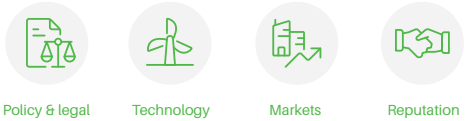
To ensure our climate scenario analysis reflects a credible range of future climate conditions, Sonic has selected two contrasting emissions pathways that align with internationally recognised modelling frameworks. These scenarios provide a structured basis for evaluating our resilience under both ambitious climate action and worst-case climate futures.

In this context, climate-related risks are broadly categorised into two types:

Physical risks: These risks stem from direct impacts of climate change, such as extreme weather events, rising temperatures and rising sea levels. These can disrupt operations and infrastructure, but may also create opportunities for new services or technologies that address climate-related health needs or improve operational resilience.



Transition risks: These risks arise from the global shift to a low-carbon economy driven by changes in policy, regulation, market expectations and technology. While these changes may introduce compliance costs or reputational challenges, they also present opportunities to innovate, reduce emissions, enhance ESG performance and strengthen stakeholder trust.



Scenario 1: Low emissions

1.5°C aligned scenario

Less climate change, increasing transition impacts

NGFS Net Zero 2050, IPCC SSP1-2.6

Transition impacts

Low emission scenario

This scenario is aimed at stress testing Sonic's capacity to withstand and capitalise on climate-related transition risks and opportunities, envisaged from the perspective of a forward-thinking world that is actively engaged in significant emission reduction efforts.

Characteristics of this scenario:

- Global warming is limited to 1.5°C through stringent climate policies and innovation, reaching global net zero CO_2 emissions around 2050.
- Aggressive global policy measures favour low carbon energy, water, and waste.
- Significant shift in capital spending from fossil fuels to renewables.
- Embedded carbon costs accounted for in raw materials.
- Consumers and investors heavily prefer low carbon products and services.

Scenario 2: High emissions

3°C+ scenario

More climate change, increasing physical impacts

NGFS Current Policies, IPCC SSP5-8.5

Physical impacts

2030

2040

2050

High emission scenario

This scenario is aimed at stress testing Sonic's ability to adapt to and benefit from climate-related physical risks and opportunities, envisioned from the standpoint of a world increasingly experiencing extreme weather events due to climate change.

Characteristics of this scenario:

- Frequent extreme weather events, such as storms, floods and fires, disrupt manufacturing, logistics and supply chains.
- Increased repair and insurance costs.
- No additional changes in government policy.
- Little shift in consumer behaviour and investor preferences towards low-carbon products.
- Increasing cost of raw materials due to volatility in availability.
- Changing patterns of disease and population health.

Scenario 1: Low-emissions scenario (1.5°C aligned)

NGFS Net Zero 2050 and RCP2.6/SSP1

Key assumptions associated with this scenario

- **Policy and technology uncertainty**
  The timing and effectiveness of climate policies and innovations are not guaranteed. This scenario presumes an orderly transition, but real-world politics or slower technology breakthroughs could diverge from this path. Conversely, unforeseen innovations could accelerate decarbonisation. These unknowns mean the scenario is not a prediction, but one plausible future.
- **Market and behavioural uncertainty**
  The scenario assumes widespread shifts in markets and consumer behaviour toward low-carbon solutions; however, adoption rates could vary. For example, demand for green products or suppliers' compliance with sustainability expectations may lag, introducing variability in outcomes.
- **Physical climate uncertainty**
  Whilst a 1.5°C trajectory curtails the worst climate damage, the precise climate response is uncertain. There is natural variability in how quickly global temperatures and weather patterns respond to emissions cuts. The scenario cannot fully capture potential tipping points or non-linear climate system changes that might occur.
- **Modelling constraints and assumptions**
  The quantitative risk assessment simplifies complex global dynamics into economic and climate inputs, which has inherent constraints. The scenario also focuses on prioritised risks and opportunities that may not encompass all conceivable climate-related outcomes. Results depend on variable inputs and assumptions, such as carbon price trajectories and business growth rates, and are sensitive to the scenario parameters. They should be viewed as scenarios for stress testing, rather than exact forecasts of Sonic's future performance.
- **Financial materiality**
  The quantitative scenario analysis provides insights into potential climate-related cost impacts for our business; however, judgment is still involved. We acknowledge degrees of measurement uncertainty in translating climate variables to future financial outcomes.

Scenario 2: High-emissions scenario (3°C+)

NGFS 'Current Policies' and RCP8.5/SSP5

Key assumptions associated with this scenario

- **Policy assumptions**
  This scenario assumes that the world broadly follows its current trajectory, falling short of the Paris Agreement ambitions; that there is limited possibility of new carbon taxes or stringent regulations in our operating countries; that consumer preferences for low-carbon services remain unchanged; and that any shifts in our industry, such as moves toward electric vehicles or renewable energy, occur gradually, driven by incremental improvements or cost changes rather than aggressive policy action.
- **Physical climate assumptions**
  Physical risks are assumed to intensify, with more extreme and more frequent weather events, and rising temperatures impacting operating costs, such as increased facility cooling costs.
- **Modelling constraints and assumptions**
  The quantitative risk assessment simplifies complex global dynamics into economic and climate inputs, which has inherent constraints. The analysis also focuses on prioritised risks and opportunities and may not encompass all conceivable climate-related outcomes.
- **Financial materiality**
  The quantitative scenario analysis provides insights into potential climate-related cost impacts for our business; however, judgement is still involved. We acknowledge degrees of measurement uncertainty in translating climate variables to future financial outcomes.

For further detail on scenarios selected, please refer to page 156 of the Appendices.

Materiality of climate-related risks and opportunities

To determine which climate-related risks and opportunities warranted financial quantification, Sonic reviewed the eight risks and seven opportunities identified in the qualitiative assessment we undertook in FY2023 (refer to Appendices, pages 154–155). Following further validation, we confirmed that no additional risks or opportunities had emerged, and the original list remained accurate and comprehensive.

Of the 15 items assessed, several were excluded from quantitative modelling. This was either because there wasn't enough data to support reliable financial analysis or because they were not deemed to be a priority at this stage. We will continue to monitor these risks and opportunities. If better data becomes available or if the strategic relevance of an excluded risk or opportunity changes, we will undertake further financial modelling if there is a reasonable expectation that the item could be financially material.

Modelled risks and opportunities

Risk/opportunity	Type and category	Description	Assumptions	Materiality
Risk: Impact of carbon pricing across the value chain (mitigated and unmitigated)	**Transition** ▪ Policy and legal ▪ Technology ▪ Market	The impact of carbon pricing across the value chain refers to a scenario that considers additional operating expenses that may be borne by companies for each tonne of carbon they produce in future. The per-tonne cost of carbon evaluated by Sonic is based on the NGFS 'shadow emissions price', which acts as a proxy for policy stringency (such as governments introducing a carbon tax) and technological change (such as costs associated with development of low carbon products passed through from the supply chain). Shadow emissions prices rise with more ambitious climate action. ▪ **Unmitigated scenario:** Assumes that Sonic does not implement any mitigation efforts beyond FY2024. ▪ **Mitigated scenario:** Sonic's overall emissions are assumed to decrease in line with Sonic's net zero target trajectory.	▪ **Unmitigated:** Sonic's scope 1, 2 and 3 emissions increase in line with an assumed business growth. For scope 2 only, ongoing grid decarbonisation assumptions are also factored into the emissions projections. ▪ **Mitigated:** Sonic's scope 1, 2 and 3 emissions decrease in line with our emissions reduction targets, with a linear interpolation between targets: – 2030 target: 43% reduction of scope 1 and scope 2 (market-based) (compared with FY2021 base year) – 2050 target: achieve net zero GHG emissions (scopes 1, 2 and 3). ▪ **All scenarios:** The percentage of carbon-related costs that suppliers will pass through to Sonic is a key assumption in the modelling.	▪ **Unmitigated scenario:** Determined to be **potentially financially material** over all time horizons under a low-emissions, unmitigated scenario, with a high degree of uncertainty. Refer to pages 38–39 for further details on uncertainties associated with quantification of this risk. ▪ **Mitigated scenario:** Determined **not to be financially material** over short-, medium- and long-term time horizons, under both high- and low-emissions scenarios.

Modelled risks and opportunities

Risk/opportunity	Type and category	Description	Assumptions	Materiality
Risk: Increased energy costs from cooling demands for equipment and operations	**Physical** ▪ Chronic	As climate change brings more frequent heatwaves and higher temperatures, Sonic anticipates needing to run cooling systems more often to keep equipment and facilities at stable temperatures. This greater use of cooling will drive up electricity consumption and associated energy costs, directly adding to the company's operating expenses.	▪ Cooling costs are assumed to increase in direct proportion to rising cooling demand, meaning that as the need for cooling grows, associated energy expenses rise at a consistent rate. ▪ Energy consumption per site 'type'. ▪ Electricity prices. ▪ The selection of 230+ sites for physical risk assessment was based on electricity usage to reflect operational size and significance, while also ensuring representation across business units and geographic locations.	▪ Determined **not to be financially material** over short-, medium- and long-term time horizons, under both high- and low-emissions scenarios.
Risk: Cost of repairing owned assets	**Physical** ▪ Acute	Increased severity and frequency of extreme weather events may disrupt operations and damage Sonic's physical assets, leading to higher costs for building repairs and the replacement of goods lost during such events.	▪ Climate hazards considered are fires, flooding (fluvial, pluvial and tidal), snow depth and winds. ▪ The number of floors affect asset resilience, i.e. the higher the number of floors, the more resilient the asset is towards floods. ▪ Heavy precipitation days (>50 mm/day) are used as a proxy to account for the change in frequency of flooding (fluvial and pluvial) events. ▪ The selection of 230+ sites for physical risk assessment was based on electricity usage to reflect operational size and significance, while also ensuring representation across business units and geographic locations.	▪ Determined **not to be financially material** over short-, medium- and long-term time horizons under both high- and low-emissions scenarios.

Modelled risks and opportunities

Risk/opportunity	Type and category	Description	Assumptions	Materiality
Risk: Cost of replacing goods damaged by extreme weather for leased assets	**Physical** ▪ Acute	Increased severity and frequency of extreme weather events may disrupt operations and damage Sonic's leased physical assets, leading to higher costs for the replacement of goods lost during such events.	▪ Climate hazards considered are fires, flooding (fluvial, pluvial and tidal), snow depth and winds. ▪ The number of floors affect asset resilience, i.e. the higher the number of floors, the more resilient the asset is towards floods. ▪ Heavy precipitation days (>50 mm/day) are used as a proxy to account for the change in frequency of flooding (fluvial and pluvial) events. ▪ The selection of 230+ sites for physical risk assessment was based on electricity usage to reflect operational size and significance, while also ensuring representation across business units and geographic locations.	▪ Determined **not to be financially material** over short-, medium- and long-term time horizons, under both high- and low-emissions scenarios.
Risk: Supplied goods value at risk due to extreme weather events	**Physical** ▪ Acute	An increase in the frequency and severity of extreme weather events may cause damage to Sonic's suppliers, resulting in indirect financial impacts for Sonic through operational disruptions, as well as increased costs associated with delays, rescheduling and potential loss of goods or services.	▪ Climate hazards considered are fires, flooding (fluvial, pluvial and tidal), snow depth and winds.	▪ Determined **not to be financially material** over short-, medium- and long-term time horizons, under both high- and low-emissions scenarios.
Opportunity: Increased revenue due to climate-related health trends	**Products and services; Markets**	Growing health impacts linked to extreme weather and environmental changes are expected to drive increased demand for Sonic's existing services, while also creating opportunities to develop new offerings that address emerging climate-related health trends.	*While numerous studies have qualitatively explored how climate change may influence health trends, such as shifts in the spread of mosquito-borne illnesses, increased incidences of food-borne diseases, rising prevalence of asthma and allergies, and greater cardiovascular disease burden, quantitative data to robustly model these links remains limited. Sonic will continue to monitor this opportunity. If better data becomes available, we will undertake quantitative modelling where there is a reasonable expectation that the opportunity could become financially material.*	

Financial impacts of material climate-related risks and opportunities

Disclosing material financial climate-related risks and opportunities is a critical step in enabling organisations to understand, manage and respond to the evolving impacts of climate change. Transparent disclosure helps identify which risks may significantly affect financial performance, strategic direction or operational resilience. It also supports informed decision-making by boards, investors and other stakeholders, ensuring that climate-related considerations are integrated into governance, risk management and capital allocation processes.

Sonic's first quantitative climate scenario analysis was completed in FY2025, assessing six items: five risks and one opportunity (see pages 35–37 for further details of risks and opportunity assessed). Of these, 'Carbon pricing cost' under a low-emissions, unmitigated scenario, was identified as potentially financially material. Details of this risk, its potential financial impacts, and related measurement uncertainty are outlined below.

Importantly, whilst the other risks and opportunities assessed were not determined to be financially material, Sonic recognises that assessment of these risks still provides vital insights for enhancing climate and operational resilience for the future.

The threshold used to determine materiality of Sonic's quantified climate-related risks is based on Sonic's Board-approved Risk Appetite Statement.

Risk/opportunity		Impact of carbon pricing across the value chain (low-emissions scenario, unmitigated)
Financial impacts	**FY2025 impact**	▪ No financial impact
	Significant risk of material adjustment in FY2026	▪ None expected
	Anticipated effects in the short-, medium- and long-term	Under the NGFS low-emissions (strong climate action) scenario, where aggressive policies to limit warming are assumed, Sonic could face potential financial exposure over all time horizons if our emissions were to grow without any mitigation efforts. By contrast, in a high-emissions scenario (with slower or minimal policy action), carbon prices would remain lower or sporadic, resulting in a smaller financial impact. As such, the overall materiality impact of the carbon pricing risk is highly scenario dependent. Under a low-emissions, unmitigated scenario, modelling indicates that the 'the cost of carbon' (NGFS 'shadow emissions price') within Sonic's operations could progressively increase operating costs across the short-, medium- and long-term. Whilst the unmitigated scenario, modelled for completeness, indicated the financial impact of this risk could exceed Sonic's Board-approved materiality threshold, Sonic is already taking active steps to reduce its emissions, in keeping with our 2050 net zero target. The modelled financial impact under the low-emissions, mitigated scenario, by comparison, did not meet Sonic's materiality threshold. Sonic has not disclosed quantitative projections for future financial effects on performance, financial position or cash flow related to carbon pricing risk under a low-emissions, unmitigated scenario, due to: ▪ significant measurement uncertainty ▪ high sensitivity to underlying assumptions ▪ absence of historical occurrences, no anticipated impacts in the next reporting period, and difficulty in determining when or if such impacts may materialise which render quantitative forecasts unreliable. This approach aligns with AASB S2, which permits qualitative disclosure where quantitative data cannot be prepared without undue speculation or unreasonable effort.

Risk/opportunity	Impact of carbon pricing across the value chain (low-emissions scenario, unmitigated)
Judgements and uncertainties	The scenario assessment requires numerous assumptions, including about technological advances and future carbon price levels, timing and geographic scope, which are difficult to anticipate given evolving climate policies. Additionally, Sonic's own future emissions profile (influenced by growth and decarbonisation efforts) will affect costs – if Sonic reduces its carbon footprint, the financial impact from any given carbon price would lessen, and vice versa. Ultimately, whilst the quantitative risk assessment exercise identified a potential carbon pricing risk under a low-emissions, unmitigated scenario, the exact scale of impact is highly uncertain. Additional judgements and uncertainties considered in this low-emissions, unmitigated scenario include: ▪ **Alignment with strategy:** Sonic has a net zero strategy in place and is taking active steps towards scope 1, 2 and 3 emissions reductions. The financial impact projected under this scenario is inconsistent with our current business objectives, reinforcing the importance of our decarbonisation efforts to mitigate risk. ▪ **Scope of emissions:** the emissions profile used in this scenario includes growth of scope 1, 2 and 3 emissions. For scope 3 emissions in particular, Sonic has limited influence and visibility into how, and at what pace, individual suppliers may respond to future climate policies or reduce their own emissions over time. ▪ **External reductions:** it is possible that Sonic's scope 2 and 3 emissions may decline due to actions taken by others (such as energy providers or suppliers), without direct intervention by Sonic. ▪ **Emissions reductions commensurate with the 'cost of carbon':** modelling for both the high or low-emissions scenarios (and particularly the low-emissions scenario, where global warming is limited to 1.5°C through stringent climate policies and innovation) was unable to factor in emissions reductions to Sonic's scope 1, 2 and 3 emissions for a corresponding 'cost of carbon'. This limitation stems from several factors: Sonic's future emissions trajectory is influenced by a combination of internal initiatives and external dependencies (such as supplier decarbonisation, energy market transitions), many of which are not yet quantifiable or predicable with sufficient trajectory. Additionally, the 'cost of carbon' is highly sensitive to jurisdictional policy settings, market mechanisms and timing, which vary across Sonic's global footprint. As such, assigning a reliable financial value to avoided emissions was not feasible within the current modelling framework. Sonic will continue to refine this analysis as policies and our ability to project future emissions evolve.

Climate strategy and resilience

Sonic's climate strategy is centred on two priorities: reducing emissions and building resilience through forward planning. These strategic objectives are supported by science-aligned targets to cut scope 1 and 2 (market-based) greenhouse gas emissions by 43% by 2030 (against a FY2021 base year) and to achieve net zero emissions across all scopes by 2050.

Progress towards these objectives is evidenced by our 27.3% reduction in scope 1 and 2 (market-based) emissions from our FY2021 base year, which has been achieved through a multi-pronged decarbonisation program. Key initiatives include:

- procuring an increasing proportion of renewable electricity
- expanding on-site solar installations
- upgrading equipment and building systems for energy efficiency
- transitioning the vehicle fleet towards hybrid and electric models.

These efforts not only reduce Sonic's carbon footprint but also mitigate exposure to future carbon costs and regulatory constraints. Further details on Sonic's emissions reduction performance and activities in FY2025 can be found in the 'Climate and environment' section of this report on pages 59–73.

Climate scenario analysis is a critical element of Sonic's resilience planning. The Board and executive leadership use insights from climate scenario analysis to shape Sonic's climate strategy, which includes targeted mitigation efforts, operational adaptation planning and investment in operational resilience to ensure the organisation remains well-positioned in a changing climate.

Although Sonic's first quantitative climate scenario analysis only identified one risk as being potentially financially material – 'Carbon pricing cost' under a low-emissions, unmitigated scenario – the broader evaluation provided vital insights that will strengthen Sonic's long-term climate and operational resilience.

Managing key climate-related risks

Sonic's climate scenario analysis examined several key physical and transitional climate-related risks. Sonic has developed strategic responses for each priority risk to mitigate impact and enhance resilience. These strategies will be regularly reviewed and refined or expanded as we deepen our climate risk assessments.

Climate-related risk	Sonic's strategic response
Impact of carbon pricing across the value chain	Despite the inherent uncertainties associated with the full impact of carbon pricing, importantly, it highlights carbon cost exposure as a key climate-related risk for Sonic to strategically manage, particularly in relation to scope 3 emissions. Sonic's planned response to carbon pricing focuses on reducing emissions exposure and improving operational efficiency to mitigate cost impacts over time. Key actions include: ▪ transitioning to lower-emission technologies, such as electrifying our vehicle fleet and upgrading to energy-efficient equipment across facilities ▪ increasing use of renewably sourced electricity ▪ strengthening emissions data quality and reporting systems to support accurate forecasting and compliance ▪ engaging with suppliers to collaborate on reduction initiatives, and monitoring progress towards mutually aligned targets ▪ increasing onsite renewable electricity generation where feasible.
Increased energy costs from cooling demands for equipment and operations	Sonic is enhancing the energy efficiency of our facilities to reduce overall energy consumption and manage operating costs. Key initiatives include: ▪ upgrading HVAC systems and insulation to lower cooling (and heating) demands. ▪ expanding on-site solar installations to offset reliance on grid electricity. ▪ incorporating sustainable design principles into new builds and fit-outs where feasible.
Cost of repairing owned assets	▪ Sonic's company-owned facilities are strengthened against extreme weather events through investments in reinforced structures, backup power and proactive maintenance. We also leverage our geographic diversity and robust disaster recovery plans, so if one site is impacted, other sites can continue providing services. This multi-layered approach minimises downtime and repair costs across the business. ▪ Sonic maintains comprehensive insurance on key assets to limit financial impact and regularly reviews coverage to reflect evolving climate risks.
Cost of replacing goods damaged by extreme weather (leased assets)	▪ To limit financial impact, Sonic maintains comprehensive insurance on key assets, and regularly reviews coverage to reflect evolving climate risks.
Supplied goods value at risk due to extreme weather events	▪ Sonic's multi-sourcing supply strategy and buffer inventory of critical materials aims to mitigate this risk by ensuring that supplies are readily available to maintain operations. Our key suppliers have sophisticated distribution networks with inbuilt redundancies, including geographical spread across regions, which aims to avoid single points of failure.

Transition plan

Sonic's formal transition plan will be a critical step in articulating our decarbonisation pathway and aligning with emerging regulatory expectations. While still in development, we have completed an important first step – our first quantitative climate-related risk and opportunity assessment, which confirmed scope 3 emissions as a key focus area for transition planning.

Sonic intends to publish a forward-looking transition plan that supports transparency, stakeholder confidence and long-term value creation. In the interim, in addition to emissions reduction activities within our direction operations, Sonic continues to work collaboratively with suppliers to reduce emissions, improve data quality and embed climate considerations into procurement practices.

3.8 Metrics and targets

Sonic uses clear metrics and targets to support sustainability governance and management. Defined goals and key performance indicators (outlined in our 'Sustainability strategy' on page 28) drive progress, accountability and transparency across our ESG initiatives.

Regular measurement and reporting of performance metrics (such as annual emissions inventories and reduction percentages) allows Sonic to monitor performance and adapt actions.

This includes:

- tracking comprehensive greenhouse gas emissions metrics (scopes 1, 2 and 3)
- Setting science-based climate targets, such as:
  - a 43% reduction in scope 1 and 2 (market-based) emissions by 2030 (from our FY2021 base year)
  - net zero emissions by 2050

To ensure robust data governance and transparency, in FY2024, Sonic undertook internal audits and an external 'pre-assurance' review of our emissions data and processes to strengthen the credibility of our disclosures. In FY2025, we received limited assurance of our scope 1 and 2 emissions, as part of our broader strategy to progressively commence independent assurance on key sustainability metrics, anticipating future requirements for verified climate data and disclosure of targets.

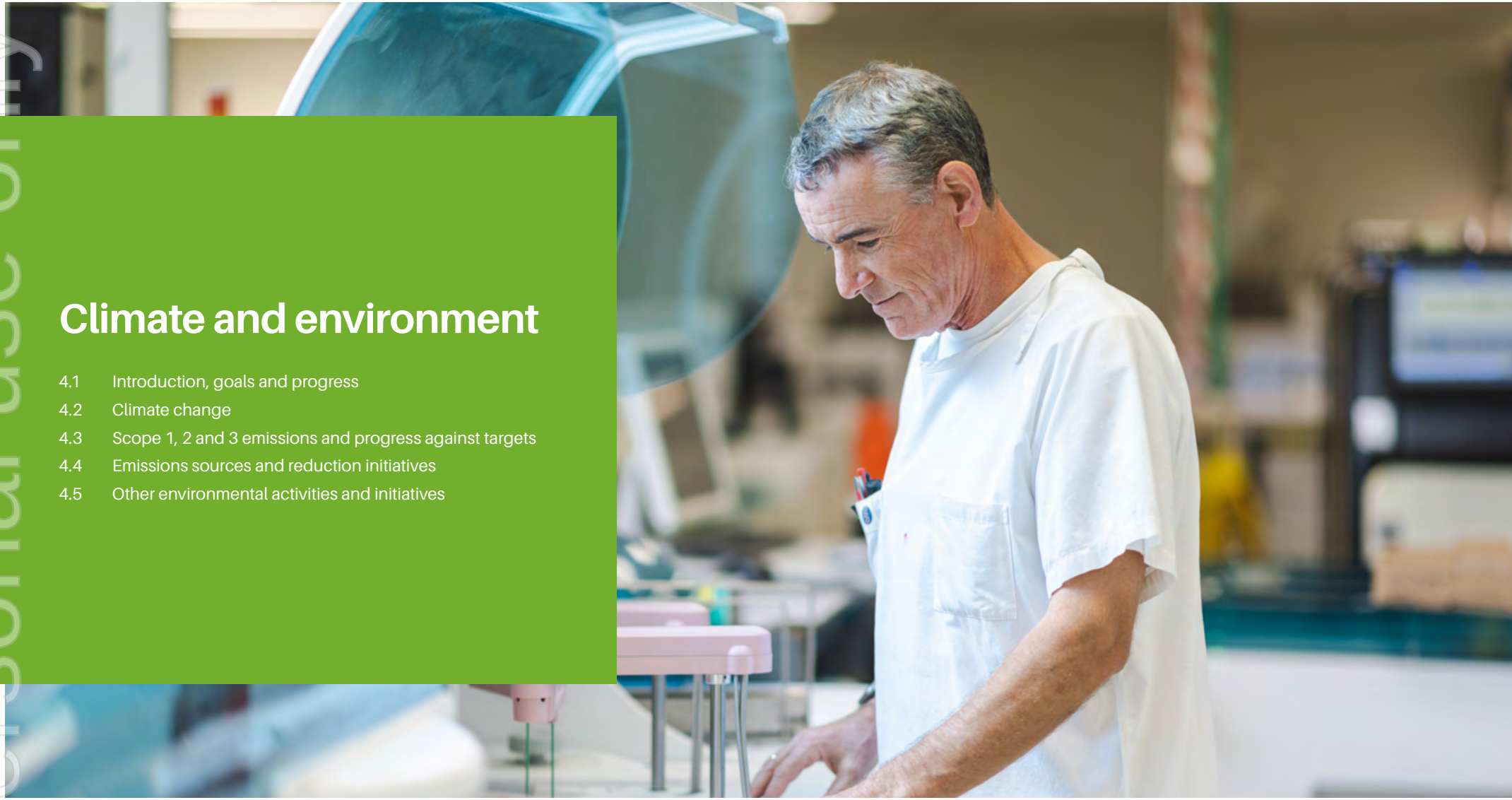
Use of metrics and targets ensures that our sustainability commitments are quantified, monitored and integrated into our corporate strategy. This not only meets TCFD-aligned reporting requirements, but also reinforces Sonic's commitment to continuous improvement, as we transparently track our impacts and hold ourselves accountable to the targets we have set.

3.9 Reporting, transparency and continuous improvement

Sonic is committed to providing high-quality, decision-useful sustainability disclosures that are consistent, comparable and aligned with evolving global and local standards. This annual Sustainability Report is our primary source of these disclosure topics.

We make the following commitments regarding the coverage of our sustainability disclosures:

Governance	Our Board provides oversight of sustainability and climate issues, with management's roles, competencies and incentives clearly defined and supported by robust policies and control frameworks.
Strategy	Disclose sustainability-related risks and opportunities across our business model and value chain. For climate-related disclosures, we commit to disclosing our transition plan (currently under development), use of carbon pricing (if any), and climate-resilience outcomes from scenario analysis.
Risk management	The processes used to identify, assess, prioritise and monitor sustainability and climate-related risks and opportunities, including how these are integrated with our enterprise risk management.
Metrics and targets	Report on targets and industry-based metrics (leveraging SASB guidance). For climate-related metrics, we disclose emissions for scopes 1, 2 and 3, and report progress against decarbonisation targets.
Disclosure standards and assurance	Align with global frameworks (GRI, IFRS, TCFD), comply with jurisdictional requirements, and use internal controls and external assurance to support transparency and credibility.
Basis of preparation and connectivity	Outline our reporting boundary and operational control approach, alongside data sources and methodologies used, including any restatements (see page 48).



Climate and environment

4.1 Introduction, goals and progress

The Sixth Assessment Report from the Intergovernmental Panel on Climate Change (IPCC) warned that 'global warming is likely to reach 1.5°C above pre-industrial levels between 2030 and 2052 if it continues to increase at the current rate (high confidence)'. 'Climate-related risks to health, livelihoods, food security, water supply, human security and economic growth are projected to increase with global warming of 1.5°C and increase further with 2°C'.[1]

Sonic remains committed to contributing responsibly to global efforts to address this challenge.

1 ipcc.ch/sr15/resources/headline-statements (accessed 7 September 2025)

Commitment: To minimise our impact on the environment

Material topics	Strategy	Target	Target date	FY2025 outcomes
Climate change	▪ Reduce global greenhouse gas emissions in line with science-based targets	▪ **Scopes 1, 2 and 3:** Achieve net zero greenhouse gas emissions	30 June 2050	▪ 13% reduction in scope 1, 2 (market-based) and 3 emissions against FY2021 base year ▪ 17.6% reduction in scope 1 emissions against FY2021 base year
		▪ **Scopes 1 and 2 (market-based):** Reduce global scope 1 and 2 (market-based) greenhouse gas emissions by 43% against FY2021 base year	30 June 2030	▪ 27.3% reduction in scope 1 and 2 (market-based) emissions against FY2021 base year
		▪ **Scope 1:** Convert fleet to zero-emissions vehicles	30 June 2040	▪ 39.5% of Sonic's global fleet vehicles were hybrid or electric in FY2025, an increase of more than 10% compared with FY2024
		▪ **Scope 2 (market-based):** Reduce emissions from purchased electricity by 80%	30 June 2030	▪ 31.4% reduction in emissions from purchased electricity (scope 2 market-based) on FY2021 base year

1 Base year for scope 1 and 2 emissions is FY2021.

4.2 Climate change

Why is it important?

Healthcare is estimated to contribute to 4.4% of global greenhouse gas emissions.[1]

As a leading global provider of healthcare services, Sonic recognises our responsibility to protect both human and environmental health. We are committed to managing and minimising our key environmental impacts including energy use, greenhouse gas emissions, waste generation, water consumption and other impacts on the natural world.

1 arup.com/insights/healthcares-climate-footprint (accessed 7 September 2025).

Sonic recognises the impacts that more frequent and extreme weather events, such as storms, floods, heatwaves and bushfires, could have on our operations, supply chains and broader infrastructure. Climate change may also affect our customers' health, medical needs and ability to access our services.

Recognising these challenges strengthens the need for organisations like Sonic to reduce their environmental impact and promote environmental responsibility across the entire value chain to build long-term resilience across the business.

Our approach

Sonic's operations play an important role in global healthcare. We are committed to reducing our environmental footprint while continuously strengthening the long-term resilience of our business.

Our climate strategy aligns with the Paris Agreement, and our emissions targets are informed by the Science Based Targets initiative (SBTi). Our science-aligned targets include:

- reducing scope 1 and 2 (market-based) greenhouse gas emissions by 43% by 2030 (from a FY2021 base year)
- working towards achieving net zero emissions across all scopes by 2050.

Sonic intends to seek formal validation of these targets once the SBTi's updated Corporate Net-Zero Standard (version 2.0), currently under review, comes into effect.

Governance and oversight of climate-related risks and opportunities are led by the Sonic Board and RMC, who provide strategic direction and monitor exposure across the Group. Implementation of climate strategy is driven by the Group CEO and Chief Medical Officer, who work closely with the Sonic Sustainability Steering Committee (SSSC), the Global Sustainability Team and regional Sustainability Leads.

In FY2025, Sonic completed its first enterprise-wide climate scenario analysis, quantifying the potential financial impacts of climate-related risks and opportunities under both low- and high-emissions futures. This work strengthens our preparedness for mandatory reporting under the Australian Sustainability Reporting Standards (ASRS) and reinforces our commitment to transparency, accountability and long-term value creation. For more information regarding Sonic's climate scenario analysis and outcomes, see pages 31–40.

Sonic is actively implementing emissions reduction initiatives across our operations, including:

- transitioning to renewable energy
- upgrading equipment for energy efficiency
- electrifying our vehicle fleet.

At the same time, we're strengthening climate adaptation measures to enhance operational resilience against increased physical climate risks.

Emissions accounting

Sonic's emissions accounting methodology is designed to ensure consistency, transparency and alignment with global best practice. We follow the Greenhouse Gas Protocol and apply an organisational boundary that aligns with our consolidated financial statements. By integrating emissions reporting with our financial consolidation structure, we provide stakeholders with a clear, comparable view of our environmental performance.

The following outlines the principles, scope and processes that underpin Sonic's emissions accounting framework.

Principal activities

Sonic's principal activities involve the provision of pathology/laboratory medicine services for medical diagnostic testing in Australia, Germany, the USA, Switzerland, the UK, Belgium and New Zealand. In Australia, Sonic also provides radiology and clinical services to support patient care.

Sonic provides its diagnostic services through a network of laboratories, radiology clinics, medical centres and patient collection facilities. In pathology, Sonic performs routine and advanced testing, in both large-scale automated laboratories and smaller hospital-based units. In radiology, services include diagnostic imaging, such as X-rays, CT scans, MRI and ultrasound. These services are typically requested by referring clinicians.

Sonic's operations are supported by a global fleet of courier vehicles that transport patient samples to laboratories. The business model is service-based, with no manufacturing or sale of physical products; the core outputs are clinical and diagnostic information, typically delivered to the end recipient electronically.

Organisational boundary

Sonic calculates and reports emissions for all business divisions using an 'operational control' consolidation approach. Our greenhouse gas (GHG) inventory is prepared using the same organisational boundary as our consolidated financial statements, in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard and IFRS reporting principles.

This alignment ensures that all entities (including investments) over which Sonic has financial and operational control are consistently included in both financial and emissions reporting. This enhances transparency, comparability and auditability, and supports consistent year-on-year tracking of our environmental progress.

GHG emissions coverage

Scope 1 and 2

Sonic's reporting boundary includes all scope 1 and 2 emissions from facilities under our direct operational control. In accordance with the Greenhouse Gas Protocol definition, we account for 100% of emissions from operations where Sonic (or its subsidiaries) have the authority to direct activities and influence outcomes.

Scope 3

We assess scope 3 emissions across all 15 Greenhouse Gas Protocol categories. Emissions are calculated using a combination of activity-based and spend-based methodologies, depending on data availability and relevance.

Consistent with Greenhouse Gas Protocol guidance, Sonic assessed all 15 scope 3 categories and determined that several downstream categories do not apply to our business model. Since Sonic provides medical diagnostic services and does not manufacture or sell physical products, scope 3 categories 10, 11 and 12 (relating to sold products) are excluded from our inventory. In addition, categories 13, 14 and 15 (covering leased assets, franchises and investments) are not relevant to our operations, as we do not operate under a franchise model, nor do we lease out assets or hold investments that generate emissions considered to be within our reporting boundary.

Data collection, estimation, accuracy and assurance

Emissions and other sustainability data are collected by each division and consolidated into global totals using a consistent methodology. Our global sustainability team works closely with divisional Sustainability Leads to ensure data accuracy, completeness and alignment with reporting standards.

Activity data is collected from each jurisdiction and facility. Where data is unavailable, Sonic uses estimation methods to calculate the most accurate estimate of annual figures. These methods are documented in our Basis of Preparation and reviewed for consistency and accuracy.

Emissions estimates are reviewed and assured internally. In addition, in FY2025, Sonic's scope 1 and 2 emissions received limited third-party assurance, with plans to include assurance of scope 3 emissions in future reporting cycles.

Base year

Sonic has selected FY2021 as the base year for scope 1, 2 and 3 GHG emissions.[1] This baseline supports consistent tracking of progress against our science-aligned emissions reduction targets.

Emission factors

Sonic applies a consistent approach to the use of emission factors to ensure GHG reporting is accurate and comparable. Emission factors are chosen based on relevance to the activity, data quality and geographic applicability. Where possible, Sonic uses country-specific emission factors from recognised sources, such as:

- the Australian Government's 'National Greenhouse Accounts' (NGA)
- the UK Government's 'GHG Conversion Factors for Company Reporting of Greenhouse Gas Emissions'
- the US EPA's 'Emission Factors for GHG Inventories'
- other jurisdictional databases.

If local factors are not available, we use proxy factors to determine the most appropriate and conservative estimates. All emission factors are documented in a centralised database and reviewed annually to reflect the latest guidance and methodologies.

Restatements

Sonic restates emissions data when there are material changes in methodology, organisational boundaries or underlying activity data. While SBTi guidance recommends recalculating base year emissions if total emissions change by 5% or more, Sonic applies this threshold at the jurisdiction and scope level to more accurately reflect actual emissions, and support meaningful year-on-year comparisons. All restatements follow the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard, ensuring consistency and transparency across reporting periods. When we restate prior year data, we disclose the nature, rationale and impact of the change on reported emissions (see 'Notes on tables 1–16' on page 143).

Continuous improvement

We review our emissions accounting approach each year, and update it to reflect changes in regulations, operational structure and best practice. This helps us monitor progress, meet stakeholder expectations and inform strategic decision-making across the organisation.

1 FY2021 was chosen as the base year for emissions comparison due to the availability of global data. It may not reflect business as usual due to the influence of the COVID-19 pandemic.

Key sources of emissions

Sonic's GHG emissions profile reflects the nature of our operations as a global provider of medical diagnostic services. This profile provides the foundation for Sonic's decarbonisation strategy and informs our progress against science-aligned reduction targets.

Our emissions are categorised in accordance with the Greenhouse Gas Protocol across:

Scope 1 - Direct emissions

Sonic's scope 1 emissions are direct emissions from sources under Sonic's operational control. These include fuel combustion in our global fleet of courier and service vehicles (petrol, diesel and hybrid), on-site use of natural gas, and smaller quantities of other gases, such as dry ice and refrigerants used in HVAC systems and cool rooms.

Scope 2 - Indirect emissions from purchased energy

Sonic's scope 2 emissions are indirect emissions from purchased electricity and heat consumed by our laboratories, clinics and offices. These emissions vary by region, depending on local energy grids and procurement practices, and are reported using both location-based and market-based methodologies.

Scope 3 - Indirect value chain emissions

Our scope 3 emissions are primarily driven by upstream purchased goods and services, including medical supplies, laboratory equipment and reagents (classified under scope 3 category 1). Other relevant categories include upstream transportation (category 4), employee commuting (category 7) and capital equipment (category 2). Several downstream categories (10–15) are excluded from our inventory, as we don't manufacture or sell physical products, operate franchises or lease out assets (see page 47 for further details).

Decarbonisation levers

Sonic's decarbonisation strategy targets emissions across all scopes, with tailored initiatives designed to reduce our operational footprint and influence emissions across our value chain.

Scope 1

- Transitioning our global fleet to hybrid and electric vehicles, with a medium-term goal of achieving a zero-emissions fleet by 2040.
- Upgrading HVAC systems and refrigeration units to reduce leakage and improve energy efficiency (also impacting scope 2).
- Phasing out high-emission gases, such as dry ice, and replacing them with lower-impact alternatives where feasible.

Scope 2

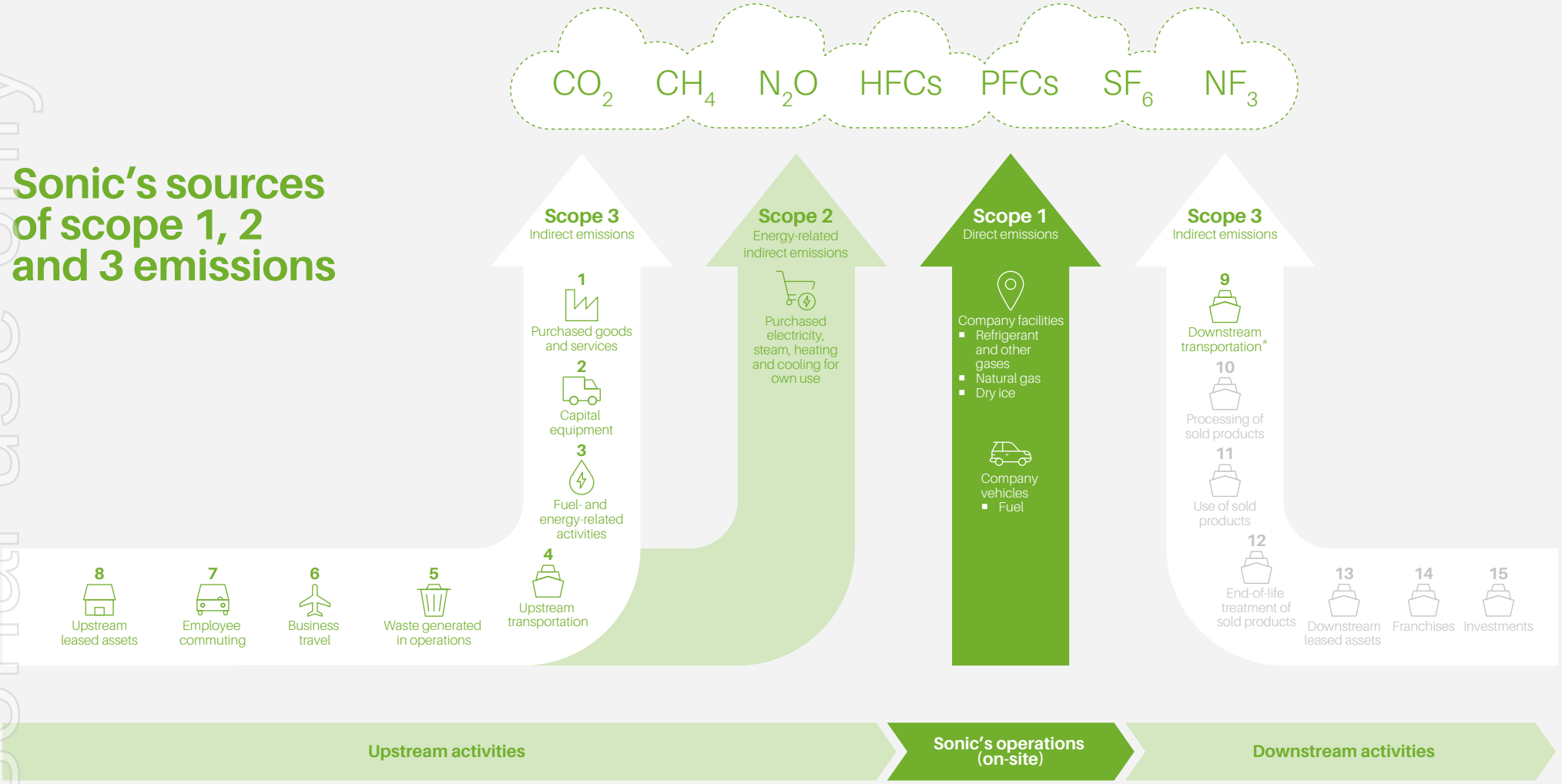
- Increasing procurement of renewable electricity through market-based instruments and direct supply agreements.
- Expanding and optimising on-site solar generation and storage.
- Investing in energy efficiency initiatives across our global operations.

Scope 3

- Engaging with suppliers to improve emissions transparency and encourage alignment with Sonic's sustainability goals.
- Prioritising low-carbon procurement practices, including prioritisation of suppliers with science-based targets and verified emissions disclosures.
- Improving waste management practices, including initiatives to recycle and reuse waste generated throughout our operations and value chain.

These levers form the foundation of Sonic's emissions reduction roadmap and support our commitment to achieving net zero across all scopes by 2050.

Sonic's sources of scope 1, 2 and 3 emissions



*Sonic is unable to separate upstream and downstream transportation, so all emissions associated with transportation (both upstream and downstream) are captured in scope 3 category 4 'Upstream transportation'

#Graphic adapted from the Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard

Net zero strategy

Short-term

Scope 1 and 2

- Reduce global scope 1 and scope 2 (market-based) greenhouse gas emissions by 43% (compared with FY2021 base year) by 30 June 2030

Scope 2 (market-based)

- 80% reduction in emissions from purchased electricity by 30 June 2030

Medium-term

Scope 1

- Complete conversion of global fleet to zero-emissions vehicles by 30 June 2040

Long-term

Scopes 1, 2 and 3

- Achieve net zero green-house gas emissions by 30 June 2050

Emissions reduction initiatives

Scope 1

- Investing in energy efficiency initiatives across our global operations.
- Accelerating conversion of global fleet to hybrid and zero-emissions vehicles.
- Upgrading HVAC systems and refrigeration units to reduce leakage and improve energy efficiency.

Scope 2

- Switching to certified sources of renewable energy.
- Optimising onsite energy generation and storage.
- Investing in energy efficiency initiatives across our global operations.

Scope 2

- Engaging with suppliers to improve emissions transparency and encourage alignment with Sonic's sustainability goals.
- Prioritising low-carbon procurement practices, including prioritisation of suppliers with science-based targets and verified emissions disclosures.
- Improving waste management practices, including initiatives to recycle and reuse waste generated throughout our operations and value chain.

Carbon pricing

Sonic has not yet introduced internal pricing of environmental externalities (such as a shadow carbon price), as it has not been an immediate priority in our climate strategy. Instead, we have focused on meeting our emissions reduction targets through direct action and complying with existing regulations.

As a healthcare company with no carbon tax obligations in our key operating regions, we are currently prioritising tangible decarbonisation measures, such as investing in renewable energy, electrifying our fleet and improving energy efficiency, over implementing a notional carbon price. This approach channels our resources into actual emissions reduction, which, in turn, mitigates future carbon cost exposure if regulators introduce carbon pricing mechanisms.

Nevertheless, we recognise that internal carbon pricing can be a useful planning tool as our climate program matures (including emissions assurance for verification of measurement). Our scenario analyses consider external carbon price risks, and we remain alert to evolving best practices.

For now, Sonic manages climate-related costs through direct investments and existing risk management processes. As carbon markets and stakeholder expectations develop, we will reassess whether adopting an internal carbon price or similar mechanism would benefit our decision-making.

Use of offsets

Sonic does not currently use carbon offsets to neutralise emissions;, however, we expect this will be needed as we progress towards our 2050 net zero target.

Our current considerations with regard to use of carbon offsets are as follows:

Near-term (2020s)

Sonic's current focus is on emissions abatement. The priority is to minimise the need for offsets later by cutting emissions at the source now.

During this near-term period, no substantial purchase of carbon offset credits is planned, in line with the Science Based Targets initiative (SBTi) Corporate Net-Zero Standard that calls for deep decarbonisation as the first step to reducing emissions.

Medium-term (2030)

A critical interim milestone is FY2030, by which time Sonic aims to achieve a 43% reduction in scope 1 and 2 (market-based) emissions (from our FY2021 base year) and make substantial inroads into scope 3 reductions. Reaching this interim target will provide important insights into how much of our emissions can be eliminated through internal actions (via transition planning) and which emissions will remain hard to abate.

Long-term (2040s)

Sonic's net zero target is 2050. Any emissions we cannot eliminate by this date will be neutralised through credible offsetting or removal. While it's premature today to quantify the exact volume of offsets that will be needed in 2050, we anticipate that residual emissions will be a relatively small percentage of our 2021 base year. This is consistent with SBTi's expectation of ≥90% absolute reduction for net zero companies. All potential future neutralisation efforts will adhere to rigorous quality criteria.

Compliance

Sonic is committed to operating responsibly and complying with all relevant environmental laws and regulations in the countries where we operate.

4.3 Scope 1, 2 and 3 emissions and progress against targets

Sonic reports global greenhouse gas emissions across scopes 1, 2 and 3 and tracks progress against our emissions reduction targets, including outlining associated emissions reduction initiatives.

Base year (FY2021) and prior year (FY2024) emissions reported in the body of this report have been restated (where relevant) in FY2025 to account for:

- material changes in Sonic's reporting boundary
- changes in methodology
- improvements in data quality
- correction of errors identified in prior reporting periods.

For more detail, please see 'Notes on tables 1–16' in the Appendices of this report, page 143.

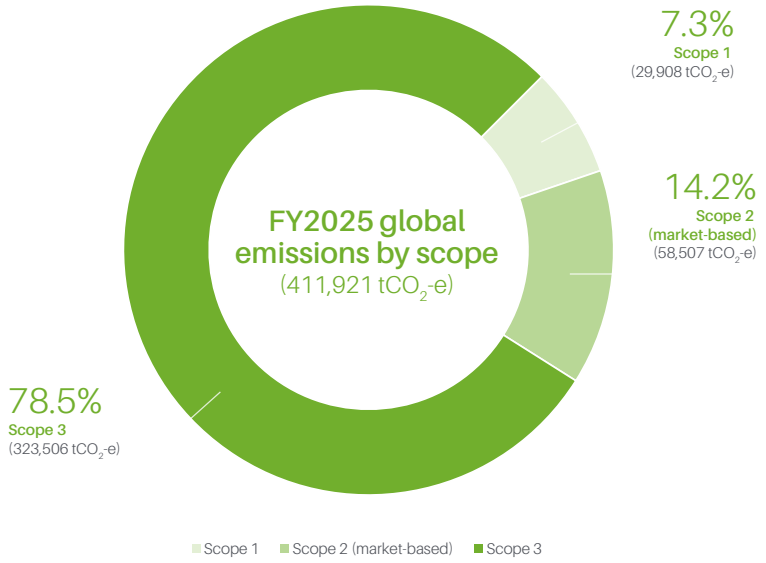
Global emissions footprint (scopes 1, 2 and 3)

Global emissions footprint (tCO_2-e)	FY2025 (current year)	FY2024 (prior year)	FY2021 (base year)	FY2025 % reduction on FY2021
Scope 1	29,908	32,288	36,302	-17.6%
Scope 2 (market-based)	58,507	61,773	85,249	-31.4%
Scope 3	323,506	366,626	352,180	-8.1%
Total	**411,921**	**460,687**	**473,731**	**-13.0%**

Sonic's global emissions footprint (scopes 1, 2 and 3) has reduced by 13.0% against our FY2021 base year. This reduction is largely driven by a 17.6% reduction in scope 1 emissions (6,394 tCO_2-e) and a 31.4% reduction in scope 2 (market-based) emissions (26,742 tCO_2-e) against our FY2021 base year.

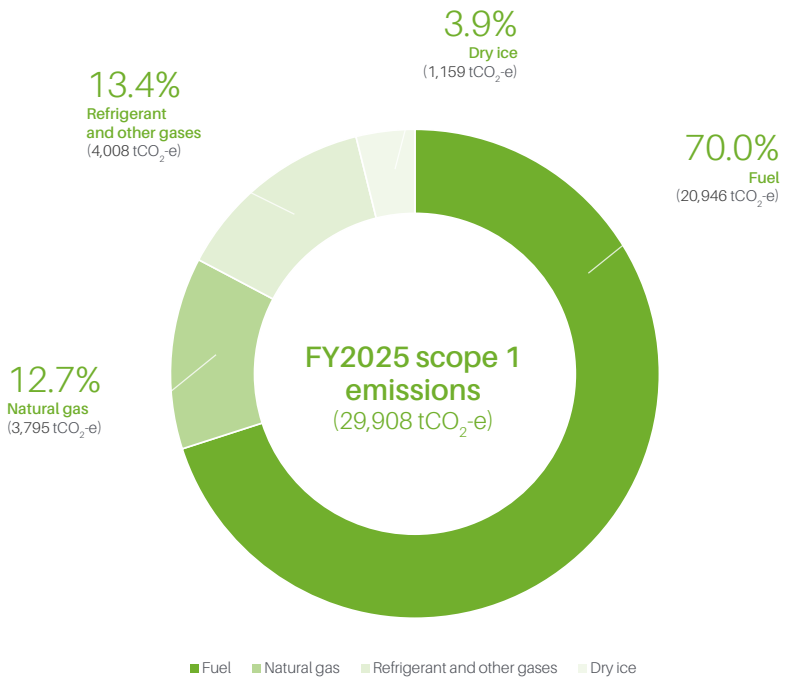
As with many organisations, scope 3 comprises the largest source of GHG emissions for Sonic.

Further details of Sonic's emissions by scope are provided on the following pages.



Scope 1 emissions

Scope 1 emissions (tCO_2-e)	FY2025 (current year)	FY2024 (prior year)	FY2021 (base year)	FY2025 % reduction on FY2021
Fuel	20,946	22,495	26,732	-21.6%
Natural gas	3,795	4,312	3,977	-4.6%
Refrigerant and other gases	4,008	3,967	4,019	-0.3%
Dry ice	1,159	1,514	1,574	-26.3%
Total	**29,908**	**32,288**	**36,302**	**-17.6%**



Since FY2021, Sonic's scope 1 emissions have reduced by 17.6% (6,394 tCO_2-e), with 90.5% (5,786 tCO_2-e) of this reduction coming from Sonic's transition from combustion engine vehicles to hybrid and electric vehicles.

Further details of Sonic's scope 1 emissions reduction initiatives can be found on pages 59–63 of this report.

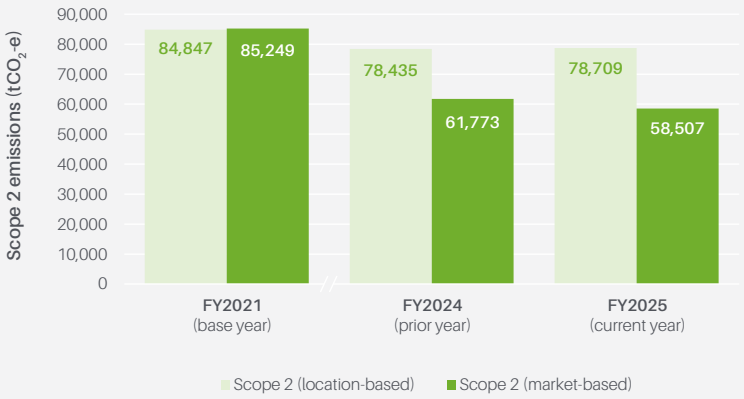
Scope 2 emissions

Sonic's scope 2 location-based emissions have reduced by 7.2% since FY2021. Impacts of energy efficiency initiatives implemented since FY2021 are difficult to separate from the impact of COVID-19 on pandemic-related business growth in FY2021.

Ongoing expansion of facilities for on-site solar installations have also reduced the total amount of purchased electricity required for operations. In FY2025, electricity generated by solar installations increased by 107.8% (1,346,022 kWh) from 1.25 million kWh in FY2024 to 2.60 million kWh in FY2025 (see page 65 for further details).

Sonic's scope 2 market-based emissions have reduced by 31.4% (26,742 tCO_2-e) since FY2021, largely due to the impact of our efforts to increase the proportion of purchased renewable electricity in overall electricity usage (see page 64 for more details).

Scope 2 emissions by reporting period

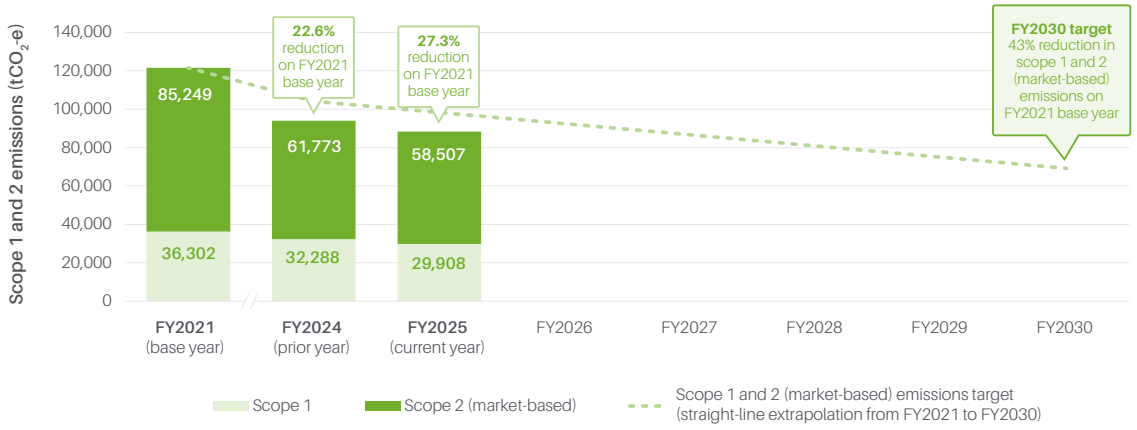


Scope 1 and 2 emissions and progress towards 2030 target

Sonic's scope 1 and 2 (market-based) emissions have reduced by 27.3% (33,136 tCO_2-e) against our FY2021 base year, confirming we have achieved 63.4% of our target to reduce scope 1 and 2 (market-based) emissions by 43% by FY2030.

Further details about reductions in scope 1 and 2 emissions are outlined in the respective sections on the following pages.

Scope 1 and 2 (market-based) emissions and progress towards 2030 target



Scope 1 and 2 emissions intensity

Scope 1 and 2 emissions intensity[1,2,3]					
Intensity measure	**Unit**	**FY2025** (current year)	**FY2024** (prior year)	**FY2021** (base year)	**FY2025 % reduction on FY2021**
Global scope 1 GHG emissions intensity	tCO_2-e per A$M revenue	3.10	3.26	3.75	-17.3%
Global scope 2 (location-based) GHG emissions intensity	tCO_2-e per A$M revenue	8.16	7.93	8.76	-6.8%
Global scope 2 (market-based) GHG emissions intensity	tCO_2-e per A$M revenue	6.07	6.24	8.81	-31.1%
Global scope 1 and 2 (location-based) GHG emissions intensity	tCO_2-e per A$M revenue	11.26	11.19	12.51	-10.0%
Global scope 1 and 2 (market-based) GHG emissions intensity	tCO_2-e per A$M revenue	9.17	9.50	12.56	-27.0%

1 Prior and base year revenue values are restated for acquisitions and divestments to ensure alignment with restated emissions in the respective period.
2 Restated revenues consider annualised revenues of the respective acquisition (or divestment) as at the date of transaction completion, using the average foreign exchange rate in the respective financial year of the acquisition (or divestment).
3 For acquisitions in the current financial year, prior and base year restated revenues are adjusted to include revenue only for the part of the year from the date of the respective acquisition.

As of FY2025, Sonic measures greenhouse gas emissions intensity in terms of emissions per million Australian dollars (A$m) of revenue (calculated using adjusted revenues for prior periods to align with emissions restatements), with the aim of enhancing transparency and comparability. Use of revenue as the denominator provides a consistent benchmark across all divisions and regions, making year-on-year performance easier to compare and reducing distortions from changes in test volumes or workforce size. In addition, revenue-based intensity metrics align with best practice and stakeholder expectations. Normalising Sonic's global emissions to financial output offers a clearer picture of how efficiently the business is decarbonising as it grows, improving the clarity of our sustainability reporting.

In FY2025, all revenue-based intensity metrics show a reduction on our FY2021 base year. The smallest reduction on the FY2021 base year occurs in scope 2 location-based emissions intensity (-6.8%), which is to be expected where business growth outstrips the impact of energy efficiency initiatives that have been implemented.

Conversely, scope 2 market-based emissions show the largest intensity reduction on the FY2021 base year (-31.1%) as a result of Sonic's transition to purchased renewable electricity and investments into on-site solar, contributing to an overall 27% reduction in Sonic's scope 1 and 2 (market-based) emissions intensity.

Scope 3 emissions

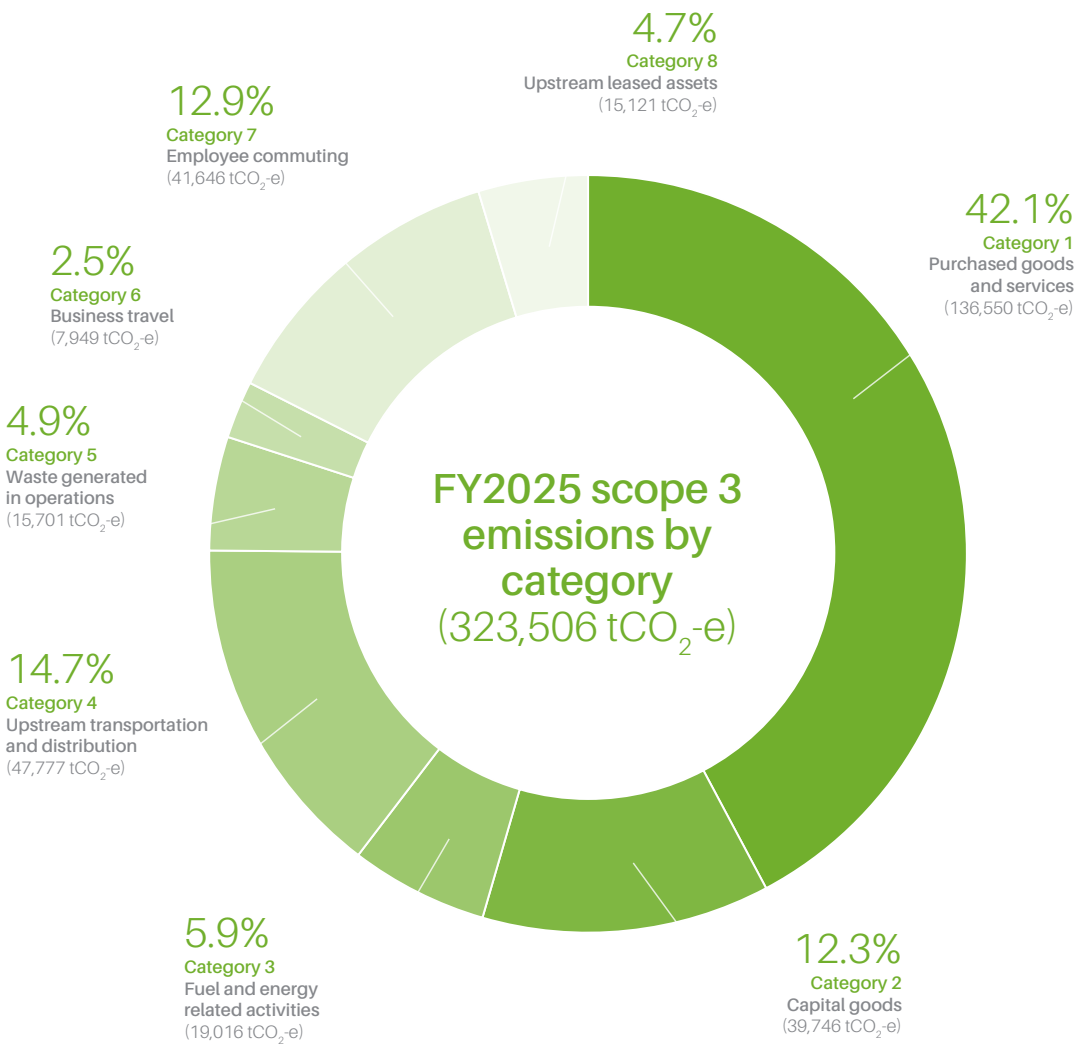
Scope 3 emissions comprise the largest source of GHG emissions for many organisations. This is the case for Sonic, where scope 3 emissions account for 74.5% of Sonic's total emissions footprint (scopes 1, 2 and 3), using a scope 2 location-based calculation, or 78.5%, using a scope 2 market-based calculation.

Sonic's most significant categories of scope 3 emissions, ranked by size in FY2025, are as follows:

- Category 1 'Purchased goods and services' – 42.1%
- Category 4 'Upstream transportation and distribution' – 14.7% (also includes emissions from category 9 'Downstream transportation and distribution' - see following page)
- Category 7 'Employee commuting' – 12.9%
- Category 2 'Capital goods' – 12.3%

Together, these four categories make up 82.0% (265,719 tCO_2-e) of Sonic's total scope 3 emissions, and 64.5% of Sonic's global emissions footprint (using a market-based calculation for scope 2).

Details on Sonic's scope 3 emissions reduction activities can be found on pages 68–73 of this report.



Scope 3 emissions by category

Scope 3 emissions by GHG category (tCO_2-e)[1]						
Category (GHG Protocol)		Source data	FY2025 (current year)	FY2024 (prior year)	FY2021 (base year)	% of FY2025 scope 3
1	Purchased goods and services	Spend data	136,550	146,388	163,049	42.1%
2	Capital equipment	Spend data	39,746	63,933	41,565	12.3%
3	Fuel and energy-related activities	Scope 1 and 2 (location-based) fuel and energy data	19,016	19,996	15,952	5.9%
4	Upstream transportation NB see note on category 9	Spend data	47,777	49,108	45,148	14.7%
5	Waste generated	Available waste type, weight, disposal method and spend data	15,701	23,021	22,696	4.9%
6	Business travel	Available travel distance, type and spend data	7,949	7,533	4,726	2.5%
7	Employee commuting	Employee numbers, regional commuting patterns and emissions factors	41,646	41,398	39,628	12.9%
8	Upstream leased assets	Property area, average consumption and regional electricity/gas emission factors	15,121	15,249	19,416	4.7%
9	Downstream transportation	Included in category 4 as we are not able to separate spend	See category 4	See category 4	See category 4	
Total scope 3 emissions			**323,506**	**366,626**	**352,180**	**100.0%**

1 Please refer to 'Notes on tables 1–16' on page 143 for details on scope 3 emissions calculations and methodologies.

4.4 Emissions sources and reduction initiatives

SCOPE 1

Fuel

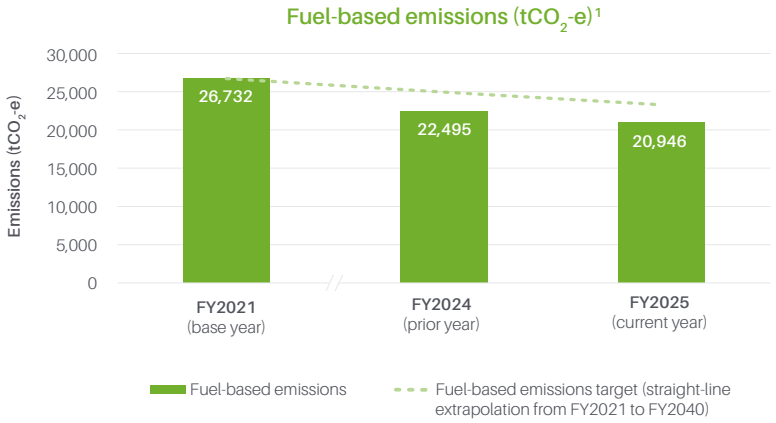
The most significant contributor to Sonic's scope 1 emissions is the fuel (petrol and diesel) used for our fleet of 3,356 cars, motorbikes/scooters and other courier vehicles. These emissions account for 70% of total scope 1 emissions measured in FY2025.

Courier services are a critical part of Sonic's pathology operations, ensuring specimens are transported quickly and securely from the point of collection to laboratories for diagnostic testing. Given the scale and frequency of these movements, often across large geographic areas, courier activities are significant contributors to our scope 1 emissions, mainly through fuel consumption.

As such, Sonic's priorities are:

- transitioning to lower emissions transport options
- optimisation of courier networks.

This helps to reduce environmental impact while maintaining the high service standards required in clinical diagnostics.



1 Fuel-based emissions for FY2025 include heating oil (1,131 tCO_2-e) and stationary diesel (65 tCO_2e-2)

Emissions reduction initiatives

Fleet transition

Sonic has committed to converting our fleet to 100% zero-emissions vehicles by 30 June 2040. Achieving this target will depend on emerging vehicle technology, such as extended battery range and hydrogen engine development, as well as widespread community infrastructure upgrades to support vehicle charging and hydrogen refuelling. Availability and supply of suitable vehicles for courier operations will also be critical.

In the meantime, Sonic is successfully deploying electric and hybrid vehicles across our fleet, reducing fuel consumption and associated scope 1 emissions. Fleet vehicles are typically renewed every three to five years, making hybrid technology a practical interim solution while reliable zero-emissions infrastructure is further developed.

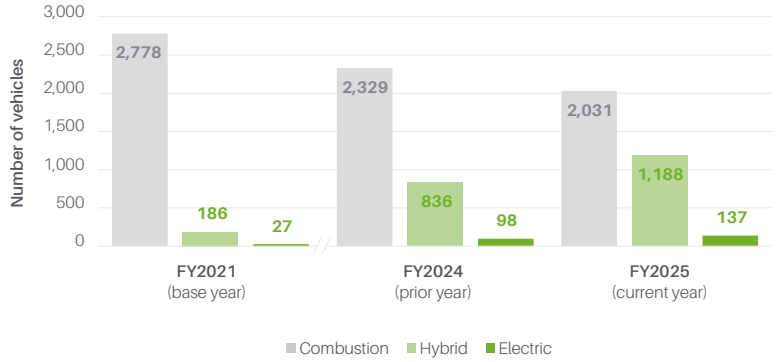
In FY2025, our global vehicle fleet included:

- 1,188 hybrid vehicles (42.1% increase on FY2024)
- 137 electric vehicles (39.8% increase on FY2024)

Hybrid and electric vehicles now represent 39.5% of our total fleet, up from 7.1 % in FY2021, as shown in the graph below.

As a result of this transition, fuel-based emissions have reduced by 21.6% (5,786 tCO_2-e) since FY2021, despite the size of the total global fleet growing by 365 vehicles.

FY2025 vehicle fleet composition



Transition to electric vehicles

To meet our fleet transition target, Sonic is incorporating an increasing number of lower-emissions vehicles across all countries of operation. Our electric vehicle (EV) trials in several regions have provided valuable insights into the current practicalities and limitations of EV adoption within pathology courier operations.

- **Operational suitability:** EVs are currently best suited to short, metropolitan courier runs with multiple stops. Their limited range and long charging times restrict their use on longer or multi-shift routes, which are common in pathology logistics. Hybrid vehicles remain the preferred option for most courier work due to their flexibility and lack of infrastructure requirements.
- **Charging infrastructure challenges:** A consistent barrier to broader EV adoption is the lack of adequate charging infrastructure. Many facilities lack the electrical capacity to support multiple rapid chargers. Charging downtime also impacts courier scheduling and efficiency.
- **Fleet performance and maintenance:** EVs have delivered notable savings in fuel and maintenance costs, particularly in high-traffic areas where regenerative braking improves battery efficiency.
- **Staff experience and safety:** Some staff initially reported discomfort with EV acceleration, though this has improved over time.

It is important to note that effective total emissions reduction requires not only transition to zero-emissions vehicles but also the use of charging infrastructure using renewably sourced energy.

Electric van from East Side Clinical Laboratory, Providence, RI, USA.

SHUSA recognised for leadership in fleet sustainability

Sonic Healthcare USA (SHUSA) has been recognised in 2025 by the Corporate Electric Vehicle Alliance (CEVA) as a leader in the healthcare midsize fleet group, which includes organisations with 500 to 3,000 vehicles.

CEVA brings together companies committed to accelerating the transition to electric vehicles across all use cases and class sizes. SHUSA was acknowledged for its progress in 'greening' its fleet, with recognition based on the proportion of vehicles transitioned to hybrid and electric models.

IT tools for route optimisation

Sonic practices around the world have implemented a range of digital tools to optimise courier routes, enhance operational efficiency, reduce fuel consumption and improve specimen turnaround times. These systems reduce total kilometres travelled and support dynamic scheduling and real-time tracking of courier vehicles, enabling dispatch teams to actively adjust runs based on specimen volumes, clinic demand and courier availability.

Fleet management systems also support route planning by identifying the nearest available vehicle for ad-hoc pickups, helping to reduce delays and improve responsiveness. These initiatives are particularly valuable in pathology/laboratory medicine, where timely specimen transport is critical to diagnostic turnaround and patient care.

In FY2025, several Sonic divisions continued to explore opportunities to expand these technologies across their operations, supporting Sonic's targets to reduce scope 1 emissions and transition to a lower-carbon transport model.

Natural gas

In FY2025, Sonic's emissions due to natural gas were 3,795 tCO_2-e, accounting for:

- 12.7% of Sonic's scope 1 emissions globally
- 3.5% of our scope 1 and 2 (location-based) emissions (i.e. emissions under our operational control)

Sixty per cent of Sonic's natural gas consumption occurs in Germany, where it is predominantly used for heating. The ongoing war in Ukraine has continued to impact gas supplies and pricing. Some of our sites have converted from gas to electricity, and further reduction initiatives are currently being explored. In addition, the UK, which was responsible for approximately 10% of Sonic's natural gas consumption in FY2024, transitioned to the use of certificate-supported biogas across all sites within operational control on 1 January 2025, reducing overall emissions associated with natural gas consumption in the reporting period.

Following stakeholder engagement during FY2025, Sonic now reports natural gas as a standalone scope 1 emissions category to enhance transparency and enable more effective tracking of progress over time.

Alternatives for use of natural gas in Germany

To reduce reliance on natural gas, Sonic's laboratories in Germany are adopting alternative heating solutions as part of new facility developments and relocations. These modern facilities prioritise sustainable systems, such as geothermal energy and air heat pumps, with natural gas retained only as a backup.

Refrigerant gases and other gases

Many refrigerant gases used in heating, ventilation and air conditioning (HVAC) systems have high global warming potential (GWP) compared to CO_2 (GWP = 1). This year we continued to collect accessible data to estimate the emissions impact of refrigerant gases used in the HVAC systems within our operational control, including large walk-in cool rooms used for specimen storage at our laboratories. This information is being used to support business cases for replacement of older HVAC units that contain harmful refrigerants, have high leakage rates, or use more energy to run than the more modern and environmentally friendly replacement units. For example, during FY2025, five ageing HVAC units in our New York laboratory were replaced with new, more efficient systems, decreasing the leakage of high GWP refrigerant gases and reducing HVAC-related power usage for the entire laboratory by an estimated 35%.

Upgrading HVAC systems delivers cost and emissions savings in the USA

In FY2025, Sonic Healthcare USA (SHUSA) undertook a significant upgrade of its heating, ventilation and air conditioning (HVAC) systems, replacing units up to 15 years old with high-efficiency models that use lower global warming potential (GWP) refrigerants.

At one site, the new 15-ton unit, running on refrigerant gases with lower GWP, replaced an overtaxed legacy system that relied on high-impact refrigerant gases. This upgrade is expected to reduce emissions by approximately 1,000 tCO_2-e in the first year.

Five additional 15-ton units were also replaced with models connected to building automation systems, enabling remote diagnostics and more precise load management. These enhancements have already generated emissions reductions beyond initial projections.

Dry ice

Dry ice, the solid form of CO_2, is sometimes used in pathology to keep samples cold during transportation. Dry ice sublimates (changes from the solid to the gaseous state) when exposed to higher temperatures and/or lower pressure, releasing CO_2 gas back into the atmosphere. Sonic's disaggregated scope 1 emissions (page 54) show that emissions associated with dry ice usage have decreased by 23.5% (355 tCO_2-e) from the prior period in FY2025. Dry ice now accounts for 3.9% of scope 1 emissions, down from 4.7% in FY2024. This downward trend is expected to continue as SHUSA, our largest user of dry ice, continues to replace dry ice across the country (see below).

Next steps

HVAC data completeness and estimation

Improving the completeness and consistency of HVAC data remains a focus area for Sonic, with efforts aimed at enhancing granularity and consistency across businesses to better support scope 1 emissions tracking.

Innovative alternatives for use of dry ice

Sonic Healthcare USA (SHUSA) has developed a customised mobile cooler to enable the transport of specimens without the need for dry ice.

After a successful trial, 500 units were deployed across SHUSA's logistics fleet in January 2025, with plans underway to roll out 100–200 extra units.

The coolers are rated to -30°C, and are suitable for routine, non-ultra-low-temperature specimen transport. They use a low GWP refrigerant (GWP = 1), operate via vehicle power outlets and include a battery backup system that can maintain temperature for up to 14 hours. Importantly, the manufacturer has committed to recycling all units at end of life, further minimising environmental impact.

Since implementation, the project has achieved an estimated annualised reduction of more than 140 tonnes of dry ice (approximately 140 tCO_2-e).

SCOPE 2

Purchased electricity

Purchased electricity accounts for the largest proportion of emissions under Sonic's operational control. Using the location-based approach, purchased electricity accounts for 72.5% (78,709 tCO_2-e) of Sonic's total scope 1 and 2 emissions in FY2025. Under the market-based approach, purchased electricity accounts for 66.2% (58,507 tCO_2-e) of Sonic's total scope 1 and 2 emissions for the same period.

As a proportion of Sonic's total emissions footprint (scope 1, 2 and 3 emissions), purchased electricity represents 18.2% using the scope 2 location-based approach and 14.2% using the scope 2 market-based approach.

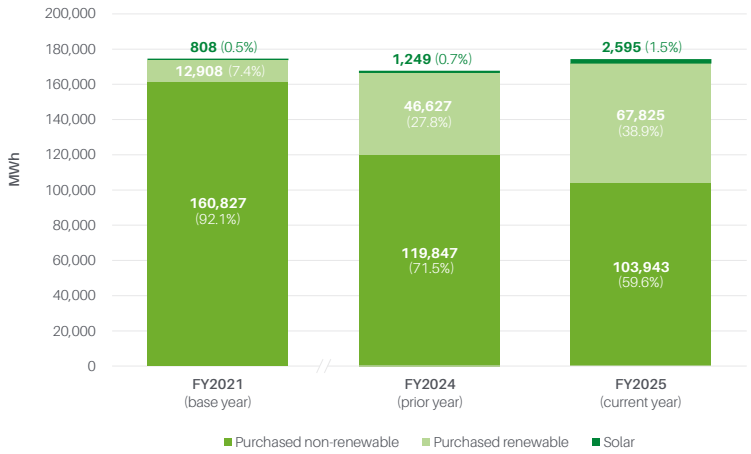
Regardless of accounting approach (i.e. location-based or market-based), purchased electricity represents a significant source of emissions for Sonic to abate.

Emissions reduction initiatives

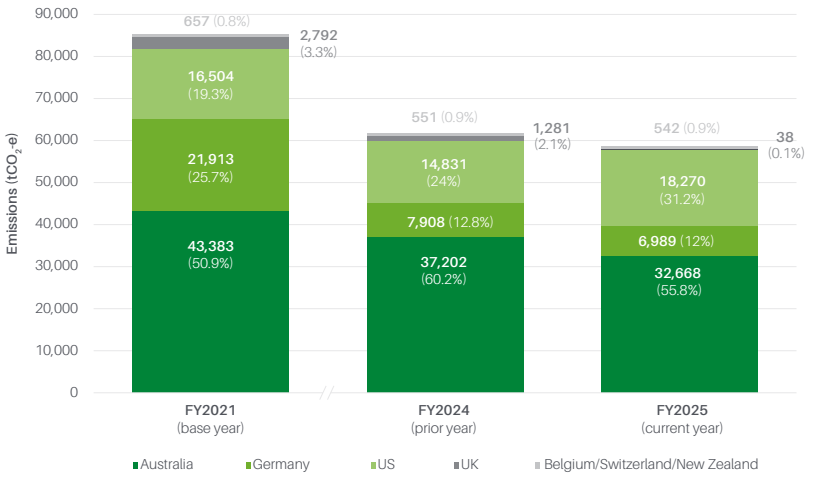
Renewable electricity

Purchased renewable electricity has accounted for an increasing proportion of total electricity used by Sonic since our base year of FY2021. The graph below shows the change in Sonic's respective usage of purchased renewable, non-renewable and solar electricity since FY2021.

Electricity usage



Scope 2 (market-based) by country



Australia continues to represent the largest proportion of Sonic's scope 2 (market-based) emissions (55.8%), despite representing approximately 37% of the global business by revenue contribution. Australia's disproportionate contribution reflects the nature of Australia's electricity grid, and its high emissions output due to coal-fired electricity.

To address this issue, in FY2022, Sonic negotiated a contract to annually increase the percentage of large generation certificate (LGC) supported renewable energy purchased for all large usage sites within operational control in Queensland, New South Wales, Victoria and South Australia, with additional renewable energy certificates purchased for Western Australia and the remaining smaller sites within operational control. Certificate-supported, renewably sourced electricity amounted to 50% of total electricity purchased in Australia in FY2025. This percentage will continue to increase by 10% each year, reaching 100% in FY2030.

Sonic reports on both location-based and market-based scope 2 emissions to reflect these and other renewable power purchases outside of Australia. The impact of these purchases has seen a 31.4% (26,742 tCO_2-e) reduction in market-based scope 2 emissions in FY2025 when compared with our FY2021 base year.

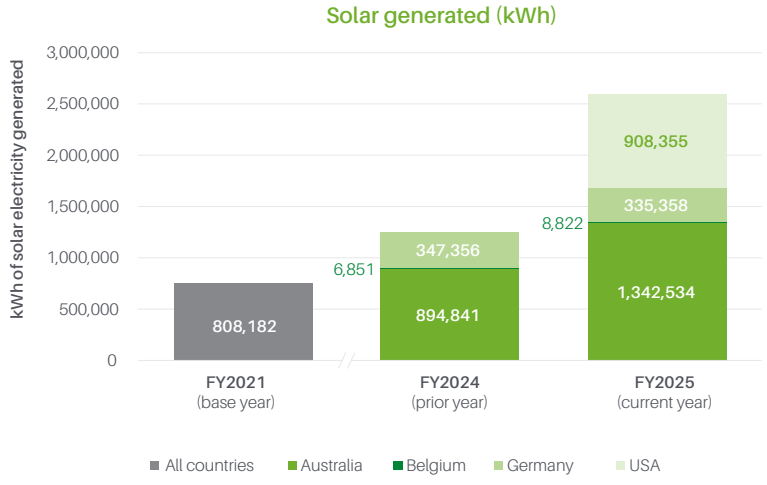
On-site renewable electricity generation

During FY2025, Sonic increased on site solar energy generation capacity, generating 2,595,069 kWh of electricity, an increase of 107.8% on FY2024.

Sonic's US division accounted for 67.5% of this increase, due to a number of new solar installations coming online during the FY2025 period.

The graph below shows the respective kWh of solar generated by country of operation, for current, prior and base years.

Together with the sourcing of renewable electricity, on-site solar has contributed to the reduction of emissions associated with purchased electricity (scope 2 emissions).



Global electricity generated by solar installations (kWh)				
FY2025 (current year)	FY2024 (prior year)	FY2021 (base year)	% change FY25 vs FY24	% change FY25 vs FY21
2,595,069	1,249,047	808,182	107.8%	221.1%

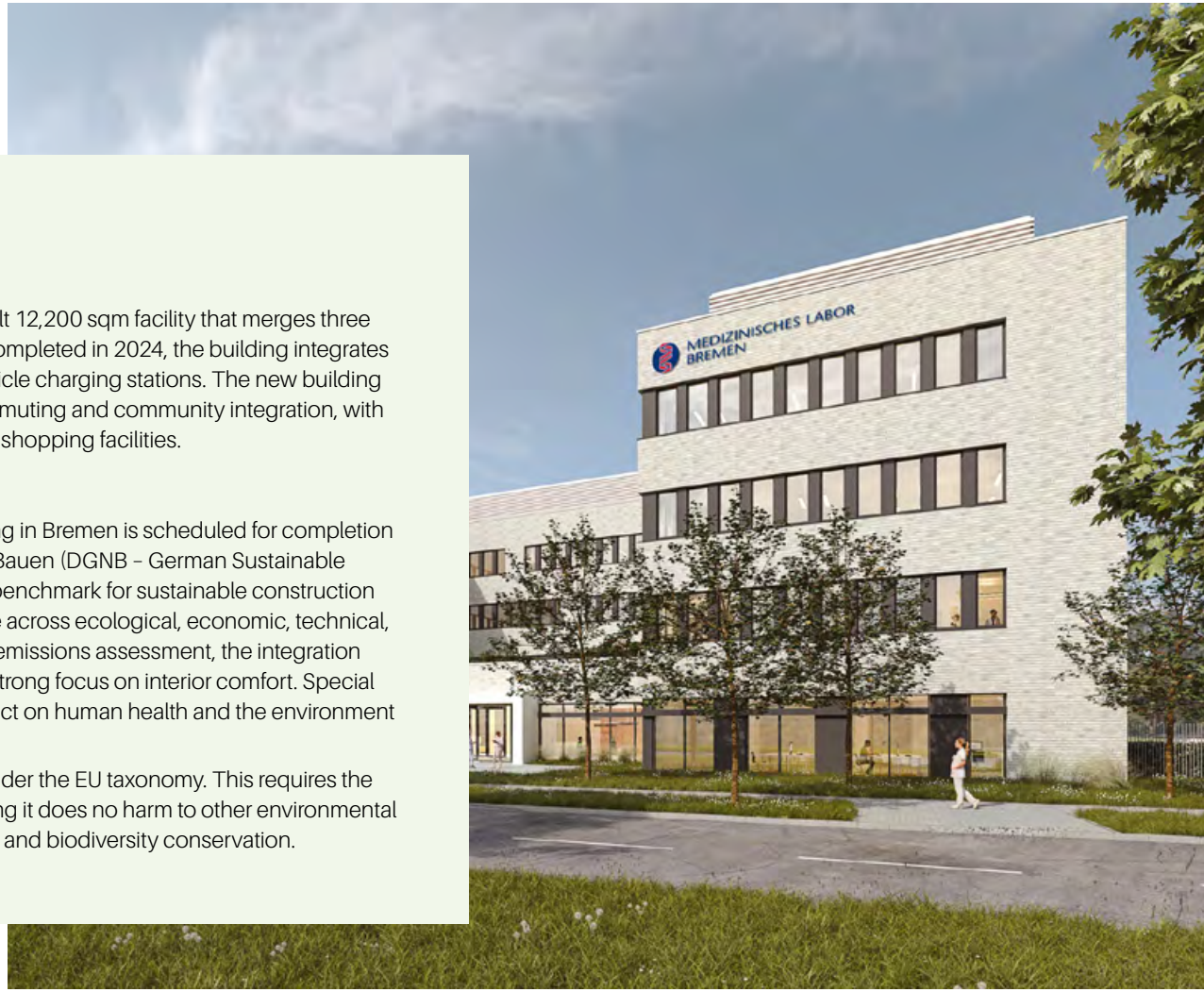
Global installed solar panel capacity (kW)				
FY2025 (current year)	FY2024 (prior year)	FY2021 (base year)	% change FY25 vs FY24	% change FY25 vs FY21
2,966	1,584	912	87.3%	225.3%

Sunrise Medical Laboratories in Hicksville, New York, USA

Energy efficiency

Sonic's focus on reducing energy consumption is driven by increasing energy prices, together with the need to reduce worldwide carbon emissions. This is being achieved through improved energy efficiency and education programs to encourage prudent use.

Medizinisches Labor Bremen, Bremen, Germany



Buildings

New Hamburg laboratory

Medical Laboratory North (MLN) in Hamburg has relocated to a purpose-built 12,200 sqm facility that merges three laboratories into one, enhancing operational efficiency and service reach. Completed in 2024, the building integrates key sustainability features, including rooftop solar panels and 50 electric vehicle charging stations. The new building adheres to modern environmental standards and promotes sustainable commuting and community integration, with excellent transport links and nearby amenities, such as a daycare centre and shopping facilities.

New Bremen laboratory

Sonic Healthcare Germany's new, 7,900 m^2 state-of-the-art laboratory building in Bremen is scheduled for completion by spring 2026 and is pursuing the Deutsche Gesellschaft für Nachhaltiges Bauen (DGNB – German Sustainable Building Council) Gold Certificate. DGNB is widely regarded as the national benchmark for sustainable construction in Germany. This certification reflects the building's exceptional performance across ecological, economic, technical, functional and sociocultural dimensions. Key features include a full lifecycle emissions assessment, the integration of a geothermal energy system, biodiversity-friendly outdoor spaces, and a strong focus on interior comfort. Special attention was given to the selection of building materials based on their impact on human health and the environment throughout their lifecycle, including air quality and toxicity.

In addition to DGNB certification, the project will undergo ESG verification under the EU taxonomy. This requires the building to make a significant contribution to climate protection while ensuring it does no harm to other environmental objectives, such as climate adaptation, water resources, pollution prevention and biodiversity conservation.

Ongoing initiatives

UK courier fleet

Originally reported in: Sonic Healthcare's Sustainability Report 2022, p. 24

Sonic Healthcare UK's pathology courier van fleet is now fully hybrid or electric, with 60 petrol hybrid vans and seven fully electric vans in operation. Real-time tracking across the fleet supports data-driven improvements in driver behaviour, fuel efficiency and emissions reduction.

Next steps

Solar (ongoing)

Sonic continues to evaluate additional sites for on-site solar installations. This is aimed at reducing grid energy consumption and supporting long-term decarbonisation goals.

SCOPE 3

Circular economy and waste

Why is it important?

Sonic recognises that waste generated from our operations can contribute to climate change, air pollution and broader ecological degradation. Landfill, widely regarded as the least preferred option in the waste hierarchy, can result in the release of methane, a highly potent greenhouse gas. Incineration, while positioned above landfill due to its potential for energy recovery, also presents challenges, notably carbon dioxide emissions and the loss of material value that could otherwise be retained through recycling or reuse. These impacts underscore the importance of adopting circular economy principles across our operations, with a clear emphasis on waste avoidance, reuse, recycling and responsible resource recovery.

Our approach

Sonic's Group CEO and the Group Chief Medical Officer, in conjunction with the SSSC, are responsible for implementing and managing Sonic's Climate and Environment Policy, which also addresses waste and the circular economy.

As part of our move to encourage a circular economy mindset, Sonic's procurement and operations teams continue to work with suppliers to identify and implement environmentally preferable alternatives that:

- replace single-use plastics and polystyrene
- reduce packing volumes
- reduce and, where possible, recycle or reuse waste.

Effective waste separation into appropriate recycling and disposable streams is central to this strategy, helping to lower both environmental and operational costs.

Sonic undertakes a rigorous supplier selection process for waste management services, ensuring providers hold relevant environmental and quality certifications. For example, in Australia, these include:

- AS/NZS 4801:2001 Occupational Health and Safety Management
- ISO 14001 Environmental Management
- ISO 9001 Quality Management

Suppliers must also hold valid operating licences for the jurisdictions in which waste is processed, demonstrate a credible operational track record, and comply with all applicable local legislation.

Waste management

Sonic's operations generate three primary waste streams, each requiring distinct management approaches to ensure safety, regulatory compliance and environmental responsibility.

Clinical waste

Clinical waste includes single-use items, such as needles, tubes, gloves, aprons, masks, specimen transport bags and containers that may be contaminated by blood and other human body fluids. Much of this waste must be processed through specialised, regulated waste management systems that decontaminate the waste by high-temperature autoclaving or incineration, which limits opportunities for recycling. Any residual material is disposed of in landfill following decontamination.

According to World Health Organisation estimates, only 15% of healthcare waste is infectious, toxic or radioactive.[1] The remaining 85% is general, non-hazardous waste, which, if appropriately segregated, would be suitable for more environmentally responsible disposal, recycling or reuse.

General waste – landfill and/or incineration

General waste includes non-clinical materials, such as non-recyclable packaging, office supplies, IT equipment and other solid waste not contaminated by biological substances. This waste may be sent to landfill or incinerated.

Recyclable waste

Certain operational waste streams can be recycled, such as polystyrene packaging and clean polypropylene trays and racks, other plastics, cardboard and some chemicals.

Sonic has implemented several recycling initiatives across our facilities and continues to explore opportunities to transition from single-use, non-recyclable products to recyclable and reusable products, where appropriate.

1 who.int/news-room/fact-sheets/detail/health-care-waste (accessed 7 September 2025).

Waste reduction target and data limitations

In FY2022, Sonic proposed a target to reduce general waste sent to landfill per patient episode by 10% by 2026. This target was to be reviewed following the completion of Sonic's first scope 3 inventory.

After collecting our second year of waste data, it became clear that currently available operational waste data does not accurately reflect waste volumes, particularly for general and recycling waste. These categories are measured by bin counts and standardised nominal weights, regardless of how full the bins are. Clinical waste is our only waste stream that is weighed at the point of collection.

Accurate measurement would require significant structural changes to the waste management industry. In the meantime, Sonic continues to strengthen our waste data points, with the intention of developing and restating an appropriate waste target once more accurate data becomes available.

Waste reduction initiatives

Despite current limitations with measurement, waste reduction and recycling remain key focus areas across Sonic's global operations. In FY2025, Sonic's waste-related emissions represented a 30.8% (6,995 tCO_2-e) reduction on our FY2021 base year.

53.8% of the total reduction on the prior reporting period was driven by the US, largely attributable to changes in handling of clinical waste (see following page).

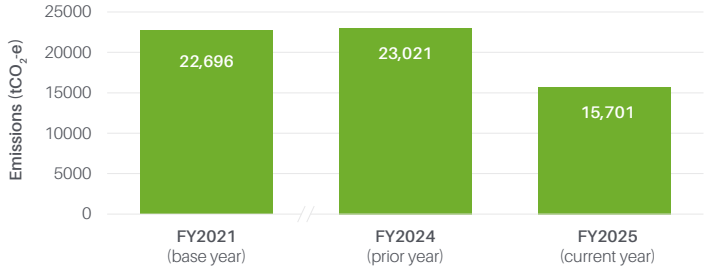
We continue to prioritise efforts to reduce landfill waste and increase recycling rates, recognising the potential for meaningful emissions and cost reductions through improved waste segregation and consolidation at our sites. This assumption is supported by an FY2024 external waste audit carried out across a number of laboratory departments in our large London facility. It revealed that diversion rates had the potential to successfully redirect waste from incineration and landfill to recycling.

Similar informal audits at Australian sites showed comparable results. In response, local sustainability teams are working with waste management providers to develop educational materials that encourage informed waste segregation and active consolidation, ensuring bins are filled before collection to reduce transport emissions.

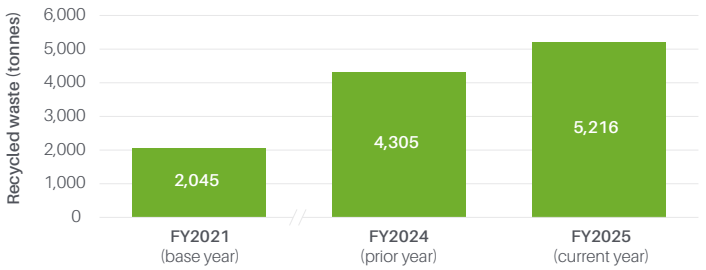
In addition, Sonic continues to implement a range of targeted waste reduction initiatives, including:

- replacing single-use plastics with compostable or biodegradable alternatives, where feasible
- increasing the use of products with recycled content
- installing polystyrene compactors in select Australian businesses to compress packaging waste for recycling into furniture
- expanding cartridge, battery and styrofoam recycling programs
- reusing and recycling specimen bags and other consumables, where possible
- recycling of certain chemicals, such as xylene and formalin
- providing organic waste diversion facilities in staff amenity areas
- composting food waste and participating in community recycling efforts
- transitioning to digital workflows to reduce paper usage
- formation of internal working groups to optimise waste management and identify secondary material streams.

Waste-based emissions (tCO_2-e)



Recycled waste



The specialised waste reduction instrument in place at a SHUSA laboratory.

Promising alternative to incinerating regulated medical waste

Sonic Healthcare USA (SHUSA) is piloting an innovative program aimed at significantly reducing the total volume of regulated medical waste (RMW) requiring final disposal. The initiative uses a specialised instrument to treat most forms of RMW through high-temperature steam sterilisation, eliminating all pathogens. Once sterilised, the waste is ground into a confetti-like material, reducing its volume by up to 80% and rendering it safe for disposal in landfill or, where feasible, recycling.

By treating waste at the point of generation, SHUSA is not only reducing reliance on incineration and its associated carbon emissions, but also minimising the overall quantity of waste entering the disposal stream. Since the trial began in August, the system has processed more than 450 kilograms of waste. Plans are underway to expand the technology to additional SHUSA laboratories, supporting broader efforts to reduce environmental impact and improve waste management efficiency.

Transition to circular specimen bags

Plastic specimen bags are essential for transporting medical samples safely, but their disposal often leads to incineration, creating environmental challenges. An initiative in Sonic Germany using recycled specimen transport bags made from post-consumer plastic is delivering promising results. The thinner bags use less material while meeting the same compliance requirements. Once used, the bags are compressed onsite using a melting press as part of a closed-loop processing model. Up to 1,200 bags can be compacted at once, producing a six-kilogram bale that is returned for recycling.

The new bags are being used and successfully recycled in seven Sonic Germany sites. Approximately 2.5 million specimen bags have been delivered, made up of approximately 19,000 kg of plastic foil. More than half of this has been successfully recycled to date, saving around 17.7 tCO_2-e.

When properly sorted, up to 80% of the bags can be reused, compared to just 10% through Germany's standard yellow bin recycling system.

Recycling of specimen transport bags, Bioscientia, Ingelheim am Rhein, Germany.

The power of one small act

At Melbourne Pathology in Australia, a simple initiative led by a proactive courier is making a meaningful difference for both the environment and the local community. Working in a busy laboratory that operates around the clock and supports more than 1,000 staff, the courier noticed the volume of bottles and cans being placed in recycling bins each week. Inspired to take action, he began redirecting these containers through Melbourne's 'cash for containers' scheme, donating the proceeds to families in need.

These efforts have sparked wider participation across the workplace, increasing recycling volumes and strengthening community support. What began as a small personal gesture has grown into a collective movement, demonstrating how everyday actions can contribute to sustainability goals while fostering social impact.

Solvent recycling increases sustainable pathology practices

Chemical solvents, such as xylene, formalin and ethanol, are required to perform vital pathology tests and diagnoses. Disposal of these substances typically involves controlled hazardous waste methods, including high-temperature incineration, which can contribute to environmental pollution, despite regulatory safeguards.

Sullivan Nicolaides Pathology (SNP), in Queensland Australia, has installed a solvent recycler that allows solvents to be reused several times until they are no longer effective for laboratory use. This reduces hazardous waste and conserves resources and energy that would otherwise be expended in producing and transporting these solvents.

SNP's solvent recycling program is currently under review for wider expansion in Australia.

Ongoing initiatives

Reduction in radiological film usage

In FY2025, Sonic's Australian Radiology division continued efforts to reduce radiological film usage through the transition to electronic delivery of radiology images to referrers. The uptake of electronic delivery has led to consistent reductions year-on-year.

Australian Radiology	FY2025	FY2024	FY2023
Number of film sheets	203,124	277,801	664,654

Sustainable procurement

Sonic is committed to procuring high-quality, innovative products and services that demonstrate whole-of-life value for money. This means we consider the full lifecycle of items procured – from raw material sourcing through to manufacturing, packaging, usage, wastage and disposal – evaluating their human, environmental and financial impacts.

We also prioritise responsible sourcing. When selecting a supplier, we assess both the environmental impact of their product or service, as well as their commitment to sustainability. This includes reviewing the supplier's ESG policies and their compliance with global human rights laws.

Supply chain diversity and resilience are also key considerations, with suppliers expected to demonstrate robust redundancy plans to ensure continuity of supply. The Sonic Supplier Policy outlines our expectations for environmentally responsible business conduct, regulatory compliance and active efforts to reduce waste. We also encourage major suppliers to set credible emissions reduction targets aligned with the Paris Agreement – especially as we work towards setting science-based scope 3 emissions reduction targets.

Since FY2023, Sonic has embedded sustainability criteria into all new procurement contracts. In FY2025, this approach was further strengthened by integrating sustainability assessments into our Request for Proposal (RFP) process. This allows us to assess vendors, not only on commercial and technical grounds, but also on their sustainability credentials and initiatives. Current focus areas include emissions reduction strategies, energy efficiency, waste minimisation and alignment with Sonic's broader environmental and social objectives.

Sonic continues to monitor supplier compliance through regular business reviews. This was enhanced in FY2025, through ongoing efforts towards implementing a formal supplier management system. Our third global scope 3 emissions inventory, conducted in FY2025 and reported on pages 57–58, reaffirms that emissions associated with the manufacture and transport of goods and services in our supply chain are Sonic's most material scope 3 emissions categories. Progress in these areas will depend on continued engagement with suppliers who share our commitment to emissions reduction and net zero targets.

Supplier engagement

Supplier engagement is a critical lever in Sonic's strategy to reduce value-chain (scope 3) emissions. Scope 3 emissions account for approximately 80% of Sonic's total emissions footprint. Together, scope 3 categories 1 and 2 – 'purchased goods and services' and 'capital goods' – account for 42.8% of our global greenhouse gas emissions (scopes 1, 2 and 3). As such, working closely with our suppliers is critical for achieving mutually aligned climate goals.

In FY2025, meetings were held with top global suppliers to discuss issues such as:

- whether suppliers had published, or were planning to publish, science-based emissions reduction and net zero targets
- availability of emissions activity data
- end-of-life processing of capital equipment
- opportunities for collaboration to reduce transport emissions and packaging waste
- progress towards supplier and product-specific emissions calculations
- public disclosure of assured emissions.

Ongoing initiatives

Circular recycling of plastics

Reported in: Sonic Healthcare's Sustainability Report 2023, p. 34

- Sonic Healthcare Belgium continues to work with EnAdviS, an organisation focused on reusing materials from hospitals and pharmaceutical companies, to recycle laboratory consumable packaging trays. A shredder and low-capacity extrusion line processes used pipette and tube trays into pellets, which are then used to manufacture higher-value products. These thermoplastics, known as polyolefins, can be recycled three to four times, leading to reduced emissions over time.

  The initiative remains in place, and new PMD boxes will soon be introduced in every department to encourage plastic recycling. Similar projects are also being rolled out across Sonic laboratories globally.

- Sonic Healthcare's Australian Pathology division continues to expand Styrofoam recycling initiatives, reducing waste and supporting circular reuse of materials nationwide. Each entity has a program in place to manage Styrofoam responsibly, ranging from reuse and local collection schemes to specialist recycling partnerships.

Next steps

Scope 3 pre-assurance exercise

Conduct a preparatory review of scope 3 emissions data and methodologies to identify gaps, strengthen documentation and enhance transparency, ensuring readiness for future assurance requirements.

General scope 3 data collection improvements

Where feasible, identify opportunities to progress from spend-based emissions estimates to activity-based data.

Waste data improvements

Work with internal teams and external waste providers to enhance the quality and consistency of waste data, with a longer-term view to being able to set a new waste reduction target.

Education and awareness

As part of our commitment to improving waste segregation and recycling outcomes, we are rolling out a national waste education program across Australian operations in FY2026. This initiative will include tailored training modules for staff, covering key waste streams, such as general waste, co-mingled recycling, clinical waste, sharps, batteries and e-waste.

4.5 Other environmental activities and initiatives

Sonic recognises that environmental sustainability extends beyond minimising greenhouse gas emissions. The following activities and initiatives are aimed at reducing our overall environmental footprint and improving stewardship across our global operations.

Water

Water and sewage services at our facilities are provided by government-run utilities in both metropolitan and rural areas.

Although water consumption is not a material topic in Sonic's environmental strategy, due to our relatively low consumption rate, Sonic recognises the importance of conserving this essential natural resource. Accordingly, water management is included in our Climate and Environment Policy.

Sonic's operations do not draw water directly from underground water tables, protected catchments or other ecologically sensitive sources. Instead, water is sourced from government-operated utilities, ensuring compliance with local regulations and infrastructure.

Operational water use

Sonic's water usage is primarily driven by:

- **analytical equipment**, which requires specific volumes to ensure testing accuracy
- **general usage** by staff and patients across our facilities.

Due to the technical requirements of our analysers, there are limited opportunities to reduce water consumption on existing equipment. However, Sonic's procurement teams actively consider water efficiency when evaluating new equipment purchases.

To support operational needs while maintaining water quality standards, our large laboratories are equipped with water purification systems to supply the purified water required by analysers. In addition, discharged water from our facilities is routinely tested and consistently meets regulatory standards across all jurisdictions.

Water consumption

Historically, Sonic's has collected water consumption data for facilities within our operational control that are larger than 1,000 m^2 (with accessible data). These are usually our major laboratories, where water use is separately metered for the facility, and tends to be higher than other types of sites (such as office spaces and collection centres).

Facilities smaller than 1,000 m^2, such as patient collection centres and medical clinics, generally have low water usage that is primarily limited to hand washing and bathroom facilities for staff and patients. Many of these sites are co-located with other businesses, often without dedicated meters, making water usage difficult to track. As a result, these sites have not yet been included in our water consumption data.

Global water consumption for facilities over 1,000 square metres (with accessible data) that are within our operational control is shown below. These sites are typically our major laboratories (our most water-intensive site type). Sites for which we collect water usage data collectively represent approximately 33% of Sonic's global footprint by square metres. The decrease in water consumption since FY2021 is 10.4%.

Water consumption	FY2025 (current year)	FY2024 (prior year)	FY2021 (base year)
Total water consumption kilolitres (kL)	309,654	301,201	345,409
Water consumption intensity kL per square metre	1.06	1.06	1.29

Improvements to water usage data collection and estimation

Sonic acknowledges the need to capture a more comprehensive water footprint across all facilities. In the coming years, we plan to begin estimating water consumption at our smaller sites and incorporating these estimates into our reporting. We are developing a methodology that uses factors such as site size, facility type and headcount to approximate water use where direct metering isn't available to gradually improve the completeness of our water data.

Pollutants

Pathology/laboratory medicine

Certain chemicals and reagents used in our diagnostic processes are potential water pollutants if not properly handled and disposed of. Examples from our laboratory operations include:

- **Organic solvents** (for example, xylene, methanol, acetone): Used in histology and sample processing. These are often flammable and toxic to aquatic organisms if released.
- **Fixatives and stains** (for example, formalin/formaldehyde solution, trichrome and Gram stains): Used for diagnostic processing. These chemicals contain substances that can be toxic or have high biological oxygen demand in water. Some older-generation reagents may contain heavy metals (like mercury-based or chromium-based compounds) which are persistent pollutants if not handled properly.
- **Acids and bases** (for example, hydrochloric acid, sodium hydroxide): Used for cleaning and analysis. These can alter pH of water bodies and harm aquatic life if discharged untreated.
- **Pathogens from medical specimens:** The collection, processing, storage and disposal of human medical specimens, such as blood, body fluids and human tissue, are necessary for the provision of our diagnostic services. Some specimens collected will contain pathogens that should not be released into water systems due to the potential harm to public health.
- **Other hazardous compounds:** Any material with hazard labels for environmental toxicity. According to EU classifications, thousands of laboratory chemicals are identified as hazardous to water ecosystems. Sonic monitors such labels to know which chemicals require special precautions for handling and disposal.

Radiology

Pollutants associated with our radiology operations have decreased significantly due to modern digital imaging practices that have almost eradicated the need for film-based processes. Sonic has transitioned to digital radiography and computed radiography in most sites, eliminating the use of developer and fixer solutions entirely in those locations.

Handling and management of water pollutants

Sonic has strict procedures for handling, storing and disposing of hazardous chemicals to minimise their impact on water ecosystems and human health.

Procedures include:

- **Staff training and SOPs:** Employees are trained in standard operating procedures (SOPs) for chemical handling and spill response.
- **Containment and preventive equipment:** Spill containment measures and secondary containment for hazardous liquids are in place.
- **Waste segregation:** Chemical waste streams are segregated with clearly labelled containers.
- **Chemical recycling:** Chemicals used in laboratory processes, such as xylene and formalin, are recycled where possible.
- **Accredited waste service providers:** Chemical waste disposal is handled by licensed companies, ensuring regulatory compliance.
- **No untreated discharge policy:** Only non-hazardous effluent is released to municipal sewers. Incident response/emergency plans are in place to manage significant spills.
- **Internal and external audits and inspections:** Routine internal audits focus on safety and environmental protocols, including proper chemical storage and waste labelling. Facilities are accredited by external bodies, ensuring proper hazardous material management. Audit findings are used to enhance processes.
- **Documentation and continuous improvement:** Records of staff training, chemical inventories and hazardous and chemical waste collection are maintained by our businesses for audits.

These measures ensure we manage hazardous chemicals effectively, mitigating potential water pollutants, and protecting local water ecosystems and public health.

Environmental management systems

Sonic recognises that environmental management systems provide a structured approach to managing environmental impacts, improving performance and supporting regulatory alignment.

In addition to the ISO 14001 certifications currently held by Sonic Healthcare UK, Medica (Switzerland) and Bioscientia's Karlsruhe laboratory (Germany), Sonic's Bioscientia Group in Germany has commenced validation of selected operations under the European Union's EMAS framework. EMAS is a voluntary environmental management and auditing scheme that supports systematic evaluation, reporting and improvement of environmental impacts. It incorporates an energy management system aligned with international ISO standards and includes key performance indicators (KPIs) across carbon footprint, water usage and waste disposal.

Other environmental activities and initiatives

Preparing for extreme weather events

Climate change is increasing the frequency of extreme weather events, disrupting communities and business operations worldwide. In March 2025, Tropical Cyclone Alfred threatened South-East Queensland and Northern New South Wales – areas not typically built to withstand cyclones. The projected impact zone included a major Sonic IT hub, posing potential nationwide risks.

The long-lived but erratic cyclone gave Sonic an opportunity to pre-emptively implement our IT business recovery plans, including:

- redirecting key systems to unaffected regions
- pausing non-critical system changes
- establishing a live incident Zoom channel
- fuelling backup generators for 10 days of power
- enabling remote work for Service Desk staff
- commissioning backup PCs in other regions
- placing staff on standby for rapid deployment.

Fortunately, the cyclone proved less severe than expected. While most measures weren't needed, the response provided a valuable real-world test of Sonic's IT business continuity planning.

Green Teams update

Sonic Healthcare Switzerland has launched volunteer Green Teams across its laboratory networks to promote environmental, social and governance (ESG) initiatives. These groups raise awareness, share best practices and implement projects that reduce waste and improve sustainability in daily operations.

To date, projects have included reducing waste destined for incineration by:

- separating plastics and paper from healthcare waste
- improving recycling facilities across sites
- reorganising collection points for easier waste sorting
- transforming organic waste into biogas and fertiliser
- reducing single-use plastics, installing water fountains and using motion sensors to cut energy use.

The teams also run staff wellbeing courses to increase awareness of workplace risks.

SHUSA's ESG intern program

Sonic Healthcare USA (SHUSA) is advancing its sustainability goals by partnering with Arizona State University to provide graduate interns with experience in corporate environmental, social and governance (ESG) programs.

Since January 2023, six interns have completed 12-week placements, each working on a single sustainability project from start to finish. Projects have included SHUSA's baseline energy usage, electric vehicle fleet planning, sustainability education modules, and product assessments.

In recognition of this collaboration, SHUSA has been named a Gold Member of ASU's School of Sustainability Studies.


Arizona State University®

- CERTIFICATE OF ACHIEVEMENT -

This certificate is presented to

SONIC HEALTHCARE USA

for successfully completing 500 hours of intern placement, and maintaining the highest scores of intern satisfaction, earning a Gold Medal designation as a ASU School of Sustainability career champion.

12/12/2024

Mary Jane Parmentier
Clinical Professor
Arizona State University

ASU Julie Ann Wrigley Global Futures Laboratory for Innovation in Society
Arizona State University

Arthur Daemmrich
Professor of Practice
Arizona State University

Next steps

Sonic recognises that healthy ecosystems are essential to the wellbeing of communities and environments. As part of our commitment to environmental stewardship, we are expanding our focus to include nature-based assessments, to better understand and manage environmental impacts across our operations.

Water

We plan to:

- begin estimating water usage at our smaller sites to build a more complete picture of our overall usage
- commence assessment of water-related risks across Sonic's operations in FY2026.

These activities will improve our understanding of Sonic's overall water consumption and dependencies and will inform future mitigation strategies.

Biodiversity

In FY2026 we plan to conduct a preliminary assessment of biodiversity-related risks. This will help identify areas of exposure and guide Sonic's approach to nature-positive practices and disclosures.

Our people

5.1 Introduction, goals and progress

Sonic's success as an organisation is dependent on the strength of our skilled, caring and diverse workforce. 'Respect for our people' is a key pillar of our long-enshrined Medical Leadership Principles and underpins everything we do.

Commitment: To create safe, supportive and fulfilling workplaces

Material topics	Strategy	Goals	FY2025 outcomes
Employee attraction, engagement and development	▪ Embrace diversity and equality	▪ Maintain 40:40:20 gender diversity target at senior executive level	▪ 38.9% female representation in executive senior leadership[1]
	▪ Attract, engage and develop new and existing staff	▪ Maintain 10 hours' training per employee per annum	▪ 18.5 hours' training per employee estimated for FY2025
	▪ Nurture and enrich Sonic's culture of Medical Leadership		▪ More than 2,500 staff attended Sonic Connect workshops (see pages 95–96)
Workforce health, safety and wellbeing	▪ Provide healthy and safe places to work	▪ Maintain LTIFR[2] at or below the relevant industry benchmark	▪ Sonic's LTIFR was 4.8, which is slightly above the blended industry benchmark rate of 4.7[3]
		▪ Provide all employees with access to employee assistance or comparable support programs	▪ 98.8% of staff currently have access to employee assistance or comparable support programs

1 Includes CEO or head of each reporting business unit and their executive management teams.
2 Lost-time injury frequency rate (LTIFR) reflects the number of injuries with more than eight hours' lost time per one million hours worked.
3 Safe Work Australia LTIFR (2023) benchmarks for Pathology/Diagnostic Imaging and Medical Services were used to calculate the industry benchmark rate at proportions of 92% and 8% respectively, reflecting Sonic's component services.

5.2 Employee attraction and engagement

Why is it important?

Caring for people is at the core of Sonic's mission. Our dedicated team is the driving force behind the exceptional healthcare services we proudly deliver. With approximately 45,000 skilled and committed staff, we deliver services in urban, regional and rural communities, often 24 hours a day, seven days a week.

Attracting and engaging this diverse workforce is crucial for sustaining the quality of our services. Workforce diversity, work-life balance, a feeling of inclusion, individual engagement and a sense of purpose are important to our staff, and focusing on these areas helps to attract and retain the best people.

Our approach

Sonic's success is built on the strength of our people. We strive to create fulfilling careers for our staff by providing professional, ethical, safe and inclusive workplaces that value diversity, respect individuality, reward achievement and protect labour standards.

Our people-centred culture is supported by strong governance. The Sonic Healthcare Board, Global CEO and senior executive team ensure compliance with our Labour Standards and Human Rights Policy. This policy aligns with the principles of the Universal Declaration of Human Rights and the International Labour Organisation's (ILO) Declaration of Fundamental Principles and Rights at Work. Together with our annual Modern Slavery Statement, Code of Conduct and Ethics and Core Values (see page 12), it reinforces our commitment to fair local employment practices, workforce diversity, competitive pay, freedom of association and collective bargaining, while strictly prohibiting modern slavery.

We promote an open and accountable workplace where ethical behaviour and speaking up is encouraged. Reporting suspected instances of non-compliance is supported, with clear instructions on how to report detailed in our Labour Standards and Human Rights Policy (page 5) and Code of Conduct and Ethics (pages 4–5). Our Global Whistleblower Policy provides additional reporting options, including anonymous disclosures and how to make a disclosure through an external agency.

Responsibility for upholding these standards is shared across all levels of Sonic. Divisional CEOs, operations executives and Human Resources teams ensure compliance with local employment laws and foster Sonic's culture of Medical Leadership. They also provide competitive workplace conditions and benefits that promote a harmonious and desirable workplace.

Our recruitment practices seek to attract and retain qualified and experienced clinical, scientific, professional, technical and support staff whose values align with our Core Values and Medical Leadership culture (see pages 11–12). Ongoing training programs and workplace policies that support professional growth and work-life balance help to create an environment where employees can develop their careers and perform at their best. Together with career development opportunities, these commitments allow our people to expand their skills and pursue long-term careers with Sonic.

Our people's wellbeing and development are essential to our success. We invest in robust programs that support employee welfare, work health and safety (WHS), and learning and development. This ensures that our workplaces are safe, inclusive and rewarding. We also champion equal opportunity and diversity at all levels, because we know that an inclusive culture drives innovation and supports better decision-making. These efforts illustrate how we translate our values into meaningful action, ensuring that our staff feel safe, supported and empowered to grow.

Where possible we strive to balance operational needs with flexibility to support our employees' work-life integration.

Our workforce

The table below shows our total workforce (including all employees and contractors) by country and gender as at 30 June 2025.

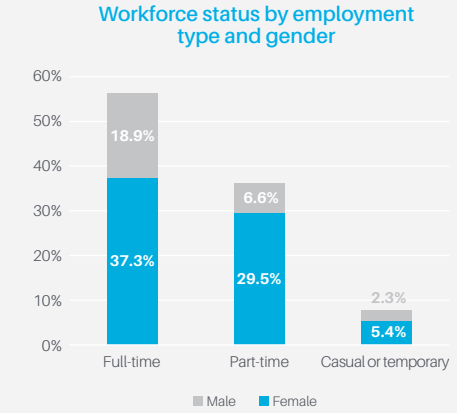
Total workforce - employees by country and gender				
	Female	Male	Total	% female
Australia	15,070	4,536	19,606	76.9%
Belgium	332	168	500	66.4%
Germany	6,098	2,758	8,856	68.9%
New Zealand	145	59	204	71.1%
Switzerland	1,944	847	2,791	69.7%
United Kingdom	2,165	1,365	3,530	61.3%
United States	5,381	2,408	7,789	69.1%
Total	**31,135**	**12,141**	**43,276**	**71.9%**

For further data on Sonic's workforce, please refer to the Sustainability metrics in the Appendices of this report.

Workforce status

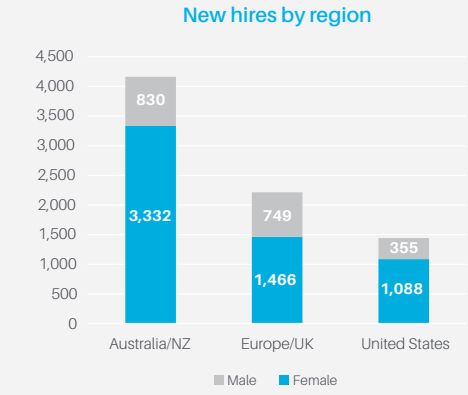
The graph to the right shows the relative percentages of total 'on payroll' employees by employment type and gender, as at 30 June 2025.

During FY2025, Sonic employed 7,820 new people to replace vacant existing roles or to fill newly created roles. Women filled 75% of these new hires. This figure includes 21 senior leadership positions, of which six or 28.6% were filled by women (for more information on women in senior leadership, please see the following page).



New hires by region

The graph to the right shows new hires by region, with Australia continuing to hire the most new employees, the majority of whom are female. This is due to the large number of phlebotomists employed in Australia to staff more than 2,800 collection centres. Phlebotomy has a historically high staff turnover rate and tends to attract many more females than males. For more information, please see 'Employee retention and support', pages 84–87.



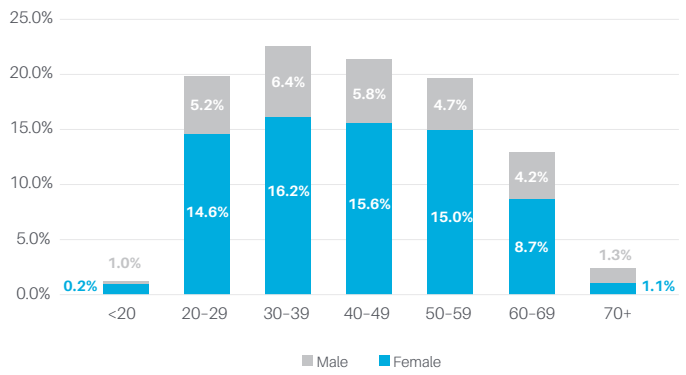
Employee diversity

Workforce diversity is important for driving innovation and improved performance. It strengthens decision-making and supports sustainable growth.

Our Diversity Policy outlines our commitment to building teams with a broad range of experience, talent and perspectives. This includes diversity across age, gender, ethnicity and professional background. We actively promote equal opportunity and inclusive practices across all levels of our organisation.

Women make up 71.9% of Sonic's overall workforce and 51.5% of senior leadership, which is defined as manager level and above, including our medical professionals. These figures reflect our ongoing efforts to create a workplace where all individuals can thrive and contribute meaningfully to our mission of delivering high-quality healthcare.

Employees by age bracket



The gender diversity of our workforce is detailed in the table below.

Gender diversity: female representation at 30 June 2025		
	Total workforce	% female
Board of Directors	9	55.6%
Executive senior leadership[1]	496	38.9%
Total senior leadership[2]	3,818	51.5%
Science-based roles[3]	20,411	73.1%
Whole of workforce	43,276	71.9%

1 Includes CEO or head of each reporting unit and their executive management teams
2 Includes executive senior leadership, other managers, pathologists, radiologists and other doctors
3 Includes doctors, scientists, technicians, radiographers, sonographers and nurses

Our gender diversity target is to achieve and maintain:

- at least 40% female representation at senior executive level by 30 June 2030
- at least 50% female representation in the workforce generally.

In FY2025, 38.9% of executive senior leadership was female, just under our 40% target, which was achieved in FY2024. Our 50% workforce gender target has been exceeded, with 71.9% of our workforce being female.

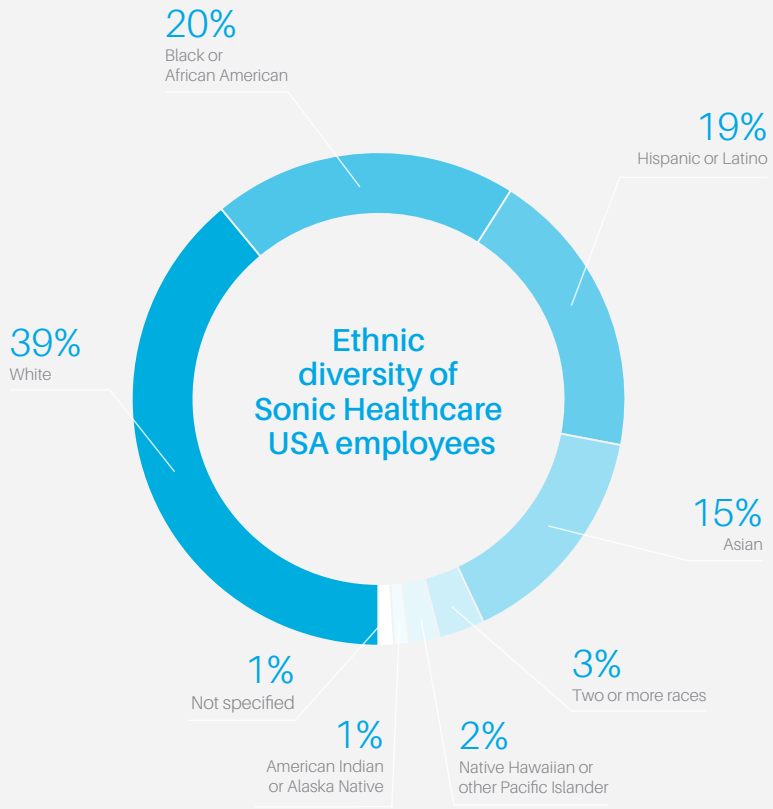
The Board gender composition increased to 55.6% female during FY2025, exceeding the Board's specific target of no less than 40% of its directors being female.

For further data on gender diversity statistics, please refer to the Sustainability metrics in the Appendices of this report (page 138-141).

Sonic has strong age diversity within our workforce, with a reasonably equal spread across the four age brackets between 20 and 60 years. Employee numbers start to decrease in the 60-to-69-year bracket as people begin to retire.

Although we don't collect specific figures on ethnicity (other than in the USA), we value the contribution made by our ethnically diverse and harmonious workforce.

The self-reported ethnic diversity of our US workforce (on payroll), which numbers 7,789 people and represents 18% of Sonic's total global workforce, is represented in the chart below:



Employee retention and support

Sonic has a global reputation for quality, professionalism and integrity. We build on this foundation by positioning ourselves as an 'employer of choice', a strategic priority that supports both workforce stability and service excellence. This approach helps us to attract the best people in today's competitive labour markets and reduces recruitment and onboarding costs.

The FY2025 staff turnover rate of 13.7% is the lowest Sonic has recorded since FY2021.

Turnover for our global employed workforce

	FY2025	FY2024	FY2023
Senior leadership voluntary turnover rate[1]	4.7%	4.7%	3.6%
Total employee voluntary turnover rate	13.7%	15.6%	16.4%

1 Voluntary turnover excludes leavers who retire, transfer internally, are made redundant, and/or are temporary casual relief workers.

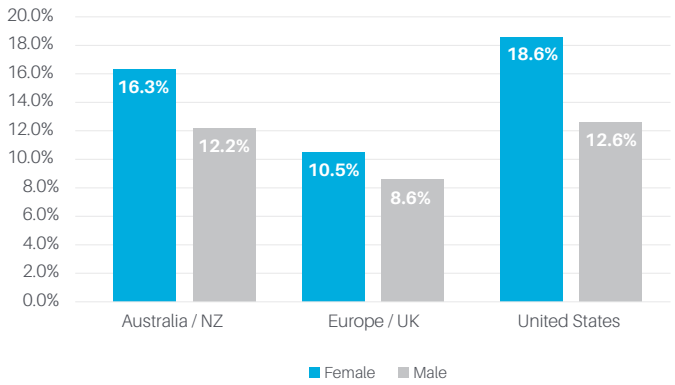
▲ Sonic Healthcare UK employees at the new Essential Services Laboratory (ESL) at Watford General Hospital, UK.

The chart below highlights the voluntary turnover for our employed workforce by region during FY2025.

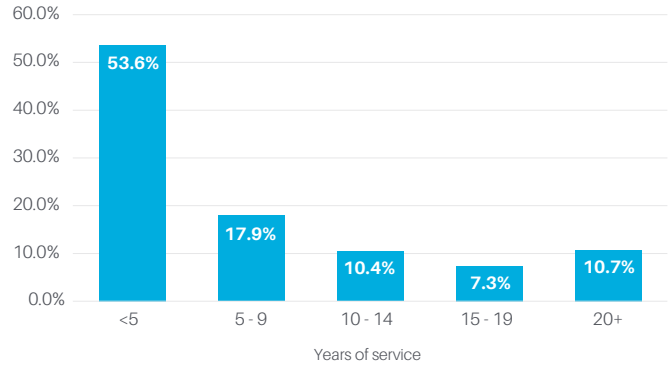
Australia/NZ and the United States collectively employ approximately 95% of our global phlebotomist (pathology specimen collector) workforce. This staff group equates to 26% of our Australian/NZ workforce and 27% of our US workforce. The phlebotomist staff group has a higher turnover rate compared to other staff groups, which, in turn, drives up total turnover in these two regions.

Several initiatives to support phlebotomist workers, especially during their first 12 months of employment, were implemented in Australia during FY2023, together with attention to issues raised in exit interviews. It is likely that these concerted efforts have helped reduce Australia's overall turnover rate from 20.6% in FY2023 to 15.4% in FY2025. Data on staff retention and engagement across the Australian workforce will be further enhanced with the implementation of a new HR management system, which is scheduled to commence in FY2026.

FY2025 employee turnover by region



Length of service of our global workforce



In the US, staff turnover has reduced from 18.3% in FY2024 to 16.7% in FY2025. In FY2025, a country-wide staff engagement survey was undertaken (see page 87). In addition to being certified 'A Great Place to Work', insights from this survey have been helpful in assisting management teams in the development of HR strategy and the design of tailored initiatives to address any material issues.

A healthy level of staff turnover plays a valuable role in organisational growth. New team members bring fresh perspectives, new ideas, alternative thinking and innovative approaches that can invigorate workplace culture and enhance performance, offsetting the costs associated with recruitment and retraining.

When balanced with the deep experience, corporate memory and operational efficiency of long-tenured employees, this dynamic creates a workforce that is both agile and resilient. Sonic's FY2025 turnover rate of 13.7% was balanced by 28.5% of Sonic's employees having more than 10 years of service, as shown in the graph above.

Sonic has a long and successful history of growth through the acquisition of established medical practices. When integrating these businesses, we focus on achieving synergies that preserve staff morale and maintain the goodwill of the acquired businesses. Our general approach is to rely on natural staff turnover to generate savings over time, rather than widescale redundancy programs. This maintains stability and fosters trust with staff and referring doctors.

Parental leave

Access to parental leave is an important consideration for many existing and prospective staff, with more than 43% of our total on-payroll workforce aged under 40 and more than 72% female.

Parental leave is available to most employees, female and male, once they meet the eligibility criteria. This is often in the form of company or government-paid parental leave schemes. In addition, unpaid leave is offered to eligible staff. At the end of FY2025, 18,752 employees were entitled to paid company parental leave, and 30,190 employees were entitled to paid government parental leave (some employees are entitled to both company- and government-paid parental leave and are counted in both numbers).

A total of 656 employees (representing 1.9% of total 'on-payroll' workforce, excluding US employees) took parental leave during the year, with 82.5% of them returning to work after their leave finished.

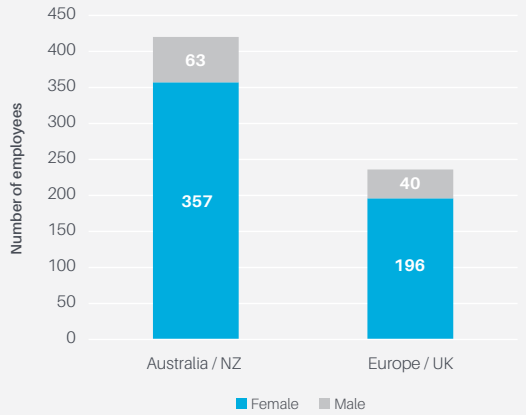
In the United States, the absence of a federally mandated parental leave program, differing state-level leave schemes and overlapping privacy regulations, means parental leave uptake is largely self-reported. Data is therefore minimal and incomplete, making it unsuitable for reporting.

An analysis of the employees who returned from parental leave in the prior year showed that 78.9% were still employed 12 months later.

Sonic understands the importance of family and recognises that staff may need to adjust their work patterns following parental leave, to assist them in handling their family responsibilities. Where possible, we promote flexibility in both job functionality and hours of work.

For further data on parental leave, please refer to the Sustainability metrics in the Appendices of this report, pages 137 and 141.

Parental leave taken during FY2025[1]



1 US parental leave data is not reported due to absence of a federally mandated parental leave program and differing privacy regulations, which mean that parental leave data is largely self-reported. Data is therefore minimal and incomplete, making it unsuitable for reporting.

Employee compensation and ethical labour practices

Sonic is committed to ensuring our staff are paid fairly and equitably. Our recruitment processes follow industry best practice and focus on selecting the most suitable candidate for each role. We regularly benchmark salary scales, review recruitment processes and monitor workforce diversity. These practices are embedded into our approach to enhance employee recruitment and retention.

As outlined in our Labour Standards and Human Rights Policy, we comply with all applicable employment laws in our countries of operation, and ensure that no employee receives less than their minimum entitlement. We are committed to competitive pay practices, aligned with industry and market standards, and uphold ethical labour principles, including non-discrimination, equal opportunity and respect for work-life balance. These commitments reinforce our broader approach to fairness, equity and dignity in the workplace.

Supporting carers and staff in crisis

Sonic recognises that personal challenges, such as caring for vulnerable family members or dealing with domestic and family violence, can have a significant impact on employees. We are committed to supporting staff dealing with these circumstances.

Depending on the jurisdiction, support may include access to paid or unpaid leave to arrange care, attend medical appointments, appear in court hearings, make arrangements that ensure safety, access police assistance and seek legal advice or counselling services.

Free and confidential counselling services are also available to employees and, in some cases, their families, through our employee assistance programs.

Working with employee representatives

We support the right to freedom of association for all our employees, including their right to join trade unions and to be represented by those unions for the purpose of collective bargaining. We do not discriminate against, or deny access to, workers' representatives in the workplace, as outlined in our Labour Standards and Human Rights Policy.

Employee engagement

Sonic's people are our greatest strength. In keeping with our Medical Leadership Principle of 'Respect for Our People', we deeply value our staff and their wellbeing. With approximately 45,000 employees around the world, our skilled and committed people deliver critical healthcare services around the clock.

Engaged employees deliver better patient care, strengthen our services and uphold the values that define 'The Sonic Difference.' Nurturing an engaged and supported workforce is not only a moral imperative, but is vital for sustaining Sonic's high standards of medical service and quality of care. When our staff feel valued, included and motivated, they bring purpose and passion to their work, which helps us attract and retain the best talent in a competitive industry.

In FY2025, we continued our focus on creating fulfilling and supportive workplaces across all levels of the organisation. We continued investing in programs and policies that promote open communication, professional development and employee wellbeing.

As of FY2025, 98.8% of employees globally can now access an Employee Assistance Program (EAP). This achievement reflects our commitment to caring for the mental health and resilience of our people, wherever they are.

Staff engagement surveys are conducted across various divisions, typically to assess employee satisfaction, workplace culture and areas for improvement. We also maintain ongoing channels for staff input and participation, from local team meetings and direct dialogue with management, to whistleblower protections that empower employees to speak up safely. By fostering open communication and trust, we aim to create a culture where staff engagement is encouraged and valued.

Sonic Healthcare USA recognised as a Great Place to Work

In December 2024, Sonic Healthcare USA (SHUSA) launched its first national employee engagement survey and proudly achieved official Great Place To Work® Certification. This milestone reflects SHUSA's ongoing commitment to fostering a workplace culture where team member experience is prioritised. The survey, which measures trust, pride and camaraderie, revealed that 66% of SHUSA employees consider the company a great place to work, nine points above the national average.

The certification is based entirely on employee feedback and is recognised globally as a benchmark for outstanding workplace culture. SHUSA's leadership team, guided by the organisation's Core Values, views this recognition as a foundation for continuous improvement. The survey results are informing HR strategies and targeted actions to address any areas of concern, in addition to initiatives aimed at deepening trust and enhancing belonging, ensuring we continue to cultivate a positive, responsive workplace.

5.3 Employee training and development

Why is it important?

Employee training and development are an integral part of Sonic's commitment to medical excellence. This commitment is embedded in our unique corporate culture, which fosters shared meaning, pride and a strong sense of belonging.

Our approach

We invest in our people through structured internal development programs designed to identify and develop current and future leaders across all levels of the organisation. Ongoing training is provided for staff across all divisions and disciplines. This includes procedural training of medical, scientific and technical staff, including pathology collectors, as well as tailored leadership development workshops through Sonic Connect, our in-house global culture, learning and development department (see pages 90–91). These programs are specifically designed for healthcare professionals, with particular emphasis on emotional intelligence, resilience and leadership.

In Australia, some of our businesses are Registered Training Organisations, delivering nationally recognised programs, including Certificate III qualifications. This ensures our workforce is equipped with both foundational and advanced skills relevant to their roles.

During FY2025, an estimated 18.5 hours of training per employee was provided, with nearly 790,000 hours of training provided in total. The 11% increase in total training hours compared to FY2024 reflects a more structured approach to recording training hours, as well as an increase in the overall provision of training.

Sonic also supports staff wishing to pursue further education to enhance technical skills or gain advanced qualifications. This includes study and conference leave, allowances for education, payment of course and training fees and mentoring programs. These initiatives ensure that our people continue to grow professionally while also providing further benefits to our organisation.

Contributing to professional development

Sonic Suisse to launch new training school

The Sonic Suisse School, launched in January 2025, strengthens Sonic's commitment to Medical Leadership by providing diverse training opportunities for medical practice assistants. Drawing on the expertise of Medisupport, Medica, Medisyn and Dr Risch, the school offers more than 100 courses delivered both online and in person across Switzerland.

The program covers essential topics that support quality, safety, and inclusivity in patient care, including artificial intelligence in the doctor's office, quality control, and transgender health in medical practice.

13th German Sonic Doctors' Meeting

Sonic Germany hosted the 13th German Sonic Doctors' Meeting in November 2024, bringing together 120 medical professionals. Jointly organised by Labor Staber and new Sonic federation member Diagnosticum, the meeting built on a tradition that began in 2008 with just 40 participants. Today, it serves as a vital platform for collaboration and knowledge exchange across Sonic Healthcare Germany and beyond.

This year's program welcomed Sonic's Chief Medical Officer, Dr Stephen Fairy, and representatives from Sonic Suisse. Cutting-edge topics included AI projects from Sonic Healthcare Australia and USA, myeloma diagnostics via MALDI-TOF, long-read genome sequencing, and early Alzheimer's detection through blood tests. External expert, Prof Detlef Schuppan, also presented new insights into coeliac disease and inflammatory wheat sensitivities.

The meeting underscored Sonic's culture of Medical Leadership and its commitment to innovation in pathology and genetics through state-of-the-art technologies.

Employee survey highlights positive feedback for Sonic Learn in the UK

Sonic Learn, the internal education and training platform for Sonic Healthcare UK, continues to demonstrate its value in supporting employee development. In FY2025, employees completed a survey that delivered overwhelmingly positive feedback, confirming the platform's impact on learning and growth.

Respondents rated Sonic Learn 4.6 out of 5 stars and expressed strong appreciation for the quality and accessibility of content. Notably, 61% of employees use the platform beyond mandatory training, highlighting its broader role in professional development. The survey also identified a need to raise awareness of existing resources and provided suggestions to guide the creation of future content.

Next steps include improving the visibility of available resources and using employee input to shape new, relevant learning opportunities.

Sonic Healthcare Australia Radiology Conference 2024

The 17th Sonic Healthcare Australia Radiology Conference (SHARC) was held on the Gold Coast in August 2024, bringing together 460 delegates, speakers and sponsors under the theme 'Education, Participation, Inspiration'.

The program featured 50 speakers, including 43 Sonic Radiology staff, who presented on a broad range of diagnostic imaging topics. Keynotes included Dr David Yousem (Johns Hopkins Medicine) on 'Finding Joy at Work' and Dr Mahan Mathur (Yale School of Medicine) on abdominal imaging. Sonic's Chief Culture Officer, Virginia Re, also led an engaging Sonic Connect session on resilience and change. With an engaging supplier trade exhibition and a vibrant conference dinner, SHARC 2024 highlights Sonic's commitment to medical leadership, collaboration and continuous learning.

Sonic Connect

Sonic Connect, our global culture, learning and development department, plays a pivotal role in shaping Sonic's distinctive culture.

Through a wide range of training programs delivered across all divisions and countries, Sonic Connect supports the growth of our people and the strength of our global network.

Emotional Intelligence is the foundation of all Sonic Connect programs. This reflects our belief that great leadership goes beyond technical expertise – it requires self-awareness, fostering a shared sense of purpose and the ability to connect and lead with emotional insight.

Team members across our global network are invited to participate in both in-person and online workshops. These sessions strengthen professional relationships and deepen participant understanding of our culture, which we describe as 'The Sonic Difference'.

In FY2025, more than 2,500 participants worldwide attended Sonic Connect workshops. Topics included:

- building resilience
- creating a positive culture
- conflict management
- developing high-performing teams
- leading through change.

In FY2024, a team of 50 Sonic Connect Officers was enlisted across our businesses to:

- assist with the development and distribution of training content
- encourage active two-way communication about Sonic culture and training opportunities
- provide easy access to Sonic Connect resources.

The collaboration and focus areas for this group have continued in FY2025.

Emotional intelligence

Sonic Connect's flagship program, which forms the foundation of our approach to leadership, and on which all other programs are built.

Change management

Focuses on the emotional impact that change has on ourselves and others, including how to build resilience.

High-performing teams

Looks at the key components of effective teamwork and how to build those through our daily behaviour.

Sonic Connect workshops strengthen culture in the UK

In November 2024, Sonic Connect led 16 workshops in the UK, focusing on resilience, change management, high-performing teams and emotionally intelligent leadership.

Almost 400 staff attended, with the sessions building trust, strengthening connections and supporting the development of high-performing teams across Sonic Healthcare UK. CEO David Byrne introduced most sessions, and his remarks reinforced the value that Sonic places on culture, people and personal development, setting the tone for the workshops. Another series of Sonic Connect workshops in the UK is scheduled for November 2025.

Sonic Connect workshops in the USA support leaders in navigating change

In July 2024, Sonic Connect delivered a series of workshops in the United States, focused on strengthening leadership capability and building a culture that embraces adaptability in an evolving healthcare environment.

The nine sessions brought together more than 200 employees to explore strategies for leading through change and fostering resilience. The program reinforced Sonic's commitment to developing its people and supporting leaders as they guide teams through sector-wide transformation.

Now playing: Sonic Connect Resonance

Resonance – Sonic Connect's popular monthly written reflection on emotional intelligence, that is circulated to all Sonic staff globally – has expanded into a new audio podcast. This evolution enables staff to engage with the content in a way that fits different work and life rhythms, meeting people where they are and offering the accessibility of listening while commuting, walking or taking a short break.

Voiced by Chief Culture Officer, Virginia Re, each short episode brings warmth and humour to everyday challenges, from navigating difficult conversations to shifting perspectives. New episodes are released monthly, offering a flexible and engaging way to learn, reflect and stay connected.

Ongoing initiatives

Training the next generation of scientists

Originally reported in: Sonic Healthcare's Sustainability Report 2024, p. 50

- Sonic Healthcare UK's 'Sonic Training Academy' continued in FY2025, providing its degree apprenticeship program to support more aspiring biomedical scientists.
- Labor Augsburg in Bavaria, Germany, continued to provide education and practical training to graduates studying to become medical technologists in FY2025.

Supporting nurse graduates

Originally reported in: Sonic Healthcare's Sustainability Report 2023, p. 44

In line with its commitment to support new nurses at the start of their careers, IPN Medical Centres, part of Sonic Healthcare Australia Clinical Services, continues to deliver its national New Graduate Nurse Program, which equips graduates with the knowledge, skills and confidence needed to succeed in primary care.

5.4 Workforce health, safety and wellbeing

Why is it important?

Sonic's work spans laboratories, radiology clinics and patient service centres – environments that can expose staff to physical, psychological, mechanical, biological and chemical hazards. Our responsible and proactive approach to staff safety and wellbeing ensures our workplaces are safe and productive.

Sonic enforces stringent health and safety practices in all countries of operation, supported by documented procedures. Failure to uphold these standards could result in staff injury, increased insurance premiums and other costs, including litigation, increased external scrutiny, loss of accreditation, or even the closure of facilities.

Our approach

Sonic promotes a zero-harm safety culture. We proactively identify and mitigate risks – both physical and psychological – to prevent injury and illness, while supporting overall employee wellbeing.

This is supported by:

- Board-level oversight via the Risk Management Committee (RMC) which reviews incident data, trends and mitigation measures, and escalates material workplace health and safety risks to the full Sonic Board
- shared responsibility by all employees with leadership from divisional and entity CEOs, operations and human resources teams
- a global Health, Safety and Wellbeing Policy based on ISO 45001 global best practice implemented through SonicSAFE, our Work Health and Safety (WHS) Management System.

WHS Management Systems cover all Sonic employees and those contracted to undertake work at Sonic's instruction.

Implementation of SonicSAFE is achieved through:

- divisional implementation, management and compliance with the SonicSAFE corporate standards
- local WHS management policies and systems that comply with nationally applicable health and safety legislation
- collaboration across local entity resources and departments to support SonicSAFE systems and strategy.

To ensure continuous improvement, SonicSAFE includes regular internal audits of our facilities to verify that safety risks are being effectively controlled and that safety practices meet our standards.

The SonicSAFE WHS framework is regularly reviewed to ensure it achieves its intended purpose. A network of site, entity and divisional safety committees facilitates:

- regular worker participation, consultation and communication
- hazard reporting
- suggested improvements
- involving employees in decision-making on issues that affect their safety.

SonicSAFE provides a consistent, enterprise-wide process for both routine and non-routine safety impacts, including:

- hazard identification
- risk management
- incident reporting and investigation

This aligns with Sonic's Global Risk Management Framework, which uses a hierarchy of controls to effectively mitigate risks. Centralised software-based notifications and regular reporting to divisional executive teams provide transparency in historical incident or risk trends, which informs changes to management systems, documentation or processes.

If a work-related injury occurs, we ensure staff are supported in their recovery through early intervention and return-to-work programs delivered via local occupational health services.

Sonic pays equal attention to our employees' mental health and wellbeing. Since 2023 we have included a specific risk category in our safety reporting, enabling us to monitor and address this important aspect of employee wellbeing. In FY2025, our Australian practices underwent a comprehensive psychosocial risk audit to identify areas for increased attention and education.

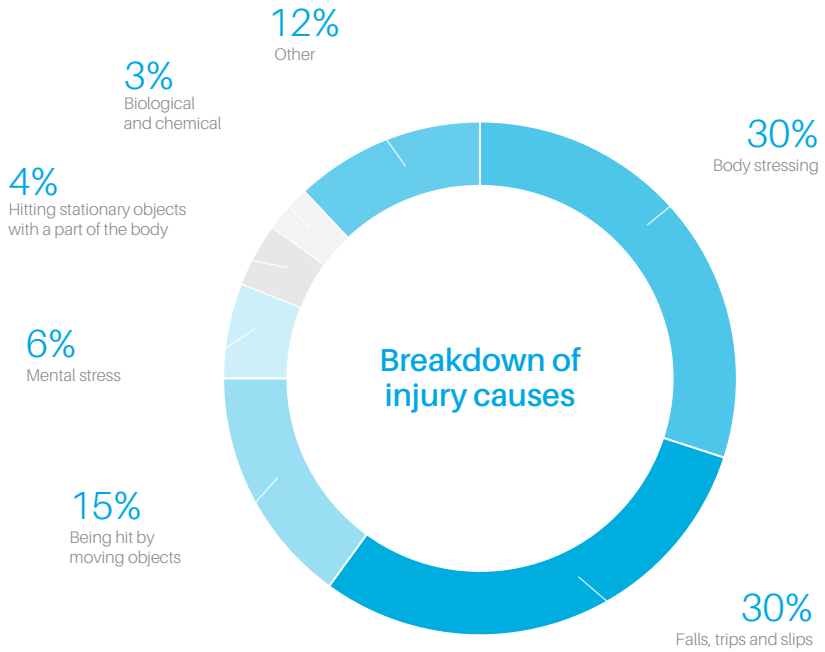
Staff health, safety and wellbeing

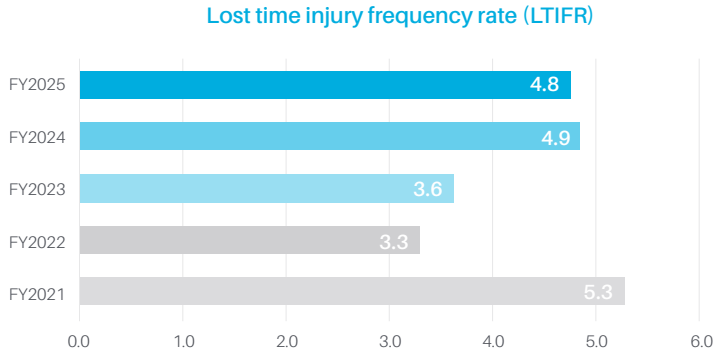
The chart below displays our global lost-time injury frequency rate (LTIFR) for the last five years and shows the LTIFR in FY2025 was 4.8 per one million hours worked, a slight improvement on last year. This rate is slightly higher than the blended industry benchmark of 4.7, derived from the latest SafeWork Australia benchmarks for pathology/radiology (LTIFR 5.0) and other health services (LTIFR 1.5) combined in the ratios of 92% and 8% respectively, to reflect our global mix of employee roles and services. FY2025 data indicates most injuries occurred in the categories of body stressing (30%), falls, trips and slips (30%) and being hit by moving objects (15%).

Further details of our injury statistics are provided in the Sustainability metrics section at the back of this report, see pages 137–138.

The breakdown of injury causation during FY2025 is shown in the chart on the right. The RMC was presented with a comprehensive update on LTIFR by country and service, and was satisfied that the FY2025 figure, although slightly higher than the benchmark, did not indicate a material change in workplace health and safety risk.

At an entity level, safety training is an ongoing function that is embedded into our quality assurance and health and safety programs. Additional training is also undertaken externally where the need arises.





Our FY2025 employee absentee rate of 3.8% was slightly higher than last year's rate of 3.5%.

A range of health promotion services is offered by a number of our entities to encourage healthy eating, assist with weight management, pre-diabetes, diabetes and hypertension management, smoking cessation and increased exercise, through access to online workouts, discounted access to gyms, swimming pools and health studios. Some of our European sites also provide favourable leasing terms for staff bicycles and actively encourage cycling and other forms of physical exercise-based travel to and from the workplace.

Mental health

Mental stress has been included as a separate reporting category of injury since FY2023, which allows us to monitor this important aspect of employee wellbeing.

As of FY2025, 98.8% of Sonic's global employees have access to confidential counselling and support services through Employee Assistance Programs (EAPs). These services often extend to immediate family members. One small European division – the only Sonic country not currently covered by an EAP – will conduct a RAPSI survey (a psychosocial risk analysis designed to assess workplace stressors, support structures and overall mental wellbeing) in FY2026, to determine the specific needs their EAP must address.

Mental health training and awareness programs

Sonic strengthened our commitment to employee wellbeing throughout FY2025 via a wide range of mental health awareness and training programs across our global operations. These initiatives aim to:

- create psychologically safe workplaces
- equip staff and leaders with the skills to recognise and respond to mental health challenges
- promote a culture of openness and support.

Mental Health First Aid (MHFA) training was a key focus, with several divisions certifying staff and building internal networks of mental health advocates. Many businesses also:

- promoted access to Employee Assistance Programs (EAPs)
- delivered targeted seminars and webinars
- partnered with external experts to provide coaching and psychosocial risk assessments.

VITAL steps to better health

Sullivan Nicolaides Pathology (SNP) in Queensland was a finalist in the 2024 Queensland Mental Health Week Achievement Awards in the 'Workplace Award: Employee Wellbeing' category. The nomination recognised SNP's VITAL Wellness Campaign and its positive impact across the practice.

Launched in 2023, VITAL was created in response to staff feedback calling for greater support around wellbeing. The campaign focuses on five pillars:

1. Vitalise your mind,
2. Invigorate with exercise,
3. Transform your sleep,
4. Achieve a balanced diet, and
5. Live well.

VITAL promotes SNP's Employee Assistance Program, and provides training, resources and support for employees and their families.

The program has already lifted morale, increased awareness of the EAP, reduced mental health advice requests and trained 60 leaders in Mental Health First Aid.

▲ Employees from Sullivan Nicolaides Pathology (SNP) in QLD, Australia at the annual Brisbane Fun Run, supporting the AEIOU Foundation for Children with Autism.

Sonic Healthcare UK's mental health initiatives

Sonic Healthcare UK significantly expanded its mental health and wellbeing initiatives during FY2025, with a strong emphasis on proactive education and internal capacity building. In April 2025, a new Learning and Development workshop titled 'Managing Mental Health' was launched. This program is available to all staff and is mandatory for those seeking to become Mental Health Advocates. Delivered either in person or virtually, the workshop replaces the previously outsourced training model, allowing for a more tailored and responsive approach to staff support.

The initiative has been well received, resulting in the appointment of 26 Mental Health Advocates across the UK business. In May 2025, 15 of these Advocates completed the Mental Health First Aid (MHFA) program and achieved accreditation through MHFA England. New Advocates joined from multiple sites, including Royal Free, Watford, Lister, Mount Alvernia, Ross Hall and Chaucer Hospitals, ensuring representation across the network.

To complement these efforts, a 12-month digital learning program was launched in April, beginning with a course titled 'Mental Health – Stress Less'.

Sonic UK will continue to invest in the development of its mental health support network through themed drop-in sessions and Q&A forums, aimed at enhancing the confidence and knowledge of both Advocates and accredited First Aiders.

Ongoing initiatives

Bike to work program promotes employee wellbeing in Germany

Originally reported in: Sonic Healthcare's Sustainability Report 2022, p. 41

Sonic Healthcare Germany continues to support employee wellbeing by enabling employees to lease electric bicycles at a discounted rate, with additional tax benefits. The program allows employees and their spouses to use the bikes for three years, after which they can purchase or replace them.

Communities

6.1 Introduction, goals and progress

Helping others is at the heart of Sonic's purpose and culture. Our diagnostic and clinical services support medical decisions that directly influence the healthcare outcomes of millions of patients every year. We understand the responsibilities and obligations that come with medical practice and know that improving affordability and access to quality healthcare services can positively impact people's lives.

By improving healthcare access and affordability, especially for underserved populations, we aim to foster healthier individuals and strengthen community wellbeing.

Commitment: To improve the health of individuals and communities

Material topics	Strategy	Goals	FY2025 outcomes
Service quality and safety	Ensure the safety and quality of our services	Maintain quality accreditation at 100% of our facilities[1]	■ 100% of our facilities remained quality-accredited in FY2025[1]
	Foster medical research and technological innovation	Report key research and educational achievements	■ 265 peer-reviewed academic publications authored or co-authored by Sonic personnel (see sonichealthcare.com/academic-publications)
Access and affordability	Maintain and improve access to our high-quality healthcare services		■ 129 million patient consults ■ 3,222 patient centres ■ 3,356 vehicles that travelled a total of 118 million km

1 100% of facilities required to be accredited by the relevant regulatory body.

6.2 Service quality and safety

Why is it important?

Delivering safe, high-quality healthcare services is central to Sonic's purpose and the value we bring to the communities we serve. As a leading provider of pathology/laboratory medicine, radiology, and general practice services, we have a duty of care to ensure that all services are:

- clinically appropriate
- evidence-based
- fully accredited
- safe.

Maintaining high standards of quality and safety underpins trust in our services, supports better patient outcomes, ensures regulatory compliance and strengthens community confidence.

Our approach

Oversight of service quality rests with the Sonic Board, supported by the Risk Management Committee (RMC), which monitors and advises on all aspects of clinical care and quality, and research. Quality assurance in our clinical and everyday work processes is a critical focus at every level – facility, entity, divisional and global.

Medical Leadership is a defining feature of our approach to service quality and safety. Our divisions and operating businesses are led by qualified and experienced doctors, pathologists, radiologists, general practitioners, or highly experienced healthcare executives. This ensures that decisions involving clinical quality and patient safety are prioritised strategically and operationally.

All Sonic facilities and services meet mandatory national and international accreditation standards. These standards are upheld through:

- quality management systems
- policies and processes
- staff training
- ongoing formal external inspections and audits.

Our dedicated quality and compliance teams, made up of experienced medical, scientific, quality management and administrative professionals, take an objective and uncompromising approach to auditing and continuous improvement. This reflects Sonic's enduring commitment to delivering externally accredited, safe and high-quality diagnostic and clinical services.

Managing clinical quality and safety

Sonic maintains robust, comprehensive clinical quality processes across all geographies and business lines. These processes also play a critical role in our approach to mergers and acquisitions (M&A). Key elements include:

Risk assessment

We conduct regular and systematic risk assessments at the facility, business unit and group levels, identifying clinical, operational and compliance risks. This includes identification of emerging risks such as new technologies, regulatory changes and public health threats.

Internal and external controls

Our internal and external controls include:

- quality control systems
- regular audits (internal and external)
- compliance checks
- credentialing reviews
- monitoring of key quality indicators
- participation in external quality assurance programs.

These controls are designed to detect, prevent and respond to risks in real time.

Monitoring and response

We monitor quality and safety metrics and record all incidents, complaints and adverse events across all sites. Any emerging risks or deviations from standards trigger immediate investigation and corrective action, with escalation to senior management and the Board as required.

M&A due diligence

Every potential acquisition is subject to thorough due diligence on clinical, operational, quality, compliance and accreditation records. This includes reviews of incident and complaint histories, audit findings, regulatory compliance status, staff credentialing and patient safety records. Only businesses meeting our high standards for quality and safety are considered for acquisition.

Stakeholder engagement and material clinical quality and safety topics

Sonic determines material clinical quality and safety topics through a structured process that integrates feedback from our key stakeholders (patients, clinicians, regulators and payers) with reference to UNSDGs and industry-specific SASB topics. This includes:

Integrated feedback systems
We collect and analyse data from patient and clinician satisfaction surveys, complaints, compliments and suggestions, as well as feedback from referring doctors and healthcare partners.

Incident management systems
All incidents, near misses and adverse events are logged and investigated using centralised systems, with trends and root causes reviewed at both operational and governance levels.

Stakeholder engagement
We maintain regular engagement with regulators, accreditation bodies and payers to ensure we align with evolving expectations and requirements. We also participate in industry forums, regulatory consultations and professional networks to gather external perspectives.

Continuous feedback loop
We synthesise information from feedback and incident management systems and report it to executive and Board-level committees. This continuous feedback informs our risk assessments, policy updates, quality improvement initiatives and public disclosures, ensuring our priorities reflect the needs and expectations of those we serve.

Medical Leadership and organisational structure

Sonic's global executive team, and each divisional team, includes a Chief Medical Officer, while each clinical business entity has at least one Medical Director. They are all directly involved in strategic and operational decision-making and are accountable for clinical quality and safety as key members of the executive team. This structure ensures those accountable for service delivery have direct, practical experience in healthcare, which supports:

- rigorous standards
- informed oversight
- a culture of continuous improvement.

This approach helps maintain the highest levels of clinical governance, ensuring that patient care is safe, evidence-based and aligned with best practice.

Clinical governance, quality and safety

Medical Directors provide direct oversight of clinical governance, quality and safety, ensuring that operational priorities are aligned with best practice.

Including medical leaders in executive roles fosters integrated clinical governance, ensuring:

- rapid identification and management of clinical risks
- a culture where quality and safety are central to all activities
- effective communication between clinical and operational teams.

This approach facilitates swift implementation of improvements and innovations that benefit patients and communities.

Medical directors and clinical leaders are responsible for:

- overseeing clinical governance frameworks and ensuring alignment with best practice and regulatory requirements
- leading clinical risk management, incident investigation and root-cause analysis
- championing quality improvement initiatives and fostering a culture of safety
- ensuring effective communication and collaboration between clinical and operational teams
- representing the organisation in external clinical forums, regulatory consultations and professional bodies
- monitoring and responding to quality control and internal and external quality assurance program outcomes.

This model embeds clinical expertise into every level of decision-making and ensures accountability for quality and safety within every medical practice.

Accreditation – facilities, tests and services

All Sonic facilities, including laboratories, radiology practices and primary care facilities, meet or exceed relevant national and international standards, each of which embeds robust mechanisms for quality and safety.

During FY2025, 533 external audits and 3,991 internal audits were conducted across Sonic sites. No major adverse findings were recorded as a result of these audits.

Our global quality teams work closely with external accreditation bodies to ensure we remain informed and prepared for changes in the accreditation landscape. They also participate in regular quality and safety training programs and process reviews, reinforcing our best practice culture and ensuring that quality and safety are front of mind for all staff. Modules include 'Workplace health and safety risk management', 'Hazardous substances and dangerous goods' and 'Fatigue management'.

All Sonic's operating facilities maintained accreditation and operating licences during FY2025.

533
External accreditations, audits or reviews

3,991
Internal audits

0
Major adverse findings

Pathology/laboratory medicine

The information on page 103 details the accreditation requirements and Sonic accreditation status in each of the jurisdictions in which we operate. Many of our pathology laboratories are also accredited to ISO 15189 Medical Laboratories. This allows us to work collaboratively with our different quality groups across the world, ensuring that procedures and processes are standardised across the Sonic network of practices, where possible.

ISO 15189: Medical Laboratories
Requirements for quality and competence

ISO 15189 accreditation for medical laboratories encompasses four overarching domains:

1. Governance and leadership
2. Resource and infrastructure management
3. Laboratory operations
4. Quality assurance and improvement

This accreditation is internationally recognised as the benchmark for quality and competence in medical testing, providing assurance that laboratories operate to the highest standards of accuracy, reliability and patient safety. Accreditation to ISO 15189 reflects a laboratory's commitment to clinical excellence, ethical practice and continuous improvement. In many jurisdictions, ISO 15189 is either mandated or strongly encouraged. It also plays a critical role in enabling:

- cross-border recognition of test results
- participation in research
- eligibility for public health contracts.

1 Governance and leadership

ISO 15189 sets out the international requirements for quality and competence in medical laboratories. Its purpose is to make sure labs consistently produce accurate, timely and clinically useful results that are safe and trusted. The laboratory must be a recognised legal entity with defined leadership roles, including a laboratory director responsible for quality and competence. Boards are expected to oversee the implementation of quality policies, ethical standards and risk management systems. Patient-centred care is a core principle, with requirements to safeguard patient rights, ensure informed consent where applicable, and maintain transparency in service delivery.

2 Resource and infrastructure management

Accreditation requires laboratories to maintain adequate resources across personnel, equipment, reagents and facilities. Staff must be appropriately qualified, regularly trained, and assessed for competency in their roles. Equipment and consumables must be selected based on suitability, calibrated to traceable standards, and maintained according to defined schedules. Facilities must support safe and effective laboratory operations, with environmental controls and biosafety measures in place. These resource requirements ensure the reliability of laboratory services.

3 Laboratory operations

Operational requirements span the full testing lifecycle:

- **pre-analytical** – documented procedures for sample collection, transport and acceptance
- **analytical** – validated methods for testing
- **post-analytical** – robust systems for result review and reporting, including result authorisation, communication of critical findings, record retention and safe disposal of specimens.

Laboratories must also manage complaints, nonconformities, and referrals to external providers, with transparency and accountability.

4 Quality assurance and improvement

The quality management system (QMS) under ISO 15189 integrates all aspects of laboratory operations. It includes:

- quality control and internal and external quality assurance
- document and record control
- internal audits
- management reviews
- mechanisms for continual improvement.

Laboratories are expected to monitor quality indicators, respond to feedback and implement corrective actions based on root cause analysis.

Australia

15189: Sonic's Australian laboratories are accredited to ISO 15189 by the National Association of Testing Authorities (NATA), in conjunction with the Royal College of Pathologists of Australasia (RCPA). These laboratories also comply with the National Pathology Accreditation Advisory Council (NPAAC) requirements, developed on behalf of the Australian Government. NATA and NPAAC guidelines work together to establish the minimum standards considered acceptable for good laboratory practice. Recent years have seen a shift in accreditation and certification focus, with increased emphasis on risk management and mitigation, particularly in relation to referring practitioners and patients.

ISO/IEC 17025: Some laboratories are also accredited to ISO/IEC 17025 – General requirements for the competence of testing and calibration laboratories. ISO/IEC 17025 accreditation applies to laboratories providing testing services for food and water, or toxicology testing for drugs of abuse.

ISO 27001: Sonic's Australian IT division (Sonic IT) is certified to ISO 27001:2022 Information Security Management.

New Zealand

IANZ: Sonic's New Zealand laboratories are accredited by International Accreditation New Zealand (IANZ). The IANZ accreditation process includes onsite peer reviews and online assessments. Laboratories in New Zealand undergo full assessment every four years, with additional review activity conducted annually.

ISO 15189: All Sonic Healthcare New Zealand laboratories are accredited to ISO 15189.

Germany

RiliBÄK: Sonic's German laboratories fulfil the requirements of the RiliBÄK (Guideline of the German Medical Association for the Quality Assurance of Laboratory Medical Examinations), based in the Medical Devices Act.

DIN EN ISO 15189: Accreditation to DIN EN ISO 15189 and DIN EN ISO/IEC 17025 is not mandatory in Germany, but all Sonic Healthcare Germany laboratories are accredited to DIN EN 15189 as medical laboratories by Deutsche Akkreditierungsstelle (DAkkS), or are working towards it.

ISO 14001: Our Bioscientia Karlsruhe laboratory holds both ISO 14001 (DIN EN ISO 14001:2015) Environmental Management System accreditation and Eco-Management and Audit Scheme (EMAS) certification.

ISO/IEC 17025: In addition, some laboratories have ISO/IEC 17025 accreditation as a testing laboratory for hygiene services or veterinarian medicine. Sonic's largest German laboratory, Bioscientia is also accredited by the College of American Pathologists (CAP) and by Clinical Laboratory Improvement Amendments (CLIA), in order to fulfil testing and other technical requirements for US clients.

Belgium

ISO 15189: Sonic's large central laboratory in Antwerp is ISO 15189- and ISO 17025-accredited by the Belgian Accreditation Body (BELAC). Our laboratory in Genk also holds ISO 15189 accreditation.

Switzerland

ISO 15189: While it is not mandatory to be accredited to ISO 15189 or ISO/IEC 17025, most Sonic Swiss laboratories are either accredited to this standard by the Swiss Accreditation Service (SAS), or are working towards it. In addition, all Swiss laboratories are required to receive federal authorisation from Swissmedic if they wish to perform microbiology or genetic testing, or if they are involved in blood banking.

ISO/IEC 17025: One of our Swiss laboratories for industrial and pharmaceutical microbiology is accredited to ISO/IEC 17025, certified for Good Laboratory Practice (GLP) and is FDA-recognised.

ISO 14064: Medisupport is certified to ISO 14064 (Specification with guidance at the organisational level for quantification and reporting of greenhouse gas emissions and removals).

ISO 14001 and ISO 9001: Medica also holds ISO 14001 Environmental Management System and ISO 9001 Quality Management System accreditation.

UK

ISO 15189: Sonic Healthcare laboratories in the UK are accredited to ISO 15189:2022 by the United Kingdom Accreditation Service (UKAS) and are inspected by the Care Quality Commission (CQC).

Blood transfusions: The blood transfusion departments comply with the Blood and Safety Quality Regulations 2005 and with all relevant Royal College of Pathologists (RCPath) guidelines. These departments are also inspected by the Medicines and Healthcare Products Regulatory Authority (MHRA).

ISO 14001 and ISO 27001: Sonic Healthcare UK holds further accreditation for ISO 14001:2015 Environmental Management Systems and ISO 27001:2022 Information Security Management.

USA

CLIA: Sonic's US laboratories and pathology practices are all certified by Clinical Laboratory Improvement Amendments (CLIA) and many have additional accreditation by the College of American Pathologists (CAP).

ISO 15189: Sonic Reference Laboratory, located in Austin, Texas, is also accredited to ISO 15189 by CAP.

All laboratories undergo a biannual accreditation process that includes an onsite inspection by CAP or CLIA.

Radiology

Every Sonic radiology practice is independently accredited with the Diagnostic Imaging Accreditation Scheme (DIAS) and guided by the Royal Australian and New Zealand College of Radiologists (RANZCR) Standards of Practice. Our practices also comply with all relevant private health regulation and radiation safety standards.

General Practice

Every Sonic primary care medical centre is accredited by the Royal Australian College of General Practitioners (RACGP). The accreditation process is based on a three-year audit cycle and is conducted by an external accreditation body, GPA Accreditation Plus. This process ensures that our practices meet the requirements of the government-endorsed industry standards set by the RACGP.

Quality management systems

Sonic's quality management systems (QMS) provide a structured framework to ensure that the medical services we provide consistently meet the highest standards of quality, safety, and reliability.

Across all disciplines and geographies, our QMSs incorporate:

- Documented policies and procedures (SOPs), regularly reviewed and updated.
- Staff credentialing, ongoing training and competency assessments.
- Internal and external audits to verify compliance and identify improvement opportunities.
- Incident and nonconformance management, with root cause analysis and corrective and preventative actions (CAPA).
- Proactive risk management at all organisational levels.
- Monitoring of KPIs, such as turnaround times, error rates, audit findings and patient safety incidents.
- Structured patient and clinician feedback mechanisms.
- Continuous improvement through quality projects and management reviews.

The QMS encompasses every stage of service delivery, from patient interaction and diagnostic accuracy to staff training, incident management and continuous improvement. By documenting procedures, monitoring performance and regularly reviewing outcomes, the QMS enables us to:

- identify opportunities for enhancement
- maintain compliance with both national and international accreditation requirements.

This systematic approach underpins our commitment to safe, effective and patient-centred care, and fosters a culture of accountability and ongoing improvement across all Sonic divisions.

Internal controls over clinical quality and safety

Our internal controls are designed to ensure the highest standards of clinical quality and safety, and include:

- segregation of duties for clinical, operational and quality management
- role-based access controls to clinical systems and sensitive data
- real-time monitoring and alerts for critical incidents or deviations
- comprehensive audit trails for all clinical and operational activities
- whistleblower and escalation mechanisms for confidential reporting
- regular review and testing of internal controls for effectiveness and alignment with evolving risks.

Performance metrics and external quality assurance

We monitor and report on key quality and safety indicators, including:

- turnaround times for critical diagnostics and imaging
- rates of nonconformances and adverse events
- accreditation findings (major and minor), with action plans tracked to resolution
- staff training and credentialing completion rates
- patient safety incidents and near misses, with detailed investigation and system-wide learning
- patient and clinician satisfaction scores.

Our performance is benchmarked against industry standards and peer organisations, using external quality assurance programs, where available, as well as published global benchmarking studies.

Risk management and continuous improvement

Clinical and operational risks are identified, assessed and mitigated at local, divisional and global levels. Our supply chain quality is assured through rigorous partner selection, audit and monitoring processes. Feedback from patients and clinicians is systematically collected and used to drive improvement initiatives.

Significant incidents are disclosed to regulators and, where appropriate, to affected patients and the public, in line with our commitment to transparency and trust.

6.3 Education, research and professional development

Why is it important?

Medicine is a dynamic and constantly evolving discipline, driven by ongoing scientific and technological advances. The developments constantly expand the boundaries of medical knowledge, making lifelong learning essential for both current and future generations of doctors and healthcare professionals.

Our approach

In many countries where we operate, Sonic provides free, current and targeted education to support clinical care and patient management, delivered by recognised medical educators. For example, in Australia, during FY2025, this included face-to-face meetings for more than 1,645 participants and webinars attended by 1,300 participants.

Sonic supports education, research and professional development in the following ways:

1. Continuous professional development

Sonic supports doctors and the broader medical community with a variety of educational forums and publications. These help ensure healthcare professionals stay current with the latest medical information and deliver the best possible patient care.

Our educational offerings include:

- seminars and newsletters
- surgical audits
- research articles
- multidisciplinary meetings
- conference presentations.

> During FY2025, Sonic personnel authored or co-authored more than 265 research papers that were published in peer-reviewed medical and scientific journals (see sonichealthcare.com/academic-publications).

2. Publications, craft groups, steering committees, boards and other professional organisations

Our medical, technical and scientific staff actively contribute to the broader medical community through involvement in medical specialty craft groups, steering committees, boards and other professional organisations. This helps to promote the practice of good medicine within local communities, while also raising standards nationally and globally.

These contributions enhance professional development, help to represent the industry, shape policy at government level and share knowledge with the broader medical community. As part of our Medical Leadership philosophy, Sonic supports staff who provide this clinical governance by allowing them to attend forums during work hours and reimbursing their expenses.

Our medical and scientific staff regularly publish articles in medical journals and textbooks, sharing their unique knowledge and experience.

3. Training the next generation of medical professionals

Sonic plays an active role in graduate and postgraduate medical training in different parts of the world. This reflects our strong commitment to preparing the next generation of healthcare professionals – doctors, scientists, radiographers, sonographers, technicians and nurses – is well trained in medical diagnostics and general practice.

Knowledge transfer is an important component of the regular work for many of our medical, clinical and scientific staff. Sonic has a proud history of involvement with academic training facilities and has links with universities in all countries of operation. Many of our pathologists, radiologists and general practitioners are also university lecturers in their specialty or subspecialty area.

We also provide vocational training positions for pathologists, radiologists and general practitioners, ensuring the future supply of these important medical practitioners in the community.

4. Research and academic bodies

Sonic provides significant and ongoing investment in research, and sponsorship of medical events. We also invest in our own research and development to ensure we are at the forefront of emerging trends in our various disciplines. This includes partnering with other providers and institutions to facilitate the development of new products and services.

Sonic's long-term commitment to supporting academic activities allows us to:

- increase job satisfaction
- attract and retain highly trained personnel
- ensure long-term supply of sufficient medical staff
- foster innovation, excellence and responsiveness to the needs of stakeholders
- achieve synergies through two-way sharing of technology, knowledge, research and resources
- ensure the establishment of best practices, continuous quality improvement and the development of safe, sustainable and efficient clinical services
- further enhance our reputation as a provider committed to high-quality healthcare.

Sonic Healthcare Switzerland earns top FAMH Type A training accreditation

Sonic Healthcare Switzerland has achieved a major milestone with two of its labs being recognised as FAMH Type A training centres, the highest level for postgraduate lab training in Switzerland.

FAMH Training Centres are accredited by the Association of Swiss Medical Laboratories FAMH (Foederatio Analyticorum Medicinalium Helveticorum) to train specialists in laboratory medicine and offer internships for hands-on postgraduate education.

Sonic Suisse's Genesupport is the first private lab in French-speaking Switzerland to be recognised as a training centre in medical genetics, while Dr. Risch is the first private Swiss lab outside genetics to earn this status in clinical chemistry.

The accreditation highlights our commitment to quality standards in laboratory medicine, as well as the role we play in training, research and developing future lab specialists.

First Cytology Masterclass held in Trier

In November 2024, Pathologie Trier hosted the first Cytology Masterclass, a two-day seminar focused on gynaecological and non-gynaecological cytology. Organised by three Sonic Healthcare Germany labs – Pathologie Trier, MVZ Dr. Steinberg, and Diagnosticum – the event featured lectures on cervical dysplasia, molecular pathology, AI in cytology and diagnostics during pregnancy. Participants also joined small-group microscopy sessions and a guided industry exhibition.

With more than 120 attendees and highly positive feedback, the organisers plan to continue offering more training in this area.

Empowering global health: Commonwealth Fellow career placements at Sonic Healthcare UK

Commonwealth Professional Fellowships give mid-career professionals from low- and middle-income countries the chance to spend time at a UK organisation for hands-on professional development in their field. This allows them to grow their knowledge and skills, and bring positive change to their workplaces.

Fellowships are offered under six key development themes:

- Science and technology for development
- Strengthening health systems and capacity
- Promoting innovation and entrepreneurship
- Strengthening global peace, security and governance
- Strengthening resilience and response to crises
- Access, inclusion and opportunity.

Sonic Healthcare UK (SHUK) has hosted Commonwealth Fellows for the past 10 years. More than 350 applications were received in FY2025, and four candidates were selected. Participants reflected on the dual roles biomedical scientists play, not only processing specimens, but also interpreting and reporting results. Particular note was made of the ability to rapidly escalate critical results to the clinical team to ensure that the patients received the optimal treatment, and the intention to emulate the SHUK models when they returned home.

Ongoing initiatives

Queensland X-Ray scholarship supports regional radiography careers

Originally reported in: Sonic Healthcare's Corporate Responsibility Report 2021, p. 40

Queensland X-Ray (QXR) is extending its regional radiography scholarship for fourth-year radiography students to include the regional city of Cairns.

Launched in 2020, the program aims to strengthen staffing in regional communities by giving students job security after final placements, helping them integrate into local teams and transition smoothly into graduate roles.

QXR will build a medical imaging training facility at its Westcourt clinic to support students of CQUniversity's new Bachelor of Medical Imaging program, which has been fast-tracked to launch in 2026. The initiative aims to address critical staffing shortages in Cairns by providing local students with hands-on training.

The temporary Westcourt facility will host around 20 students annually, with plans to expand as equipment transitions to the new campus by 2028.

6.4 Access and affordability

Why is it important?

Diagnostic and preventative healthcare services can only benefit individual and community health when they are easy to access and affordable.

Government healthcare systems face growing demand for healthcare while managing the cost to the community. Sonic provides additional capacity through an extensive network of private laboratories, radiology practices, primary healthcare sites and related services, which complement public health facilities, providing essential additional healthcare infrastructure in the countries in which we operate.

Our approach

Sonic is committed to providing broad access to our comprehensive range of high-quality medical services in metropolitan, regional and rural areas. Our ongoing investments in modern facilities, automation and information technology, together with the regular expansion of our operational footprint, produce efficiencies that benefit communities through:

- improved access
- faster turnaround times
- lower costs for patients, insurers and the governments who often pay for our services.

We also introduce new products and services through research and development activities, partnerships and strategic investments in innovative technologies.

Informed financial consent and fair pricing are a key part of our approach to optimising access and affordability, and we aim to keep our costs as low as possible.

Affordability

Sonic does not have a universal affordability policy due to the vast differences in healthcare systems across the countries in which we operate. However, our medical and executive teams work closely with governments and insurers to provide the information required to determine service rebates. Eligible patients receive our services for the government rebate or insurer-subsidised fee with no out-of-pocket expenses. Many divisions also have programs aimed at reducing the financial burden for patients experiencing hardship, so that these patients can still receive essential diagnostic and clinical services (see page 110 for further details).

Supporting vulnerable communities

Many of our laboratories and facilities also work with disadvantaged groups in their communities to provide services for people who may not be eligible for government-funded healthcare, including:

- people experiencing homelessness
- Indigenous youth groups
- asylum seekers and refugees.

Providing and enhancing access to our services

Sonic facilitates patient and clinician access through:

- 318 pathology laboratories, ranging from large, centralised laboratories to small in-hospital acute care support facilities.
- Pathology sample collection:
  - by trained phlebotomists at 2,848 patient service centres
  - via collection in people's homes, where issues such as age and mobility may otherwise be barriers
  - by our staff at nursing homes and hospitals
  - via self-collection, for certain tests.
- 133 radiology practices, with more facilities being added. Attendance by the patient is required, and extended operating hours are offered at some sites for added convenience.
- Primary care services at 241 clinics, with in-surgery GP and telehealth consultations and nurses available for minor procedures.
- Occupational health-related services at workplaces, including immunisation and drug testing.
- Telehealth consultations in primary care.

Sonic's businesses continually enhance customer convenience by adjusting operating hours in line with demand, and improving digital services, including mobile app-based platforms for report delivery to clinicians and SMS messaging to patients, where appropriate. We also upgrade existing facilities and open new facilities on a regular basis, to increase efficiencies and expand our service offerings and physical reach.

Many of our facilities also provide wheelchair or disabled access for customers with mobility limitations.

Investing in innovative technology and new tests

As healthcare innovations continue to reshape the medical landscape, Sonic is actively investing in, and partnering with, pioneering companies that specialise in healthcare innovation, such as Harrison.ai, Microba, Cubiko and others, to ensure we remain at the forefront of these changes. These strategic collaborations and acquisitions reflect Sonic's commitment to advancing patient care through innovation, precision and data-driven insights, and strengthen Sonic's ability to offer innovative tests and technologies that meet the evolving needs of modern healthcare.

harrison.ai	Harrison.ai leverages artificial intelligence to develop scalable assistive diagnostic tools for clinicians that enhance diagnostic accuracy.
microba	Microba specialises in microbiome analysis, offering advanced testing that supports personalised healthcare and chronic disease management.
Cubiko	Cubiko, through its Practice Intelligence Platform, delivers real-time analytics to general practices, enabling more efficient operations and improved patient outcomes.

Sonic Healthcare UK hosts successful Research and Innovation Symposium

After a four-year break, the Sonic Healthcare UK (SHUK) Research and Innovation Symposium returned in November 2024 with a one-day event in London, bringing together SHUK staff and joint venture partners to share knowledge, and explore the future of healthcare and pathology.

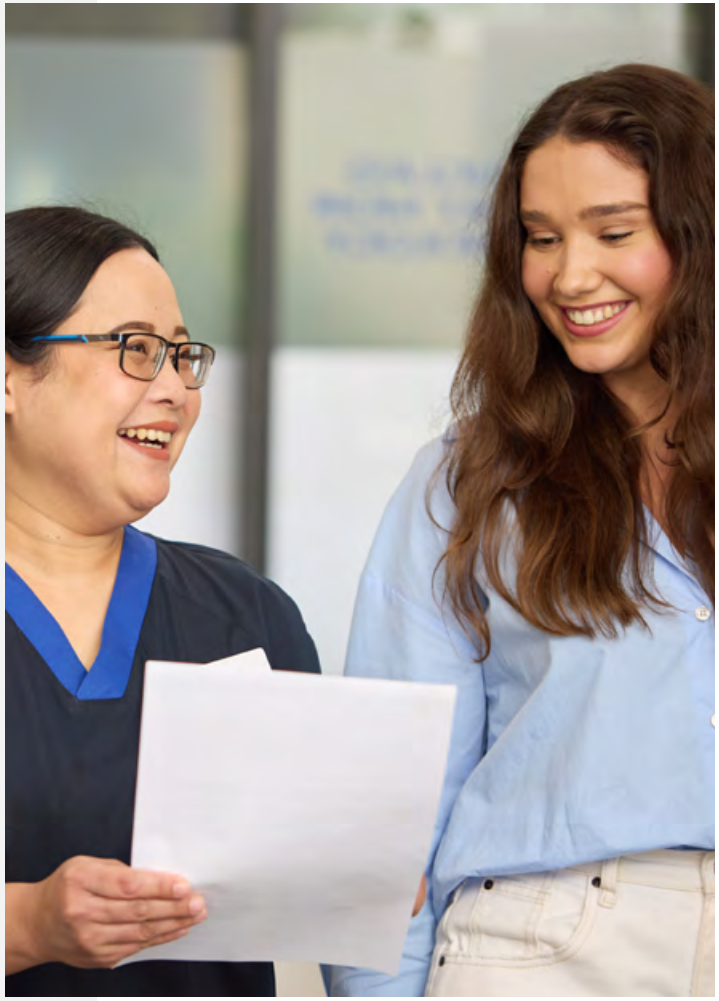
SHUK CEO, David Byrne, opened the symposium with a keynote on innovations arising from the pandemic and the future opportunities in healthcare, followed by Dr Stephen Fairy, Group Chief Medical Officer, who spoke on the evolving role of anatomical pathology and AI in diagnostics. Other sessions covered digital pathology, clinical diagnostics and the programs focused on operational excellence. Attendees were also provided with an opportunity to showcase their scientific research through a scientific poster competition.

Financial hardship support programs

To help ensure equitable access to healthcare, many Sonic divisions have introduced initiatives designed to ease the pressure on patients experiencing financial hardship. These initiatives vary in scope and structure, but broadly fall into several categories that reflect a commitment to affordability and compassion in service delivery.

Such considerations include:

- **Flexible payment plans:** A number of businesses offer payment plan arrangements, enabling patients to pay their bills in instalments over time. This helps spread out the cost of tests or treatments for those unable to pay upfront, easing the immediate financial burden.
- **Concessional or reduced fees:** Certain divisions charge lower 'concession' rates for patients with limited means (for example, holders of healthcare/concession cards or low-income patients). In practice, this can mean only charging the gap fee or a fixed token amount instead of the standard fee, significantly reducing what financially disadvantaged patients must pay.
- **Fee waivers/debt forgiveness:** In cases of severe hardship, practices can waive fees or forgive debt. They assess patients' situations on a case-by-case basis and may entirely write off the cost of services if the patient cannot afford to pay, rather than pursuing payment.



Ongoing initiatives

Supporting vulnerable communities across London

Originally reported in: Sonic Healthcare's Corporate Responsibility Report 2021, p. 37

University College London Hospital's Find and Treat unit provides outreach healthcare to vulnerable groups in central London, including the homeless, migrants and former inmates, who often lack access to formal medical services. The services started during the first wave of COVID-19, when many people were re-homed in hotels and hostels and the team used the opportunity to offer care and screen for hepatitis C.

Since 2021, Find and Treat has partnered with Sonic Healthcare UK (SHUK), who provide testing using finger-prick capillary blood. The program is now expanding beyond London and incorporating more point-of-care testing to reach those most in need.

6.5 Improving access to healthcare in disadvantaged communities

Why is it important?

As a world-leading diagnostic medical company, Sonic has a moral obligation to use our knowledge, resources and expertise to help prevent and control disease in poorer communities with limited access to quality healthcare. This commitment reflects our Medical Leadership culture, and the 'company conscience' pillar of our Medical Leadership Principles.

SONIC HEALTHCARE FOUNDATION

The Sonic Healthcare Foundation

In FY2022, Sonic formalised its longstanding giving program, establishing the Sonic Healthcare Foundation (SHF) with a contribution of $40 million. The Foundation is an independent body established to fund charitable programs that improve the health and wellbeing of those in need.

This includes the Foundation's work in Africa (see pages 113–117), as well as support for Indigenous and under-represented groups in other countries, such as the work with the Clontarf Foundation in Australia (see page 118 for more information).

FY2025 services sponsored by the Sonic Healthcare Foundation in Africa

26,362
Malaria screens

15,191
HIV tests

9,000
Deliveries (in hospitals and clinics with SHF supported pathology and radiology services)

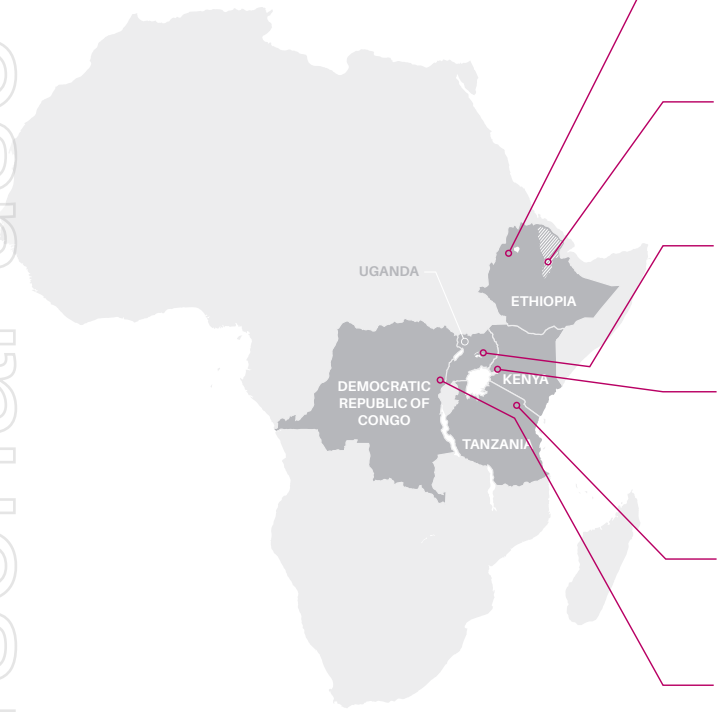
239
Surgeries to repair fistula and birth-related defects

9,572
X-rays

7,331
Ultrasounds

Services receiving support from the Sonic Healthcare Foundation

The Foundation's support includes charitable funding, free clinical services, medical equipment and supplies, and education and training through volunteer and philanthropic activities.



Vision Maternity Centre
Bahir Dar, Ethiopia

Sonic Healthcare Foundation continues to work with the Barbara May Foundation to support the small laboratory in this hospital, 5 hours' drive north-west of Addis Ababa, Ethiopia.

Mille Maternity Hospital
Mille, Ethiopia

Sonic Healthcare Foundation continues to support a pathology laboratory in this small hospital which provides maternal healthcare and medical services for women in this remote region.

Kworo-Sonic Healthcare Foundation Hospital
Pader, North Uganda

Sonic Healthcare Foundation is building, equipping and financing the running of this new maternity and fistula prevention hospital.

Jaramogi Oginga Odinga University of Science and Technology (JOOUST)
Bondo, Kenya

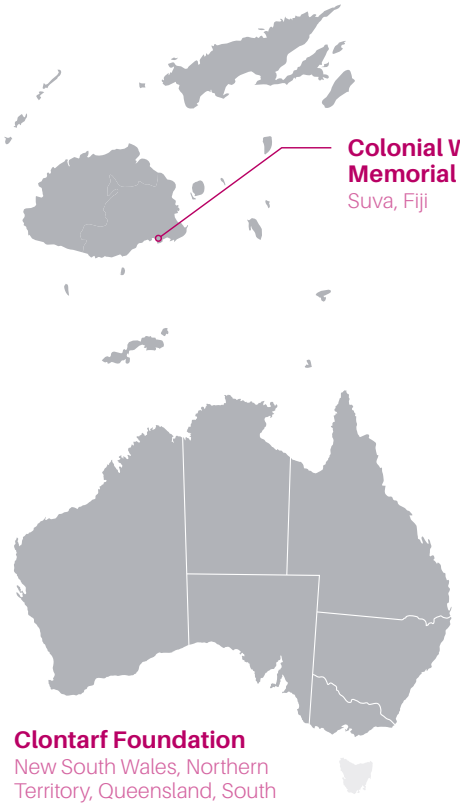
Sonic Healthcare Foundation is equipping and facilitating training of a new, accredited national, reference and clinical laboratory, for communicable and non-communicable diseases.

The Kivulini Maternity Centre
Arusha, Tanzania

Sonic Healthcare Foundation is working with the Barbara May Foundation to continue to support and equip the laboratory in this regional hospital.

HEAL Africa
Goma, Democratic Republic of Congo

Sonic Healthcare Foundation established, supports and advises the laboratory and radiology departments of this large tertiary hospital which services a population of more than 2 million people.



Colonial War Memorial Hospital
Suva, Fiji

Clontarf Foundation
New South Wales, Northern Territory, Queensland, South Australia, Victoria and Western Australia, Australia

SONIC HEALTHCARE FOUNDATION

Opening in 2026

Kworo-Sonic Healthcare Foundation Hospital
Maternity hospital in Uganda

- Hospital construction and fit-out
- Operational support
- Funding for laboratory support, equipment and training

HEAL Africa Hospital
Tertiary hospital in the Democratic Republic of Congo

- Funding for laboratory support, equipment and training
- Funding for radiology support, equipment and training

Barbara May Foundation (BMF)
Maternity and fistula hospitals in Ethiopia and Tanzania

- Funding for laboratory support, equipment and training
- Funding for radiology support, equipment and training

Radiology Across Borders (RAB)
Teaching clinical radiology skills around the world

- Funding support
- Central Africa Ultrasound Training Program commencing in 2026. Face-to-face seminars, training, support and mentoring

Clontarf Foundation
School academies to support 12,000 young Aboriginal and Torres Strait Islander men

- Indigenous youth medical checks in remote communities
- Funding support

Special Project Funding
JOOUST University in Kenya

- Funding and support to establish a training and reference laboratory

SONIC HEALTHCARE FOUNDATION

Kworo Hospital

Kworo-Sonic Healthcare Foundation

Background

The Agago District in northern Uganda has one of Africa's highest maternal mortality rates. Most births take place at home without access to skilled birth attendants.

Approximately 25% of Ugandan girls give birth before 18, and girls aged 15–19 are twice as likely to die from pregnancy- or childbirth-related causes compared to women in their twenties, while the risk for girls under 15 is five times greater.

Obstetric fistula is common and preventable, underscoring the need for skilled maternal healthcare.

Project overview

Sonic Healthcare Foundation, in partnership with the Barbara May and Te-Kworo Foundations, is funding the construction and operation of a 42-bed maternal health hospital in northern Uganda. The facility aims to address severe shortages in maternity and paediatric care, while also stimulating local economic growth, employment and training.

Construction status
(as of July 2025)

- Hospital construction commenced November 2023, 71% now complete, with full completion expected by November 2025.
- Roof construction is finished.
- Wall rendering, electrical, plumbing and flooring are in progress.
- The entire site is to be powered by solar, with backup generators to ensure 24/7 operations.

FY2025 milestones

- **Hospital board:** Appointed with four independent Ugandan directors and advisory support from partner foundations.
- **Staffing:** Recruitment of senior staff to begin soon; recruited senior staff will participate in the recruitment of junior staff.
- **Donations:** A 12 metre shipping container with medical equipment is en route to Uganda, donated by Sonic Healthcare and Australian charities.
- **Equipment:** First shipment ordered (beds, monitors, anaesthetic machines, etc.); second shipment is pending.
- **Ambulances:** Two vehicles to be ordered from Dubai.

Impact

The project has already yielded many secondary benefits.

- **Employment:** Project is providing onsite employment to 91 locals, including 12 women.
- **Economic stimulus:** Nearby businesses (food, fuel, accommodation) under construction and will serve hospital users.
- **Skill development:** Hiring of qualified medical professionals will strengthen the local workforce and further benefit the local community.
- **Community engagement:** More than 200 locals attended a site meeting, showing strong support and pride in the project.

HEAL AFRICA
HEALTH • EDUCATION • ACTION • LEADERSHIP

HEAL Africa

Background

Located in Goma, North Kivu, HEAL Africa Hospital was established to treat the physical and psychological effects of war on the people of the Democratic Republic of Congo (DRC). It is a full-service tertiary hospital and one of only three referral hospitals in the country.

The hospital employs 420 local staff, including doctors, psychologists, counsellors, lawyers, teachers and community workers.

Their mission is to provide holistic care, especially to women and children affected by ongoing conflict. Programs also support skill development and income generation for war victims.

Project overview

The Sonic Healthcare Foundation has supported HEAL Africa since 2008, by establishing modern, reliable pathology and radiology services that have improved the hospital's diagnostic capacities, providing targeted and appropriate treatment for patients.

Our involvement includes supplying essential equipment and PPE, and sending Australian experts to train local staff in lab techniques and infection control.

HEAL Africa now has fully equipped labs in biochemistry, haematology, microbiology and histopathology, as well as advanced imaging services, including digital X-ray, MRI and CT scanning.

Security situation in eastern Democratic Republic of Congo (DRC)

The DRC has endured ongoing instability and conflict for many years. In May 2025, the security crisis escalated, culminating in the capture of Goma by rebel group AFC-M23 on 26 January 2025. The humanitarian impacts were immediate and widespread, with approximately 3,000 deaths reported and large numbers of people left homeless and vulnerable. The hospital treated 954 war-related injuries between January and May 2025, exceeding its 250-bed capacity.

Peace agreements were made in June 2025, but Goma remains unstable, and subject to disrupted airport and banking services.

FY2025 milestones

Despite overwhelming challenges, HEAL Africa Hospital remains a critical lifeline in Goma, providing medical care and humanitarian support.

- The Foundation is sponsoring a doctor to complete their Master of Medicine in Radiology in Uganda. This doctor will become the second radiologist at HEAL.
- An additional two doctors completed the RAB International Certificate in Radiological Fundamentals. The Foundation provided laptops and essential equipment.
- In addition to the annual donation of equipment and supplies, the Foundation donated laptops, a projector, X-ray viewing box and two DryPix Edge 8000 printers. Two ultrasound machines and film printers are also being sent.

Sonic Catalyst

Catalyst Program

Background

The Sonic Healthcare Catalyst Program, funded by the Sonic Healthcare Foundation, establishes and supports small-scale pathology labs in key healthcare facilities across sub-Saharan Africa. These laboratories deliver essential diagnostic services to healthcare professionals serving some of the region's most disadvantaged communities, with a particular focus on enhancing maternal healthcare in remote areas. The program underscores our belief that providing expertise, equipment and funding that leads to local self-sufficiency has a much greater impact than donating money alone.

Project overview

Catalyst currently supports labs at:

- Kivulini Maternity Centre, Tanzania
- HEAL Africa Hospital, Democratic Republic of Congo
- Kworo-Sonic Healthcare Foundation Hospital, Uganda (opening late 2025).

Each lab, equipped with modern analysers and supplies, offers tailored testing in haematology, biochemistry, immunology and microbiology. Catalyst also provides:

- equipment and maintenance
- reagents and consumables
- onsite training by Sonic Healthcare experts.

Labs follow strict quality controls and participate in international assurance programs. Catalyst also prioritises local sourcing to reduce costs, speed up delivery and support local economies, although some specialised items still require importation from Australia.

FY2025 milestones

- Kivulini Hospital performed 3,824 free tests for women (Dec 2024–May 2025)
- Advanced DiaMED blood-banking systems were installed in two laboratories, allowing for the safe selection of donor blood – often from a family member – for transfusions required during or after childbirth.

Radiology Across Borders

Background

Radiology Across Borders (RAB) is a global charity that focuses on teaching essential clinical skills to radiologists, doctors and medical imaging professionals around the world. Its mission is to ensure healthcare workers have the training and knowledge they need to save lives.

RAB's projects are designed to create lasting change by helping clinicians build competence in both foundational and advanced radiology skills. Participants are then encouraged to share their growing expertise with peers in their local communities, fostering a ripple effect of learning and improvement.

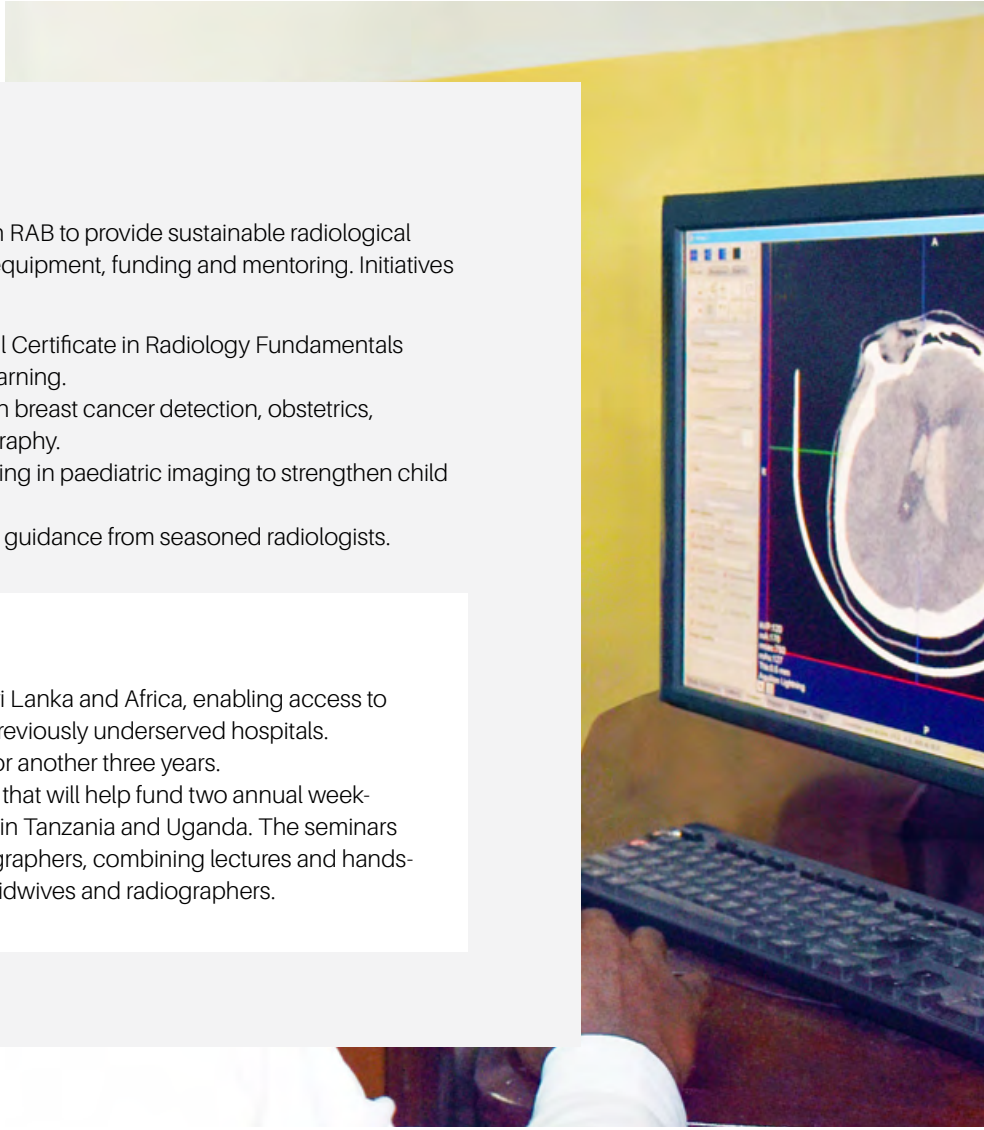
Project overview

The Sonic Healthcare Foundation works with RAB to provide sustainable radiological support in developing nations by providing equipment, funding and mentoring. Initiatives and programs include:

- **Online education:** Offers the International Certificate in Radiology Fundamentals (ICRF) and teleconferencing for remote learning.
- **Onsite training:** Deploys experts to train in breast cancer detection, obstetrics, gynaecological ultrasound and mammography.
- **Paediatrics VITAL Project:** Provides training in paediatric imaging to strengthen child healthcare.
- **Mentorship program:** Supports ongoing guidance from seasoned radiologists.

FY2025 milestones

- Donated ultrasound equipment to Sri Lanka and Africa, enabling access to high-quality ultrasound services in previously underserved hospitals.
- Renewed overall RAB sponsorship for another three years.
- Agreed to an additional sponsorship that will help fund two annual week-long ultrasound education seminars in Tanzania and Uganda. The seminars will be led by senior Australian sonographers, combining lectures and hands-on workshops for doctors, nurses, midwives and radiographers.



The Clontarf Foundation

Supporting health and employment for Indigenous youth and disadvantaged groups

Background

The Clontarf Foundation empowers young Aboriginal and Torres Strait Islander men by enhancing their education, life skills, self-esteem and employability. Founded in 2000, Clontarf aims to equip its students with skills that will allow them to participate more meaningfully in society, using sport as the motivational tool to encourage them to keep attending school. Clontarf operates 162 Academies across six Australian states and territories, supporting more than 12,000 students, directly targeting one of the most at-risk groups in contemporary Australian Society.

Project overview

The Sonic Healthcare Foundation partners with the Clontarf Foundation to provide vital health assessments to young Aboriginal and Torres Strait Islanders students at Clontarf Academies within Australia.

Clinical teams from Sonic Healthcare, made up of GPs, registered nurses and phlebotomists, perform onsite visits to the Academies, with an emphasis on remote areas that have limited healthcare access. Follow-up appointments with local medical services are facilitated for participants requiring further treatment.

Sonic's team works hard to create a relaxed, confidential and non-judgemental environment where students feel comfortable in discussing health issues. We strive to make them feel valued and prioritised during the assessment. Trust is also built by visiting the same Academies each year.

FY2025 milestones

- 1,639 health assessments across 26 Academies in five states.
- Delivered by 11 GPs, 20 nurses, 14 phlebotomists and nine support staff.
- All services were bulk-billed; students incurred no charges.
- Extended services to young women in co-located female Academies (36 assessments in Goondiwindi).

Staff underwent cultural awareness training, working with children checks, and met Department of Health compliance standards.

Impact

- Expanded healthcare access to underserved communities, especially in remote regions of Australia.
- Consistent, culturally respectful annual visits have created a safe space where boys feel seen, heard and cared for, enabling teams to more readily identify and act early on serious health conditions.
- Detection of urgent conditions, including high blood sugar, endocrine disorders, mental health concerns and cardiac issues.

Other charitable donations

In addition to indirect contributions made via the Sonic Healthcare Foundation (more than $2.5 million in FY2025 – see Sonic Healthcare Foundation Operational Update 2025 for more details), Sonic also supports many local charities and events, and donated $950,000 in cash donations in FY2025. This included donations supporting research into medical treatments for many different types of cancer, as well as other medical conditions and charities. We also place particular importance on supporting children, families and population groups that find themselves in difficult circumstances. In-kind donations and sponsorships or medical bodies and events are made on top of these contributions.

Improving participation and employment opportunities for disadvantaged groups

Sonic actively works with several not-for-profit social enterprises to provide supported employment opportunities for people with disabilities, as well as young people from culturally diverse backgrounds. This includes:

- The Bridge Employment, a valued kit-assembly partner for our work supporting the Australian Government's National Bowel Cancer Screening Program.
- The Endeavour Foundation in Queensland, a longstanding partner that assists Sullivan Nicolaides Pathology to package COVID-19 self-collect PCR kits, as well as faecal occult blood kits and cervical screening kits.
- Bright Skies couriers in Western Australia, who transport SKG Radiology's toner cartridges for recycling.

Where possible, Sonic also seeks to source products from Indigenous suppliers. In Australia Sonic spent more than $400,000 with Supply Nation across 33 Indigenous businesses during FY2025. This represents a 24% increase on our FY2024 spend. Our procurement teams continue to explore opportunities to utilise Indigenous suppliers where suitable products are available.

Governance

7.1 Introduction, goals and progress

Effective governance is the foundation of how we manage our business. It enables us to build trust, deliver long-term sustainable growth and create value for stakeholders. By embedding medical expertise into leadership and decision-making, we ensure that clinical quality, safety and ethical standards are upheld across all areas of our organisation.

Commitment: To maintain confidence and trust

Material topics	Strategy	Goals	FY2025 outcomes
Ethics, integrity and compliance	▪ Promote ethical conduct and ensure compliance	▪ Train all relevant staff in key policies[1]	▪ In FY2025 Sonic continued to communicate and train employees in key policies
Privacy and information security	▪ Safeguard privacy and protect data	▪ Achieve continuous improvement in independently audited Cybersecurity Framework maturity scores (NIST)	▪ In FY2025, Sonic undertook a comprehensive external audit of all networks using the newly released NIST CSF Version 2.0 (see page 130 for more details)
Human rights	▪ Champion human rights	▪ Publish an annual Modern Slavery Statement	▪ Modern Slavery Statement 2025 published

1 Code of Conduct and Ethics, Anti-bribery and Corruption Policy, Global Whistleblower Policy, Labour Standards and Human Rights Policy, Privacy Policy, Workplace Health and Safety Policy, Supplier Policy.

7.2 Governance and transparency

Why is it important?

Strong governance is crucial for building a sustainable, ethical and resilient organisation.

Sonic's governance is rooted in our commitment to ethics, quality and Medical Leadership, which ensures responsible decision-making at every level. Our governance is guided by our Medical Leadership Principles and Core Values, reinforcing our commitment to integrity.

Our approach

Robust governance helps us meet legal, regulatory and ethical obligations, preventing misconduct and managing risks. Frameworks such as the Global Reporting Initiative (GRI) highlight the importance of strong governance and transparency in credible ESG reporting, which is essential for maintaining public trust in our sustainability journey.

Sonic's governance is underpinned by ethical leadership, accountability and robust structures. It includes systems, policies and procedures to guide decision-making, risk management and oversight. The Board of Directors ensures our governance framework supports responsible conduct, compliance and stakeholder interests.

We maintain clear accountability through:

- organisational policies, such as our Code of Conduct and Ethics
- anti-corruption measures
- a strong whistleblower program
- training and policy reviews that reinforce lawful and ethical behaviour.

Transparency is fundamental to our approach to governance, which is built on ethical conduct, responsibility and the highest standards of integrity. We build trust by openly disclosing information and holding ourselves accountable for our actions. This open approach extends to actively engaging with stakeholders to understand their expectations, enabling us to remain focused on material environmental, social and governance (ESG) issues. Our reporting practices provide clear, balanced and reliable disclosures, aligned with leading frameworks such as the GRI Standards.

7.3 Sonic's governance framework

Sonic's governance framework is designed to support effective management and sound decision-making. It combines strong Board oversight with active management involvement to identify material risks and opportunities, shape business strategy and monitor performance.

This framework ensures that our business strategies align with our unique corporate culture. It is reinforced by ongoing training and, where appropriate, internal audits conducted by our business assurance team.

The Sonic Healthcare Board and Board Committees

The primary objective of Sonic's Board is to ensure ongoing creation of stakeholder value in a sustainable manner that aligns with our culture and values. This is supported by a strong corporate governance framework that guides effective decision-making and accountability.

Sonic's Board is made up of medically qualified professionals and experienced business leaders, combining deep knowledge of the healthcare sector with an understanding of the complex regulatory, risk and opportunity landscape facing Sonic's global operations. Board composition seeks to balance independence, a broad range of expertise, executive representation and diversity.

The Board is responsible for overseeing all governance policies. Three committees assist the Board in fulfilling its duties: the Remuneration and Nomination Committee, the Audit Committee and the Risk Management Committee (see also Sustainability Governance, pages 18–21). The Board determines the terms of reference and powers of these committees.

The Board is responsible for approving key disclosures, such as Sonic's Annual Report, the Sustainability Report and the Modern Slavery Statement. Further information can be found in the Corporate Governance Statement of the Annual Report 2025 (pages 53–65).

Risk Management Committee

Assists the Board by advising on the identification, monitoring and management of material risks and opportunities.

Audit Committee

Responsible for overseeing the integrity of Sonic's financial reporting and appropriateness of related policies and practices.

Remuneration and Nomination Committee

Oversees remuneration packages and policies applicable to the Managing Director, Finance Director and Non-executive Directors.

Risk management

Sonic's enterprise-wide risk management framework is designed to safeguard the organisation's long-term sustainability and stakeholder value. It provides a comprehensive approach to identifying, assessing and managing the full spectrum of risks relevant to our business – strategic, operational, financial, regulatory, reputational and climate.

Organisational risk tolerance is evaluated across key categories, with a risk assessment matrix used to rank risks and document material exposures and mitigation strategies in a global risk register. This register is regularly reviewed by the Risk Management Committee, which reports directly to the Board.

Our risk management practices align with international standards (ISO 31000:2018) and incorporate the four pillars of the Task Force on Climate-related Financial Disclosures (TCFD), as outlined in the diagram.

Shaded areas indicate alignment with the four core pillars of the TCFD framework.

Business assurance

Internal assurance

Business assurance is crucial to Sonic's governance, providing independent oversight of internal controls and risk management. Our Business Assurance Program (BAP) team, made up of experienced auditors based in three countries, reports directly to the Audit Committee, maintaining independence from external auditors. The Audit Committee sets the program's scope and monitors management's responses to enhancement recommendations.

The BAP team conducts regular reviews and audits to assess the effectiveness of internal controls in managing risks like financial fraud, corruption and compliance. Sonic's BAP includes regular audits of all operating entities on a three- to five-year cycle, determined by each entity's risk profile. The BAP assesses the effectiveness of key process controls and the management of ethical and governance risks including potential conflict of interests, financial integrity and third-party management. Through these reviews, the BAP provides management and the Board with independent assurance that business ethics risks are being appropriately identified, monitored and mitigated.

In February 2024, the BAP team assessed sustainability data collection and processes. They identified minor data errors and suggested improvements, which have since been implemented. They also recommended formal documentation of the sustainability data collection and reporting process, which was completed in FY2024.

External assurance

External auditors play a critical role in strengthening organisational governance. Their independent review of key disclosures, whether financial, operational or regulatory, provides stakeholders with confidence that reported data is accurate, complete and prepared in accordance with recognised standards.

This assurance process:

- reinforces the integrity of internal controls
- validates the robustness of data collection and reporting methodologies
- ensures that disclosures are transparent and decision-useful.

For boards and executive teams, engaging external auditors demonstrates a strong commitment to accountability and regulatory readiness. It also helps embed assurance practices into the organisation's broader risk management and governance structures. As assurance requirements escalate across various reporting frameworks, the auditor's role becomes increasingly central to credible governance and meeting stakeholder expectations.

Sonic's external auditors also support management teams across all entities, particularly in monitoring corruption risks (see 'Ethics, integrity and compliance' on the following page).

In FY2025, Sonic expanded assurance efforts by obtaining limited assurance of our scope 1 and 2 emissions, ahead of ASRS requirements in FY2026.

Corporate governance

Sonic supports the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4th edition) and has followed these principles during FY2025.

Further information relating to our corporate governance framework, charters, codes of practice and policies can be found in the Policies and Charters section of our website and in our Annual Report 2025.

Taxation governance

Sonic is committed to full compliance with all statutory taxation obligations, including a clear understanding of the legislative policy intent and transparent disclosure to tax authorities. Our approach to taxation is described in our Taxation Governance document.

7.4 Ethics, integrity and compliance

Why is it important?

Upholding the highest standards of ethics, integrity and legal compliance is fundamental to Sonic's culture, reputation and ongoing success.

As a medical company built on trust, we understand that the confidence our stakeholders place in us is one of our most valuable assets – it grants us a social licence to operate, which is critical for any healthcare organisation.

Our approach

We know that acting ethically, with absolute integrity and in full compliance with laws and regulations, is essential to meeting stakeholders' expectations and proving we deserve their trust. We also recognise that any breach of this trust could damage our hard-earned reputation, give competitors an advantage, or even erode enterprise value.

To meet our legal and regulatory obligations and uphold the high standards of conduct expected by our stakeholders, the Sonic Board and management team have established a comprehensive set of core policies, procedures and internal controls.

Our shared values and behavioural standards are set out in our Code of Conduct and Ethics, Anti-bribery and Corruption Policy and Global Whistleblower Policy. These policies reflect our commitment to integrity, transparency and accountability across all operations.

Every person acting on behalf of Sonic is responsible for upholding the highest standards of conduct and is accountable for their behaviour. Regional management teams ensure all staff are trained in policy expectations and breach-reporting mechanisms.

We encourage employees to speak up if they witness or suspect conduct that is inconsistent with our policies, applicable laws, regulations and standards. Sonic's Global Whistleblower Policy supports a safe and respectful workplace culture where individuals feel empowered to report improper conduct.

The policy outlines how stakeholders can make confidential and, if necessary, anonymous notifications to senior management or an independent party, and details the protections given to those who raise concerns. Sonic treats all reports of misconduct seriously and investigates all incidents. Where issues are substantiated, we take appropriate action, which may include disciplinary measures, targeted training and improvements to policies, processes, controls and systems.

Oversight of whistleblower matters is further supported by Sonic's Whistleblower Committee, which includes the Head of BAP. This committee reviews all notifications and ensures appropriate escalation. The Head of BAP receives responses from each country's whistleblower processes, which follow a consistent global framework. Significant matters are reported to the Audit Committee and, in the case of critical issues, escalated to the Board. No critical whistleblower matters were reported to the Board during FY2025.

Oversight of Sonic's operations for corruption risk is provided by our internal BAP team and external auditors. Any material breach of the company's Anti-bribery and Corruption Policy or Code of Conduct and Ethics, reported via the Global Whistleblower Policy, must be reported to the Audit Committee, which answers to the Board. The Risk Management Committee also considers the implications of any material breach of Sonic policy. No critical concerns were reported during FY2025.

Training in key policies

In FY2022, Sonic's Board and senior management team identified ethics, integrity and compliance as a material topic and set the goal of providing formal training in each of our key policies[1] to relevant staff.

Sonic Connect, our in-house training and development team, develops online training modules to reinforce key updated policies. The training is shared with all Sonic divisions. In addition, we continue to explore effective digital tools to monitor and report on staff participation rates in this and other training initiatives.

Animal testing

Sonic Healthcare does not undertake any testing on animals.

Next steps

Understanding and applying key policies

Sonic is working to translate its global policies into local languages, including German, French, Italian and Flemish.

Interactive educational modules are being created to enhance staff understanding of key global policies.

1 Code of Conduct and Ethics, Anti-bribery and Corruption Policy, Global Whistleblower Policy, Labour Standards and Human Rights Policy, Privacy Policy, Workplace Health and Safety Policy, Supplier Policy.

7.5 Privacy and information security

Why is it important?

Sonic's services rely on access to sensitive personal and medical data. Protecting this data, while using it ethically and responsibly, is essential for quality healthcare delivery, maintaining the trust of our stakeholders and growing our business.

As we explore opportunities such as artificial intelligence (AI), the digitisation of healthcare services, and other evolving data-driven technologies, we are mindful that any potential benefits must be considered within the context of complex international data privacy regulations and an increasingly hostile cyber threat landscape. Global data protection laws impose strict obligations on how personal information is collected, used and secured. At the same time, cyber threats are growing in sophistication and frequency, requiring constant vigilance and sophisticated security systems.

A cybersecurity breach could:

- expose individuals to harms, such as identity theft
- disrupt services
- lead to regulatory fines, reputational damage and legal liability.

In healthcare, any loss of data integrity or system availability can disrupt patient care. Cybersecurity is therefore a material risk facing all organisations handling personal health data. Mitigating this risk is critical to ensure uninterrupted services and preserve the trust of patients, doctors and partners.

Our approach

Sonic is committed to handling personal information lawfully, transparently and with consent.

Our approach to privacy and information security is guided by formal policies, such as our Privacy Policy and Data Security Statement. The Sonic Board oversees our data protection, cybersecurity and privacy frameworks, reflecting the importance of these issues. Day-to-day responsibility is delegated to management, including our Global Head of Cybersecurity and Systems Innovation and regional Chief Information Security Officers, who are accountable for safeguarding privacy, assessing data security risks and maintaining robust information management systems.

Sonic complies with:

- Australian privacy legislation, including the Privacy Act 1988 (Cth) and Australian Privacy Principles (APP
- international laws and regulations, including:
  - HIPAA (USA)
  - GDPR (Europe)
  - DPA (UK) and UK GDPR
  - DPA and GDPR (Switzerland).

Our Privacy Policy and related procedures ensure that personal data is only collected for legitimate purposes, with the individual's

knowledge and consent, and that it is handled and protected in line with these legal requirements. We do not distinguish between personal and health information in our protections – all personal data is treated with the highest standard of confidentiality and security. Sonic also enables individuals to access or correct their information and has dedicated Privacy Officers to handle any privacy inquiries or complaints, reflecting our commitment to transparency and accountability in data handling.

Cybersecurity oversight is embedded in Sonic's governance framework, with the Board and its Risk Management Committee (RMC) receiving regular updates on cyber-related risks and performance. In FY2025, the RMC was provided with formal cybersecurity updates in September 2024 and April 2025, as part of a standing schedule set by the Committee. These updates cover topics such as:

- threat landscape developments
- audit findings
- risk mitigation progress
- strategic priorities.

Sonic applies internationally recognised cybersecurity and information security frameworks, such as ISO/IEC 27001 and NIST SP 800-53, as benchmarks for its enterprise-wide security program. These frameworks guide the design, implementation and continuous improvement of Sonic's controls, policies and risk management processes, ensuring a consistent and auditable approach to safeguarding sensitive data across all jurisdictions.

A number of global projects are running to improve communication and monitoring. The harmonisation of our tool sets allows us to develop specific skill sets that are transferable across the global organisation.

All users accessing our IT systems participate in information security awareness training and are only given access levels appropriate to their needs. Our well-resourced IT division maintains a specialist cybersecurity unit and personal, physical, operational and technical controls are in place to detect and prevent cybersecurity breaches and service interruptions.

For further information, please refer to Sonic's Data Security Statement.

Cybersecurity frameworks and standards

Sonic has established Information Security Management Systems (ISMS) based on ISO/IEC 27001, the internationally recognised standard for information security management.

Sonic also uses the National Institute of Standards in Technology (NIST) SP 800-53 cybersecurity framework as a benchmark to continually evaluate and strengthen our security controls. This framework is widely accepted as a measure of cybersecurity maturity, and is used as the basis for independent assessments of our cybersecurity programs.

Sonic meets or exceeds all relevant in-country statutory requirements and participates as a member of various health-specific cybersecurity-focused organisations, including the Health Information Sharing and Analysis Centre (such as H-ISAC and N-HISAC). In Australia, protected systems are audited to ISO/IEC 27001 as well as the Australian Government Information Security Manual, via the IRAP certification process (ISM-IRAP). We also actively engage with key members of government cybersecurity centres in the countries in which we operate.

NIST update

As part of our Sustainability Strategy, Sonic has identified continuous improvement in our cybersecurity maturity as a key target, specifically through the NIST Cybersecurity Framework (CSF).

In FY2025, Sonic undertook a comprehensive external audit of all networks using the newly released NIST CSF Version 2.0, which was published in February 2024. Due to significant changes in structure, scope and intent between NIST v1.1 and v2.0, maturity scores from the new framework cannot be directly compared with previous assessments. The audit, scheduled for completion in 2025, will therefore establish a new baseline for future benchmarking.

NIST CSF v2.0 defines six core functions:

1	Govern	4	Detect
2	Identify	5	Respond
3	Protect	6	Recover

Each function includes capability categories and subcategories that outline the essential outcomes and tasks required for a robust cybersecurity posture across any organisation or industry.

Cybersecurity training for staff

Sonic ensures that all employees understand their role in cybersecurity by providing regular, comprehensive training delivered via local Learning Management Systems. As part of onboarding, new employees are educated on privacy legislation relevant to their jurisdiction, reinforcing compliance with local data protection laws.

Beyond employee onboarding, Sonic employs a range of initiatives to reinforce cyber awareness and vigilance, including phishing simulation campaigns (monitored through detection and response rates to assess effectiveness) and targeted cybersecurity communications delivered to staff.

Sonic's internal newsletter, shared with all global staff on a quarterly basis, also features a dedicated cybersecurity section to further strengthen awareness. Each issue highlights emerging cyber risks and practical tips for identifying and avoiding them, provides updates on Sonic's cybersecurity performance, and shares information on key cyber monitoring tools in use. These initiatives are integral to Sonic's broader cybersecurity and data protection strategy, aimed at fostering a strong culture of security awareness throughout the organisation.


Sonic IT

Newsletter | Issue 3 2025

Diagnosis Cyber

Sonic cybersecurity update

In this issue:

- SVG phishing – trying to embed malicious code via images in your emails
- Typosquatting
- Reporting phishing emails

SVG phishing – trying to embed malicious code via images in your emails

Staying up to date with cybersecurity often involves learning new words and acronyms, and this edition of Diagnosis Cyber is no different! Today's topic is SVG phishing – a sophisticated cybersecurity threat that is increasingly being used to target healthcare organisations.

Like other phishing emails, SVG phishing is used to steal credentials, infect systems and compromise sensitive patient data. However, instead of hiding malicious links in attachments like PDFs or Word documents, SVG phishing embeds malicious code into a Scalable Vector Graphics (SVG) file.

SVG may be a new acronym for some of you. Essentially, they are a format used for image files on websites (as an alternative to other image formats like .jpg and .png).

Here's the tricky part: web browsers don't just display SVG images, they also execute any scripts embedded within them. Cybercriminals exploit this functionality by embedding malicious code into image files that look harmless, but which redirect you to a fake login page when they are opened in a browser, or download malicious software to your device.

We are all familiar with emails that include logos, flashing banners or infographics. These usually 'have an' .svg' extension. However, if you click on this attachment, the embedded malicious script can execute without you even realising it. This could happen silently in the background, redirecting your browser or initiating a malware download.

Keep yourself safe

Exercise extreme caution with attachments, even if it appears to come from a trusted source. Never open an SVG file unless you are absolutely certain of its legitimacy and the sender's identity. When in doubt, verify the email's authenticity through a separate communication channel (e.g. a phone call).

Ransomware Awareness Month

July is Ransomware awareness month. Ransomware is malicious software that encrypts a victim's files or locks their computer system, making data inaccessible until a ransom is paid. Ransomware is usually spread through attachments in phishing emails or loaded from compromised websites. Law enforcement agencies strongly recommend against paying ransomware demands. Paying encourages further criminal activity and does not guarantee the recovery of data. It can also make you a target for future attacks. Learn more about ransomware at cyber.gov.au/threats/types-threats/ransomware

Ongoing initiatives

Using security researchers to enhance Sonic's cybersecurity

Originally reported in: Sonic Healthcare's Sustainability Report 2024, p. 80

Sonic's use of security researchers to strengthen organisational cybersecurity was expanded in FY2025 to include additional jurisdictions, with active implementation now in Australia, the US and the UK, reflecting Sonic's commitment to proactive threat identification and continuous improvement of cyber resilience across our global operations.

7.6 Human rights

Why is it important?

Sonic's purpose is to improve people's lives by providing access to safe, high-quality healthcare, delivered ethically and with integrity.

As a global healthcare organisation with diverse supply chains and operations, we recognise our responsibility to uphold and protect human rights. This includes supporting every person's right to health, education and a decent standard of living, free from oppression and all forms of modern slavery. We understand that any link between our activities and human rights violations could not only harm individuals, but also result in significant reputational damage for Sonic. This understanding underpins our commitment to operate responsibly and transparently in all aspects of our business.

Our approach

Governance

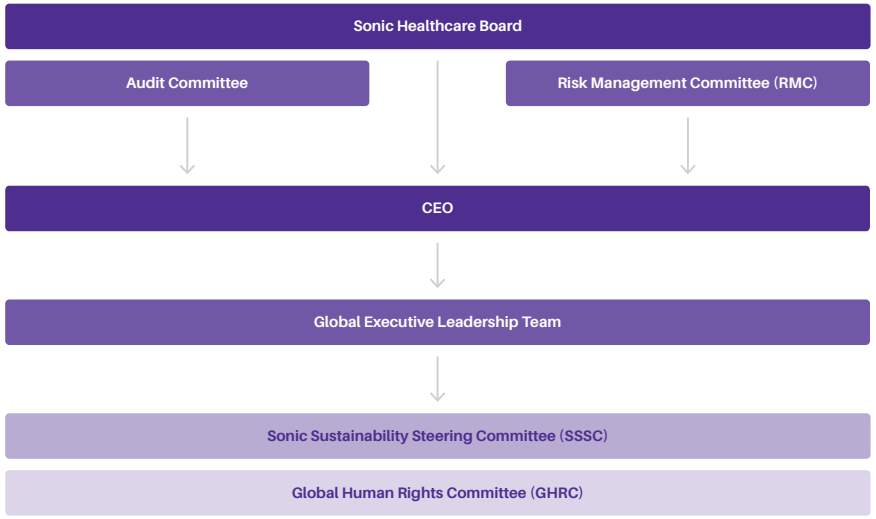
Sonic has a clear governance framework to uphold human rights and manage modern slavery risk across our global operations. Oversight is provided by the Sonic Healthcare Board, supported by the Board's Risk Management Committee (RMC) and Sonic Sustainability Steering Committee (SSSC). This structure ensures that human rights considerations are integrated into Sonic's overall risk management and ethical oversight process.

Sonic's Global Human Rights Committee (GHRC) supports Sonic's divisions and local entities in day-to-day modern slavery risk management activities, under the guidance of the Sonic Board and the SSSC. The GHRC includes head office senior executives from key areas, including operations, procurement, workforce and culture, communications, finance and legal. The Committee also includes senior managers from all countries where Sonic operates. A sub-committee meets monthly to review the effectiveness of current initiatives and track how modern slavery risk data is received, evaluated and acted upon.

Each year, representatives from Sonic's GHRC present to the Board on:

- the risks of modern slavery in our operations and supply chains
- the steps we're taking to reduce those risks
- any actions taken to address potential instances of modern slavery
- updates on modern slavery legislation and emerging areas of relevance.

For more information, please see Sonic Healthcare's Modern Slavery Statement 2025.



Risk management

Sonic is committed to identifying possible instances of modern slavery within our operations and supply chains. We use a risk management framework to identify and manage these risks, as well as the UN Guiding Principles on Business and Human Rights (UNGPs) to assist in the analysis of modern slavery risks.

The risk of modern slavery in our operations

In FY2025, Sonic has strengthened the monitoring and assessment of employment practices and operations, including:

- Establishing a global Human Resources (HR) forum that meets on a quarterly basis. This forum includes regular discussions on employment practices and human rights.
- Conducting a global Modern Slavery audit survey through the country HR leads. Each lead was required to declare any potential human rights violations, including those related to activities outsourced to overseas workers. While no instances of modern slavery were identified in this audit, we will continue to conduct this survey on a biennial basis. These findings support our understanding that while the risk of modern slavery within our operations remains low, it nevertheless requires our ongoing vigilance.

In addition, our internal audits cover employment terms and conditions, as well as training and education provided to staff about their local and international rights. Our updated Global Whistleblower Policy encourages employees and external stakeholders to report incidents or concerns relating to sub-standard terms and conditions of employment, human rights violations or modern slavery practices. To date, we have not received reports of such matters within our operations.

The risk of modern slavery in our supply chain

Sonic's biggest exposure to modern slavery risk comes from our large and complex supply chains. We work with approximately 20,000 Tier 1 suppliers across seven countries, and many more Tier 2 and lower-tier suppliers that we don't deal with directly.

To manage this risk, we use a multi-layered assessment framework, which includes:

- supplier human rights (modern slavery) due diligence questionnaires that ask nominated suppliers to provide information relating to their operations and supply chains
- periodic assessment of supplier compliance with Sonic's Supplier Policy, which makes specific reference to modern slavery risks and requires that suppliers commit to eradicating all forms of modern slavery in their operations and supply chains
- media monitoring for emerging risks and incidents, including tracking government sanctions lists, such as the US Customs and Border Protection Withhold Release Orders
- reports from employees and other stakeholders about possible or actual modern slavery or human rights violations
- collaborations with various stakeholders, including industry peers, suppliers, shareholder groups and various rating agencies.

Because it is difficult to assess risks deeper in the supply chain, we focus and prioritise our efforts on the highest-risk categories, such as:

- certain medical consumables, such as gloves
- cleaning services
- transport and logistics.

Even though we buy from trusted Tier 1 suppliers in low-risk countries, there may still be risks further along the supply chain. We actively monitor these areas, even if we don't have direct control over them.

We acknowledge the United Nations Guiding Principles on Business and Human Rights, and understand that our business relationships could be linked to human rights and modern slavery issues, even if we're not directly involved.

Policy framework

Sonic's modern slavery framework is supported by a range of policies and charters that reinforce our commitment to ethical, safe and lawful conduct. These include our Labour Standards and Human Rights Policy, Diversity Policy, Privacy Policy and annual Modern Slavery Statement. Some of these policies are specifically relevant to modern slavery, while others reference more general human rights protections and expectations across our operations and supply chain.

For more information, please see Sonic Healthcare's Modern Slavery Statement 2025.

Summary of key actions for FY2025

	FY2025 initiative	Status
1	Progress our supplier management processes.	**Ongoing** – continuing to refine our internal processes and systems.
2	Continue to perform additional due diligence on suppliers from higher risk industries and/or geographies.	**Ongoing** – focused on performing additional due diligence on cleaning service providers in all countries of operation due to the higher risk of modern slavery across this industry.
3	Continue to verify compliance of suppliers' obligations to Sonic's key policies and modern slavery legislation more generally.	**Ongoing** – approximately 40% of our Tier 1 suppliers (by spend value) have undertaken due diligence by completing Sonic's Human Rights/Modern Slavery Supplier Questionnaire or providing their own Modern Slavery Statement.
4	Expand our program of site inspections for selected Tier 1 and 2 suppliers.	**Ongoing** – in FY2025, we focused on medical consumable and equipment suppliers in Australia, Germany, France, Japan and the USA.
5	Continue to build awareness and capability among our smaller suppliers who may lack formal policies and procedures for the management of modern slavery risks.	**Ongoing** – see 'Next steps' on following page.
6	Expand the rollout of the modern slavery training module to additional employees.	**Ongoing** – more than 11,000 employees have undertaken Sonic's online training module. Completion rates of >95% in management, procurement, finance, recruitment and human resources employee groups.

Continuous improvement

Sonic regularly reviews and improves our risk management framework to help us identify and remediate actual or potential human rights or modern slavery risks and violations. This includes:

- reviewing and updating our online human rights and modern slavery training module on an ongoing basis to ensure it is relevant and accessible. This helps build our employee knowledge base and improve detection of risks
- actively seeking feedback from external stakeholders and using it to improve our approach
- benchmarking our actions against best practice to find areas for improvement
- incorporating feedback from external stakeholders, such as investor groups and rating agencies, to enhance our approach
- monitoring our progress against our stated actions
- using our digital Human Rights/Modern Slavery Supplier Questionnaire to gather information from suppliers about their operations and supply chains and working with suppliers to ensure the questionnaire remains effective
- monitoring suppliers to ensure they follow through on their commitments to Sonic and other stakeholders
- regularly reviewing and updating our policies to reflect new (including updates to) modern slavery regulations and laws.

Next steps

Future modern slavery and human rights initiatives

In line with the ongoing evolution of our modern slavery risk management framework, future improvement initiatives will focus on the following key areas.

- Improving systems for onboarding and evaluating new suppliers.
- Building supplier awareness, particularly amongst smaller suppliers, to help them build their capability to manage modern slavery risks.
- Expanding education and training for employees to boost risk awareness.
- Actively seeking feedback from external stakeholders.
- Using stakeholder feedback and published data to benchmark our practices against best practice. This includes NGOs, research organisations and organisations representing worker-voice.
- Regularly updating our corporate policies and Code of Conduct and Ethics to remain aligned to our modern slavery risk framework, as well as relevant legislation and stakeholder expectations.

Appendices

8.1 Global sustainability metrics

Operations	FY2025	FY2024	FY2023	FY2022	FY2021
Countries of operation	7	7	7	7	7
Countries where we are ranked No. 1 (market share)	4	4	4	4	4
Patient consultations (millions)[1]	129	131	126	145	138
Number of laboratories	318	314	256	261	266
Number of collection or patient services centres	2,848	2,842	2,979	3,054	3,039
Number of radiology clinics	133	126	123	123	109
Number of medical centres	241	225	215	217	217
Number of external accreditations, audits or reviews[2]	533	3,779	2,704	2,644	2,641
Number of internal operational audits or reviews	3,991	4,477	4,727	4,434	4,117
Operations suspended due to adverse accreditation or audit findings	Nil	Nil	Nil	Nil	Nil

1 Method used to calculate patient consultations has changed in FY2025.
2 The decrease in the number of external audits in the current reporting year reflects a refinement in the definition of 'external audit'. Prior year values have not been subject to restatement.

Economic	FY2025	FY2024	FY2023	FY2022	FY2021
Revenue (A$M)	9,645	8,967	8,169	9,340	8,754
Net profit (A$M)	514	511	685	1,461	1,315
Dividends paid to shareholders (A$M)	523	508	491	475	435
Total assets (A$M)	16,054	14,826	13,015	12,552	11,761
Debt cover (times)	2.1	1.9	0.6	0.3	0.4
Total payments to staff (A$M)[3]	4,350	4,043	3,517	3,336	3,078
Total taxes paid (A$M)[4]	575	677	653	678	613
Total taxes remitted to tax authority on behalf of staff (A$M)	928	917	857	832	675

3 Total remuneration including superannuation and pension contributions.
4 Direct and indirect taxes, levies and duties, including employment-related taxes but excluding taxes paid on behalf of employees and GST/VAT.

Workforce	FY2025	FY2024	FY2023	FY2022	FY2021
Headline numbers					
Total workforce	43,276	41,987	40,594	41,478	38,594
Women in workforce	71.9%	72.6%	73.1%	73.8%	74.1%
Women in executive senior leadership roles[5-1]	38.9%	40.0%	39.5%	38.0%	36.4%
Women in total senior leadership positions[5-2]	51.5%	53.0%	53.3%	52.8%	52.6%
Science-based roles	47.2%	46.4%	43.3%	39.7%	42.1%
Women in science-based roles	73.1%	73.8%	73.2%	73.5%	73.0%
Employees engaged in part-time employment	36.1%	34.2%	33.2%	33.4%	34.0%
Temporary staff and contractors engaged within total workforce	3.8%	3.7%	3.7%	3.1%	2.5%
Employees with more than 10 years of service	28.5%	28.3%	29.3%	28.8%	30.0%
Voluntary employee turnover	13.7%	15.6%	16.4%	20.0%	16.5%
Voluntary senior leadership turnover	4.7%	4.7%	3.6%	4.5%	1.9%
Absenteeism	3.8%	3.5%	3.7%	3.6%	3.0%
Employees with access to an employee assistance program (EAP)	98.8%	98.8%	78.6%	78.5%	not available
Training courses and modules completed by staff	311,864	295,990	231,601	144,627	77,051
Training hours per employee	18.5	17.2	16.0	not available	not available
Employees who took parental leave during the year[7]	1.9%	2.2%	2.3%	2.4%	2.0%
Employees who returned after taking parental leave[7]	82.5%	81.6%	80.6%	83.2%	84.1%
Employees still employed 12 months after returning from parental leave	78.9%	79.2%	78.9%	77.1%	not available
Lost time injuries per million hours worked (LTIFR)[6]	4.8	4.9	3.6	3.3	5.3
Number of employee injuries[6]	276	278	201	191	291
Total hours lost relating to the above injuries[6]	59,051	46,000	43,656	32,383	65,668
Average number of days lost per injury[6]	26.7	20.7	27.1	21.2	28.2

5-1 Executive senior leadership group includes CEO or head of each reporting unit and their executive management teams.
5-2 Total senior leadership includes executive senior leadership group, other managers, pathologists, radiologists and other doctors.
6 A lost-time Injury is defined as an occurrence that resulted in a fatality, permanent disability or time lost from work greater than eight hours.
7 US parental leave data is not reported due to absence of a federally mandated parental leave program and differing privacy regulations between states, which means that parental leave data is largely self-reported. Data is therefore minimal and incomplete, making it unsuitable for reporting. As such, FY2025 data does not include the US. Prior periods include an estimate for the US.

Workforce	FY2025	FY2024	FY2023	FY2022	FY2021
Headline numbers					
Lost time hours as a percentage of total hours	0.09%	0.07%	0.07%	0.05%	0.11%
Fatalities[8]	1	–	–	–	–
Number of non-employee injuries[9]	18	24	14	14	not available

8 One employee died as a result of a motor vehicle accident while on duty.
9 Non-employees includes contractors and students but excludes other third parties, such as patients.

Headcount by country (includes all employees and contractors as at the end of FY2025)	Female	Male	Total	% female
Australia	15,070	4,536	19,606	76.9%
Belgium	332	168	500	66.4%
Germany	6,098	2,758	8,856	68.9%
New Zealand	145	59	204	71.1%
Switzerland	1,944	847	2,791	69.7%
United Kingdom	2,165	1,365	3,530	61.3%
United States	5,381	2,408	7,789	69.1%
Total	**31,135**	**12,141**	**43,276**	**71.9%**

Headcount by division (includes all employees and contractors as at the end of FY2025)	Female	Male	Total	% female
Pathology/Laboratory medicine	25,251	10,506	35,757	70.6%
Radiology	2,800	967	3,767	74.3%
Clinical Services	2,928	322	3,250	90.1%
Corporate (global management and services)	156	346	502	31.1%
Total	**31,135**	**12,141**	**43,276**	**71.9%**

Workforce

Headcount by role (includes all employees and contractors as at the end of FY2025)	Female	Male	Total	% female
Medical – doctors	1,077	1,178	2,255	47.8%
Scientists, technologists, nurses, etc.	13,851	4,305	18,156	76.3%
Phlebotomist	7,005	665	7,670	91.3%
Courier driver	942	2,750	3,692	25.5%
Executive senior leadership (non-doctors)[10]	156	213	369	42.3%
Other (clerical, admin support, etc.)	8,104	3,030	11,134	72.8%
Total	**31,135**	**12,141**	**43,276**	**71.9%**
Total executive senior leadership (both doctors and non-doctors)[10]	193	303	496	38.9%

10 CEO or head of each reporting business unit and their executive management teams.

Headcount by employment status (includes employees only as at the end of FY2025)	Female	Male	Total	% female
Full-time	15,873	8,042	23,915	66.4%
Part-time	12,551	2,820	15,371	81.7%
Casual or temporary	2,283	981	3,264	69.9%
Total	**30,707**	**11,843**	**42,550**	**72.2%**

Headcount by age bracket (includes employees only as at the end of FY2025)	Female	Male	Total	% female
Under 20 years old	429	85	514	83.5%
20 to 29 years old	6,200	2,209	8,409	73.7%
30 to 39 years old	6,890	2,706	9,596	71.8%
40 to 49 years old	6,616	2,496	9,112	72.6%
50 to 59 years old	6,398	1,986	8,384	76.3%
60 to 69 years old	3,716	1,792	5,508	67.5%
70 years old and over	458	569	1,027	44.6%
Total	**30,707**	**11,843**	**42,550**	**72.2%**

Workforce

Turnover (voluntary[11]) for the employed workforce by country for FY2025	Total employed workforce[12]	Voluntary turnover		
		Female	Male	Total
Australia	19,079	16.3%	12.2%	15.4%
Belgium	464	9.4%	10.9%	9.9%
Germany	8,876	10.4%	8.4%	9.8%
New Zealand	200	15.9%	10.9%	14.5%
Switzerland	2,751	7.7%	4.6%	6.7%
United Kingdom	3,027	14.0%	11.8%	13.2%
United States	8,544	18.6%	12.6%	16.7%
Total	**42,941**	**14.8%**	**10.8%**	**13.7%**

11 Voluntary turnover excludes leavers who retire, transfer internally, are made redundant or are temporary casual relief workers.
12 Total employed workforce refers to the average employed workforce during FY2025, as distinct from the total employed workforce as at 30 June 2025.

New hires by country for FY2025	Female	Male	Total	% female
Australia	3,301	824	4,125	80.0%
Belgium	43	30	73	58.9%
Germany	833	470	1,303	63.9%
New Zealand	31	6	37	83.8%
Switzerland	180	74	254	70.9%
United Kingdom	410	175	585	70.1%
United States	1,088	355	1,443	75.4%
Total	**5,886**	**1,934**	**7,820**	**75.3%**
Senior managers hired (included in above)	6	15	21	28.6%

Workforce

Parental leave for FY2025	Parental leave taken during the year: Female	Male	Total	Return rate after leave[13]	Employed 12 months after return[14]
Australia	353	63	416	83.5%	85.4%
Belgium	13	2	15	90.9%	100.0%
Germany	144	28	172	78.3%	83.7%
New Zealand	4	–	4	100.0%	100.0%
Switzerland	13	2	15	66.7%	80.0%
United Kingdom	26	8	34	90.9%	92.9%
United States[15]	Not reported	Not reported	Not reported	Not reported	Not reported
Total	**553**	**103**	**656**	**82.5%**	**78.9%**

13 Reflects staff who returned to work in FY2025 at the end of their parental leave.
14 Reflects staff who were still employed 12 months after their FY2024 return from parental leave.
15 US parental leave data is not reported due to absence of a federally mandated parental leave program and differing privacy regulations between states, which means that parental leave data is largely self-reported. Data is therefore minimal and incomplete, making it unsuitable for reporting. As such, FY2025 data does not include the US. Prior periods include an estimate for the US.

LTIFR information for the last five years	LTIFR	Lost hours[13]	Total number of lost hours	Total number of injuries[14]
FY2025	**4.76**	**0.09%**	**59,051**	**276**
FY2024	4.85	0.07%	46,000	278
FY2023	3.63	0.07%	43,656	201
FY2022	3.30	0.05%	32,383	191
FY2021	5.28	0.11%	65,668	291

Lost time by region for FY2025	LTIFR	Lost hours[13]	Total number of lost hours	Total number of injuries[14]
Australia/NZ	5.49	0.10%	28,875	137
Europe	4.75	0.05%	12,263	93
United States	3.42	0.12%	17,913	46
Total	**4.76**	**0.09%**	**59,051**	**276**

Workforce

Lost time by division for FY2025	LTIFR	Lost hours[16]	Total number of lost hours	Total number of injuries[17]
Pathology/Laboratory medicine	4.73	0.09%	52,702	231
Radiology	7.57	0.08%	4,557	35
Clinical Services	2.73	0.04%	1,792	10
Corporate	–	0.00%	–	–
Total	**4.76**	**0.09%**	**59,051**	**276**

16 As a percentage of total hours.
17 Injury that has resulted in time lost from work greater than 8 hours.

Community	FY2025	FY2024	FY2023	FY2022	FY2021
Donations (A$M)[18]	**1.51**	2.38	3.58	3.45	2.50
Scientific papers published in peer-reviewed journals[19]	**265**	227	216	>380	not available
External stakeholders trained	**40,908**	18,874	13,649	not available	not available

18 Donations excludes the A$40M cash injection by Sonic Healthcare into the Sonic Healthcare Foundation (FY2022).
19 See sonichealthcare.com/academic-publications.

Environmental	FY2025	FY2024	FY2023	FY2022	FY2021
Motor vehicles in the fleet	**3,356**	3,263	3,108	3,149	2,991
Kilometres travelled by the fleet (million km)	**118.4**	118.7	120.9	116.8	116.4
Electric or hybrid motor vehicles in the fleet	**39.5%**	28.6%	17.1%	10.3%	7.1%
Vehicles in the fleet with a four-cylinder engine or less	**97.8%**	97.9%	97.3%	96.3%	96.0%
Electricity generated by solar installations (kWh)	**2,595,069**	1,249,047	1,198,441	1,101,879	808,182
Installed solar panel capacity (kW)	**2,966**	1,584	1,135	1,032	912
Reduction in radiological film year on year	**26.9%**	58.2%	11.1%	27.9%	18.1%
Water consumption (kL)[20]	**309,654**	301,201	333,582	318,892	345,409
Consumption (kL) per square metre	**1.06**	1.06	1.20	1.14	1.29
Environmental fines or sanctions	**–**	1	1	–	–

20 Reflects the water consumption at facilities greater than 1,000 square metres where water is separately metered.

Energy consumption and emissions data

Notes on tables 1-16

- For some divisions, 9, 10 or 11 months of actual data was used to estimate the full FY2025 figures used in the calculation of scope 1 and 2 emissions, as well as scope 3 emissions in categories 1, 3, 4, 5, 6 and 8.
- Scope 1 and 2 greenhouse gas (GHG) emissions have been calculated in alignment with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).
- Scope 3 greenhouse gas (GHG) emissions have been calculated in alignment with the following Greenhouse Gas Protocol documents:
  - The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
  - The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard
  - The Greenhouse Gas Protocol: Technical Guidance for Calculating Scope 3 Emissions.
- The greenhouse gases included in the emissions calculations are carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs) and sulphur hexafluoride (SF6).
- Emissions factors (EFs) used in the calculations are sourced from US Environmental Protection Agency (EPA), the Australian National Greenhouse Accounts (NGA), National Greenhouse and Energy Reporting (NGER) and Department of Climate Change, Energy, the Environment and Water, German Federal Environment Agency, German Federal Ministry of Housing, Urban Development and Planning (BMWSB), UK Department for Environment, Food and Rural Affairs (DEFRA), Association of Issuing Bodies (AIB) 2024, CarbonCloud, Carbon Database Initiative, Resource Solutions' Green-e certification program, New Zealand Ministry for Environment (NZ MIE) and Federal Office for the Environment (FOEN) Switzerland publications.

  Where country-specific scope 1 EFs were not readily available, NGA EFs were applied as proxy EFs for the following reasons:
  - Sonic is headquartered in Australia
  - Sonic's Australian total GHG emissions are the most material component of the global baseline
  - NGA methods used at the national level are consistent with international guidelines and are subject to international expert review each year.
- Scope 1 and 2 greenhouse gas (GHG) emissions for FY2021 and FY2024 data have been restated to reflect:
  - changes to the operational control boundary established in FY2025. Scope 1 and 2 impact: FY2021 = 927 tCO_2-e; FY2024 = 2,951 tCO_2-e.
  - an improved estimate of refrigerant gases using expanded data collected in FY2025 on HVAC and Cool Room systems within operational control for all years reported. Scope 1 impact: FY2021 = -4,369 tCO_2-e; FY2024 = -3,923 tCO_2-e.
  - the influence of material acquisitions and divestments. Scope 1 and 2 impact: FY2021 = 1,389 tCO_2-e; FY2024 = 1,349 tCO_2-e.
  - changes in energy estimation methodologies for sites where limited activity data is available. Scope 1 and 2 impact: FY2021 = nil change; FY2024 = -427 tCO_2.
  - the correction of errors identified in previous data sets and calculations. Scope 1 and 2 impact: FY2021 = 1,581 tCO_2-e; FY2024 = 401 tCO_2-e.
- Fugitive emissions from refrigerant gases were estimated only for sites at which Sonic is responsible for the maintenance of HVAC systems.
- As a provider of diagnostic and clinical services, downstream scope 3 categories 10, 11 and 12 were not considered applicable to Sonic operations when setting the scope 3 emissions boundary. Downstream scope 3 categories 13, 14 and 15 are either not applicable or not material to Sonic's operations and were excluded when setting the scope 3 emissions boundary.
- Scope 3 FY2021 and FY2024 data has been restated to reflect:
  - changes to the operational control boundary established in FY2025. Scope 3 impact: FY2021 = 928 tCO_2-e; FY2024 = 2,952 tCO_2-e.
  - correction of errors or missing data identified in previous calculations. Scope 3 impact: FY2021 = 3,471 tCO_2-e; FY2024 = 3,471 tCO_2-e.
  - updated employee commuting percentages in countries of operation and correcting for prior period calculation errors. Scope 3 impact: FY2024 = 11,493 tCO_2-3.
  - improved granularity of spend based data, including addition of rebates and adjustments, and refinement of spend categories for inclusion in scope 3. Scope 3 impact: FY2021 = -5,286 tCO_2-e; FY2024 = -4,484 tCO_2-3.
- Scope 3 FY2021 and FY2024 data has not been restated for acquisitions or divestments, except for minor restatements in categories 3 and 5.
- FY2021 was chosen as the base year for emissions comparison due to the availability of global data. It may not reflect business as usual due to the influence of the COVID-19 pandemic. https://ghgprotocol.org/sites/default/files/2022-12/Scope2_ExecSum_Final.pdf
- For further information on the calculation of Sonic's scope 1 and 2 emissions, please see Sonic Healthcare's GHG Emissions Inventory: Basis of Preparation – Scope 1 and 2.

TABLE 1

Restated FY2021 (base year) scope 1 and scope 2 (location-based)	Scope 1 (GJ)	Scope 2 (GJ)	Scope 1+2 (GJ)	% of total scope 1+2
Australia	129,454	249,301	378,755	34.5%
Belgium	17,681	11,405	29,086	2.6%
Germany	105,003	128,928	233,931	21.2%
New Zealand	1,822	570	2,392	0.2%
Switzerland	52,024	32,022	84,046	7.6%
United Kingdom	11,442	28,619	40,061	3.6%
United States	152,932	180,851	333,783	30.3%
Total	**470,358**	**631,696**	**1,102,054**	**100.0%**

Energy consumption and greenhouse gas (GHG) emissions data

TABLE 2

Restated FY2021 (base year) scope 1 and scope 2 (location-based) GHG emissions by country	Scope 1 (tonnes CO_2-e)	Scope 2 (tonnes CO_2-e)	Scope 1+2 (tonnes CO_2-e)	% of total scope 1+2
Australia	10,833	54,201	65,034	53.6%
Belgium	1,253	627	1,880	1.6%
Germany	8,076	12,901	20,977	17.3%
New Zealand	128	16	144	0.1%
Switzerland	3,582	122	3,704	3.1%
United Kingdom	833	1,688	2,521	2.1%
United States	11,597	15,292	26,889	22.2%
Total	**36,302**	**84,847**	**121,149**	**100.0%**

TABLE 3

Restated FY2024 (prior year) scope 1 and scope 2 (location-based) energy consumption by country	Scope 1 (GJ)	Scope 2 (GJ)	Scope 1+2 (GJ)	% of total scope 1+2
Australia	86,849	254,897	341,746	33.9%
Belgium	14,095	10,530	24,625	2.4%
Germany	100,662	112,082	212,744	21.0%
New Zealand	1,215	198	1,413	0.1%
Switzerland	54,297	32,996	87,293	8.6%
United Kingdom	10,969	29,062	40,031	4.0%
United States	130,799	172,989	303,788	30.0%
Total	**398,886**	**612,754**	**1,011,640**	**100.0%**

Energy consumption and GHG emissions data

TABLE 4

Restated FY2024 (prior-year) scope 1 and scope 2 (location-based) greenhouse gas emissions by country	Scope 1 (tonnes CO_2-e)	Scope 2 (tonnes CO_2-e)	Scope 1+2 (tonnes CO_2-e)	% of total scope 1+2
Australia	7,982	45,129	53,111	48.0%
Belgium	1,003	422	1,425	1.3%
Germany	7,826	11,335	19,161	17.3%
New Zealand	86	4	90	0.1%
Switzerland	3,873	125	3,998	3.6%
United Kingdom	858	1,671	2,529	2.3%
United States	10,660	19,749	30,409	27.4%
Total	**32,288**	**78,435**	**110,723**	**100.0%**

TABLE 5

FY2025 (current-year) scope 1 and scope 2 (location-based) energy consumption by country	Scope 1 (GJ)	Scope 2 (GJ)	Scope 1+2 (GJ)	% of total scope 1+2
Australia	81,461	268,370	349,831	34.7%
Belgium	13,485	11,032	24,517	2.4%
Germany	96,452	113,850	210,302	20.8%
New Zealand	1,193	211	1,404	0.1%
Switzerland	50,442	35,938	86,380	8.6%
United Kingdom	10,642	29,485	40,127	4.0%
United States	131,761	165,665	297,426	29.4%
Total	**385,436**	**624,551**	**1,009,987**	**100.0%**

Energy consumption and GHG emissions data

TABLE 6

FY2025 (current-year) scope 1 and scope 2 (location-based) greenhouse gas emissions by country	Scope 1 (tonnes CO_2-e)	Scope 2 (tonnes CO_2-e)	Scope 1+2 (tonnes CO_2-e)	% of total scope 1+2
Australia	7,592	48,093	55,685	51.3%
Belgium	962	384	1,346	1.2%
Germany	7,375	10,475	17,850	16.4%
New Zealand	84	6	90	0.1%
Switzerland	3,506	232	3,738	3.4%
United Kingdom	655	1,696	2,351	2.2%
United States	9,734	17,823	27,557	25.4%
Total	**29,908**	**78,709**	**108,617**	**100.0%**

TABLE 7

Change in scope 1 and scope 2 (location-based) greenhouse gas emissions by country between FY2025 (current year), FY2024 (prior year) and FY2021 (base year)	FY2025 (current year) Scope 1+2 (tonnes CO_2-e)	FY2024 (prior year) Scope 1+2 (tonnes CO_2-e)	FY2021 (base year) Scope 1+2 (tonnes CO_2-e)	% change Scope 1+2 FY2025 to FY2024 (prior year)	% change Scope 1+2 FY2025 to FY2021 (base year)
Australia	55,685	53,111	65,034	4.8%	-14.4%
Belgium	1,346	1,425	1,880	-5.5%	-28.4%
Germany	17,850	19,161	20,977	-6.8%	-14.9%
New Zealand	90	90	144	0.0%	-37.5%
Switzerland	3,738	3,998	3,704	-6.5%	0.9%
United Kingdom	2,351	2,529	2,521	-7.0%	-6.7%
United States	27,557	30,409	26,889	-9.4%	2.5%
Total	**108,617**	**110,723**	**121,149**	**-1.9%**	**-10.3%**

Energy consumption and GHG emissions data

TABLE 8

Change in scope 1 greenhouse gas emissions by country between FY2025 (current year), FY2024 (prior year) and FY2021 (base year)	FY2025 (current year) Scope 1 (tonnes CO_2-e)	FY2024 (prior year) Scope 1 (tonnes CO_2-e)	FY2021 (base year) Scope 1 (tonnes CO_2-e)	% change Scope 1 FY2025 to FY2024 (prior year)	% change Scope 1 FY2025 to FY2021 (base year)
Australia	7,592	7,982	10,833	-4.9%	-29.9%
Belgium	962	1,003	1,253	-4.1%	-23.2%
Germany	7,375	7,826	8,076	-5.8%	-8.7%
New Zealand	84	86	128	-2.3%	-34.4%
Switzerland	3,506	3,873	3,582	-9.5%	-2.1%
United Kingdom	655	858	833	-23.7%	-21.4%
United States	9,734	10,660	11,597	-8.7%	-16.1%
Total	**29,908**	**32,288**	**36,302**	**-7.4%**	**-17.6%**

TABLE 9

Change in scope 2 (location-based) greenhouse gas emissions by country between FY2025 (current year), FY2024 (prior year) and FY2021 (base year)	FY2025 (current year) Scope 2 (tonnes CO_2-e)	FY2024 (prior year) Scope 2 (tonnes CO_2-e)	FY2021 (base year) Scope 2 (tonnes CO_2-e)	% change Scope 2 FY2025 to FY2024 (prior year)	% change Scope 2 FY2025 to FY2021 (base year)
Australia	48,093	45,129	54,201	6.6%	-11.3%
Belgium	384	422	627	-9.0%	-38.8%
Germany	10,475	11,335	12,901	-7.6%	-18.8%
New Zealand	6	4	16	50.0%	-62.5%
Switzerland	232	125	122	85.6%	90.2%
United Kingdom	1,696	1,671	1,688	1.5%	0.5%
United States	17,823	19,749	15,292	-9.8%	16.6%
Total	**78,709**	**78,435**	**84,847**	**0.3%**	**-7.2%**

Energy consumption and GHG emissions data

TABLE 10

Change in scope 2 (market-based) greenhouse gas emissions by country between FY2025 (current year), FY2024 (prior year) and FY2021 (base year)	FY2025 (current year) Scope 2 (market-based) (tonnes CO_2-e)	FY2024 (prior year) Scope 2 (market-based) (tonnes CO_2-e)	FY2021 (base year) Scope 2 (market-based) (tonnes CO_2-e)	% change Scope 2 (market-based) FY2025 to FY2024 (prior year)	% change Scope 2 (market-based) FY2025 to FY2021 (base year)
Australia	32,668	37,202	43,383	-12.2%	-24.7%
Belgium	404	422	473	-4.3%	-14.6%
Germany	6,989	7,908	21,913	-11.6%	-68.1%
New Zealand	7	4	18	75.0%	-61.1%
Switzerland	131	125	166	4.8%	-21.1%
United Kingdom	38	1,281	2,792	-97.0%	-98.6%
United States	18,270	14,831	16,504	23.2%	10.7%
Total	**58,507**	**61,773**	**85,249**	**-5.3%**	**-31.4%**

TABLE 11

Scope 3 greenhouse gas emissions (GHG protocol categories 1–9) by category for FY2021 (base year), FY2024 (prior year) and FY2025 current year	FY2025 (current year) Scope 3 (tonnes CO_2-e)	FY2024 (prior year) Scope 3 (tonnes CO_2-e)	FY2021 (base year) Scope 3 (tonnes CO_2-e)	FY2025 Percentage of total scope 3 emissions split by category
Scope 3 category				
1. Purchased goods and services	136,550	146,388	163,049	42.1%
2. Capital goods	39,746	63,933	41,565	12.3%
3. Fuel and energy-related activities	19,016	19,996	15,952	5.9%
4. Upstream and downstream transportation and distribution (includes category 9 as unable to separate data)	47,777	49,108	45,148	14.7%
5. Waste generated in operations	15,701	23,021	22,696	4.9%
6. Business travel	7,949	7,533	4,726	2.5%
7. Employee commuting	41,646	41,398	39,628	12.9%
8. Upstream leased assets	15,121	15,249	19,416	4.7%
Total scope 3 emissions	**323,506**	**366,626**	**352,180**	**100.0%**

Energy consumption and GHG emissions data

TABLE 12

Global scope 1, 2 (location-based) and 3 emissions	FY2025 (current year) (tonnes CO_2-e)	FY2024 (prior year) (tonnes CO_2-e)	FY2021 (base year) (tonnes CO_2-e)	FY2025 Percentage split by scope
Emissions				
Total global scope 1 emissions	29,908	32,288	36,302	6.9%
Total global scope 2 (location-based) emissions	78,709	78,435	84,847	18.2%
Total global scope 3 (GHG protocol categories 1–9) emissions	323,506	366,626	352,180	74.9%
Total global scope 1, 2 and 3 emissions	**432,123**	**477,349**	**473,329**	**100.0%**

TABLE 13

Global scope 1 greenhouse gas emissions (tCO_2-e)	FY2025 (current year) (tonnes CO_2-e)	FY2024 (prior year) (tonnes CO_2-e)	FY2021 (base year) (tonnes CO_2-e)	% change FY2025 vs FY2024	% change FY2025 vs FY2021
Fuel	20,946	22,495	26,732	-6.9%	-21.6%
Natural gas	3,795	4,312	3,977	-12.0%	-4.6%
Refrigerant and other gases	4,008	3,967	4,019	1.0%	-0.3%
Dry ice	1,159	1,514	1,574	-23.4%	-26.4%
Total scope 1 emissions	**29,908**	**32,288**	**36,302**	**-7.4%**	**-17.6%**

TABLE 14

Global scope 2 greenhouse gas emissions (tCO_2-e)	FY2025 (current year) (tonnes CO_2-e)	FY2024 (prior year) (tonnes CO_2-e)	FY2021 (base year) (tonnes CO_2-e)	% change FY2025 vs FY2024	% change FY2025 vs FY2021
Scope 2 emissions (location-based)	78,709	78,435	84,847	0.3%	-7.2%
Scope 2 emissions (market-based)	58,507	61,773	85,249	-5.3%	-31.4%

Energy consumption and GHG emissions data

TABLE 15

Global scope 1 and 2 (location-based) greenhouse gas emissions (tCO_2-e)	FY2025 (current year) (tonnes CO_2-e)	FY2024 (prior year) (tonnes CO_2-e)	FY2021 (base year) (tonnes CO_2-e)	% change FY2025 vs FY2024	% change FY2025 vs FY2021
Scope 1 emissions	29,908	32,288	36,302	-7.4%	-17.6%
Scope 2 emissions (location-based)	78,709	78,435	84,847	0.3%	-7.2%
Total scope 1 and 2 emissions (location-based)	**108,617**	**110,723**	**121,149**	**-1.9%**	**-10.3%**

TABLE 16

Global scope 1 and 2 (market-based) greenhouse gas emissions (tCO_2e)	FY2025 (current year) (tonnes CO_2-e)	FY2024 (prior year) (tonnes CO_2-e)	FY2021 (base year) (tonnes CO_2-e)	% change FY2025 vs FY2024	% change FY2025 vs FY2021
Scope 1 emissions	29,908	32,288	36,302	-7.4%	-17.6%
Scope 2 emissions (market-based)	58,507	61,773	85,249	-5.3%	-31.4%
Total scope 1 and 2 emissions (market-based)	**88,415**	**94,061**	**121,551**	**-6.0%**	**-27.3%**

8.2 Glossary of key climate terms and abbreviations

Term	Meaning
1.5°C-aligned scenario	Refers to climate targets, strategies, or scenario pathways that are consistent with limiting global warming to 1.5°C above pre-industrial levels, in line with the Paris Agreement and scientific guidance from the IPCC. In climate scenario analysis, a 1.5°C aligned scenario typically reflects rapid decarbonisation, net zero emissions by 2050, and minimal temperature overshoot, and is often required under frameworks such as TCFD, IFRS S2, and ASRS
AASB	Australian Accounting Standards Board
AR5 and AR6 (IPCC Assessment Reports)	The Fifth (AR5, 2014) and Sixth (AR6, 2021–2023) Assessment Reports by the Intergovernmental Panel on Climate Change (IPCC).
ASRS	Australian Sustainability Reporting Standards
California SB253	A Californian state law requiring companies with over $1 billion in annual revenue doing business in California to publicly disclose their scope 1, 2 and 3 greenhouse gas emissions annually, in alignment with the GHG Protocol, starting in 2026, with third-party assurance phased in through 2030.
California SB261	A Californian state law requiring companies with over $500 million in annual revenue doing business in California to publicly disclose, every two years starting in 2026, their climate-related financial risks and the measures taken to mitigate or adapt to those risks, using frameworks such as TCFD or IFRS S2.
Carbon pricing	A monetary value assigned by an organisation to each tonne of greenhouse gas emissions it produces, used to inform investment decisions, manage climate-related risks, and incentivise emissions reduction.
Climate resilience	The capacity of an organisation, system, or community to anticipate, absorb, adapt to, and recover from climate-related shocks and stresses, such as extreme weather events or long-term shifts in climate patterns, while maintaining essential functions and enabling transformation. In sustainability reporting, climate resilience is assessed through scenario analysis, risk quantification, and adaptation planning, and is a key disclosure requirement under frameworks like IFRS S2 and ASRS.
Climate scenario analysis	Climate scenarios explore a range of plausible future conditions to identify and assess climate-related risks and opportunities. This process helps organisations test how different climate pathways could affect operations, financial performance and resilience.
Climate-related risks and opportunities	The potential negative impacts (risks) and positive outcomes (opportunities) that climate change – and society's response to it – can have on an organisation's operations and finances. They span environmental, social and economic impacts – for example, climate risks include physical damage from extreme weather or costs from new carbon taxes, while climate opportunities include energy savings or new markets for low-carbon products – and understanding these factors helps an organisation plan for sustainability and build resilience.
CSRD	The European Union's Corporate Sustainability Reporting Directive
DMA	Double Materiality Assessment
Energy transition	The global shift from fossil fuel-based energy systems (such as coal, oil, and gas) to renewable or low-carbon energy sources (such as wind or solar power).
GHG	Greenhouse Gas

Term	Meaning
Greenhouse Gas Protocol	A globally recognised framework developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD) that provides standards for measuring, managing and reporting scope 1, 2, and 3 greenhouse gas emissions across corporate operations and value chains.
IFRS	International Financial Reporting Standards
IFRS S2	Issued by the International Sustainability Standards Board (ISSB), IFRS S2 sets out global requirements for companies to disclose climate-related risks and opportunities across governance, strategy, risk management and metrics/targets, building on the TCFD framework. In Australia, IFRS S2 is adopted through the Australian Sustainability Reporting Standards (ASRS) as AASB S2, which incorporates IFRS S2 content with modifications to suit the local legal and regulatory context.
IPCC	Intergovernmental Panel on Climate Change
NGFS	Network for Greening the Financial System
Offsets	Verified credits representing the reduction or removal of greenhouse gas emissions (typically equivalent to one tonne of CO_2-e) that organisations can purchase to compensate for their own emissions.
Paris Agreement	Paris Agreement is a global climate accord adopted in 2015, where nearly all countries committed to limit global warming to well below 2°C above pre-industrial levels, and to pursue efforts to restrict the rise to 1.5°C.
Physical risks	Physical risks stem from direct impacts of climate change, such as extreme weather events, rising temperatures and rising sea levels. These can disrupt operations and infrastructure, but may also create opportunities for new services or technologies that address climate-related health needs or improve operational resilience. Physical climate risks can be either acute or chronic. Acute risks, such as extreme weather events (e.g. floods, storms, heatwaves) and chronic risks, such as long-term shifts in climate patterns (e.g. rising temperatures or sea levels).
Representative Concentration Pathways (RCP)	Representative Concentration Pathways (RCPs) are scenarios used in climate modelling to describe possible future levels of greenhouse gas concentrations based on different emissions trajectories, ranging from strong mitigation (RCP2.6) to high emissions (RCP8.5). They help assess potential climate impacts and guide long-term sustainability planning.
SASB	Sustainability Accounting Standards Board
Scope 1 emissions	Direct greenhouse gas emissions from sources owned or controlled by an organisation, including fuel combustion in company vehicles, boilers, furnaces and fugitive emissions from refrigerants.
Scope 2 emissions	Indirect greenhouse gas emissions from the consumption of purchased electricity, steam, heat or cooling, occurring at the utility provider but accounted for by the reporting organisation. These emissions are reported using two methods: the location-based method, which reflects the average emissions intensity of the local grid, and the market-based method, which accounts for specific energy procurement choices, such as renewable energy contracts or certificates.
Scope 3 emissions	Indirect greenhouse gas emissions that occur across an organisation's value chain, both upstream (e.g. purchased goods, business travel, waste) and downstream (e.g. product use, disposal, investments), from sources not owned or directly controlled by the organisation. These emissions are typically the largest and most complex to measure, and are categorised into 15 distinct areas under the Greenhouse Gas Protocol to support comprehensive reporting and reduction strategies.

Term	Meaning
Shared socio-economic pathways (SSP)	Five global development narratives used in climate scenario analysis to explore how different socio-economic trajectories (such as sustainability, inequality or fossil-fuelled growth) may influence greenhouse gas emissions, climate impacts, and the feasibility of mitigation and adaptation strategies. They complement climate models by providing context for policy, technological and behavioural assumptions, and are often paired with Representative Concentration Pathways (RCPs) to assess future climate risks.
TCFD	Task Force on Climate-related Financial Disclosures
tCO_2-e (tonnes of carbon dioxide equivalent)	A standard unit used to express the combined climate impact of all greenhouse gases (such as CO_2, CH_4, N_2O, HFCs, PFCs and SF_6) converted into the equivalent amount of CO_2 based on their global warming potential (GWP). This metric enables organisations to consistently quantify, compare and report emissions across scopes 1, 2 and 3.
Time horizons	Defined periods, typically short-term (up to 5 years), medium-term (5–15 years), and long-term (15 years and beyond), used in climate scenario analysis to assess how climate-related risks and opportunities may evolve and impact an organisation's strategy, operations and financial planning.
Transition risks	Transition risks arise from the global shift to a low-carbon economy driven by changes in policy, regulation, market expectations and technology. While these changes may introduce compliance costs or reputational challenges, they also present opportunities to innovate, reduce emissions, enhance ESG performance and strengthen stakeholder trust.
Transition plan	A strategic roadmap outlining how an organisation will shift its operations to align with a low-carbon, climate-resilient economy, including targets, timelines and actions to reduce emissions and mitigate climate-related risks.

8.3 Task Force on Climate-Related Financial Disclosures (TCFD) index

This section constitutes our climate risk disclosure aligned with TCFD and compliant with California SB 261.

Governance

Disclose the organisation's governance around climate-related risks and opportunities.

Disclosure	Location
a) Describe the Board's oversight of climate-related risks and opportunities.	Pages 18–21, 31
b) Describe management's role in assessing and managing climate-related risks and opportunities.	Pages 21, 31, 35–37

Strategy

Disclose the actual and potential impacts of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning where such information is material.

Disclosure	Location
a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	Pages 35–37
b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	Pages 38–39
c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Pages 39–41

Risk management

Disclose how the organisation identifies, assesses, and manages climate-related risks.

Disclosure	Location
a) Describe the organisation's processes for identifying and assessing climate-related risks.	Pages 31–34, 154–156
b) Describe the organisation's processes for managing climate-related risks.	Pages 18–20, 31
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	Pages 18–20, 31, 39–41

Metrics and targets

Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.

Disclosure	Location
a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Pages 38–39
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Pages 35–39, 53–58, 143–150
c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Pages 42, 45, 50, 53–59

FY2023 Qualitative assessment of climate-related risks and opportunities

In FY2023, Sonic conducted our first enterprise-wide qualitative assessment of climate-related risks and opportunities.

For this exercise, we assessed climate impacts under two scenarios – a low-emissions scenario (assuming strong climate action) and a high-emissions scenario (business as usual) – across short-, medium- and long-term horizons. This ensured we identified issues that could arise in the near term (next 1–2 years) through to longer-term decades.

The process began with discussions among senior executives to pinpoint top-of-mind risks and opportunities. We then held validation workshops with all Sonic divisions in each country of operation, drawing on local insights.

The initial list of risks and opportunities was further refined and consensus was built on which risks/opportunities were highest priority, using criteria such as likelihood, magnitude of impact, and time-sensitivity.

The Board's Risk Management Committee reviewed the outcomes of the qualitative assessment, the result of which was a register of climate-related issues ranked by priority.

As part of the quantitative assessment of the financial impacts of climate-related risks and opportunities conducted over FY2024 and FY2025, Sonic reviewed the eight risks and seven opportunities identified in our FY2023 qualitative assessment. Following further internal discussion and validation, we confirmed that no additional risks or opportunities had emerged, and the original list remained accurate and comprehensive.

Identified risks and opportunities – Residual risk rankings

Risk ranking

Inconsequential	Low	Medium	High	Severe

	High emissions			Low emissions		
Risk name	2025	2030	2050	2025	2030	2050
Increased severity and/or frequency of extreme weather events impacts Sonic's operations and physical assets	M	H	S	M	H	H
Increased severity and/or frequency of extreme weather events disrupts Sonic's supply chain operations	M	M	H	M	M	M
Increased regulations and consumer demand for lower environmental impact products	L	L	M	M	M	H
Higher/lower than average surface temperatures and increased severity and/or frequency of extreme weather events impact Sonic's employees' productivity and wellbeing	L	L	M	L	L	L
Governments introducing Carbon Pricing to drive emissions reduction	I	L	L	I	H	L
Changes in external and internal stakeholder interest in climate action	I	L	L	I	M	L
Geopolitical tensions arising from physical climate impacts	I	I	H	I	L	M
Enhanced ESG related regulations	L	L	L	L	L	L

Opportunity ranking

Inconsequential	Low	Medium	High	Significant

	High emissions			Low emissions		
Opportunities	2025	2030	2050	2025	2030	2050
New products/services arising from transition or physical risk impacts on customers	M	M	H	M	M	M
Enhancing ESG governance and disclosures	L	L	L	M	H	S
Strategic position of collection and operational centres	L	M	H	L	M	L
Low-energy and resilient assets	M	M	M	M	M	M
Partnerships with shareholders and the community	M	L	L	M	H	H
Reduction in scope 2 emissions	L	L	L	M	H	H
Adoption of circular economy principles	I	I	I	L	M	H

Notes to risk and opportunity rankings

- Residual risk takes into account Sonic's current risk control measures
- High-emissions scenario based on IPCC SSP 5-8.5 and IEA Stated Policies Scenario (STEPS)
- Low-emissions scenario based on IPCC SSP 1-1.9 and IEA Net Zero Emissions 2050 (NZE)

FY2025 Quantitative assessment of climate-related risks and opportunities

Climate scenarios

Scenario 1: Low-emissions scenario (1.5°C aligned)

NGFS Net Zero 2050 and RCP2.6/SSP1

Primary use: Assessment of transition impacts

For the low-emissions scenario, Sonic used the Network for Greening the Financial System (NGFS) 'Net Zero 2050' pathway in conjunction with the Intergovernmental Panel on Climate Change (IPCC) RCP2.6/SSP1 scenario. This combination represents a world where strong and coordinated global climate action limits warming to approximately 1.5°C above pre-industrial levels. It assumes rapid decarbonisation, widespread adoption of clean technologies and robust policy interventions. This scenario allows us to assess transition risks associated with accelerated climate policy, as well as the benefits of reduced physical climate impacts over time.

The NGFS Net Zero 2050 scenario represents a world of aggressive climate action. Under this scenario, global CO_2 emissions peak immediately and decline rapidly to net zero by 2050, driving a projected warming of only ~1.5°C by the end of the century. It assumes intensive policy interventions, such as higher carbon prices and clean technology investments, to achieve this outcome, making it an ideal proxy for assessing transition risks, such as carbon pricing, regulatory changes and market shifts, in a Paris-aligned pathway.

When conducting risk analysis, it's common to pair NGFS transition scenarios with well established climate model pathways (like RCPs or the newer SSPs) to analyse physical impacts. To do this, we have used RCP2.6, which is the closest 1.5°C scenario match available from the IPCC AR5 scenarios. Whilst RCP1.9 from IPCC AR6 is newer and limited to 1.5°C, it did not exist before AR6 and, as such, is less mature in terms of impact studies, downscaled datasets and other detailed analyses available for assessment of quantitative impacts. When combined, NGFS Net Zero (for transition) and RCP2.6 (for physical climate) form a mature, holistic, low-emissions (1.5°C-aligned) scenario through which to assess our climate resilience.

Scenario 2: High-emissions scenario (3°C+)

NGFS 'Current Policies' and RCP8.5/SSP5

Primary use: Assessment of physical impacts

For the high-emissions scenario Sonic used the NGFS 'Current Policies' pathway in conjunction with the IPCC RCP8.5/SSP5 scenario. This pairing reflects a future where no significant new climate policies are introduced beyond those already in place, resulting in continued reliance on fossil fuels and limited mitigation efforts. Under this scenario, global warming exceeds 3°C by 2100, leading to severe and frequent climate-related disruptions. Sonic has used this scenario to stress-test our operational and strategic resilience in a world of escalating physical risks and delayed transition pressures.

The NGFS 'Current Policies' scenario assumes no new climate policies beyond those in place today. In practical terms, that means governments do not escalate carbon pricing or impose tougher emissions limits than currently scheduled. Clean technology adoption continues at the pace driven by today's market forces and policies. The underlying assumption is that the world broadly follows the current trajectory, falling short of the Paris Agreement ambitions. Global CO_2 emissions plateau or rise slowly, rather than declining, leading to warming of an estimated 3°C+ by 2100. For Sonic, this scenario provides a baseline for transition risks (as seen under the low-emissions scenario), in that regulatory and market changes remain modest.

We use IPCC RCP8.5/SSP5 to represent the physical climate consequences of policy stagnation. RCP8.5 is often referred to as a 'business-as-usual' or worst-case emissions scenario, where atmospheric greenhouse gas concentrations reach very high levels by 2100. The expected outcome is roughly 4.4°C of global warming by 2100. For our analysis, this means we can stress-test Sonic against the most extreme physical changes, such as more frequent and intense heatwaves, storms and droughts, higher chronic temperatures, sea level rise and other climate-related disruptions.

8.4 Global Reporting Initiative (GRI) content index

GRI standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organisational details	Sonic Healthcare Limited (SHL) Publicly listed company limited by shares under the Australian Corporations Act 2001. Sonic Healthcare Limited shares are listed on the Australian Securities Exchange (SHL.AX). Level 22, Grosvenor Place 225 George Street Sydney NSW 2000 Australia sonichealthcare.com ▪ Sonic has operations in seven countries – Australia, New Zealand, USA, Germany, UK, Switzerland and Belgium ▪ Annual Report 2025, pp. 11–12
	2-2 Entities included in the organisation's sustainability reporting	▪ Climate and environment, p. 47 ▪ Annual Report 2025, pp. 120–123
	2-3 Reporting period, frequency and contact point	▪ Sustainability Reports are issued annually and cover the same period as Sonic Healthcare's financial reports, 1 July to 30 June. This report covers the period 1 July 2024 to 30 June 2025. ▪ Contact sustainability@sonichealthcare.com
	2-4 Restatements of information	▪ Climate and environment, p. 48 ▪ Appendices, p. 143
	2-5 External assurance	▪ About this report, p. 4 Our approach to sustainability, p. 19 Climate and environment, p. 48 Appendices, p. 171
	2-6 Activities, value chain and other business relationships	▪ About Sonic Healthcare, pp. 10, 14 ▪ Our approach to sustainability, pp. 22–23, 29–30 ▪ Climate and environment, p. 47 ▪ Annual Report 2025, pp. 11–12
	2-7 Employees	▪ Introduction, p. 10 ▪ Our people, pp. 82–85 ▪ Appendices, pp. 137–140
	2-8 Workers who are not employees	▪ Our people, p. 82 ▪ Appendices, pp. 138-139

GRI standard	Disclosure	Location
	2-9 Governance structure and composition	▪ Our approach to sustainability, pp. 18–19, 31 ▪ Governance, pp. 123–124 ▪ Annual Report 2025, pp. 25–28, 54–65 ▪ Board Charter, pp. 4–5
	2-10 Nomination and selection of the highest governance body	▪ Annual Report 2025, p. 56
	2-11 Chair of the highest governance body	▪ Sonic Healthcare's Chairman is a non-executive independent Director. ▪ Annual Report 2025, p. 25
	2-12 Role of the highest governance body in overseeing the management of impacts	▪ Our approach to sustainability, pp. 18–19 ▪ Annual Report 2025, pp. 54, 59, 61–62 ▪ Board Charter, pp. 4–5
	2-13 Delegation of responsibility for managing impacts	▪ Our approach to sustainability, pp. 21
	2-14 Role of the highest governance body in sustainability reporting	▪ About this Report, p. 4
	2-15 Conflicts of interest	▪ Board Charter, p.6 ▪ Annual Report 2025, p. 57
	2-16 Communication of critical concerns	▪ Global Whistleblower Policy ▪ No critical concerns were reported during the reporting period.
	2-17 Collective knowledge of the highest governance body	▪ Our approach to sustainability, pp. 20–21 ▪ Annual Report 2025, pp. 55–56
	2-18 Evaluation of the performance of the highest governance body	▪ Board Charter, p.6 ▪ Annual Report 2025, pp. 64–65
	2-19 Remuneration policies	▪ Our approach to sustainability, pp. 19, 21 ▪ Annual Report 2025, pp. 31–50
	2-20 Process to determine remuneration	▪ Annual Report 2025, pp. 31–50 ▪ Sonic's remuneration report is subject to vote by shareholders at the AGM. Results of the vote are available on the ASX and Sonic investor websites.
	2-22 Statement on sustainable development strategy	▪ CEO Message, p. 5 ▪ Annual Report 2025, pp. 2–5
	2-23 Policy commitments	▪ Governance, pp. 126–127, 132 ▪ Code of Conduct and Ethics ▪ Supplier Policy ▪ Labour Standards and Human Rights Policy ▪ Modern Slavery Statement 2025 ▪ Sonic policy documents are available on the Sonic Healthcare website.

GRI standard	Disclosure	Location
	2-24 Embedding policy commitments	▪ Governance, pp. 126–127, 132 ▪ Supplier Policy ▪ Modern Slavery Statement 2025, p. 27
	2-25 Processes to remediate negative impacts	▪ Modern Slavery Statement 2025, pp. 18–19 ▪ Global Whistleblower Policy ▪ Code of Conduct and Ethics, p. 4
	2-26 Mechanisms for seeking advice and raising concerns	▪ Code of Conduct and Ethics, p. 4 ▪ Global Whistleblower Policy
	2-27 Compliance with laws and regulations	▪ No environmental fines were incurred during the period.
	2-28 Membership associations	▪ Appendices, p. 170
	2-29 Approach to stakeholder engagement	▪ Our approach to sustainability, pp. 22–23
	2-30 Collective bargaining agreements	▪ Our people, p. 87 ▪ Labour Standards and Human Rights Policy, p. 4
GRI 3: Material Topics 2021	3-1 Process to determine material topics	▪ Our approach to sustainability, p. 24
	3-2 List of material topics	▪ Our approach to sustainability, pp. 25–28
	3-3 Management of material topics	▪ Our approach to sustainability, p. 28 ▪ Climate and environment, pp. 44–78 ▪ Our people, pp. 79–95 ▪ Communities, pp. 96–119 ▪ Governance, pp. 120–134
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	▪ Annual Report 2025, pp. 7, 67
	201-2 Financial implications and other risks and opportunities due to climate change	▪ Our approach to sustainability, pp. 35–39 ▪ Annual Report 2025, pp. 22–23
	201-3 Defined benefit plan obligations and other retirement plans	▪ Annual Report 2025, p. 111 ▪ Statutory employer contributions vary in each jurisdiction.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	▪ About Sonic, pp. 10, 14 ▪ Climate and environment, p. 66 ▪ Communities, pp. 109, 111–119
	203-2 Significant indirect economic impacts	▪ Communities, pp. 108–119 ▪ The Sonic Healthcare Foundation Operational Update 2025

GRI standard	Disclosure	Location
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	▪ Governance, pp. 125–126 ▪ Annual Report 2025, p.58 ▪ No significant risks related to corruption were identified in the reporting period.
	205-2 Communication and training about anti-corruption policies and procedures	▪ Governance, pp. 121, 127
	205-3 Confirmed incidents of corruption and actions taken	▪ No material breach of the company's Anti-bribery and Corruption Policy or Code of Conduct and Ethics was recorded during the reporting period (Governance, p. 126).
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	▪ There were no incidents concerning anti-competitive behaviour during the reporting period.
GRI 207: Tax 2019	207-1 Approach to tax	▪ Taxation Governance, pp. 3–5 ▪ Annual Report 2025, pp. 95–97
	207-2 Tax governance, control, and risk management	▪ Taxation Governance ▪ Annual Report 2025 , pp. 61–63 ▪ Code of Conduct and Ethics, p.4 ▪ Global Whistleblower Policy
	207-3 Stakeholder engagement and management of concerns related to tax	▪ Sonic's investor relations team responds to any queries from external stakeholders, including any tax policy-related inquiries ▪ Taxation Governance (p. 4) describes the relationship with tax authorities.
GRI 301: Materials 2016	301-2 Recycled input materials used	▪ Climate and environment, pp. 47, 69–71
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	▪ Climate and environment, p. 64 ▪ Appendices, pp. 143–145
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	▪ Climate and environment, pp. 74–76
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	▪ Climate and environment, p. 78
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	▪ Climate and environment, pp. 53–55 ▪ Appendices, pp. 147, 149
	305-2 Energy indirect (Scope 2) GHG emissions	▪ Climate and environment, pp. 53–55 ▪ Appendices, pp. 147–149
	305-3 Other indirect (Scope 3) GHG emissions	▪ Climate and environment, pp. 53, 57–58 Appendices, pp. 148–149
	305-4 GHG emissions intensity	▪ Climate and environment, p. 56
	305-5 Reduction of GHG emissions	▪ Climate and environment, pp. 53–55, 59–67, 69

GRI standard	Disclosure	Location
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	▪ Climate and environment, pp. 68–71
	306-2 Management of significant waste-related impacts	▪ Climate and environment, pp. 69–73
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	▪ Climate and environment, p. 72 ▪ Supplier Policy, p. 5
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	▪ Our people, pp. 82, 85
	401-3 Parental leave	▪ Our people, p. 86
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	▪ Our people, p. 92 ▪ SonicSAFE
	403-2 Hazard identification, risk assessment and incident investigation	▪ Our people, p. 93 ▪ SonicSAFE
	403-3 Occupational health services	▪ Our people, pp. 92–93 ▪ SonicSAFE
	403-4 Worker participation, consultation and communication on occupational health and safety	▪ Our people, p. 92 ▪ SonicSAFE
	403-5 Worker training on occupational health and safety	▪ Our people, pp. 92–93 ▪ SonicSAFE
	403-6 Promotion of worker health	▪ Our people, pp. 92–95 ▪ Appendices, p. 137
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	▪ Our people, pp. 92–95
	403-8 Workers covered by an occupational health and safety management system	▪ Our people, p. 92
	403-9 Work-related injuries	▪ Our people, p. 93 ▪ Appendices, pp. 137–138 ▪ SonicSAFE
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	▪ Our people, pp. 80, 88 ▪ Appendices, p. 137
	404-2 Programs for upgrading employee skills and transition assistance programs	▪ Our people, pp. 88–91

GRI standard	Disclosure	Location
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	▪ Our people, pp. 82–83, 85 ▪ Appendices, pp. 138–141 ▪ Annual Report 2025, p. 60
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	▪ Governance, p. 132 ▪ Modern Slavery Statement 2025, pp. 17–21 ▪ Labour Standards and Human Rights Policy, p. 4
GRI 408: Child Labour 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	▪ Governance, p. 132 ▪ Modern Slavery Statement 2025, pp. 17–21
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	▪ Governance, p. 132 ▪ Modern Slavery Statement 2025, pp. 17–21
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	▪ Climate and environment, p. 72 ▪ Governance, pp. 132–133 ▪ Modern Slavery Statement 2025, pp. 15–19
	414-2 Negative social impacts in the supply chain and actions taken	▪ Governance, p. 133 ▪ Modern Slavery Statement 2025, pp. 22–30, 33
GRI 415: Public Policy 2016	415-1 Political contributions	▪ No financial or in-kind political donations were made in the reporting period.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	▪ Communities, pp. 98–104
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	▪ Communities, p. 101 ▪ No incidents of non-compliance were recorded during the reporting period.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	▪ No reportable incidents resulted in a fine, penalty or sanction by a regulator during the period.

8.5 United Nations Sustainable Development Goals index

Sonic acknowledges the vital role we play in addressing global sustainability challenges, particularly as a facilitator of good health and wellbeing. In alignment with the United Nations Sustainable Development Goals (UNSDGs), we have identified nine priority goals that reflect our responsibilities and opportunities as a global, federated healthcare provider.

GOAL 3: Ensure healthy lives and promote well-being for all at all ages

Targets: 3.1, 3.2, 3.3, 3.4, 3.8 and 3.C

Good Health and Well-Being	
Our impact	More information
The Sonic Healthcare Foundation ▪ Direct, ongoing support of maternity hospitals and centres in Tanzania, Democratic Republic of Congo and Ethiopia, together with the building and operation of the Kworo-Sonic Health Foundation Hospital in Uganda with the specific aims of: – reducing maternal, newborn and infant deaths (9,000 newborns delivered at hospitals and clinics with SHF-supported pathology and radiology services, including HEAL Africa Hospital in Goma, Barbara May Memorial Hospital, Mille, Ethiopia, Vision Maternity Hospital Bahir Dar, Ethiopia and Kivulini Maternity Centre, Arusha, Tanzania in FY2025) – treating obstetric fistulas and other birth-induced injuries (239 gynaecological surgeries in FY2025) – treating and addressing the physical, mental and social trauma associated with rape – providing women with training, skills and materials that will allow them to reintegrate into society. – Approximately 26,000 malaria tests and 15,000 HIV tests performed at our sponsored laboratories in Africa in FY2025 ▪ More than 9,500 X-rays and 7,300 ultrasounds performed during the year at our sponsored radiology department at the HEAL Africa Hospital in Goma ▪ Ongoing direct support of five maternity hospitals in Tanzania, Democratic Republic of Congo and Ethiopia, with the specific aims of improving the health outcomes and longevity of children, women and men ▪ Commitment to fund the building and ongoing operation of the Kworo-Sonic Healthcare Foundation Hospital in Uganda ▪ Foundation established to facilitate ongoing access to fund healthcare training in development work in developing countries ▪ Training of local staff in modern medical methods and techniques so they can provide self-sustaining pathology, radiology and other medical services in Africa ▪ Donation of ultrasound machines to hospitals in Sri Lanka, Cambodia, Samoa, Fiji, Vanuatu and the Democratic Republic of Congo	▪ Communities, pp. 111–119 ▪ The Sonic Healthcare Foundation

Good Health and Well-Being	
Our impact	More information
Testing and research ▪ Participation in vaccine and communicable diseases research ▪ Testing for AIDS, tuberculosis, malaria, hepatitis and other tropical and water-borne diseases ▪ Provision of education in tropical and other diseases	▪ Communities, pp. 111–119 ▪ The Sonic Healthcare Foundation
Medical services ▪ 129 million patient consultations (FY2025), comprising hundreds of millions of medical examinations and diagnostic tests globally ▪ Testing for, and management of, chronic disease, such as diabetes, chronic kidney disease and heart disease ▪ GP provision of mental health plans for patients ▪ Provision and encouragement of participation in screening programs for the early identification and treatment of disease, for example, bowel cancer, breast cancer, cervical cancer	▪ Introduction, pp. 10, 14
Employee assistance programs ▪ Confidential external counselling and coaching available to staff to assist with work-related or personal issues that impact their life or mental wellbeing ▪ Support of staff wellbeing and mental health	▪ Our people, pp. 94-95
Clontarf Foundation ▪ More than 1,600 free medical checks conducted through our involvement with the Clontarf Foundation, which aims to improve the health, education and employment outcomes of young Indigenous Australians	▪ Communities, p. 118 ▪ The Clontarf Foundation

GOAL 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Targets: 4.1, 4.4 and 4.5

Quality Education

Our impact	More information
The Sonic Healthcare Foundation ▪ Provision of training, conference funding and ongoing support for in-house pathologist and radiologist, as well as several scientists and radiographers, at the HEAL Africa Hospital in Goma ▪ Facilitated HEAL Africa's granting of teaching hospital status by COSECSA (College of Surgeons of East, Central and Southern Africa) through Sonic's establishment of a highly functional laboratory in Goma ▪ Provision of a 5-day face-to-face ultrasound training program in Tanzania and Uganda	▪ Communities, pp. 111–119 ▪ The Sonic Healthcare Foundation
Clontarf Foundation ▪ Involvement with Clontarf to help improve school and work outcomes for Indigenous Australians	▪ Communities, p. 118 ▪ The Clontarf Foundation
Training programs ▪ Provision of student and fellowship training for doctors, scientific students and others, including medical registrar, sonographer and phlebotomist training programs ▪ Sonic Training Academy degree apprenticeship program in the UK ▪ More than 311,000 training courses or modules undertaken by Sonic staff in FY2025 ▪ Provision of graduate/postgraduate and vocational training by Sonic staff ▪ More than 2,500 staff attended emotional intelligence and other courses facilitated by Sonic Connect in FY2025 ▪ 41,000 external people provided with medical education training through Sonic	▪ Our people, pp. 88–91 ▪ Communities, pp. 105–107, 109

Quality Education

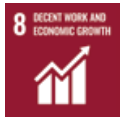
Our impact	More information
Tertiary education ▪ Development and delivery of medical curricula at several universities around the world by Sonic doctors and staff who hold academic teaching positions ▪ Ongoing contributions to medical publications, craft groups and professional organisations	▪ Communities, pp. 105–107 ▪ Sonic Healthcare – Academic publications
Community involvement ▪ Provision of employment opportunities for people with disabilities and for young people from marginalised backgrounds through the engagement of The Bridge, a not-for-profit social enterprise, as well as partnerships with other social enterprises ▪ Contribution to the creation of a prosperous, vibrant, sustainable Indigenous Australian business sector through membership of Supply Nation and support of Indigenous suppliers, where feasible ▪ Involvement with Clontarf to help improve the school and work outcomes for Indigenous Australians and provide avenues for training and employment in Sonic businesses	▪ Communities, pp. 118–119 ▪ Supply Nation ▪ Clontarf Foundation ▪ The Sonic Healthcare Foundation

GOAL 5: Achieve gender equality and empower all women and girls

Targets: 5.1, 5.2, 5.3 and 5.5

Gender Equality

Our impact	More information
▪ Corporate governance ▪ Robust governance framework that strives to deliver an environment free from discrimination and harassment ▪ Zero tolerance policy to any form of modern slavery, human trafficking or other types of exploitation ▪ Public reporting under the Australian and UK Modern Slavery Acts	▪ Governance, pp. 120–127, 131–134 ▪ Code of Conduct and Ethics ▪ Labour Standards and Human Rights Policy ▪ Diversity Policy
The Sonic Healthcare Foundation ▪ Support for our partner hospitals in Africa who are providing education and support to women affected by genital mutilation ▪ Kibera Pad Company sponsorship: Provides sanitary products to young women in Kibera slum, Nairobi, to facilitate their continued participation and engagement in education and employment	▪ Communities, pp. 111–117 ▪ The Sonic Healthcare Foundation
Corporate governance ▪ Strong representation of women at all levels of leadership within Sonic, including: – 55.6% of Sonic's Board of Directors – 51.5%% of senior leadership positions – 73.1% of science-based roles filled by women	▪ Our people, pp. 82–83, 85–86 ▪ Annual Report 2025, p. 60



GOAL 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Targets: 8.5, 87 and 8.8

Decent Work and Economic Growth

Our impact	More information
Workforce diversity ▪ Approximately 45,000 people employed globally in an inclusive, racially and culturally diverse workforce ▪ Provision of employment opportunities for people with disabilities and for young people from marginalised backgrounds through the engagement of The Bridge, a not-for-profit social enterprise, as well as partnerships with other social enterprises, including The Endeavour Foundation and Bright Skies	▪ Our people, pp. 79–86 ▪ Communities, p. 119
The Clontarf Foundation ▪ Involvement with Clontarf to help improve the school and work outcomes for Indigenous Australians	▪ The Clontarf Foundation
Corporate governance ▪ Zero tolerance to any form of modern slavery, human trafficking or other types of exploitation ▪ Public reporting under the Australian and UK Modern Slavery Acts	▪ Governance, pp. 131–134 ▪ Labour Standards and Human Rights Policy ▪ Supplier Policy ▪ Modern Slavery Statement 2025
Health and safety ▪ Rigorous WHS policies and procedures in all workplaces, governed by industry regulations and a cultural commitment to safe working environments ▪ Continuous monitoring and reporting of any potential safety issues through the SonicSAFE Improvement Program ▪ Lost time through workplace injury represented 0.09% of total hours worked	▪ Our people, pp. 92–93 ▪ Labour Standards and Human Rights Policy ▪ Health, Safety and Wellbeing Policy ▪ SonicSAFE

GOAL 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

Targets: 9.1, 9.4 and 9.5

Industry, Innovation and Infrastructure

Our impact	More information
Facilities and infrastructure ▪ Ongoing investment in high-quality, technically advanced and sustainable laboratories and other infrastructure ▪ Continued investment in regional infrastructure to maintain healthcare services close to local communities ▪ Ongoing facility upgrade program to retrofit energy-efficient lighting (LED), HVAC and passive energy systems ▪ Procurement of renewable electricity and investment in onsite energy generation, such as the installation of solar panels	▪ Climate and environment, pp. 64–66 ▪ Communities, p. 109
The Sonic Healthcare Foundation ▪ Ongoing upgrades to pathology laboratories and radiology infrastructure in Africa, enabling quality medical diagnostic care to be delivered to vulnerable populations ▪ Construction of a new 42-bed maternal health facility, the Kworo-Sonic Healthcare Foundation Hospital in Uganda ▪ Regular upgrading of aging equipment in our sponsored African pathology laboratories and radiology infrastructure, replacing them with more energy-efficient models ▪ Plans approved to install 103kW capacity onsite solar electricity system with battery backup to provide secure power to the Kworo-Sonic Health Foundation Hospital ▪ Regular skills transfers with doctors, scientists and radiographers in Africa, to improve their technical skills and capabilities	▪ Communities, pp. 111–118 ▪ The Sonic Healthcare Foundation
Research and development ▪ Ongoing investment in new technologies, such as AI-assisted diagnostics ▪ Development of in-house technologies ▪ Collaboration with manufacturers to assist with their product development roadmap and the continuous improvement of their existing technologies ▪ Regular involvement by Sonic's doctors and scientific staff in thousands of research projects, papers and clinical trials for new drugs, reagents, equipment and medical procedures	▪ Communities, pp. 105–106, 109

GOAL 10: Reduce inequality within and among countries

Targets: 10.2 and 10.3

Reduced Inequalities

Our impact	More information
Corporate governance ▪ Commitment to employee diversity ▪ Zero tolerance to all forms of modern slavery ▪ Promoting Indigenous participation in health screening ▪ Membership of Supply Nation to support Indigenous suppliers where possible	▪ Our people, pp. 81–83 ▪ Communities, pp. 118–119 ▪ Governance, pp. 131–134 ▪ Diversity Policy ▪ Modern Slavery Statement 2025 ▪ Supply Nation ▪ The Clontarf Foundation
Community involvement ▪ Involvement with the Clontarf Foundation to help improve school and work outcomes for Indigenous Australians ▪ Provision of employment opportunities for people with disabilities and for young people from marginalised backgrounds through the engagement of The Bridge, a not-for-profit social enterprise, as well as partnerships with other social enterprises	▪ Communities, pp. 118–119 ▪ The Clontarf Foundation

GOAL 11: Make cities and human settlements inclusive, safe, resilient and sustainable

Targets: 11.6

Sustainable Cities and Communities

Our impact	More information
Emissions target ▪ Commitment to reduce scope 1 and 2 (market-based) emissions by 43% by 2030 ▪ Commitment to reduce total emissions (scope 1, 2 and 3) to achieve a net zero position by 2050 ▪ Reduce emissions from purchased electricity by 80% by 2030 ▪ Conversion of global fleet to zero-emissions vehicles by 2040	▪ Climate and environment, pp. 51, 53–67
Energy efficiency ▪ Inclusion of environmental efficiency as the cornerstone of design briefs for new buildings and refurbished premises ▪ Continued upgrading of energy-efficient building fixtures for lighting (LED) and heating, ventilation and air conditioning (HVAC) facilities in existing premises ▪ Continued investment in solar (renewable) energy	▪ Climate and environment, pp. 62, 64-65
Waste ▪ Scope 3 inventory waste data collection to investigate achievable waste reduction targets and initiatives across our organisation and in collaboration with supply partners	▪ Climate and environment pp. 57–58, 69–71

GOAL 12: Ensure sustainable consumption and production patterns

Targets: 12.2, 12.4 and 12.5

Responsible Consumption and Production

Our impact	More information
Sustainable procurement practices ▪ Inclusion of water, fuel, energy consumption and 'whole-of-life' credentials in procurement processes and product/service selection ▪ Integration of sustainability assessments into RFP process ▪ Ongoing engagement with key suppliers to work towards mutually-aligned sustainability goals ▪ Inclusion of environmental efficiencies in the design briefs for new buildings and refurbishments ▪ Continued upgrading of energy-efficient building fixtures for lighting (LED), heating, ventilation and air conditioning (HVAC) across existing premises ▪ Utilisation of rainwater harvesting and wastewater filtration systems in selected facilities	▪ Climate and environment, pp. 66, 72, 74–75 ▪ Diversity Policy ▪ Modern Slavery Statement 2025 ▪ Supply Nation ▪ The Clontarf Foundation
Medical waste ▪ Minimisation of environmental hazard risks and increased recycling, through staff training and use of licensed companies to provide specialised waste management services ▪ Recycling, where possible, of chemicals, such as xylene and formalin, used in laboratory processes ▪ Regular external reviews of waste management processes (an accreditation requirement) ▪ Compliance with all local waste regulations	▪ Climate and environment, pp. 68–71 ▪ Climate and Environment Policy
Waste process review ▪ Program to reduce non-medical waste and increase the waste-to-landfill diversion rate across all Australian facilities ▪ Polystyrene packaging compacted onsite at some facilities and sent for recycling; polypropylene consumable tray recycling active at sites in Australia and overseas ▪ Engagement with suppliers to reduce packaging ▪ Sonic Healthcare USA program to reduce the amount of regulated medical waste requiring incineration ▪ Transition to circular specimen bags in Germany ▪ Reduction of radiological film and paper through digitisation programs	▪ Climate and environment, pp. 68–71 ▪ Climate and Environment Policy ▪ Supplier Policy

GOAL 13: Take urgent action to tackle climate change and its impacts

Targets: 13.1 and 13.3

Climate Action	
Our impact	**More information**
Disaster recovery to support communities ▪ Ensuring that continuous operations are maintained within Sonic practices during times of natural disasters, for example, bushfires/wildfires, floods, cyclones/tornadoes ▪ Deployment of agile procurement operations as part of Sonic's pandemic preparedness plan, to ensure critical community health services can continue to be provided during natural disasters ▪ Climate-related risk and opportunity analysis to identify and mitigate climate-related risks for the avoidance of service disruption	▪ Our approach to sustainability, pp. 40–41 Climate and environment, p. 77
Education and policy ▪ Ongoing education and training for staff on environmental practices and policies, including reducing water use, waste and resource consumption ▪ Transitioning an increasing proportion of our fleet vehicles to more fuel-efficient electric and hybrid options, reducing CO_2 emissions ▪ Continued focus on increasing active and passive energy systems within our facilities to reduce energy, waste and water use ▪ Refer our contributions under Targets 9.1, 9.4, 11.6 and 12.5	▪ Climate and environment, pp. 60–62, 69–71, 73 ▪ Climate and Environment Policy

8.6 Key membership associations

Country	Organisation
Australia	Australian Pathology (AP)
Australia	Australian Diagnostic Imaging Association (ADIA)
Australia	AusBiotech
Australia	Life Sciences Queensland (LSQ)
Australia	Australian Information Security Association (AISA)
Australia	Australian Healthcare Information Security Forum (AHISF)
Australia	Health information Sharing Analysis Centre (H-ISAC)
Australia	Australian Cyber Security Centre (ACSC)
Australia	Medical Software Industry Association (MSIA)
Belgium	Federale Vereniging van Klinische Laboratoria (FVKL)
Germany	Akkreditierte Labore in der Medizin e.V. (ALM e.V.)
Germany	Australian Swiss Chamber of Commerce
Germany	German Australian Business Council e.V (GABC)
New Zealand	Medical Science Council New Zealand (MSCNZ)
New Zealand	Association of Pathology Practices (ASM)
United Kingdom	British Safety Council
United Kingdom	Association of Independent Pathology Providers (AIPP)

To the Directors of Sonic Healthcare Limited

Independent Limited Assurance Report on identified Subject Matter Information in Sonic Healthcare Limited's Sustainability Report 2025

The Board of Directors of Sonic Healthcare Limited (Sonic Healthcare) engaged us to perform an independent limited assurance engagement in respect of the identified Subject Matter Information listed below in Sonic Healthcare's Sustainability Report 2025 (the Report) for the year ended 30 June 2025 (the 'Subject Matter Information').

Subject Matter Information and Criteria

The Subject Matter Information and the Criteria are as set out in the table below:

Subject Matter Information	Criteria
Total Scope 1 emissions (29,908 tCO_2e)	Sonic Healthcare's Greenhouse gas inventory FY2025 Basis of Preparation – Scope 1 and 2 emissions, established by Sonic Healthcare's management and available on Sonic Healthcare's website as at the date of this report.
Total Scope 2 emissions – location based (78,709 tCO_2e)	
Total Scope 2 emissions – market based (58,507 tCO_2e)	

The maintenance and integrity of Sonic Healthcare's website is the responsibility of Management; the work carried out by us does not involve consideration of these matters and, accordingly, we accept no responsibility for any changes that may have occurred to the reported Subject Matter Information or Criteria when presented on Sonic Healthcare' website.

Our assurance conclusion is with respect to the year ended 30 June 2025 and does not extend to information in respect of earlier periods or to any other information included in, or linked from, the Report.

Responsibilities of Management

Management is responsible for the preparation of the Subject Matter Information in accordance with the Criteria. This responsibility includes:

pwc.com.au

PricewaterhouseCoopers, ABN 52 780 433 757
One International Towers Sydney, Watermans Qay, BARANGAROO
NSW 2000, GPO BOX 2650 SYDNEY NSW 2001
T: +61 2 8266 000, F: +61 2 8266 999, 222.pwc.com.au
Liability limited by a scheme approved under Professional Standards Legislation.

- determining appropriate reporting topics and selecting or establishing suitable criteria for measuring, evaluating and preparing the underlying Subject Matter Information;
- ensuring that those criteria are relevant and appropriate to Sonic Healthcare and the intended users; and
- designing, implementing and maintaining systems, processes and internal controls relevant to the preparation of the Subject Matter Information, which is free from material misstatement, whether due to fraud or error.

Our independence and quality management

We have complied with the ethical requirements of the Accounting Professional and Ethical Standard Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* relevant to assurance engagements, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies Australian Standard on Quality Management ASQM 1*, Quality Management for Firms that Perform Audits or Reviews of Financial Reports and Other Financial Information, or Other Assurance or Related Services Engagements*, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our responsibilities

Our responsibility is to express a limited assurance conclusion based on the procedures we have performed and the evidence we have obtained.

Our engagement has been conducted in accordance with the Australian Standard on Assurance Engagements (ASAE) 3000 *Assurance Engagements Other Than Audits or Reviews of Historical Financial Information* and ASAE 3410 *Assurance Engagements on Greenhouse Gas Statements*. Those standards require that we plan and perform this engagement to obtain limited assurance about whether anything has come to our attention to indicate that the Subject Matter Information has not been prepared, in all material respects, in accordance with the Criteria, for the year ended 30 June 2025.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and consequently the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Accordingly, we do not express a reasonable assurance opinion.

In carrying out our limited assurance engagement we:

- made inquiries of the persons responsible for the Subject Matter Information;
- obtained an understanding of the process for collecting and reporting the Subject Matter Information;
- performed limited substantive testing on a selective basis of the Subject Matter Information at corporate head office to assess that data had been appropriately measured, recorded, collated and reported; and
- considered the disclosure and presentation of the Subject Matter Information.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Inherent limitations

Inherent limitations exist in all assurance engagements due to the selective testing of the information being examined. It is therefore possible that fraud, error or non-compliance may occur and not be detected. A limited assurance engagement is not designed to detect all instances of non-compliance of the Subject Matter Information with the Criteria, as it is limited primarily to making enquiries of the Management and applying analytical procedures.

We have also performed procedures regarding the application of renewable energy certificates within the calculation of Total Scope 2 greenhouse gas emissions (market-based) in Australia. We have not, however, performed any procedures regarding the external providers of the associated renewable energy certificates, and express no conclusion about whether these represent renewable electricity generated or displaced.

Additionally, non-financial data may be subject to more inherent limitations than financial data, given both its nature and the methods used for determining, calculating and estimating such data. The precision of different measurement techniques may also vary. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, evaluation and measurement techniques that can affect comparability between entities and over time. In addition, greenhouse gas quantification is subject to inherent uncertainty because of evolving knowledge and information to determine emissions factors and the values needed to combine emissions of different gases.

The limited assurance conclusion expressed in this report has been formed on the above basis.

Our limited assurance conclusion

Based on the procedures we have performed, as described under 'Our responsibilities' and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information has not been prepared, in all material respects, in accordance with the Criteria for the year ended 30 June 2025.

Use and distribution of our report

We were engaged by the board of directors of Sonic Healthcare on behalf of Sonic Healthcare to prepare this independent assurance report having regard to the criteria specified by Management and set out in this report. This report was prepared solely for Sonic Healthcare for providing limited assurance in respect of the Subject Matter Information and may not be suitable for any other purpose.

We accept no duty, responsibility or liability to anyone other than Sonic Healthcare in connection with this report or to Sonic Healthcare for the consequences of using or relying on it for a purpose other than that referred to above. We make no representation concerning the appropriateness of this report for anyone other than Sonic Healthcare and if anyone other than Sonic Healthcare chooses to use or rely on it they do so at their own risk.

This disclaimer applies to the maximum extent permitted by law and, without limitation, to liability arising in negligence or under statute and even if we consent to anyone other than Sonic Healthcare receiving or using this report.

PricewaterhouseCoopers

Carolyn Cosgrove
Partner

Sydney
12 November 2025

SONIC HEALTHCARE LIMITED