

SONIC HEALTHCARE LIMITED

Sustainability Impact Report 2026

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Cover image: Sabina, a pathology collector from Melbourne Pathology, with a patient at the East Melbourne collection centre, Australia.

About this report

Sonic Healthcare's (Sonic) Sustainability Impact Report 2026 outlines our ongoing commitment to the environment, our people, the communities we serve and good governance.

This Sustainability Impact Report covers the period from 1 July 2025 to 30 June 2026, and complements our Annual Report 2026 and Modern Slavery Statement 2026. It has been endorsed by the Chief Executive Officer of Sonic Healthcare and approved by the Sonic Healthcare Board on 10 November 2026.

The FY2026 scope 1 and 2 emissions disclosed in this report were subject to independent limited assurance as part of the review of specified AASB S2 disclosures in the Sustainability Report included in Sonic's Annual Report 2026 (see Annual Report pages 186–190). Sonic's FY2026 scope 3 emissions were subject to a separate voluntary independent limited assurance engagement and were not included in the FY2026 AASB S2 assurance scope. The related assurance statement is included on pages 116–118 of this report. All other information contained in this report has not been independently assured; however, it has been subject to various levels of internal review and validation to ensure disclosures are materially accurate, complete and prepared on a consistent basis.

This report includes an index referencing disclosures related to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), has been prepared with reference to the Global Reporting Initiative (GRI) Standards, and continues to reference relevant United Nations Sustainable Development Goals (UNSDGs). The TCFD, GRI and UNSDG indices are included in the Appendices of this report.

United Nations Sustainable Development Goals

Sonic recognises the role we play in the 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 FY2026 UNSDG index, which outlines where our activities align with UNSDG targets, is included in the Appendices of this report.



Acknowledgement 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.

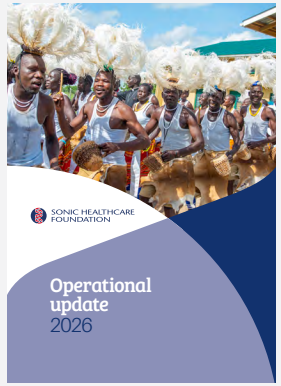
Annual Reporting Suite

This Sustainability Impact Report should be read in conjunction with Sonic Healthcare's Annual Reporting Suite, which includes Sonic's Annual Report, Sustainability Impact Report, Modern Slavery Statement and Sonic Healthcare Foundation Operational Update.









Independent recognition

Sonic's environmental, social and governance (ESG) performance is evidenced by the ratings we receive in various independent assessments of ESG practices.

These include:

ISS ESG

Prime (B-)

FTSE4Good

FTSE4Good All World Index
FTSE4Good Developed Index

MSCI

Leader (AA)

CDP

Awareness (C)

MORNINGSTAR SUSTAINALYTICS

16.8 – Low Risk

Forward-looking statements

This report contains forward-looking statements that relate to future matters rather than historical facts. Forward-looking statements may be identified by terminology such as 'expects', 'believes', 'targets', 'likely', 'should', 'could', 'intends', 'aims', 'estimates' or similar expressions. All statements other than statements of historical fact may be forward-looking statements, including statements regarding Sonic Healthcare's strategies, objectives, targets, commitments and plans relating to sustainability-related matters, including climate-related risks and opportunities, scenario analysis and transition plans.

These forward-looking statements are based on information available, and assumptions and estimates believed to be reasonable, as at the date of this report. However, such assumptions and estimates are subject to uncertainties and contingencies and may prove to be incorrect or incomplete.

Forward-looking statements involve known and unknown risks, uncertainties and other factors that may cause actual results, performance or outcomes to differ materially from those expressed or implied in such statements. Many of these factors are beyond Sonic Healthcare's control. They include, but are not limited to: changes in scientific or medical practice; changes in regulatory requirements; government policy or carbon-related regulation; technological developments; the availability, cost and performance of decarbonisation technologies; the extent, timing, nature and location of physical climate impacts; supply chain disruption; competitive dynamics; energy market conditions; data limitations and estimation methodologies; litigation or regulatory enforcement risks; stakeholder expectations; and broader economic and social conditions.

Other factors that may affect Sonic Healthcare's operations and performance are discussed in Sonic Healthcare's Annual Report 2026, Operating and Financial Review, and are incorporated into this report by reference.

Forward-looking statements are not guarantees of future performance and should not be relied upon as such.

Nothing in this report should be taken to imply that Sonic Healthcare will achieve any particular target, objective or outcome. While we consider the assumptions underlying any forward-looking statements in this report to be reasonable at the date of publication, they may prove to be incomplete or inaccurate. Readers should therefore exercise caution and avoid placing undue reliance on forward-looking statements, and should have regard to the uncertainties, risks and assumptions disclosed in this report and Sonic Healthcare's other public disclosures, including those lodged with the ASX.

Except as required by applicable law, including the ASX Listing Rules and the Corporations Act 2001 (Cth), Sonic Healthcare undertakes no obligation to update or revise any forward-looking statement, whether as a result of new information, future events or otherwise.

Contact us

For further details on Sonic Healthcare'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 Healthcare's registered office is Level 22, Grosvenor Place, 225 George Street, Sydney NSW 2000, Australia.

Information in this report covers entities under the Group's operational control. For FY2026, this reporting boundary aligns with the Group's financial consolidation boundary. For a list of Sonic Healthcare operating subsidiaries covered by this report, please refer to the Consolidated Entity Disclosure Statement in Sonic Healthcare's Annual Report 2026.

CEO's Message

On behalf of the Board of Sonic Healthcare, I am pleased to present our Sustainability Impact Report 2026.

Sonic Healthcare's approach to sustainability is grounded in our responsibilities as a healthcare provider. Every day, our people make a meaningful difference to the lives of patients and communities around the world. With that comes a responsibility to consider not only the quality of the healthcare we provide, but also the broader impact of our operations and decisions.

During FY2026, we continued to strengthen the foundations of our sustainability program. We enhanced our governance, reporting and assurance processes, reset the base year for our emissions targets and established updated targets to guide the next phase of our climate-related work. Across the Group, we also continued initiatives to reduce our environmental impact and improve energy efficiency.

Our sustainability responsibilities extend beyond environmental performance. They are reflected in our commitment to safe, high-quality healthcare, the wellbeing of our people, and positive contributions to the communities we serve.

An important example is the work of the Sonic Healthcare Foundation. In 2026, construction of Sonic Kworo Hospital in northern Uganda was completed, with maternal and paediatric services commencing shortly after year end. This milestone builds on 30 years of support for healthcare programs in Africa and reflects our longstanding commitment to strengthening local healthcare capability.

Ultimately, our progress is driven by the expertise, care and commitment of our people. Sonic Healthcare's federated model empowers teams to respond to local needs and opportunities, while our shared culture of Medical Leadership provides a common foundation across the Group.

As we look ahead, we will continue to strengthen our approach, build on our progress and focus our efforts where we can make the greatest difference. I thank our people around the world for the care, expertise and commitment that underpin this progress.



Dr Jim Newcombe
Chief Executive Officer and Managing Director, Sonic Healthcare
10 November 2026



Our 2026 performance highlights

Environment

10%
Reduction in scope 2 market-based emissions against restated prior period (FY2025)

41%
Hybrid or electric motor vehicles in the global fleet

27%
Increase in global electricity generated by onsite solar installations compared with prior period (FY2025)

44%
Global electricity from renewable sources[1]

Our People

47,658
Total workforce as at 30 June 2026

39%
Women in executive senior management positions[2]

17 hours
Training per employee during FY2026

99%
Staff with access to an employee assistance program or comparable support program

Communities

144M
Patient consultations

3,200
Patient access points

100%
Facilities remaining quality-accredited in FY2026[3]

$685M[4]
Taxes paid[5]

1 Renewable sources include onsite solar and certified purchased renewable electricity.

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

3 100% of facilities required to be accredited by the relevant regulatory body.

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

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



About Sonic Healthcare

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1.3 Our services

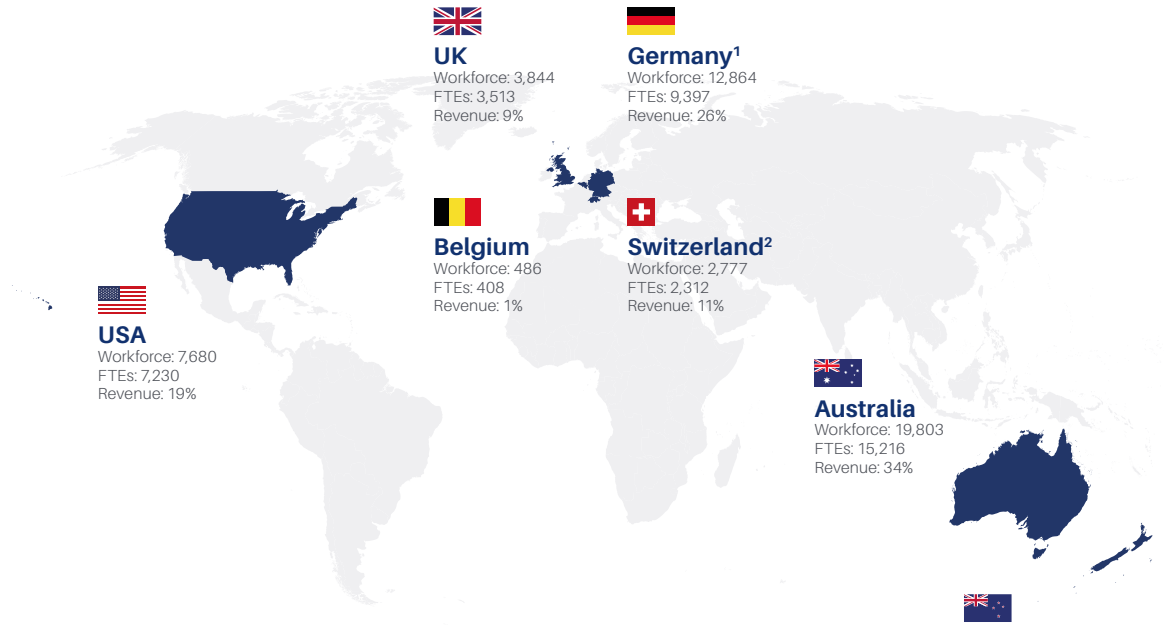
1.1 Introduction

Sonic Healthcare 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 2,400 pathologists, radiologists and other clinicians, and approximately 22,000 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 the 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.



1 Includes Laboratory Group Dr. Kramer and Colleagues (LADR) operations (including Poland).
2 Includes operations in Liechtenstein.

1.2 The Sonic Difference

Sonic's culture is built on three key pillars: Medical Leadership, our 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 and is embraced by everyone at Sonic, who understands 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.

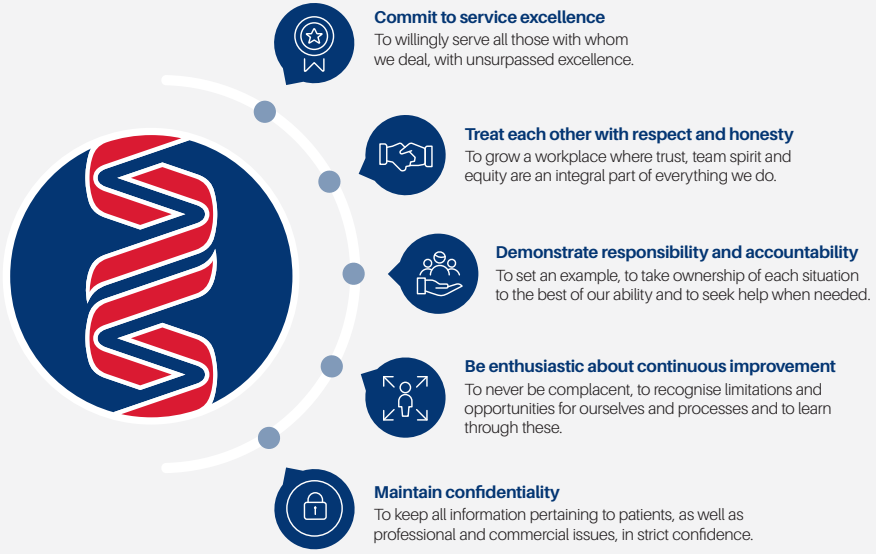
Our Medical Leadership Principles provide Sonic staff with clear guidelines on how to engage with external stakeholders, including doctors, patients, customers and our local and global communities.

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.



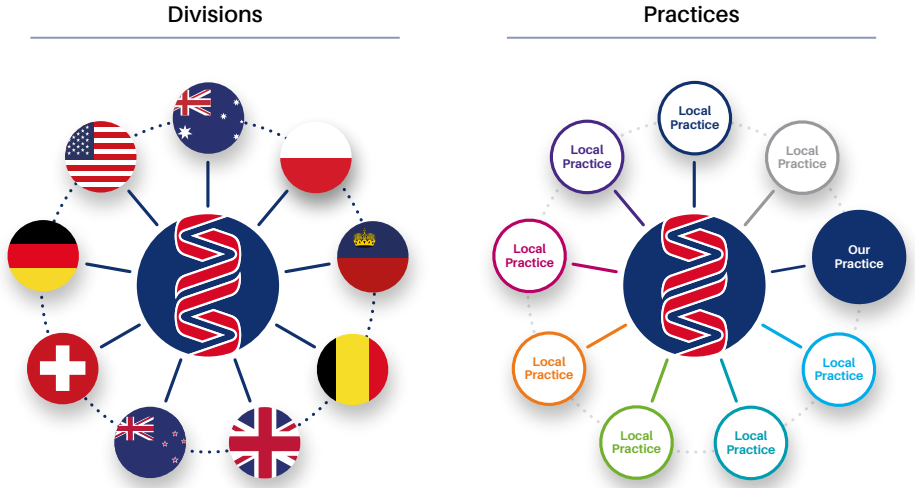
Commit to service excellence
To willingly serve all those with whom we deal, with unsurpassed excellence.

Treat each other with respect and honesty
To grow a workplace where trust, team spirit and equity are an integral part of everything we do.

Demonstrate responsibility and accountability
To set an example, to take ownership of each situation to the best of our ability and to seek help when needed.

Be enthusiastic about continuous improvement
To never be complacent, to recognise limitations and opportunities for ourselves and processes and to learn through these.

Maintain confidentiality
To keep all information pertaining to patients, as well as professional and commercial issues, in strict confidence.



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 entities to operate with autonomy under Sonic's governance structure, 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.

1.3 Our services

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

With approximately 3,200 patient access points globally, we provide accessible and affordable healthcare to approximately 144 million patients each year. Our professional environments emphasise accuracy, reliability and safety.

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** Countries of operation: Australia, Germany, the United States (US), Switzerland, the United Kingdom (UK), Belgium, Poland, Liechtenstein and New Zealand	Pathology/laboratory medicine is the branch of medicine that studies samples of 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, cytology, genetics, haematology, immunology, microbiology, molecular pathology and toxicology. 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** Countries of operation: 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 injury. 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** Countries of operation: Australia	General practice is the medical discipline that delivers primary healthcare in the community. General practice is often the first interaction a patient has with a doctor to deal with a health concern, which involves 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 services.



Our approach to sustainability

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2.2 Sustainability governance
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2.5 How we deliver healthcare across our value chain

2.1 Introduction

Sonic Healthcare'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 while contributing to a more sustainable future.

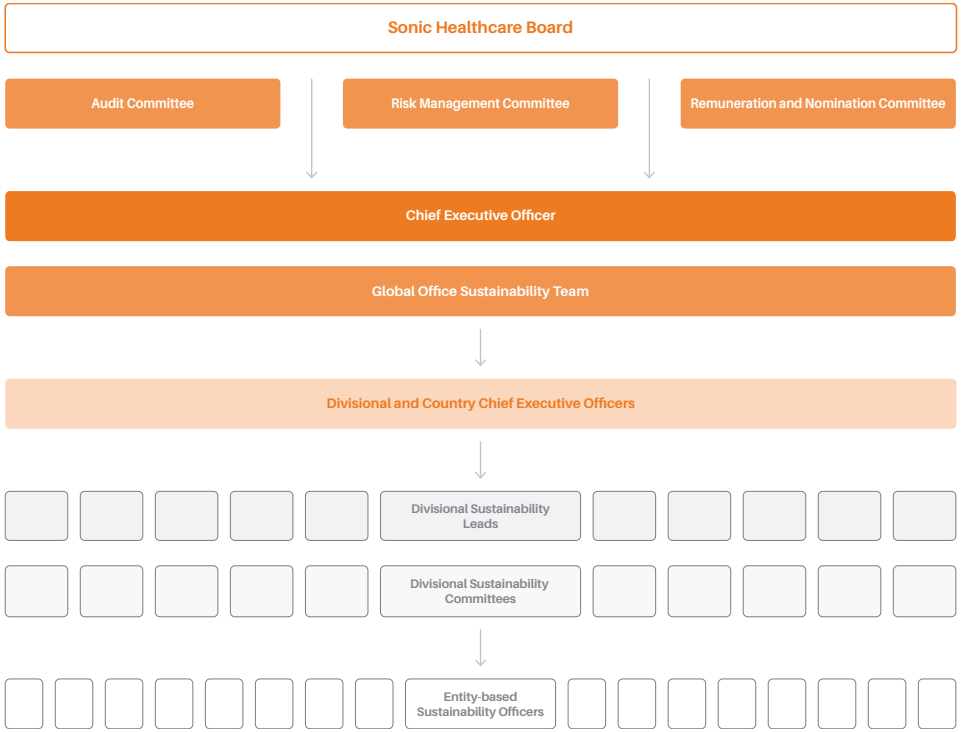
Our sustainability commitment recognises sustainable development as both a responsibility and a strategic priority that drives long-term value creation for our stakeholders.

Sonic Healthcare's approach to sustainability is built on the following framework:	
Vision and strategy	Sonic aims to be an economically, socially and environmentally sustainable healthcare organisation, delivering positive outcomes through responsible operations while supporting long-term business success. Sonic is committed to continuous improvement of our environmental, social and governance (ESG) performance.
Sustainability governance	Sonic's sustainability governance framework embeds ESG considerations across all levels of our organisation.
Stakeholder engagement	Stakeholder engagement helps Sonic remain responsive to stakeholder needs and evolving sustainability priorities.
Value chain management	Understanding Sonic's value chain supports more informed sustainability decisions by showing where impacts, risks and opportunities sit across our operations and where governance and stakeholder engagement can be most effective.
Metrics and targets	Sonic uses clear metrics and targets to support sustainability governance and management. Defined goals and key performance indicators drive progress, accountability and transparency across our ESG initiatives.
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. The documents included in our Annual Reporting Suite (see page 3) are our primary sources of disclosure on these topics.

2.2 Sustainability governance

Sonic's sustainability governance framework embeds engagement in sustainability-related activities across all levels of our organisation. The following diagram outlines this framework, illustrating the relationship between the Board, executive management and day-to-day operations.

Sonic Healthcare's sustainability governance framework



Board of Directors

Sonic's Board of Directors is responsible for setting the Company's overall strategic direction and providing oversight of its implementation, including the integration of sustainability priorities and the identification and management of climate-related risks and opportunities.

Sonic's Chief Executive Officer (CEO) and Managing Director has management responsibility for sustainability-related matters.

Board committees

The Sonic Board is supported in its oversight of sustainability-related matters by three committees – the Risk Management Committee, the Audit Committee, and the Remuneration and Nomination Committee.

The distinct sustainability-related responsibilities of each committee are clearly outlined in their respective charters, which are reviewed annually. All directors have access to committee papers and are welcome to attend committee meetings on which they do not serve as standing members.

Each committee conducts an annual self-assessment to evaluate the extent to which it has discharged the responsibilities outlined in its charter. For FY2026, all committees concluded that their obligations were fully met.

Risk Management Committee

The Risk Management Committee assists the Board by ensuring there is an appropriate framework in place for the identification, monitoring and management of material risks and opportunities, including climate- and other sustainability-related risks and opportunities. The Committee receives updates on Sonic's climate-related risks at least annually.

Audit Committee

The Audit Committee is responsible for overseeing the integrity of Sonic's financial reporting and appropriateness of related policies and practices. The Committee also has oversight of sustainability- and climate-related disclosures, and assurance of climate-related data.

Sustainability-related assurance activities are reported through the Audit Committee to the Sonic Board, consistent with governance processes applied to financial reporting.

Remuneration and Nomination Committee

The Remuneration and Nomination Committee is responsible for overseeing the competitive remuneration of Sonic's CEO/Managing Director and CFO/Finance Director, the recruitment and appointment of new directors to the Sonic Board, and the maintenance of an appropriate and current Board skills matrix, which includes sustainability-related experience and expertise.

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 and climate objectives.

In FY2026, as in prior periods, half of the STI qualitative portion is tied to the achievement of specific sustainability and climate-related goals, representing 4.4% of total executive management remuneration in the current period (for more information, refer to Sonic's Annual Report 2026, Sustainability Report). From these goals, it is not possible to isolate the amount linked specifically to climate-related goals.

Board skills and competencies on sustainability topics

The Sonic Board continuously reviews the experience, qualifications and skills of its members. Directors complete a self-assessment of their individual capabilities annually to identify the Board's skills and expertise and to highlight 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 FY2026, Board members self-assessed their competencies against Sonic's material sustainability topics. Importantly, the assessment found that the Board collectively has the competencies and expertise relevant to oversight of Sonic's sustainability- and climate-related topics. For more information on Sonic's Board skills matrix, please refer to the Corporate Governance Statement in Sonic's Annual Report 2026.

To enhance existing sustainability and climate-related competencies and expertise, various Board members participated in externally hosted education sessions on relevant topics during FY2026.

The Board's competencies, expertise and experience are mapped annually against Sonic's material sustainability topics to ensure it has the collective capability required for effective oversight, and to identify areas for future Board development. For more information on Sonic's material topics, please see 2.4 Material topics.

Board coverage of Sonic Healthcare's material sustainability topics

Category	Material topic	FY2026 Board competencies, expertise and experience
Environment	Climate change	▪ 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



Target setting and performance oversight

The Sonic Board oversees climate-related target setting by reviewing and approving climate targets and monitoring progress against those targets at least annually. As a mitigation against climate-related risks, the Board requires that emissions targets are science-aligned (consistent with a 1.5°C pathway under the Paris Agreement), to ensure that targets are both sufficiently ambitious and credible.

In FY2026, Sonic reset its greenhouse gas emissions target base year from FY2021 to FY2026, in alignment with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard's principles. For more information on this process and the reset targets, please see pages 25, 27–28 and 102.

Management

The Board delegates day-to-day responsibility for executing strategy, including on sustainability-related matters, to Sonic's CEO and Managing Director. Sonic's CEO holds overall executive accountability for sustainability-related risks and opportunities (including climate), serving as the direct link between management and the Board.

The CEO chairs regular meetings of Sonic's divisional and country CEOs, along with key global executives.

Sustainability updates are provided to this group at least annually, and on an ad hoc basis as needed. This structure ensures that climate-related issues are integrated across all divisions and functions, and that significant sustainability issues are promptly escalated to the highest management level for action.

Delegations

While the CEO retains ultimate management responsibility for Sonic's sustainability strategy and policies, day-to-day implementation is delegated to the Group Chief Medical Officer (CMO), who directs execution of Sonic's sustainability agenda. The CMO works closely with Sonic's Chief Sustainability Officer, within a dedicated sustainability function that manages and coordinates sustainability-related activities across the Group. The remit of Sonic's dedicated sustainability function spans mandatory and voluntary climate reporting, oversight of group-wide sustainability initiatives and tracking of progress against Sonic's climate targets, with the objective of ensuring alignment with global standards and stakeholder expectations.

Dr Jim Newcombe, Chief Executive Officer and Managing Director, speaking at Sonic Healthcare's Global Leaders Summit in September 2026.

2.3 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 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 47,000 people from diverse backgrounds across nine 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.
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 Sonic Kworo Hospital in northern Uganda. The hospital commenced operations in July 2026.
Shareholders	▪ Institutional investors, superannuation funds and individual investors	▪ Sonic's CEO and CFO deliver half-year and full-year results presentations, providing information on financial and operational performance. ▪ Sonic maintains ongoing engagement with institutional investors, including superannuation funds and individual investors, throughout the year, facilitated by our investor relations team. Feedback from all investors is welcomed and valued. ▪ 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 and financial and operational performance.

Stakeholder		Engagement
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 COVID-19 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 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 interim targets to reduce scope 1 emissions by 16.7%, and to have 60% renewable electricity (scope 2 target), by 30 June 2030. ▪ We disclose our environmental performance through public reports, including our Annual Report and Sustainability Impact Report.

2.4 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 eight 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.

The identified topics were also compared with the Health Care Delivery disclosure topics from the Sustainability Accounting Standards Board (SASB, now part of the IFRS Foundation), and sustainability risk disclosures from peer companies.

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 Healthcare'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.

Sonic's eight 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 general, medical and chemical waste. Following the reset of Sonic's greenhouse gas emissions target base year to FY2026 (see page 102), emissions from waste generated in operations were calculated to represent 3.4% of Sonic's scope 3 emissions – less than 5%. This finding was considered as part of Sonic's annual review of its material sustainability topics and supports no longer classifying circular economy and waste as a standalone material topic. Sonic will nevertheless continue to manage waste responsibly, including through waste reduction, reuse, recycling, recovery and responsible disposal.

Our People

- **Employee attraction, engagement and development**
  Sonic's 47,000 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 helps prevent harm and supports quality, productivity and the organisation's long-term sustainability. 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 are 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 licence 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.

Strategic management of our material sustainability topics

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

	Material topics	Impacted stakeholder groups		Commitment	Goals
ENVIRONMENT	Climate change	Employees Governments Communities, NGOs and charities	Shareholders The planet	**Minimise our impact on the environment** ▪ Reduce global greenhouse gas emissions in line with science-based targets ▪ 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 emissions by 16.7% by 30 June 2030[1] ▪ Achieve 60% renewable electricity by 30 June 2030, and 100% by 30 June 2040 ▪ 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	Employees Customers		**Create supportive 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 or improve LTIFR[3] ▪ Provide all employees with access to employee assistance or comparable support programs
	Workforce health, safety and wellbeing	Employees			
COMMUNITIES	Service quality and safety	Customers Communities, NGOs and charities	Governments Employees Suppliers Shareholders	**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
	Access and affordability	Customers	Communities, NGOs and charities		
GOVERNANCE	Ethics, integrity and compliance	Customers Communities, NGOs and charities	Employees Suppliers Shareholders	**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
	Privacy and information security	Customers Employees	Governments		
	Human rights	Suppliers	Communities, NGOs and charities		

1 Sonic's emissions base year is FY2026.
2 Procurement contracts refer 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, Global Whistleblower Policy, Labour Standards and Human Rights Policy, Privacy Policy, Health, Safety and Wellbeing Policy, Supplier Policy.

2.5 How we deliver healthcare across our value chain

Sonic's value chain describes how we bring together suppliers, resources, healthcare professionals, facilities, clinical activities and support functions to deliver diagnostic and healthcare services. It extends from the goods and services we procure, through patient specimen collection or consultation, analysis and diagnosis, to the delivery and use of diagnostic results and the management of waste.

We use this service-delivery view as a common reference point for sustainability management. It helps us understand where environmental and social impacts may occur, which stakeholders may be affected, where dependencies and risks may arise, and where governance, procurement and stakeholder engagement can be most effective.

Using our value chain in sustainability management

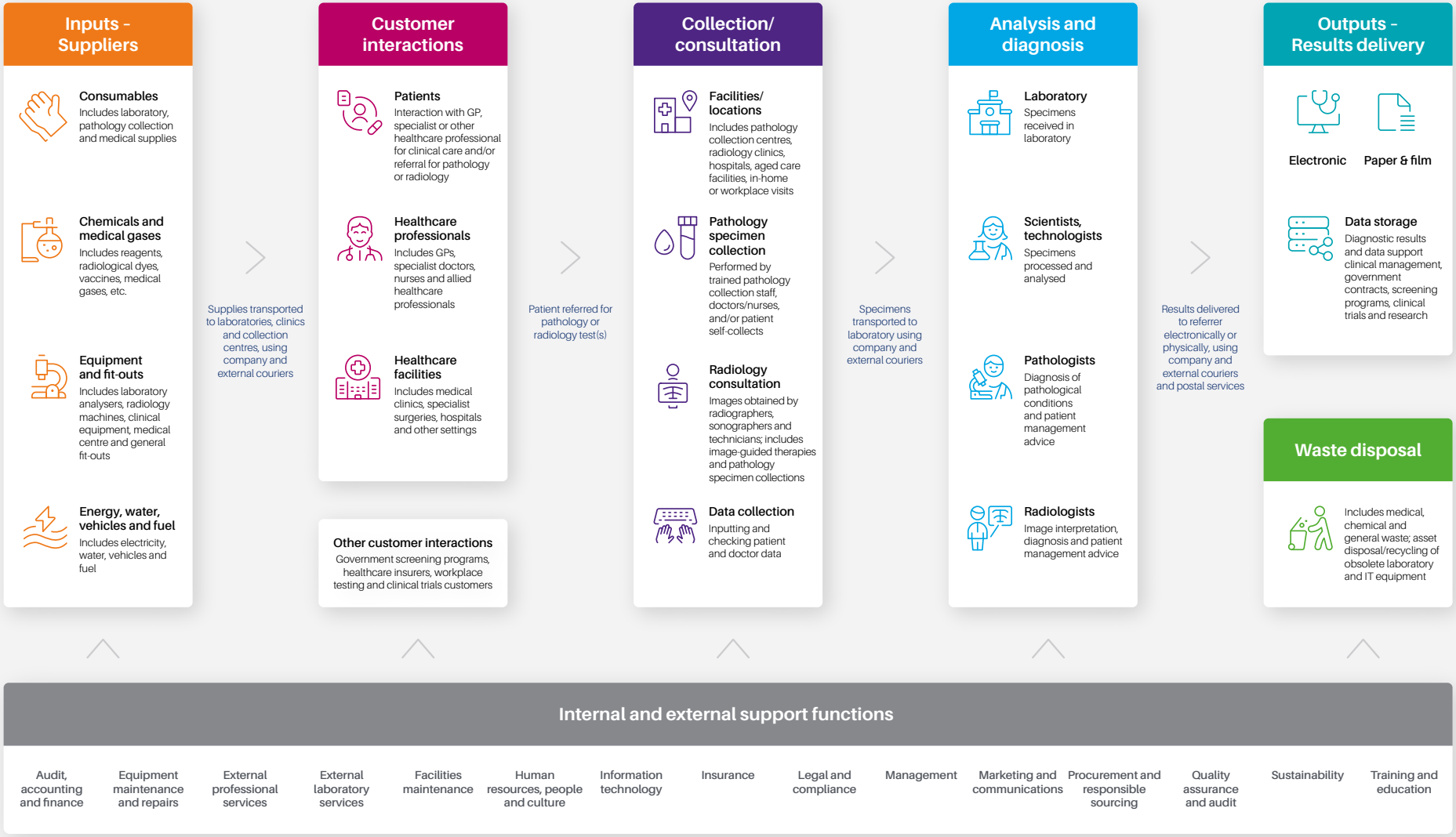
Sonic uses value-chain information to identify and assess sustainability impacts, risks and opportunities across our own operations and business relationships. These assessments help Sonic prioritise areas for further investigation, stakeholder or supplier engagement, governance oversight and management action. Our understanding of the value chain is reviewed as our operations, business relationships and sustainability risk profile evolve.

The diagram on the following page illustrates the key elements, services, stakeholders and support functions in our healthcare delivery value chain. Within the Climate and environment section of this report, a separate, emissions-specific lens is applied to the facilities, activities and relationships within this value chain (see pages 23–24).



Team members from IPN Medical Centres in Australia.

Our healthcare service delivery value chain





Climate and environment

3.1 Climate change and our response
3.2 Climate-related financial disclosures
3.3 Climate transition planning
3.4 Emissions context and accounting
3.5 Emissions targets and decarbonisation levers
3.6 Scope 1, 2 and 3 emissions
3.7 Emissions reduction initiatives by scope
3.8 Other environmental activities and initiatives

3.1 Climate change and our response

The Intergovernmental Panel on Climate Change's (IPCC) *Special Report on Global Warming of 1.5°C* 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]

Climate change is already affecting human health, communities and natural systems, with climate-related impacts and risks increasing as global temperatures rise.

As a healthcare company, Sonic Healthcare recognises the connection between human and environmental health and our responsibility to minimise the environmental impacts associated with our operations. We are focused on reducing greenhouse gas (GHG) emissions and managing other key environmental impacts, including energy use, waste generation and impacts on the natural environment.

Our response

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) Corporate Net-Zero Standard Version 2.0. For more information on Sonic's emissions targets, see 3.5 Emissions targets and decarbonisation levers.

Sonic is actively implementing emissions reduction initiatives across our operations. For more information on emissions reduction activities, please see 3.7 Emissions reduction initiatives by scope.

3.2 Climate-related financial disclosures

Sonic considers climate-related risks and opportunities as part of its broader approach to managing environmental impacts and supporting the long-term resilience of the business.

Climate-related financial disclosures for Sonic Healthcare Limited and its subsidiaries (the Group) for the year ended 30 June 2026 are included in Sonic's Annual Report 2026.

1 ipcc.ch/sr15/resources/headline-statements (accessed 7 September 2026).

Pursuant to Chapter 2M of the Corporations Act 2001, the Sustainability Report, which appears in the Annual Report, has been prepared in accordance with AASB S2 Climate-related Disclosures, the mandatory Australian Sustainability Reporting Standard issued by the Australian Accounting Standards Board. AASB S2 builds on the TCFD recommendations, retaining their focus on governance, strategy, risk management, and metrics and targets, and replaces Sonic's previous voluntary TCFD-aligned reporting.

3.3 Climate transition planning

Sonic does not currently have a formal, detailed climate transition plan, but is in the foundational stages of developing one. In the interim, Sonic continues to implement climate mitigation and adaptation initiatives as part of its response to managing climate-related risks.

Sonic recognises the importance of transition plans for establishing a credible, science-aligned pathway to reduce scope 1, 2 and 3 emissions.

3.4 Emissions context and accounting

Business model and emissions context

Principal activities

Sonic's principal activities involve the provision of pathology/clinical laboratory services for medical diagnostic testing in Australia, Germany, the US, Switzerland, the UK, Belgium, Poland, Liechtenstein and New Zealand. In Australia, Sonic also provides diagnostic imaging (including radiology) and occupational health services, and operates general practice medical centres and skin cancer clinics.

Sonic provides its 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 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 and the core outputs are clinical and diagnostic information, typically delivered to the end recipient electronically.



An electric motorcycle being used by a courier from The Doctors Laboratory in London, UK.

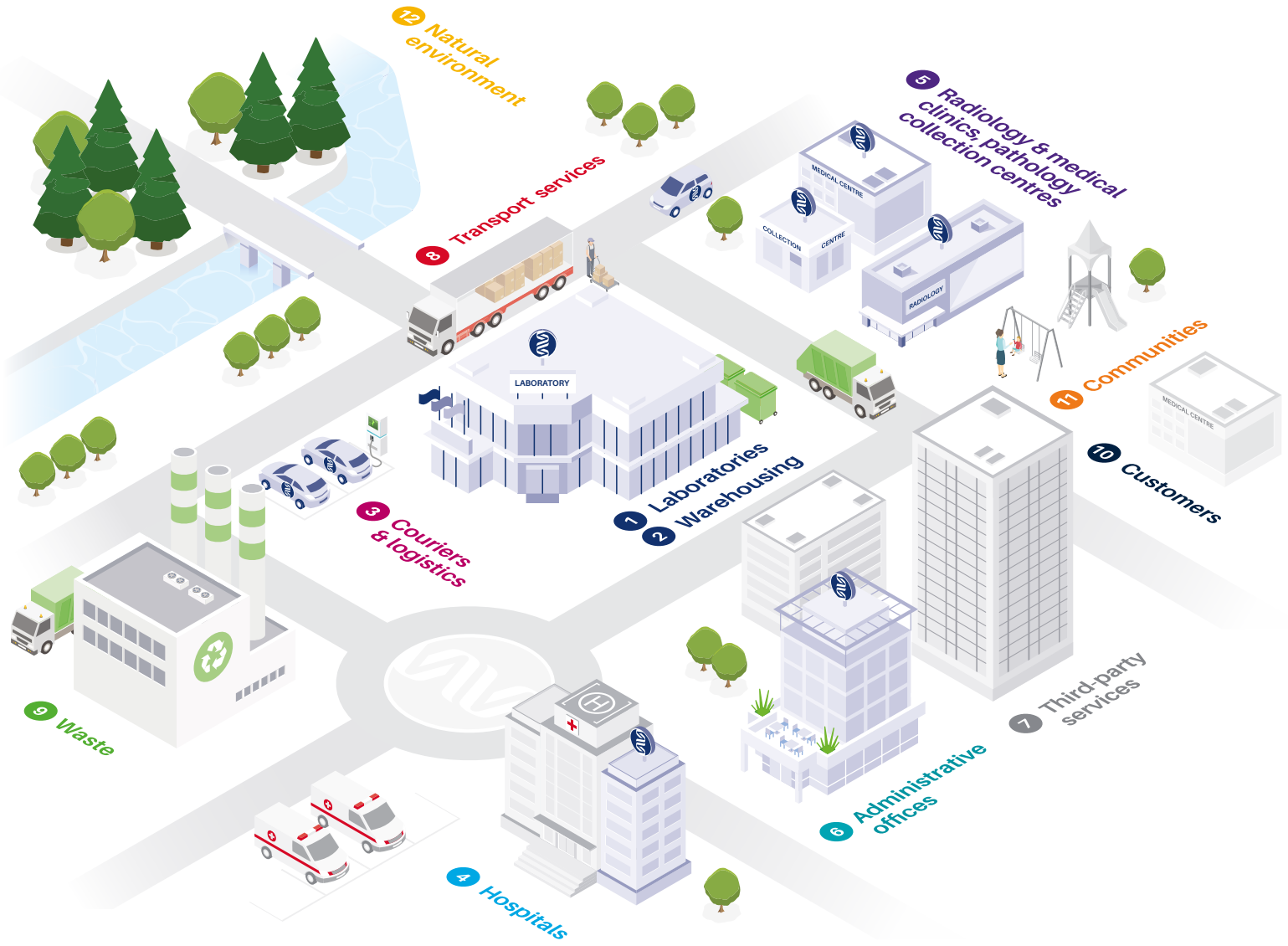
Our operational and value chain context for greenhouse gas emissions

Sonic's business model and value chain include activities that give rise to direct and indirect emissions. Understanding where these activities occur provides important context for identifying emissions sources, determining how they are classified across scope 1, 2 and 3, and prioritising emissions-management and decarbonisation activities.

This graphic shows Sonic's principal operations and selected upstream and downstream activities and relationships specifically through an emissions-accounting and decarbonisation lens. It provides the operational and value-chain context for our emissions inventory, including our laboratories, clinics, logistics network, suppliers, service providers, customers and waste-management activities.

Legend

- Own operations
- Upstream and downstream value chain



Key activities within Sonic Healthcare's value chain:	
1 Laboratories (Operated by Sonic Healthcare)	Specialised facilities for processing specimens and performing laboratory-based diagnostic testing.
2 Warehousing (Operated by Sonic Healthcare)	Facilities managing the storage and distribution of laboratory and medical supplies and consumables.
3 Couriers and logistics (Operated by Sonic Healthcare)	Operations transporting patient specimens, medical supplies and results between collection centres, radiology and medical clinics, laboratories and other healthcare providers.
4 Hospital laboratories and radiology clinics (Operated by Sonic Healthcare)	Sonic Healthcare operates onsite laboratory and radiology services within hospitals to provide diagnostic testing for hospital patients.
5 Radiology and medical clinics, pathology collection centres (Operated by Sonic Healthcare)	Radiology clinics, medical practices and pathology collection centres are frontline health service locations where patients receive diagnostic imaging, treatment and sample collection, representing critical community healthcare access points.
6 Administrative offices (Occupied by Sonic Healthcare)	Corporate and regional offices house management, IT and support teams who coordinate our healthcare operations around the world.
7 Third-party services (Upstream and downstream value chain)	External providers deliver a broad range of products and services across Sonic Healthcare's value chain.
8 Transport services (Upstream and downstream value chain)	External logistics and transport providers move goods and supplies to and from Sonic Healthcare's facilities.
9 Waste (Downstream value chain)	External providers treat and dispose of medical and operational waste generated by Sonic Healthcare's services and activities.
10 Customers (Downstream value chain)	Sonic Healthcare provides reliable, high-quality healthcare services to patients, healthcare professionals, hospitals, clinics, commercial and government clients.
11 Communities	Sonic Healthcare serves and works alongside local populations and stakeholders, including patients who rely on our healthcare services.
12 Natural environment	The ecosystems, resources and climate systems on which Sonic Healthcare's operations depend (for example, clean water, energy and stable climate conditions), which are, in turn, impacted by our activities.



Emissions accounting

Sonic measures and reports its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, unless otherwise required by AASB S2. The Group applies the operational-control approach to determine its reporting boundary and reports scope 1 emissions, scope 2 emissions on both a location-based and market-based basis, and scope 3 emissions following assessment across all 15 Greenhouse Gas Protocol categories. Emissions are calculated using direct activity data wherever available, with documented estimation methods applied where primary data cannot reasonably be obtained. Sonic continues to improve its data collection, management and validation processes as data availability and reporting requirements evolve.

This year, Sonic reset the base year for its emissions targets from FY2021 to FY2026. The reset reflects improvements in data granularity and integrity since the FY2021 baseline was established, as well as the atypical effect of the COVID-19 pandemic on FY2021 operations. Taken together, these factors make FY2026 a more representative and reliable basis for measuring emissions performance and tracking progress against Sonic's updated targets.

Further information on Sonic's emissions-accounting methodology, reporting boundaries, estimation methods, emission factors, restatements and related matters is provided in the Appendices, within section 7.2 Greenhouse gas emissions basis of preparation.

Carbon pricing

Sonic has not introduced internal pricing of environmental externalities (such as a shadow carbon price), as it has not been an immediate priority in our climate strategy.

Use of offsets

No offsets were used in the current reporting period.

Compliance

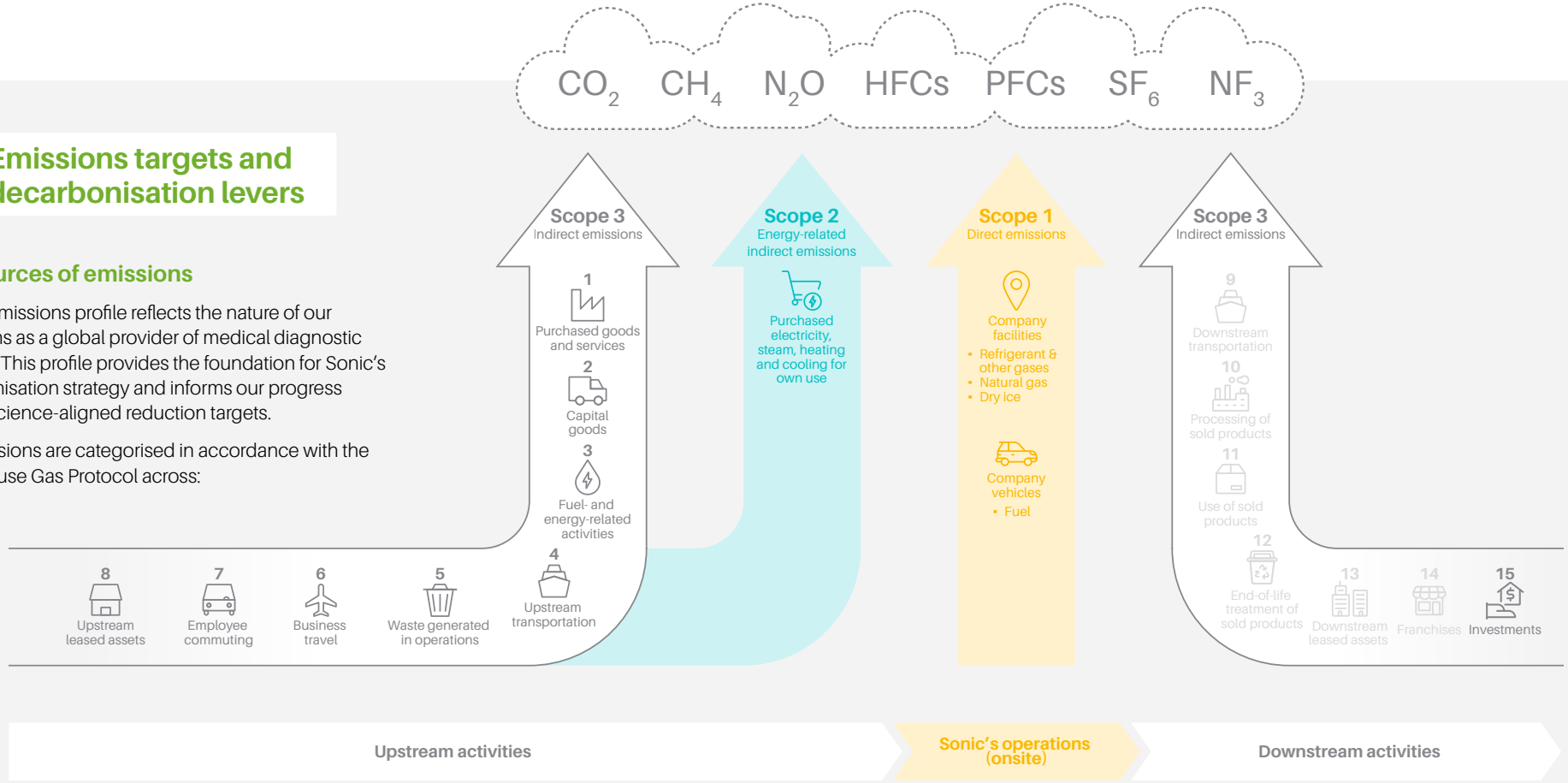
Sonic is committed to operating responsibly and complying with all relevant environmental laws and regulations in the countries where we operate.

3.5 Emissions targets and decarbonisation levers

Key sources of emissions

Sonic's 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), onsite 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 and reagents (classified under scope 3 category 1). Other significant scope 3 categories for Sonic include upstream transportation (category 4), employee commuting (category 7) and capital goods (category 2). Several downstream categories (9–14) are excluded from our inventory, as they are either not applicable to Sonic's operations or are immaterial.

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

Emissions targets

Reviewing and updating our targets

Following the reset of Sonic Healthcare's emissions target base year to FY2026, our FY2021-based emissions targets were reassessed against the updated scope 1, 2 and 3 emissions profile. The review sought to preserve the ambition of Sonic's previous science-aligned commitments while establishing targets that reflect the new emissions baseline and the latest science-based guidance, and provide a robust basis for measuring future performance.

As part of this process, Sonic undertook a decarbonisation modelling exercise to evaluate emissions-reduction pathways and inform the development of targets that are both achievable and aligned with the Group's long-term ambitions. The modelling considered projected emissions growth, available abatement opportunities and the feasibility of alternative target pathways.

Outcomes of this modelling are also intended to inform Sonic's climate transition planning, including the actions, assumptions and dependencies associated with achieving the updated targets.

The review also considered the Science Based Targets initiative (SBTi) Corporate Net-Zero Standard (CNZS) Version 2.0, published in June 2026. Version 2.0 introduces separate targets for scope 1, scope 2 and, where applicable, scope 3 emissions; five-year target cycles; target-setting based on the most recent comprehensive emissions data; and enhanced expectations for governance, transition planning, implementation and progress reporting. Sonic's updated targets have been developed with regard to these requirements while remaining broadly consistent with the ambition of its previous targets.

The updated targets were approved by the Sonic Healthcare Board in September 2026.

Updated emissions targets

Sonic has set the following science-aligned targets, measured from the updated FY2026 base year. Updated targets are presented alongside prior targets for comparability.

Target area	Updated target (FY2026 baseline)	Rationale	Target coverage	Previous target (FY2021 baseline)
Scope 1 emissions (Updated)	Reduce absolute scope 1 emissions by 16.7% by 30 June 2030 (from FY2026 base year)	Aligns with SBTi CNZS Version 2.0 requirement for separate scope 1 and 2 targets. Reflects a four-year target period and recognises that delivery will be driven primarily through fleet electrification, refrigerant management and fuel-switching initiatives.	100%	Combined scope 1 and 2 target: 43% reduction in scope 1 and 2 (market-based) emissions by 30 June 2030 (from FY2021 base year).
Scope 2 emissions (Updated)	Source 60% renewable electricity by 30 June 2030, and 100% by 30 June 2040	Aligns with SBTi CNZS Version 2.0 requirements for separate scope 2 targets. Renewable electricity procurement remains the primary decarbonisation lever for reducing purchased electricity emissions.	100%	As above, combined scope 1 and 2 target.
Scope 3 emissions	*Target setting in progress*	*Ambition to align with the supplier-alignment approach contemplated under SBTi CNZS Version 2.0.*	*Categories representing more than 5% of total scope 3 emissions and excluding categories 3, 7 and 8, consistent with SBTi CNZS Version 2.0*	No standalone near-term scope 3 target.
Net zero target (Retained)	Achieve net zero greenhouse gas emissions across scopes 1, 2 and 3 by 30 June 2050	Maintains Sonic's existing science-aligned long-term objective, consistent with the Paris Agreement's 1.5°C ambition.	100%	Achieve net zero greenhouse gas emissions across scopes 1, 2 and 3 by 30 June 2050.

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.
- Upgrading HVAC systems and refrigeration units to reduce leakage and improve energy efficiency (also impacting scope 2).
- Phasing out gases with global warming potential, 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 onsite 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 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.

Sonic Healthcare's science-aligned emissions targets



3.6 Scope 1, 2 and 3 emissions

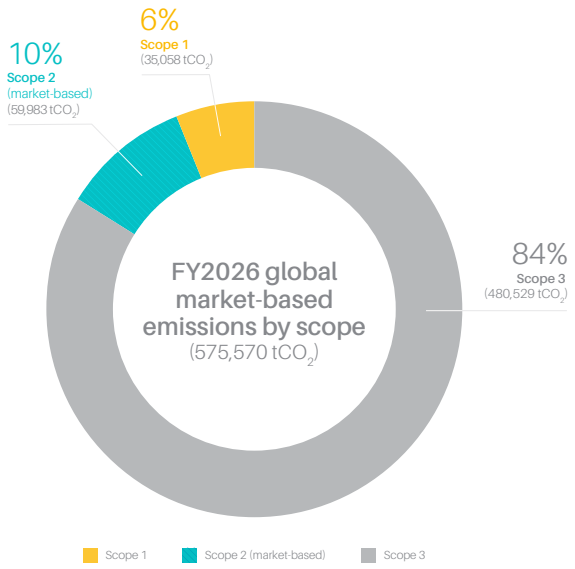
In FY2026, Sonic reset the base year for its emissions targets from FY2021 to FY2026. FY2026 is therefore the reference year from which progress against Sonic's updated emissions-reduction targets will be measured.

To support year-on-year comparison, provide directional context and demonstrate progress achieved through emissions-reduction initiatives, FY2025 emissions are presented throughout this section, where relevant, as restated prior year comparatives. The FY2025 emissions have been restated, where applicable, to improve comparability with FY2026 and to account for material changes in:

- Sonic's reporting boundary, including acquisitions, divestments and changes in operational-control assessments
- calculation methodologies
- emission factors
- improvements in data quality, including revisions to activity data, estimates or assumptions
- correction of errors identified in prior reporting periods.

The restated FY2025 emissions are provided for comparative purposes only and do not represent the base year for Sonic's updated emissions-reduction targets. Where comparative emissions are restated, Sonic discloses the nature and rationale for the change and its impact on previously reported emissions. For further details, see Notes on tables 1–14 and section 7.2 Greenhouse gas emissions basis of preparation in the Appendices of this report.

As FY2026 is the base year for Sonic's updated emissions targets, no progress against those targets is reported for FY2026 – progress will be measured from subsequent reporting periods. For directional context, FY2026 scope 1 and 2 (market-based) emissions are reported against Sonic's former target to reduce these emissions by 43% by 30 June 2030 from the original FY2021 base year (see pages 30–31).



Global emissions footprint (scopes 1, 2 and 3)

Sonic's FY2026 global emissions footprint increased by 3.8% using the location-based method and 2.9% using the market-based method, compared with restated FY2025 emissions. The increase was principally attributable to higher scope 3 category 2 (capital goods) emissions[1], reflecting strategic property investments during the year, including laboratory developments in Australia, Switzerland and the UK.

As with many organisations, scope 3 comprises the largest source of emissions for Sonic (~80%).

Global location-based emissions footprint (tCO_2)

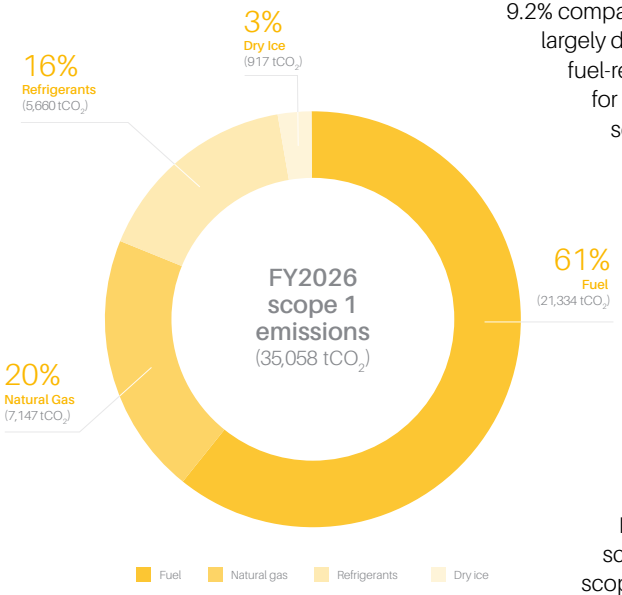
	FY2026 (current year)	FY2025 (prior year)	Variance (tCO_2)	Variance (%)
Scope 1	35,058	38,601	(3,543)	(9.2%)
Scope 2 (location-based)	82,029	83,154	(1,125)	(1.4%)
Scope 3	480,529	454,227	26,302	5.8%[1]
Total	**597,616**	**575,982**	**21,634**	**3.8%**

Global market-based emissions footprint (tCO_2)

	FY2026 (current year)	FY2025 (prior year)	Variance (tCO_2)	Variance (%)
Scope 1	35,058	38,601	(3,543)	(9.2%)
Scope 2 (market-based)	59,983	66,674	(6,691)	(10.0%)
Scope 3	480,529	454,227	26,302	5.8%
Total	**575,570**	**559,502**	**16,068**	**2.9%**

Scope 1 emissions

Scope 1 emissions (tCO_2)	FY2026 (current year)	FY2025 (prior year)	Variance (tCO_2)	Variance (%)
Fuel	21,334	24,064	(2,730)	(11.3%)
Natural Gas	7,147	7,772	(625)	(8.0%)
Refrigerants	5,660	5,580	80	1.4%
Dry Ice	917	1,185	(268)	(22.6%)
Total	**35,058**	**38,601**	**(3,543)**	**(9.2%)**



Sonic's FY2026 scope 1 emissions decreased by 9.2% compared with the restated prior period, largely driven by an 11.3% reduction in fuel-related emissions. This accounted for 77% (2,730 tCO_2) of the overall scope 1 emissions reduction and primarily reflected the continued transition of Sonic's global vehicle fleet from internal combustion engine vehicles to hybrid and electric vehicles. Higher fuel prices during the year also drove initiatives to further optimise courier routes, contributing to additional reductions in fuel consumption during the period.

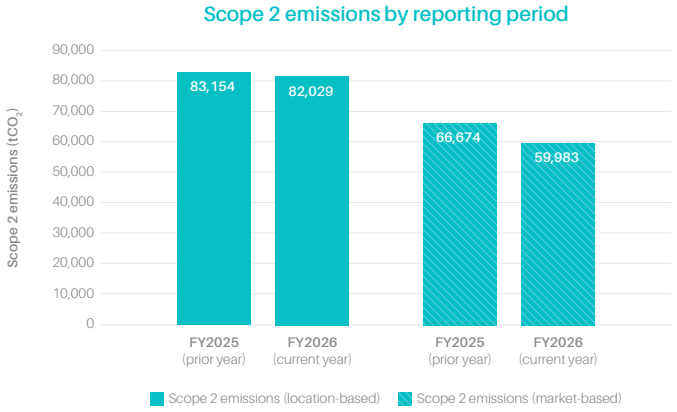
Scope 1 emissions target

In FY2026, Sonic set a standalone science-based target to reduce scope 1 emissions by 16.7% by 30 June 2030. In FY2026, this is equivalent to a 5,855 tCO_2 reduction in scope 1 emissions by 30 June 2030.

Scope 2 emissions

Sonic's scope 2 location-based emissions decreased by 1.4% (1,125 tCO_2) to 82,029 tCO_2 in FY2026, compared with the restated prior year. During the year, Sonic continued to pursue energy-efficiency initiatives and expand onsite solar generation. Solar electricity generation increased by 27.2% (707 MWh) to 3,302 MWh in FY2026 and was 175.6% (2,104 MWh) higher than in FY2023.

Sonic's scope 2 market-based emissions decreased by 10.0% (6,691 tCO_2) to 59,983 tCO_2, compared with the restated prior year. This reduction was supported by increased renewable electricity procurement, with purchased renewable electricity increasing from 69,222 MWh to 82,350 MWh.



Scope 2 renewable electricity target

In FY2026, Sonic set a science-based target to source 60% of its electricity from renewable sources by 30 June 2030 and 100% by 30 June 2040. Renewable electricity accounted for 43.7% of total electricity use in FY2026.

Scope 1 and 2 emissions

Progress against the previous combined scope 1 and 2 target

Prior to the FY2026 baseline reset process, Sonic had publicly stated targets to:

- achieve net zero greenhouse gas emissions by 2050
- reduce scope 1 and 2 (market-based) emissions by 43% by 2030 (against an FY2021 base year).

Notwithstanding the updated emissions targets set in September 2026 (see page 27), Sonic seeks to provide users with directional context on progress against its previously stated interim commitment.

At 30 June 2026, Sonic's scope 1 and 2 (market-based) emissions, calculated on a like-for-like basis, excluding the impact of the Laboratory Group Dr. Kramer and Colleagues (LADR) acquisition (completed on 1 July 2025), had reduced by 34.2% relative to the FY2021 base year and 11.1% relative to the prior period (FY2025). This progress measure excludes the emissions profile of the LADR laboratory group, and therefore does not represent Sonic's consolidated scope 1 and 2 emissions for FY2026.

Scope 1 and 2 emissions intensity

Scope 1 and 2 emissions intensity (tCO_2 per A$M revenue)[1, 2, 3]	FY2026 (current year)	FY2025 (prior year)	% change FY2026 vs FY2025
Global scope 1 GHG emissions intensity	3.2	3.7	(13.5%)
Global scope 2 (location-based) GHG emissions intensity	7.6	8.0	(5.0%)
Global scope 2 (market-based) GHG emissions intensity	5.5	6.4	(14.1%)
Global scope 1 and 2 (location-based) GHG emissions intensity	10.8	11.7	(7.7%)
Global scope 1 and 2 (market-based) GHG emissions intensity	8.7	10.1	(13.9%)

1 Prior year revenue values are restated for acquisitions and divestments to ensure alignment with the boundary used for FY2026.
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 year restated revenues are adjusted to include revenue only for the part of the year from the date of the respective acquisition, that is, not the full year.

Sonic measures emissions intensity in tonnes of CO_2 per A$ million of revenue. Prior year emissions are presented on a restated basis. To support comparability, FY2025 revenue has also been adjusted for FY2026 reporting boundary changes, to ensure a like-for-like comparison of emissions intensity.

In FY2026, all revenue-based emissions intensity measures decreased against the restated prior-year comparative. Scope 1 emissions intensity decreased by 13.5%, while scope 2 location-based and market-based emissions intensity decreased by 5.0% and 14.1%, respectively. The smaller reduction in location-based intensity is consistent with the effect of business growth on electricity demand outweighing, at least in part, savings from implemented energy-efficiency initiatives. The larger market-based reduction was supported by increased renewable electricity procurement.

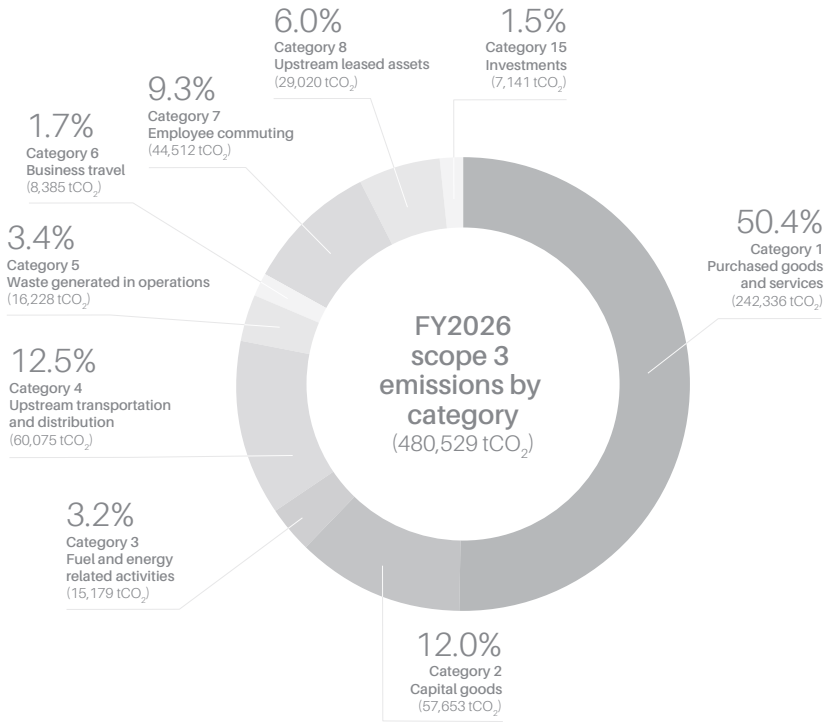
Together, these movements contributed to a 13.9% reduction in Sonic's combined scope 1 and 2 market-based emissions intensity.

Scope 3 emissions

Sonic's four largest scope 3 emissions categories in FY2026 were:

- **Category 1** Purchased goods and services – 50.4%
- **Category 4** Upstream transportation and distribution – 12.5%
- **Category 2** Capital goods – 12.0%
- **Category 7** Employee commuting – 9.3%

Together, these four categories accounted for 84.2% (404,576 tCO_2) of Sonic's total scope 3 emissions and 70.3% of Sonic's global emissions footprint using the scope 2 market-based method. Details of Sonic's scope 3 emissions-reduction activities can be found in 3.7 Emissions reduction initiatives by scope.



Scope 3 emissions by category

Scope 3 emissions by category (tCO_2)[1]						
Category (Greenhouse Gas Protocol)		Calculation method	FY2026 (current year)	FY2025 (prior year)	Change (FY2026 vs FY2025)	% of FY2026 scope 3
1	Purchased goods and services	Spend-based	242,336	239,823	2,513	50.4%
2	Capital goods	Average spend-based	57,653	33,471	24,182[2]	12.0%
3	Fuel- and energy-related activities	Average data method (scope 1 and 2 market-based fuel and energy data)	15,179	16,385	(1,206)	3.2%
4	Upstream transportation and distribution	Spend-based	60,075	56,672	3,403	12.5%
5	Waste generated in operations	Waste-type-specific (waste type, weight, disposal method) and average data (spend)	16,228	18,309	(2,081)	3.4%
6	Business travel	Distance-based, fuel-based and spend-based	8,385	9,103	(718)	1.7%
7	Employee commuting	Employee numbers, regional commuting patterns and emissions factors	44,512	44,482	30	9.3%
8	Upstream leased assets	Property area, average consumption and regional electricity and gas emission factors and refrigerant gases for shared/landlord-controlled HVAC	29,020	28,841	179	6.0%
15	Investments	Available revenue data	7,141	7,141	0	1.5%
	Total scope 3 emissions		**480,529**	**454,227**	**26,302**	**100.0%**

1 For further details, please refer to Notes on tables 1–14 and section 7.2 Greenhouse gas emissions basis of preparation in the Appendices of this report.
2 Increase principally attributable to strategic property investments during the year, including laboratory developments in Australia, Switzerland and the UK.

3.7 Emissions reduction initiatives by scope

Scope 1

Fuel

Fuel used by Sonic's vehicle fleet is the largest source of our scope 1 emissions. In FY2026, fuel-related emissions were 21,334 tCO_2, accounting for 60.9% of total scope 1 emissions. This represents an 11.3% reduction (2,730 tCO_2) compared with the restated prior year.

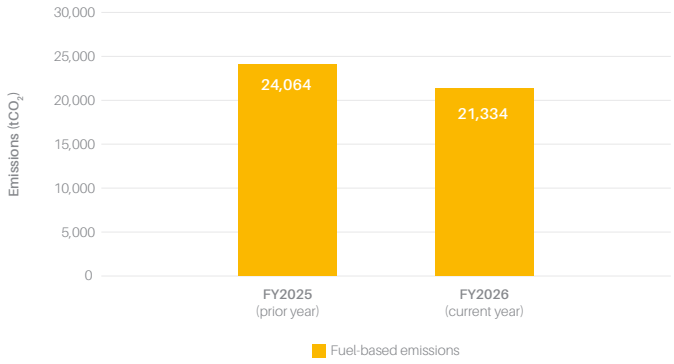
Courier services are a critical part of Sonic's pathology operations, enabling specimens to be transported quickly and securely from collection points to laboratories for diagnostic testing. The scale and frequency of these movements, often across large geographic areas, make fuel use associated with courier activities a significant source of our scope 1 emissions.

Sonic's priorities for reducing transport-related emissions include:

- transitioning to lower-emissions transport options
- optimising courier networks.

These initiatives aim to reduce transport-related emissions while maintaining the service standards required for timely and reliable diagnostic services.

Fuel-based emissions



Emissions reduction initiatives

Fleet transition

Sonic is progressively increasing the use of hybrid and electric vehicles across our global fleet as part of our efforts to achieve our target to reduce absolute scope 1 emissions by 16.7% by 30 June 2030.

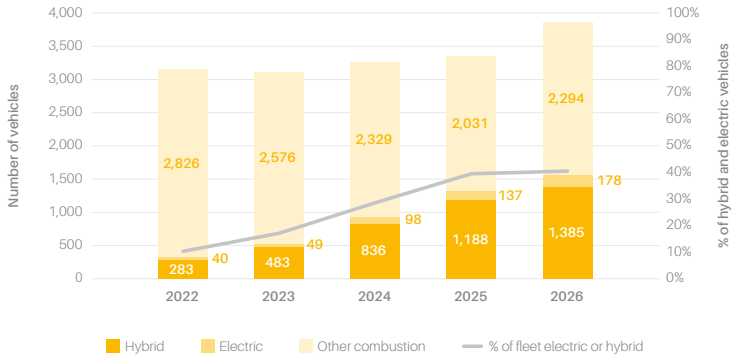
The pace of transition will depend on the availability of vehicles suited to Sonic's courier and operational requirements, access to charging infrastructure and differing route requirements and market conditions across jurisdictions. Sonic is progressively increasing the use of electric vehicles, while using hybrid vehicles as an interim option where full electrification is not yet operationally suitable.

In FY2026, Sonic's global fleet included:

- 1,385 hybrid vehicles (16.6% increase on FY2025)
- 178 electric vehicles (29.9% increase on FY2025)

In FY2026, hybrid and electric vehicles represented 40.5% of the global fleet, compared with 39.5% in FY2025, despite the total global fleet size having grown by 14.9%.The continued transition to hybrid and electric vehicles, together with other initiatives to reduce fuel use, led to an 11.3% reduction in fuel-based emissions in FY2026, when compared with the restated prior year.

Number of electric or hybrid motor vehicles in Sonic Healthcare's global fleet



Operational experience with electric vehicles

Sonic is progressively increasing the use of electric vehicles (EVs) across our global operations. Trials and deployment of EVs across several regions continue to provide practical insights into their suitability for Sonic's courier operations.

- **Operational suitability:** EVs are currently best suited to shorter metropolitan routes where vehicle range and access to charging can be effectively managed. Longer-distance and multi-shift courier routes can present greater challenges, particularly where charging opportunities are limited. Hybrid vehicles therefore continue to provide a practical transition option where full electrification is not yet operationally suitable.
- **Charging infrastructure:** Access to suitable charging infrastructure remains an important consideration in the pace of EV adoption. Some Sonic facilities have limited electrical capacity to support multiple or rapid chargers, while charging requirements must also be accommodated within courier schedules.
- **Fleet performance and operating costs:** EV deployment has demonstrated opportunities to reduce fuel use and vehicle maintenance requirements. Regenerative braking can also improve energy efficiency, particularly on urban routes involving frequent stopping and starting.
- **Staff experience and safety:** Sonic continues to consider driver experience and safety as EVs are introduced, including familiarisation with differences in vehicle handling and acceleration.

The transition to EVs will be implemented progressively, taking into account vehicle suitability, route requirements, charging access and local market conditions. The emissions benefits of electrification will also depend on the electricity used to charge vehicles, with renewable electricity providing greater potential to reduce associated emissions.

Courier network optimisation

Sonic practices around the world use a range of digital tools to optimise courier routes, improve operational efficiency, reduce fuel consumption and support timely specimen transport. These systems can reduce unnecessary kilometres travelled, through dynamic scheduling, route optimisation and real-time vehicle tracking, enabling dispatch teams to adjust courier runs in response to specimen volumes, collection requirements and vehicle availability.

Fleet management systems also support ad hoc collections by identifying the nearest available vehicle, helping to reduce travel distances and improve responsiveness. These capabilities are particularly important in pathology and laboratory medicine, where timely and reliable specimen transport supports diagnostic turnaround times and patient care.

In FY2026, Sonic divisions continued to expand and refine the use of these technologies and other route-optimisation initiatives. Together with the transition to lower-emissions vehicles, these initiatives support Sonic's target to reduce absolute scope 1 emissions by 16.7% by 30 June 2030 from the FY2026 base year, while maintaining the operational requirements of Sonic's courier networks.

Low-carbon specimen transport in urban Germany

Reducing the environmental impact of specimen transport requires solutions that are tailored to local conditions. Across Germany, Sonic Healthcare laboratories are exploring alternative transport models that help lower emissions while maintaining reliable and responsive diagnostic services.

In Berlin, Labor 28 has integrated an electric cargo bike into its courier fleet following a successful pilot program. The e-cargo bike is now used for scheduled collections and short-notice pickups, providing an efficient alternative for suitable journeys in the city centre. Its ability to navigate congested streets and avoid vehicle fuel use supports lower-emission specimen transport while maintaining service flexibility.

A similar focus on localised logistics is evident at Labor im Sommershof in Kall. Following the laboratory's relocation to a more central site in the North Eifel region, several nearby referring practices are now able to deliver specimens on foot, eliminating direct transport emissions for those journeys. The new location has also reduced reliance on longer courier routes while maintaining access to an expanded range of diagnostic services.

Together, these initiatives demonstrate how locally adapted transport solutions can support lower-emission logistics, improve operational efficiency and contribute to Sonic Healthcare Germany's broader efforts to reduce transport-related emissions.

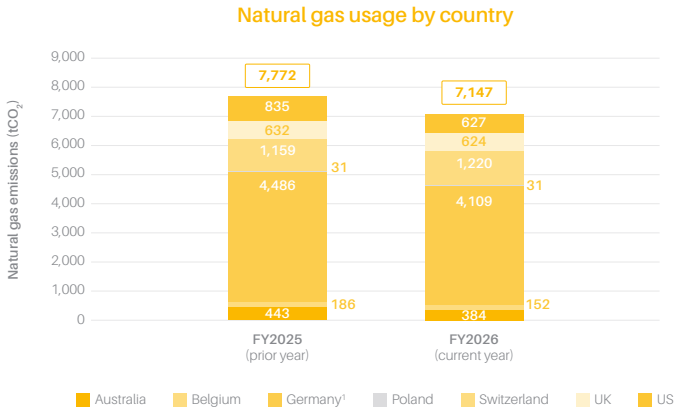
Natural gas

In FY2026, Sonic enhanced its natural gas estimation methodology to make greater use of observed site-level data and incorporate site type, geographic and climate considerations where actual usage data was unavailable. The enhanced methodology was also restated for the FY2025 prior period. Together with acquisition-related boundary changes, this increased FY2025 natural gas emissions from 3,795 tCO_2 (as reported in FY2025), to 7,772 tCO_2 on a restated basis, providing a more comparable basis for assessing FY2026 performance.

Against the restated prior year comparative, natural gas emissions decreased by 8.0% to 7,147 tCO_2 in FY2026. Natural gas remained a significant source of Sonic's direct emissions, accounting for 20.4% of total scope 1 emissions, and 7.5% of combined scope 1 and 2 (market-based) emissions (that is, emissions under Sonic's operational control). Despite the reduction in natural gas emissions in FY2026, natural gas's share of scope 1 emissions remained broadly unchanged at approximately 20% compared with the restated prior period, after accounting for reductions across other scope 1 emissions sources during the year.

In FY2026, natural gas use remained concentrated in Germany, which accounted for approximately 57.5% of emissions associated with natural gas. German natural gas emissions decreased by 8.4% in FY2026 against the restated prior period.

The US recorded a 24.9% reduction in natural gas use, primarily reflecting the closure of selected sites and lower consumption at remaining sites. In the UK, Sonic procured renewable gas certificates equivalent to 7,524 GJ (422 tCO_2), representing 67.7% of natural gas consumption at UK sites within Sonic's operational control. Sonic continues to prioritise reducing natural gas demand and replacing gas-fired heating with lower-emissions alternatives where practical.



1 Includes LADR operations.

Ongoing initiatives

Alternatives for use of natural gas in Germany

Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 62

Sonic Healthcare Germany continues to reduce reliance on natural gas through new laboratory developments, including the relocation of diagnosticum Neukirchen to a modern facility using heat pump technology and electricity in place of gas heating.

Refrigerant gases

Many refrigerants used in heating, ventilation and air-conditioning (HVAC) systems have a 100-year global warming potential (GWP) thousands of times greater than carbon dioxide. In FY2026, emissions attributable to refrigerants accounted for 5,660 tCO_2, a 1.4% increase on the restated prior period, representing 16.1% of scope 1 emissions and approximately 6.0% of combined scope 1 and scope 2 market-based emissions.

In FY2026, we improved our estimation of emissions from HVAC systems and large walk-in cool rooms where asset-level refrigerant data was unavailable, to provide a more robust estimation of operational emissions associated with refrigerant gases. The estimation methodology involves the application of assumptions reflecting site characteristics, equipment type and refrigerant charge, annual leakage rates and refrigerant-specific 100-year GWP values from the IPCC's Sixth Assessment Report (AR6).

In FY2026, Sonic also assessed medical gas procurement data to identify gases with a GWP and evaluate the potential significance of associated emissions across the Group. The analysis determined that most medical gases used in Sonic's operations, including oxygen, nitrogen, liquid nitrogen, argon, helium and medical air, have zero GWP. Emissions associated with these gases were assessed as immaterial and have therefore not been reported.

Ongoing initiatives

Upgrading HVAC systems delivers cost and emissions savings in the US

Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 62

Sonic Healthcare USA continued to replace ageing HVAC infrastructure during FY2026 to improve energy efficiency, equipment reliability and environmental performance. Across the division, 10 new HVAC replacement systems were installed, using refrigerants with substantially lower GWP than refrigerants used in older HVAC equipment, significantly reducing the potential climate impact associated with refrigerant leakage over the life of the equipment. The upgrades also support lower energy consumption through the replacement of older equipment with more efficient systems.

Dry ice

Dry ice, the solid form of carbon dioxide, is used to keep pathology specimens cold during transport, and releases carbon dioxide when it sublimates. In FY2026, emissions from dry ice use were 917 tCO_2, a decrease of 22.6% (268 tCO_2) from the restated prior period. Dry ice accounted for 2.6% of FY2026 scope 1 emissions and approximately 1.0% of combined scope 1 and 2 (market-based) emissions.

Replacing dry ice with reusable cooling technology

Maintaining precise temperatures during specimen transport is essential to ensuring the quality and reliability of diagnostic testing. In Germany, Labor Staber in Munich is reducing the environmental impact of this process by introducing reusable phase-change material (PCM) cooling packs as an alternative to dry ice for suitable transport applications.

Unlike dry ice, which must be continually replenished and disposed of after use, PCM packs can be reused multiple times while maintaining the stable temperatures required for many specimen transport needs. This helps reduce dry ice consumption and the emissions associated with the production, transport and handling of single-use cooling materials.

During the first three months of operation, the initiative avoided the use of an estimated 1,320 kg of dry ice. Extrapolating this reduction out over a full year indicates that up to 5 tCO_2 of emissions could be avoided annually through this initiative.

Ongoing initiatives

Innovative alternatives for use of dry ice

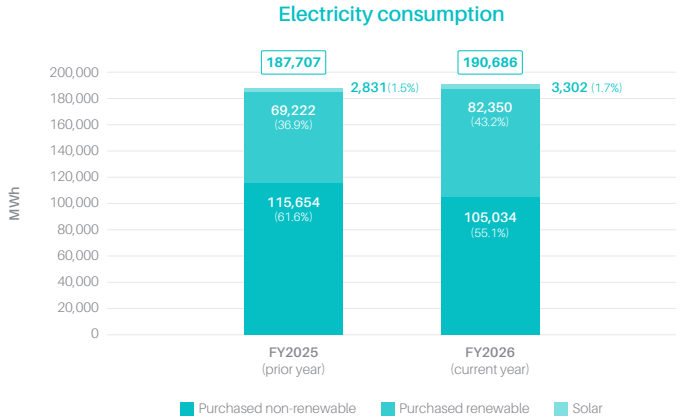
Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 63

Sonic Healthcare USA (SHUSA) continued to expand its reusable cooler program during FY2026, with additional cooling units ordered to further reduce reliance on dry ice. More than 500 coolers have been deployed across the Southwest, Mid-South and Hawaii regions. Based on SHUSA's analysis, dry ice use in these regions was approximately 43% lower across FY2025 and FY2026 than the FY2024 baseline, representing an estimated cumulative reduction of approximately 550 tonnes of dry ice, equivalent to approximately 550 tCO_2 of avoided emissions, over the two-year period.

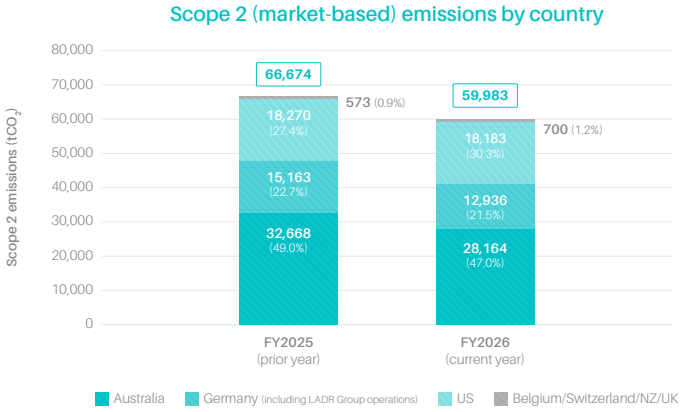
Scope 2

Purchased electricity

Purchased electricity remains the largest source of emissions under Sonic's operational control. In FY2026, scope 2 emissions represented 70.1% of combined scope 1 and 2 emissions using the location-based method and 63.1% using the market-based method.



Total electricity use increased by 1.6% (2,979 MWh) to 190,686 MWh in FY2026, compared with the restated prior period. However, the composition of electricity use continued to shift towards renewable sources. Purchased renewable electricity increased by 19.0% (13,128 MWh), from 69,222 MWh to 82,350 MWh during the period, while purchased non-renewable electricity decreased by 9.2% (10,620 MWh), from 115,654 MWh to 105,034 MWh. Onsite solar generation included in the restated electricity use profile increased 16.6% (471 MWh), from 2,831 MWh to 3,302 MWh.



Emissions reduction initiatives

Renewable electricity

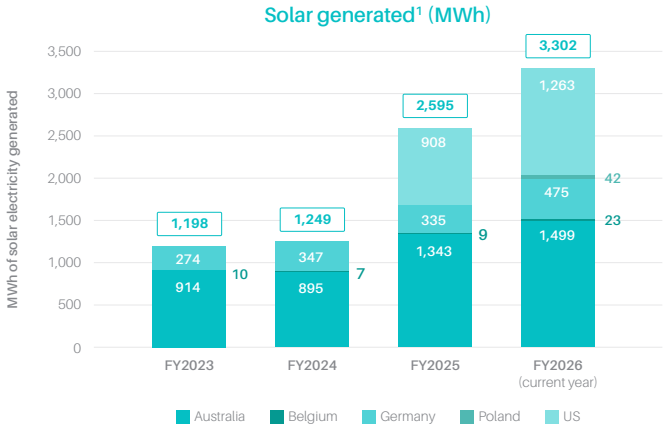
Renewable electricity accounted for 43.7% of Sonic's total electricity in FY2026.

In FY2026, scope 2 emissions from Germany and the associated LADR jurisdictions, which account for 21.6% (12,936 tCO_2) of global scope 2 emissions, decreased by 14.7% (2,227 tCO_2) against the restated prior period. US emissions were broadly stable at 18,183 tCO_2 but increased as a proportion of the Group total, from 27.4% to 30.3%, because of reductions achieved in other major regions. Australia remained the largest source of market-based scope 2 emissions in FY2026, representing 47.0% (28,164 tCO_2) of the total. This was a 13.8% reduction (4,504 tCO_2) from the restated FY2025 comparative.

To address Australia's significant share of Group electricity use and scope 2 emissions, Sonic's Australian operations are covered by a renewable electricity contract that progressively increases renewable electricity coverage across sites within Sonic's operational control, reaching 100% by 30 June 2030. Together with renewable electricity procurement in other jurisdictions, onsite generation and energy efficiency initiatives, this contract is a key component of Sonic's pathway to reducing market-based scope 2 emissions, towards Sonic's target to source 60% renewable electricity by 30 June 2030.

Onsite renewable electricity generation

Sonic continued to expand onsite renewable-electricity generation during FY2026. Global solar generation (not restated for prior periods) increased by 27.2% (707 MWh), from 2,595 MWh in FY2025 to 3,302 MWh in FY2026. This was 175.6% higher than the 1,198 MWh generated in FY2023.



The US recorded the largest year-on-year increase of 39.1%, with solar generation rising by 355 MWh to 1,263 MWh. Generation also increased in Australia by 11.6% (156 MWh) to 1,499 MWh and in Germany by 41.8% (140 MWh) to 475 MWh.

Onsite renewable generation complements Sonic's procurement of renewable electricity by reducing demand for purchased electricity and increasing the proportion of electricity generated directly at Sonic facilities. Sonic continues to assess opportunities for further installations, taking into account site suitability, electricity demand, investment requirements and local operating conditions.

Global electricity generated by solar installations[1] (MWh)

FY2026 (current year)	FY2025	FY2024	FY2023	% change FY26 vs FY25	% change FY26 vs FY23
3,302	2,595	1,249	1,198	27.2%	175.6%

Global installed solar panel capacity[1] (MW)

FY2026 (current year)	FY2025	FY2024	FY2023	% change FY26 vs FY25	% change FY26 vs FY23
3.15	2.97	1.58	1.14	6.1%	176.3%

1 Solar generation and installed capacity data has not been restated for prior periods.

Expanding renewable energy generation in the US

Sonic Healthcare USA is continuing to invest in renewable energy across its laboratory network. During FY2026, installation of a new rooftop solar system was completed at American Esoteric Laboratories in Memphis, Tennessee. The system comprises approximately 1,500 US-manufactured solar panels and is expected to become Sonic's largest onsite solar installation globally.

Once connected, the system is expected to generate renewable electricity equivalent to approximately 30% of the facility's annual electricity requirements. At the time of reporting, the installation was awaiting connection approval from the local authority and had therefore not contributed to FY2026 solar generation.

Energy efficiency

Energy efficiency is an important lever for reducing scope 2 emissions by lowering electricity demand across Sonic's laboratories and other facilities. Initiatives such as more efficient HVAC systems, lighting, equipment and building controls complement renewable electricity procurement and onsite generation, supporting reductions in electricity consumption, associated emissions and operating costs.

Advancing sustainable laboratory practices and energy efficiency at AML, Belgium

During FY2026, AML's Microbiology Department became the first clinical laboratory in Belgium to achieve My Green Lab's highest 'Green' level certification – an internationally recognised benchmark for sustainable laboratory practice. The certification followed a collaborative project with My Green Lab and a key supplier focused on reducing the environmental footprint of microbiology workflows through energy optimisation, waste reduction and more efficient use of laboratory resources.

Following the certification, AML continued a range of associated energy- and resource-efficiency initiatives, including increasing onsite solar generation, upgrading infrastructure to improve solar panel performance, expanding LED lighting installations and consolidating ultra-low-temperature freezer capacity. Recycling and waste reduction initiatives also continued across its operations.

Against this backdrop, during FY2026, electricity use in Belgium declined by 8.5% compared with the restated prior period.

Ongoing initiatives

Buildings – Bremen

Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 66

In FY2026, Sonic Healthcare Germany's Bremen laboratory achieved DGNB Gold certification, delivering on the sustainability objectives established during the facility's design and development.



Medizinisches Labor Bremen's DGNB Gold-certified laboratory, Bremen, Germany.

Scope 3

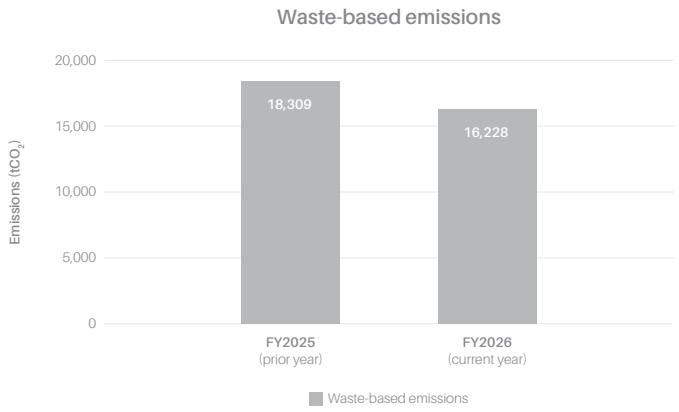
Scope 3 emissions arise across Sonic's value chain and require a broader range of reduction approaches than emissions from our direct operations. Key initiatives focus on areas where Sonic can influence emissions through procurement, supplier engagement, transport and logistics, waste reduction and other value-chain activities.

Circular economy and waste

Waste generated through Sonic's operations can contribute to emissions, air pollution and broader environmental impacts. Landfill, the least preferred option in the waste hierarchy, can generate methane, a potent greenhouse gas, while incineration can result in carbon dioxide emissions and the loss of materials that might otherwise be retained through reuse or recycling.

Under the Greenhouse Gas Protocol, emissions from the third-party treatment and disposal of waste generated by Sonic's operations are reported under scope 3 category 5 (waste generated in operations). In FY2026, scope 3 waste-based emissions were 16,228 tCO_2, representing 3.4% of Sonic's total scope 3 emissions. This was a decrease of 2,081 tCO_2, or 11.4%, from the restated FY2025 comparative of 18,309 tCO_2.

Sonic's operational approach to waste is guided by the waste hierarchy, prioritising waste avoidance and reduction, followed by reuse, recycling, recovery and responsible disposal. Across our operations, initiatives focus on improving the segregation of clinical, hazardous, recyclable and general waste; increasing recycling and recovery; reducing reliance on single-use materials; and identifying opportunities to retain materials in use for longer.



Waste management providers are subject to appropriate environmental and operational requirements, including relevant licences and compliance with applicable legislation. Where appropriate, Sonic also considers recognised environmental, quality and occupational health and safety management certifications as part of the supplier selection process.

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 11 October 2026).

Waste reduction initiatives

Waste reduction, improved segregation and increased recycling remain key focus areas across Sonic's global operations, with businesses continuing to identify practical opportunities to avoid waste, divert materials from landfill and incineration, and improve resource recovery.

A key focus is improving waste segregation at our sites. Waste audits and operational reviews have identified opportunities to redirect materials from general, clinical and other disposal streams to recycling where appropriate. Local sustainability and operations teams are working with waste-management providers to improve segregation practices and enhance the quality and granularity of waste data, supported by employee education and clearer guidance on appropriate waste streams. Sites are also encouraged to consolidate waste collections where practicable, including ensuring waste containers are appropriately filled before collection, to reduce unnecessary transport and associated emissions.

Sonic businesses continue to implement waste reduction and circular economy initiatives appropriate to their local operations. Procurement and operations teams also work with suppliers to reduce waste and improve resource efficiency, including by identifying opportunities to:

- reduce or replace single-use plastics and polystyrene, reduce packaging volumes and increase the use of reusable, recyclable or recycled-content materials where practicable
- expand recycling and recovery programs for materials including cartridges, batteries, polystyrene, specimen bags and other consumables
- recover and recycle certain laboratory chemicals, including xylene and formalin
- provide organic waste collection and food-waste composting at selected sites
- transition to digital workflows to reduce paper consumption
- use polystyrene compactors at selected Australian sites to facilitate recycling
- establish internal working groups to improve waste management and develop additional recycling and material-recovery streams.

Recycling formalin to reduce laboratory waste

At Pathology Trier in Germany, a formalin recycling system is helping reduce chemical waste while supporting the efficient use of resources in routine laboratory operations.

Formalin plays an essential role in preserving tissue samples for diagnostic testing, but traditionally must be disposed of after use. Through the new recycling process, used formalin is collected in a dedicated tank and processed using a specialist distillation method that recovers, on average, around 80% of the solution. The recycled formalin achieves near-virgin purity and can be reused in place of newly manufactured product.

By reducing the volume of fresh formalin required and limiting the disposal of a hazardous, water-polluting substance, the initiative is lowering both environmental impacts and operational costs.

Operational improvements reduce specimen bag use

In Sonic Healthcare's Australian Pathology division, our core value of Continuous Improvement is delivering benefits for both the business and the environment. Since calendar year 2024, Australian pathology laboratories have reduced specimen bag purchases by 22%, equivalent to approximately 30 tonnes of avoided packaged material. While our specimen bags are already manufactured from recycled plastic, reducing the number of bags used remains an important step in lowering resource consumption, minimising waste and reducing operating costs.

The initiative began with a review of existing collection and transport practices. Teams identified that significant numbers of uncontaminated specimen bags were being discarded despite remaining fit for purpose. Working closely with collectors and laboratory reception staff, Sonic implemented risk-assessed processes to safely reuse suitable bags, diverting large volumes from the waste stream. This practice has now been adopted across many laboratories nationally and reflects a simple but effective example of how operational innovation can create tangible ESG outcomes.

Further improvements have been achieved through redesigned specimen transport processes. Over the past 12 months, Sonic's Sydney and Melbourne laboratories introduced new collection workflows that allow multiple specimens to be transported together in bulk bags rather than individually. This change has delivered a 14% reduction in specimen bag usage at those sites while also reducing specimen handling.

In Queensland, the team has taken the initiative a step further by partnering with a local provider to recycle used specimen bags into garbage bags that are then used by the laboratory for general laboratory waste.

Together, these initiatives demonstrate how practical, locally driven solutions can reduce waste, create operational efficiencies and support Sonic's broader sustainability objectives.



Improving recycling and employee engagement across Sonic Suisse

Creating more sustainable workplaces often begins with small changes that make it easier for employees to take action. Across Sonic Suisse, regional Green Teams are helping drive environmental initiatives that encourage responsible resource use and strengthen employee engagement in sustainability.

One focus area has been the introduction of dedicated recycling zones, which have now been rolled out across selected Sonic Suisse sites. The recycling zones provide employees with convenient access to collection points for paper, plastic, glass, aluminium, PET and organic waste. The initiative aims to improve waste separation, increase recycling rates and raise awareness of responsible waste management practices in the workplace.



A Sonic Suisse recycling zone.

Replacing single-use packaging with reusable supply bags

Reducing waste often starts with rethinking everyday materials. Across several Sonic Healthcare Germany laboratories, reusable bags are helping replace single-use cardboard cartons traditionally used to deliver specimen collection materials and other supplies to referring practices.

Used by laboratories in Bremen, Hamburg and Karlsruhe, the bags are manufactured from recycled materials, including recycled polypropylene, recycled PVC and recycled nylon. Designed for repeated use, the bags are collected during subsequent courier visits and returned to the laboratory for reuse, helping to reduce packaging consumption and waste generation. At the end of their useful life, the materials can be recycled and incorporated into the production of new bags, supporting a more circular approach to resource use.

Ongoing initiatives

Promising alternative to incinerating regulated medical waste

Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 70

Sonic Healthcare USA continued to treat regulated medical waste through onsite high-temperature steam sterilisation during FY2026, processing more than 1.4 tonnes of regulated medical waste.

Transition to circular specimen bags

Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 70

Sonic Healthcare Germany continues to expand its circular specimen bag initiative, with recycled and recyclable transport bags now in use across seven subsidiaries, and further rollout planned. To date, approximately 2.2 million bags, comprising around 19 tonnes of film, have been supplied, with nearly 10 tonnes of used film compacted onsite and returned for recycling.

Solvent recycling increases sustainable pathology practices

Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 71

Sullivan Nicolaides Pathology continued its xylene-recycling program in FY2026. Building on this experience, Sonic Healthcare Australia Pathology is evaluating opportunities to expand xylene recycling to additional laboratory locations where operationally and commercially viable.

Circular recycling of plastics

Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 73

- **Belgium:** AML Belgium's EnAdviS Tip Tray Back program continued in FY2026, recycling more than three tonnes of empty Roche Cobas tip trays. The source-separated polystyrene trays are collected and processed into recycled granulate for use in new products.
- **Australian pathology:** Styrofoam recycling continued across Sonic Healthcare Australia Pathology in FY2026. Sullivan Nicolaides Pathology also expanded its circular-plastics initiatives by recycling specimen bags into bin liners, and diverting more than two tonnes of plastic waste – primarily needle caps – with trays and other suitable plastics also captured for recycling.

Reduction in radiological film usage

Originally reported in: Sonic Healthcare's Sustainability Report 2023, p. 36

Sonic Healthcare's Australian Radiology division continues to reduce reliance on radiological film through ongoing digitisation initiatives, with progress monitored through annual ESG reporting. In FY2026, usage reduced 28.1% on the prior period, and 78.0% since 2023.

Australian Radiology	FY2026	FY2025	FY2024	FY2023
Number of film sheets	145,975	203,124	277,801	664,654

Employee commuting

Employee commuting represented 9.3% (44,512 tCO_2) of Sonic's scope 3 emissions in FY2026, broadly consistent with the restated FY2025 total of 44,482 tCO_2. These emissions arise from travel by our global workforce between their homes and Sonic's laboratories, clinics, medical centres and patient collection facilities.

Across the Group, an increasing number of Sonic locations provide onsite electric vehicle charging for staff, supporting the transition to lower-emissions commuting options.

Supporting lower-impact commuting in Germany

Germany accounts for approximately 20% of Sonic's Scope 3 Category 7 employee commuting emissions, highlighting the importance of practical solutions that reflect local travel patterns. At Bioscientia's Karlsruhe laboratory, a car-sharing initiative is encouraging employees to consider alternatives to single-occupancy vehicle travel.

The program connects employees who live near one another or travel similar routes, enabling them to share journeys to and from work. In addition to reducing the number of vehicles on the road, the initiative helps lower commuting costs, ease parking demand and strengthen connections between colleagues.

The car-sharing initiative complements other sustainable mobility programs across Sonic Healthcare Germany, including bicycle leasing schemes, cycling infrastructure and electric vehicle charging facilities. Together, these measures demonstrate how a combination of practical transport solutions can support lower-impact commuting while helping employees access workplaces safely and conveniently.

Sustainable procurement

Sonic is committed to procuring high-quality, innovative products and services that provide whole-of-life value and support the safe, reliable and uninterrupted delivery of our healthcare services. Our procurement decisions consider product quality, value, service continuity and supply-chain resilience, together with relevant environmental and social impacts. Where relevant, we also assess prospective suppliers' sustainability credentials and their approach to responsible sourcing, human rights and ethical business practices.

Sustainability considerations are incorporated into relevant procurement contracts and request-for-proposal assessments, including criteria relating to emissions, waste and circularity, packaging, transport and logistics, and supplier policies and disclosures. For equipment procurement, these considerations may also include whole-of-life costs, end-of-life management and opportunities to reduce operational energy and water requirements.

Sonic's Supplier Policy, revised in June 2026, sets out the ethical, environmental, social and human rights standards expected of suppliers in their own operations and, using reasonable endeavours, throughout their supply chains. The revised policy includes specific expectations relating to environmental management and climate-related practices, human rights and modern slavery, and responsible sourcing, including conflict-minerals due diligence. Supplier performance and compliance may be assessed through risk assessments, onboarding and ongoing supplier-management processes, performance metrics, evidence requests, reviews and audits. Where issues are identified, Sonic's preferred approach is to engage with the supplier on practical corrective actions and continuous improvement, while retaining the ability to escalate material or persistent non-compliance.

Supplier engagement

Scope 3 emissions are Sonic's largest source of emissions, totalling 480,529 tCO_2 in FY2026 and accounting for 83.5% of Sonic's total market-based emissions footprint. Purchased goods and services accounted for 50.4% of scope 3 emissions and capital goods for 12.0%. Together, these categories represent 62.4% of scope 3 emissions and 52.1% of Sonic's total market-based scope 1, 2 and 3 emissions, reinforcing the importance of procurement and supplier collaboration to Sonic's long-term decarbonisation strategy.

During FY2026, Sonic continued engagement with selected major and strategic suppliers to understand their sustainability strategies, climate targets, relevant certifications and initiatives affecting products and services supplied to Sonic.

Areas of engagement include:

- **Climate targets:** understanding suppliers' emissions-reduction and net zero commitments, including whether targets are validated by, or aligned with, recognised science-based frameworks, such as the Science Based Targets initiative.

- **Emissions data and disclosure:** seeking supplier-specific and product-specific emissions data, including product carbon footprints or customer-specific greenhouse gas allocation reports, together with transparent calculation methodologies and, where available, independent assurance of publicly disclosed emissions.
- **Equipment efficiency and end-of-life management**: exploring equipment and product options that can reduce energy use and, where relevant, water requirements during operation, as well as supplier take-back, refurbishment, reuse and responsible recycling arrangements for equipment at end of life.
- **Transport and logistics**: identifying opportunities to reduce emissions associated with freight, distribution networks and delivery arrangements.
- **Packaging, waste and circularity:** working with suppliers to reduce unnecessary packaging and material use, increase recycled or recyclable content, and support reuse and recycling initiatives where clinically and operationally appropriate.

Supplier engagement will also support Sonic's work during FY2027 to develop a near-term scope 3 target for Board consideration.

3.8 Other environmental activities and initiatives

Water

Sonic recognises that environmental sustainability extends beyond reducing greenhouse gas emissions. The following activities and initiatives are intended to reduce our broader environmental footprint and support responsible environmental management across our global operations.

Operational water use

Water and sewage services at our facilities are provided by municipal water providers and local utilities in both metropolitan and rural areas. Sonic's operations do not draw water directly from underground water tables, protected catchments or other ecologically sensitive sources.

Although water has not historically been prioritised to the same extent as Sonic's currently identified material sustainability topics, water management is addressed through Sonic's Climate and Environment Policy.

Sonic's operational water withdrawal is primarily associated with:

- analytical and laboratory equipment, which requires water of defined quality and volume to support reliable testing
- cleaning, sanitation and infection-control activities
- general use by employees and patients.

The technical requirements of installed analytical equipment can limit opportunities to reduce water use without equipment replacement or process modification. Water efficiency is therefore one of the considerations that may be assessed when selecting new equipment or reviewing laboratory processes. 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.

Water withdrawal

Sonic collects water withdrawal data for facilities within our operational control that are larger than 1,000 m^2, and where data is accessible. These are generally major laboratories and offices where water is separately metered and usage is higher than at smaller offices, collection centres and clinics. Sites included in current water reporting represent approximately 42% of sites under Sonic's operational control by floor area (m^2).

Smaller facilities are commonly co-located with other businesses and lack dedicated meters. Their use is generally associated with handwashing, bathroom and staff amenity facilities; consequently, these sites are not yet comprehensively included in the reported withdrawal figure.

Water withdrawal

	FY2026	FY2025	FY2024	% change FY26 vs FY25	% change FY26 vs FY24
Total water withdrawal kilolitres (kL)	369,592	309,654	301,201	19.4%	22.7%
Water withdrawal intensity kL per square metre	0.99	1.06	1.06	(6.6%)	(6.6%)

In FY2026, reported water withdrawal increased by 19.4% compared with the prior year, primarily due to the inclusion of additional sites from LADR, Sonic Suisse and Labor Staber, which contributed an aggregate 59,493 kL. Excluding these additions, reported water withdrawal remained broadly consistent with FY2025. Unlike emissions data, prior period water withdrawal data is not restated to reflect changes in the reporting boundary.

Improvements to water data collection and assessment

Sonic acknowledges that its existing reporting boundary does not provide a complete view of water withdrawal across all facilities. Sonic intends to progressively improve data completeness, including through estimates for smaller or unmetered sites where direct data cannot reasonably be obtained. Potential estimation factors include facility size, facility type and employee headcount, supplemented by data from comparable sites.

Sonic has not yet formally assessed its exposure to water-stressed areas or determined the number of facilities with substantive water-related dependencies, impacts, risks or opportunities. Further work is also intended to assess these matters across direct operations and the upstream value chain, including potential exposure to water-stressed locations. This work will help determine whether additional facility-level assessments, management actions or water-related targets are warranted.

Pollutants

Pathology/laboratory medicine

Certain chemicals, reagents and biological materials used in diagnostic processes may adversely affect water ecosystems or human health if they are not appropriately handled, contained and disposed of. Potential pollutants associated with laboratory operations include:

- **Organic solvents,** such as xylene, methanol and acetone, used in histology and sample processing.
- **Fixatives and stains,** including formalin/formaldehyde solutions and stains used for diagnostic processing, may contain substances that can be toxic, increase biological oxygen demand or contain persistent pollutants if not handled properly.
- **Acids and bases,** including hydrochloric acid and sodium hydroxide, used for cleaning and analysis, may alter pH if released without appropriate treatment or control.
- **Pathogens in medical specimens,** including blood, tissue and bodily fluids, which require controlled collection, processing, storage and disposal.
- **Other environmentally hazardous compounds,** identified through applicable chemical classifications, safety data sheets and hazard labelling.

Radiology

Potential water pollutants associated with traditional radiology film processing have reduced substantially as Sonic's radiology practices have moved to digital image capture and electronic delivery. This transition has reduced the use of developer and fixer chemicals at sites where film-based processes have been discontinued.

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, reducing the risk of potential water pollutants and protecting local ecosystems and public health.

Nature

Nature is an emerging area of awareness for Sonic. We recognise that our operations and value chain interact with land, water, ecosystems and biodiversity, and that healthy natural systems support both environmental and human health. To strengthen our understanding of these interactions, Sonic intends to undertake nature-related risk assessments to identify and assess potential dependencies, impacts, risks and opportunities across our operations and value chain.

Locally led initiatives also provide practical examples of how Sonic businesses can contribute to the protection and restoration of natural environments.

Restoring peatland biodiversity in Switzerland

Healthy peatlands play an important role in supporting biodiversity, regulating water systems and storing carbon. In Switzerland, alongside the State of Neuchâtel, the Swiss Confederation and conservation organisation Pro Natura, Sonic Suisse is supporting the restoration of the Joux-du-Plâne peat bog, a nationally significant wetland ecosystem in the canton of Neuchâtel.

The project focuses on restoring the bog's natural hydrology by re-saturating peat soils and creating the conditions needed for sphagnum mosses and other characteristic peatland species to return. Restoration works have created approximately 4,400 m^2 of shallow open-water habitat and are expected to benefit around 13,000 m^2 of peatland.

While the full ecological benefits will emerge over time as vegetation re-establishes, re-wetting the site is expected to help limit ongoing carbon emissions and support the eventual restoration of the peatland's carbon-storage function.





Flora and fauna of the Joux-du-Plâne peat bog.

Environmental management systems

Recognised environmental management systems provide a structured approach to identifying and managing environmental impacts, improving environmental performance and supporting compliance with applicable requirements. Within Sonic, Sonic Healthcare UK, Medica in Switzerland and Bioscientia's Karlsruhe laboratory in Germany are certified to ISO 14001, *Environmental management systems*. Bioscientia's Karlsruhe laboratory is also registered under the European Union's Eco-Management and Audit Scheme (EMAS). EMAS incorporates ISO 14001 environmental management system requirements and adds requirements for verified environmental performance, legal compliance and public environmental reporting.

During FY2026, Bioscientia progressed work to extend EMAS registration to its main site in Ingelheim and branch locations in Berlin, Jena, Mainz and Moers. Initial environmental reviews were completed during the first quarter of 2026 and actions were identified from the findings. As at 30 June 2026, these sites were working towards EMAS registration.

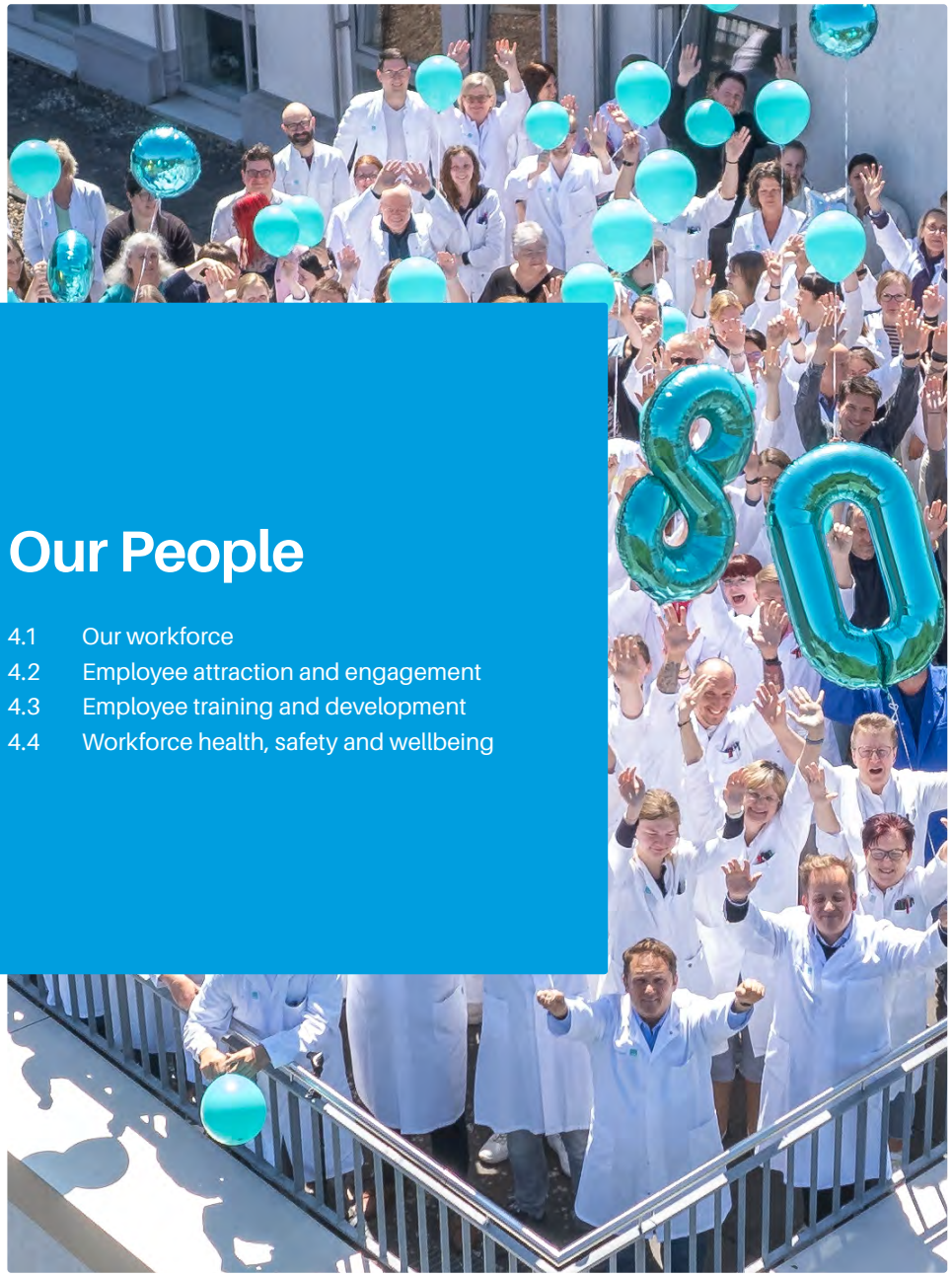
In addition, during FY2026, AML's Microbiology Department became the first clinical laboratory in Belgium to achieve My Green Lab's highest 'Green' level certification, an internationally recognised benchmark for sustainable laboratory practice.

Ongoing initiatives

Green Teams update

Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 77

Sonic Suisse's Green Teams continued to drive local sustainability initiatives during FY2026, including waste segregation improvements, textile recycling programs that repurpose old uniforms, and environmental education activities across the business.



Our People

4.1 Our workforce
4.2 Employee attraction and engagement
4.3 Employee training and development
4.4 Workforce health, safety and wellbeing

Staff celebrating the 80-year anniversary of the LADR Group, Geesthacht, Germany.

4.1 Our workforce

Sonic Healthcare'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 (see About Sonic Healthcare), and underpins everything we do.

The table below shows our total workforce (including all employees and contractors) by country and gender as at 30 June 2026.

FY2026 total workforce by country and gender

	Female	Male	Total	% female
Australia	15,177	4,626	19,803	76.6%
Belgium	330	156	486	67.9%
Germany[1]	8,806	4,058	12,864	68.5%
New Zealand	148	56	204	72.5%
Switzerland[2]	1,951	826	2,777	70.3%
United Kingdom	2,355	1,489	3,844	61.3%
United States	5,385	2,295	7,680	70.1%
Total	**34,152**	**13,506**	**47,658**	**71.7%**

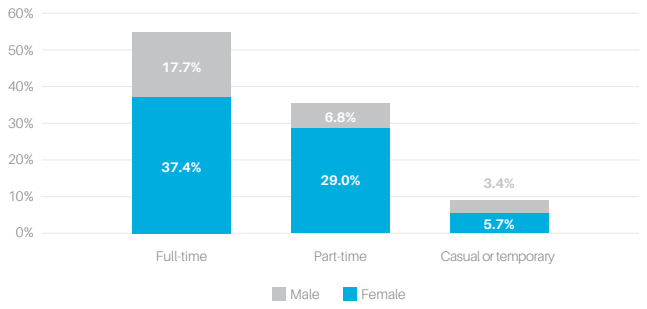
1 Includes LADR Group operations.
2 Includes operations in Liechtenstein.

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

Workforce status

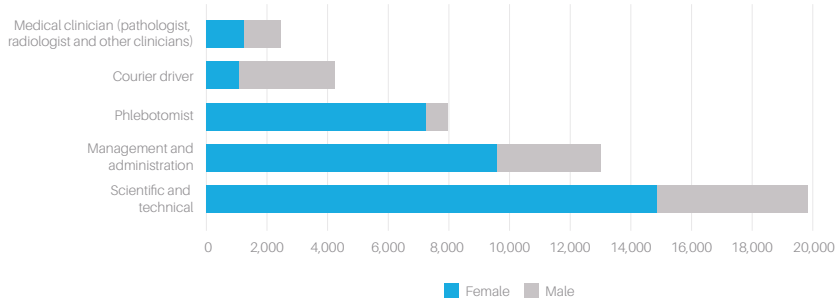
The graph below shows the relative percentages of total on-payroll employees by employment type and gender, as at 30 June 2026.

FY2026 on-payroll workforce status by employment type and gender



During FY2026, Sonic employed 9,645 new people to replace vacant existing roles or to fill newly created roles. Women filled 68.3% of these new hires. This figure includes 60 executive senior management positions, of which 26 or 43.3% were filled by women.

FY2026 workforce by role type and gender

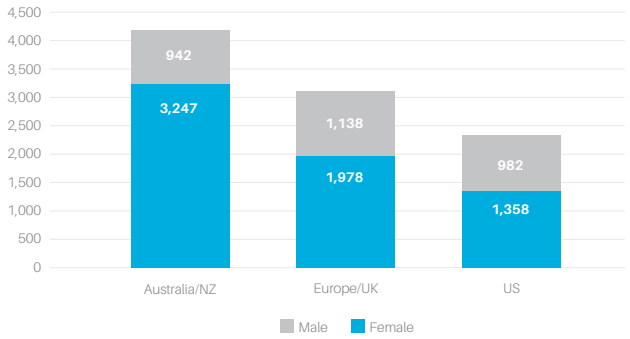


Scientific and technical staff account for a substantial proportion of Sonic's workforce, reflecting the specialist nature of our operations. Other significant workforce groups include management and administrative staff, medical clinicians and phlebotomists. Gender representation varies across these groups, with women more highly represented in phlebotomy and scientific and technical roles, a relatively even balance among medical clinicians, and men more highly represented among courier drivers.

New hires by region

The graph below 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 1,900 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.

FY2026 new hires by region



Workforce 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. Local initiatives that support inclusive workplaces include diversity and cultural awareness learning in parts of Australia, and disability, neurodiversity and inclusion-focused learning in the UK.

Women make up 71.7% of Sonic's overall workforce and 52.9% 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.

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

Gender diversity: female representation at 30 June 2026

	Total workforce	% female
Board of Directors	9	55.6%
Executive senior management[1]	683	38.7%
Total senior leadership[2]	3,933	52.9%
Science-based roles[3]	22,036	73.1%
Whole of workforce	47,658	71.7%

1 Includes CEO or head of each reporting unit and their executive management teams.
2 Includes executive senior management, 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:

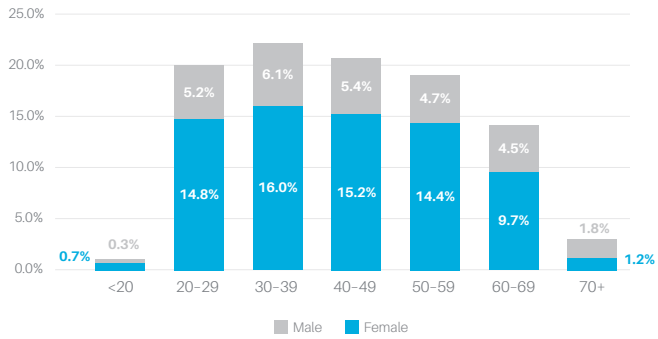
- at least 40% female representation at senior executive level by 30 June 2030
- at least 50% female representation in the workforce generally.

In FY2026, 38.7% of executive senior management was female, just under our 40% target. Our 50% workforce gender target has been exceeded, with 71.7% of our workforce being female.

The Board gender composition was 55.6% female during FY2026, 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.

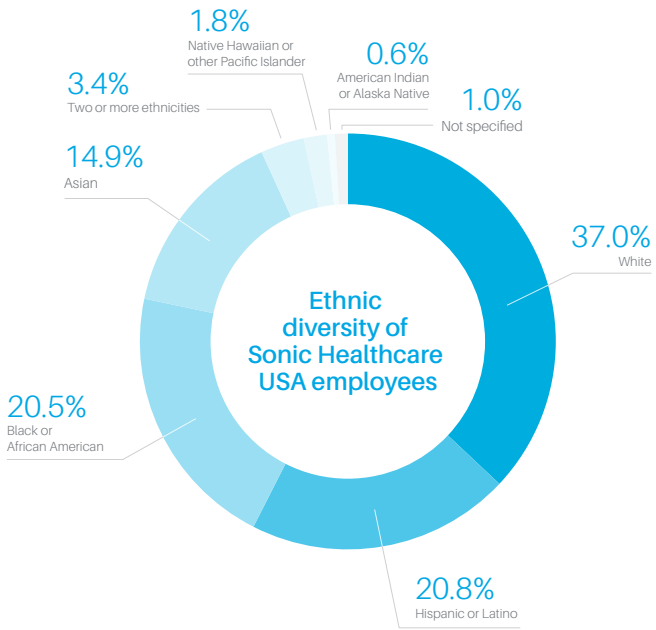
FY2026 on-payroll employees by age bracket



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 US), we value the contribution made by our ethnically diverse and harmonious workforce.

The self-reported ethnic diversity of our on-payroll US workforce is represented in the chart below:



4.2 Employee attraction and engagement

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 47,000 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.

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 About Sonic Healthcare), 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 are encouraged. Reporting suspected instances of non-compliance is supported, with clear instructions on how to report concerns set out in our Labour Standards and Human Rights Policy and Code of Conduct and Ethics. 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.

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.

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

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 FY2026 staff turnover rate of 14.3% is a slight increase on the FY2025 turnover rate of 13.7%, which was the lowest turnover rate Sonic had recorded since FY2021.

Turnover for our global employed workforce

	FY2026	FY2025	FY2024	FY2023
Senior management voluntary turnover rate[1]	4.1%	4.7%	4.7%	3.6%
Total employee voluntary turnover rate	14.3%	13.7%	15.6%	16.4%

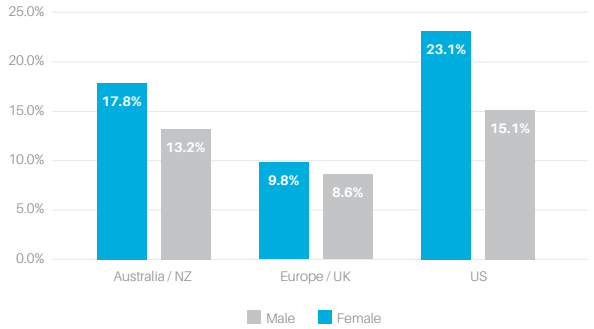
1 Voluntary turnover excludes leavers who retire, transfer internally, are made redundant, and/or are temporary casual relief workers.

To provide further context to global voluntary turnover figures, FY2026 voluntary turnover is also presented by region and gender.

Australia/NZ and the US collectively employ more than 90% of our global phlebotomist (pathology specimen collector) workforce. This staff group equates to 26.4% of our Australian/NZ workforce and 26.8% 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.

Australia's overall turnover rate decreased from 20.6% in FY2023 to 16.7% in FY2026. This improvement occurred alongside initiatives to support phlebotomists, particularly during their first 12 months of employment, and increased attention to issues identified through exit interviews. Data on staff retention and engagement across the Australian workforce will be further enhanced with the implementation of a new HR management system, which will commence in FY2027.

FY2026 employee turnover by region



In the US, staff turnover has increased from 16.7% in FY2025 to 20.7% in FY2026. In FY2025, a country-wide staff engagement survey was undertaken (see page 51). In addition to being certified A Great Place to Work®, insights from this survey are assisting management teams in the development of HR strategy.

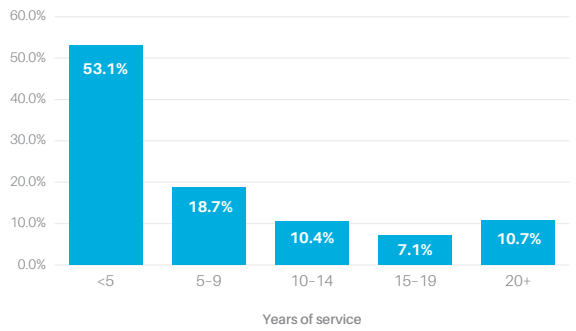
Supporting employees who serve their communities

Clinical Labs of Hawaii (CLH) is committed to supporting employees both in the workplace and in the communities they serve. In FY2026, this commitment was recognised through the Freedom Award, the highest employer honour presented by the US Department of Defense for support of National Guard and Reserve Service members.

Awarded to only 15 employers across the US each year, the Freedom Award recognises organisations that go above and beyond in supporting employees who balance civilian careers with military service. Significantly, nominations can only be made by Guard and Reserve personnel or their family members, making the recognition a direct reflection of employees' experiences.

For CLH, the award highlights the importance of creating an inclusive and supportive workplace, where employees are empowered to fulfil both their professional and community commitments. The recognition reinforces CLH's culture of care and respect, while demonstrating how supporting employees in all aspects of their lives can strengthen engagement, wellbeing and connection to the communities it serves.

FY2026 employee length of service



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 FY2026 turnover rate of 14.3% was balanced by 28.2% 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

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.

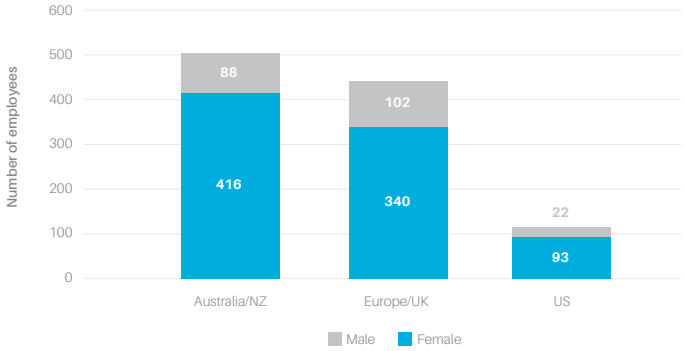
Access to parental leave is an important consideration for many existing and prospective staff, with 43% of our total global employees aged under 40, 73% of which are female.

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 FY2026, 18,793 employees were entitled to paid company parental leave, and 34,264 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 1,061 employees (representing 2.3% of total on-payroll workforce) took parental leave during the year, with 83.4% of them returning to work after their leave finished. Additionally, analysis of the employees who returned from parental leave in the prior year showed that 81.3% were still employed 12 months later.

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

Parental leave taken during FY2026



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 (including equal pay for equal work laws), 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 47,000 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 FY2026, we continued our focus on creating fulfilling and supportive workplaces across all levels of the organisation, investing in programs and policies that promote open communication, professional development and employee wellbeing.

Staff engagement surveys continue to be conducted across various divisions to assess employee satisfaction, workplace culture and areas for improvement. In FY2026, several businesses also expanded opportunities for employee participation through initiatives such as employee suggestion platforms, staff sounding boards, ideas hubs and structured exit interview programs.

These mechanisms enable employees to share feedback, contribute to workplace improvement initiatives and help shape actions that support wellbeing, engagement and organisational performance. Together with local team meetings, direct dialogue with management and whistleblower protections, these channels help foster a culture where employee perspectives are heard, valued and acted upon.

Creating clearer career pathways through Progression+

Supporting employee development and career progression is an important part of attracting and retaining a skilled workforce. During FY2026, Sonic Healthcare UK introduced Progression+, a new pay and career framework designed to provide employees with greater clarity, consistency and transparency around career development and progression opportunities.

The framework was developed in consultation with employees and employee representatives in response to feedback that staff wanted a clearer understanding of career pathways, pay progression and the skills and experience required for advancement. Progression+ establishes structured progression pathways, recognises skills development and includes annual market benchmarking to help ensure pay remains competitive and fair.

By providing employees with greater visibility of how they can develop and grow within the organisation, Sonic Healthcare UK is supporting career planning, professional development and long-term retention.

Ongoing initiatives

Sonic Healthcare USA recognised as Great Place to Work®

Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 87

Sonic Healthcare USA continues to use the Great Place to Work® framework to assess employee experience, with preparations underway for its next employee survey and workplace culture review.

4.3 Employee training and development

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.

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 page 54). 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 FY2026, an estimated 17.4 hours of training per employee was provided, with more than 815,000 hours of training provided in total. This was a 4% increase in total training hours compared to FY2025, reflecting continued improvement to structured recording of training hours, as well as an increase in the overall provision of training.

Developing careers and workforce capability

Sonic supports staff wishing to pursue further education to deepen their technical expertise, gain advanced qualifications and build long-term careers in healthcare. This support includes study and conference leave, education allowances, payment of course and training fees, mentoring, and partnerships with education and training providers. These opportunities help employees develop the clinical, technical, administrative and leadership capabilities needed to progress within the organisation.

By investing in recognised qualifications, structured career pathways and early-career development, Sonic also contributes to building the future healthcare workforce. These initiatives help create a sustainable pipeline of skilled people equipped to respond to evolving diagnostic and patient-care needs, while strengthening workforce capability, succession and retention across our businesses.

Building career pathways through QXR's training partnership

Accessible development pathways help employees build rewarding careers while strengthening the skills Queensland X-Ray (QXR) needs to support its services. During FY2026, QXR implemented formalised workforce-development programs with TAFE Queensland for clerical employees. The partnership is designed to increase workforce capability and provide a more structured approach to career progression.

Working with TAFE Queensland, QXR tailored two development pathways: a Certificate III in Medical Administration and a Diploma of Leadership and Management. Together, the courses provide employees with opportunities to develop healthcare-administration and leadership skills while gaining formal qualifications that can support their career progression. QXR's FY2026 reporting also records internal evaluations of its TAFE and leadership and management courses, supporting ongoing review of the learning experience.

By linking formal education with clearer career pathways, QXR is investing in its people and developing talent from within. The initiative is intended to strengthen administrative and leadership capability and contribute to a skilled, adaptable future healthcare workforce.

Supporting biomedical science careers in the UK

Developing our people is central to building a skilled and sustainable workforce. During FY2026, Sonic Healthcare UK continued to support aspiring biomedical scientists through the Sonic Training Academy, providing a structured route into the profession that combines academic study, practical laboratory experience and professional development.

The programme helps apprentices build the knowledge, skills and professional capabilities required for registration and a long-term career in biomedical science. By supporting learning in both academic and laboratory settings, the Academy is helping to develop the next generation of biomedical scientists and strengthen Sonic Healthcare UK's future workforce.

Sharing expertise across Sonic Suisse

Collaboration and knowledge sharing play an important role in supporting professional development across Sonic Suisse. During FY2026, the organisation brought together employees from its French-, Italian- and German-speaking regions for its Academic Day, creating an opportunity to exchange expertise, strengthen connections and showcase innovation across the business.

The event featured presentations from leaders and specialists across a range of disciplines, including genetics, histopathology, clinical chemistry, haematology and immunology. Employees also shared emerging developments in diagnostic medicine and laboratory science, covering topics such as genomic sequencing, neurological biomarkers, pharmacogenomics and artificial intelligence-supported workflows.

The Academic Day also highlighted new approaches to knowledge sharing and collaboration, including the introduction of SmartAuthor, a digital tool designed to translate medical content into multiple languages and formats. Enabling employees to share insights, learn from one another and explore new technologies supports continuous professional development and helps build a more connected and innovative workforce across Sonic Suisse.



Sonic Suisse Academic Day, September 2025.

Creating career pathways through workforce development

Building a strong and sustainable workforce requires investment in employee growth and career progression. At Clinical Labs of Hawaii (CLH), the Medical Laboratory Technician Career Advancement Program is helping employees develop new skills and pursue rewarding careers in laboratory medicine.

Designed for phlebotomists seeking to advance into technical laboratory roles, the program combines a flexible online curriculum, delivered in partnership with Weber State University, with practical clinical training and hands-on experience in CLH laboratories. This approach enables employees to continue working while gaining the qualifications and experience needed to progress their careers.

The program has already delivered positive outcomes for both employees and the organisation. To date, 18 employees have enrolled, eight have graduated and transitioned into medical laboratory technician roles, and 89% of participants remain employed with CLH. Creating clear pathways for career advancement and developing talent from within enables CLH to improve employee retention, strengthen workforce capability and build the next generation of laboratory professionals.

Expanding learning and development across Sonic Healthcare UK

Supporting continuous learning is an important part of developing a skilled, inclusive and future-ready workforce. During FY2026, Sonic Healthcare UK continued to expand its learning and development offering, providing employees with access to a broad range of training and professional development opportunities through Sonic Learn and complementary learning programs.

A key initiative was the '12 Months of Workplace Learning' series, which delivered monthly learning modules on topics including neurodiversity, resilience, women in leadership, disability inclusion and change management. Additional training resources were introduced throughout the year, covering areas such as artificial intelligence, menopause awareness and the Oliver McGowan mandatory training program for relevant patient-facing employees.

Sonic Healthcare UK also continued its Train the Trainer program, helping employees build training and coaching capabilities while supporting IBMS portfolio supervision and professional accreditation pathways. Together, these initiatives are helping to create a culture of lifelong learning, equipping employees with the skills and knowledge needed to support career development, inclusion and high-quality patient care.

Leadership development

Sonic's federated operating model depends on strong local leadership, supported by a shared commitment to developing talent from within. Succession planning and leadership development are therefore approached as an ongoing part of workforce capability-building, with programs designed to identify emerging leaders, support career progression and prepare employees for future leadership roles. This focus helps strengthen continuity, retain organisational knowledge and build the leadership capability needed to support Sonic's long-term growth.

Building future leaders at Labor 28

Developing future leaders is an important part of maintaining a strong and sustainable workforce. At Labor 28 in Berlin, Germany, a dedicated leadership development program is helping employees build the skills, confidence and experience needed to take the next step in their careers.

The program focuses on identifying emerging talent and supporting both personal and professional growth through structured development conversations, mentoring and practical leadership experience. Employees are encouraged to reflect on their career aspirations, strengths and development opportunities, while receiving guidance from experienced leaders as they take on increasing levels of responsibility.

Learning is reinforced through a series of workshops and leadership forums covering topics such as team development, collaboration, communication, conflict resolution and employee engagement. By combining mentoring with real-world leadership experiences, the program helps employees develop the capabilities needed to lead high-performing teams and build long-term careers within the organisation.

Through initiatives such as this, Sonic Healthcare Germany continues to invest in developing future leaders, supporting employee growth while strengthening leadership capability across the business.

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, strengthens leadership capability and fosters connection across 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 the self-awareness to understand one's impact, the ability to foster a shared sense of purpose, and the emotional insight to build trust, strengthen relationships and lead effectively.

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

In FY2026, more than 3,000 participants attended Sonic Connect workshops worldwide, reflecting the strong demand for learning, leadership development and cultural connection across the organisation.

Topics included:

- Emotionally intelligent leadership
- Coaching for growth
- Leading through strengths
- Building resilience
- Creating a positive culture
- Conflict management
- Developing high-performing teams
- Leading through change

New leadership-focused programs for 2026

As part of Sonic Connect's commitment to succession planning and leadership development, programs such as 'Coaching for growth' and 'Leading through strengths' helped leaders build their capability to identify, support and develop talent within their teams.

By understanding individual strengths and adopting a coaching approach, leaders are better equipped to have meaningful development conversations, create growth opportunities and nurture future leaders.

These initiatives support succession planning and strengthen long-term leadership capability while reinforcing a culture where people are encouraged to realise their potential and build long-term careers within Sonic.

Feedback

Feedback plays an important role in shaping our development programs. Participant insights are sought following workshops to help measure impact, identify emerging development needs and inform future learning priorities. This enables Sonic Connect to continually evolve its programs, ensuring they remain relevant, practical and aligned to the needs of our people, leaders and Sonic Healthcare.

Ongoing initiatives

Sonic Suisse training school



Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 88

Sonic Suisse's training school continued to provide structured education and development opportunities in FY2026, supporting workforce capability and helping build the next generation of laboratory professionals.

Employee survey highlights positive feedback for Sonic Learn in the UK



Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 89

Sonic Healthcare UK continues to develop and enhance Sonic Learn, with the next employee survey scheduled for November/December 2026 to help assess employee experience and inform future improvements.

Sonic Healthcare Australia Radiology Conference



Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 89

Sonic Healthcare Australia's radiology division continued its commitment to professional development in FY2026 through its annual radiology conference, which brought together 450 delegates, speakers and sponsors to support learning, collaboration and medical leadership across the division.

Sonic Connect workshops strengthen culture in the UK



Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 90

Sonic Healthcare UK continued to support employee engagement and leadership development through Sonic Connect sessions focused on resilience, change management, high-performing teams and emotionally intelligent leadership. Sonic Healthcare UK's CEO once again introduced the sessions, reinforcing the importance Sonic places on culture, people and ongoing personal development.

Now playing: Sonic Connect Resonance



Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 91

Sonic Connect Resonance continued to provide employees with opportunities to engage with Sonic's culture and values through shared learning, communication and leadership-focused initiatives.

Training the next generation of scientists



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

Sonic Healthcare's UK and German operations continued to invest in training, mentoring and development pathways that support early-career scientists and help build a sustainable pipeline of future laboratory professionals.

Supporting nurse graduates



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

Sonic Healthcare Australia's clinical services division continued to deliver its New Graduate Nurse Program, supporting graduates to build the skills, knowledge and confidence required for successful careers in primary care nursing.

4.4 Workforce health, safety and wellbeing

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.

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, 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

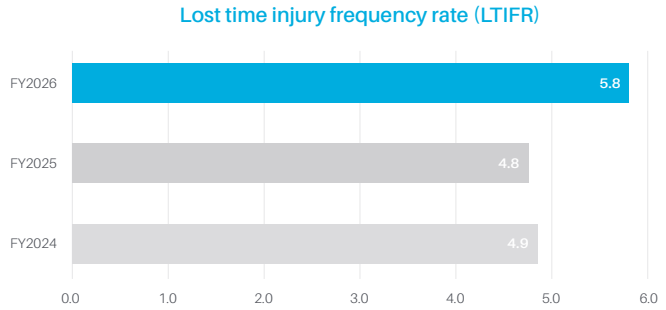
This aligns with Sonic's Global Risk Management Framework, which uses a hierarchy of controls to effectively mitigate risks. Centralised software-based notifications and regular reporting to divisional executive teams provide transparency in historical incident or risk trends, which informs changes to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

Staff health, safety and wellbeing

The chart below displays our global lost-time injury frequency rate (LTIFR) for the last three years and shows the LTIFR in FY2026 was 5.8 per one million hours worked, up from 4.8 in FY2025. As a result, Sonic did not achieve its target to maintain or improve LTIFR for the period.



The breakdown of injury causation during FY2026 is shown in the chart on the following page. FY2026 data indicates most injuries occurred in the categories of falls, trips and slips (34%), body stressing (27%), and being hit by moving objects (17%). The prominence of these three categories of injury, which accounted for 78% of workplace injuries in FY2026, is fairly consistent year-to-year. Our FY2026 employee absentee rate of 3.8% was the same as the prior period (FY2025).

The Risk Management Committee received three updates on workplace health and safety during FY2026, and has requested that management develop a comprehensive strategic plan aimed at driving incremental improvement in workplace health and safety indicators, including more regular reporting intervals of relevant metrics to support ongoing oversight.

Further details of our injury statistics are provided in the Sustainability metrics section in the Appendices of this report.

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.

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.

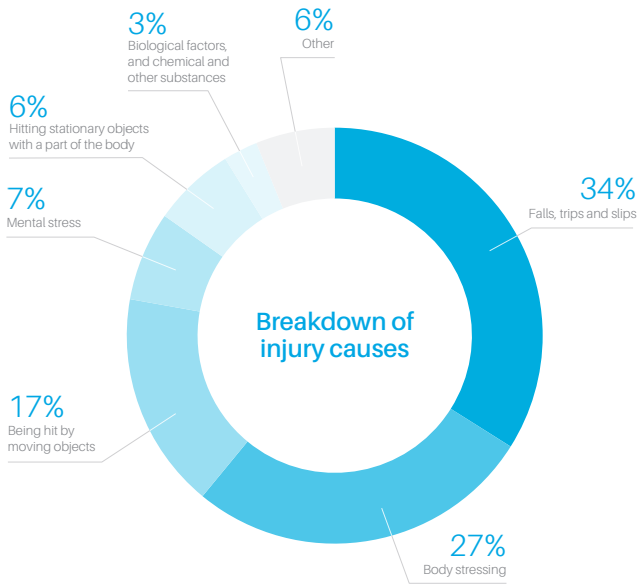
Wellbeing Pillars support Australian radiology employees

Supporting employee wellbeing remains a key focus for Sonic Healthcare Australia's Radiology division. During FY2026, the division further strengthened its approach through the rollout of its Wellbeing Pillars framework, providing employees with practical resources, activities and opportunities to support their health, wellbeing and engagement.

The framework is built around five interconnected pillars — 1. Mental and Emotional, 2. Physical and Nutritional, 3. Intellectual, 4. Social and 5. Environmental wellbeing — with activities delivered throughout the year via dedicated monthly wellbeing calendars. The initiative is designed to encourage healthy behaviours, foster connection and create opportunities for personal and professional growth across the workforce.

To ensure employee voices help shape wellbeing initiatives, the division also established a range of feedback channels, including a virtual suggestion box, direct access to the Chief Operating Officer and support from employee advocates. These mechanisms enable employees to share ideas, raise concerns and contribute to the ongoing development of workplace wellbeing programs.

The program has also helped strengthen employees' connection to the broader community and environment. As part of an employee engagement initiative, Sonic Healthcare Australia – Radiology donated $10,000 to Greening Australia to support reforestation projects and employee volunteer tree-planting activities, reinforcing the link between employee wellbeing, community participation and environmental stewardship.



Mental health

Sonic recognises that mental health and psychosocial wellbeing are important components of workforce health and safety. Our approach combines monitoring and reporting of mental stress incidents, access to confidential support services, and initiatives aimed at identifying and addressing psychosocial risks in the workplace.

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. Mental stress represented 7% of reported injury causes in FY2026, an increase from 6% in FY2025. Any increase in mental health-related injuries disproportionately increases total hours lost.

As of FY2026, 98.5% of employees globally can access an Employee Assistance Program (EAP) or comparable support program. This reflects our commitment to supporting the mental health and resilience of our people wherever they are. While this is just below Sonic's target of 100% coverage, the remaining gap is largely attributable to a small proportion of employees within the recently acquired LADR operations who are not yet covered by an EAP or equivalent program.

Mental health training and awareness programs

Sonic continued to strengthen its commitment to employee wellbeing throughout FY2026 through a range of mental health awareness, training and support initiatives across its 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, support and early intervention.

Mental Health First Aid (MHFA) training remained a key focus, with several divisions expanding leadership capability and building internal networks of trained mental health advocates. During FY2026, Queensland X-Ray delivered nine two-day MHFA training programs, equipping more than 100 leaders with practical skills to recognise and respond to mental health concerns in the workplace. Additional mental health training was provided to leadership, human resources and practice management teams across several businesses.

Many businesses also:

- promoted access to Employee Assistance Programs (EAPs)
- delivered targeted wellbeing seminars, workshops and webinars
- partnered with external providers to offer coaching, counselling and psychosocial risk assessment programs
- supported employee wellbeing through trained Mental Health First Aiders, mental health advocates and other peer-support networks.

Sullivan Nicolaides Pathology's VITAL wellbeing program recognised in Queensland

Supporting employee wellbeing is a key focus for Sullivan Nicolaides Pathology (SNP) in Queensland, Australia. During FY2026, SNP's commitment to creating a healthy and supportive workplace through its VITAL program was recognised with the Workplace Award for Employee Wellbeing at the Queensland Mental Health Awards.



Sullivan Nicolaides Pathology CEO, Dr Helen Wordsworth

Developed in response to employee feedback gathered through annual staff surveys, VITAL promotes a holistic approach to wellbeing across five focus areas: mental health, exercise, sleep, nutrition and living well. The program provides employees with practical resources, education and support to help them maintain their health and wellbeing both at work and at home.

Over time, the program has evolved to include a range of targeted initiatives, including onsite mental health support, financial literacy education and Mental Health First Aid training. SNP now has more than 100 certified Mental Health First Aiders across its workforce, helping to foster a culture where employees feel supported, can access assistance early and are encouraged to look out for one another.

The award reflects SNP's ongoing commitment to employee wellbeing and the important role a healthy, engaged workforce plays in delivering high-quality healthcare services to the communities it serves.

Supporting employee wellbeing through confidential mental health services

Supporting employee wellbeing extends beyond the workplace and includes helping people navigate challenges in their personal and professional lives. Across Sonic Healthcare Germany, employees and their family members have access to confidential mental health and wellbeing support through a partnership with the Fürstenberg Institut, a leading provider of employee assistance and counselling services.

The service offers individual coaching and counselling across a wide range of life situations, including workplace challenges, mental health concerns, family matters and personal wellbeing. Employees can also access a range of digital resources through the myFürstenberg platform, including e-learning modules, practical tools and wellbeing information designed to support resilience and personal development.

Available free of charge, confidentially and around the clock, the program aims to make professional support accessible whenever it is needed. Providing employees and their families with access to expert guidance and wellbeing resources helps Sonic Healthcare Germany foster a supportive workplace culture that promotes mental health, resilience and overall wellbeing.

Ongoing initiatives

Sonic Healthcare UK's mental health initiatives

Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 95

Sonic Healthcare UK continued to expand its mental health and wellbeing offering, increasing the number of Mental Health Advocates and Mental Health First Aiders while introducing additional wellbeing training and support initiatives.

Bike to work program promotes employee wellbeing in Germany

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

Sonic Healthcare Germany continued to expand participation in its bike-to-work initiatives, with at least eight practices now participating and supporting active commuting through complementary cycling infrastructure.



Communities

5.1 Service quality and safety
5.2 Education, research and professional development
5.3 Access and affordability
5.4 Improving access to healthcare and community wellbeing

Helping others is at the heart of Sonic Healthcare'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 improve people's lives.

5.1 Service quality and safety

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 medical 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.

Oversight of service quality rests with the Sonic Board, supported by the Risk Management Committee, 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 management 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.

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.

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.

Driving continuous improvement in diagnostic services



Delivering high-quality diagnostic services requires a culture of continuous improvement. Across Sonic Healthcare USA, teams are using Lean Six Sigma methodologies to strengthen quality management, improve operational efficiency and enhance the experience of patients and clinicians.

Green Belt Certification programs are underway at Clinical Pathology Laboratories in Austin, Sunrise Medical Laboratories in New York, American Esoteric Laboratories in Memphis and the Dermatopathology division. Through these programs, employees apply Lean Six Sigma principles to real-world projects spanning logistics, inventory management, specimen workflow and client support.

The initiative is helping teams identify inefficiencies, reduce operational waste and implement more consistent processes across laboratory operations. It is also fostering a proactive approach to problem-solving, supported by leadership development and practical quality improvement training.

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.

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.

554
External accreditations, audits or reviews

4,603
Internal audits

0
Major adverse findings

During FY2026, 554 external audits and 4,603 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.

All Sonic's operating facilities maintained accreditation and operating licences during FY2026.

Pathology/laboratory medicine

The information on pages 63–64 details Sonic's accreditation status in each of the jurisdictions in which we operate. Many of our pathology laboratories are accredited to ISO 15189 Medical Laboratories. This allows us to work collaboratively across quality groups around 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 help ensure that laboratories 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.

Laboratory accreditations

Australia

ISO 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.

Toxicology: Some laboratories are accredited to AS/NZS 4308:2023 for urine drug testing. One laboratory is also accredited to AS/NZS 4760:2019 for oral fluid drug testing.

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. Sonic Clinical Trials, which provides central laboratory, project management, logistics and related support services for clinical trials, is also accredited to ISO/IEC 17025 in Australia.

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 on 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 ISO 15189 as medical laboratories by Deutsche Akkreditierungsstelle (DAkkS), or are working towards it.

ISO/IEC 17025: In addition, some laboratories have ISO/IEC 17025 accreditation as a testing laboratory for hygiene services or veterinary 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 and ISO 17025: Most Sonic laboratories in Switzerland either hold accreditation from the Swiss Accreditation Service (SAS) to ISO 15189 or ISO/IEC 17025, as applicable, or are working towards such accreditation. Swiss laboratories must also obtain federal authorisation from Swissmedic to perform microbiology or genetic testing or undertake blood-banking activities. Sonic's Swiss industrial and pharmaceutical microbiology laboratory is accredited to ISO/IEC 17025, holds Good Laboratory Practice (GLP) certification and is recognised by the US Food and Drug Administration (FDA).

ISO 9001: Medica holds ISO 9001 Quality Management System accreditation.

UK

ISO 15189: Sonic Healthcare laboratories in the UK are accredited to ISO 15189 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 Safety and Quality Regulations and with all relevant Royal College of Pathologists (RCPath) guidelines. These departments are also inspected by the Medicines and Healthcare Products Regulatory Authority (MHRA).

Clinical quality accreditation in the UK

Delivering safe, high-quality diagnostic services depends on strong clinical governance, medical leadership and robust quality systems. In early 2026, Sonic Healthcare UK successfully completed a group-wide clinical assessment by the United Kingdom Accreditation Service (UKAS) against the international laboratory standard ISO 15189:2022.

The assessment of SHUK's 28 UKAS schedules marked the first time that either SHUK or UKAS had undertaken a group-wide assessment in healthcare. Assessors recognised the high standard of clinical engagement and service delivery across the organisation, reflecting the contribution of consultant-led medical oversight and a mature clinical governance framework.

The outcome reinforced the strength of Sonic Healthcare UK's quality systems and commitment to continuous improvement. As a result, the division's clinical governance arrangements will not require reassessment by UKAS for a further two years, supporting continued delivery of reliable, accredited laboratory services for patients, clinicians and healthcare partners.

US

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 biennial 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

Sonic's Australian primary care medical centres maintain accreditation against the Royal Australian College of General Practitioners (RACGP) Standards for general practices. Accreditation is conducted by an independent accreditation body, Quality Practice Accreditation (QPA).

Clinical trials

Sonic Healthcare supports clinical trials and clinical research through its network of pathology, laboratory, diagnostic and related healthcare services. This may include specimen collection, laboratory testing, diagnostic analysis, reporting and other trial-related services that support research conducted by healthcare, academic, biotechnology and pharmaceutical partners. Sonic's involvement in clinical trials reflects its broader commitment to supporting medical research, innovation and evidence-based healthcare.

Sonic's Clinical Research Policy establishes expectations for clinical research activities conducted or supported by Sonic. The policy requires clinical research to be conducted ethically, responsibly and in accordance with applicable laws, regulatory requirements and recognised clinical research standards. This includes adherence to relevant international best practice guidelines and ethical principles designed to protect the rights, safety, dignity and wellbeing of research participants. The policy also provides governance expectations for Sonic's involvement in clinical research, including appropriate oversight, review and approval processes before research activities commence.

5.2 Education, research and professional development

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

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.

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.

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 expertise 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 ensuring 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 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, supporting the future availability of these important medical practitioners in the community.

Supporting the next generation of medical professionals



Building a sustainable healthcare workforce requires investment in education, training and professional development. In Germany, Pathology Trier is helping strengthen the future medical workforce through a partnership with University Medicine Mainz and the newly established Medical Campus Trier.

The collaboration enables Pathology Trier's medical specialists to contribute directly to undergraduate medical education, delivering practical pathology teaching, microscopy training and interdisciplinary clinical pathological conference sessions. Teaching takes place both at Pathology Trier's Petrisberg laboratory and within the Medical Campus Trier learning environment, providing students with exposure to real-world diagnostic practice and specialist expertise.

The partnership also expands opportunities for medical research and academic development, with Pathology Trier authorised to supervise and award medical doctoral theses. Combining academic education with hands-on diagnostic experience enables Pathology Trier to support the development of future clinicians and pathologists while helping strengthen regional healthcare capability and access to specialist medical expertise.

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.

Developing pathways into healthcare careers

Sonic supports the development of future healthcare professionals by creating practical learning opportunities that connect education with real-world clinical practice. Across our global network, partnerships with schools, universities and training institutions help students and trainees explore careers in laboratory science, pathology, radiology and broader healthcare disciplines.

Inspiring future careers in laboratory medicine

Developing the next generation of healthcare professionals is essential to ensuring a sustainable and skilled workforce. In Germany, Medical Laboratories Düsseldorf (MLD) is helping to build awareness of laboratory medicine through a series of hands-on trainee events that provide practical insight into the role diagnostics plays in patient care.

Known as 'trainee afternoons', the sessions give participants the opportunity to explore laboratory operations firsthand, learning about analytical processes, workflows and specialist disciplines, including serology, microbiology and molecular diagnostics. Through technical presentations and practical activities, trainees gain a deeper understanding of how laboratory testing supports clinical decision-making and why quality at every stage of the diagnostic pathway is critical to delivering accurate results.

The program has generated strong interest from students and trainees, with sessions regularly reaching capacity. By providing early exposure to laboratory medicine, MLD is helping to strengthen understanding of the profession, encourage future career pathways and support the development of the healthcare workforce of tomorrow.

Connecting students with healthcare careers in Hawaii

Developing a skilled and sustainable healthcare workforce begins with creating opportunities for students to explore careers in healthcare. In Hawaii, Clinical Labs of Hawaii (CLH) is helping build the next generation of laboratory professionals through partnerships with local schools and educational institutions.

Since launching its collaboration with Aiea High School's Health Academy in 2020, CLH has provided students with hands-on exposure to phlebotomy and laboratory science, helping them develop practical skills and gain insight into careers in diagnostic medicine. The initiative has since expanded to include additional schools and partnerships with institutions such as Kapi'olani Community College, broadening access to healthcare career pathways across the state.

The program is designed to create a direct link between education and employment, supporting students as they transition from learning into the workforce. Since its inception, approximately 120 students have participated in CLH-supported coursework or pathway opportunities, with 20 joining the organisation as employees. Through these partnerships, CLH is helping strengthen Hawaii's future healthcare workforce while creating meaningful career opportunities within local communities.

Building Queensland's nuclear medicine workforce

Queensland X-Ray is partnering with RMIT University to support the development of Queensland's future nuclear medicine workforce. The Bachelor of Medical Radiation (Nuclear Medicine – Industry Practice), introduced in Queensland in 2025, combines academic study with paid clinical training, enabling students to gain practical experience.

Students employed by Queensland X-Ray as Trainee Nuclear Medicine Technologists work alongside experienced teams and apply their learning in clinical environments, including patient positioning, image processing and radiation safety. By integrating study with practical workplace experience, the program is helping develop locally trained nuclear medicine professionals and strengthen the future workforce pipeline across Queensland.

Supporting continued professional development in healthcare

Sonic contributes to ongoing professional development by supporting education, specialist training and knowledge sharing for clinicians, laboratory professionals and healthcare partners. These initiatives help strengthen diagnostic expertise, support evidence-based care and foster collaboration across the healthcare sector.

International collaboration in dermatopathology training



Education and knowledge sharing are central to advancing specialist expertise and supporting the future healthcare workforce. During early 2026, Douglass Hanly Moir (DHM) welcomed Canadian dermatology registrars Dr Catherine Laferté and Dr Valerie Hladky (pictured) for an extended dermatopathology rotation, marking the first placement of its kind within the department.

Working alongside DHM dermatopathologist Dr Peter McQuillan and the wider pathology team, the registrars gained exposure to a broad range of inflammatory, neoplastic and adnexal skin diseases. The placement provided valuable experience in diagnostic practice, helping to strengthen clinical skills and support specialist training in dermatopathology.

The rotation also fostered international collaboration and professional exchange, enabling participants to share knowledge, perspectives and expertise across healthcare systems. Through initiatives such as this, DHM continues to contribute to the development of future medical specialists while supporting the ongoing advancement of diagnostic excellence and medical education.

Supporting specialist pathology training

Education and professional development are central to maintaining excellence in diagnostic medicine. For more than a decade, Yardsticks in Surgical Pathology has supported the training of anatomical pathology registrars and overseas-trained specialists preparing for the Royal College of Pathologists of Australasia program.

Hosted by Douglass Hanly Moir (DHM) and supported by the RCPA, the interactive workshop combines practical learning with expert-led discussion, helping participants strengthen diagnostic skills and build confidence across a broad range of pathology disciplines. Since its inception, the program has grown significantly in both scale and reach, reflecting its strong reputation within the pathology community.

The 2026 workshop, held at DHM's Macquarie Park facility in Sydney, attracted more than 150 participants from Australia, New Zealand and overseas – more than double the attendance of the inaugural event. By providing high-quality, practical education and fostering knowledge sharing among emerging specialists, the program continues to play an important role in developing the next generation of pathology professionals and supporting the future of diagnostic medicine.

Supporting clinician education through the LADR Academy

Access to high-quality diagnostics relies on strong collaboration between laboratories and the clinicians they support. In Germany, the LADR Academy plays an important role in strengthening this connection through a comprehensive continuing education program for referring physicians and practice teams.

Each year, the Academy delivers around 150 in-person seminars, webinars and professional development events covering a broad range of topics, including laboratory diagnostics, microbiology, infection prevention, genetics and endocrinology. Designed to support evidence-based clinical decision-making, the program helps clinicians translate complex diagnostic information into practical insights for patient care.

More than 2,500 healthcare professionals participated in LADR Academy education activities during calendar year 2025, reflecting the strong demand for accessible, practice-oriented learning opportunities. The Academy also works closely with medical associations and professional networks to deliver accredited education and promote knowledge sharing across the healthcare sector.

Supporting ongoing professional development and fostering collaboration between laboratory and clinical teams enables the LADR Academy to contribute to improved healthcare quality and patient outcomes across the communities it serves.

Supporting education and knowledge sharing in primary care

Continuing professional development is vital to ensuring clinicians have access to the latest advances in diagnostics and patient care. In November 2025, Sonic Healthcare partnered with the Royal Australian College of General Practitioners for GP25, the college's flagship annual education conference, which brought together more than 1,300 healthcare professionals in Brisbane.

Sonic Healthcare Australia's pathology and clinical services divisions contributed to the scientific program through a range of educational activities designed to support evidence-based clinical practice. This included presentations on emerging developments in genetic testing, such as non-invasive prenatal screening and fetal rhesus screening, helping clinicians stay informed about advances in diagnostic medicine.

Sonic Education also delivered a practical Skin Cancer Workshop led by an expert faculty, providing participants with hands-on learning opportunities in the diagnosis and management of common skin conditions. Delegates were additionally offered a guided tour of the Sullivan Nicolaides Pathology central laboratory, providing valuable insight into the role of diagnostic services in supporting patient care.

Through initiatives such as GP25, Sonic Healthcare continues to support education, knowledge sharing and collaboration across the healthcare sector.

Ongoing initiatives

Sonic Suisse earns top FAMH Type A training accreditation



Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 106

During FY2026, Sonic Suisse used its FAMH Category A recognition to provide structured clinical exposure for postgraduate candidates.

First Cytology Masterclass held in Trier



Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 107

Following the success of the inaugural event, Sonic Healthcare Germany delivered a second Cytology Masterclass in Trier, bringing together cytology professionals for advanced training, knowledge sharing and practical diagnostic education.

Regional student placements



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

Queensland X-Ray expanded its support for regional radiography training through a partnership with CQUniversity, including plans for a dedicated training facility in Cairns to help develop the next generation of medical imaging professionals in regional Queensland.

5.3 Access and affordability

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 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.

Sonic is committed to the long-term availability of 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.

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 following page).

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.

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:

- 343 pathology laboratories, ranging from large, centralised laboratories to small in-hospital acute care support facilities.
- Pathology sample collection:
  - by trained phlebotomists at 2,785 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.
- 132 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 249 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 provide accessible entry for people with reduced mobility, including people who use wheelchairs or other mobility devices.

Supporting early detection through lung cancer screening

Early detection is one of the most effective ways to improve outcomes for people diagnosed with lung cancer. In July 2025, the Australian Government launched the National Lung Cancer Screening Program, providing eligible Australians with access to low-dose CT screening at no out-of-pocket cost.

As one of the largest providers of diagnostic imaging services in Australia, Sonic Healthcare Australia's radiology division is playing an important role in delivering low-dose CT screening through its national network of radiology practices. The initiative aims to identify lung cancer at an earlier stage, often before symptoms develop, when treatment options are typically more effective and survival rates are significantly improved.

By supporting greater access to preventive screening and early diagnosis, the program is helping improve health outcomes and reduce the burden of lung cancer in communities across Australia.

Investing in innovative technologies 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, 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.

Companion diagnostics supporting precision medicine



Advances in precision medicine are transforming healthcare by enabling treatments to be tailored to the specific biological characteristics of a patient's disease. Companion diagnostics support this approach by identifying patients most likely to benefit from specific therapies, helping clinicians make more informed treatment decisions.

To expand access to these innovative diagnostic capabilities, Sonic Healthcare USA has strengthened its precision medicine capabilities through a collaboration with CellCarta, a specialist in companion diagnostics and biomarker testing, and the acquisition of Cairo Diagnostics, a provider of advanced oncology testing. Together, these capabilities support biomarker testing, patient identification, clinical trials and advanced diagnostics across the US, Europe and Australia, expanding access to advanced testing and supporting more personalised approaches to patient care.

Blood-based biomarkers for Alzheimer's disease



Advances in biomarker testing are creating less invasive ways to support the diagnosis of Alzheimer's disease. Sonic laboratories in Australia, Switzerland and the US offer Alzheimer-related blood biomarker testing, with the specific biomarkers and assays used varying by country. Available testing includes plasma pTau217, a highly sensitive and specific marker of Alzheimer-related changes in the brain.

Using venous blood samples, these tests provide a less invasive means of assessing Alzheimer-related pathology than cerebrospinal-fluid testing obtained by lumbar puncture. Used alongside clinical assessment, blood biomarkers can help guide whether further evaluation is required. By complementing established diagnostic pathways, these services can support more accessible and timely assessment for appropriately selected patients.

Advancing diagnosis through genome sequencing innovation



Advances in genomic technology are transforming the diagnosis of rare diseases and expanding opportunities for medical research. At Human Genetics Bioscientia in Germany, long-read whole-genome sequencing is helping clinicians identify complex genetic variations that may not be detected using conventional sequencing approaches.

As one of the first laboratories globally to introduce this technology into routine diagnostic practice for rare inherited diseases, Bioscientia is enabling more comprehensive analysis through a single test. The approach can identify a broad range of genetic changes, supporting more accurate diagnoses for patients with complex genetic conditions.

The technology is also contributing to scientific research beyond human health. Through collaborations with the LOEWE Centre for Translational Biodiversity Genomics and the Senckenberg Research Institute, Bioscientia is applying its sequencing expertise to biodiversity genomics, supporting research into rare and endangered species.

Ongoing initiatives

Sonic Healthcare UK hosts successful Research and Innovation Symposium



Originally reported in: Sonic Healthcare's Sustainability Report 2025, p. 109

Sonic Healthcare UK continues to foster collaboration and knowledge sharing across the healthcare sector, with its next Research and Innovation Symposium scheduled for November 2026.

5.4 Improving access to healthcare and community wellbeing

As a leading international healthcare company, Sonic recognises its moral obligation to use its knowledge, resources and expertise to support health and wellbeing in communities. This commitment reflects our Medical Leadership culture, and the Company Conscience pillar of our Medical Leadership Principles.

Our contributions take different forms in response to local needs. They include improving access to diagnostics and specialist care where healthcare resources or expertise are limited; strengthening local healthcare capability through equipment, training and partnerships; and supporting community-based and charitable healthcare services that provide important care and support to individuals and families.

Supporting compassionate end-of-life care in the community

Access to quality healthcare extends beyond diagnosis and treatment to ensuring people receive compassionate care at every stage of life. In Germany, Hospiz Auxilium in Geesthacht has been providing specialised inpatient palliative care for people with life-limiting illnesses for more than 20 years.

Part of the Dr. Kramer Group (LADR Laboratory Network/Intermed/Patient-Centered Services), the non-profit hospice supports individuals and their families during the final stages of life, delivering care that prioritises dignity, comfort and quality of life. The facility welcomes people regardless of age, background, religion or social circumstances, reflecting its commitment to equitable access to care within the local community.

While the majority of operating costs are funded through Germany's health and nursing care systems, ongoing community support remains essential to sustaining the hospice's services. Through Hospiz Auxilium, LADR contributes to an important area of community healthcare, helping ensure that people facing the end of life receive compassionate, person-centred care in a supportive and respectful environment.

Improving access to specialist pathology services in Malawi

Access to accurate pathology services is critical to effective diagnosis and treatment, yet specialist diagnostic infrastructure remains limited in many underserved communities. Through a multidisciplinary partnership involving Sonic Healthcare Germany, Pathologie Trier is helping strengthen surgical care in Malawi by providing access to advanced pathology expertise and diagnostic technologies.

Tissue samples from patients in Malawi are examined in Germany using histological, immunohistochemical and molecular techniques, supporting more accurate diagnoses and helping clinicians make informed treatment decisions. The initiative is already delivering meaningful outcomes, with several patients avoiding unnecessary amputations following the identification of conditions that could be managed through alternative treatment approaches.

The partnership extends beyond diagnostic support. Telemedicine and pathology collaboration projects, equipment donations and ongoing knowledge exchange are helping build local capability and strengthen healthcare services over the long term. The collaboration also provides valuable educational opportunities for German trainees, who gain exposure to diseases and clinical presentations rarely encountered in Europe. Through this shared approach to learning and healthcare delivery, the program is helping improve patient outcomes by supporting more sustainable access to specialist pathology services in Malawi.



The Pathologie Trier team packs materials for shipment to Malawi.

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 people in need.

This year, 2026, marks 30 years since Sonic began supporting healthcare programs in Africa, commencing in 1996 with the establishment of a pathology laboratory at Dr Catherine Hamlin's Fistula Hospital in Ethiopia. Throughout this period, Sonic's approach has remained practical – working with trusted local partners, responding to identified community needs and helping to build local healthcare capability that can be sustained over time.

The commencement of services at Sonic Kworo Hospital in northern Uganda in 2026 represents the most significant undertaking in the Foundation's history. The hospital provides a new source of maternal and paediatric care for families across the Agago District.

The Foundation also continues to support healthcare and community programs through long-term partnerships in Africa and other countries. Further information on these initiatives is provided on pages 73–75.



Sonic Healthcare teams connecting with students during a visit to a Clontarf Academy in the Northern Territory, Australia.

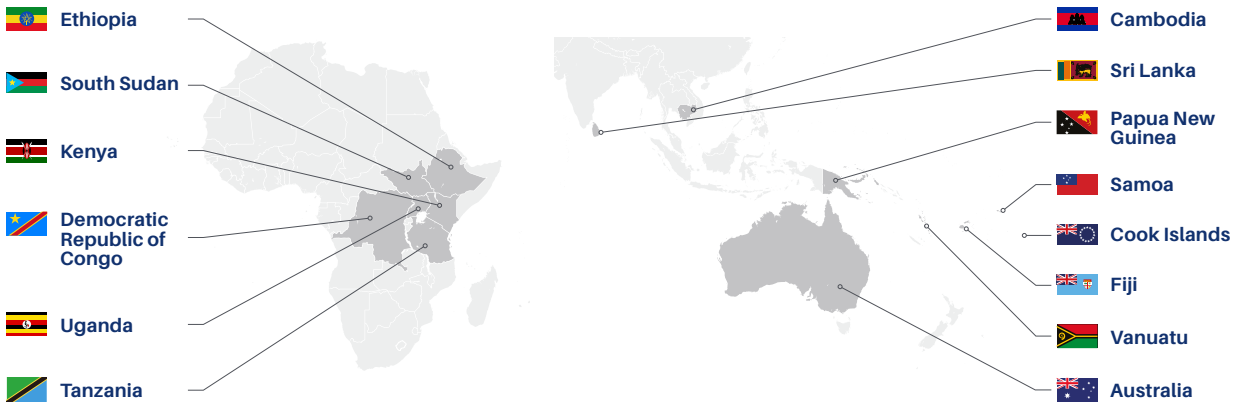
FY2026 services sponsored by the Sonic Healthcare Foundation in Africa

18,091	Malaria screens
10,829	HIV tests
12,185	Deliveries (in hospitals and clinics with SHF supported pathology and radiology services)
844	Surgeries to repair fistula and birth-related defects
9,253	X-rays
9,912	Ultrasounds

During FY2026, service volumes – particularly for malaria screening and HIV testing – were lower than in FY2025, primarily reflecting reduced patient access to Foundation-supported services at HEAL Africa Hospital in Goma, Democratic Republic of Congo, amid ongoing conflict, movement constraints and public health restrictions.

2026 projects

During FY2026, the Sonic Healthcare Foundation continued to support a diverse range of initiatives, reflecting its longstanding commitment to improving health outcomes through trusted partnerships, local capability-building and sustainable healthcare development.



Sonic Healthcare Foundation projects by country

Country	Region	Facility	Project
Australia	New South Wales, Northern Territory, Queensland, South Australia, Victoria and Western Australia	Clontarf Academies	Health assessments and wellbeing support for students
Cambodia	Kampot	Sonja Kill Memorial Hospital, Kampot Referral Hospital	Ultrasound machine donation
Cook Islands	Rarotonga	Rarotonga Hospital	Ultrasound machine donation
Democratic Republic of Congo	Goma, North Kivu Province	HEAL Africa Hospital	Hospital support: radiology, laboratory, education
Ethiopia	Bahir Dar	Vision Maternity Centre	Catalyst Program
Ethiopia	Mille	Mille Maternity Hospital	Catalyst Program
Fiji	Vunisea	Vunisea Hospital	Ultrasound machine donation
Kenya	Kibera slum, Nairobi	Kibera Pad Company	Healthcare support for young girls in Kibera, Nairobi
Papua New Guinea	Port Moresby	University of PNG Medical Imaging Sciences Department/School of Medicine and Life Sciences	Ultrasound machine donation, medical imaging support
Samoa	Motootua, Upolu Island	Tupua Tamasese Meaole II Hospital	Ultrasound machine donation
South Sudan	Tonj	Small regional hospital	Ultrasound machine donation
Sri Lanka	Mannar and Vavuniya	Base Hospital, District General Hospital Mannar and District General Hospital Vavuniya	Ultrasound machine donation
Tanzania	Arusha	Kivulini Maternity Centre	Ultrasound training program; laboratory support
Tanzania	Ngara	Murgwanza Hospital	Ultrasound machine donation
Uganda	Fort Portal/Kabarole and Fort Portal North	Maranatha Foundation	Clinic and laboratory support
Uganda	Agago District, Northern Uganda	Sonic Kworo Hospital	New 42-bed maternity and fistula prevention hospital
Vanuatu	Port Vila/Tanna Island/Malakula Island	Port Vila Central Hospital Lenakel Hospital, Tanna Island Norsup Hospital, Malakula Island	Ultrasound machine donation

FY2026 Foundation highlights

The Sonic Healthcare Foundation continued to support initiatives that combine healthcare infrastructure and equipment with local leadership, workforce development, training and long-term partnerships. The following highlights demonstrate the scale and practical application of this approach during FY2026, and in the period immediately following year-end.

Sonic Kworo Hospital commences services

Construction of Sonic Kworo Hospital, a 42-bed maternal health facility in Agago District, northern Uganda, was completed in March 2026. The Foundation funded the hospital's construction, fit-out and procurement, and has committed to supporting its ongoing operations to help ensure sustainable access to essential maternal and paediatric healthcare services. Developed in partnership with the Barbara May Foundation and Te-Kworo Foundation, the hospital is equipped to provide care at no cost to patients, including prenatal care, deliveries, management of pregnancy-related complications and basic obstetric ultrasound services.

Sonic Kworo Hospital commenced operations on Monday 6 July 2026 with a team of five midwives and one medical officer, transferred from the Pader Clinic. In the first two weeks, the hospital recorded 43 prenatal care visits.

Healthcare services currently being provided include:

- prenatal care
- standard deliveries
- maternity admissions and management of pregnancy-related complications
- basic obstetric ultrasound services.

Diagnostic capability is also being established at the new facility. The pathology laboratory previously located at the Pader Clinic has been transferred to Sonic Kworo Hospital, and expanded blood grouping and compatibility testing capability is being introduced. This combination of clinical services, diagnostics, local governance and workforce development is intended to support sustainable maternal and paediatric healthcare in the district.



The Sonic Kworo Hospital, a 42-bed maternal health facility in the Agago District, northern Uganda – June 2026.

A special milestone: First baby born at Sonic Kworo Hospital

At the time of writing, seven babies had been delivered at Sonic Kworo Hospital, with the first birth occurring within the hospital's first few days of operation.

The arrival of baby Barbara, the hospital's first newborn, represents an important milestone and the beginning of a new chapter in maternal and newborn healthcare for families across the region.



(L–R) Trophena (the senior midwife who delivered baby Barbara), baby Barbara, Scovia Akidi (mother) and Michael Ojok (father).

Sonic Kworo Hospital uses onsite solar generation and battery storage to support a reliable electricity supply, while reducing reliance on diesel generators, lowering fuel use and decreasing the hospital's operational carbon footprint.

Maintaining diagnostic services at HEAL Africa Hospital

The Foundation continued its longstanding partnership with HEAL Africa Hospital in Goma, Democratic Republic of Congo, during a period of significant conflict and disruption. When fighting intensified in Goma, the hospital received 1,032 people wounded in the conflict, including more than 500 in the first few days. The Foundation worked with HEAL Africa to help maintain laboratory and radiology services, despite substantial pressure on the hospital and disruption to supply chains.

Foundation support during the year included radiology education, equipment and specialist workforce development. Two HEAL Africa clinicians completed the Radiology Across Borders International Certificate of Radiological Fundamentals, while the Foundation continued to support specialist radiology training and donated two ultrasound machines and two medical imaging printers. In FY2026, HEAL Africa provided radiology services to nearly 20,000 patients and analysed more than 100,000 pathology samples. Its laboratory has expanded to 12 staff and now includes microbiology, histopathology and immunology capability, supported by equipment, reagents, professional training and participation in international quality assurance programs.

Improving access to preventive healthcare through Clontarf

In Australia, Sonic clinical teams continued to deliver onsite health assessments for students participating in Clontarf Academies, with a particular focus on regional and remote locations. During FY2026, teams visited 32 Academies across five states and territories and completed approximately 1,930 health assessments, including assessments for 35 girls participating in the Goondiwindi program.

The assessments focus on physical health, mental wellbeing and early intervention. Where further investigation or treatment is required, Sonic clinical teams and Clontarf staff support referrals, follow-up appointments and connections with local healthcare providers. Program reviews have also informed targeted responses to commonly identified health concerns and strengthened continuity of care through subsequent assessments.

Building sustainable diagnostic capability

Through the Sonic Healthcare Catalyst Program, the Foundation establishes and supports locally operated pathology laboratories in healthcare facilities across sub-Saharan Africa. Rather than focusing only on the initial provision of laboratory equipment, the program supports ongoing access to analysers, reagents and consumables, equipment maintenance, technical expertise, workforce training and mentorship, quality systems and participation in international quality assurance programs.

Where practicable, reagents, consumables and maintenance services are sourced from African suppliers. This can reduce shipping and customs costs, improve access to supplies and technical support, and reduce dependence on international shipments. Some specialised reagents remain unavailable locally, however, and international shipping and regulatory clearance continue to present operational challenges.

Expanding ultrasound capability

The Foundation's partnership with Radiology Across Borders combines the donation of imaging equipment with practical training and ongoing education. In April 2026, a week-long ultrasound program at Kivulini Hospital in Arusha, Tanzania, provided training to 30 midwives, nurses and doctors from the hospital and surrounding government health facilities. The program combined classroom learning with supervised practical scanning using ultrasound equipment provided by the Foundation and Kivulini Hospital.

During FY2026, the Foundation also donated 10 ultrasound machines to healthcare and training facilities across Africa, the Pacific and Asia. The donated equipment is serviced by Sonic Healthcare Radiology before deployment and supplied with the necessary transducers to enable its use by recipient facilities.

Further information

Additional information on these initiatives, together with details of the Foundation's other FY2026 projects and partnerships, is available in the Sonic Healthcare Foundation Operational Update 2026.

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 disability, 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 with the preparation and packaging of faecal occult blood and cervical screening kits, rapid tube packs and pipette trays, as well as the labelling of blood culture bottles.
- Bright Skies in Western Australia, who provide courier services for SKG Radiology, including transport of toner cartridges for recycling.

Where possible, Sonic also seeks to source products from Indigenous suppliers. In Australia, Sonic is a member of Supply Nation, which connects Aboriginal and Torres Strait Islander-owned businesses with corporate, government and not-for-profit procurement teams. During FY2026, Sonic spent more than $400,000 with 33 Indigenous suppliers included in its Supply Nation reporting, broadly consistent with FY2025 spend. Our procurement teams continue to explore opportunities to utilise Indigenous suppliers where suitable products are available.

Supporting health screening and inclusive employment opportunities

Partnerships can create positive outcomes that extend beyond healthcare. In Australia, Sonic Healthcare Australia's pathology division supports the National Bowel Cancer Screening Program (NBSCP) by providing laboratory testing services and screening kits that support the delivery of early bowel cancer detection.

As part of Sonic's delivery of these services to the NBSCP, we partner with The Bridge, a Melbourne-based social enterprise that creates meaningful employment opportunities for people living with disability. The Bridge assists with assembling and packing screening kits, playing an important role in supporting the delivery of this national public health initiative.

During a recent visit, Sonic Healthcare representatives met team members whose work contributes directly to the program's impact. Among them was a supervisor who began their career packing kits before progressing into leadership and management roles, demonstrating the opportunities that supported employment can create.

Through this longstanding partnership, Sonic supports the delivery of the NBSCP while also supporting businesses creating pathways for inclusion, skills development and meaningful employment within the community.



Governance

6.1 Governance and transparency
6.2 Ethics, integrity and compliance
6.3 Privacy and information security
6.4 Human rights

6.1 Governance and transparency

Strong governance is crucial to building a sustainable, ethical and resilient organisation. Sonic Healthcare's governance is grounded in our commitment to ethics, quality and Medical Leadership, supporting responsible decision-making at every level. Our Medical Leadership Principles and Core Values reinforce this commitment to integrity.

Effective governance helps us meet legal, regulatory and ethical obligations, prevent misconduct and manage risks. Transparent, decision-useful reporting supports accountability and helps maintain stakeholder trust in our sustainability performance and disclosures.

Sonic's governance is underpinned by ethical leadership, accountability and effective structures, including systems, policies and procedures that guide decision-making, risk management and oversight. The Sonic Board oversees the governance framework, supported by its committees, to promote responsible conduct, compliance and consideration of stakeholder interests.

We maintain clear accountability through:

- organisational policies, such as our Code of Conduct and Ethics
- anti-bribery and corruption measures
- our Global Whistleblower Policy and associated reporting mechanisms
- training and policy reviews that reinforce lawful and ethical behaviour.

We build trust by disclosing information openly, holding ourselves accountable and engaging with stakeholders to understand their expectations and remain focused on material sustainability topics. Our reporting practices support clear, balanced and reliable disclosure across Sonic's Annual Reporting Suite (see page 3).

Sonic Healthcare'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 increase stakeholder value in a sustainable manner, consistent 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 2.2 Sustainability Governance). 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 Impact Report and the Modern Slavery Statement. Further information can be found in the Corporate Governance Statement of the Annual Report 2026.

Risk Management Committee

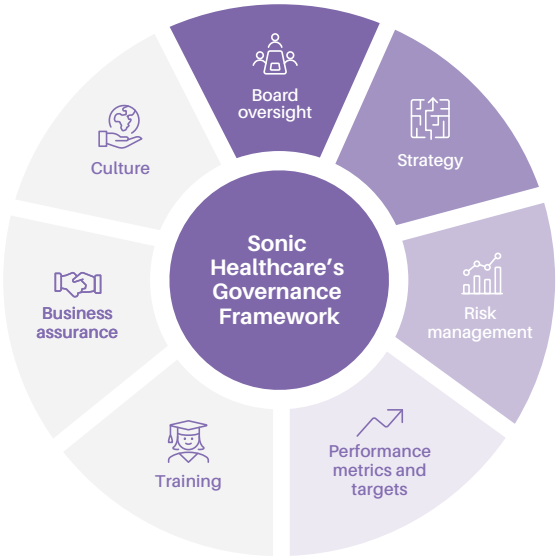
Assists the Board by advising on the identification, monitoring and management of material risks and opportunities.

Audit Committee

Responsible for overseeing the integrity of Sonic's financial and corporate 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 is aligned with international standards (ISO 31000), and 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.

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 management and external auditors. The Audit Committee approves 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 conflicts of interest, financial integrity and third-party management. Through these reviews, the BAP provides management and the Board with assurance that business ethics risks are being appropriately identified, monitored and mitigated.

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).

In FY2026, Sonic obtained the limited assurance required under the Corporations Act over specified climate-related disclosures, including scope 1 and scope 2 emissions. Sonic also voluntarily obtained separate limited assurance over its scope 3 emissions, ahead of mandatory scope 3 disclosure and limited assurance applying to Sonic in FY2027, under the current regulatory timetable.

Corporate governance

Sonic supports the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4th edition) and has followed these principles during FY2026.

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 2026.

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.

6.2 Ethics, integrity and compliance

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.

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.

Policy framework

Sonic's policy framework brings together the group-wide principles that underpin ethical, safe and lawful conduct across our operations and supply chains. These policies translate our Core Values and governance expectations into practical standards for employees and, where relevant, suppliers, contractors and other stakeholders, reflecting our commitment to integrity, transparency and accountability across all operations.

Key policies within this framework include:

Policy	Overview
Code of Conduct and Ethics	Sets the behavioural standards expected of everyone working in or for Sonic, including the requirement to conduct our business respectfully, safely, responsibly, ethically and legally.
Anti-bribery and Corruption Policy	Sets Sonic's zero-tolerance position on bribery and corruption and the responsibilities of employees and associates to recognise, prevent and address such conduct.

Policy	Overview
Global Whistleblower Policy	Defines Sonic's framework for eligible disclosures and the reporting channels, protections and investigation processes available to whistleblowers.
Labour Standards and Human Rights Policy	Sets responsibilities for respecting human rights and labour standards across Sonic's operations, including freedom of association, safe working conditions, fair employment and the prohibition of child labour and modern slavery.
Privacy Policy	Explains how Sonic collects, uses, discloses, secures and enables access to or correction of personal information in accordance with applicable privacy requirements.
Health, Safety and Wellbeing Policy	Sets Sonic's commitments to maintain safe and healthy workplaces, manage physical and psychosocial risks, prevent work-related injury and ill health, and support employee wellbeing.
Supplier Policy	Sets legal, ethical, environmental, social, information-security and quality expectations for suppliers, including expectations relating to their operations and supply chains.

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 are responsible for ensuring all relevant staff are trained in policy expectations and breach-reporting mechanisms.

Speaking up and reporting misconduct

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.

Sonic's speak-up and whistleblower arrangements support the early identification and response to suspected misconduct, helping to reduce the risk of unethical behaviour continuing unchecked. Confidential and anonymous reporting channels, together with protections against retaliation, are intended to encourage concerns to be raised and addressed appropriately.

Oversight and monitoring

Oversight of whistleblower matters is supported by Sonic's Whistleblower Committee, which includes the Head of BAP. The Committee assesses disclosures made under the applicable whistleblower policies, determines the appropriate response, monitors investigations and maintains the whistleblower register. The Head of BAP also receives information from country-level whistleblower processes, which operate within Sonic's global framework and applicable national policies. Matters that may have a material impact on the organisation are reported to the Audit Committee, and all material incidents are reported to the Board. No material whistleblower matters were reported to the Board during FY2026.

Oversight of corruption risk across Sonic's operations is provided by the internal BAP team and external auditors. Any material breach of the Anti-bribery and Corruption Policy or Code of Conduct and Ethics, including matters reported under the Global Whistleblower Policy, must be reported to the Audit Committee, which oversees these matters on behalf of the Board. The Risk Management Committee also considers the broader risk implications of any material policy breach. No material breaches or concerns were identified during FY2026.

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 to relevant staff.

Sonic Connect, our global culture, learning and development department, develops online training modules to support relevant employees' understanding of key policies and policy updates. Policy training modules updated in FY2026 include the Code of Conduct and Ethics, and Anti-bribery and Corruption. Modern slavery awareness training was also updated during the period. 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.

6.3 Privacy and information security

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 complex cyber threat landscape.

Jurisdictional 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.

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. During FY2026, we updated our Data Security Statement to clarify its enterprise-wide application and provide greater detail on our information-security governance and controls, including third-party risk management, incident response, business continuity and training. 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 Chief Digital, Data and Information Officer 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 (APPs)
- international laws and regulations, including:
  - HIPAA (US)
  - GDPR (Europe)
  - DPA (UK) and UK GDPR
  - FADP and, where applicable, GDPR (Switzerland).

Data privacy

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.

Data privacy training

Sonic provides employees with information security awareness and data privacy education through corporate and locally implemented training programs. Privacy training is generally embedded in business-as-usual induction and ongoing compliance activities, with local approaches tailored to applicable privacy legislation and country requirements. Depending on the business and jurisdiction, this may include onboarding modules, recurring mandatory training, and education on relevant privacy laws, policies and data-breach requirements. Privacy education is typically delivered separately from, but complemented by, broader cybersecurity awareness activities.

Information security

Cybersecurity oversight is embedded in Sonic's governance framework, with the Board and its Risk Management Committee receiving regular updates on cyber-related risks and performance. In FY2026, the Risk Management Committee was provided with formal cybersecurity updates in September 2025, and March and May 2026, 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.

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 and 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 cybersecurity requirements and participates as a member of various health-specific cybersecurity-focused organisations, including the Health Information Sharing and Analysis Centre (Health-ISAC). 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 FY2026, Sonic has further improved its cybersecurity posture using the NIST CSF v2.0 framework.

NIST CSF 2.0 measures cybersecurity risk management maturity, posture and operational effectiveness across the six functions outlined below. It assesses how well an organisation understands, communicates and manages risks, including supply chain risks, allowing it to benchmark current state against target.

NIST CSF v2.0 defines six core functions:

1. Govern
2. Identify
3. Protect
4. Detect
5. Respond
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 audit and accreditation

Australia

ISO 27001: ISO 27001 Information Security Management certification is held by a number of Australian business functions and operations, including Sonic's Australian IT division and Sonic Clinical Trials.

Australian Government ISM/IRAP: Where required, specified Australian systems and functions are independently assessed against applicable controls in the Australian Government Information Security Manual (ISM) by an ASD-endorsed IRAP assessor.

Essential Eight/ISM: Where required specific functions are accredited under E8/ISM by an external agency.

Germany

KRITIS: Our high-volume testing services in Germany are assessed under the Federal Government's Critical Infrastructure Framework KRITIS (Kritische Infrastrukturen), which applies to organisations and facilities essential to the functioning of German society, and whose failure would cause significant supply shortages or security risks. Key sectors include energy, water, health, transport, finance, food and IT. Operators must adhere to strict security regulations, reporting requirements and auditing by the BSI (Federal Office for Information Security).

NIS2: Our German organisation meets the NIS2 Directive (EU 2022/2555). It is the updated European Union legislation for cybersecurity, designed to improve cyber resilience across essential industries.

ISO 27001: Sonic's German IT organisations are certified to ISO 27001 Information Security Management by an external agency.

BSI C5: The BSI C5 (Cloud Computing Compliance Criteria Catalogue) is a German government-backed security standard developed by the Federal Office for Information Security (BSI). It establishes a mandatory baseline for secure cloud computing, featuring 121 criteria across 17 domains, widely adopted for auditing cloud service provider security, particularly in regulated industries like finance and healthcare.

Belgium

NIS2: Our Belgium organisation meets the NIS2 Directive (EU 2022/2555). It is the updated European Union legislation for cybersecurity, designed to improve cyber resilience across essential industries.

ISO 27001: Sonic's Belgium IT division is certified to ISO 27001 Information Security Management by an external agency.

Switzerland

ISO 27001: Sonic's Swiss IT division is undergoing certification to ISO 27001 Information Security Management by an external agency.

UK

ISO 27001: The UK's IT Organisation is certified to ISO 27001 Information Security Management by an external agency.

Cyber Essentials/NHS DSPT: Where required, specific functions are accredited under CE/DSPT by an external agency.

US

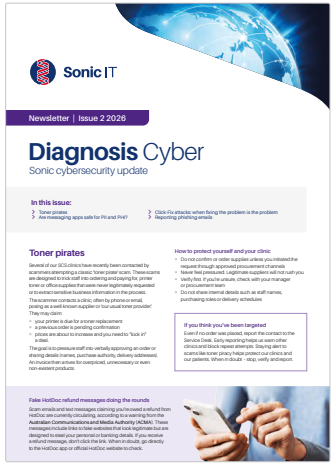
SOC2: Sonic Healthcare USA's data centres are accredited under the System and Organisation Controls V2.

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 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 2 2026

Diagnosis Cyber

Sonic cybersecurity update

In this issue:

Toner pirates

Are messaging apps safe for PII and PHI?

Click-Fix attacks: when fixing the problem is the problem

Reporting phishing emails

Toner pirates

How to protect yourself and your clinic:

If you think you've been targeted

Fake HotDoc refund messages doing the rounds

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 further expanded in FY2026, reflecting Sonic's commitment to proactive threat identification and continuous improvement of cyber resilience across our global operations.

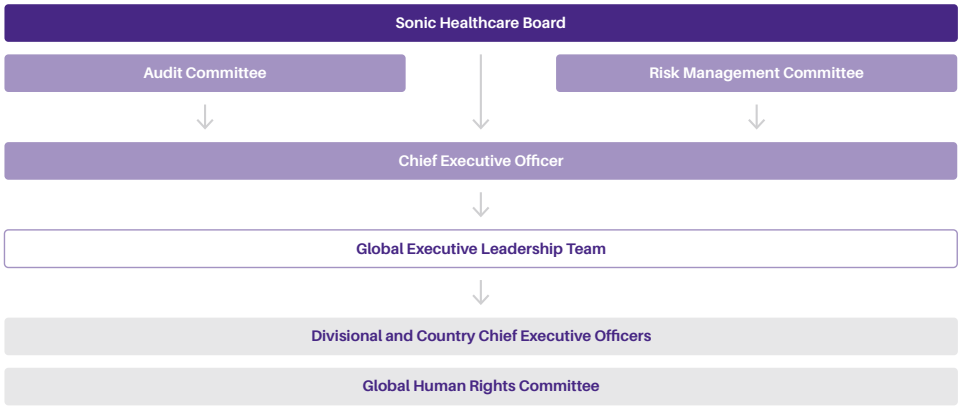
6.4 Human rights

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.

Governance and risk management

The Sonic Healthcare Board has ultimate oversight of modern slavery risk and reviews and approves Sonic's annual Modern Slavery Statement. The Global Human Rights Committee supports the day-to-day modern slavery risk management activities undertaken by Sonic's divisions and local entities, including risk assessment, policy oversight, monitoring, training, stakeholder engagement and remediation.



Sonic's greatest exposure to modern slavery risk arises through its large and complex supply chains, which include more than 20,000 Tier 1 suppliers across nine countries. Our risk-based approach prioritises categories with heightened inherent risk, including disposable gloves, cleaning, transport and logistics, and linen and laundry services.

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.

Human rights policy framework

Sonic Healthcare is committed to respecting human rights and identifying and addressing potential modern slavery risks across our operations and supply chains. Our approach is supported by a range of policies and charters that reinforce our commitment to ethical, safe and lawful conduct. These include our Code of Conduct and Ethics, Labour Standards and Human Rights Policy, Supplier Policy, Privacy Policy and Global Whistleblower Policy. 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.

FY2026 actions and progress

During FY2026, Sonic continued its supplier due diligence program, including the use of human rights and modern slavery questionnaires, supplier risk scoring, follow-up assessments and selected site assessments. Assessments of laundry service providers in Australia, the UK and the US considered working conditions, employment arrangements, freedom of movement, modern slavery awareness and grievance mechanisms.

To date, more than 11,000 employees have completed Sonic's modern slavery training, with completion exceeding 95% among identified higher-exposure employee groups, including management, procurement, finance, recruitment and human resources. Sonic also continued progressively incorporating human rights and sustainability clauses into supplier contracts.

Sonic's Supplier Policy was updated in June 2026. The revised policy strengthens expectations for suppliers to identify and address serious human rights risks, notify Sonic of potential violations, support compliance verification and provide accessible mechanisms for raising concerns.

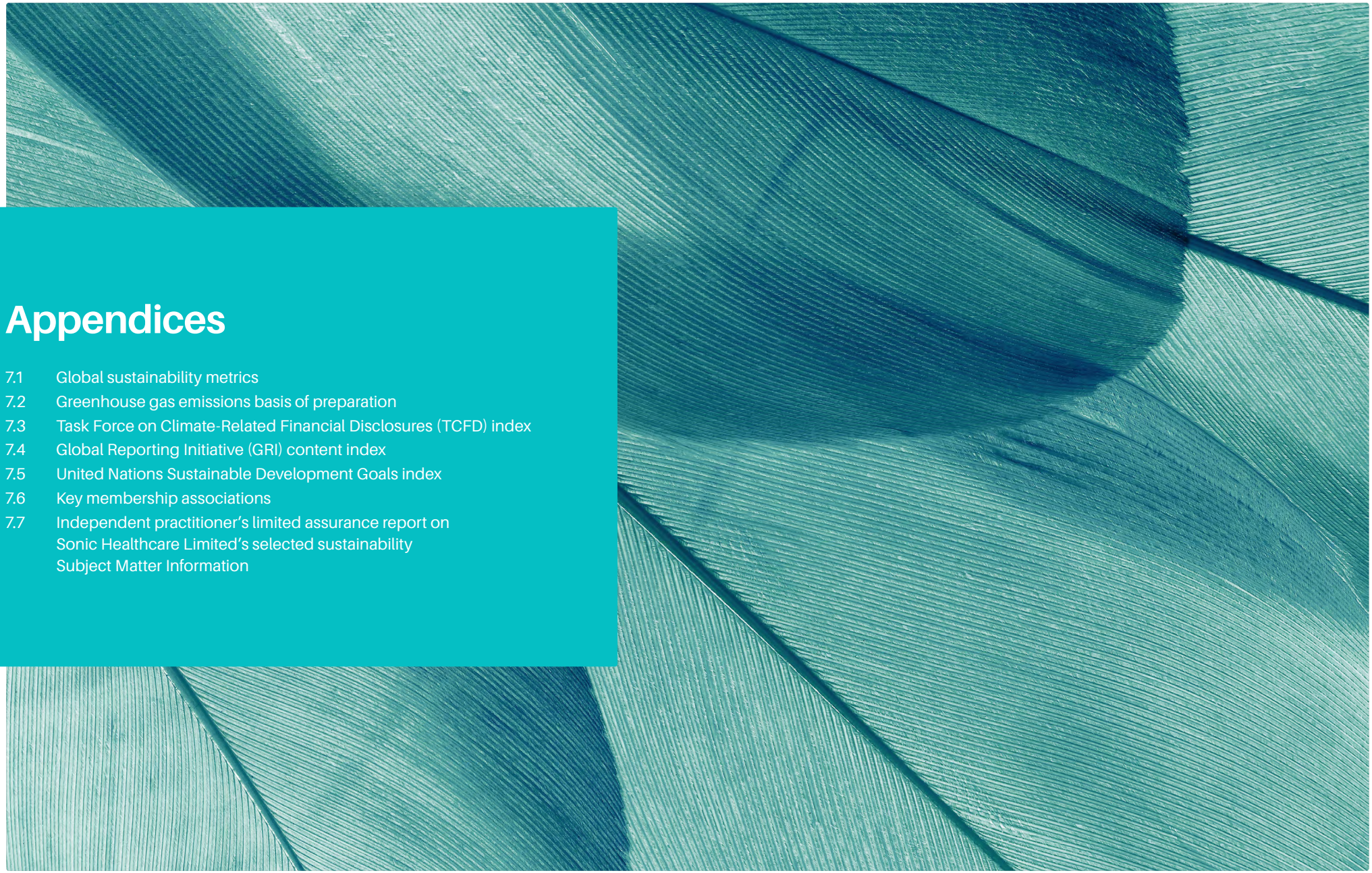
Effectiveness and next steps

Sonic evaluates the effectiveness of its approach by monitoring supplier participation, training completion, policy accessibility and review, emerging-risk monitoring and the accessibility of grievance mechanisms. No cases of modern slavery were identified through due diligence during FY2026. However, Sonic recognises that this does not demonstrate the absence of modern slavery and, accordingly, continues to strengthen its systems, processes and knowledge.

Future priorities include strengthening supplier onboarding and assessment, expanding site assessments in higher-risk categories, supporting the capability of small and mid-sized suppliers and seeking stakeholder feedback.

Further information

Further information is available in Sonic Healthcare's Modern Slavery Statement 2026.



Appendices

7.1 Global sustainability metrics
7.2 Greenhouse gas emissions basis of preparation
7.3 Task Force on Climate-Related Financial Disclosures (TCFD) index
7.4 Global Reporting Initiative (GRI) content index
7.5 United Nations Sustainable Development Goals index
7.6 Key membership associations
7.7 Independent practitioner's limited assurance report on Sonic Healthcare Limited's selected sustainability Subject Matter Information

7.1 Global sustainability metrics

Operations	FY2026	FY2025	FY2024	FY2023	FY2022
Countries of operation	9	7	7	7	7
Countries where we are ranked No. 1 (market share)[1]	5	4	4	4	4
Patient consultations (millions)	144	129	131	126	145
Number of laboratories	343	318	314	256	261
Number of collection or patient services centres	2,785	2,848	2,842	2,979	3,054
Number of radiology clinics	132	133	126	123	123
Number of medical centres[2]	249	241	225	215	217
Number of external accreditations, audits or reviews[3]	554	533	3,779	2,704	2,644
Number of internal operational audits or reviews	4,603	3,991	4,477	4,727	4,434
Operations suspended due to adverse accreditation or audit findings	Nil	Nil	Nil	Nil	Nil

1 Based on Sonic estimates and best publicly available information.
2 From FY2026, includes medical clinics in Germany associated with the Laboratory Group Dr. Kramer and Colleagues (LADR) acquisition.
3 The decrease in the number of external audits in FY2025 and FY2026 reflects a refinement in the definition of 'external audit'. Prior year values have not been subject to restatement.

Economic	FY2026	FY2025	FY2024	FY2023	FY2022
Revenue (A$M)	10,867	9,645	8,967	8,169	9,340
Net profit (A$M)	608	514	511	685	1,461
Dividends paid to shareholders (A$M)	534	523	508	491	475
Total assets (A$M)	16,781	16,054	14,826	13,015	12,552
Debt cover (times)	2.2	2.1	1.9	0.6	0.3
Total payments to staff (A$M)[4]	4,775	4,350	4,043	3,517	3,336
Total taxes paid (A$M)[5]	685	575	677	653	678
Total taxes remitted to tax authority on behalf of staff (A$M)	1,030	928	917	857	821

4 Total remuneration including superannuation and pension contributions.
5 Direct and indirect taxes, levies and duties, including employment-related taxes but excluding taxes paid on behalf of employees and GST/VAT.

Workforce	FY2026	FY2025	FY2024	FY2023	FY2022
Headline numbers					
Total workforce	47,658	43,276	41,987	40,594	41,478
Women in workforce	71.7%	71.9%	72.6%	73.1%	73.8%
Women in executive senior management roles[6]	38.7%	38.9%	40.0%	39.5%	38.0%
Women in total senior leadership positions[7]	52.9%	51.5%	53.0%	53.3%	52.8%
Science-based roles	46.2%	47.2%	46.4%	43.3%	39.7%
Women in science-based roles	73.1%	73.1%	73.8%	73.2%	73.5%
Employees engaged in part-time employment	35.9%	36.1%	34.2%	33.2%	33.4%
Temporary staff and contractors engaged within total workforce	3.7%	3.8%	3.7%	3.7%	3.1%
Employees with more than 10 years of service	28.2%	28.5%	28.3%	29.3%	28.8%
Voluntary employee turnover	14.3%	13.7%	15.6%	16.4%	20.0%
Voluntary senior leadership turnover	4.1%	4.7%	4.7%	3.6%	4.5%
Absenteeism	3.8%	3.8%	3.5%	3.7%	3.6%
Employees with access to an employee assistance program (EAP)	98.5%	98.8%	98.8%	78.6%	78.5%
Training courses and modules completed by staff	384,199	311,864	295,990	231,601	144,627
Training hours per employee	17.4	18.5	17.2	16.0	not available
Employees who took parental leave during the year	2.3%	1.9%	2.2%	2.3%	2.4%
Employees who returned after taking parental leave	83.4%	82.5%	81.6%	80.6%	83.2%
Employees still employed 12 months after returning from parental leave	81.3%	78.9%	79.2%	78.9%	77.1%
Lost time injuries per million hours worked (LTIFR)[8]	5.8	4.8	4.9	3.6	3.3
Number of employee injuries[8]	374	276	278	201	191
Total hours lost relating to the above injuries[8]	95,154	59,051	46,000	43,656	32,383
Average number of days lost per injury[8]	31.8	26.7	20.7	27.1	21.2

6 Executive senior management group includes CEO or head of each reporting unit and their executive management teams.
7 Total senior leadership includes executive senior leadership group, other managers, pathologists, radiologists and other doctors.
8 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.

Workforce	FY2026	FY2025	FY2024	FY2023	FY2022
Headline numbers					
Lost time hours as a percentage of total hours	0.12%	0.09%	0.07%	0.07%	0.05%
Fatalities	-	1	-	-	-
Number of non-employee injuries[9]	15	18	24	14	14

9 Non-employees include contractors and students but exclude other third parties, such as patients.

Headcount by country (includes all employees and contractors as at the end of FY2026)	Female	Male	Total	% female
Australia	15,177	4,626	19,803	76.6%
Belgium	330	156	486	67.9%
Germany[10]	8,806	4,058	12,864	68.5%
New Zealand	148	56	204	72.5%
Switzerland[11]	1,951	826	2,777	70.3%
United Kingdom	2,355	1,489	3,844	61.3%
United States	5,385	2,295	7,680	70.1%
Total	**34,152**	**13,506**	**47,658**	**71.7%**

10 Includes LADR Group operations.
11 Includes operations in Liechtenstein.

Headcount by division (includes all employees and contractors as at the end of FY2026)	Female	Male	Total	% female
Pathology/Laboratory medicine	28,306	11,787	40,093	70.6%
Radiology	2,892	1,023	3,915	73.9%
Clinical Services[12]	2,770	287	3,057	90.6%
Corporate (global management and services)	184	409	593	31.0%
Total	**34,152**	**13,506**	**47,658**	**71.7%**

12 Excludes general practitioners practising in Australian Clinical Services medical centres.

Workforce

Headcount by role (includes all employees and contractors as at the end of FY2026)	Female	Male	Total	% female
Medical – doctors	1,232	1,209	2,441	50.5%
Scientists, technologists, nurses, etc.	14,867	4,728	19,595	75.9%
Phlebotomist	7,213	715	7,928	91.0%
Courier driver	1,109	3,140	4,249	26.1%
Executive senior leadership (non-doctors)[13]	194	300	494	39.3%
Other (clerical, admin support, etc.)	9,537	3,414	12,951	73.6%
Total	**34,152**	**13,506**	**47,658**	**71.7%**
Total executive senior leadership (both doctors and non-doctors)[13]	264	419	683	38.7%

13 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 FY2026)	Female	Male	Total	% female
Full-time	17,480	8,307	25,787	67.8%
Part-time	13,605	3,204	16,809	80.9%
Casual or temporary	2,649	1,613	4,262	62.2%
Total	**33,734**	**13,124**	**46,858**	**72.0%**

Headcount by age bracket (includes employees only as at the end of FY2026)	Female	Male	Total	% female
Under 20 years old	325	127	452	71.9%
20 to 29 years old	6,912	2,432	9,344	74.0%
30 to 39 years old	7,527	2,861	10,388	72.5%
40 to 49 years old	7,152	2,526	9,678	73.9%
50 to 59 years old	6,734	2,225	8,959	75.2%
60 to 69 years old	4,533	2,113	6,646	68.2%
70 years old and over	551	840	1,391	39.6%
Total	**33,734**	**13,124**	**46,858**	**72.0%**

Workforce

Turnover (voluntary[14]) for the employed workforce by country for FY2026	Total employed workforce[15]	Voluntary turnover		
		Female	Male	Total
Australia	19,416	17.7%	13.1%	16.7%
Belgium	460	5.9%	4.6%	5.4%
Germany[10]	12,707	9.8%	9.2%	9.6%
New Zealand	202	22.0%	19.5%	21.3%
Switzerland[11]	2,774	14.4%	12.3%	13.7%
United Kingdom	3,506	6.5%	5.3%	6.0%
United States	7,503	23.1%	15.1%	20.7%
Total	**46,568**	**15.5%**	**11.3%**	**14.3%**

14 Voluntary turnover excludes leavers who retire, transfer internally, are made redundant or are temporary casual relief workers.
15 Total employed workforce refers to the average employed workforce during FY2026, as distinct from the total employed workforce as at 30 June 2026.

New hires by country for FY2026	Female	Male	Total	% female
Australia	3,211	931	4,142	77.5%
Belgium	46	18	64	71.9%
Germany[10]	1,153	705	1,858	62.1%
New Zealand	36	11	47	76.6%
Switzerland[11]	388	170	558	69.5%
United Kingdom	391	245	636	61.5%
United States	1,358	982	2,340	58.0%
Total	**6,583**	**3,062**	**9,645**	**68.3%**
Senior managers hired (included in above)	26	34	60	43.3%

Workforce

	Parental leave taken during the year				
Parental leave for FY2026	Female	Male	Total	Return rate after leave[16]	Employed 12 months after return[17]
Australia	412	88	500	80.8%	84.1%
Belgium	8	2	10	90.9%	100.0%
Germany[10]	196	48	244	80.0%	66.9%
New Zealand	4	–	4	100.0%	50.0%
Switzerland[11]	35	10	45	97.5%	72.0%
United Kingdom	101	42	143	98.4%	80.0%
United States	93	22	115	78.9%	98.6%
Total	**849**	**212**	**1,061**	**83.4%**	**81.3%**

16 Reflects staff who returned to work in FY2026 at the end of their parental leave.
17 Reflects staff who were still employed 12 months after their FY2025 return from parental leave.

LTIFR information for the last five years	LTIFR	Lost hours[18]	Total number of lost hours	Total number of injuries[19]
FY2026	**5.80**	**0.12%**	**95,154**	**374**
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

18 As a percentage of total hours.
19 Injury that has resulted in time lost from work greater than 8 hours.

Lost time by region for FY2026	LTIFR	Lost hours[18]	Total number of lost hours	Total number of injuries[19]
Australia/NZ	7.07	0.15%	43,812	180
Europe/UK	5.16	0.06%	19,227	132
United States	4.60	0.22%	32,115	62
Total	**5.80**	**0.12%**	**95,154**	**374**

Workforce

Lost time by division for FY2026	LTIFR	Lost hours[18]	Total number of lost hours	Total number of injuries[19]
Pathology/Laboratory medicine	6.05	0.13%	81,910	333
Radiology	5.49	0.12%	6,813	26
Clinical Services	3.90	0.14%	6,431	15
Corporate	–	0.00%	–	–
Total	**5.80**	**0.12%**	**95,154**	**374**

Community	FY2026	FY2025	FY2024	FY2023	FY2022
External stakeholders trained	56,546	40,908	18,874	13,649	not available

Environmental	FY2026	FY2025	FY2024	FY2023	FY2022
Motor vehicles in the fleet	3,857	3,356	3,263	3,108	3,149
Kilometres travelled by the fleet (million km)	151.1[20]	118.4	118.7	120.9	116.8
Electric or hybrid motor vehicles in the fleet	40.5%	39.5%	28.6%	17.1%	10.3%
Vehicles in the fleet with a four-cylinder engine or less	97.7%	97.8%	97.9%	97.3%	96.3%
Electricity generated by solar installations (MWh)	3,302	2,595	1,249	1,198	1,102
Installed solar panel capacity (MW)	3.154	2.966	1.584	1.135	1.032
Reduction in radiological film year on year	28.1%	26.9%	58.2%	11.1%	27.9%
Water withdrawal (kL)[21]	369,592[22]	309,654	301,201	333,582	318,892
Withdrawal (kL) per square metre	0.99	1.06	1.06	1.20	1.14
Significant environmental fines or sanctions	–	–	1	1	–

20 The increase in kilometres driven was partly attributable to the LADR Group acquisition and the associated medical supplies trading business.
21 Reflects water withdrawal at facilities greater than 1,000 square metres where water is separately metered.
22 Increase attributable to inclusion of additional sites from LADR, Sonic Suisse and Labor Staber.

Energy consumption and greenhouse gas emissions data

Notes on tables 1–14

For further information on the calculation of Sonic Healthcare's scope 1, 2 and 3 emissions, please refer to Greenhouse gas emissions basis of preparation in section 7.2.

FY2025 greenhouse gas emissions reported have been restated to reflect changes to the operational control boundary arising from FY2026 acquisitions, enhanced estimation methodologies, reassessment of emission factors and assumptions, and other methodology refinements identified during the reporting period.

Scope 1 and 2 greenhouse gas emissions for FY2025 have been restated to reflect:

- Changes to the operational control boundary arising from FY2026 acquisitions. Scope 1 and 2 (location-based) impact = 8,959 tCO_2
- Changes to the operational control boundary arising from FY2026 acquisitions. Scope 1 and 2 (market-based) impact = 12,682 tCO_2
- Enhanced estimation methodologies for natural gas and refrigerant gases to improve completeness. Scope 1 impact = 4,184 tCO_2
- The removal of emissions associated with 'other gases' to facilitate a like-for-like comparison with FY2026. Scope 1 impact = (58) tCO_2

Scope 3 greenhouse gas emissions for FY2025 have been restated to reflect:

- Changes to the operational control boundary arising from FY2026 acquisitions. Scope 3 impact = 29,468 tCO_2
- Reassessment of spend-based emission factors to better align with underlying spend activity. Scope 3 impact = 85,491 tCO_2
- Exclusion of recoverable taxes (GST / VAT) from spend-based calculations. Scope 3 impact = (5,724) tCO_2
- Reassessment of employee commuting travel distance assumptions. Scope 3 impact = (1,015) tCO_2
- Inclusion of fugitive emissions from shared and landlord controlled HVAC and cool room assets. Scope 3 impact = 4,693 tCO_2
- Inclusion of electricity from shared and landlord controlled HVAC assets. Scope 3 impact = 7,555 tCO_2
- Consideration of market-based instruments in calculating category 3 emissions. Scope 3 impact = (4,350) tCO_2
- Reassessment of waste emission factors to better reflect available spend data and waste treatment methods. Scope 3 impact = 2,469 tCO_2
- Initial recognition of emissions from investments. Scope 3 impact = 7,141 tCO_2
- Other methodology and emission factor adjustments. Scope 3 impact = 4,996 tCO_2

TABLE 1

Restated FY2025 (prior year) scope 1 and scope 2 (location-based) energy consumption by country (GJ)	Scope 1	Scope 2	Scope 1+2	% of total scope 1+2
Australia	82,879	268,370	351,249	29.9%
Belgium	15,043	11,032	26,075	2.2%
Germany[1]	170,187	153,484	323,671	27.6%
New Zealand	1,193	1	1,194	0.1%
Poland	15,652	7,556	23,208	2.0%
Switzerland[2]	65,899	35,938	101,837	8.7%
United Kingdom	14,405	29,485	43,890	3.7%
United States	137,957	165,665	303,622	25.8%
Total	**503,215**	**671,531**	**1,174,746**	**100.0%**

1 Includes LADR Group operations.
2 Includes operations in Liechtenstein.

Energy consumption and greenhouse gas emissions data

TABLE 2

Restated FY2025 (prior year) scope 1 and scope 2 (location-based) greenhouse gas emissions by country (tCO_2)	Scope 1	Scope 2	Scope 1+2	% of total scope 1+2
Australia	7,170	48,093	55,263	45.3%
Belgium	1,160	384	1,544	1.3%
Germany[1]	12,571	13,763	26,334	21.6%
New Zealand	83	–	83	0.1%
Poland	1,100	1,163	2,263	1.9%
Switzerland[2]	4,566	232	4,798	3.9%
United Kingdom	1,078	1,696	2,774	2.3%
United States	10,873	17,823	28,696	23.6%
Total	**38,601**	**83,154**	**121,755**	**100.0%**

TABLE 3

FY2026 (current year) scope 1 and scope 2 (location-based) energy consumption by country (GJ)	Scope 1	Scope 2	Scope 1+2	% of total scope 1+2
Australia	76,558	280,917	357,475	31.7%
Belgium	13,277	10,098	23,375	2.1%
Germany[1]	164,685	148,159	312,844	27.6%
New Zealand	1,127	2	1,129	0.1%
Poland	15,652	7,556	23,208	2.1%
Switzerland[2]	47,987	32,387	80,374	7.1%
United Kingdom	16,676	33,125	49,801	4.4%
United States	118,190	162,340	280,530	24.9%
Total	**454,152**	**674,584**	**1,128,736**	**100.0%**

Energy consumption and greenhouse gas emissions data

TABLE 4

FY2026 (current year) scope 1 and scope 2 (location-based) greenhouse gas emissions by country (tCO_2)	Scope 1	Scope 2	Scope 1+2	% of total scope 1+2
Australia	6,662	48,441	55,103	47.0%
Belgium	1,009	407	1,416	1.2%
Germany[1]	12,203	13,353	25,556	21.8%
New Zealand	76	–	76	0.1%
Poland	1,100	1,163	2,263	1.9%
Switzerland[2]	3,263	312	3,575	3.1%
United Kingdom	1,252	1,205	2,457	2.1%
United States	9,493	17,148	26,641	22.8%
Total	**35,058**	**82,029**	**117,087**	**100.0%**

TABLE 5

Change in scope 1 and scope 2 (location-based) greenhouse gas emissions by country between FY2026 (current year) and FY2025 (prior year) (tCO_2)	FY2026 (current year) scope 1+2	FY2025 (prior year) scope 1+2	Change scope 1+2 FY2026 vs FY2025	% change scope 1+2 FY2026 vs FY2025
Australia	55,103	55,263	(160)	(0.3%)
Belgium	1,416	1,544	(128)	(8.3%)
Germany[1]	25,556	26,334	(778)	(3.0%)
New Zealand	76	83	(7)	(8.4%)
Poland	2,263	2,263	–	0.0%
Switzerland[2]	3,575	4,798	(1,223)	(25.5%)
United Kingdom	2,457	2,774	(317)	(11.4%)
United States	26,641	28,696	(2,055)	(7.2%)
Total	**117,087**	**121,755**	**(4,668)**	**(3.8%)**

Energy consumption and greenhouse gas emissions data

TABLE 6

Change in scope 1 greenhouse gas emissions by country between FY2026 (current year) and FY2025 (prior year) (tCO_2)	FY2026 (current year) scope 1	FY2025 (prior year) scope 1	Change scope 1 FY2026 vs FY2025	% change scope 1 FY2026 vs FY2025
Australia	6,662	7,170	(508)	(7.1%)
Belgium	1,009	1,160	(151)	(13.0%)
Germany[1]	12,203	12,571	(368)	(2.9%)
New Zealand	76	83	(7)	(8.4%)
Poland	1,100	1,100	–	0.0%
Switzerland[2]	3,263	4,566	(1,303)	(28.5%)
United Kingdom	1,252	1,078	174	16.1%
United States	9,493	10,873	(1,380)	(12.7%)
Total	**35,058**	**38,601**	**(3,543)**	**(9.2%)**

TABLE 7

Change in scope 2 (location-based) greenhouse gas emissions by country between FY2026 (current year) and FY2025 (prior year) (tCO_2)	FY2026 (current year) scope 2 (location-based)	FY2025 (prior year) scope 2 (location-based)	Change scope 2 (location-based) FY2026 vs FY2025	% change scope 2 (location-based) FY2026 vs FY2025
Australia	48,441	48,093	348	0.7%
Belgium	407	384	23	6.0%
Germany[1]	13,353	13,763	(410)	(3.0%)
New Zealand[3]	–	–	–	0.0%
Poland	1,163	1,163	–	0.0%
Switzerland[2]	312	232	80	34.5%
United Kingdom	1,205	1,696	(491)	(29.0%)
United States	17,148	17,823	(675)	(3.8%)
Total	**82,029**	**83,154**	**(1,125)**	**(1.4%)**

3 New Zealand reports nil scope 2 emissions as its sites are co-located within other medical practices, with energy consumption outside Sonic's operational control and associated emissions recognised within scope 3.

Energy consumption and greenhouse gas emissions data

TABLE 8

Change in scope 2 (market-based) greenhouse gas emissions by country between FY2026 (current year) and FY2025 (prior year) (tCO_2)	FY2026 (current year) scope 2 (market-based)	FY2025 (prior year) scope 2 (market-based)	Change scope 2 (market-based) FY2026 vs FY2025	% change scope 2 (market-based) FY2026 vs FY2025
Australia	28,164	32,668	(4,504)	(13.8%)
Belgium	476	404	72	17.8%
Germany[1]	12,426	14,653	(2,227)	(15.2%)
New Zealand	–	–	–	0.0%
Poland	510	510	–	0.0%
Switzerland[2]	183	131	52	39.7%
United Kingdom	41	38	3	7.9%
United States	18,183	18,270	(87)	(0.5%)
Total	**59,983**	**66,674**	**(6,691)**	**(10.0%)**

TABLE 9

Scope 3 greenhouse gas emissions (Greenhouse Gas Protocol categories 1–8 and 15) by category for FY2026 (current year) and FY2025 (prior year) (tCO_2)	FY2026 (current year) scope 3	FY2025 (prior year) scope 3	Change FY2026 vs FY2025	FY2026 % of total scope 3 emissions split by category
Scope 3 category				
1. Purchased goods and services	242,336	239,823	2,513	50.4%
2. Capital goods	57,653	33,471	24,182	12.0%
3. Fuel and energy-related activities	15,179	16,385	(1,206)	3.2%
4. Upstream transportation and distribution	60,075	56,672	3,403	12.5%
5. Waste generated in operations	16,228	18,309	(2,081)	3.4%
6. Business travel	8,385	9,103	(718)	1.7%
7. Employee commuting	44,512	44,482	30	9.3%
8. Upstream leased assets	29,020	28,841	179	6.0%
15. Investments	7,141	7,141	–	1.5%
Total scope 3 emissions	**480,529**	**454,227**	**26,302**	**100.0%**

Energy consumption and greenhouse gas emissions data

TABLE 10

Global scope 1, 2 (location-based) and 3 emissions by scope and total (tCO_2)	FY2026 (current year)	FY2025 (prior year)	Change FY2026 vs FY2025	FY2026 % split by scope
Emissions				
Total global scope 1 emissions	35,058	38,601	(3,543)	5.9%
Total global scope 2 (location-based) emissions	82,029	83,154	(1,125)	13.7%
Total global scope 3 emissions[4]	480,529	454,227	26,302	80.4%
Total global scope 1, 2 and 3 emissions	**597,616**	**575,982**	**21,634**	**100.0%**

4 Includes scope 3 categories 1–8 and category 15.

TABLE 11

Global scope 1 greenhouse gas emissions (tCO_2)	FY2026 (current year)	FY2025 (prior year)	Change FY2026 vs FY2025	% change FY2026 vs FY2025
Fuel	21,334	24,064	(2,730)	(11.3%)
Natural gas	7,147	7,772	(625)	(8.0%)
Refrigerant gases	5,660	5,580	80	1.4%
Dry ice	917	1,185	(268)	(22.6%)
Total scope 1 emissions	**35,058**	**38,601**	**(3,543)**	**(9.2%)**

TABLE 12

Global scope 2 greenhouse gas emissions (tCO_2)	FY2026 (current year)	FY2025 (prior year)	Change FY2026 vs FY2025	% change FY2026 vs FY2025
Scope 2 emissions (location-based)	82,029	83,154	(1,125)	(1.4%)
Scope 2 emissions (market-based)	59,983	66,674	(6,691)	(10.0%)

Energy consumption and greenhouse gas emissions data

TABLE 13

Global scope 1 and 2 (location-based) greenhouse gas emissions (tCO_2)	FY2026 (current year)	FY2025 (prior year)	Change FY2026 vs FY2025	% change FY2026 vs FY2025
Scope 1 emissions	35,058	38,601	(3,543)	(9.2%)
Scope 2 emissions (location-based)	82,029	83,154	(1,125)	(1.4%)
Total scope 1 and 2 emissions (location-based)	**117,087**	**121,755**	**(4,668)**	**(3.8%)**

TABLE 14

Global scope 1 and 2 (market-based) greenhouse gas emissions (tCO_2)	FY2026 (current year)	FY2025 (prior year)	Change FY2026 vs FY2025	% change FY2026 vs FY2025
Scope 1 emissions	35,058	38,601	(3,543)	(9.2%)
Scope 2 emissions (market-based)	59,983	66,674	(6,691)	(10.0%)
Total scope 1 and 2 emissions (market-based)	**95,041**	**105,275**	**(10,234)**	**(9.7%)**

7.2 Greenhouse gas emissions basis of preparation

Sonic Healthcare measures and reports its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004).

Scope 1 and scope 2 emissions have been prepared in accordance with AASB S2. Scope 3 emissions have not been prepared in accordance with AASB S2 and are disclosed voluntarily.

Sonic's methodology is designed to support the consistent measurement of emissions and comparability with industry practice. All seven major greenhouse gases (CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF_3) are included, with emissions aggregated and reported on an absolute (gross) basis in metric tonnes of CO_2 equivalent (tCO_2).

Organisational boundary

Sonic prepares its greenhouse gas emissions inventory using the operational control approach in accordance with the Greenhouse Gas Protocol. The operational control approach reflects the operations over which Sonic has the full authority to introduce and implement its operating policies at the operation.

Sonic includes 100% of scope 1 and 2 emissions from operations where it has the authority to introduce and implement operating policies and procedures.

For pathology laboratory and diagnostic imaging services provided within hospitals and other medical facilities, operational control of these sites is deemed to reside with the third-party operator of the facility. While these operations are legally and financially independent corporate activities of Sonic, operationally and clinically they function as an embedded part of the host facility. The host facility holds authority over the operating policies that drive emissions at these sites, which include control of operating hours and service availability, emergency readiness parameters, patient access, equipment permitted onsite, health and safety requirements (including radiation safety, biosafety and hazardous materials) and the master utility supplies and facility infrastructure (including central HVAC and magnet-chilling plants). Sonic delivers its clinical services within, and in accordance with, these operating frameworks rather than setting them.

Accordingly, notwithstanding Sonic's legal and financial interest in these sites, operational control resides with the host facility. Emissions arising from these co-located hospital footprints are therefore excluded from Sonic's scope 1 and 2 inventory and accounted for within scope 3, category 8 (upstream leased assets).

For non-controlled investees, Sonic reports its share of emissions within scope 3, category 15 (investments), based on the best available information.

Emissions from acquired operations are included from the acquisition date, and emissions from divested operations are excluded from the date operational control ceases (including through divestment or other loss of control).

Measurement approach

Scope 1 and 2

Sonic reports scope 1 emissions and scope 2 location-based emissions, and also reports scope 2 market-based emissions to reflect the impact of Sonic's contractual instruments relating to the procurement of certificate-supported renewable energy in multiple jurisdictions. In jurisdictions where contractual arrangements to procure renewable energy do not exist, Sonic applies the relevant residual mix factor in accordance with the 'Greenhouse Gas Protocol: Scope 2 Guidance'.

Scope 1 and 2 emissions are measured using the indirect method, whereby emissions are estimated by applying relevant emission factors to activity data. The Group prioritises direct data sources (such as utility invoices and fuel card records) to measure activity data wherever possible. Where such primary data is unavailable, the Group uses estimation methods based on all reasonable and supportable information available at the reporting date.

Scope 1 refrigerant emissions are estimated where asset-level data is unavailable, using screening methodologies based on site characteristics, refrigerant charge and leakage rate assumptions, and refrigerant specific global warming potential. Shared or landlord-controlled HVAC systems are excluded from scope 1 and reported in scope 3 category 8. Estimation methodologies are applied consistently and reviewed as data availability, operations and relevant guidance evolve.

Sonic uses jurisdiction-specific government emission factor sources as the primary basis for scope 1 and 2 emissions calculations, supplemented by recognised reference databases, where necessary. If local factors are not available, Sonic uses proxy factors to determine the most appropriate and conservative estimates.

The market-based method calculates scope 2 emissions using emission factors that reflect the specific electricity products procured through contractual instruments.

The Group has various agreements to purchase unbundled renewable energy certificates (RECs) from various renewable energy producers as part of its strategy to reduce market-based scope 2 emissions. Where renewable electricity purchases do not cover total consumption, a jurisdictional residual mix factor is applied. This represents the emissions intensity of remaining grid electricity after accounting for claimed renewable energy.

Scope 3

Sonic assesses scope 3 emissions across all 15 Greenhouse Gas Protocol categories, using activity-based and spend-based methodologies depending on data availability and relevance.

As part of this assessment, downstream categories 9, 10, 11 and 12 were assessed in the context of Sonic's business model. As Sonic provides medical diagnostic services and has limited sales of physical products, emissions associated with the downstream transportation, processing, use and end-of-life treatment of sold products were assessed, and deemed not material to our scope 3 inventory. In addition, categories 13 and 14 are not relevant to our operations, as we do not operate under a franchise model, nor do we own and lease out assets.

In FY2026, Sonic commenced reporting of scope 3 category 15 (investments) emissions associated with entities in which Sonic holds an ownership interest but does not possess operational control.

Numbers in the activity data and calculation methodology columns of the scope 3 table below indicate the data and methodological hierarchy applied where more than one approach is used for a scope 3 category.

Scope 3 category	Activity data	Calculation methodology
Category 1: Purchased goods and services	▪ Operating expenditure data for the 10 months to 30 April 2026, annualised on a straight-line basis.	▪ **Spend-based method:** Annualised spend is adjusted to the purchaser-price year of the emission factor database using country-specific inflation rates, and converted from local currency to Australian dollars. Relevant spend is categorised and multiplied by sector-specific spend-based emission factors derived from US economy-wide input-output data. Factors are selected based on the industry classification considered most representative of the goods or services purchased. As the manufacturing location and supplier-specific emissions of purchased products are not consistently available, the factors represent sector-average emissions intensities and may not reflect the actual geographic origin or emissions profile of individual purchases.
Category 2: Capital goods	▪ Full-year capital expenditure data.	▪ **Average spend-based method:** Spend is adjusted to the purchaser-price year of the emission factor database using country-specific inflation rates, and converted from local currency to Australian dollars. Relevant spend is categorised and multiplied by sector-specific spend-based emission factors derived from US economy-wide input-output data. Refer category 1 calculation methodology above.
Category 3: Fuel- and energy-related activities not included in scope 1 or 2	▪ Underlying scope 1 fuel consumption and scope 2 purchased energy values from the FY2026 emissions reporting inventory.	▪ **Average-data method:** The relevant quantity of each fuel or purchased energy source is multiplied by an upstream well-to-tank and/or transmission-and-distribution loss factor selected by activity and jurisdiction. ▪ For electricity reported on a market-based basis in scope 2, Sonic applies corresponding upstream lifecycle emission factors in category 3.
Category 4: Upstream transportation and distribution	▪ Inbound and outbound logistics expenditure from the general ledger for the 10 months to 30 April 2026, annualised on a straight-line basis.	▪ **Spend-based method:** Spend is adjusted to the purchaser-price year of the emission factor database using country-specific inflation rates, and converted from local currency to Australian dollars. Relevant spend is categorised and multiplied by sector-specific spend-based emission factors derived from US economy-wide input-output data. Refer category 1 calculation methodology above.
Category 5: Waste generated in operations	1 Reported mass, or volume converted to mass of waste, by waste type and treatment route. 2 Waste-management spend, by waste type and treatment route ▪ All activity data is based on the 9 months to 31 March 2026 and annualised on a straight-line basis.	1 **Waste-type-specific method:** Physical data is prioritised and multiplied by a waste-type- and treatment-specific factor. 2 **Average spend-based method:** Where physical data is unavailable, spend is adjusted to the purchaser-price year of the emission factor database using country-specific inflation rates, and converted from local currency to Australian dollars. Relevant spend is categorised and multiplied by the most representative sector- and country-specific spend-based factor.
Category 6: Business travel	1 Travel agent-reported emissions. 2 Reported litres of reimbursed fuel. 3 Kilometres travelled by transport type. 4 Travel expenditure data from the general ledger. ▪ All activity data is based on the 9 months to 31 March 2026 and annualised on a straight-line basis.	1 **Third party-reported emissions**: Travel agent-reported emissions are standardised to metric $kgCO_2$. 2 **Fuel-based method:** Reimbursed fuel litres are multiplied by a fuel combustion factor. 3 **Distance-based method:** Distance travelled is multiplied by an emission factor specific to the mode of transport used. 4 **Spend-based method:** Spend is adjusted to the purchaser-price year of the emission factor database using country-specific inflation rates, and converted from local currency to Australian dollars. Relevant spend is categorised and multiplied by the most representative sector-specific spend-based factor.
Category 7: Employee commuting	▪ Year-end FTE by country. ▪ Management-informed assumptions on transport-mode splits. ▪ Country-specific average one-way commuting distance.	▪ **Average-data method:** Country-specific commuting distances, frequencies and management-informed transport-mode splits are used to estimate annual kilometres travelled by mode. These are multiplied by the relevant passenger-kilometre emission factors.

Scope 3 category	Activity data	Calculation methodology
Category 8: Upstream leased assets	1 Metered electricity and natural gas at leased sites outside Sonic's operational control. 2 Leased floor area, site type and site location data.	1 **Asset-specific method:** Actual consumption is multiplied by the applicable emission factor. 2 **Average-data method:** Where consumption is unavailable, estimations are applied using leased floor area data. ▪ Landlord-controlled HVAC refrigerant and energy consumption are estimated using building-activity cooling intensity adjusted for climate, then converted using the applicable electricity-grid factor. ▪ Included in this category are emissions from Sonic-owned assets which are operated within the respective leased sites.
Category 9: Downstream transportation and distribution	▪ Excluded as immaterial.	
Category 10: Processing of sold products	▪ Excluded as immaterial.	
Category 11: Use of sold products	▪ Excluded as immaterial.	
Category 12: End-of-life treatment of sold products	▪ Excluded as immaterial.	
Category 13: Downstream leased assets	▪ Excluded as not applicable.	
Category 14: Franchises	▪ Excluded as not applicable.	
Category 15: Investments	▪ Equity interests and carrying value as at 30 June 2026. ▪ Investee revenue, country and operational sector data.	1 **Average-data method:** Annual investee revenue multiplied by a country and sector-specific spend-based factor. Emissions are apportioned to Sonic based on percentage of equity holding. 2 **Comparable proxy:** Use of comparable investee emissions proxies where revenue data is unavailable.

Data collection, estimation and validation

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 and local subject matter experts 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 appropriate estimation methods to calculate the most accurate estimate of annual figures.

Emissions calculations are subject to internal review, including consideration of underlying activity data, estimation methodologies and calculation assumptions.

In FY2026, Sonic's scope 1 and 2 emissions were subject to independent limited assurance as part of the review of specified AASB S2 disclosures in the 'Sustainability Report' included in Sonic Healthcare's Annual Report 2026 (see Annual Report pages 186–190). Sonic's FY2026 scope 3 emissions were subject to a separate voluntary independent limited assurance engagement and were not included in the FY2026 AASB S2 assurance scope. The related assurance statement is included on pages 116–118 of this report.

Base year

In FY2026, Sonic reset its emissions target base year from FY2021 to FY2026, in alignment with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard's principles.

This reset was driven by two primary considerations:

- **Improved data integrity:** The original FY2021 baseline lacked sufficient granularity to support accurate tracking of emissions over time, including detailed monitoring of performance against targets. Sonic's continued focus on improved processes surrounding data collection, management and validation has significantly improved data granularity and integrity over time.
- **Atypical FY2021 operations (COVID-19 impact):** FY2021 was materially affected by the COVID-19 pandemic and therefore did not reflect business-as-usual operating conditions for Sonic. At the time, FY2021 provided a practical starting point for establishing group-wide emissions reporting and for beginning to track the impact of emissions management initiatives.

Taken together, these factors establish FY2026 as a more representative and reliable base year for tracking emissions performance and measuring progress against targets.

Emission factors and supporting calculation sources

Sonic applies a consistent approach to the use of emission factors to ensure emissions 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.

Scope 1 and 2 factors

- Australian Government Department of Climate Change, Energy, the Environment and Water (DCCEEW), National Greenhouse Accounts Factors 2025.
- Australian Clean Energy Regulator (CER), Renewable Power Percentage.
- European Environment Agency (EEA), Greenhouse Gas Emission Intensity of Electricity Generation in Europe.
- Association of Issuing Bodies (AIB), European Residual Mixes 2025.
- New Zealand Ministry for the Environment, Measuring Emissions Catalogue 2025.
- BraveTrace, New Zealand Energy Certificate System (NZECS) Annual Market Report.
- UK Department for Energy Security and Net Zero, Greenhouse Gas Reporting: Conversion Factors 2026.
- Cornerstone Sustainability Data Initiative, eGRID 2024.
- Center for Resource Solutions (CRS), 2025 Residual Mix Emissions Rates.
- Carbon Data Intelligence, International Electricity Factors.
- German Environment Agency (Umweltbundesamt), Emissions Balance of Renewable Energy Sources 2024.
- Greenhouse Gas Protocol and IPCC Sixth Assessment Report (AR6), Global Warming Potentials.

Scope 3 factors

- Australian Government Department of Climate Change, Energy, the Environment and Water (DCCEEW), National Greenhouse Accounts Factors 2025.
- Cornerstone Supply Chain USEEIO GHG Emission Factors v1.4.0.
- Country-specific statistical sources for commuting distances.
- Green Industries SA, Waste and Recycling Reporting – volume to mass factors.
- New Zealand Ministry for the Environment, Measuring Emissions Catalogue 2025.
- Open CEDA 2025 by Watershed.
- UK Department for Energy Security and Net Zero, Greenhouse Gas Reporting: Conversion Factors 2025.
- US Energy Information Administration (EIA) Commercial Buildings Energy Consumption Survey (CBECS) 2018.

If country-specific factors are not available, we use proxy factors to determine the most appropriate and representative estimates. All emission factors are documented in a central 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 1–14 on page 92).

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.

7.3 Task Force on Climate-Related Financial Disclosures (TCFD) index

Sonic Healthcare's climate-related financial disclosures for FY2026 are contained in the Sustainability Report within Sonic Healthcare's Annual Report 2026 and have been prepared in accordance with AASB S2 Climate-related Disclosures. The following index identifies where disclosures relevant to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) can be found in Sonic's Annual Report 2026 and, where relevant, Sonic's Sustainability Impact Report 2026.

TCFD recommended disclosure	Location
Governance	
Disclose the organisation's governance around climate-related risks and opportunities.	
a) Describe the Board's oversight of climate-related risks and opportunities.	Sonic Healthcare Annual Report 2026, Sustainability Report – 3.1 Board of Directors, pp. 164–166
b) Describe management's role in assessing and managing climate-related risks and opportunities.	Sonic Healthcare Annual Report 2026, Sustainability Report – 3.2 Management, p. 166
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.	
a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	Sonic Healthcare Annual Report 2026, Sustainability Report – 5. Strategy, including Strategic time horizons and 5.1 Identified climate-related risks and opportunities, pp. 168–176
b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	Sonic Healthcare Annual Report 2026, Sustainability Report – 2. Business model and value chain, pp. 160–163; 5.1 Identified climate-related risks and opportunities, pp. 168–176
c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Sonic Healthcare Annual Report 2026, Sustainability Report – 5.2 Climate scenario analysis and 5.3 Climate resilience, pp. 177–181
Risk management	
Disclose how the organisation identifies, assesses, and manages climate-related risks.	
a) Describe the organisation's processes for identifying and assessing climate-related risks.	Sonic Healthcare Annual Report 2026, Sustainability Report – 4. Risk management, pp. 167–168
b) Describe the organisation's processes for managing climate-related risks.	Sonic Healthcare Annual Report 2026, Sustainability Report – 4. Risk management, pp. 167–168; 5.1 Identified climate-related risks and opportunities, pp. 169–176
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	Sonic Healthcare Annual Report 2026, Sustainability Report – 4. Risk management, pp. 167–168

TCFD recommended disclosure	Location
Metrics and targets	
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	
a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Sonic Healthcare Annual Report 2026, Sustainability Report – 6. Metrics and targets, including 6.1 Climate-related metrics and 6.2 Other cross-industry metrics, pp. 181–184
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Sonic Healthcare Annual Report 2026, Sustainability Report – 6.1 Climate-related metrics, pp. 181–182 Sonic Healthcare Sustainability Impact Report 2026, Climate and environment – 3.6 Scope 1, 2 and 3 emissions, pp. 29–32
c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Sonic Healthcare Annual Report 2026, Sustainability Report – 3.1 Board of Directors, Target setting and performance oversight, pp. 165–166 Sonic Healthcare Sustainability Impact Report 2026, Climate and environment – 3.5 Emissions targets and decarbonisation levers, pp. 26–28

7.4 Global Reporting Initiative (GRI) content index

GRI standard	Disclosure	Location
GRI 1: Foundation 2021	Statement of use	▪ Sonic Healthcare Limited has reported the information cited in this GRI content index for the period 1 July 2025 to 30 June 2026 with reference to the GRI Standards. ▪ Applicable GRI Sector Standard(s): None
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 nine countries – Australia, Germany, the US, Switzerland, the UK, Belgium, Poland, Liechtenstein and New Zealand. ▪ Annual Report 2026, pp. 11–13
	2-2 Entities included in the organisation's sustainability reporting	▪ About this report, p. 4 ▪ Appendices, p. 99 ▪ Annual Report 2026, pp. 140–151
	2-3 Reporting period, frequency and contact point	▪ Sustainability Reports, as required under AASB S2, and Sustainability Impact 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 2025 to 30 June 2026 with reference to the GRI Standards. ▪ Contact sustainability@sonichealthcare.com
	2-4 Restatements of information	▪ Climate and environment, pp. 29–43 ▪ Appendices, pp. 92–98, 102
	2-5 External assurance	▪ About this report, p. 3 ▪ Our approach to sustainability, p. 12 ▪ Governance, p. 78 ▪ Appendices, pp. 101, 116–118 ▪ Annual Report 2026, pp. 186–190
	2-6 Activities, value chain and other business relationships	▪ About Sonic Healthcare, pp. 7, 10 ▪ Our approach to sustainability, pp. 15–16, 19–20 ▪ Climate and environment, pp. 22–24 ▪ Annual Report 2026, pp. 11–13

GRI standard	Disclosure	Location
	2-7 Employees	■ Introduction, p. 7 ■ Our People, pp. 46–50 ■ Appendices, pp. 86–91
	2-8 Workers who are not employees	■ Our People, p. 46 ■ Appendices, pp. 86–88
	2-9 Governance structure and composition	■ Our approach to sustainability, pp. 12–14 ■ Governance, pp. 76–78 ■ Annual Report 2026, pp. 25–28, 53–64 ■ Board Charter, pp. 4–5
	2-10 Nomination and selection of the highest governance body	■ Board Charter
	2-11 Chair of the highest governance body	■ Sonic Healthcare's Chairman is a non-executive independent Director. ■ Annual Report 2026, p. 25
	2-12 Role of the highest governance body in overseeing the management of impacts	■ Our approach to sustainability, pp. 12–14 ■ Annual Report 2026, pp. 54, 59, 61–62 ■ Board Charter, pp. 4–5
	2-13 Delegation of responsibility for managing impacts	■ Our approach to sustainability, p. 14
	2-14 Role of the highest governance body in sustainability reporting	■ About this report, p. 3
	2-15 Conflicts of interest	■ Board Charter, p. 6 ■ Annual Report 2026, p. 57
	2-16 Communication of critical concerns	■ Governance, p. 79 ■ 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, p. 13 ■ Annual Report 2026, pp. 55–56
	2-18 Evaluation of the performance of the highest governance body	■ Our approach to sustainability, p. 12 ■ Board Charter, p. 6 ■ Annual Report 2026, p. 64
	2-19 Remuneration policies	■ Our approach to sustainability, p. 13 ■ Annual Report 2026, pp. 31–50
	2-20 Process to determine remuneration	■ Annual Report 2026, 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's Message, p. 5 ■ Our approach to sustainability, p. 11 ■ Annual Report 2026, pp. 2–6

GRI standard	Disclosure	Location
	2-23 Policy commitments	▪ Governance, pp. 78–79, 83 ▪ Code of Conduct and Ethics ▪ Supplier Policy ▪ Labour Standards and Human Rights Policy ▪ Modern Slavery Statement 2026, pp. 22–23 ▪ Sonic's policy documents are available on the Sonic Healthcare website.
	2-24 Embedding policy commitments	▪ Governance, pp. 79, 83 ▪ Supplier Policy ▪ Modern Slavery Statement 2026, pp. 20–29
	2-25 Processes to remediate negative impacts	▪ Governance, pp. 79, 83 ▪ Modern Slavery Statement 2026, pp. 22, 25, 27–29 ▪ Global Whistleblower Policy ▪ Code of Conduct and Ethics, p. 4
	2-26 Mechanisms for seeking advice and raising concerns	▪ Governance, p. 79 ▪ Modern Slavery Statement 2026, p. 25 ▪ Code of Conduct and Ethics, p. 4 ▪ Global Whistleblower Policy
	2-27 Compliance with laws and regulations	▪ No significant environmental fines or sanctions were incurred during the period.
	2-28 Membership associations	▪ Appendices, p. 115
	2-29 Approach to stakeholder engagement	▪ Our approach to sustainability, pp. 15–16
	2-30 Collective bargaining agreements	▪ Our People, pp. 48, 51 ▪ 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. 16
	3-2 List of material topics	▪ Our approach to sustainability, pp. 17–18
	3-3 Management of material topics	▪ Our approach to sustainability, p. 18 ▪ Climate and environment, pp. 21–45 ▪ Our People, pp. 46–58 ▪ Communities, pp. 59–75 ▪ Governance, pp. 76–83
GRI 101: Biodiversity 2024	101-4 Identification of biodiversity impacts	▪ Sonic has not yet completed a formal nature-related assessment. ▪ Climate and environment, p. 45
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	▪ Annual Report 2026, pp. 7, 66–67
	201-2 Financial implications and other risks and opportunities due to climate change	▪ Annual Report 2026, pp. 168–181
	201-3 Defined benefit plan obligations and other retirement plans	▪ Annual Report 2026, p. 111 ▪ Statutory employer contributions vary in each jurisdiction.

GRI standard	Disclosure	Location
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	▪ About Sonic, p. 10 ▪ Communities, pp. 69–70
	203-2 Significant indirect economic impacts	▪ Our People, pp. 51–54 ▪ Communities, pp. 65–69, 71–75 ▪ The Sonic Healthcare Foundation Operational Update 2026
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	▪ Governance, pp. 78–79 ▪ Annual Report 2026, 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, p. 79
	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. 79).
GRI 206: Anti-competitive Behaviour 2016	206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	▪ There was no legal or regulatory action concerning anti-competitive behaviour, anti-trust or monopoly practices during the reporting period.
GRI 207: Tax 2019	207-1 Approach to tax	▪ Governance, p. 78 ▪ Taxation Governance, pp. 3–5 ▪ Annual Report 2026, pp. 94–96
	207-2 Tax governance, control, and risk management	▪ Governance, pp. 76–78 ▪ Taxation Governance ▪ Annual Report 2026, 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. 39–43
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	▪ Appendices, pp. 92–93
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	▪ Climate and environment, pp. 43–45
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	▪ Climate and environment, pp. 29–31 ▪ Appendices, pp. 93–95, 97–98
	305-2 Energy indirect (Scope 2) GHG emissions	▪ Climate and environment, pp. 29–31 ▪ Appendices, pp. 93–98
	305-3 Other indirect (Scope 3) GHG emissions	▪ Climate and environment, pp. 29, 31–32 ▪ Appendices, pp. 96–97

GRI standard	Disclosure	Location
	305-4 GHG emissions intensity	▪ Climate and environment, p. 31
	305-5 Reduction of GHG emissions	▪ Climate and environment, pp. 26–28, 33–43
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	▪ Climate and environment, p. 39
	306-2 Management of significant waste-related impacts	▪ Climate and environment, pp. 39–43
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	▪ Climate and environment, pp. 42–43 ▪ Supplier Policy, pp. 5–6, 8
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	▪ Our People, pp. 47, 49 ▪ Appendices, pp. 86, 89
	401-3 Parental leave	▪ Our People, p. 50 ▪ Appendices, p. 90
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	▪ Our People, p. 56 ▪ SonicSAFE
	403-2 Hazard identification, risk assessment and incident investigation	▪ Our People, pp. 56–57 ▪ SonicSAFE
	403-3 Occupational health services	▪ Our People, pp. 56–57 ▪ SonicSAFE
	403-4 Worker participation, consultation and communication on occupational health and safety	▪ Our People, p. 56 ▪ SonicSAFE
	403-5 Worker training on occupational health and safety	▪ Our People, pp. 56–58 ▪ SonicSAFE
	403-6 Promotion of worker health	▪ Our People, pp. 56–58 ▪ Appendices, p. 86
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	▪ Our People, pp. 56–58 ▪ SonicSAFE
	403-8 Workers covered by an occupational health and safety management system	▪ Our People, p. 56 ▪ SonicSAFE
	403-9 Work-related injuries	▪ Our People, pp. 56–57 ▪ Appendices, pp. 86–87, 90–91 ▪ SonicSAFE
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	▪ Our People, p. 52 ▪ Appendices, p. 86
	404-2 Programs for upgrading employee skills and transition assistance programs	▪ Our People, pp. 52–55 ▪ Communities, pp. 65–68

GRI standard	Disclosure	Location
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	▪ Our People, pp. 47–48 ▪ Appendices, pp. 86–89 ▪ Annual Report 2026, 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	▪ Our People, pp. 48, 51 ▪ Governance, pp. 82–83 ▪ Modern Slavery Statement 2026, pp. 16–29 ▪ 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, pp. 82–83 ▪ Modern Slavery Statement 2026, pp. 16–29
GRI 409: Forced or Compulsory Labour 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	▪ Governance, pp. 82–83 ▪ Modern Slavery Statement 2026, pp. 16–29
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	▪ Climate and environment, pp. 42–43 ▪ Governance, p. 83 ▪ Modern Slavery Statement 2026, pp. 20–24
	414-2 Negative social impacts in the supply chain and actions taken	▪ Governance, p. 82 ▪ Modern Slavery Statement 2026, pp. 20–30
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. 59–64
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	▪ Communities, p. 62 ▪ No significant incidents of non-compliance with regulations and/or voluntary codes 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.

7.5 United Nations Sustainable Development Goals index



Sonic recognises the role we play in addressing global sustainability challenges, particularly through the provision of healthcare services and our contribution to good health and wellbeing. We have identified nine priority United Nations Sustainable Development Goals (UNSDGs) that align most closely with our activities, responsibilities and opportunities as a global 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, 3.7, 3.8 and 3.c

Good Health and Well-Being

Our impact	More information

Healthcare services

- Approximately 144 million patient consultations during FY2026, comprising hundreds of millions of medical examinations and diagnostic tests globally.
- Testing for, and management of, chronic diseases including diabetes, chronic kidney disease and heart disease.
- Participation in screening programs supporting the early identification and treatment of diseases, including bowel, breast and cervical cancer.
- Testing for communicable diseases including HIV, tuberculosis, malaria, hepatitis and other infectious diseases.

Sonic Healthcare Foundation

- Continued support for healthcare services in disadvantaged communities in Africa through funding, diagnostic services, medical equipment, supplies, education and training.
- During FY2026, Foundation-supported services included:
  - 18,091 malaria screens; 10,829 HIV tests; 12,185 deliveries at hospitals and clinics supported by Foundation pathology and radiology services; 844 surgeries to repair obstetric fistula and other birth-related injuries; 9,253 X-rays; and 9,912 ultrasounds.
- Completion of the 42-bed Sonic Kworo Hospital in northern Uganda in March 2026. The hospital commenced operations in July 2026, providing maternal, paediatric and general healthcare services to the surrounding community.
- Continued support for pathology and radiology services at HEAL Africa Hospital in Goma, Democratic Republic of Congo, including equipment, training and diagnostic capability.
- HEAL Africa Hospital continued to support children and adolescents affected by sexual and gender-based violence.
- Continued support for maternity healthcare facilities in Tanzania and Ethiopia through the Foundation's Catalyst Program.
- Approximately 1,930 health assessments conducted through Sonic's partnership with the Clontarf Foundation, including 35 assessments for girls, supporting access to preventive healthcare for young Aboriginal and Torres Strait Islander people.

- Sonic Healthcare Sustainability Impact Report 2026
  - Our People – Workforce health, safety and wellbeing, pp. 56–58
  - Communities – Access and affordability, pp. 68–70; Improving access to healthcare and community wellbeing, pp. 71–75
- Sonic Healthcare Foundation website
  - Operational Update 2026, pp. 3–22, including Sonic Kworo Hospital, HEAL Africa Hospital, Clontarf Foundation, Radiology Across Borders and the Sonic Healthcare Catalyst Program
  - Our work



GOAL 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Targets: 4.1 and 4.4

Quality Education

Our impact

Education and training

- Approximately 384,000 training courses or modules undertaken by Sonic employees during FY2026.
- An average of approximately 17 hours of training per employee.
- Provision of technical, vocational and professional development opportunities that build the skills and capabilities of Sonic employees and healthcare professionals for employment and career development.
- More than 56,000 external healthcare professionals and other stakeholders provided with medical education and training.
- Ongoing provision of graduate, postgraduate, vocational and professional training for doctors, scientists, sonographers, phlebotomists and other healthcare professionals.
- Contributions by Sonic doctors and employees to university teaching, medical curricula, professional organisations and medical publications.

Sonic Healthcare Foundation

- Continued investment in the development of local healthcare capability through training and education in pathology, radiology and other clinical disciplines.
- Involvement with Clontarf to help improve school and work outcomes for Indigenous Australians.
- Delivery, in conjunction with Radiology Across Borders, of a week-long ultrasound training program at Kivulini Hospital in Tanzania for 30 doctors, nurses and midwives.
- Two HEAL Africa clinicians completed the Radiology Across Borders International Certificate of Radiological Fundamentals.
- Continued training and technical support for local pathology and radiology teams at Foundation-supported healthcare facilities.

More information

- Sonic Healthcare Sustainability Impact Report 2026
  - Our People – Employee training and development, pp. 52–55
  - Communities – Education, research and professional development, pp. 65–68
- Sonic Healthcare Foundation website
  - Operational Update 2026, HEAL Africa Hospital, pp. 9–12; Clontarf Foundation, pp. 13–15; Radiology Across Borders, pp. 16–18; Sonic Healthcare Catalyst Program, pp. 19–20



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

Workforce and leadership

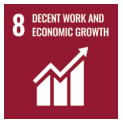
- Women represented approximately:
  - 72% of Sonic's global workforce
  - 73% of science-based roles
  - 53% of total senior leadership positions
  - 39% of executive senior management positions
  - 56% of Sonic's Board of Directors.
- Policies and governance frameworks supporting equal opportunity and workplaces free from discrimination and harassment.

Sonic Healthcare Foundation

- Continued support for maternal healthcare services through Sonic Healthcare Foundation programs in Africa.
- Support for our partner hospitals in Africa who provide education and support to women affected by genital mutilation.
- HEAL Africa Hospital continued to support children and adolescents affected by sexual and gender-based violence.
- Continued sponsorship of the Kibera Pad Company in Kenya, supporting access to sanitary products and helping young women participate in education and employment.

More information

- Sonic Healthcare Sustainability Impact Report 2026
  - Our People – Workforce profile and diversity and Employee attraction and engagement, pp. 46–50
  - Communities – Improving access to healthcare and community wellbeing, pp. 71–75
- Sonic Healthcare Annual Report 2026
  - Corporate Governance Statement, p. 60
- Sonic Healthcare Foundation website
  - Operational Update 2026, HEAL Africa Hospital, pp. 9–12; Kibera Pad Company, pp. 21–22



GOAL 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Targets: 8.5, 8.7 and 8.8

Decent Work and Economic Growth

Our impact	More information

Our workforce

- 47,000 people employed across Sonic's global operations.
- Employment practices and policies supporting equal opportunity, diversity, inclusion, employee wellbeing and safe working environments.
- Provision of confidential employee assistance and comparable wellbeing support across the majority of Sonic's workforce.
- Ongoing workplace health and safety management through local systems and SonicSAFE, including monitoring and reporting of workplace incidents and improvement opportunities.

Human rights and modern slavery

- Zero tolerance for modern slavery, human trafficking and other forms of exploitation.
- Ongoing implementation of Sonic's Labour Standards and Human Rights Policy, Supplier Policy and related due diligence processes.
- More than 11,000 employees have completed modern slavery training, with completion exceeding 95% among identified higher-exposure employee groups.

Inclusive employment

- Continued engagement with social enterprises and organisations that provide employment opportunities for people with disability and people from marginalised backgrounds.
- Continued partnership with the Clontarf Foundation, supporting improved health, education and employment outcomes for young Aboriginal and Torres Strait Islander people.

More information

- Sonic Healthcare Sustainability Impact Report 2026
  - Our People, pp. 46–58
  - Governance – Human rights, pp. 82–83
- Sonic Healthcare Modern Slavery Statement 2026
- Sonic Healthcare Foundation website
  - Operational Update 2026, Clontarf Foundation, pp. 13–15; Sonic Healthcare Catalyst Program, pp. 19–20; Kibera Pad Company, pp. 21–22



GOAL 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

Targets: 9.1, 9.4, 9.5 and 9.a

Industry, Innovation and Infrastructure

Our impact	More information

Healthcare infrastructure

- Ongoing investment in high-quality laboratories, medical centres and diagnostic infrastructure, including regional facilities that support access to healthcare close to local communities.
- Continued investment in energy-efficient buildings, equipment and infrastructure, including LED lighting, efficient heating, ventilation and air-conditioning systems, renewable electricity and onsite solar generation.

Sonic Healthcare Foundation

- Completion of Sonic Kworo Hospital in northern Uganda, including onsite solar generation and battery storage to support reliable electricity supply.
- Continued development and support of locally operated pathology laboratories through the Catalyst Program.
- Ongoing investment in pathology and radiology infrastructure at Foundation-supported healthcare facilities.
- Donation of 10 ultrasound machines to healthcare facilities in disadvantaged communities during FY2026.
- Continued transfer of technical knowledge and skills to doctors, scientists, radiographers and other healthcare professionals.

Research and innovation

- Ongoing investment in diagnostic technologies, including artificial intelligence-assisted diagnostics and other digital technologies.
- Collaboration with manufacturers and technology providers on product development and improvement.
- Participation by Sonic doctors and scientific employees in research projects, clinical trials, medical publications and the development of new diagnostic techniques.

More information

- Sonic Healthcare Sustainability Impact Report 2026
  - Climate and environment – Emissions reduction initiatives, pp. 33–43
  - Communities – Education, research and professional development and Access and affordability, pp. 65–70
- Sonic Healthcare Foundation website
  - Operational Update 2026, Projects, p. 3; Sonic Kworo Hospital, pp. 4–8; HEAL Africa Hospital, pp. 9–12; Radiology Across Borders, pp. 16–18; Sonic Healthcare Catalyst Program, pp. 19–20
  - Our work – Sonic Kworo Hospital and Radiology Across Borders



GOAL 10: Reduce inequality within and among countries

Targets: 10.2 and 10.3

Reduced Inequalities

Our impact	More information
Access to healthcare ■ Continued engagement with social enterprises supporting employment opportunities for people with disability and people from marginalised backgrounds. ■ Continued membership of Supply Nation and engagement with Indigenous-owned businesses.	■ Sonic Healthcare Sustainability Impact Report 2026 – Communities – Improving access to healthcare and community wellbeing, pp. 71–75 – Governance – Human rights, pp. 82–83 ■ Sonic Healthcare Foundation website – Operational Update 2026, Clontarf Foundation, pp. 13–15; Sonic Healthcare Catalyst Program, pp. 19–20 – Our work – Clontarf Foundation
Sonic Healthcare Foundation ■ Continued partnership with the Clontarf Foundation to provide preventive health assessments for young Aboriginal and Torres Strait Islander people, particularly in communities with limited access to healthcare. ■ Approximately 1,930 health assessments conducted during FY2026 across 32 Clontarf Academies, including 35 assessments for girls.	



GOAL 11: Make cities and human settlements inclusive, safe, resilient and sustainable

Targets: 11.6 and 11.c

Sustainable Cities and Communities

Our impact	More information
Environmental management ■ Continued investment in energy-efficient buildings and equipment across Sonic facilities. ■ Installation and use of onsite renewable energy systems at selected facilities. ■ Programs to reduce waste generation and increase recycling and diversion from landfill. ■ Initiatives to reduce the environmental impacts associated with medical and laboratory operations, including reduced use of radiological film and paper through digitisation. ■ Ongoing management of medical and hazardous waste in accordance with applicable regulatory and accreditation requirements.	■ Sonic Healthcare Sustainability Impact Report 2026 – Climate and environment – Emissions reduction initiatives, pp. 33–43; Other environmental activities and initiatives, pp. 43–45 ■ Sonic Healthcare Annual Report 2026 – Sustainability Report – Strategy, pp. 168–181 – Metrics and targets, pp. 181–184 ■ Sonic Healthcare Foundation website
Sonic Healthcare Foundation ■ Funded construction of the 42-bed Sonic Kworo Hospital in northern Uganda. Completed in March 2026, the hospital was built using local materials, including bricks handmade onsite and locally purchased sand, aggregate, timber and metal roofing. It also incorporates solar- and battery-supported power and water systems.	



GOAL 12: Ensure sustainable consumption and production patterns

Targets: 12.2, 12.4, 12.5 and 12.6

Responsible Consumption and Production

Our impact	More information
Sustainable procurement ▪ Integration of environmental and sustainability considerations into procurement and supplier engagement processes. ▪ Consideration of energy, water, fuel consumption and whole-of-life characteristics in relevant product and service selection. ▪ Engagement with key suppliers on sustainability priorities and opportunities.	▪ Sonic Healthcare Sustainability Impact Report 2026 – Climate and environment – Circular economy and waste, Waste management, Waste reduction initiatives and Sustainable procurement, pp. 39–43 ▪ Sonic Healthcare Annual Report 2026 – Sustainability Report – Business model and value chain, pp. 160–163 – Strategy, pp. 168–181 ▪ Sonic Healthcare Policies and Charters – Climate and Environment Policy – Supplier Policy
Waste and resource management ▪ Ongoing programs to reduce non-medical waste and increase recycling and diversion from landfill. ▪ Recycling and recovery of selected laboratory chemicals and materials where practicable. ▪ Initiatives to reduce packaging and increase reuse and recycling in collaboration with suppliers. ▪ Continued programs to reduce regulated medical waste requiring higher-impact treatment. ▪ Increased digitisation of diagnostic processes, reducing consumption of radiological film and paper. ▪ Ongoing compliance with applicable waste management regulations and accreditation requirements.	
Sustainability reporting ▪ Continued integration of sustainability practices and information into Sonic's corporate reporting and governance processes.	



GOAL 13: Take urgent action to tackle climate change and its impacts

Targets: 13.1 and 13.3

Climate Action

Our impact	More information
Climate targets ▪ Commitment to reduce absolute scope 1 greenhouse gas emissions by 16.7% by 30 June 2030, from an FY2026 base year. ▪ Target to source 60% of electricity from renewable sources by 30 June 2030, and 100% by 30 June 2040. ▪ Long-term commitment to achieve net zero greenhouse gas emissions across scopes 1, 2 and 3 by 2050. ▪ Development of a near-term scope 3 emissions reduction target is in progress.	▪ Sonic Healthcare Sustainability Impact Report 2026 – Climate and environment, pp. 21–45, including Emissions targets and decarbonisation levers, pp. 26–28; Scope 1, 2 and 3 emissions, pp. 29–32; Emissions reduction initiatives, pp. 33–43 ▪ Sonic Healthcare Annual Report 2026 – Sustainability Report – AASB S2 Climate-related Disclosures, pp. 158–184, including Governance, pp. 164–166; Risk management, pp. 167–168; Strategy and climate resilience, pp. 168–181
Climate resilience ▪ Climate-related scenario analysis and assessment of physical and transition risks and opportunities across Sonic's operations. ▪ Business continuity and disaster recovery arrangements designed to support the continued provision of essential healthcare services during extreme weather and other disruptive events. ▪ Continued investment in renewable electricity, onsite solar generation, energy efficiency and lower-emissions transport. ▪ Ongoing development of Sonic's approach to climate transition planning.	
Education and awareness ▪ Continued employee communication and education on environmental practices, including energy, waste, water and resource efficiency.	

7.6 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 and Analysis Centre (Health-ISAC)
Australia	Australian Cyber Security Centre (ACSC)
Australia	Medical Software Industry Association (MSIA)
Belgium	Federale Vereniging van Klinische Laboratoria (FVKL)/Association Fédérale de Biologie Clinique (AFBC)
Germany	Akkreditierte Labore in der Medizin e.V. (ALM e.V.)
Germany	German Australian Business Council e.V (GABC)
Germany	Verband der Diagnostica-Industrie e.V. ('Sustainability in the Lab' group participation)
New Zealand	Medical Sciences Council of New Zealand (MSCNZ)
New Zealand	New Zealand Association of Pathology Practices
Switzerland	Australian Swiss Chamber of Commerce
Switzerland	Bündnis Freiheitliches Gesundheitswesen
Switzerland	FAMH – Die medizinischen Laboratorien der Schweiz
Switzerland	Verein FAMH Labor-Kodex Schweiz
United Kingdom	British Safety Council
United Kingdom	Race to Zero for Healthcare / Global Green and Healthy Hospitals
USA	American Clinical Laboratory Association (ACLA)
USA	Corporate Electric Vehicle Alliance (CEVA)
USA	National Independent Laboratory Association (NILA)

Independent practitioner's limited assurance report on Sonic Healthcare Limited's selected sustainability Subject Matter Information

To the Directors of Sonic Healthcare Limited

Limited Assurance Conclusion

We have conducted a limited assurance engagement on the selected sustainability Subject Matter Information set out in Section 3.6 - Scope 3 emissions on page 32 in Sonic Healthcare Limited (the "Company") and its controlled entities' (together, the Group) Sustainability Impact Report for the year ended 30 June 2026 (the "Report").

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information for the year ended 30 June 2026 is not prepared, in all material respects, in accordance with the Reporting Criteria set out in Section 7.2 Greenhouse gas emissions basis of preparation on pages 99 to 102 of the Report and referenced in the 'Subject Matter Information and Reporting Criteria' section below.

Subject Matter Information and Reporting Criteria

The Subject Matter Information and the Reporting Criteria are as set out in the table below:

Subject Matter Information	Reporting Criteria
Total selected Scope 3 emissions for the year ended 30 June 2026: 480,529 tCO_2e	The Reporting Criteria used by the Company to prepare the Subject Matter Information is outlined in Section 7.2 – Greenhouse gas emissions basis of preparation – Scope 3 on pages 99 to 102 of the Report.

The maintenance and integrity of Group'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 Reporting Criteria when presented on Group's website.

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Basis for Conclusion

We conducted our limited assurance engagement in accordance with Australian Standard on Sustainability Assurance 5000 *General Requirements for Sustainability Assurance Engagements* (ASSA 5000) issued by the Australian Auditing and Assurance Standards Board.

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. 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.

Our responsibilities under this standard are further described in the *Practitioner's Responsibilities* section of our report.

We are independent of the Company in accordance with the applicable ethical requirements of APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* issued by the Accounting Professional & Ethical Standards Board Limited (November 2018 incorporating all amendments to June 2024) (the Code), that are relevant to our limited assurance of the Subject Matter Information and public interest entities in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

Our firm applies Australian Standard on Quality Management 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 and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Other Matter

The comparative Subject Matter Information with respect to Total selected Scope 3 emissions of the Company for the year ended 30 June 2025 was not subject to an assurance engagement. Our conclusion is not modified in respect of this matter.

Other Information

Management is responsible for the other information. The other information comprises the information included in the Group's Sustainability Impact Report 2026 and sustainability information in respect of earlier periods and any other information included in, or linked from, the Report but does not include the Subject Matter Information and our assurance report thereon.

Our conclusion on the Subject Matter Information does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our assurance engagement on the Subject Matter Information, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the Subject Matter Information or our knowledge obtained in the assurance engagement, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities for the Subject Matter Information

Management of Sonic is responsible for:

- Determining the appropriateness of the Subject Matter Information and the suitability of the Reporting Criteria for the evaluation and measurement of that information, including the selection and application of appropriate sustainability reporting methods and making assumptions and estimates that are reasonable in the circumstances,
- Designing, implementing and maintaining such internal control that management determines is necessary to enable the preparation of the Subject Matter Information, in accordance with the Reporting Criteria, that is free from material misstatement, whether due to fraud or error, and
- The preparation of the Subject Matter Information in accordance with the Reporting Criteria.

Inherent Limitations in Preparing the Subject Matter Information

Selected sustainability Subject Matter Information may be subject to more inherent limitations than financial information, given both its nature and the methods used for determining, calculating, and estimating such information. Different acceptable methods have varying precision and can affect the comparability of sustainability information across entities and over time.

In addition, greenhouse gas emissions quantification is subject to inherent uncertainty, which arises because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

Practitioner's Responsibilities

Our objectives are to plan and perform the assurance engagement to obtain limited assurance about whether the Subject Matter Information is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence decisions of users taken on the basis of the Subject Matter Information.

As part of a limited assurance engagement in accordance with ASSA 5000, we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- Perform risk assessment procedures, including obtaining an understanding of internal control relevant to the engagement, to identify and assess the risks of material misstatements, whether due to fraud or error, at the disclosure level but not for the purpose of providing a conclusion on the effectiveness of the entity's internal control.
- Design and perform procedures responsive to assessed risks of material misstatement at the disclosure level. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control, and
- Consider the suitability in the circumstances of the Sonic Healthcare Limited's use of the Reporting Criteria as the basis for the preparation of the Subject Matter Information.

Summary of the Work Performed

A limited assurance engagement involves performing procedures to obtain evidence about the Subject Matter Information. The nature, timing and extent of procedures selected depend on professional judgement, including the assessed risks of material misstatement at the disclosure level, whether due to fraud or error.

In conducting our limited assurance engagement, we:

- Performed enquiries of management regarding the processes for capturing, collating, calculating and reporting the Subject Matter Information and assessing the alignment of this with the Reporting Criteria and the internal controls implemented as part of these processes;
- Performed enquiries of management regarding the assumptions and estimates applied within the calculations of the Subject Matter Information;
- Performed testing procedures over the Subject Matter Information and the activity data utilised to prepare the metric to relevant underlying source information and metric performance calculations, on a sample basis;
- Applied analytical procedures to evaluate the quantitative information included within the Subject Matter Information and the underlying data utilised in its preparation;
- Performed testing over the arithmetic accuracy of underlying calculations of the Subject Matter Information, on a sample basis; and
- Considered the disclosure and presentation of the Subject Matter Information.

Use and distribution of our report

We were engaged by the board of directors of Sonic to prepare this independent assurance report having regard to the Reporting Criteria specified by the directors and set out in this report. This report was prepared solely for Sonic for the limited assurance engagement over the Total selected Scope 3 emissions disclosures.

We accept no duty, responsibility or liability to anyone other than Sonic in connection with this report or to Sonic 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 and if anyone other than Sonic 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 receiving or using this report.

PricewaterhouseCoopers

Carolyn Cosgrove
Partner

Sydney
6 November 2026

SONIC HEALTHCARE LIMITED