Sustainability Report 2026

nanosonics

Infection Prevention. **For Life.**

nanosonics.com.au

Nanosonics' technology protects over 31 million patients from the risks of cross-contamination each year.

Michael Kavanagh CEO & President

Scope 1 and 2 emissions reduced by 51% in the year, and 80% over the past 2 years.

Contents

39,230 trophon units

cumulative installed base

Nanosonics Limited

Nanosonics Limited (ABN 11 095 076 896) reports annually on its Sustainability performance for the financial year. This Sustainability report covers the period 1 July 2025 to 30 June 2026. Unless otherwise specified, measurements and data in this report pertain to Nanosonics Limited and its controlled entities during the reporting period. All dollar values refer to Australian dollars (AUD) unless otherwise specified. For any additional inquiries or feedback in relation to this report please contact us at www.nanosonics.com.au/contact

Message from the CEO & President

At the heart of our sustainability approach is the belief that innovation can simultaneously improve patient outcomes, workplace safety and deliver positive environmental benefits.

Dear Stakeholders,

We are pleased to present Nanosonics' FY26 Sustainability Report.

As we reflect on the year, we remain confident that sustainability is not a separate agenda for Nanosonics; it is embedded in our Mission of improving the safety of patients, clinics, their staff and the environment. We continue to believe that the greatest contribution we can make is through the products we develop and the outcomes they deliver for healthcare systems around the world.

Transforming medical device reprocessing for better patient outcomes

At the heart of our sustainability approach is the belief that innovation can simultaneously improve patient outcomes, enhance workplace safety and deliver positive environmental outcomes.

Both trophon and CORIS have been designed to replace legacy reprocessing methods that are often more manual, less consistent and may expose healthcare workers and patients to greater risk. Through automation, standardisation and improved infection prevention outcomes, our technologies help healthcare providers reduce the risk of cross-contamination while improving workflow efficiency and consistency.

Importantly, we believe these benefits are achieved without creating negative environmental trade-offs. Rather, our products support healthcare systems in delivering safer and more sustainable care. This alignment between patient safety, workplace safety and environmental responsibility remains one of the defining strengths of the Nanosonics business model and an important reason why we remain optimistic about the long-term impact our technologies can have on communities globally.

As our installed base continues to grow and CORIS progresses toward broader commercialisation, we expect the positive contribution of our products to patient care and healthcare sustainability to continue to increase.

Progressing our climate and sustainability journey

During FY26 we also continued to strengthen our sustainability foundations and prepare the business for the evolving sustainability reporting landscape.

A key focus has been progressing our pathway toward compliance with the Australian AASB S2 climate-related disclosure requirements. Significant work is underway to further mature our governance, climate-related risk management, data collection processes and reporting capabilities. While this remains a multi-year journey, we are pleased with the progress made to date and view these developments as an opportunity to enhance transparency, accountability and decision-making across the organisation.

We have also continued to make meaningful progress against our emissions reduction objectives.

Building on the initiatives implemented in prior years, FY26 will be the first year in which we receive the full-year benefit of actions taken to reduce our Scope 1 and 2 emissions. As a result, I am pleased to confirm we have reduced our Scope 1 and 2 emissions by 49% in the year, which represents an 80% reduction in this area over the past 2 years. This represents a significant milestone in our journey towards our longer-term climate ambitions.

While Scope 3 emissions remain the most complex area for many organisations, we continue to identify practical opportunities to reduce our footprint across the value chain. One important example is the transition of manufacturing activities to Indianapolis, which is expected to reduce transport-related emissions of consumables associated with product distribution and support a more efficient supply chain model as our business continues to grow globally.

Looking ahead

Our sustainability journey continues to evolve, but our focus remains clear. We will continue to pursue opportunities that improve patient outcomes, support healthcare workers, strengthen communities and reduce environmental impacts.

We believe the most powerful sustainability outcome we can deliver is helping healthcare providers replace older methods with technologies that are safer, more effective and more sustainable. Through trophon, the CORIS System and the innovations that follow, we remain committed to creating long-term value for patients, customers, shareholders and the broader community.

Thank you for your continued support.

Michael Kavanagh
CEO & President

About Nanosonics

Our mission is to improve the safety of patients, clinics, their staff and the environment by transforming the way infection prevention practices are understood and conducted. We do this by introducing innovative technologies that deliver improved standards of care.

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

We are experts in developing automated systems that reduce human, procedural and environmental variability, giving clinicians greater confidence in every reprocessing cycle. Our flagship technology trophon is an automated technology platform for the High-Level Disinfection (HLD) of ultrasound probes.

It is designed to deliver confidence without compromise for healthcare facilities today and into the future and is widely recognised as the industry benchmark for HLD of ultrasound probes. Medical facilities around the world rely on trophon to help enhance patient safety.

Nanosonics is now commercialising the CORIS® System, its groundbreaking automated technology designed to transform flexible endoscope reprocessing.

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

Our aspiration and strategy

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

Value creation

By establishing new standards of care in reuseable medical device reprocessing

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

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

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

Operational excellence & agility will deliver value for all stakeholders

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

Organisational foundations

Strong organisational foundations will underpin our achievements

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

Our sustainability approach

Tracking our FY26 goals

	Status	Comment
Caring for our customers and their patients		
Increase the number of patients protected against the risk of cross-contamination through trophon technology.		Achieved. Refer to page 11 of this report.
Achieve zero material adverse events/recalls.		Achieved. Refer to page 11 of this report.
Maintain all relevant regulatory approvals globally.		Achieved. Refer to page 11 of this report.
Receive QMS certification for 100% of Nanosonics' sites.		Achieved. Refer to page 11 of this report.
Caring for our partners		
Conduct multiple on site modern slavery audits.		Achieved. Refer to page 13 of this report.
Conduct remediation activities with suppliers.		Achieved. Refer to page 13 of this report.
Adhere to modern slavery regulations with new suppliers.		Achieved. Refer to page 13 of this report.
Maintain 100% compliance on all training modules associated with Code of Conduct & Ethics.		Achieved. Refer to page 13 of this report.
Caring for our people		
Achieve our FY26 Inclusion & Belonging objectives set out in this Report.		Ongoing. Refer to page 15 of this report.
Achieve below NSW Safe Work Industry target for safety incidents (TRIFR).		Achieved. Refer to page 15 of this report.
Maintain or exceed employee engagement at or above FY25 level of 71%.		Moderated. Refer to page 14 of this report.
Caring for our planet		
Reduction of scope 1 & 2 emissions.		Achieved. Refer to page 18 of this report.
Implement change of a manufacturing site from Australia to the US for consumables to prevent Scope 3 emissions from international transportation in future years.		Achieved. Refer to page 18 of this report.
Meet the APCO annual reporting requirements by increasing the review of our packaging from 40% to 50% against the Sustainable Packaging Guidelines.		Achieved. Refer to page 19 of this report.

FY27 targets

Caring for our:

Customers and their Patients

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

Partners

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

People

- Achieve below NSW Safe Work Industry target for safety incidents (TRIFR)
- Achieve our FY27 Inclusion & Belonging objectives set out in this Report
- Maintain or exceed employee engagement at or above 72%

Planet

- Having already reduced Scope 1 and 2 emissions in Australia and US operations, seek to maintain this level as we move premises in FY27
- Explore opportunities to align our operations geographically to be closer to our customers to limit Scope 3 emissions
- Comply with the mandatory AASB S2 climate-related disclosure requirements from FY27

Material issues

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

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

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

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

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

Better patient outcomes
- Patient wellbeing
- Research and development

Product Quality & Safety
- Quality, safety and patient experience

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

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

We believe the most powerful sustainability outcome we can deliver is helping healthcare providers replace older methods with technologies that are safer, more effective and more sustainable.

Michael Kavanagh CEO & President

In FY26 we continued to strengthen our sustainability foundations, made meaningful progress against our emissions reduction objectives and continued preparing the business for the evolving sustainability reporting landscape.

Michael Kavanagh CEO & President

Sustainability governance

Role of the board, executive, committees	Key sustainability activities
Nanosonics Board Oversees our ESG approach and monitors our ongoing sustainability performance.	The Board commissioned a gap analysis against the new Climate Reporting Standards and throughout FY26, management has worked towards closing these gaps. Considered the environmental and social impact of Nanosonics' activities, including current and future product lifecycles, manufacturing, usage and waste processes. Monitored safety,customer experience and infection prevention outcomes. Focused on our people and the organisational culture, and managed the strategic responses to workforce challenges. Approved updated governance policies (and oversaw the implementation of such policies) including: Nanosonics' Code of Conduct and Ethics, which sets out the standards and expectations for the conduct of all Nanosonics staff and representatives.
Audit and Risk Committee Oversees sustainability issues as they relate to financial matters (e.g. corporate financial reporting processes), Nanosonics' risk management program, and monitors material business risks.	Reviewed our approach to sustainability reporting having regard to evolving requirements and market priorities, including consulting external subject matter experts. Review of climate related risks and opportunities in anticipation of mandatory reporting standard from FY27. Oversaw the risk management functions of the business, including risk reviews of operational, quality and regulatory function. Received updates on progress on the Scope 1 and 2 emissions reductions.
People, Culture, Safety & Remuneration Committee Oversees the people strategies, practices and culture to drive Nanosonics' business objectives.	Focused on people, engagement and organisational culture. Supported the Board in overseeing strategic responses to workforce challenges and legislative changes. Monitored work, health and safety practices throughout the business. Board Approval of the company's WGEA report.
Innovation and Development Committee Oversees the strategy and implementation of Nanosonics' innovation and product development, including the sustainability aspects of the product development life cycle.	Oversaw Nanosonics' technology strategy and product roadmap including, where relevant, taking into account sustainability and environmental considerations, including minimising environment impact of manufacturing, product usage and disposal processes.
Global Executive Oversees the implementation of Nanosonics sustainability strategy globally and in each region, as well as the integration with strategy and Nanosonics' business priorities; advises the Board on any material sustainability risks and opportunities (including social, environmental and climate risks).	Identified climate-related risks and opportunities ('CRROs') and developed related climate change disclosures in compliance with AASB 2 disclosure requirements. Developed the Nanosonics' sustainability strategy, including an ongoing focus on emissions, people and culture, infection prevention outcomes and safety. Day-to-day responsibility for assessing and managing climate-related risks and opportunities. The Chief Financial Officer has ownership of the financial reports, including climate-related mandatory disclosures and the underlying controls and procedures. Focused on data and digital transformation, and enhanced privacy and cybersecurity practices including ISO27001 certification and aligning towards HITRUST. CAPEX and OPEX to support key programs and initiatives (e.g. emissions modelling, ERP upgrade).
Global Sustainability Committee Supports the Global Executive in delivering the sustainability strategy.	Identified and delivered on key emission activities such as carbon emissions modelling. Worked with suppliers, partners and other stakeholders to delivered key initiatives.

Stakeholder engagement

The stakeholder groups most impacted by Nanosonics' products, services and operations are outlined below, together with the key areas of interest for each group and the ways in which we engage with them.

Each stakeholder group has been identified and selected by Nanosonics through the preparation of previous sustainability reports. Throughout FY26, we continued to focus on fostering these key relationships, which have proven to be the most relevant stakeholders to our business and operations.

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

Caring for our customers and their patients

Delivering for our customers in healthcare

Our customers support better community health by helping to improve the diagnosis, treatment, management and monitoring of medical conditions, contributing to stronger patient outcomes and quality of life. These benefits, however, can be undermined when infections are transmitted through medical procedures or devices, creating risks for both patients and healthcare professionals.

Preventing the transmission of infection is essential to protecting healthcare workers, patients and the wider community. Healthcare-associated infections (HAIs) can lead to serious complications, longer hospital stays, higher healthcare costs and increased mortality. Strong infection prevention practices are therefore critical to supporting a resilient healthcare system capable of delivering safe, high-quality care.

Nanosonics' technologies deliver high-level disinfection for medical devices, helping to reduce the risk of infection transmission while also supporting economic benefits through lower healthcare costs and improved productivity.

Powerful against microbes, safe for users

Our flagship product, Trophon, uses a 'sonically activated' nebulised mist of hydrogen peroxide that envelopes the most challenging surfaces of ultrasound probes in a secure chamber. Each disinfection cycle occurs in a fully enclosed system, making trophon suitable for continuous use directly in patient treatment rooms.

Environmentally responsible and safe

Hydrogen peroxide breaks down naturally into water and oxygen, leaving no harmful residues and minimising environmental impact compared with many synthetic chemicals. After each trophon cycle, any residual vapours are catalytically converted into safe by-products before the probe is ready for use.

Supporting customers with expertise and service

Quality and safety are central to Nanosonics' products. We design and manufacture medical devices with patient and user safety as a core priority, supported by a robust Quality Management System that governs the full product lifecycle: from development and manufacturing through to post-market surveillance.

Regular audits help ensure ongoing compliance with applicable international standards and regulatory requirements, supporting the reliability, quality and continued market access of our products.

Through responsive service, clinical education and comprehensive product support, we help healthcare professionals realise the full value of our technologies. This is complemented by our strong knowledge of global and national disinfection guidelines, which supports customers in meeting compliance requirements, adopting best practice and strengthening infection prevention standards to improve patient safety.

Advancing infection prevention science

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

CORIS®: A breakthrough in endoscope cleaning

The CORIS System is Nanosonics' groundbreaking automated technology designed to transform flexible endoscope reprocessing and has the potential to protect the substantial number of patients who undergo endoscope procedures each year. Following many years of development, Nanosonics' CORIS System is now entering commercialisation in FY27, delivering significant benefits both in respect of patient safety, as well as broader healthcare outcomes in infection prevention and control.

trophon3: Next-generation ultrasound disinfection

Launched to customers in early FY26, our next generation trophon products, trophon3, trophon2 Plus and Nanosonics Connect, offer customers faster, smarter and more connected workflows, while maintaining the trusted efficacy of automated high-level disinfection.

31 million patients

protected every year from ultrasound probe contamination

Caring for our customers and their patients scorecard

Patient indicator	Metric	FY26	FY25	FY24	FY23	FY22
Patient benefits						
Patients protected	Number of cycles	31M [2]	28M	27M	26M	25M
Water savings	Estimated total water savings from using trophon compared to traditional decontamination methods (megalitres)[1]	204	189	181	169	155
Quality and regulatory						
Jurisdictions where products have regulatory approval	Regulatory approvals	55	48	41	—	—
Complaints requiring regulatory reporting	Number of adverse events	0	0	0	0	0
Product recalls	Number of product recalls	0	0	0	0	0
QMS audit non-comformance	Number of enforcement actions taken in response to non-conformance	0	0	0	0	0
Ethical marketing	Total amount of monetary losses associated with false marketing claims	0	0	0	0	0

1. Calculated based upon 0.35 per cubic meter (m^3).
2. Internal calculation based on the cumulative installed base.

Caring for our partners

Caring for our suppliers

Nanosonics works with approximately 128 direct suppliers, many of which are single-source providers. Given the important role component quality plays in the performance and reliability of our devices, we have dedicated procurement and quality teams responsible for overseeing supplier relationships and managing supply chain performance.

Our capability

To support responsible procurement practices, Nanosonics' procurement team regularly renewed their CIPS Advanced Procurement Certificate in Ethical Procurement and Supply. This training builds the skills needed to assess ethical risks, maintain transparent supplier engagement and uphold human rights expectations throughout the supply chain. In doing so, it supports our approach to managing modern slavery risk and building sustainable supplier relationships.

Modern Slavery Survey - FY26 update

Nanosonics has recently issued its annual survey to a number of its suppliers to better understand any potential modern slavery risks in its supply chain. These will be reported in its annual Modern Slavery Statement which is generally published in December each year.

Supplier-specific action plans are being developed based on the responses received. These plans are intended to help suppliers strengthen their understanding of modern slavery risks. Key areas of focus include additional training and enhancements to the criteria suppliers use when assessing modern slavery risk within their own supply chains.

Where practical, the procurement team also undertakes face-to-face meetings and site visits, including with higher-risk suppliers. These engagements provide an additional opportunity to observe supplier practices directly, strengthen relationships and support ongoing risk mitigation.

Sustainability assessment of CORIS suppliers

As part of its sustainability approach, Nanosonics has embedded a structured sustainability assessment for 38 CORIS suppliers.

The assessment helps evaluate how direct suppliers are incorporating sustainability principles into their materials, manufacturing processes and broader operations. It also serves as a formal materials declaration, requiring suppliers to disclose any hazardous substances and provide information on their approach to resource efficiency. Key focus areas in the assessment are:

- **Hazardous chemicals management:** Suppliers are required to demonstrate robust controls for managing hazardous substances.
- **Supplier guidance and transparency:** Suppliers must provide detailed disclosures on the composition of products supplied to Nanosonics, including chemicals of concern, applicable regulations, and third-party certifications.
- **Documentation and accountability:** All suppliers are required to complete the F-828 Nanosonics Supplier Sustainability Form with accurate, current, and complete information. To date, the relevant form has been distributed to 21 Off-the-Shelf suppliers and 17 Custom suppliers. While most suppliers responded to the documentation request, the follow up and review of all submissions will continue throughout FY27.

Risk management practices supporting ethical supply chains

Nanosonics manages supplier and operational risk through a layered risk management approach. In cases where formal disaster recovery plans are not available, we apply alternative mitigation measures, including increased inventory holdings and the validation of alternative supply options.

Nanosonics maintain a Supplier Operations Risk Register to monitor supplier-specific risks, including those related to climate change. Broader risks are reviewed across the business, including strategic, environmental, financial, operational, reputational and workforce-related risks, and are monitored on a quarterly basis through our Operations Risk Register. Supplier expectations are embedded from the outset through a formal onboarding process, which requires suppliers to review and acknowledge our Supplier Code of Conduct. This reinforces our expectations around ethical behaviour, sustainability and responsible supply chain practices.

Ongoing monitoring is supported by our Direct Procurement Risk Program, which assesses risks across suppliers, parts and the broader supply chain to help maintain supply continuity and support regulatory compliance.

Training

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

128 direct suppliers

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

Caring for our partners scorecard

Customer	Metric	FY26	FY25	FY24	FY23	FY22
Customer						
Total units placed	Number of trophon units placed	4,320	3,870	3,850	4,410	4,100

Procurement		FY26	FY25	FY24	FY23	FY22
Supply chain						
Modern slavery compliance (direct suppliers)	% of direct suppliers assessed as compliant to Modern Slavery standards	—[1]	90%	38%	27%	—
Total number of direct suppliers	Total number of direct suppliers	128	128	98	88	87

1 Nanosonics has recently issued its annual survey to a number of its suppliers to better understand any potential modern slavery risks in its supply chain. These will be reported in its annual Modern Slavery Statement which is generally published in December each year.

Caring for our people

The safety, wellbeing, and inclusion of our people are key to delivering high-quality patient outcomes. At Nanosonics, we invest in our employees' growth, providing opportunities for learning, development, and career advancement.

While our overall engagement score moderated from prior year, our people remain strongly connected to our patient-led purpose. Our annual engagement survey showed our employees believe in Nanosonics' purpose, products and growth prospects, and know how their work contributes to our goals.

Safety

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

During the reporting period in Australia, our lost time injury frequency rate (LTIFR) and total recordable injury frequency rate (TRIFR) were 5.72 and 11.32, respectively, per million hours worked.

For LTIFR, the 5.72 is significantly lower than the manufacturing industry benchmark LTIFR of 11.3 (as reported by Safe Work Australia). For TRIFR, the 11.32 is more than a 50% reduction from the prior year.

Achieved
41%
women in STEM roles

Achievement of FY26 Inclusion & Belonging objectives is summarised below:

In FY26, Nanosonics continued to strengthen its Inclusion & Belonging agenda through progress against the two approved objectives: creating a stronger sense of belonging for all employees, and building an inclusive culture where employees feel safe, heard and respected. Key areas of progress included gender equity and leadership representation, continued application of equal pay principles, employee-led belonging initiatives, mental health and psychosocial safety, and the global launch of Whispli to support anonymous reporting and Speak Up culture.

Objective	Performance	
FY26 Inclusion & Belonging Objective	FY26 Achievement against Objective	
Creating a sense of belonging for all our employees by embracing diversity.	Achieved. In FY26, we continued to strengthen the gender diversity by increasing the representation of women on the Executive Team (including the CEO&P) increased from 9% to 18%, and maintain women represented in Senior Managers Level at 44%.	✓
	Achieved. Continued attention has been given to building gender-diverse bench strength and targeted initiatives are specifically in place in IT, Operations & R&D.	✓
	Achieved. Providing education on inclusive and bias-free hiring practices with all leaders.	✓
	Achieved. Applying equal pay principles and implement consistent, equitable pay outcomes for all employees.	✓
Building an inclusive culture where our employees feel safe, heard and respected.	Partially Achieved. Diverse representation was supported through employee-led groups and initiatives, including Helping Hands and Nano-Circles, supporting employee connection and a stronger sense of belonging. The intention to expand reporting to include global workforce diversity statistics, and identifying an additional diversity area of focus was not met during FY26.	–
	Achieved. Speak Up policy was relaunched and official launch of Whispli platform globally. Results from our 2026 Your Voice survey show 84% of employees know where to find resources and 87% feel comfortable speaking up.	✓
	Partially Achieved. Communication of context and clarity of Nanosonics Inclusion & Belonging plan to all employees was an area for improvement in FY26.	–

Caring for our people continued

Below we set out the Company's FY27 Inclusion & Belonging objectives:

For FY27, the Inclusion & Belonging objectives are proposed to build on the foundations established in FY25 and FY26, with a stronger focus on measurable, globally scalable and sustainable outcomes. The proposed objectives continue to support gender equity and psychological safety, while maturing Nanosonics' approach to broader diversity data, inclusive leadership capability and employee-led belonging initiatives. Progress will be reviewed during FY27 and evaluated at the end of FY27.

Our objectives for FY27 include:

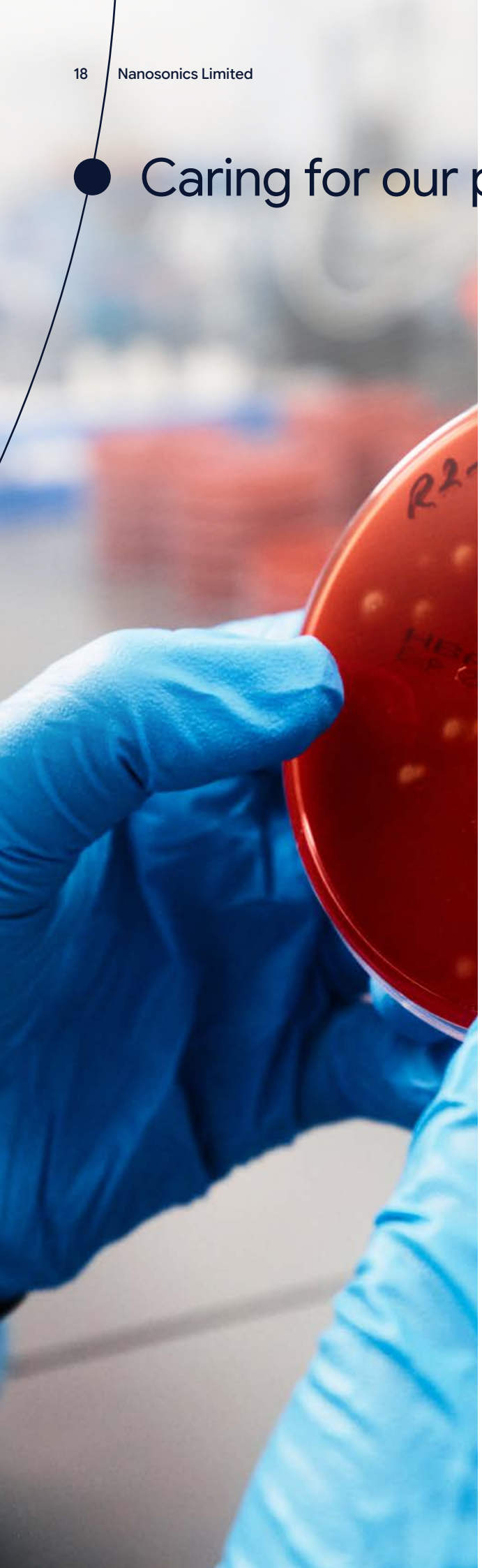
- Continue to strengthen gender equity and senior leadership representation
- Broaden inclusion measurement beyond gender with a focus on age diversity through attraction and retention to ensure generational coverage
- Embed inclusive leadership capability globally
- Mature Speak Up and psychological safety practices
- Grow employee-led belonging and targeted inclusion initiatives

Caring for our people scorecard

People & Culture: Diversity & Inclusion	FY26	FY25	FY24	FY23	FY22
Workplace					
Headcount [1]	508	473	466	482	425
Employee retention					
Employees returning from parental leave (%)	87	100	100	100	100
Employees still employed 12 months after returning from parental leave (%) [2]	82	100	80		
Safety					
Lost Time Injury Frequency Rate (LTIFR) [3]	5.72	2.0	9.45	2.17	2.16
Total Recordable Injury Frequency Rate (TRIFR)	11.32	24.75	24.58	10.83	4.32
Whistleblower reports	0	0	2	2	0
Diversity and inclusion					
Women as a percentage of the total workforce (%)	44	45	44	45	42
Women in STEM roles (%)	41	41	38	41	39
Women in Senior Leadership (%) [4]	44	46	44	40	41
Women in Executive Team (%) [5]	18	10	10	9	11
Women in Board roles (%) [6]	43	43	38	33	29

1. Total headcount includes all permanent, MTC and casual employees.
2. Employees still employed 12 months after returning from parental leave, excluding any involuntary exits over the period.
3. Manufacturing industry benchmark LTIFR of 11.3, as prepared by SafeWork Australia astronaut.
4. This is defined as direct reports into an Executive or an intact regional leadership team reporting into an Executive and are in roles that are responsible for strategic delivery or execution of the Company's strategy.
5. This is at 30 June 2026 and includes CEO&P and direct reports.
6. Calculated as a percentage of Non-Executive Directors only (excluding the CEO&P who is a member of the Board).

Caring for our planet



Decarbonising our operations

During FY26, Nanosonics achieved Scope 1 and 2 emissions of 67.1 and 71.0 tCO2e respectively. This represents a significant reduction in Scope 1 and Scope 2 greenhouse gas emissions of 49% during the year, reflecting the full-year benefit of actions undertaken in previous years to transition major operations to renewable electricity sources. These initiatives have fundamentally changed our operational emissions profile and demonstrate the effectiveness of targeted decarbonisation activities within our direct control.

As a result, emissions associated with the electricity consumption of our major facilities have been substantially eliminated. The small residual balance of Scope 1 and Scope 2 emissions primarily reflects sources that are currently difficult to avoid. We continue to monitor opportunities to further reduce these remaining emissions as technologies and renewable energy markets evolve.

The progress achieved in FY26 builds on a multi-year decarbonisation program. Over the past two years, Nanosonics has reduced combined Scope 1 and Scope 2 emissions by 80%, demonstrating sustained momentum towards minimising emissions from our operations. This outcome reflects our focus on delivering durable emissions reductions through structural changes to energy procurement and facility operations, rather than relying on short-term measures.

Reducing Scope 3 emissions through operational design

While Scope 3 emissions remain our largest source of greenhouse gas emissions, we continue to identify opportunities to reduce emissions intensity through strategic operational decisions. During the year, the establishment of manufacturing capabilities for consumables in Indianapolis represented an important step towards creating a more regionally aligned supply chain. As production volumes increase, this is expected to reduce transportation distances associated with supplying consumables products to customers in North America and avoid future emissions that would otherwise arise from long-distance distribution from Australia.

Looking forward, we see further opportunities to optimise our global manufacturing and servicing footprint to better align production, service and distribution activities with customer demand. This may include co-locating manufacturing and service capabilities closer to key markets, as well as leveraging our US operations to supply customers in other international regions where this offers a lower-emissions alternative to shipping products from Australia. While the emissions benefits of these initiatives will depend on future operational requirements, they represent an important pathway for reducing transport-related emissions and improving the overall efficiency of our supply chain over time.

The reduction achieved in FY26 highlights the value of embedding sustainability considerations into operational decision-making. As we continue to scale globally, we remain focused on identifying opportunities to reduce emissions through both direct decarbonisation initiatives and the design of a more efficient, regionally aligned operating model.

FY27 Priorities

Having substantially reduced Scope 1 and Scope 2 emissions from our major operations, our focus in FY27 will shift from reduction to maintaining these outcomes as the business grows and evolves. A key priority will be supporting the transition to Nanosonics' new global headquarters at Macquarie Park while preserving the gains achieved through our renewable electricity initiatives and broader operational efficiency measures.

Our Operations

For all new product development projects, we seek to use non-hazardous, eco-friendly materials and chemicals wherever possible. Recyclability, reusability and the minimisation of landfill are also considered as part of the design and development input requirements.

Manufacturing waste prevention

To support responsible sourcing, we use a comprehensive Sustainability Supplier Questionnaire to collect information on chemicals of concern and better understand the sustainability practices of our suppliers. The insights gathered help inform supplier selection and enable ongoing monitoring of supplier sustainability performance. Most of the raw materials and components used in our manufacturing operations are transported by sea freight.

Nanosonics applies the waste management hierarchy by focusing first on avoiding waste, then on recovery activities that keep materials out of disposal streams, including reuse, recycling and other forms of recovery. We take a proactive approach to the responsible disposal of components, materials, chemicals and general waste generated across our operations. Most waste arises from product manufacturing and servicing activities, with smaller volumes generated through general office operations. Our hardware products also comply with the European Union RoHS 2 Directive 2011/65/EU, which restricts the use of certain hazardous substances in electrical and electronic equipment.

To reduce the amount of waste sent to landfill, we have a range of measures in place across our offices, warehouses and manufacturing facilities, including dedicated bins for cardboard, paper, plastic, metal containers and compostable waste. Particular focus is placed on our manufacturing operations, where we continue to review and improve processes to identify and implement further waste minimisation initiatives.

During the year, Nanosonics diverted approximately 41,123 kilograms of e-waste to recycling, an increase of 240% following the commencement of manufacturing in our US operations. We will continue to work with local waste management providers across our operations who support responsible waste removal and provide records of waste collected.

Water consumption

While water consumption has not been identified as a material issue for Nanosonics, we recognise the importance of responsible long-term water stewardship and seek to avoid unnecessary water use.

During the reporting period, Nanosonics consumed 11.4 ML of water across its global operations, based on reported water withdrawal from utility providers for our international offices. This consumption occurred in Indianapolis and Australia where our manufacturing activities are undertaken.

Packaging

Nanosonics met the annual reporting requirements of the Australian Packaging Covenant Organisation (APCO) again in FY26. As part of this work, we continue to focus on improving the recyclability of our primary and secondary packaging. For example, the primary packaging for our new consumables has been designed to be recyclable at end of life and uses food-grade HDPE, a high-density polyethylene that is widely recyclable, as the main material.

	FY26[1]	FY25	FY24	FY23	FY22	FY21
Energy and GHG emissions						
Energy consumption (kWh)	1,094,848	1,176,298	1,016,163	754,832	771,439	1,773,176
Renewable energy usage (kWh)	961,004	754,136	0	0	356,144	297,780
Scope 1 emissions (tCO2e)	67.1	55.87	77.1	40	0	0
Scope 2 emissions (tCO2e)[2]	71.0	214.3	609.8	471	659	1,282
Scope 3 emissions (tCO2e)[3]	21,387	20,733	17,117	18,464	—	—
Waste						
Recyclable e-waste diverted from landfill (kg)	41,123	16,890	4,034	1,915	1,741	3,141
Responsibly disposed chemical and clinical waste (kg)	1,363	859	4,000	800	2,250	865
Water						
Consumption (ML)	11.4	11.9	4.1	3.7	6.9	6.3

1. An independent third party, Pangolin Associates Pty Ltd, assisted with the preparation of the emissions data applying commonly accepted methodology. Other information was drawn from Nanosonics' business records. The information contained in this sustainability report has not otherwise been assured or independently verified.
2. Market-based calculation.
3. Scope 3 emissions includes all material scope 3 categories both upstream and downstream across Nanosonics global operations.

Caring for our community

Our community

At Nanosonics, we recognise that earning and maintaining the trust of the communities connected to our business is important to our long-term success. We seek to engage in a meaningful and respectful way, and to make a positive contribution in the places where we operate.

During the year, our community engagement continued to focus on three key areas:

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

Our Helping Hands initiative brings together team members from across Nanosonics to help lead our community contribution activities. Through the initiative, all our employees are supported to take part in company charity events, donation drives and volunteering programs, including through access to volunteering leave.

Community contributions

Supporting the communities our business operates in remains an important part of Nanosonics' culture and broader sustainability approach.

We are proud to continue our support of the Salvation Army, Cancer Council, Support The Girls Australia and the Converge Move Challenge this year.

Nanosonics has continued its longstanding support of the St Vincent de Paul Society through the participation of CEO, Michael Kavanagh in the CEO Sleepout. In FY26, the Nanosonics community raised AU$25,994 for the initiative, funding 86 individual support programs, the provision of 226 beds and helping to deliver 907 meals to people in need.

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

Nanosonics organises a range of community- focused events that foster a culture of connection and belonging as part of its commitment to diversity, inclusion, and employee wellbeing.

Nanosonics supported the Salvation Army through a children's gift drive in December. Employees donated gifts to help bring joy to children and families experiencing hardship during the holiday season. This initiative reflects our ongoing commitment to supporting the communities in which we operate and contributing to programs that provide practical assistance to those in need.

In February, Nanosonics participated in the Converge Move Challenge, a four-week, team-based step challenge designed to encourage physical activity, mental wellbeing and social connection. With 16 teams taking part, the initiative reflected strong engagement across the business. Through Nanosonics' contribution of $100 for every 500,000 steps completed, the challenge raised $4,500 for Westmead Children's Hospital.

In recognition of International Women's Day in March, we once again held a sanitary and toiletries drive in support of Support The Girls Australia. The charity provides essential items, including bras, underwear and menstrual hygiene products, to women experiencing vulnerability. Its work supports women affected by homelessness, domestic violence and financial hardship, helping to promote dignity, wellbeing and self-worth in the community.

In May, Nanosonics held its Biggest Morning Tea event, raising AU$7,506 for the Cancer Council. Funds were contributed through employee donations, bake sales, an auction and event participation, with proceeds supporting cancer research, prevention programs and services for people and families affected by cancer. The strong participation across the business reflects our community's ongoing commitment to supporting initiatives that make a positive difference.

raised a total of $38,000

in charitable donations

Caring for our community scorecard

Communities	Metric	FY26	FY25	FY24	FY23	FY22
Human rights						
Critical suppliers	# of suppliers critical to Nanosonics' operations who have been identified for modern slavery risk profiling	42	42	19[1]	—	—
Suppliers assessed as high risk	# of suppliers reviewed and assessed as having a high risk of non-compliance	4	4	0	—	—
Contributions						
Charitable donations ($AUD)		38,000	19,790	22,970	20,000	38,420

Privacy & compliance	FY26	FY25	FY24	FY23	FY22
Non-compliance					
Reportable non-compliance incidents	0	0	0	—	—
Privacy					
Breaches reported to the Office of the Commissioner	0	0	0	—	—

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

nanosonics

Infection Prevention. **For Life.**