Sustainability Report 2024

SONIC HEALTHCARE LIMITED

Contents

Acknowledgment of Country

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

About this report

Sonic Healthcare's FY2024 Sustainability Report outlines our ongoing commitment to environment, people, communities and good governance.

This Sustainability Report covers the period from 1 July 2023 to 30 June 2024, and complements our Annual Report 2024 and Modern Slavery Statement. It has been endorsed by the Chief Executive Officer of Sonic Healthcare and approved by the Sonic Healthcare Board on 11 November 2024.

Sonic Healthcare's 2024 Sustainability Report has not been independently assured; however, the information and data contained in the report have been subject to various levels of internal review and validation to ensure the disclosures are materially accurate, complete and prepared on a consistent basis.

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

We have also provided a qualitative disclosure aligned with the principles of the Task Force on Climate-related Financial Disclosures (TCFD) and continue to reference relevant United Nations Sustainable Development Goals (UNSDGs).

Independent recognition

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

ACSI	ISS ESG	FTSE4Good	MSCI
Detailed	C+ – Prime	Global Index Australia 30 Index	AA – Leader

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 (Sonic) is an Australian public company listed on the Australian Securities Exchange (ASX: SHL).

Sonic's registered office is Level 22, Grosvenor Place, 225 George Street, Sydney, NSW, 2000, Australia. For a list of Sonic operating subsidiaries covered by this Report, please refer to Note 30 in Sonic's Annual Report 2024, available at www.sonichealthcare.com/annual-reports.

Introduction

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

CEO's Message

On behalf of the Board of Sonic Healthcare, which has approved this Statement, I am pleased to present the Sonic Healthcare Sustainability Report for 2024.

The past year has seen steady progress in key activities that support our sustainability goals and targets, including an in-depth review of the global regulatory and reporting landscape in our seven countries of operation. We have also commenced pre-assurance activities to ensure Sonic is prepared for the introduction of mandatory reporting frameworks, international reporting standards and their associated assurance requirements.

Pleasingly, we have achieved a 26.8% reduction in scope 1 and 2 (market-based) emissions, compared to our FY2021 base year. This reflects a multi-pronged strategy to decrease our reliance on fossil fuels, which includes active procurement of certificate-supported renewable energy, a significant rise in the proportion of hybrid and electric motor vehicles in our courier fleet, and a 40% increase in solar power generation capacity, thanks in large part to a broad roll-out plan in the US.

The Sonic Healthcare Foundation has continued to make a demonstrable difference around the world, helping to provide much-needed healthcare services to remote and disadvantaged communities. Construction of the Sonic Healthcare Foundation – Kworo Hospital is on track to open in 2025.

Once operational, this maternal health facility will provide obstetric and other services for women in northern Uganda who would otherwise have to travel for two hours on rough roads for caesarean sections and other life-saving services.

The Sonic Healthcare Foundation – Kworo Hospital is one of many significant projects the Foundation is sponsoring in Africa, together with initiatives we are supporting in Fiji (in conjunction with Radiology Across Borders) and remote Australia (in conjunction with the Clontarf Foundation).

Internally, we have already achieved several longer-term People targets that contribute to the creation of safe, supportive and fulfilling workplaces. Almost 99% of our global workforce now has access to an employee assistance program. Additionally, we have achieved our 40:40:20 gender diversity target at senior executive level.

Sonic Healthcare is committed to maintaining our proactive role in global sustainability, reflecting our culture of Medical Leadership, the expectations of staff and other stakeholders, and our inherent desire to protect the world in which we live.

Dr Colin Goldschmidt
CEO – Sonic Healthcare
11 November 2024

Pleasingly, we have achieved a 26.8% reduction in scope 1 and 2 (market-based) emissions, compared to our FY2021 base year.

Our 2024 performance highlights

Environment

26.8%
Reduction in scope 1 & 2 (market-based) emissions compared with FY2021 base year

28.6%
Hybrid/electric motor vehicles in the fleet

40%
Additional solar power generation capacity added in FY2024

Net zero
Commitment to achieve net zero by 30 June 2050

Our people

42,000+
Total employees as at 30 June 2024[2]

40%
Women in executive senior leadership positions[1]

17.2 hours
Training per employee during FY2024

98.8%
Staff with access to EAP or comparable support program

Communities

131 M
Patient consultations

3,200
Patient access points

7%
The percentage of total Sonic Healthcare Foundation funds under management allocated to charitable causes

$677 M[3]
Taxes paid[4]

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

2 Employee headcount and FTE values used in all other sections of this report exclude 665 staff from two Swiss acquisitions completed in late FY2024 as data required for the calculation of emissions and staff metrics was not available at the time of publication.

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

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

UNSDGs

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

Throughout this report we have used the UNSDG icons to indicate where we believe our activities align with UNSDG targets. For more information, see pages 114–122.

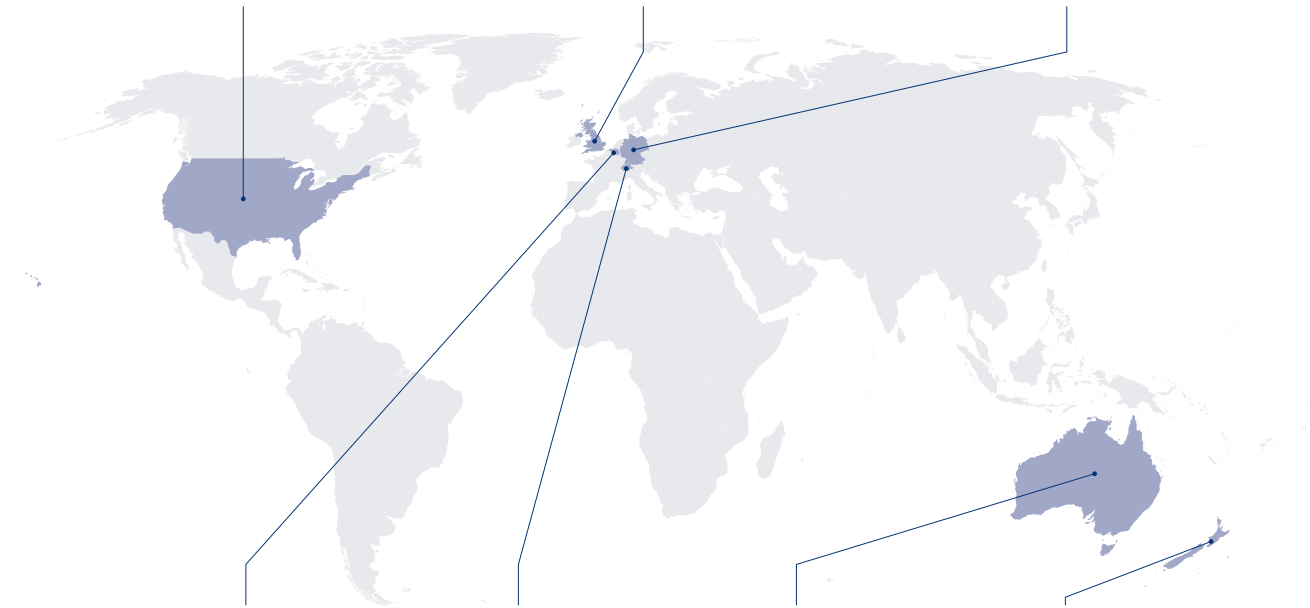
About Sonic Healthcare

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 1,800 pathologists and radiologists, and over 17,000 medical scientists, radiographers, sonographers, technicians and nurses, all of whom are led by highly experienced medical personnel, from Board level through to the management of our local practices.

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



USA
Laboratory Medicine

Employees	FTEs
7,945	7,507

Revenue: 24%

UK
Laboratory Medicine

Employees	FTEs
2,913	2,773

Revenue: 7%

Germany
Laboratory Medicine

Employees	FTEs
9,188	7,068

Revenue: 20%

Belgium
Laboratory Medicine

Employees	FTEs
494	411

Revenue: 2%

Switzerland
Laboratory Medicine

Employees	FTEs
2,152	1,755

Revenue: 10%

Australia
Laboratory Medicine
Radiology
Clinical Services

Employees	FTEs
19,094	14,927

Revenue: 37%

New Zealand
Laboratory Medicine

Employees	FTEs
201	166

Revenue: <1%

The Sonic Difference

Sonic Healthcare is different. From the way we go the extra mile for our doctors and patients, to the care and respect with which we treat each other as colleagues, the Medical Leadership culture that makes Sonic Healthcare unique and inimitable has been nurtured over 35 years.

Sonic's culture is codified into four different elements – Medical Leadership, Core Values, Medical Leadership Principles and our Federated Model. Collectively, these are known as 'The Sonic Difference'.

Together with our passionate and committed people – who exemplify The Sonic Difference and everything that it stands for – these four elements have seeded Sonic's culture and are the foundations of our historical success, helping to solidify our well-earned reputation for medical excellence and being a highly desirable place to work.

Medical Leadership

Medical Leadership – leaders who understand and respect doctors and the medical profession – is the primary tenet of Sonic's success. It permeates our entire organisation and inspires our people to deliver superior healthcare outcomes for both doctors and patients.

Our leaders are medical doctors or experienced healthcare professionals who are passionate about healthcare and the ethical, respectful and caring approach it requires. They prioritise service, patient safety and quality and are empowered to act in the best interests of clinicians and patients. This is reinforced by strong clinical governance, which is embedded into each of our healthcare businesses.

Medical Leadership is enshrined in Sonic's corporate culture and reflects our understanding that medicine is a profession rather than a business. This ethos is embraced by Sonic people at all levels of our organisation, who understand the vital role they play in delivering our high-quality medical services.

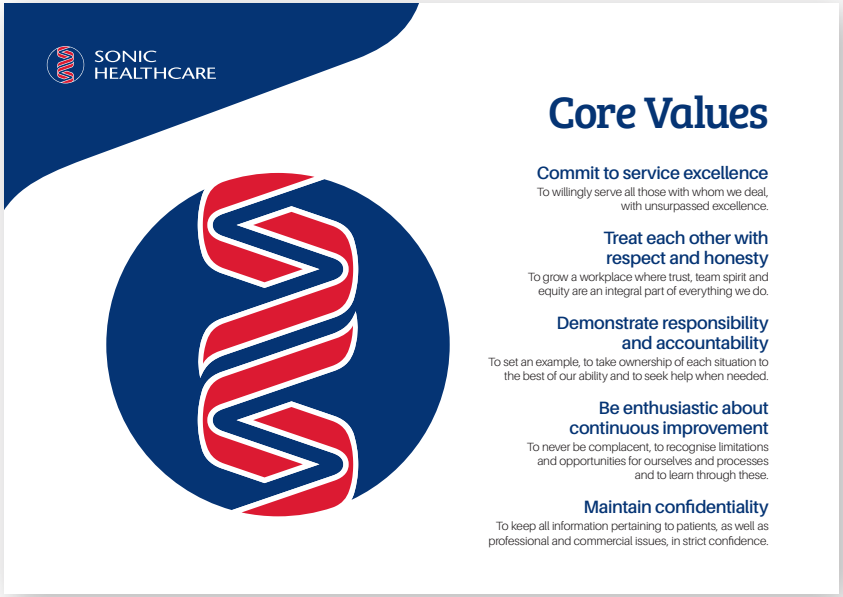
Medical Leadership Principles

Medicine is a complex profession that requires insight, sensitivity and lifelong learning to deliver the best possible patient care and clinical outcomes.

Sonic's Medical Leadership Principles provide our people with clear guidelines on how to interact with our external stakeholders – doctors, patients, other customers and our local and global communities – to ensure we provide the highest standards of clinical and operational excellence for the doctors and patients we serve.

They also reflect our deep understanding of the special complexities, obligations and privileges of medical practice.

Our Medical Leadership Principles are endorsed by the Sonic Board and provide all Sonic staff with clear guidelines about the interaction between Sonic's people and our external stakeholders – doctors, patients, other customers and our local and global communities.



Our Core Values

Sonic's Core Values were developed by our staff more than 20 years ago, and act as guiding principles for how we conduct ourselves as an organisation.

Our Core Values set the standard for the collegiate and supportive way in which we behave towards one another, as well as the professionalism with which we conduct ourselves in our day-to-day duties. Individually, our Core Values articulate our commitment to medical excellence. Collectively, they empower our people to deliver exceptional medical services to doctors and patients.

Since their inception, Sonic's Core Values have been embraced by Sonic people around the world as a unifying code of conduct. They are the blueprint for our interactions with colleagues and customers, and the yardstick by which we measure the performance of our duties.

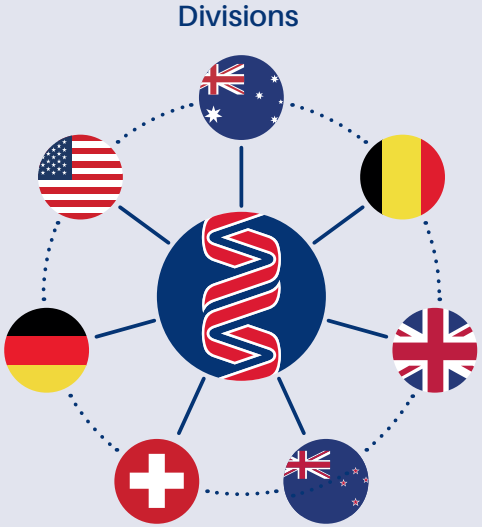
These five key principles form an integral component of our Code of Conduct and Ethics.

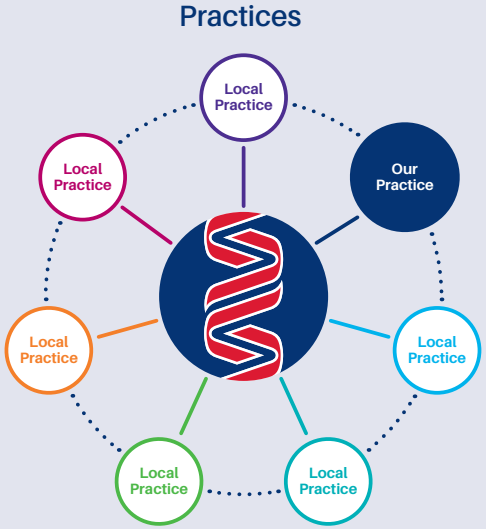
Our Federated Model

Sonic's federated management structure unites our global businesses under the shared objectives of Medical Leadership, while giving them the autonomy to meet the specific needs of their local referring doctors and patients.

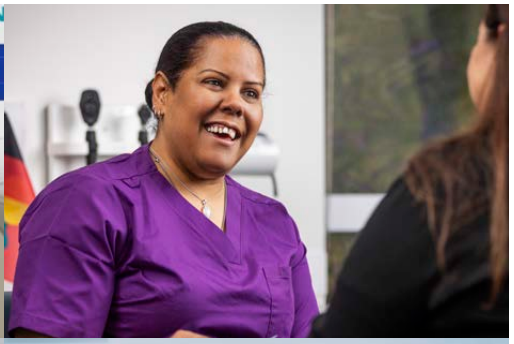
This model favours retention of local management teams, with localised branding and service provision. Backed by Sonic's global resources, this approach has been integral to our ongoing success, preserving the foundation brand names of our organisations and their long-term goodwill.

Our federated structure also fosters the opportunity to share knowledge and experience, allowing us to develop synergies and establish best practices, further strengthening the foundations for Sonic's continued growth and prosperity into the future.









Our services

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

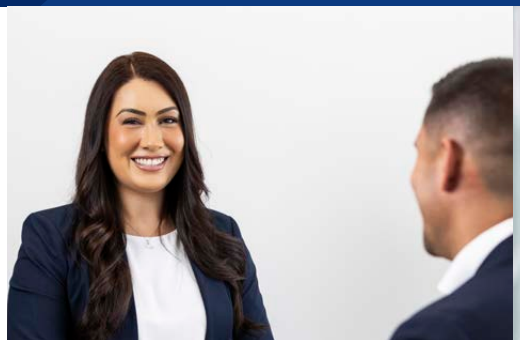
With almost 3,500 locations globally, we deliver accessible, affordable services to more than 130 million patients each year in a professional environment that emphasises accuracy, reliability and safety. We operate within an ethical framework that always focuses on the doctors and patients we serve.

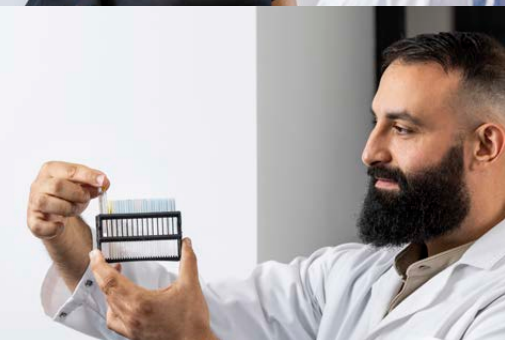
3 GOOD HEALTH AND WELL-BEING

Target 3.4







Pathology/ laboratory medicine

What is pathology/ laboratory medicine?

Pathology/laboratory medicine is the branch of medicine that studies samples of blood, urine, tissue and bodily fluids to identify the risk, cause and nature of disease, and to guide clinical management and monitor the effectiveness of treatment.

Medical laboratory tests provide clinicians with the information they need to manage patients in a timely and appropriate way, enabling optimal health outcomes for the individual while decreasing the burden of acute and chronic disease in the community.

Why is it important?

Pathology/laboratory medicine tests inform almost every aspect of modern medicine and are necessary in 70% of all medical diagnoses, including every cancer diagnosis. The results provide doctors with vital information about the nature and cause of illness, so they can determine the best course of treatment. This can range from understanding which type of antibiotics to prescribe for a particular infection, through to guiding the surgeon to ensure complete removal of a tumour and the required follow-up treatment.

Categories

Biochemistry
The measurement of different chemical substances in the body.

Cytopathology
The study of cells and cell structure to detect cancerous and pre-cancerous changes.

Genetics
The prediction and diagnosis of genetic disorders and cancer, using cutting-edge technologies that perform DNA, RNA and chromosome testing.

Haematology
The study of blood cells, blood-producing organs and blood diseases.

Histopathology
The microscopic examination of tissue samples by anatomical pathologists to diagnose cancer and other conditions.

Immunoserology
The measurement of antibody levels and other factors in the blood to assess immune status and diagnose diseases.

Microbiology
The study of disease-causing organisms, including bacteria and fungi.

Molecular pathology
The study of DNA, RNA and proteins for diagnostic and prognostic purposes.

Prenatal testing
Screening for genetic conditions either prior to conception, or during the first and second trimesters of pregnancy.

Toxicology
The testing of bodily fluids to detect the presence of chemicals, drugs or toxins.

Ancillary functions
All technical functions are supported by dedicated staff in Collection Centres, IT, Couriers, Specimen Reception, Data Entry, Stores, Accounts, Results and Communications.

How does it contribute to the community?

Pathology/laboratory medicine is often referred to as the engine room of medicine. Without it, we would still be treating patients based on 'best guesses'. It is impossible to imagine modern medicine without the insights provided by this vital diagnostic service.

Pathology/laboratory medicine tests enable earlier and more accurate diagnosis of disease, allowing for earlier and more effective treatments.

Pathology/laboratory medicine also allows for monitoring of conditions to determine the effectiveness of treatment.

More than that, advances in molecular and genetic pathology now give targeted information about how to best treat different forms of cancer and other diseases.

By screening asymptomatic patients for unknown disease, providing earlier diagnosis in symptomatic patients, and supporting more effective, targeted treatment, pathology/ laboratory medicine plays an important role in reducing health-related social and economic impacts.

Radiology

What is radiology?

Radiology is the branch of medicine that uses non-invasive technologies to create images of the bones, tissues and organs within the human body. These images are interpreted by a radiologist or nuclear medicine physician, to identify or monitor diseases or injuries. The findings are then included in a written report to the referring doctor.

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.

Why is it important?

Radiology is central to the practice of modern medicine. It is used for the diagnosis of many serious and life-threatening conditions, including cancer, neurological disorders and orthopaedic soft tissue injuries. The information contained in the image and radiologist's report expands the referring doctor's knowledge of the disease process and guides the treatment of the patient.

Categories

Magnetic resonance imaging (MRI)
Uses a strong magnetic field and radio waves to capture detailed images of the brain, spinal cord, nerves, muscles, ligaments and tendons, and many internal organs of the body.

Computed tomography (CT)
Uses multiple X-ray images to produce detailed cross-sectional slices through the part of the body being investigated. Includes scans of the brain, chest, heart, abdomen, pelvis and spine. CT is especially useful in revealing detailed information about bone fractures in all body regions.

Ultrasound
Uses high-frequency soundwaves to create images of a range of body areas, including the abdomen, pelvis, breasts, heart and blood vessels, and muscles and tendons. Also useful in monitoring the progress of pregnancy.

X-ray
The most common form of medical imaging. Useful for examining bones, joints, some spinal conditions, the teeth and jaws, and aids in the diagnosis of many chest and lung conditions.

Mammography
A specific type of breast imaging that uses low-dose X-rays for the early detection of cancer and other breast disease.

Nuclear medicine
Uses a small amount of radioisotope to pick up abnormalities via a special camera. Used to diagnose and treat disease, such as cancer, and can be used to assess all systems of the body.

PET CT
Combines nuclear medicine using positron emitting isotopes and CT, and is particularly useful in the diagnosis and monitoring of cancers.

Interventional procedures
Performed for various reasons, including pain management and screening for disease. Imaging equipment, such as ultrasound, CT or MRI, is used to guide these procedures.

Bone mineral densitometry (BMD)
Uses dual energy X-ray to detail bone health and density. Also used for assessing a patient's body mass index (BMI).

How does it contribute to the community?

Radiology allows many diseases and conditions to be detected at a treatable stage. For example, CT now provides data that assists in the earlier detection and treatment of colon cancer, allowing for earlier and less intensive treatment.

Radiology also helps to target treatments to where they are most needed. Additionally, radiology is used to monitor the progress of disease and delivery of treatments, and to determine whether those treatments are working effectively. If the treatment is not working as planned, it can be adjusted, changed or stopped.

Once treatment has concluded, radiology can help to monitor for any disease recurrence over the ensuing years. This results in cost savings for our health system, and helps patients return to work and family sooner.

General Practice

What is General Practice?

General Practice is the medical discipline that delivers primary healthcare in the community. General Practice is usually the first port of call for patients, and deals with everything, from colds and flu through to acute and chronic illnesses. General Practitioners also provide preventative care and health education to patients.

The holistic approach of General Practice aims to consider the biological, psychological and social factors relevant to the medical care of each patient.

The discipline is not confined to specific organs of the body and involves treating people with multiple health issues.

Why is it important?

General Practice delivers cost-effective, personalised medical care in a community setting. As the primary setting for people seeking medical advice, it also helps to take the pressure off hospital emergency departments. Patients often develop long-term, trusting relationships with their GPs, returning to them for navigation of their care.

Clinical service businesses

IPN Medical Clinics
The largest operator of medical centres across Australia, with nearly 2,000 doctors who run their own clinical practices from one or more of 150 modern, well-established, supported clinics. IPN clinics see more than 7 million patients each year.

Sonic HealthPlus
Occupational healthcare and general medical services, with clinics in metropolitan, regional and remote locations, protecting the health and wellbeing of families and workforces.

Australian Skin Cancer Clinics
Specialised clinics for the early detection, diagnosis, treatment and management of skin cancer in the primary care setting.

Precedence Health Care
Specialised software that allows healthcare professionals to create customised care plans for patients with complex health needs, facilitating seamless, integrated and collaborative care by their entire healthcare team.

How does it contribute to the community?

General Practice is firmly embedded in the community.

It is arguably the most agile and important part of the health system, providing essential care across the complete range of illnesses, including complex chronic conditions, end- of-life care and the increasing prevalence of mental health issues in our society.

General Practice also helps to educate patients, provides vital vaccination services, and safeguards the health of entire families and communities.

Stakeholders

Sonic's operations impact, or have the potential to impact, a large number of stakeholders. Our healthcare infrastructure, clinical services, employment practices, governance, charitable works, investment in research and development, and financial success have positive impacts on most of our stakeholder groups. However, we also acknowledge the negative impacts of our activities, such as the emissions and waste we produce, natural resources we consume, and the potential impacts on human rights within our supply chain.

Stakeholder engagement is an important element of Sonic's approach to sustainability, allowing us to understand differing expectations and to remain focused on current and evolving environmental, social and governance topics that materially affect our global businesses.

This engagement enables us to respond to the expectations and needs of our stakeholders, and to ensure we meet our legal, regulatory and moral obligations.

Sonic builds stakeholder trust through transparency in our disclosures and accountability for our actions. Our staff are required to abide by our Code of Conduct and Ethics, and to engage honestly and constructively with all stakeholders, wherever they are in the world.

Target 10.2

Stakeholders

Customers	Employees	Communities, NGOs and charities
Sonic provides a range of channels for customers (patients, healthcare professionals, hospitals, clinics, governments) to engage with us: in person, by telephone and electronically. Patient surveys are conducted periodically at patient access centres. Sonic's specialist pathologists, radiologists, GPs, scientists and managers also facilitate, present and attend professional seminars and courses that provide multiple opportunities for customer feedback.	Sonic promotes a culture of open communication and active staff feedback. This occurs in multiple ways, including local team meetings, engaging with HR and/or management directly or via email and written communications, whistleblower notifications and more. Issues raised by staff through these channels are triaged and either managed locally or, where appropriate, escalated to divisional management for a broader response.	Sonic engages with local communities on an ongoing basis to expand access to our services and improve service quality. Our involvement is particularly strong during times of crisis, when we help to provide emergency assistance, both clinical and financial. We engage directly with NGOs, local and international charities through the Sonic Heathcare Foundation to facilitate larger donations and face-to-face clinical support to charitable organisations, such as the Clontarf Foundation and HEAL Africa. During FY2023, the Sonic Healthcare Foundation Board agreed to fund the building of the Sonic Healthcare Foundation – Kworo Hospital in Uganda (see p. 66). Construction of this facility commenced during FY2024 and the hospital is expected to be operational by early-mid 2025.

Stakeholders

Shareholders

Half-year and full-year results presentations providing information on financial and operational performance are delivered by the Sonic CEO. Feedback from institutional investors, superannuation funds and individual investors – large and small – is welcomed throughout the year and facilitated by our investor relations team. Sonic's AGM also provides an avenue for shareholders to ask questions, voice their suggestions and exercise their voting rights on matters concerning the Board, remuneration, financial and operational performance.

Governments

Our healthcare practices are critical elements of the healthcare infrastructure in the countries in which we operate. Ongoing engagement with governments, through advisory committees, professional associations, industry bodies and regulatory bodies, is necessary to ensure policies support services that are safe, properly funded and fit for purpose. Our medical professionals and executives provide advice and support to governments when health imperatives, such as the recent pandemic, require collaboration across the healthcare network.

Suppliers

Sonic's ability to provide services is dependent on a reliable supply chain to deliver the necessary equipment, reagents and consumables to carry out 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 ensure that any potential environmental or human rights risks to employees in the supply chain are identified and addressed.

Research and academic bodies

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.

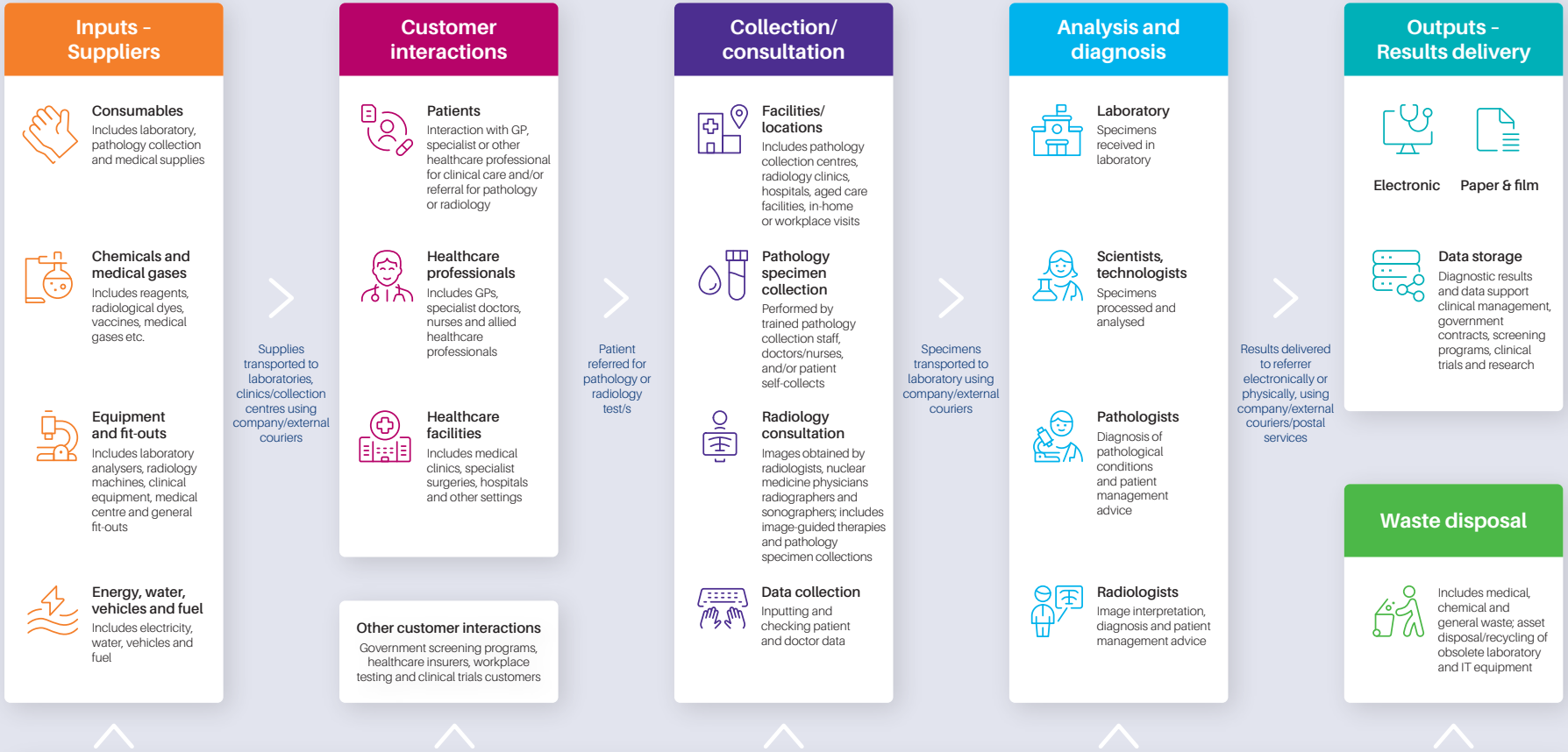
Sonic has invested significant intellectual capital and financial resources in the responsible use of digital imaging and artificial intelligence (AI). The initial results demonstrate that AI-assisted reporting has an important role to play in improving access to advanced diagnostics in both developed and resource-poor healthcare environments.

The planet

Sonic recognises the planet as an important stakeholder, influenced by our actions to address emissions, waste management, biodiversity and water use. We measure and report data to track our impact in these areas and assess progress against our environmental targets.

Our value chain

The diagram below represents the key elements, services, stakeholders and support functions in our value chain.



Sonic Healthcare's material sustainability topics

Sonic's current list of nine material sustainability topics was derived from a series of facilitated workshops that assessed the potential impacts of our businesses on individuals, society, the environment and economy, as well as the impacts that changes in the environment, society or the economy might have on our ability to deliver our services. This review was undertaken in FY2022 by the Global Executive Team in conjunction with the Sonic Sustainability Steering Committee.

This team's broad industry experience and long-standing relationships with stakeholders allowed critical examination of the impacts of our services, recognition of risks, and identification of possible negative impacts that may occur.

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

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

Most of the emerging mandatory reporting requirements around the globe, including in Australia, require companies to look at materiality from a financial perspective, in line with the approach under TCFD. However, the European Corporate Sustainability Reporting Directive (CSRD) requires companies to assess materiality from both a financial and impact materiality, the so-called 'double materiality' approach.

In preparation for reporting in our European jurisdictions, a double materiality assessment is being carried out by our largest European division, Germany. A range of stakeholder groups were engaged in the task and initial results of this independent assessment have identified topics that appear to be well aligned with those from our initial FY2022 global material topic assessment exercise, confirming the ongoing validity of the material topics listed on the following page.

The process of defining and periodically reviewing our material topics ensures we remain focused on what is important, practical and decision-useful to our stakeholders. We will continue to conduct targeted engagement with representative stakeholder groups, in order to verify our material topics and ensure they remain relevant.

The process of defining and periodically reviewing our material topics ensures we remain focused on what is important, practical and decision-useful to our stakeholders.

Global material topics assessment

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

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

Sustainability governance

The Sonic Board is responsible for overseeing the Group's sustainability (ESG) strategy and approving the annual Sustainability Report.

Three sub-committees support Board functions in the areas of risk management, audit and remuneration (described to the right).

Implementation and management of the sustainability strategy and relevant policies outlined throughout this report are the responsibility of the Group CEO and the Director of Sustainability, in conjunction with the Sonic Sustainability Steering Committee (SSSC), comprising Sonic's divisional CEOs, together with members of the Global Executive Team.

1 Risk Management Committee

The Risk Management Committee (RMC) assists the Board by advising on the identification, monitoring and management of material risks, including climate and other sustainability-related risks (see 'Sustainability risk management' section, p. 21).

2 The Audit Committee

The Audit Committee is charged with responsibility for ensuring the accuracy of the company's financial reports and appropriateness of financial reporting policies and practices. The Audit Committee has been monitoring the increasing pressure to integrate sustainability and, in particular, climate-related disclosures, into future annual financial reports. The emerging mandatory sustainability reporting rules across many of our jurisdictions will also require external assurance. Much of this assurance will be undertaken by our financial auditors and, in keeping with the governance principles applied to financial assurances, will be reported through the Audit Committee to the Sonic Board.

3 The Remuneration and Nomination Committee

The Remuneration and Nomination Committee oversees the competitive remuneration of Sonic's Managing Director/CEO and Finance Director/CFO. The approach to executive remuneration includes a short-term incentive (STI) plan, of which 20% is based on qualitative strategic objectives, including progress with the company's environmental, governance and sustainability objectives. This year, as in FY2023, half of the qualitative portion of the STI is tied to achievement of specific sustainability goals (see the Annual Report 2024, p. 34).

The diagram below illustrates Sonic Healthcare's sustainability governance structure and shows the relationship between the Board, Risk Management Committee, Audit Committee, CEO, Global Sustainability Executive Team and the SSSC.

Dr Colin Goldschmidt, Sonic CEO, Managing Director and Sonic Sustainability Steering Committee Chair, is the Board representative responsible for sustainability issues. Several Non-executive Board members have gained awareness and competence in sustainability-related issues through their involvement in external boards and board-level risk committees tasked with the assessment of sustainability risks and opportunities, such as climate-related risks.

During FY2024, Board members attended boardroom presentations given by the Director of Sustainability and Sustainability Manager. These updates in November 2023 and April 2024 dealt specifically with Sonic's upcoming reporting and assurance obligations across all jurisdictions in which Sonic has operations. In addition, various Board members participated in externally hosted webinars and education sessions dealing with board oversight and obligations concerning climate risks, cybersecurity, the use of artificial intelligence (AI), gender equality and domestic and family violence policy considerations.

As Sonic is headquartered in Australia, Board members have also participated in sustainability-focused personal development activities, such as those facilitated by the Australian Institute of Company Directors (AICD). The AICD has provided numerous workshops, courses, briefings and articles aimed at informing directors of Australian listed companies about their obligations with respect to a variety of sustainability topics, including the new Australian Sustainability Reporting Standards (ASRSs) and assurance requirements.

The SSSC meets as required to discuss emerging sustainability issues and agree on high-level directives and targets.

This year, Sonic commissioned external consultants to prepare a comprehensive global regulatory scan to assess the timing and impact of emerging mandatory sustainability disclosure and assurance legislation in many of our operating jurisdictions. SSSC members are carefully reviewing this document to familiarise themselves with the obligations and implications of these changes for their own divisions and for Sonic globally. Following the review period, a meeting of all SSSC members will be scheduled to confirm understanding and coordinate resources to support these disclosure and assurance requirements.

Sustainability working groups are now established in each division. These groups are headed by divisional sustainability leads who have the necessary skills to drive sustainability initiatives through the entities in each country.

The divisional sustainability leads meet regularly with the Global Sustainability Executive Team, to discuss the implementation of initiatives, highlight operational issues and share expertise.

The German and USA teams have been expanded to include specialist full-time sustainability personnel who support divisional sustainability leads to drive sustainability initiatives and assist with assessment and preparation for mandatory reporting requirements specific to these countries.

A new position, Global Sustainability Reporting Manager, has also been appointed, and brings extensive experience from Sonic's business assurance, audit and financial reporting procedures to the global sustainability team.

Target 13.3

Sustainability risk management

The four-member Sonic Risk Management Committee (RMC) comprises three Independent Directors and the Sonic CEO (who is also chair of the SSSC).

The RMC assists the Board in its oversight responsibilities concerning the management of material risks, including environmental, social and governance risks. The RMC is charged with considering whether the company's risk management framework deals adequately with contemporary and emerging risks, such as climate-related risks.

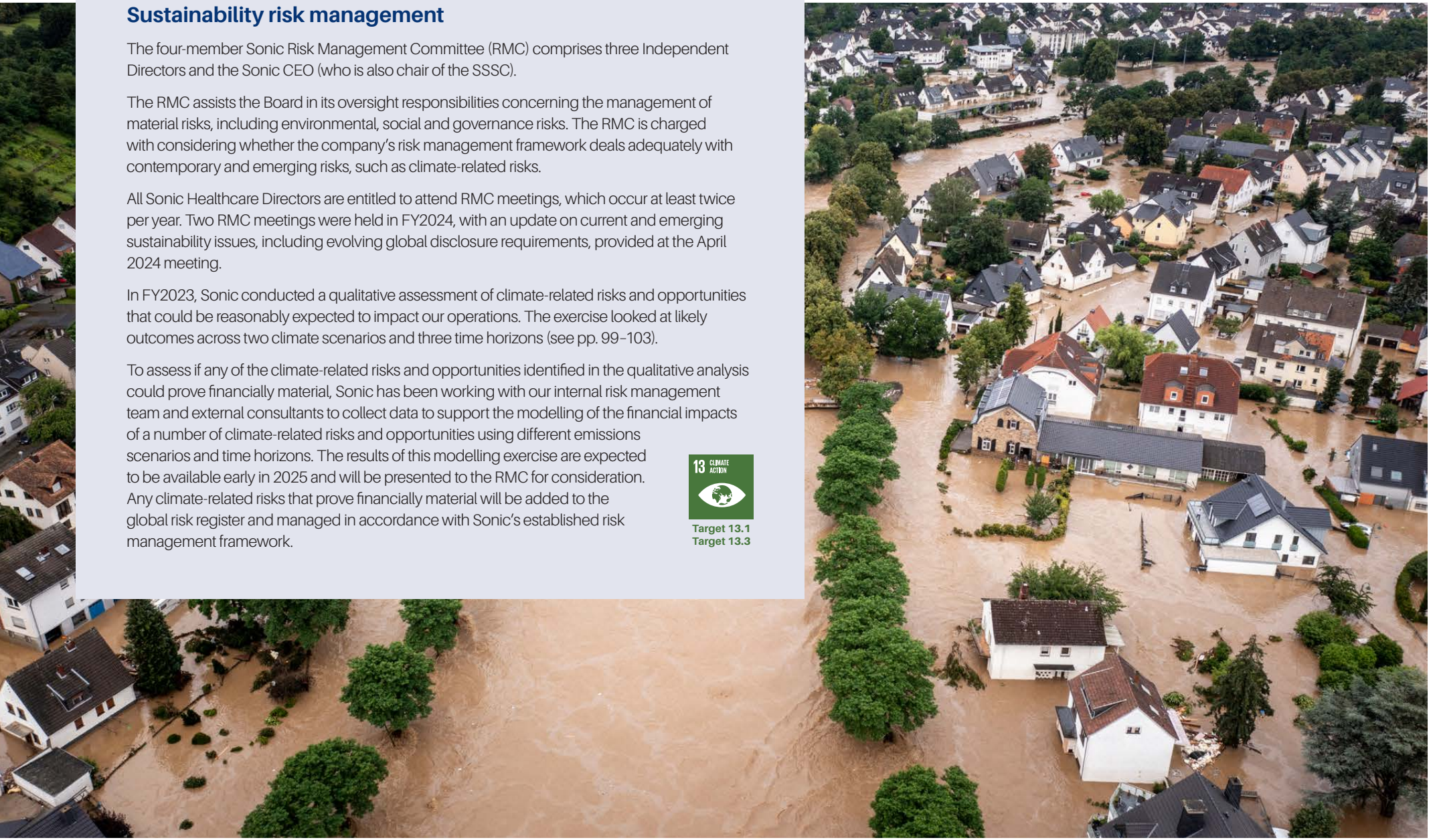
All Sonic Healthcare Directors are entitled to attend RMC meetings, which occur at least twice per year. Two RMC meetings were held in FY2024, with an update on current and emerging sustainability issues, including evolving global disclosure requirements, provided at the April 2024 meeting.

In FY2023, Sonic conducted a qualitative assessment of climate-related risks and opportunities that could be reasonably expected to impact our operations. The exercise looked at likely outcomes across two climate scenarios and three time horizons (see pp. 99–103).

To assess if any of the climate-related risks and opportunities identified in the qualitative analysis could prove financially material, Sonic has been working with our internal risk management team and external consultants to collect data to support the modelling of the financial impacts of a number of climate-related risks and opportunities using different emissions scenarios and time horizons. The results of this modelling exercise are expected to be available early in 2025 and will be presented to the RMC for consideration. Any climate-related risks that prove financially material will be added to the global risk register and managed in accordance with Sonic's established risk management framework.

13 CLIMATE ACTION

Target 13.1
Target 13.3



Sustainability Strategy

Sonic Healthcare's sustainability strategy combines our Medical Leadership Principles, Core Values and deep company conscience, to deliver positive outcomes for the planet and its people.

	ENVIRONMENT	OUR PEOPLE	COMMUNITIES	GOVERNANCE
MATERIAL TOPICS	Climate change Circular economy and waste	Employee attraction, engagement and development Workforce health, safety and wellbeing	Service quality and safety Access and affordability	Ethics, integrity and compliance Privacy and information security Human rights
COMMITMENT	**Minimise our impact on the environment**	**Create supportive and fulfilling workplaces**	**Improve the health of individuals and communities**	**Maintain confidence and trust**
STRATEGY	▪ Reduce global greenhouse gas emissions in line with science-based targets ▪ Reduce, recycle and reuse waste ▪ Embed sustainability criteria into all procurement decisions	▪ Embrace 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	▪ 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	▪ Promote ethical conduct and ensure compliance ▪ Safeguard privacy and protect data ▪ Champion human rights
GOALS	▪ Achieve net zero greenhouse gas emissions by 30 June 2050 ▪ Reduce global scope 1 and 2 greenhouse gas emissions by 43% by 30 June 2030[1] ▪ Complete scope 3 emissions inventory by 30 June 2023 ▪ Work across our operations and supply chain to identify opportunities to increase recycling and reduce waste ▪ Include sustainability criteria in all new procurement contracts by 30 June 2023[2]	▪ Achieve 40:40:20 gender diversity target at senior executive level by 30 June 2030 ▪ Average 10 hours' training per employee p.a. by 30 June 2025 ▪ Maintain LTIFR[3] at or below the relevant industry benchmark ▪ Provide all employees with access to employee assistance or comparable support programs by 30 June 2024	▪ Maintain quality accreditation at 100% of facilities ▪ Report key research and educational achievements ▪ By 30 June 2024, ensure charitable donations are equal to at least 5% of the Sonic Healthcare Foundation's annual total funds under management	▪ Train all relevant staff in key policies[4] ▪ Achieve continuous improvement in independently audited Cybersecurity Framework maturity scores (NIST) ▪ Publish an annual Modern Slavery Statement

1 Baseline year for scope 1 and 2 emissions is FY2021.
2 Procurement contracts refers to contracts administered by global or divisional procurement teams.
3 Lost time injury frequency rate.
4 Code of Conduct, Anti-bribery and Corruption Policy, Whistleblower Policy, Labour Standards and Human Rights Policy, Privacy Policy, Workplace Health and Safety Policy, Supplier Policy.
5 The previous waste intensity target has been withdrawn following identification of limitations with the data necessary to support accurate measurement of progress (see discussion p. 38). The footnote on page 18 of the Sustainability Report 2022 stated that this target would be reviewed once scope 3 inventory data had been collected.

Environment

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

Sonic Healthcare remains committed to playing its part in taking action.

1 www.ipcc.ch/sr15/resources/headline-statements/. Accessed 30 September 2024.

Commitment To minimise our impact on the environment

Material topics	Strategy	Goals	FY2024 achievements
Climate change	▪ Reduce global greenhouse gas emissions in line with science-based targets	▪ Achieve net zero greenhouse gas emissions by 30 June 2050	⋯ Scope 1 and 2 emissions reduced against FY2021 base year
		▪ Convert fleet to zero-emissions vehicles by 30 June 2040	⋯ 28.6% of Sonic's global fleet vehicles were hybrid or electric in FY2024, an increase of more than 10% compared with FY2023
		▪ Reduce global scope 1 and 2 greenhouse gas emissions by 43% by 30 June 2030[1]	⋯ 9.3% reduction in total scope 1 and 2 (location-based) emissions in FY2024 compared to FY2021 base year (restated) ⋯ 26.8% reduction in total scope 1 and 2 (market-based) emissions compared with FY2021 base year (restated)
		▪ Complete scope 3 emissions inventory by 30 June 2023	✓ Second year of global scope 3 emissions estimation completed
Circular economy and waste	▪ Reduce, recycle and reuse waste	▪ Work across our operations and in collaboration with suppliers to identify opportunities to increase recycling and reduce waste.[3] ▪ Engage with key suppliers (by spend) to encourage science-based target setting	⋯ Meetings held with more than 10 top suppliers to establish collaborative networks, discuss supplier alignment with Sonic's net zero ambitions, and waste and emissions reduction initiatives
	▪ Embed sustainability criteria into all procurement decisions	▪ Include sustainability criteria in all new procurement contracts by 30 June 2023[2]	✓ Sustainability criteria were included in all new procurement contracts[2] issued in FY2024

Related SDGs

- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE — Build resilient infrastructure, promote sustainable industrialisation and foster innovation
- 11 SUSTAINABLE CITIES AND COMMUNITIES — Make cities inclusive, safe, resilient and sustainable
- 12 RESPONSIBLE CONSUMPTION AND PRODUCTION — Ensure sustainable consumption and production
- 13 CLIMATE ACTION — Take urgent action to tackle climate change and its impacts

1 Baseline year for scope 1 & 2 emissions is FY2021.
2 Procurement contracts refer to those contracts administered by global and divisional procurement teams.
3 The previous waste target has been withdrawn following the identification of limitations with data available to support accurate measurement. (See p. 38).

Climate change

Why is it important?

Healthcare activities are estimated to be responsible for 4.4% of the world's total greenhouse gas emissions.[1]

Sonic Healthcare understands that our operations affect the environment through the consumption of resources, production of greenhouse gas emissions and the generation of waste.

We are also aware of the potential impact that more frequent and extreme weather events, such as storms, floods, heatwaves and bushfires, can have, on both our operations, supply chains and wider infrastructure, as well as the effects on our customers' health, medical needs and ability to access our services.

Consideration of this dual materiality strengthens the need for organisations such as Sonic to step up efforts to reduce their impact on the environment and promote environmental responsibility across their entire value chain.

1 www.arup.com/insights/healthcares-climate-footprint. Accessed 7 October 2024.

Our approach

Sonic is committed to reducing our global greenhouse gas emissions, in line with the principles of the Paris Agreement and in accordance with guidance from the Science Based Targets initiative (SBTi), which is working to limit the global temperature increase to 1.5 °C by 2050.

The Sonic Board and Risk Management Committee are responsible for overseeing the Group's climate-related risk exposure and development of mitigation strategies. Implementation of the Board-approved environmental strategy and management of environmental initiatives are the responsibility of the Group CEO and the Sustainability Director, in conjunction with the Sonic Sustainability Steering Committee (SSSC). During FY2023, all Sonic divisions participated in a qualitative analysis of Sonic's climate-related risks and opportunities, in line with the Task Force on Climate Related Financial Disclosures (TCFD) guidelines. For details of the risks and opportunities identified in this exercise, please see the TCFD section on pages 99–103 of this report. Quantitative assessment of the potential financial materiality of prioritised climate-related risks is currently being conducted.

13 CLIMATE ACTION

Target 13.1
Target 13.3

Net zero strategy

Sonic Healthcare has committed to set science-based emissions targets that align with the Paris Agreement to limit global warming to no more than 1.5˚C and become net zero by 2050.

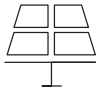
Target 11.6

2023

- Commence transition to renewable energy sources
- Include sustainability criteria in all new procurement contracts by 30 June 2023
- Conduct scope 3 emissions inventory

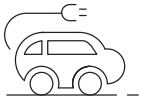
2026

- Engage with key suppliers (80% of spend) to address waste reduction and encourage science-based target setting
- Identify and initiate opportunities to reduce scope 3 emissions



2030

- Reduce global scope 1 and scope 2 (market-based) greenhouse gas emissions by 43% (compared with FY2021 baseline)
- 80% of global energy from certified renewable sources



2040

- Complete conversion of global fleet to zero-emissions vehicles

2050

- Achieve net zero greenhouse gas emissions (scope 1, 2 and 3)

Our ongoing net zero initiatives include:

- switching to certified sources of renewable energy
- investing in energy efficiency initiatives across our global operations
- optimising onsite energy generation and storage
- accelerating conversion of global fleet to hybrid and zero-emissions vehicles
- reducing, recycling and reusing waste from operations
- understanding, measuring and managing material scope 3 emissions.

*All years relate to financial years

Scope 1 and 2 greenhouse gas emissions

Sonic has chosen FY2021 as the baseline for scope 1 and 2 greenhouse gas (GHG) emissions globally[6]. Our FY2021 (base year), FY2023 (previous year) and FY2024 (current year) scope 1 and 2 emissions data are shown below.

Scope 1 emissions

In FY2023, scope 1 data was expanded to include emissions from dry ice usage and an estimate of refrigerant gas emissions.

This year, refrigerant gas emission estimations for FY2023 and FY2021 have been restated to include improved data collected in FY2024 for HVAC systems operational between FY2021 and FY2024.

Global scope 1 greenhouse gas emissions (tCO_2-e)[2,4,5]	FY2024 (Current year)	FY2023[3] (Previous year, restated)	FY2021[3] (Base year, restated)	% change FY24 vs FY23	% change FY24 vs FY21
Fuel, natural gas, other gases[4]	26,813	26,892	28,686	-0.3%	-6.5%
Dry ice	1,439	1,545	1,562	-6.9%	-7.9%
Refrigerant gases[1]	7,846	8,293	8,293	-5.4%	-5.4%
Total scope 1 emissions[2,4,5]	36,098	36,730	38,541	-1.7%	-6.3%

Footnotes to table can be found on page 28. For some divisions, 10 months of actual data was used to estimate the full FY2024 figures used in the calculation of scope 1 and 2 emissions.

Scope 2 emissions

Scope 2 emissions for FY2024 (current year), FY2023 (previous year) and FY2021 (base year) are stated in both location-based and market-based terms to reflect the impact of contracts active in FY2023 and FY2024 that sourced certificate-supported renewable electricity of varying amounts in Australia, Germany, the UK and USA. See page 34 for more information on the sourcing of certificate-supported renewable electricity in these countries.

Global scope 2 greenhouse gas emissions (tCO_2-e)[2,4,5]	FY2024 (Current year)	FY2023[3] (Previous year, restated)	FY2021[3] (Base year, restated)	% change FY24 vs FY23	% change FY24 vs FY21
Scope 2 emissions (location-based)[2,4,5]	74,273	77,993	83,081	-4.8%	-10.6%
Scope 2 emissions (market-based)[2,4,5]	51,041	64,876	80,450	-21.3%	-36.6%

Footnotes to table can be found on page 28. For some divisions, 10 months of actual data was used to estimate the full FY2024 figures used in the calculation of scope 1 and 2 emissions.

Scope 1 and 2 emissions

Location-based emissions

The location-based method for calculating scope 2 emissions reflects the average emissions intensity of grids from which energy consumption occurs using grid average emissions factors.[7]

Global scope 1 and 2 (location-based) greenhouse gas emissions (tCO_2-e)[2,4,5]	FY2024 (Current year)	FY2023[3] (Previous year, restated)	FY2021[3] (Base year, restated)	% change FY24 vs FY23	% change FY24 vs FY21
Scope 1 emissions	36,098	36,730	38,541	-1.7%	-6.3%
Scope 2 emissions (location-based)[2,4,5]	74,273	77,993	83,081	-4.8%	-10.6%
Total scope 1 and 2 emissions (location-based)[2,4,5]	110,371	114,723	121,622	-3.8%	-9.3%

Market-based emissions

The market-based method for calculating scope 2 emissions reflects emissions from electricity that companies have purposefully chosen and derives emissions factors from contractual instruments.[7]

Global scope 1 and 2 (market-based) greenhouse gas emissions (tCO_2-e)[2,4,5]	FY2024 (Current year)	FY2023[3] (Previous year, restated)	FY2021[3] (Base year, restated)	% change FY24 vs FY23	% change FY24 vs FY21
Scope 1 emissions	36,098	36,730	38,541	-1.7%	-6.3%
Scope 2 emissions (market-based)[2,4,5]	51,041	64,876	80,450	-21.3%	-36.6%
Total scope 1 and 2 emissions (market-based)[2,4,5]	87,139	101,606	118,991	-14.2%	-26.8%

1 Fugitive emissions from refrigerant gases were estimated only for sites at which Sonic is responsible for maintenance of HVAC systems.

2 Greenhouse gas (GHG) emissions have been calculated in alignment with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).

3 FY2021 and FY2023 data has been restated to reflect:
- an improved estimate of refrigerant gases using expanded data collected in FY2024 on HVAC systems within operational control for all years reported
- the influence of material acquisitions and divestments
- the correction of errors identified in previous data sets and calculations.

4 The greenhouse gases included in the emissions calculations are carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HCFs), perfluorocarbons (PCFs) and sulphur hexafluoride (SF_6).

5 Emissions factors (EFs) used in the calculations are sourced from US Environmental Protection Agency (EPA), the Australian National Greenhouse Accounts (NGA) and National Greenhouse and Energy Reporting (NGER), Department of Climate Change, Energy, the Environment and Water, EU Default Emissions Factors for the Member States, German Federal Environment Agency, German Federal Ministry of Housing, Urban Development and Planning (BMWSB), UK Government and Department for Energy Security & Net Zero (DESNZ) GHG conversion factors, Association of Issuing Bodies (AIB) 2021 and New Zealand Ministry for Environment (NZ MIE) publications. Where country-specific scope 1 EFs were not readily available, NGA EFs were applied as proxy EFs for the following reasons:
- Sonic is headquartered in Australia
- Sonic's Australian GHG emissions are the most material component of the global baseline
- NGA methods used at the national level are consistent with international guidelines and are subject to international expert review each year.

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

7 https://ghgprotocol.org/sites/default/files/2022-12/Scope2_ExecSum_Final.pdf.

More detailed emissions data, including scope 1 and 2 emissions by country of operation, is available in the Sustainability metrics section pages 92-98.

Scope 1 and 2 greenhouse gas emissions intensity

Sonic uses two key business activity indicators, total patient consults and total full-time equivalent (FTE) employees, as denominators to calculate emissions intensity.

Our scope 1 and 2 emissions intensity across global operations for FY2021, FY2023 and FY2024 are shown below using both location-based and market-based scope 2 data.

Location-based

Global scope1 and scope 2 (location-based) greenhouse gas emissions (tCO_2-e) intensity measures[2,4,5]	FY2024 (Current year)	FY2023[3] (Previous year, restated)	FY2021[3] (Base year, restated)	% change FY24 vs FY23	% change FY24 vs FY21
Kilograms CO_2-e per patient consult	0.85	0.91	0.88	-6.6%	-3.4%
Tonnes CO_2-e per FTE	3.19	3.46	3.62	-7.8%	-11.9%

Market-based

Global scope1 and scope 2 (market-based) greenhouse gas emissions (tCO_2-e) intensity measures[2,4,5]	FY2024 (Current year)	FY2023[3] (Previous year, restated)	FY2021[3] (Base year, restated)	% change FY24 vs FY23	% change FY24 vs FY21
Kilograms CO_2-e per patient consult	0.67	0.81	0.86	-17.3%	-22.1%
Tonnes CO_2-e per FTE	2.52	3.06	3.54	-17.6%	-28.9%

Scope 1 and 2 emission per patient consult (shown in kg CO_2-e) decreased by 6.6% when compared with FY2023 and 3.4% compared to base year FY2021. Our second scope 1 and 2 emissions intensity measure of tCO_2-e per full time equivalent (FTE) decreased by 7.8% (FY2023 vs FY2024) and 11.9% compared to base year FY2021.

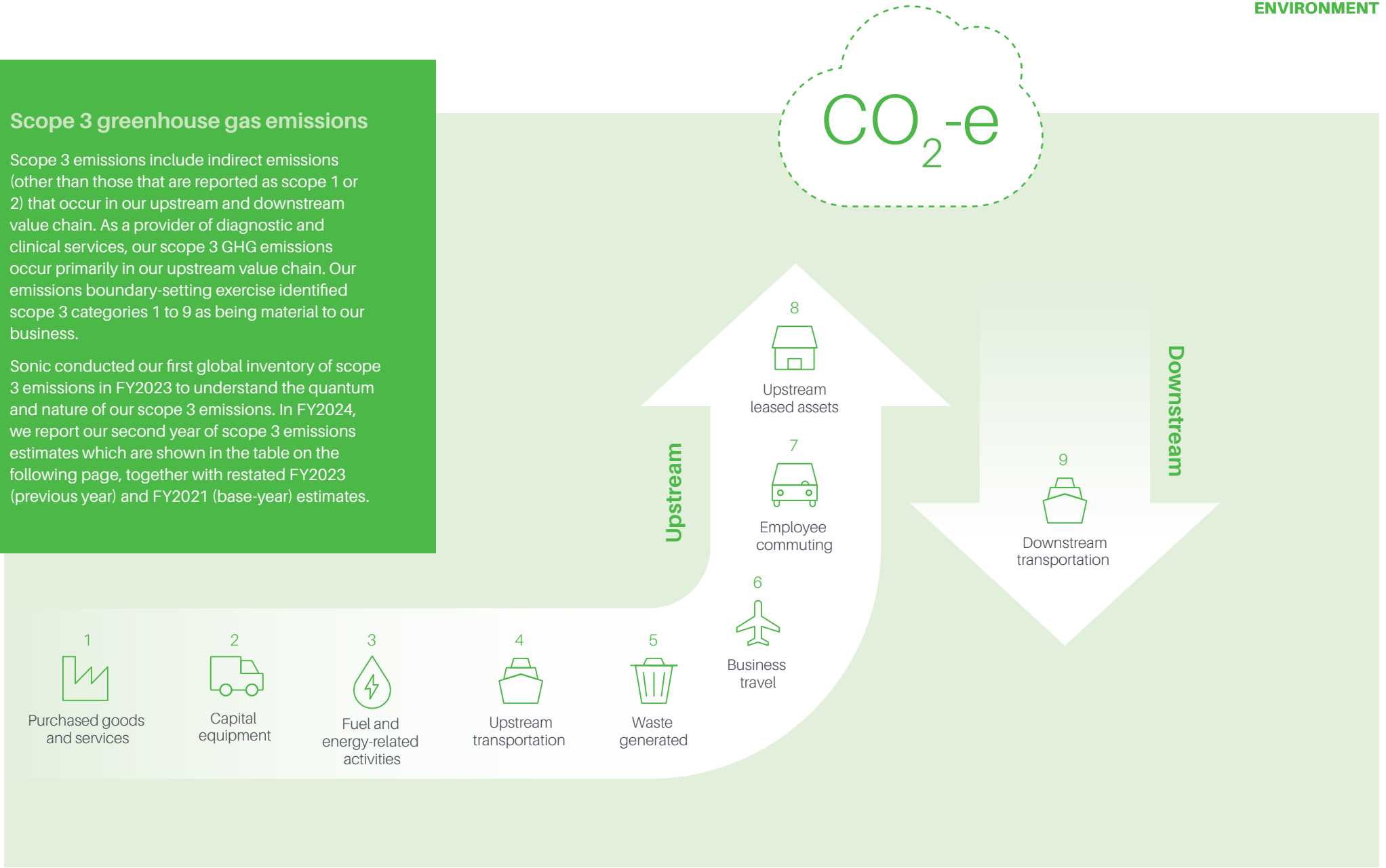
Decreases are more pronounced when market-based, rather than location-based, scope 2 emissions are used in the intensity calculations with a 22.1% decrease in kg CO_2 per patient consult and a 28.9% decrease in tCO_2-e per FTE in FY2024, compared to our FY2021 base-year.

Decreases in Sonic's intensity measures (location and market-based) reflect the impact of programs in place across the organisation to transition our fleet vehicles to hybrid and electric alternatives, take active decisions to source certificate-supported renewable electricity, reduce overall energy consumption and install more onsite solar equipment where locations are suitable.

Scope 3 greenhouse gas emissions

Scope 3 emissions include indirect emissions (other than those that are reported as scope 1 or 2) that occur in our upstream and downstream value chain. As a provider of diagnostic and clinical services, our scope 3 GHG emissions occur primarily in our upstream value chain. Our emissions boundary-setting exercise identified scope 3 categories 1 to 9 as being material to our business.

Sonic conducted our first global inventory of scope 3 emissions in FY2023 to understand the quantum and nature of our scope 3 emissions. In FY2024, we report our second year of scope 3 emissions estimates which are shown in the table on the following page, together with restated FY2023 (previous year) and FY2021 (base-year) estimates.



Data table for scope 3 categories FY2021, FY2023 and FY2024

Scope 3 emissions by GHG category (tCO_2-e)[1,6]						
Category (GHG Protocol)		Source data used in estimation	FY2024 (current year)	FY2023 (previous year)	FY2021 (base year)	% of FY2024 scope 3
1	Purchased goods and services	Spend data	154,455	129,887	173,854	43.1%
2	Capital equipment	Spend data	62,961	50,256	41,565	17.6%
3	Fuel and energy-related activities	Scope 1 and 2 (location-based) fuel and energy data	19,092	19,331	15,104	5.3%
4	Upstream transportation NB see note on category 9	Spend data	43,864	37,597	39,629	12.2%
5	Waste generated	Available waste type, weight, disposal method and spend data	25,941	22,028	22,086	7.2%
6	Business travel	Available travel distance, type and spend data	4,063	4,761	1,255	1.1%
7	Employee commuting	Employee numbers, regional commuting patterns and emissions factors	29,905	35,276	39,628	8.4%
8	Upstream leased assets	Property area, average consumption and regional electricity/gas emission factors	18,182	17,067	20,746	5.1%
9	Downstream transportation	Included in category 4 as we are not able to separate spend	See category 4	See category 4	See category 4	
Total scope 3 emissions estimate			**358,463**	**316,203**	**353,867**	**100.0%**

1 Data has been calculated in alignment with the following Greenhouse Gas Protocol documents:
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard
- The Greenhouse Gas Protocol: Technical Guidance for Calculating Scope 3 Emissions.

2 As a provider of diagnostic and clinical services, downstream scope 3 categories 10, 11 and 12 were not considered applicable to Sonic operations when setting the scope 3 emissions boundary.

3 Downstream scope 3 categories 13, 14 and 15 are either not applicable or not material to Sonic's operations and were excluded when setting the scope 3 emissions boundary.

4 Notes on greenhouse gases included, emissions factors and choice of base year are as described in notes to tables p. 28. One supplier-based emissions factor was used in the calculation of scope 3 category 1 and 2 emissions and was applied to the spend with this supplier.

5 FY 2021 and FY2023 data has been restated to reflect:
- use of emissions factors with margins (where applicable)
- addition of GST/VAT amounts to spend data in divisions where they were not previously included
- correction of errors or missing data identified in previous calculations
- enhanced methodology to estimate employee commuting in countries of operation
- updated building energy consumption estimates from upstream leased assets to include natural gas in addition to electricity.

6 For some divisions, 10 months of actual data was used to estimate the full FY2024 figures used in the calculation of scope 3 emissions in categories 3, 5 and 6.

Scope 3 emissions comprise the largest source of GHG emissions for many organisations. This is the case for Sonic, with more than 75% of our total FY2024 estimated scope 1, 2 (location-based) and 3 emissions attributable to scope 3.

Emissions estimates for FY2024 again show that Sonic's most material scope 3 emissions occur in the GHG Protocol Category 1 – Purchased goods and services (43%). Category 2 – Capital equipment constitutes the next largest contribution (18%), with combined Categories 4 and 9 – Upstream and downstream transportation the third largest contributor (12%).

While the above information on the size and relative materiality of the scope 3 categories is useful for future planning, early rounds of scope 3 data calculation inherently rely on available and often limited source data, estimations and assumptions. In particular, the use of spend data tends to overestimate emissions when compared to actual emissions data for the same activity. Sonic has commenced work across our organisation, and in collaboration with our suppliers, to improve the quality and accuracy of the data that underpins these calculations. In FY2024, the first of our major suppliers provided a supplier-specific emissions factor and hopes to further develop product-based emissions factors in the future. Sonic is working with other key supply partners and will incorporate more supplier-specific emissions factors in future years' calculations.

11 SUSTAINABLE CITIES AND COMMUNITIES
Target 11.6

Scope 1 emissions-reduction initiatives

Fleet transition

The most significant contributor to Sonic's scope 1 emissions is the fuel (petrol and diesel) used for our fleet of 3,263 cars, motorbikes/scooters and other courier vehicles. These emissions account for over 60% of total scope 1 emissions measured in FY2024. We have set a target to convert our fleet to 100% zero-emissions vehicles by 30 June 2040. Our success in achieving this target will depend on emerging vehicle technology (for example, innovation in battery range extension and hydrogen engine development), together with extensive infrastructure enhancement by governments, organisations and individuals to support vehicle charging and hydrogen fuel access, as well as the availability and supply of suitable cars and other courier vehicles.

While we carefully monitor developments in electric vehicle performance and available infrastructure to support zero-emissions vehicles, we continue to successfully utilise petrol/electric hybrid technology to decrease fuel consumption.

Sonic's fleet vehicles are typically renewed every three to five years, making hybrid vehicles an attractive interim scope 1 emissions-reduction initiative while we await further development of reliable infrastructure to support zero-emissions vehicles.

Our FY2024 global fleet includes:

- 836 hybrid vehicles (an additional 353 hybrid vehicles compared with FY2023)
- 98 electric vehicles (an additional 49 electric vehicles compared with FY2023).

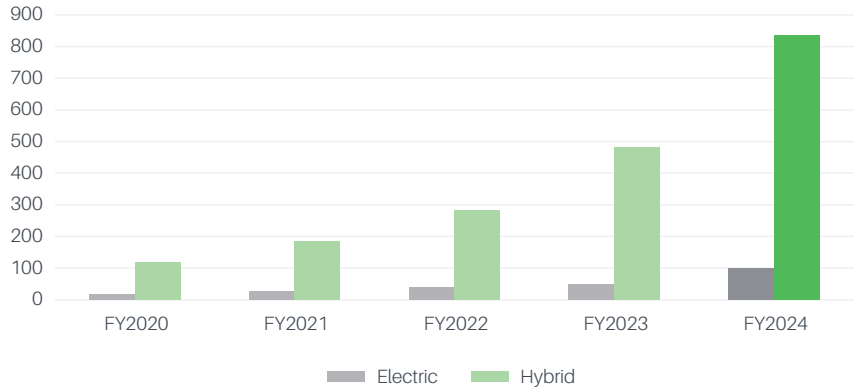
Hybrid and electric vehicles now represent 28.6 % of our total fleet, up from 17.1 % in FY2023, as shown in the graph below.

Comparisons of fuel usage by petrol-only and petrol/electric hybrid vehicles in our fleet show that hybrid vehicles use 30–50% less fuel than petrol equivalents. For example, in Australia where the percentage of hybrid vehicles rose from 22% to 37% between FY2023 and FY2024, petrol consumption fell by 7–8%.

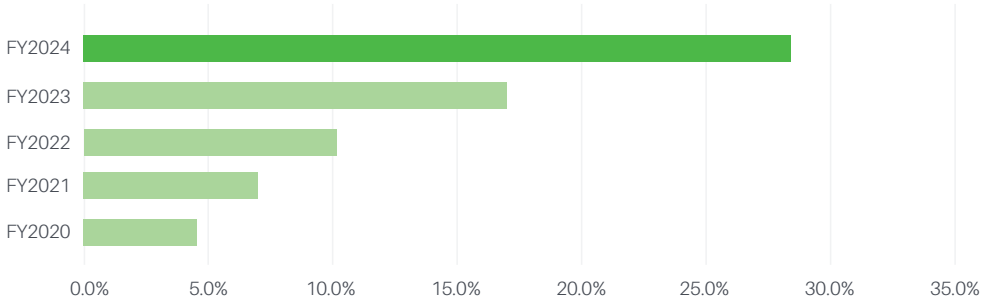
Target 11.6

Target 13.3

Number of electric and hybrid motor vehicles in the fleet



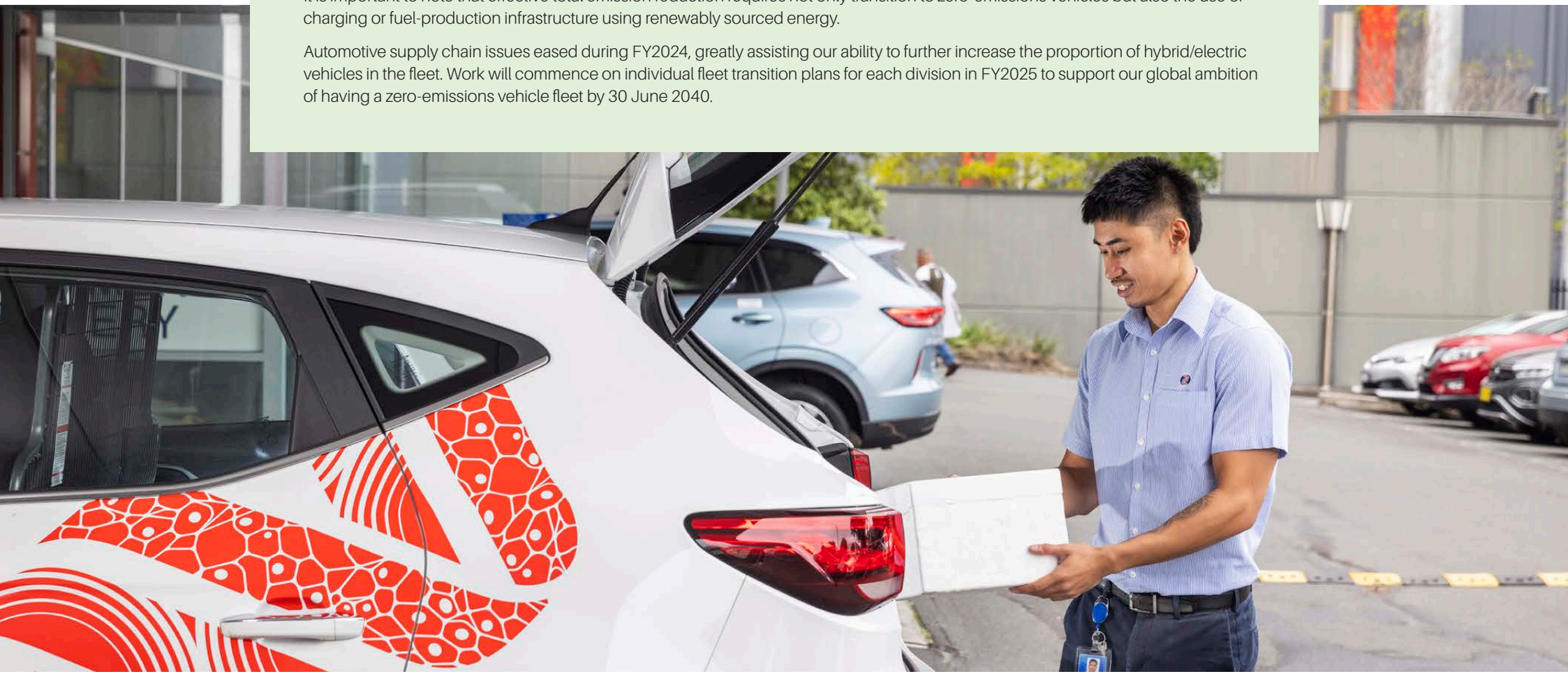
Percentage of electric or hybrid motor vehicles in the fleet



Sonic is working to meet our fleet transition target by incorporating more lower-emission vehicles in each of our countries of operation. Several of our larger sites continue to trial the use of fully electric vehicles (cars and motorbikes/motor scooters), and are assessing which routes are best suited to their use.

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

Automotive supply chain issues eased during FY2024, greatly assisting our ability to further increase the proportion of hybrid/electric vehicles in the fleet. Work will commence on individual fleet transition plans for each division in FY2025 to support our global ambition of having a zero-emissions vehicle fleet by 30 June 2040.



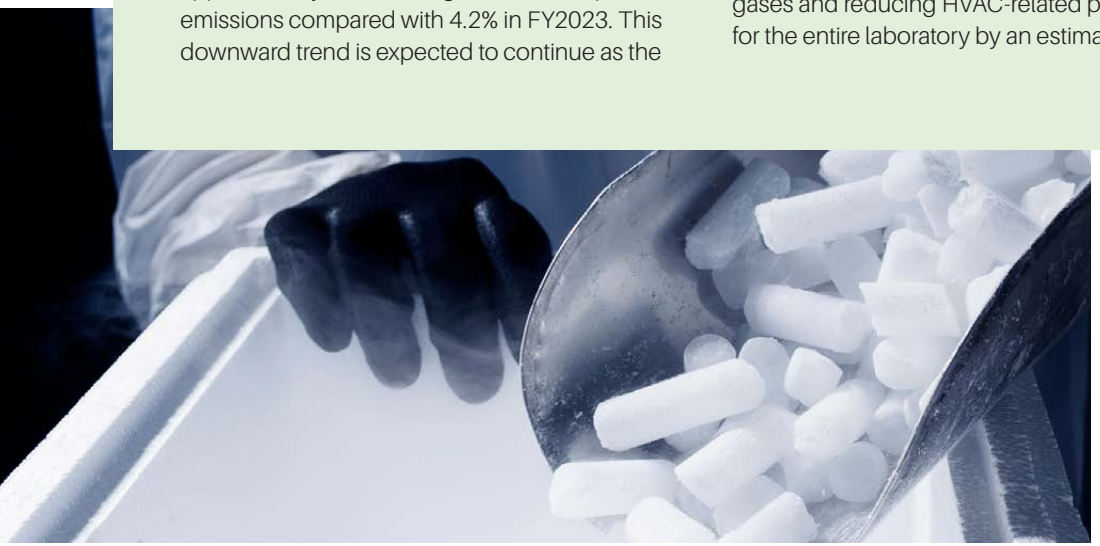
▲ One of the new fully electric courier vehicles leaving our largest pathology laboratory in Australia

Natural gas, dry ice and refrigerant gases

In addition to fuel, other contributors to Sonic's scope 1 emissions include dry ice (4%), refrigerant gases (22%) and natural gas (13%). Sixty per cent of Sonic's natural gas consumption occurs in Germany, where it is predominantly used for heating. The ongoing war in Ukraine has continued to impact gas supplies and pricing. Some of our sites have converted from gas to electricity, and further gas-use-reduction initiatives are currently being explored.

Dry ice, the solid form of CO_2, is sometimes used in pathology to keep samples cold during transportation. Dry ice sublimates (changes from the solid to the gaseous state) when exposed to higher temperatures and/or lower pressure, releasing CO_2 gas back into the atmosphere. As can be seen from the disaggregated scope 1 emissions estimations (p. 27), dry ice usage has decreased slightly in FY2024 contributing approximately 4.0% of the global total scope 1 emissions compared with 4.2% in FY2023. This downward trend is expected to continue as the USA, our largest user of dry ice, implements replacement initiatives in more sites across the country.

Many refrigerant gases used in heating, ventilation and air conditioning (HVAC) systems have high global warming potential (GWP) compared to CO_2 (GWP = 1). This year we continued to collect accessible data to estimate the emissions impact of refrigerant gases used in the HVAC systems within our operational control, including large walk-in cool rooms used for sample storage at our laboratories. This information is being used to support business cases for replacement of older HVAC units that contain harmful refrigerants, have high leakage rates, or use more energy to run than the more modern and environmentally friendly replacement units. For example, during FY2024, five aging HVAC units in our New York laboratory were replaced with new, more efficient systems, decreasing the leakage of high GWP refrigerant gases and reducing HVAC-related power usage for the entire laboratory by an estimated 35%.



Scope 2 emissions reduction initiatives

Renewable electricity

Sonic's FY2021 base-year emissions data showed that Australia's purchased electricity comprised nearly 70% of our global scope 2 emissions, despite Australia representing approximately 37% of the global business. Australia's disproportionate contribution reflects the country's continued reliance on coal-fired electricity and its high emissions conversion. To address this issue, Sonic negotiated a contract in FY2022 to annually increase the percentage of large generation certificate (LGC) supported renewable energy purchased for all large usage sites within operational control in Queensland, New South Wales, Victoria and South Australia, with additional renewable energy certificates being purchased for Western Australia and the remaining smaller sites within operational control. Certificate-supported renewably sourced electricity amounted to 40% of total electricity purchased in Australia in FY2024. This percentage will continue to increase by 10% per annum each year, reaching 100% in FY2030.

Sonic's German division converted approximately 80% of sites within operational control to accredited 100% renewably sourced electricity from 1 January 2023. This arrangement continued for the full FY2024 period and a number of newly acquired sites will be added to this contract during FY2026, when their current contracts expire.

In the US, renewable electricity has been contracted in Austin, Texas, the site of our largest US laboratory, making approximately 18% of our US electricity certified renewable. In the UK, a renewable energy contract for electricity supply has been active from December 2023.

Sonic reports on both location-based and market-based scope 2 emissions to reflect these renewable power purchase decisions. The impact of these contracts has seen a 36.6% reduction in market-based scope 2 emissions in FY2024 when compared with our FY2021 base year.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Target 9.1
Target 9.4

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Target 12.2

Solar investments in the US

Sonic has significantly expanded onsite solar power generation at three US laboratory sites: Sunrise Medical Laboratories (SML) in Hicksville, New York, Clinical Pathology Laboratories (CPL) in Austin, Texas, and American Esoteric Laboratories (AEL) in Memphis, Tennessee.

The panels in these large installations are more than 70% US-made and assembled and, once fully operational, will offset current electricity consumption at the above-named sites by 15% (SML), 17% (CPL) and 32% (AEL) respectively.

The SML and CPL sites are now complete, with the AEL site expected to be operational in early 2025. Contribution to our solar generation capacity, and resultant reduction in consumption from local grids at these sites will be reflected in data included in the FY2025 report.

Sunrise Medical Laboratories in Hicksville, New York, USA

Onsite renewable energy generation

During FY2024, onsite energy generation using solar panels on our buildings has increased both capacity and kWhs generated.

The large increase in installed solar capacity compared with electricity generated reflects systems completed in FY2024 but not productive during that period (see US solar investment story above). Together with the sourcing of renewable electricity, this has contributed to the containment of emissions attributable to purchased electricity (scope 2).

11 SUSTAINABLE CITIES AND COMMUNITIES
Target 11.6

Global electricity generated by solar installations (kWh)

FY2024 (current year)	FY2023 (previous year)	FY2021 (base year)	% change FY24 to FY23	% change FY24 to FY21
1,249,047	1,198,441	808,182	4.2%	54.6%

Global installed solar panel capacity (kW)

FY2024 (current year)	FY2023 (previous year)	FY2021 (base year)	% change FY24 to FY23	% change FY24 to FY21
1,584	1,135	912	39.6%	73.7%

Energy efficiency

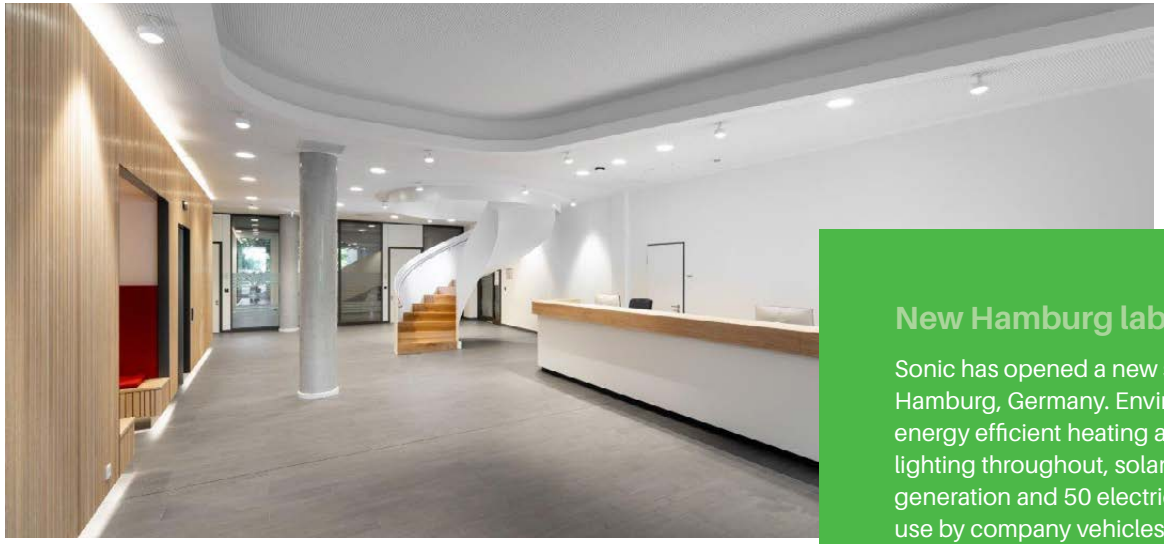
Increasing energy prices, together with the need to reduce carbon emissions worldwide, is driving Sonic's focus on opportunities to reduce energy consumption. This is being achieved through improved energy efficiency and education programs to encourage prudent use.

Target 9.1 Target 13.3 Target 11.6 Target 12.2

New radiology sites

Sonic has opened three new radiology sites in Queensland, Australia. Each site features LED lighting, sensor-controlled light activation, high-quality insulation and automatic water shut-off in the event of a leak.

New Queensland X-Ray site in Mt Gravatt, Queensland



Medizinisches Labor Nord reception area, Hamburg, Germany

New Hamburg laboratory

Sonic has opened a new state-of-the-art laboratory in Hamburg, Germany. Environmental features include energy efficient heating and cooling systems, LED lighting throughout, solar panels for onsite electricity generation and 50 electric vehicle charging stations for use by company vehicles and staff electric cars.

Circular economy and waste

Why is it important?

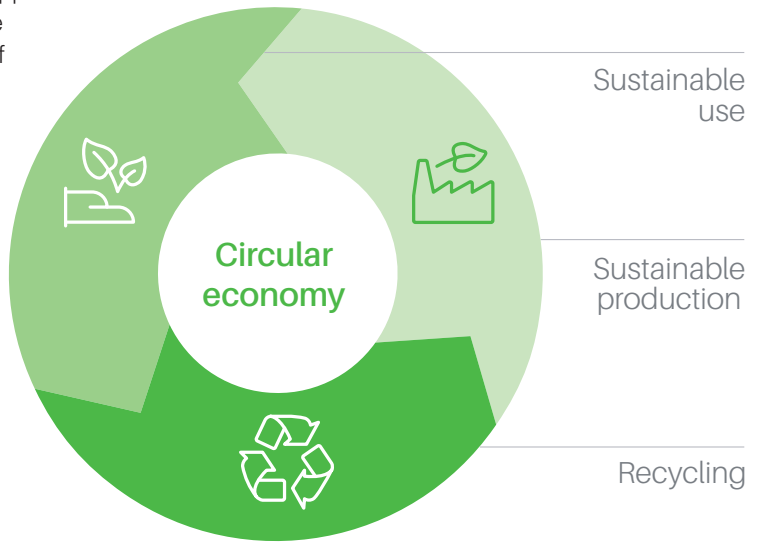
Sonic's operations generate significant amounts of waste that may contribute to climate change and air pollution, directly affecting many ecosystems and species. Landfills, considered the last resort in the waste hierarchy, release methane, a potent greenhouse gas linked to climate change.

Our approach

Implementation and management of the Board-approved environmental policies, which also address waste and the circular economy, are the responsibility of the Group CEO and the Sustainability Director, in conjunction with the Sonic Sustainability Steering Committee (SSSC).

As part of our move to encourage a circular economy mindset, Sonic's procurement and operations teams continue to work with suppliers to source more environmentally friendly substitute products that:

- replace single-use plastics and polystyrene
- decrease the amount of packaging
- reduce and, where possible, recycle or reuse waste.



Separation of waste into appropriate recycling and disposable streams is key to supporting this strategy, reducing both environmental and operational costs.

Sonic undertakes an extensive supplier selection process to vet prospective waste management suppliers for relevant environmental and quality certifications. For example, in Australia these include:

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

Suppliers are also vetted to ensure they have relevant operating licences within the jurisdiction where the waste is processed. Suppliers must have a longstanding and credible operational track record, and are contractually bound to ensure waste is disposed of in accordance with local legislation.

Target 11.6

Target 12.4
Target 12.5

Waste management

The three main types of waste generated in our operations are shown below.

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 handled by specialised, regulated waste management systems that decontaminate the waste by high-temperature autoclaving or incineration, which limits opportunities to recycle. The remainder is disposed of in landfill after decontamination.

The World Health Organisation estimates that only 15% of the waste generated by healthcare activities is, in fact, infectious, toxic or radioactive.[1] The remaining 85% is general, non-hazardous waste that may have the potential for more environmentally friendly disposal, recycling or reuse, with appropriate segregation.

General waste – landfill and/or incineration

Includes all other forms of solid waste that is not contaminated by biological substances (non-clinical), such as certain packaging, office, technical and IT supplies and disused equipment. This waste may be sent straight to landfill or incinerated, with any residual matter sent to landfill.

Recycling

Some waste from operations, such as polystyrene used in packaging and the clean polypropylene we receive as trays and racks holding consumables for analysers, can be recycled. A number of recycling projects are active throughout our facilities.

Sonic continues to explore further opportunities to transition from single-use, non-recyclable products to recyclable and reusable products, where appropriate.

In FY2022, before attempting to collect global waste data as part of our scope 3 inventory, Sonic proposed a target to reduce the amount of general waste destined for landfill per patient episode by 10% by 2026, stating that this target would be reviewed once a scope 3 inventory had been conducted (see footnote on pages 18 and 20, Sustainability Report 2022).

After collecting our second year of waste data, it has become apparent that currently available data is not able to reflect actual changes in the amount of waste collected by waste providers in the categories of general waste and recycling. Clinical waste is the only waste stream where the weight of waste collected is recorded. General and recycling waste data records the number of bins and applies standard nominal bin weights, which are the same whether the bin is full, half full or nearly empty. Provision of accurate data would require significant structural changes to the waste management industry.

We will restate an appropriate waste target once we can access more accurate waste disposal data.

Target 12.5

1 www.who.int/news-room/fact-sheets/detail/health-care-waste. Accessed 18 October 2024.

Waste reduction initiative

Despite the waste measurement limitation described above, waste reduction and recycling are topics that resonate across the entire organisation. We remain focused on the importance of reducing the amount of waste sent to landfill and increasing the waste made available for recycling, and believe significant emission and cost reductions may be possible through improved segregation and consolidation of waste at our sites.

This assumption was supported by a recent external waste audit carried out across a number of laboratory departments in our large London facility. It revealed that diversion rates had the potential to substantially improve by:

- challenging longstanding waste disposal practices
- improving staff education about which materials are recyclable
- making simple changes to support easy segregation of clinical (contaminated) waste, recyclable and non-recyclable waste (landfill).

This would result in successfully redirecting waste from incineration and landfill to recycling.

Similar, less-formal waste audits at Australian facilities have yielded comparable outcomes. As a result, we will work with local sustainability teams and their waste management service providers to develop educational materials that encourage informed waste segregation and active consolidation to increase recycling rates and ensure bins are full, decreasing the number of collections and associated transport emissions.

In addition, we continue to:

- explore substitutes for single-use plastic items, such as compostable and biodegradable alternatives
- use more products with increased recycled content
- provide facilities to divert organic food waste in staff amenity areas, where possible
- use polystyrene compacting machines in some Australian businesses to compress polystyrene waste from external packaging, which is collected by a recycling company and used for the manufacture of furniture.

Reduction in paper and radiological film usage

Sonic is working to reduce our global consumption of paper by promoting digital alternatives for the provision of clinical reports and test referrals, together with the increasing use of recycled content paper and more efficient print settings (such as double-sided printing) where printing for administrative purposes cannot be avoided.

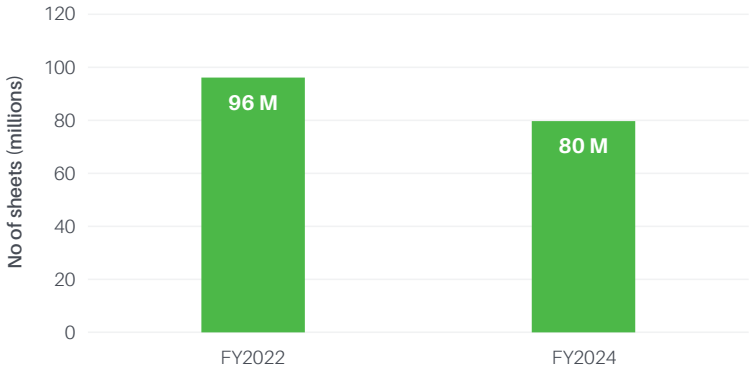
Our Australian operations set a goal to reduce overall paper consumption by 30% by 30 June 2024, compared with FY2022 usage, and have progressively increased the monitoring of printers across pathology, radiology and primary care sites to highlight high-use activities.

Several initiatives have been implemented at our largest Australian sites, such as:

- default, electronic-only report generation unless clinicians specifically requested paper copies
- working with hospital ward staff to reduce the requests for faxed results
- issuing invoices and receipts electronically
- increased use of electronic prescriptions and referrals by GPs.

FY2024 data shows a 17% reduction in total paper usage for FY2024 compared to FY2022. While this falls short of the 30% target it should be noted that the impact of some of the initiatives has been delayed due to slower than expected uptake. Comparison of FY2025 July–August data with the same period in FY2022 is demonstrating a 23% drop in usage. We will continue to monitor this data and will report ongoing progress.

Total Paper Comparison FY2022 vs FY2024



Another waste reduction target involves the electronic reporting of radiology results with a concurrent reduction in radiological film usage. The uptake of electronic reporting in radiology has led to significant reductions against the previous year over the last three years. Results are shown in the table below.

Target 12.5

Target 13.3

Australian Radiology	FY2024	FY2023	FY2022
Percentage reduction in radiological film usage	60.0%	15.7%	27.9%

Water consumption

Water and sewage services are provided to our facilities through government-run metropolitan and rural water utility services.

Water consumption is not a material topic in Sonic's environmental strategy due to our low consumption rate; however, all Sonic staff recognise the need to reduce usage, where possible, of this valuable natural resource.

Major contributors to water usage are our analytic equipment together with general use by staff and patients. Specific water volumes are often required by our analysers to support testing accuracy, reducing the opportunity to reduce the water usage on existing analysers.

Our procurement teams consider water usage data as part of the total value proposition when comparing new equipment for purchase.

Water purification systems are installed in all our large laboratories to provide purified water required by our analysers. Water discharged from our facilities is tested and meets water quality regulations in all our jurisdictions.

Our last three years' global water consumption for locations >1,000 square metres, for which we have operational control of water usage, is shown below, demonstrating that water consumption per square metre has decreased by nearly 13% over the past three years.

Water consumption	FY2024 (current year)	FY2023 (previous year)	FY2021 (base year)
Total water consumption kilolitres (kL)	301,201	333,582	345,409
Water consumption intensity kL per square metre	1.06	1.20	1.29

Sustainable procurement

Sonic is committed to procuring high-quality, innovative products and services that demonstrate whole-of-life value for money. Whole-of-life value considers the human, environmental and financial costs of products, from sourcing raw materials, through to manufacturing, packaging, usage and wastage, as well as disposal.

Assurance of these benefits, together with the supplier's ability to provide uninterrupted supply, are key factors in our procurement decisions. Sonic is also committed to responsible sourcing practices. When selecting a supplier, we assess both the product and/or service's environmental impact and the prospective supplier's commitment to sustainability principles and practices. This includes reviewing the supplier's environmental, social and governance (ESG) policies and their compliance with global human rights laws.

The Sonic Supplier Policy explicitly outlines our expectations that suppliers conduct their business in a manner that promotes environmental sustainability, adheres to all relevant environmental laws and regulations and aims to reduce waste. Moreover, the Sonic Supplier Policy requests all major suppliers to work towards setting credible emissions reduction targets that align with the Paris Agreement to limit global warming to well below 2°C.

We also expect suppliers to work collaboratively with Sonic to support our stated sustainability goals. This is particularly relevant as we look toward setting achievable, science-based scope 3 emissions reduction targets. Compliance with the Supplier Policy is monitored through regular business review meetings.

In addition, Sonic is investigating a formal supplier management system planned for implementation in FY2025.

Sonic conducted our second global scope 3 emissions inventory in FY2024, which again highlighted that emissions associated with the manufacture and transport of goods and services in our supply chain are the most material scope 3 emissions categories. Achievable supply-related targets for reduction of these scope 3 emissions will only be possible through Sonic's continued adherence to sustainable procurement practices and collaboration with suppliers aligned with our net zero commitments.

Initial meetings were held with top global suppliers in FY20204 to discuss issues such as:

- availability of supplier data for their scope 1, 2 and 3 GHG emissions
- whether suppliers had published, or were planning to publish, science-based emissions reduction and net zero targets
- end-of-life processing of capital equipment
- opportunities for collaboration to reduce transport emissions and packaging waste
- progress towards supplier and product-specific emissions calculations.

Following these interactions, Sonic was provided with the first supplier-specific emissions factor, which has been used in FY2024 scope 3 emissions calculations attributed to our spend with this supplier.

Target 12.2
Target 12.5

Target 13.1

Our people

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

Commitment To create safe, supportive and fulfilling workplaces

Material topics	Strategy	Goals	FY2024 progress
Employee attraction, engagement and development	▪ Embrace diversity and equality	▪ Achieve 40:40:20 gender diversity target at senior executive level by 30 June 2030	✓ 40.0% female representation in executive senior leadership[1]
	▪ Attract, engage and develop new and existing staff	▪ Average 10 hours' training per employee p.a. by 30 June 2025	✓ 17.2 hours training per employee p.a. estimated for FY2024
	▪ Nurture and enrich Sonic's culture of Medical Leadership		✓ 50 Sonic Connect Officers appointed to promote Sonic culture across all operating jurisdictions ✓ More than 2,800 staff attended Sonic Connect workshops (see page 51)
Workforce health, safety and wellbeing	▪ Provide healthy and safe places to work	▪ Maintain LTIFR[2] at or below the relevant industry benchmark	⊖ Sonic's LTIFR was 4.9, which is above the blended industry benchmark rate of 4.7[3]
		▪ Provide all employees with access to employee assistance or comparable support programs by 30 June 2024	⊖ 98.8% of staff currently have access to employee assistance or comparable support programs

Related SDGs

- 3 GOOD HEALTH AND WELL-BEING — Ensure healthy lives and promote wellbeing for all at all ages
- 4 QUALITY EDUCATION — Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
- 5 GENDER EQUALITY — Achieve gender equality and empower all women and girls
- 8 DECENT WORK AND ECONOMIC GROWTH — Promote inclusive and sustainable economic growth, employment and decent work for all
- 10 REDUCED INEQUALITIES — Reduce inequality within and among countries

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

Employee attraction, engagement and development

Why is it important?

Sonic's business involves people caring for people. Our skilled, committed staff deliver our services in urban, regional and rural locations, often 24 hours a day, seven days a week. Attracting, engaging and developing this workforce is crucial for sustaining our high levels of service and quality. Workforce diversity, work-life balance, a feeling of inclusion, individual engagement and a sense of purpose are important to our staff, and help to attract and retain the best people to provide our specialised services and uphold our quality.

Our approach

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

The Sonic Healthcare Board, CEO and senior executive team are responsible for overseeing organisational compliance with the company's Labour Standards and Human Rights Policy, which is aligned 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, these policies clearly articulate our commitments to local employment, workforce diversity, freedom of association, collective bargaining and competitive compensation. They also explicitly prohibit any employment practices that constitute modern slavery.

Reporting suspected instances of non-compliance is encouraged and instructions on how to report are detailed in our Labour Standards and Human Rights Policy (p. 5) and Code of Conduct and Ethics (pp. 4–5). Our Global Whistleblower Policy provides additional reporting avenues, including how to make a disclosure through an external agency. It also details the protections afforded to those making disclosures, and confirms the ability to disclose anonymously if preferred.

Sonic's CEOs, operations executives and human resources teams are responsible for compliance with national employment regulations. They must also promote Sonic's culture, and provide competitive workplace conditions and benefits that create a harmonious and desirable workplace.

Our recruitment practices seek to attract and retain clinical, scientific, professional, technical and support staff who have the appropriate qualifications and experience, together with values that align with our Core Values and culture of Medical Leadership (see pp. 8–9).

Our commitments are reinforced with ongoing training, as well as workplace policies that aim to foster an environment of professional growth and work-life balance.

The nature of our services means the majority of roles require onsite attendance.

Our workforce

The table below shows our total workforce (including all employees and contractors) by country and gender as at 30 June 2024.

8 DECENT WORK AND ECONOMIC GROWTH
Target 8.5

Total workforce - employees by country and gender

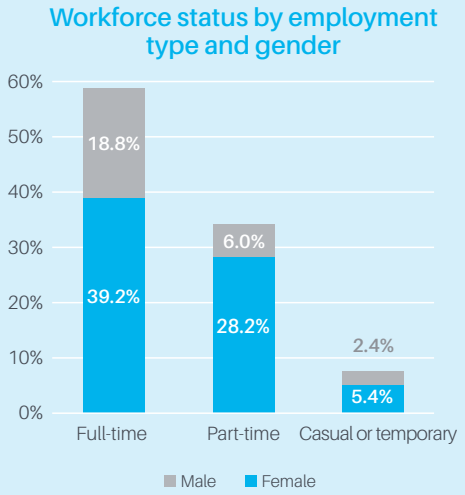
	Women	Men	Total	% women
Australia	14,582	4,512	19,094	76.4%
Belgium	329	165	494	66.6%
Germany	6,486	2,702	9,188	70.6%
New Zealand	147	54	201	73.1%
Switzerland	1,533	619	2,152	71.2%
United Kingdom	1,724	1,189	2,913	59.2%
United States	5,661	2,284	7,945	71.3%
Total	**30,462**	**11,525**	**41,987**	**72.6%**

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

Workforce status

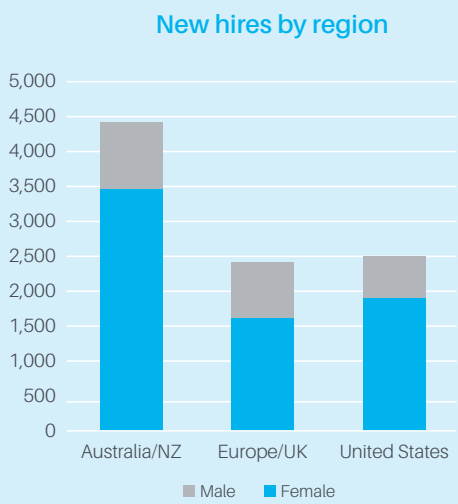
The graph to the right shows the relative percentages of total 'on payroll' employees by employment type and gender, as at 30 June 2024.

During FY2024, Sonic employed 9,273 new people to replace vacant existing roles or to fill newly created roles. Women filled 75% of these new hires. This figure includes 17 senior management positions, of which seven or 41% were filled by women.



New hires by region

The graph to the right shows new hires by region, with Australia continuing to hire the most new employees, the majority of whom are female. This is due to the large number of phlebotomists employed in Australia to staff almost 2,000 collection centres. Phlebotomy has a historically high staff turnover rate and tends to attract many more females than males. See 'Employee retention' on page 47.



Employee diversity

Diversity in our workforce is important. A diverse workforce and an inclusive culture help to drive innovation and support better decision-making, resulting in enhanced performance and growth.

Our Diversity Policy outlines the principles that ensure we have a broad range of experience, talent and viewpoints in our businesses, across age, gender and ethnicity. Women comprise 72.6% of Sonic's overall workforce and 53% of senior leadership, which is defined as manager level and above, including our doctors.

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

Gender diversity: female representation at 30 June 2024

	Total workforce	% female
Board of Directors	9	44.4%
Executive senior leadership[1]	455	40.0%
Total senior leadership[2]	3,551	53.0%
Science-based roles[3]	19,484	73.8%
Whole of workforce	41,987	72.6%

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

Our gender diversity goal is to achieve and maintain at least 40% female representation at senior executive level by 30 June 2030 and at least 50% in the workforce generally. Our FY2024 figures confirm that we have already achieved this target, with females accounting for 40.0% of executive senior leadership cohort. Our 50% workforce gender target has also been exceeded, with 72.6% of our workforce being female. We will continue to monitor this data to ensure these percentages are within our targeted levels.

The Board gender composition remained at 44% female during FY2024, in line with the Board's specific target of no less than 40% of its directors being female.

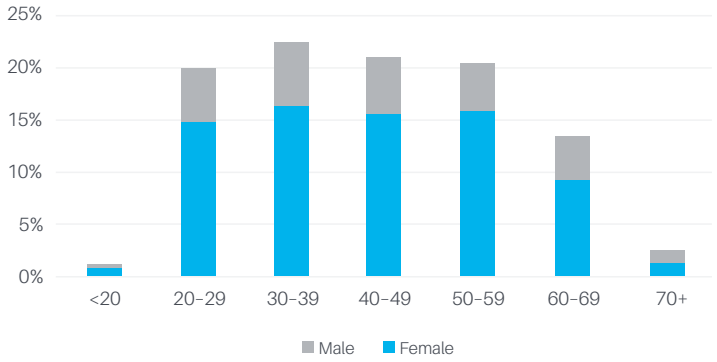
For further data on gender diversity statistics, please refer to the Sustainability metrics in the Appendices of this report.

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.

Target 5.1
Target 5.5

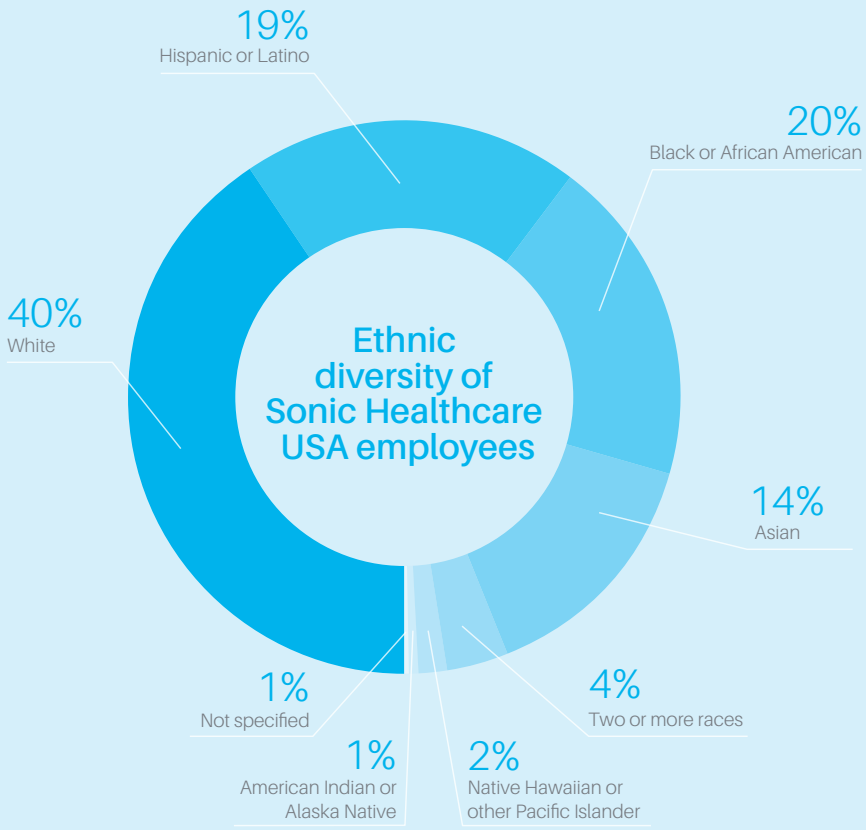
Target 10.2

Employees by age bracket



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

The self-reported ethnic diversity of our US workforce (on payroll), which numbers 7,698 people and represents 19% of Sonic's total global workforce, is represented in the chart below:



Percentages shown may total >100% due to rounding

Employee retention

Sonic has a global reputation for quality and professionalism and we continue to explore ways to position ourselves as an 'employer of choice' with current and prospective employees. This is particularly important in current competitive labour markets, assisting us to attract the best people and reducing the costs of recruitment and training.

Our staff retention rates reflect the respect and care we show our staff, and the rewarding nature of the meaningful work we do. This is particularly evident at senior levels of the organisation, which includes our executive managers, line managers, pathologists, radiologists and other doctors.

The FY2024 staff turnover rate of 15.6% is the lowest Sonic has recorded over the last four years. As noted previously, a significant increase in staff turnover was experienced in FY2022 when COVID-19 restrictions eased and borders opened across our operational jurisdictions, allowing people to travel more freely and take up new employment opportunities. The psychological impact of the pandemic also saw some staff reassess their career ambitions and attitudes to work, a phenomenon widely experienced in many industries.

8 DECENT WORK AND ECONOMIC GROWTH

Target 8.8

Turnover for our global employed workforce	FY2024	FY2023	FY2022
Senior leadership voluntary turnover rate[1]	4.7%	3.6%	4.5%
Total employee voluntary turnover rate[2]	15.6%	16.4%	20.0%

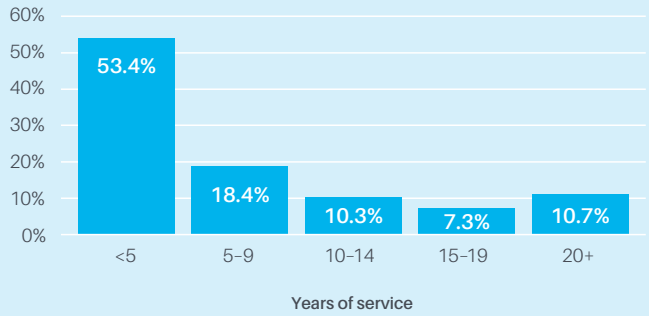
1 Voluntary turnover excludes leavers who retire, transfer internally, are made redundant, and/or are temporary casual relief workers.
2 The total employee voluntary turnover rate for FY2023 has been restated to correct an error identified in the FY2023 New Zealand calculation.

The chart below highlights the voluntary turnover for our employed workforce by region during FY2024.

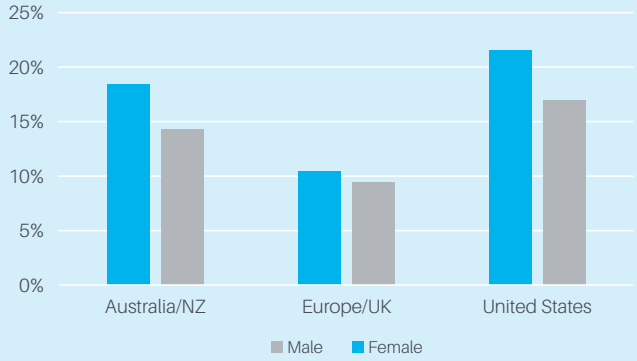
Australia/NZ and the United States collectively employ more than 95% of our global phlebotomist (pathology specimen collector) workforce. This staff group equates to 26% of our Australian/NZ workforce and 28% of our US workforce. The phlebotomist staff group has a higher turnover rate compared to other staff groups, which, in turn, drives up total turnover in these two regions.

Several initiatives to support phlebotomist workers, especially during their first 12 months of employment, were implemented in Australia during FY2023, together with attention to issues raised in exit interviews. It is likely that these programs have helped reduce Australia's overall turnover rate from 20.6% in FY2023 to 17.7% in FY2024. Data on staff retention and engagement across the Australian workforce will be further enhanced with the implementation of a new HR management system. Assessment of suitable systems is currently being undertaken.

Length of service of our global workforce



FY2024 employee turnover by region



In the US, where the turnover rate has risen from 16.4% in FY2023 to 20.4% in FY2024, a country-wide staff engagement survey will be piloted during FY2025. Insights from this survey will assist with HR strategy and the design of tailored initiatives to address any material issues. Expansion of similar surveys across other Sonic divisions will be considered in the future.

A certain level of overall staff turnover is important as it encourages new ideas, alternative thinking and innovation, which offsets the cost of recruitment and retraining. When the advantages of introducing new staff are balanced with the experience, corporate memory and efficiency of 'long stayers', organisations can maximise the benefits added by both staff groups. Sonic's FY2024 turnover rate of 15.6% was balanced by 28.3% 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 existing medical practice businesses. When achieving synergies from these acquisitions, our general approach is to rely on natural staff turnover to generate savings over time, rather than widescale redundancy programs. This preserves staff morale and helps to maintain the goodwill of the acquired businesses.

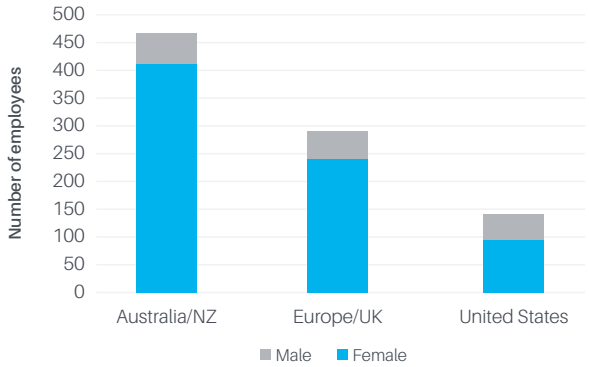
Parental leave

Access to parental leave is an important consideration for many existing and prospective staff, with more than 43% of our total workforce aged under 40 and more than 70% 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 FY2024, 17,392 employees were entitled to paid company parental leave and 30,596 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 900 employees (representing 2.2% of total 'on payroll' workforce) took parental leave during the year, with 81.6% of them returning to work after their leave finished. An analysis of the employees who returned from parental leave in the prior year showed that 79.2% were still employed 12 months later.

Parental leave taken during FY2024



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

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

Supporting carers and staff in crisis

Sonic recognises the significant impact issues such as caring for vulnerable family members or dealing with domestic and family violence can have on the life and work of employees and we are committed to supporting staff who are affected by such issues.

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

Sonic engages with unions and other employee representative groups in a positive manner. 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. Sonic does not discriminate against, or deny access to, workers' representatives in the workplace, as outlined in our Labour Standards and Human Rights Policy.

Target 8.8

Employee training and development

Employee training and development are an integral part of Sonic's commitment to medical excellence. This is fostered through our unique corporate culture, which develops shared meaning, pride and a sense of belonging. We also nurture staff through internal development programs designed to identify, teach and develop current and future leaders.

Sonic provides ongoing training for staff across all divisions and disciplines. In addition to procedural training of medical, scientific and technical staff, and pathology collectors, we also provide specially tailored leadership development workshops. These are delivered by Sonic Connect, our in-house global culture, learning and development department, which offers a range of courses tailored to the specific needs of healthcare workers, with a particular emphasis on emotional intelligence, resilience and leadership.

In Australia, some of our businesses are Registered Training Organisations that run programs for staff registered to certificate 3 level.

During FY2024, an estimated 17.2 hours of training per employee was provided, with more than 700,000 hours of training provided in total. The 10% increase in total training hours compared to FY2023 also reflects a more structured approach to recording training hours, as well as an increase in the overall provision of training.

Sonic businesses have always offered support to staff wishing to engage in further education to enhance technical skills and gain advanced qualifications in areas that will benefit the individual staff member and the organisation. The support we offer includes study and conference leave, allowances for education, payment of course and training fees and mentoring programs.

Training the next generation of scientists

United Kingdom

Sonic Healthcare UK has taken an innovative approach to address the ongoing shortage of skilled scientists in the field of biomedical science with the creation of the Sonic Training Academy – a degree apprenticeship program that combines university study with a paid four-year apprenticeship.

Apprentice students spend at least 20% of their working hours completing classroom-based learning to achieve a Bachelor of Science (Hons) in Applied Biomedical Science from the University of Westminster, London. The rest of their time is spent in a laboratory developing practical skills, and applying theory learnt at university directly to their workplace.

The Academy welcomed its first cohort of 16 students in FY2023, and has the capacity to expand to more than 40 students across different disciplines and laboratory sites.

Germany

Labor Augsburg in Bavaria, Germany, has taken a similarly proactive approach to the shortage of skilled scientists, providing education and practical training to 25 graduates studying to become medical technologists. They also employ 13 apprentices who are qualifying to become laboratory medical assistants.

German law requires medical technologists to undergo three years of training, consisting of 2,600 hours of theoretical instruction from a vocational college and 2,000 hours of practical training with a laboratory. Supervision of trainees requires laboratories to appoint 'practical instructors' – accredited and experienced technologists with formal teaching skills who complete 24 hours of vocational education training annually. To date, Augsburg laboratories have appointed 66 practical instructors. Similar programs are also being trialled in other Sonic Germany laboratories.

Target 4.4

Target 8.5

Sonic Connect

Sonic Connect, our global culture, learning and development department, works across all our divisions and countries to promote and nurture Sonic's Medical Leadership culture.

Teaching the principles of emotional intelligence as its foundation, Sonic Connect delivers tailored programs that encourage both individual self-awareness and a shared sense of purpose. These core principles are an important part of our corporate culture and underpin the teaching of effective leadership skills and better team performance.

During FY2024, more than 2,800 people attended Sonic Connect workshops around the world, covering a range of issues, including leadership development, creating a positive culture, conflict management, high performing teams and change management. Most of these sessions were attended in person with smaller numbers participating online.

In-person facilitated workshops were held in Australia, the USA and the UK and continue to be invaluable in building collegiality. Team members from across our businesses are provided with the opportunity to participate in group discussions and team-building activities that act to strengthen professional relationships and deepen participant understanding of our culture, which we describe as 'The Sonic Difference'.

This year, a team of 50 Sonic Connect Officers was enlisted across our businesses to:

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

Emotional Intelligence

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

Change Management

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

High-Performing Teams

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

Workforce health, safety and wellbeing

Why is it important?

The nature of Sonic's work involves exposure to physical, psychological, mechanical, biological and chemical hazards. Sonic's responsible approach to staff safety and wellbeing reflects the importance we place on employee wellness and creating a safe and productive workplace.

Sonic enforces stringent health and safety practices in all countries of operation, supported by documented procedures. We recognise that failure to do so could result in staff injury, increased insurance premiums and other costs, litigation, increased external scrutiny, accreditation withdrawal and the closure of facilities.

Our approach

Sonic promotes a positive safety culture aimed at achieving a zero-harm workplace through proactive identification and mitigation of both physical and psychological risk factors to prevent injury and illness, and to support employee wellbeing.

Assistance with Board oversight of global workforce health and safety is provided by the Risk Management Committee.

Information on the number, location, nature, trends and mitigation measures to address workplace injuries is presented annually to the Risk Management Committee who carefully consider current and emerging workplace health and safety risks, treatments and controls. Any material workplace health and safety risks are brought to the attention of the full Sonic Board.

At Sonic, work health and safety is the responsibility of every Sonic employee. It is supported by the CEOs of all Sonic entities and divisions, together with their operational and human resources teams, and is managed in alignment with the Sonic Health, Safety and Wellbeing Policy and SonicSAFE – our Occupational Health and Safety (OH&S) Management System, based on ISO 45001 global best practice.

OH&S 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 OH&S 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.

Sonic workplaces are internally audited to provide assurance that identified safety risks are being mitigated to meet SonicSAFE requirements.

The SonicSAFE OH&S framework is continually reviewed to ensure it is achieving its intended purpose. Regular worker participation, consultation and communication with respect to work health and safety policy setting, reporting and management are facilitated through a network of site-based, entity-based and divisional safety committees.

SonicSAFE also provides a corporate standard for work health and safety hazard identification, risk management, incident reporting and investigation of both routine and non-routine safety impacts. This standard aligns to the Sonic Global Risk Management Framework, prescribing risk mitigation based on the hierarchy of controls in order to effectively control or mitigate impacts identified. Centralised software-based notifications and regular reporting to Sonic divisional executive teams provide transparency in historical-incident or risk trends, to inform any changes to management systems, documentation or process.

Where a work-related injury has occurred, we ensure staff are supported in their recovery through early intervention and return-to-work programs delivered via locally engaged occupational health services.

Target 8.8

Staff health, safety and wellbeing

No work-related fatalities occurred during the reporting period. The chart on the right displays our global lost-time injury frequency rate (LTIFR) for the last five years and shows the LTIFR in FY2024 was 4.9 per one million hours worked, an increase on last year. This rate is slightly higher than the blended industry benchmark of 4.7, derived from the latest SafeWork Australia benchmarks for pathology/radiology (LTIFR 5.0) and other health services (LTIFR 1.5) combined in the ratios of 92% and 8% respectively, to reflect our global mix of employee roles and services. FY2024 data indicates more injuries occurred in the categories of being hit by moving objects or hitting stationary objects, body stressing and falls, slips and trips.

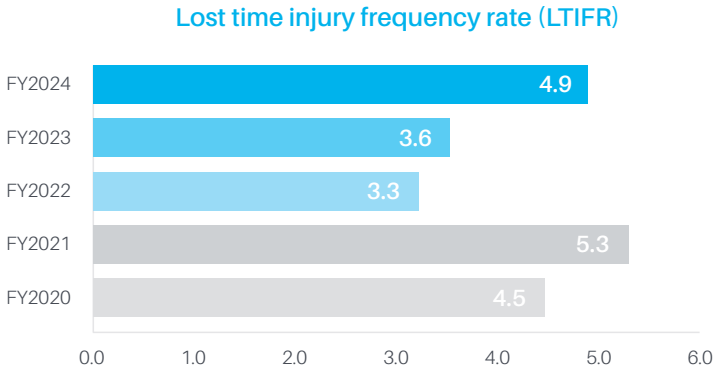
Further details of our injury statistics are provided in the Sustainability metrics section at the back of this report.

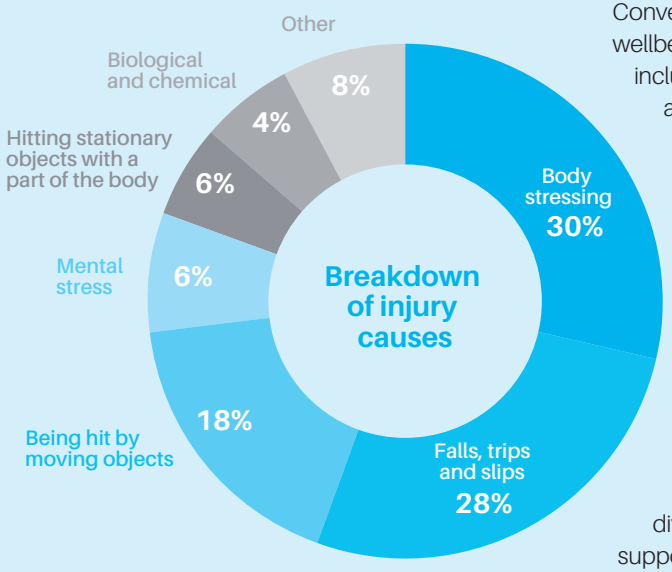
The breakdown of injury causation during FY2024 is shown in the chart below. The Risk Management Committee was presented with a comprehensive breakdown of FY2024 workplace injuries and was satisfied that the FY2024 LTIFR figure, although slightly higher than the benchmark, did not indicate a material change in workplace health and safety risk.

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

3 GOOD HEALTH AND WELL-BEING

Target 3.4





Conversations about support for mental health aspects of staff wellbeing continued in FY2024. This year, as in FY2023, we have included mental stress as a separate reporting category of injury, allowing us to monitor this important aspect of employee wellbeing as we approach 100% coverage of staff by local employee assistance programs (EAP).

EAPs generally offer confidential counselling to support the mental health, emotional and general psychological wellbeing of staff and, often, their immediate family members.

Sonic conducts an annual global audit to determine which employees have access to employee assistance (EAP) or comparable support programs. The results of the FY2024 audit found that 98.8% of our global employed workforce have access to EAPs, with a single small European division yet to finalise the implementation of their employee support program. At 98.8% coverage we have fallen just short of our target to provide employee assistance or comparable support programs for 100% of staff by 30 June 2024 but are confident that this figure will be 100% by 30 June 2025.

Our FY2024 employee absentee rate of 3.5% was slightly lower than last year's rate of 3.7%.

Sonic continues to offer onsite vaccinations in all countries of operation to protect workers from seasonal influenza and COVID-19. A range of additional 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.

Communities

As a healthcare company, helping others is an integral part of Sonic's core purpose and corporate culture.

Our diagnostic and clinical services support medical decisions that directly influence the healthcare outcomes of millions of patients every year. We recognise the responsibilities and obligations that come with medical practice and know that improving affordability and access to quality healthcare services can positively impact people's lives.

Commitment To improve the health of individuals and communities

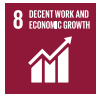
Material topics	Strategy	Goals	FY2024 progress
Service quality and safety	▪ Ensure the safety and quality of our services	▪ Maintain quality accreditation at 100% of our facilities	✓ 100% of our facilities remained quality-accredited in FY2024
	▪ Foster medical research and technological innovation	▪ Report key research and educational achievements	✓ 227 peer-reviewed academic publications authored or co-authored by Sonic personnel, see Appendices pages 123–130
Access and affordability	▪ Maintain and improve access to our high-quality healthcare services		✓ 131 million patient consults ✓ 3,193 patient centres ✓ 3,263 vehicles that travelled a total of 119 million km
	▪ Provide support to communities in need	▪ By 30 June 2024, ensure charitable donations are equal to at least 5% of the Sonic Healthcare Foundation's annual total funds under management	✓ Sonic Healthcare Foundation project funding for FY2024 amounted to 7% of total funds under management, exceeding the 30 June 2024 target of at least 5%

Related SDGs

Ensure healthy lives and promote wellbeing for all at all ages

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

Achieve gender equality and empower all women and girls



Promote inclusive and sustainable economic growth, employment and decent work for all

Build resilient infrastructure, promote sustainable industrialisation and foster innovation

Reduce inequality within and among countries

Service quality and safety

Why is it important?

In order to best address the needs of the communities we serve, Sonic has a duty of care to ensure that our healthcare services are clinically appropriate, of the highest quality, fully accredited and safe.

Our approach

The Sonic Board is responsible for oversight of the quality and safety of our services. The Board is assisted in this function by the Risk Management Committee, which monitors and advises the Board on matters of clinical care and quality, including research.

Rigorous attention to quality assurance in our clinical and everyday work processes is a critical focus for our facility, entity, divisional and global management teams.

Accreditation of healthcare facilities and services is a mandatory requirement of our operations and assures customers that the quality management systems, policies, processes and staff training programs in place at all our facilities meet national and international standards, and are subject to continuous formal external inspections and audits.

Sonic's quality and compliance teams, comprising experienced medical, scientific, quality management and administrative staff, take an objective and uncompromising approach to auditing and continuous improvement, reflecting our abiding commitment to providing externally accredited and safe diagnostic and clinical services.

Accreditation – facilities, tests and services

All Sonic Healthcare laboratory, radiology and primary care facilities meet or exceed the requirements of the accreditation bodies in all countries in which we operate.

During FY2024, 3,779 external audits and 4,477 internal audits were conducted across Sonic sites. This represents an increase in total audits of 11%, compared with FY2023. No major adverse findings were recorded as a result of these audits.

3,779
External audits

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

4,477
Internal audits

All Sonic's operating facilities maintained accreditation and operating licences during FY2024.

0
Major adverse findings

Pathology/laboratory medicine

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

Australia and New Zealand

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). They also comply with the National Pathology Accreditation Advisory Council (NPAAC) requirements, which are developed on behalf of the Australian Government. The NATA and NPAAC guidelines work together to set the minimum standards considered acceptable for good laboratory practice. In recent years, there has been a shift in the focus of accreditation and certification, to give additional prominence to risk management and mitigation, with direct reference to referring practitioners and patients.

In addition, some laboratories are also accredited to ISO/IEC 17025 – General requirements for the competence of testing and calibration. These laboratories provide testing facilities for food and water services or toxicology testing for drugs of abuse.

Sonic's New Zealand laboratories are accredited by International Accreditation New Zealand (IANZ). The accreditation process includes onsite peer reviews and online assessments. Laboratories are fully assessed every four years, with additional activity each year. All Sonic Healthcare New Zealand laboratories are accredited to ISO 15189.

Germany

Sonic's German laboratories fulfil the requirements of the RiliBÄK (Guideline of the German Medical Association for the Quality Assurance of Laboratory Medical Examinations), based in the Medical Devices Act. Accreditation to DIN EN ISO 15189 and DIN EN ISO/IEC 17025 is not mandatory in Germany, but all Sonic Healthcare Germany laboratories are accredited to DIN EN 15189 as medical laboratories by Deutsche Akkreditierungsstelle (DAkkS), or are working towards it. Our Bioscentia Karlsruhe laboratory holds both ISO 14001 (DIN EN 14001:2015) Environmental Management System accreditation and Eco-Management and Audit Scheme (EMAS) certification.

In addition, some laboratories have ISO/IEC 17025 accreditation as a testing laboratory for hygiene services or veterinarian medicine. One of Sonic's largest German laboratories 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

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

While it is not mandatory to be accredited to ISO 15189 or ISO/IEC 17025, most Sonic Swiss laboratories are either accredited to this standard by the Swiss Accreditation Service (SAS) or are working towards it. In addition, all Swiss laboratories are required to receive federal authorisation from Swissmedic if they wish to perform microbiology or genetic testing, or if they are involved in blood banking. One of our Swiss laboratories for industrial and pharmaceutical microbiology is accredited to ISO/IEC 17025, certified for Good Laboratory Practice (GLP) and is FDA-recognised. Medisupport is certified to ISO 14064 (Specification with guidance at the organisational level for quantification and reporting of greenhouse gas emissions and removals). Our Medica subsidiary also holds ISO 14001 Environmental Management System and ISO 9001 Quality Management System accreditation.

UK

Sonic Healthcare laboratories in the UK are accredited to ISO 15189:2022 by the United Kingdom Accreditation Service (UKAS), and are inspected by the Care Quality Commission (CQC). The blood transfusion departments are also inspected by the Medicines and Healthcare Products Regulatory Authority (MHRA) and comply with the Human Tissue Act (HTA) and all relevant Royal College of Pathologists (RCPath) guidelines. Sonic Healthcare UK holds further accreditation for ISO 14001:2015 Environmental Management Systems and ISO 27001:2022 Information Security Management.

USA

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). Sonic Reference Laboratory, located in Austin, Texas, is also accredited to ISO 15189 by CAP. All laboratories undergo a biannual accreditation process that includes an onsite inspection by CAP or CLIA.

Radiology

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

General Practice

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

Education, research and professional development

Medicine is a constantly evolving discipline. Ongoing scientific and technological breakthroughs expand the boundaries of our medical knowledge, resulting in the need for continuing education for the current and future generations of doctors.

Sonic recognises the importance of contributing to the community through the sharing of our professional and academic expertise.

We employ some of the most highly qualified professionals in their field, and share this expertise locally and globally through different teaching, training and continuing professional development opportunities in pathology/laboratory medicine, radiology, general practice medicine, management and medical administration.

We actively participate in several types of medical education. For example, in Australia, we provide free, current and targeted education to support clinical care and patient management. This is presented to clinicians by acknowledged medical educators. During FY2024, this comprised 36 face-to-face meetings for more than 2,241 participants and eight webinars attended by 747 participants. E-learning is also offered via online courses, with more than 4,676 general practitioners completing modules since late 2022. In addition, 47,000 users have accessed our education website[1] with the top user countries being Australia, USA, UK and India. A number of audits are also offered to support clinician continuing education programs.

Target 4.4

Target 9.5

1 Continuous professional development

Sonic Healthcare supports doctors and the broader medical community with a variety of educational forums and publications, to ensure they remain up to date with relevant medical information, and to optimise the patient care they provide.

Sonic's range of educational offerings includes seminars and newsletters, surgical audits, research articles, multidisciplinary meetings and conference presentations.

> During FY2024, Sonic personnel authored or co-authored more than 220 research papers that were published in peer-reviewed medical and scientific journals. (see listing in Appendices, pp. 123–130)

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

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

These contributions enhance professional development and help to represent the industry, shape policy at government level and share knowledge with the broader medical community. Sonic supports staff who help to provide this clinical governance by releasing them to attend forums on company time and reimbursing their expenses. This is another extension of our Medical Leadership philosophy.

Sonic's medical and scientific staff regularly publish articles in medical journals and textbooks as another way of sharing their unique knowledge and experience (see next page).

3 Training the next generation of medical professionals

As part of our commitment to medical excellence, Sonic Healthcare and our medical staff are heavily involved in graduate and postgraduate medical training in different parts of the world. This reflects the importance we place on ensuring that the next generation of doctors, scientists, radiographers, sonographers, technicians and nurses is well trained in medical diagnostics and general practice. This knowledge transfer forms an important component of the regular work for many of our medical practitioners, 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 particular specialty or subspecialty area.

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

4 Research and academic bodies

Sonic Healthcare provides significant and ongoing investment in external education, 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.

1 Refers to website access since 2021

Supporting GP and specialist continuing education in Australia

2,241
Participants attended face-to-face education in Australia in FY2024

4,676
eLearning modules completed by GPs in Australia since late 2022

47,000
People have accessed Sonic's Australian GP education website[1]

1 Refers to website access since 2021

Gastrointestinal pathology publication marks another milestone for Sonic Healthcare Australia Pathology

Sonic Healthcare Australia Pathology's publication, Gastrointestinal Pathology in Practice, is the latest in a series of expert publications written for GPs and specialist clinicians.

Gastrointestinal Pathology in Practice comprises 59 articles that guide readers through clinically relevant pathological aspects of gastrointestinal disease, referring to the latest advances in diagnostic testing and the multidisciplinary approach Sonic Healthcare is known for.

Sonic Healthcare Australia Pathology CEO, Dr Ian Clark, emphasised the importance of staying abreast of new developments in gastrointestinal pathology.

"As Australia's largest group of pathologists, we understand the complexity involved in keeping up with emerging trends in different subspecialties. Gastrointestinal Pathology in Practice has been written for our referring clinicians and reflects our culture of Medical Leadership and the expert knowledge of our specialist pathologists," Dr Clark said.

Gastrointestinal Pathology in Practice can be accessed across the world by downloading the Sonic Edu app or visiting sonicedu.com.au

L–R: Anatomical pathologists and medical editors, Dr John Ciciulla and Dr Nick Musgrave

Access and affordability

Why is it important?

Diagnostic and preventative healthcare services can only impact individual or community health when they are easily accessed and/or when their costs facilitate appropriate levels of participation.

Government healthcare services are faced with ever-increasing demand and restricted financial resources. Our extensive network of private laboratories, radiology practices, primary healthcare sites and other services complement resource-strained public health facilities, providing critical additional healthcare infrastructure in the countries in which we operate.

Our approach

Sonic focuses on providing broad access to our comprehensive range of high-quality medical services in metropolitan, regional and rural areas. Our ongoing investment 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 and lower costs for patients, insurers and the governments who often pay for our services.

We also facilitate access to an ever-expanding range of healthcare services through the introduction of new products and services that are the result of research and development activities, partnerships and strategic investments in innovative technologies.

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

Due to the vast differences in healthcare systems in our countries of operation, Sonic does not have formalised policies around affordability; however, our medical and executive teams work closely with governments and health insurers in each jurisdiction 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 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, such as those experiencing homelessness, Indigenous youth groups, asylum seekers and refugees.

Providing and enhancing access to our services

Sonic facilitates patient and clinician access through:

- 314 pathology laboratories, ranging from large centralised laboratories to small in-hospital acute care support facilities
- pathology sample collection
  - in surgery, by a GP or specialist
  - by trained phlebotomists at 2,842 patient service centres
  - via home collection, 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
- 126 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 225 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 options, including mobile app-based platforms for report delivery to clinicians and SMS messaging to patients, where appropriate. We also upgrade existing facilities and open new facilities on a regular basis, to increase efficiencies and expand our service offerings and physical reach.

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

(L–R): NDIS Senior Support Coordinators Jennifer Marie and Ameena Kamara and National NDIS Operations Manager, Tessa Tierney

Target 3.4

Target 9.1

Target 10.2

New disability support coordination services

Sonic Healthcare Australia Clinical Services (SHACS) has launched its new disability support coordination services for the country's National Disability Insurance Scheme (NDIS).

This initiative, which operates within the IPN Medical Centre network, responds to the growing need for integrated care for the more than 4.3 million Australians living with disabilities.

The NDIS is Australia's national scheme for people with disabilities and provides funding directly to individuals to help them access the services and support they need. This includes helping approximately 80,000 children with developmental delays.

IPN's dedicated senior support coordinators work with NDIS participants, their families and their representatives to help them understand and effectively use their NDIS plans. Senior support coordinators help connect participants with doctors, nurses, allied health professionals and community groups to support greater independence and improve quality of life.

SHACS CEO, Dr Ged Foley, said, "The new IPN NDIS Service is a significant addition to our service offering and reflects our commitment to providing inclusive and comprehensive care."

The service is currently operational in two Australian states, and will be rolled out across the national network over the coming months.

Investing in innovative technology and new tests

As healthcare innovations continue to transform the medical landscape, Sonic Healthcare is partnering with, and acquiring, pioneering companies that specialise in healthcare innovation, such as Harrison.ai, Franklin.ai, PathologyWatch, Microba and others, to ensure we are at the forefront of these changes.

These relationships play an important role in Sonic's transition to digital diagnostics and AI. As one of the world's largest anatomical pathology providers, with more than 1,400 expert and well-recognised anatomical pathologists covering almost every subspecialty in medicine, use of these technologies has the potential to improve diagnostic capabilities available in areas that traditionally have limited access to such advanced diagnostic support and expertise.

Franklin.ai releases first assistive AI product

Franklin.ai – Sonic Healthcare's joint venture with leading Australian healthcare AI company Harrision.ai – has released its first assistive AI product, 'Digital Prostate'.

Founded in Sydney, Australia, in 2022, Franklin's mission is to create world-class assistive AI technologies that act as a 'second set of eyes' to streamline pathologist workflows and improve the quality of anatomical pathology reports by detecting and quantifying morphological findings and automating routine diagnostic tasks.

The combination of Sonic's deep clinical expertise with Franklin's capabilities to deliver high-performance clinical AI products has the potential for extensive positive healthcare impact, and has resulted in our first co-designed product – Franklin.ai Digital Prostate.

Sonic will commence onsite testing and begin to validate the application for clinical use in the coming months at selected locations.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Target 9.5

PathologyWatch revolutionises the reporting of skin pathology

Sonic's acquisition of PathologyWatch in Salt Lake City, Utah, USA, has added considerable expertise in digital skin pathology.

PathologyWatch is an innovative and respected medical technology practice that has developed an end-to-end digital pathology platform for skin pathology, providing referring dermatologists with real-time digital access to their patients' slides. This can assist in explaining conditions and treatment options to patients. Other platform benefits include faster interpretations, increased patient safety, improved scalability across labs and the creation of automated notifications and superior analytics.

PATHOLOGY WATCH

Improving access to healthcare in disadvantaged communities

As a world-leading diagnostic medical company, Sonic has a moral obligation to use our knowledge, resources and expertise to promote the prevention and control of disease in poorer communities that have restricted access to quality healthcare. This reflects our commitment to Medical Leadership, and the accompanying principle of company conscience and the need to medically support people in need.

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

The Sonic Healthcare Foundation directly supports healthcare programs in disadvantaged communities by providing financial, technical, physical and human resources. This includes work in Africa, as well as support for Indigenous and under-represented groups in other countries, such as the association with the Clontarf Foundation in Australia.

SONIC HEALTHCARE FOUNDATION

3 GOOD HEALTH AND WELL-BEING — Target 3.1, Target 3.2, Target 3.3, Target 3.4, Target 3.C

4 QUALITY EDUCATION — Target 4.1, Target 4.4, Target 4.5

5 GENDER EQUALITY — Target 5.3

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE — Target 9.1, Target 9.4, Target 9.5

FY2024 test numbers within our sponsored laboratories in Africa

15,955
Malaria screens

7,016
Deliveries (in hospitals and clinics with SHF supported pathology and radiology services)

4,909
HIV tests

728
Surgeries to repair fistula and birth-related defects

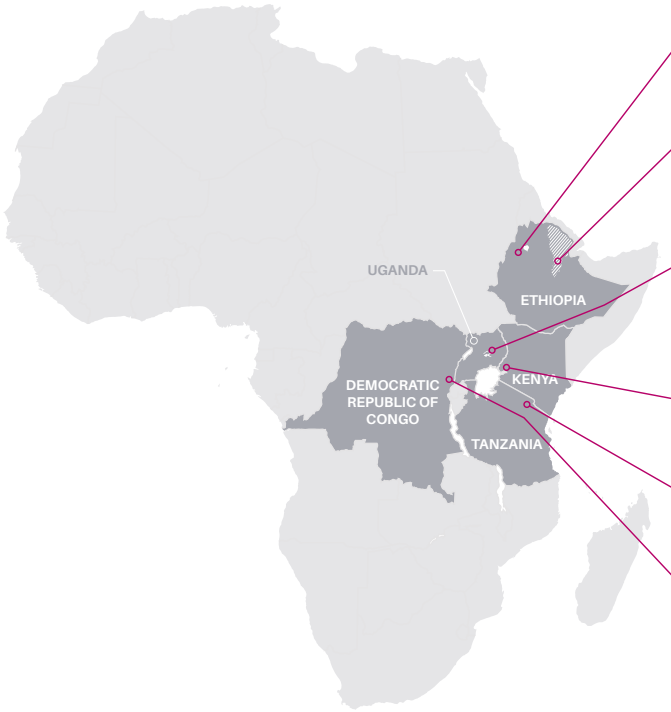
7,264
Ultrasounds

40,087
Clinic visits (in clinics supported by SHF laboratories)

8,011
Plain X-rays

Services receiving the Sonic Healthcare Foundation support

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



Vision Maternity Centre
Bahir Dar, Ethiopia

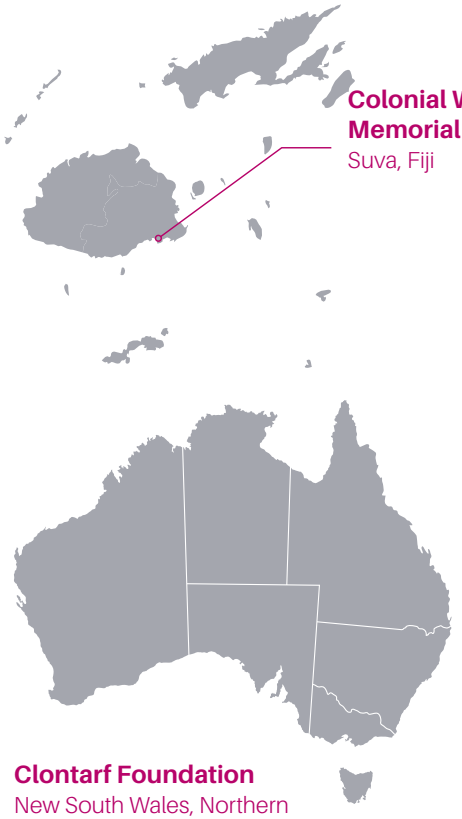
Mille Maternity Hospital
Mille, Ethiopia

Sonic Healthcare Foundation - Kworo Hospital
Pader, North Uganda

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

Kivulini Maternity Centre
Arusha, Tanzania

HEAL Africa
Goma, Democratic Republic of Congo



Colonial War Memorial Hospital
Suva, Fiji

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

SONIC HEALTHCARE FOUNDATION

Sonic Healthcare Foundation - Kworo Hospital
Maternity hospital in Uganda

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

Special Project Funding
JOOUST University in Kenya

- Funding and support to establish a training and reference laboratory

HEAL Africa Hospital
Tertiary hospital in the Democratic Republic of Congo

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

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

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

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

- Funding support

Clontarf Foundation
School academies to support 10,000 young Aboriginal and Torres Strait Islander men

- Indigenous youth medical checks in remote communities
- Funding support

Sonic Healthcare Foundation – Kworo Hospital

In conjunction with the Barbara May and Te-Kworo Foundations, the Sonic Healthcare Foundation is funding the construction, fit-out, procurement and operating costs of a 42-bed maternal health facility in the Agago District of northern Uganda.

Lack of access to birth attendants and adequate healthcare support in this area of Uganda has led to alarming maternal mortality rates of 750 deaths per 100,000 births and high incidences of preventable post-birth complications, such as obstetric fistula.

Construction of the Sonic Healthcare Foundation – Kworo Hospital commenced during FY2024, and the facility is expected to be operational in early-to-mid-2025. This project will not only provide critical healthcare infrastructure and services but has also generated significant secondary benefits for the community, such as economic stimulus through the use of local suppliers and employment of local labour.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

Target 9.1
Target 9.4
Target 9.5

$1.1 M

Financial support for FY2024

$1.2 M

Projected financial support for FY2025

Artist impression of completed hospital.

Hospital to be fully solar powered

The Sonic Healthcare Foundation – Kworo Hospital is set to be fully powered by the sun, thanks to newly approved plans to incorporate a renewable solar and battery system.

The approved plans feature the installation of a 103kW capacity onsite solar electricity system consisting of 188 panels with sufficient battery backup to run the hospital overnight. Mains or generator charging will only be utilised if there is insufficient sunlight to charge the system. This will provide secure and uninterrupted power supply to the hospital while delivering significant environmental impact benefits, saving an estimated 23,000 litres of diesel usage per year.

This solar electricity system will complement the hospital's already approved plans for solar water heaters and a bore-water pump that will run on its individual self-contained solar and battery system.

HEAL Africa

HEAL Africa Hospital is a full-service tertiary hospital located in Goma, in the Democratic Republic of Congo. Staffed by a team of 420 local doctors, psychologists, counsellors, lawyers, teachers and community workers, it is one of only three referral hospitals in the war-torn country, and provides obstetrics and gynaecology (including fistula repair), general surgery, orthopaedics, paediatrics and internal medicine, pathology and radiology services. It also serves as a centre for healthcare and research, as well as training doctors and healthcare professionals.

Sonic's long-term involvement with HEAL Africa began in 2008 when we established a reliable pathology and radiology service at the hospital. This involved providing essential equipment and supplies, helped by a number of local and international suppliers to our Australian laboratories, as well as sending senior Australian staff to set up the laboratory and radiology facilities, and to train the local workers in current laboratory and radiology techniques and infection control.

HEAL Africa's fully functioning modern biochemistry, haematology, microbiology and histopathology laboratories are re-equipped and resupplied by Sonic Healthcare on a regular basis. This supports the hospital's diagnostic capabilities, and has facilitated an expansion in the available range of tests and procedures.

HEAL's radiology capabilities have also been upgraded to include digital X-ray, mammography, ultrasound and, more recently, CT scanning. The CT scanner, donated by SHF in 2023, is the only working scanner servicing a population of 2 million people and has made an enormous contribution to diagnostic capabilities and patient management, both in the hospital and the wider community it serves.

Sonic also provides personal protective equipment (PPE) and disposable medical supplies on an ongoing basis, to assist with effective infection control.

$300,000
Financial support for FY2024

$250,000
Projected financial support for FY2025

Jaramogi Oginga Odinga University of Science and Technology (JOOUST)

The Sonic Healthcare Foundation is sponsoring the establishment of a new laboratory at the JOOUST facility in the Lake Victoria basin of western Kenya.

The training and reference clinical, molecular and histopathology laboratory for both infectious and non-infectious diseases will be used for teaching, research and third-line diagnostic patient support.

The Sonic Healthcare Foundation has donated financial resources and expertise to establish the laboratory, purchasing suitable equipment and facilitating installation, training and ongoing service.

The laboratory will serve JOOUST undergraduate and postgraduate students and provide capacity building for university staff and the Ministry of Health. A key milestone of the project is accreditation as both a national and reference laboratory for communicable and non-communicable diseases.

3 GOOD HEALTH AND WELL-BEING
Target 3.C

4 QUALITY EDUCATION
Target 4.4

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Target 9.5

$530,000
Financial support for FY2024

Barbara May Foundation Maternity and Fistula Hospitals

The Barbara May Foundation provides free healthcare services for women in sub-Saharan Africa, with a focus on safe childbirth and fistula repair. The Sonic Healthcare Foundation provides ongoing support to this foundation through cash donations, together with laboratory and radiology service support at the Barbara May Foundation Hospitals in Tanzania and Ethiopia. The Barbara May Foundation also acts as the administrative body for the new Sonic Healthcare Foundation – Kworo Hospital currently being built in Uganda.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Target 9.1

Update Radiology Across Borders

Radiology Across Borders (RAB) is an Australian-based not-for-profit organisation that aims to provide long-term, tangible support in radiology and healthcare to developing nations around the world.

Good radiology is critical in the diagnosis and management of patients. Unfortunately, many developing nations lack the resources and teaching required to deliver good radiological support. This leads to poor health outcomes that could be preventable with support from developed nations.

The Sonic Healthcare Foundation is one of RAB's sponsors, helping it to support a range of pro bono projects covering education, consultancy, infrastructure, collegial support and mentorship.

This includes a unique online degree in radiology, the International Certificate in Radiology Fundamentals, multi-streamed teleconference programs, an online reporting project for developing nations, a mentorship program and online library. Radiologists regularly visit sites in developing nations around the world to provide onsite teaching. Sonographers and mammographers also attend sites to provide hands-on training in obstetrics and gynaecological ultrasound, breast cancer detection and mammography, which are all essential for good maternal health. RAB also has a unique paediatrics project that involves teaching the fundamentals of paediatric imaging.

RAB is one of the most recognised philanthropic radiological communities globally, with members from more than 93 nations participating in, or benefiting from, the work of the charity. A key part of its success comes from only partnering with highly regarded professional organisations.

Target 3.C

Target 4.4

Target 9.5

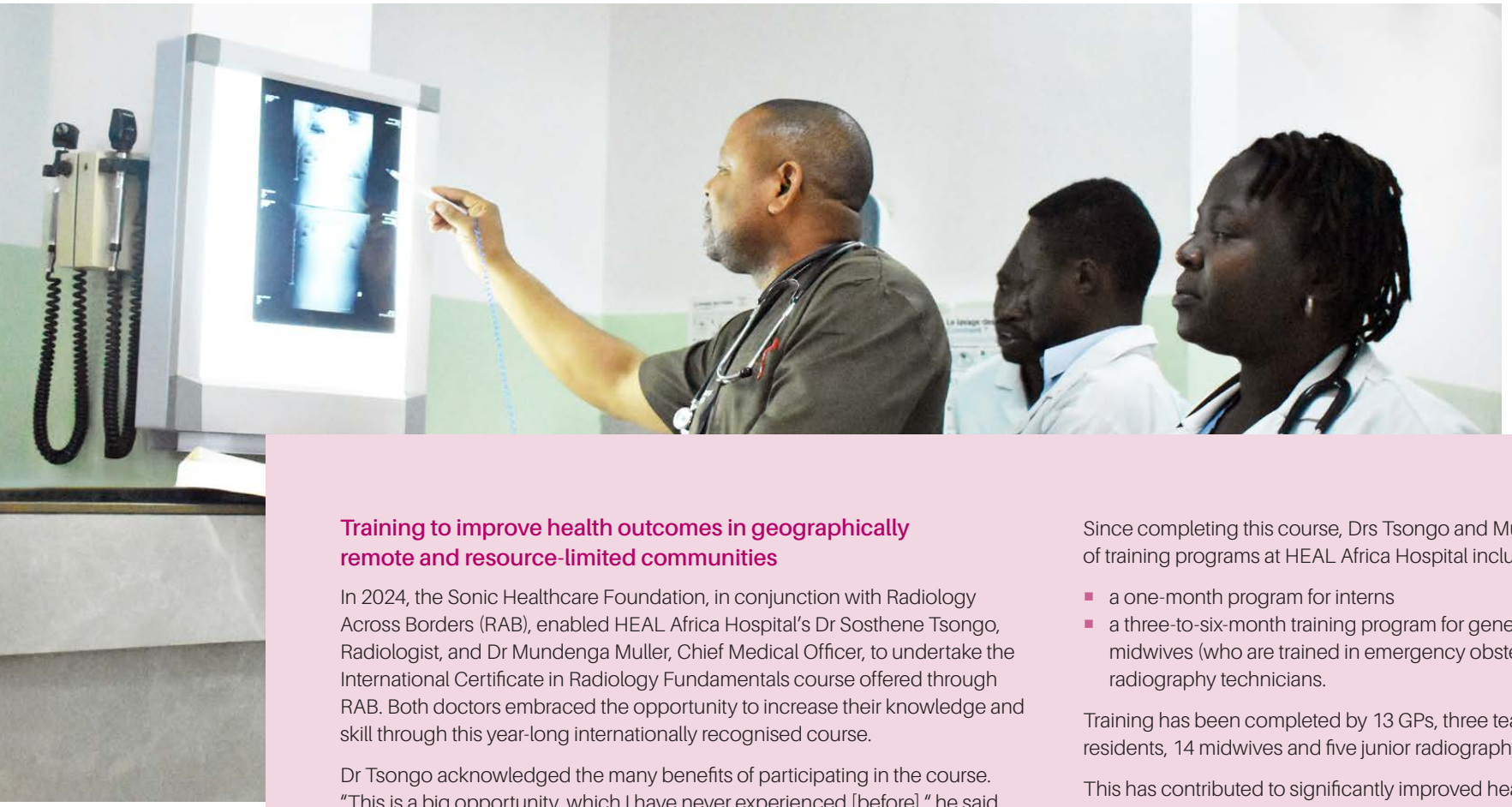
Ultrasound machines donated to Fiji

In conjunction with Radiology Across Borders, the Sonic Healthcare Foundation has facilitated the donation of three modern ultrasound machines to Fiji, where they are playing an important role in supporting the developing nation's medical infrastructure.

The ultrasound machines were transported to the Colonial War Memorial Hospital (CWMH), Fiji's oldest and largest hospital, and were installed in the intensive care, anaesthesiology and radiology departments.

A visiting team from the Australian Sonographers Association provided a series of training workshops to educate additional staff on the use of the ultrasound machines. Medical students from Fiji National University were also included in the workshops and seminars as part of their practical placements.

The three ultrasound machines, together with the upskilling of staff, are supporting the growth of essential medical care services in Fiji, and helping to transform the lives of people who may not have access to these facilities previously.



Dr Mundenga Muller (CMO at HEAL Africa Hospital) training medical interns in ultrasound scan

Training to improve health outcomes in geographically remote and resource-limited communities

In 2024, the Sonic Healthcare Foundation, in conjunction with Radiology Across Borders (RAB), enabled HEAL Africa Hospital's Dr Sosthene Tsongo, Radiologist, and Dr Mundenga Muller, Chief Medical Officer, to undertake the International Certificate in Radiology Fundamentals course offered through RAB. Both doctors embraced the opportunity to increase their knowledge and skill through this year-long internationally recognised course.

Dr Tsongo acknowledged the many benefits of participating in the course. "This is a big opportunity, which I have never experienced [before]," he said. "I'm linked to a very big scientific family! My hope is that the future will be better than yesterday or today."

Since completing this course, Drs Tsongo and Muller have supported a series of training programs at HEAL Africa Hospital including:

- a one-month program for interns
- a three-to-six-month training program for general practitioners (GPs), midwives (who are trained in emergency obstetric ultrasound) and junior radiography technicians.

Training has been completed by 13 GPs, three teams of interns, 10 medical residents, 14 midwives and five junior radiography technicians.

This has contributed to significantly improved health outcomes. Trained staff can now make rapid diagnoses using fast ultrasound, conduct emergency obstetric ultrasound scans to manage labour and reduce maternal and neonatal mortality, and read brain CT scans to diagnose intracranial haemorrhage in traumatic brain injuries.

Supporting health and employment for indigenous youth and disadvantaged groups

The Clontarf Foundation

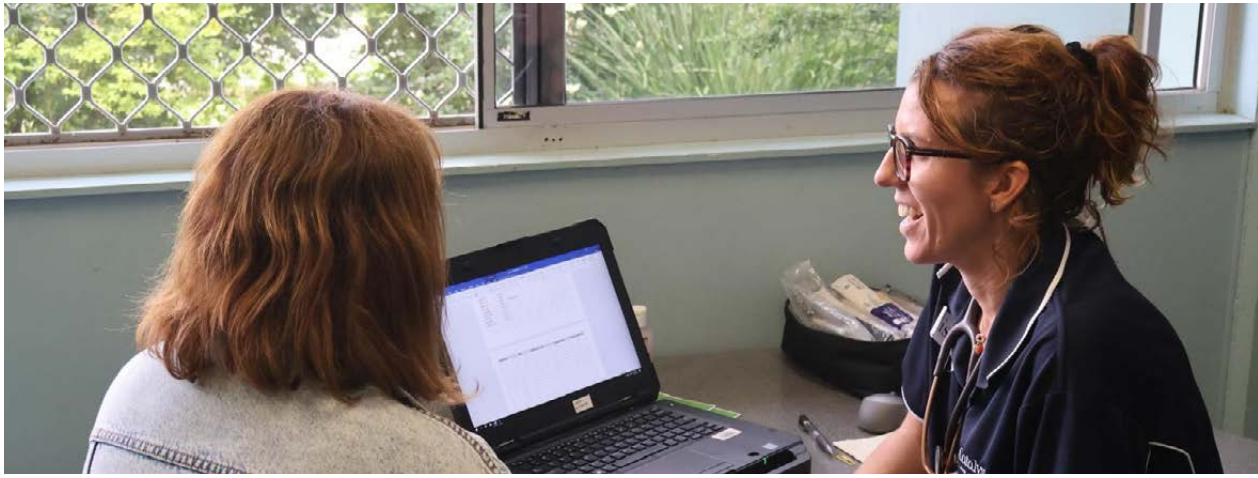
Sonic has continued our ongoing involvement with the Clontarf Foundation, an Australian not-for-profit organisation that exists to improve the education, self-esteem and employment prospects of Aboriginal and Torres Strait Islander boys and young men. Through mentoring and participation in team sports, Clontarf provides its students with life skills to succeed and grow, which benefits the whole community, as well as the individuals involved. Clontarf operates 148 Academies in schools across Western Australia, Northern Territory, Victoria, South Australia, New South Wales and Queensland, catering for more than 12,000 boys.

Sonic Healthcare has been involved with the Clontarf Foundation since 2017, providing medical assessments to students within Clontarf's Academies, with an additional focus on their mental health and wellbeing. These health checks are provided in both populated areas, as well as some of the remotest parts of Australia, such as Jabiru, Katherine, Tennant Creek and Gunbalanya in Arnhem Land.

Our involvement includes a mobile clinical team of 16 GPs and 30 registered nurses from Sonic's general practice business, IPN, together with 16 pathology collectors and 12 support staff from Sonic's local laboratory, who work onsite with Clontarf staff to complete the health checks. Any medical issues or concerns identified during our assessments are then followed up by the local Aboriginal Medical Service. These checks help to identify medical issues at an early stage, when they are more treatable. In FY2024, we provided health checks to 2,700 Clontarf students.

Clontarf's overall achievements (reported in calendar years)	**2023**	**2022**
Number of participants who completed Year 12	**836**	834
Average school attendance	**78%**	75%
Percentage of participants with average attendance rates of 80% or above	**56%**	52%
Number of year 12 graduates remaining in employment or further education 12 months after graduating	**86%**	84%

Our remote health check program is being expanded to include young Indigenous girls, with the first boys' and girls' clinic taking place in Goondiwindi, Queensland, in October 2024. We look forward to adding more boys' and girls' clinics on future trips in remote Australian locations.



Target 3.4

Target 4.1
Target 4.5

Target 8.5

Target 10.3

$450,000
Financial support for FY2024

$400,000
Projected financial support for FY2025

Beyond Clontarf: Providing opportunities for meaningful employment

Nineteen-year-old Clontarf Academy graduate, Nathan McGrath, has always wanted to make people's lives better, and has combined this with his passion for science to enrol in a Bachelor of Science, majoring in health, at the University of Sydney, NSW. The second-year student also works part-time at Douglass Hanly Moir's (DHM's) central laboratory in Macquarie Park, Sydney, Australia.

"I always wanted to help people, and healthcare was the way to go," Nathan said.

As a long-term supporter of the Clontarf Foundation, the Sonic Healthcare Foundation provides Clontarf students with the opportunity to explore employment pathways in science. This resulted in Nathan touring a laboratory for the first time – an experience he called "overwhelming but very cool".

After securing a short work placement at DHM, Nathan was able to explore different departments, including haematology, biochemistry and specimen collection. But one department stood out in particular.

"I enjoyed all the departments, but I loved microbiology. Even if it's got that smell to it," Nathan admitted.

Nathan's successful placement led to his current employment in the Macquarie Park laboratory where he works two days a week. His job complements his studies and provides him with important and diverse hands-on experience.

Looking towards his future, Nathan has a one-track mind, with a very respectable Plan B.

"The goal right now is to become a doctor. If that changes, I'd be happy to be a scientist."

Target 4.4
Target 4.5

Target 8.5

Improving participation and employment opportunities for disadvantaged groups

Sonic recognises our opportunity to positively impact community groups that may otherwise be disadvantaged. We work with several not-for-profit social enterprises to provide supported employment opportunities for people with disabilities, as well as young people from culturally diverse backgrounds. This includes:

- The Bridge Employment, a valued kit-assembly partner for our work supporting the Australian Government's National Bowel Cancer Screening Program. This mutually beneficial relationship provides employment for 15 people (equivalent to eight FTEs)
- The Endeavour Foundation in Queensland, a long-standing partner that assists Sullivan Nicolaides Pathology to package COVID-19 self-collect PCR kits, as well as faecal occult blood kits and cervical screening kits
- Bright Skies couriers in Western Australia, who transport SKG Radiology's toner cartridges for recycling.

Target 4.5

Target 8.5

Target 10.2
Target 10.3

Where possible, Sonic also seeks to source products from Indigenous suppliers. In Australia Sonic spent more than $323,000 with Supply Nation across 28 Indigenous businesses during FY2024. This represents a 17% increase on our FY2023 spend. Our procurement teams continue to explore opportunities to utilise Indigenous suppliers where suitable products are available.

Other charitable donations

In addition to contributions via the Sonic Healthcare Foundation, Sonic also supports many local charities and events, and donated $2.4 million in cash donations in FY2024. This included donations supporting research into medical treatments for many different types of cancer, as well as other medical conditions and charities. We also place particular importance on supporting children, families and population groups that find themselves in difficult circumstances. In-kind donations and sponsorships or medical bodies and events are made on top of these contributions.

Governance

At its core, Sonic Healthcare is a medical practice led by medical professionals who understand the unique needs of doctors and their patients. We have an enviable reputation for quality and integrity, reinforced by our Medical Leadership Principles, Core Values and company policies.

Strong governance underpins the effective management of our business and is the basis on which we build trust, deliver long-term sustainable growth and create value for stakeholders.

Commitment To maintain confidence and trust

Material topics	Strategy	Goals	FY2024 achievements
Ethics, integrity and compliance	▪ Promote ethical conduct and ensure compliance	▪ Train all relevant staff in key policies[1]	A review of our Code of Conduct and Ethics was conducted during FY2024 and an online training module based on the updated policy is being created for distribution to all divisions. This process of policy review and training will be applied to other key policies.
Privacy and information security	▪ Safeguard privacy and protect data	▪ Achieve continuous improvement in independently audited Cybersecurity Framework maturity scores (NIST)	A Cybersecurity Framework Maturity Score (NIST, see p. 79) assessment was completed in February 2024 by an external agency. Improvements were recorded across all areas, compared to the previous assessment in FY2022.
Human rights	▪ Champion human rights	▪ Publish an annual Modern Slavery Statement	2024 Modern Slavery Statement published

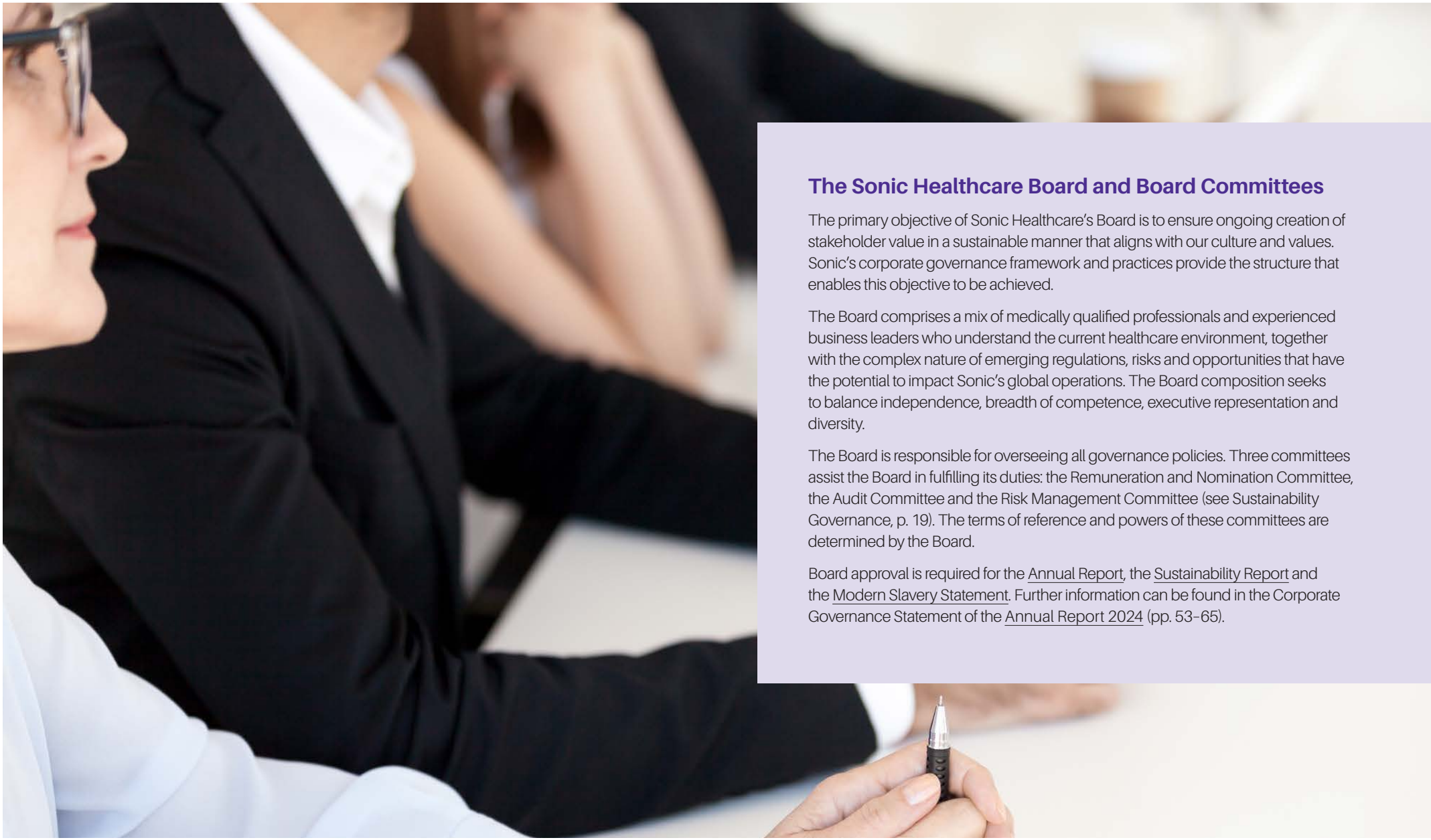
Related SDGs

5 GENDER EQUALITY — Achieve gender equality and empower all women and girls

8 DECENT WORK AND ECONOMIC GROWTH — Promote inclusive and sustainable economic growth, employment and decent work for all

10 REDUCED INEQUALITIES — Reduce inequality within and among countries

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



The Sonic Healthcare Board and Board Committees

The primary objective of Sonic Healthcare's Board is to ensure ongoing creation of stakeholder value in a sustainable manner that aligns with our culture and values. Sonic's corporate governance framework and practices provide the structure that enables this objective to be achieved.

The Board comprises a mix of medically qualified professionals and experienced business leaders who understand the current healthcare environment, together with the complex nature of emerging regulations, risks and opportunities that have the potential to impact Sonic's global operations. The Board composition seeks to balance independence, breadth of competence, 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 Sustainability Governance, p. 19). The terms of reference and powers of these committees are determined by the Board.

Board approval is required for the Annual Report, the Sustainability Report and the Modern Slavery Statement. Further information can be found in the Corporate Governance Statement of the Annual Report 2024 (pp. 53–65).

Sonic's governance framework

Sonic's governance framework supports effective management and sound decision-making by promoting Board oversight and management involvement in the identification of material risks and opportunities, evolution of business strategy and measurement of performance.

It also ensures Sonic's business strategies align with our unique corporate culture, supported by training and internally audited, where appropriate, by our business assurance team.

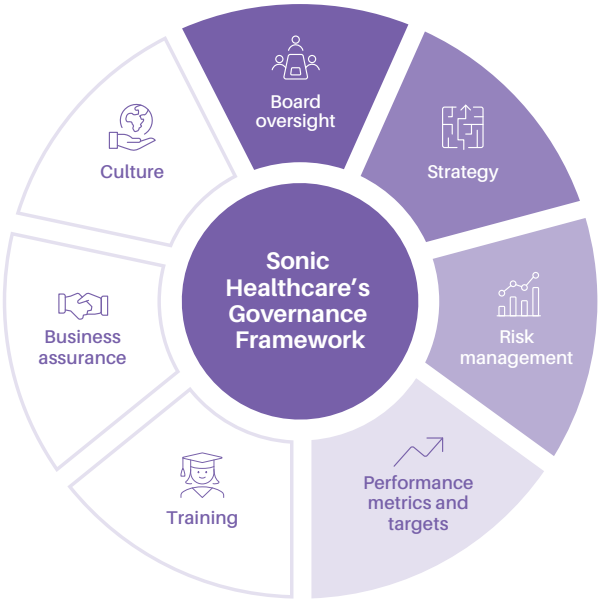
Risk management

Our enterprise-wide risk management framework considers the risk categories relevant to Sonic's business and assesses the organisation's tolerance to each risk. Using a risk assessment matrix, risks are ranked and material risks are documented on a global risk register, together with mitigation strategies. This register is reviewed by the Risk Management Committee, which reports to the Sonic Board.

Review of climate-related and other sustainability-associated risks are included as a scheduled agenda item at Risk Management Committee meetings at least annually, or more frequently if new risks emerge, or if the materiality of the identified risks changes. Sonic's Global Human Rights Committee presents annually to the Risk Management Committee prior to the publication of the annual Modern Slavery Statement.

In November 2023 and April 2024, the Risk Management Committee received an update on Sonic's progress in relation to our published sustainability goals and evolving sustainability disclosure requirements, including the quantitative assessment of climate-related risks and opportunities, which is currently being completed.

Sonic views risk management as a core management capability and fosters a risk-aware, compliance-focused culture. Divisional CEOs, key executives and senior staff from across all facets of the organisation were involved in the previous qualitative TCFD-aligned climate-related risk assessment process. These climate focused, critical-thinking skills have been applied to the development of the foundational model logic being used in the quantitative assessment of climate-related risks and opportunities.



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

Business assurance

Internal assurance

Business assurance is another key element of Sonic's governance framework. Our business assurance program (BAP) team comprises experienced auditors from three countries. The Head of Business Assurance reports directly to the Audit Committee and liaises with, but is independent of, Sonic's external auditors. The Board's Audit Committee determines the business assurance program's scope of activities and monitors management responses to recommendations related to system enhancements.

The team conducts ongoing reviews and audits to independently evaluate the effectiveness of internal controls used to manage financial fraud, corruption and compliance risks (for more detail, see 'Ethics, integrity and compliance', p. 78).

In February 2024, the BAP team conducted an assessment of sustainability data collection and processes. The BAP review identified a few immaterial data errors and suggested process improvements, which have been incorporated in this year's data collection and calculation processes. The BAP team also suggested formal documentation of the sustainability data collection and reporting process. This document has now been written, approved and stored with appropriate document control.

External assurance

External auditors also provide support to the management teams across our entities to assist them in monitoring corruption risks in Sonic's operations (see 'Ethics, integrity and compliance', p. 78).

FY2024 saw the publication of the first sustainability reporting standards, developed for the International Financial Reporting Standards body (IFRS) by the International Sustainability Standards Board (ISSB). The adoption of the voluntary standards IFRS S1 and S2 has resulted in the emergence of a number of mandatory reporting regulations across the globe, most of which require a level of external assurance on sustainability-related disclosures.

In preparation for upcoming compulsory disclosure and assurance rules, Sonic engaged our external financial assurance provider to conduct an assurance readiness assessment of our FY2023 governance related disclosures and scope 1 and 2 emissions data collection, collation and calculation methods. While no material data errors were identified, recommendations were made, which included:

- documentation of a comprehensive basis of preparation, detailing data collection and calculation methodologies, together with a list of key definitions and assumptions underpinning our reporting
- process enhancements to stratify variance ranges to better demonstrate sites with a material impact on emissions
- suggestions aimed at improving governance disclosures to better meet reporting and assurance requirements.

In response to these recommendations, a basis of preparation document has been created for FY2024, stratified variance levels have been applied in the assessment of FY2024 emissions data and governance disclosures in our TCFD table have been strengthened (see TCFD qualitative disclosure, p. 99).

Taxation governance

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

Sonic supports the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4th edition) and has followed these principles during FY2024.

Further information relating to our corporate governance framework, charters, codes of practice and policies can be found in the Sustainability section of our website and in our Annual Report 2024.

Ethics, integrity and compliance

Why is it important?

Sonic recognises that the trust our stakeholders place in us is an extremely valuable asset, providing us with the social licence to operate, which is critical for any successful healthcare organisation.

Managing risk responsibly and acting ethically, with absolute integrity, and in compliance with all legal and regulatory obligations, allows Sonic Healthcare to fulfil the expectations of our stakeholders and demonstrate that we deserve their trust.

We remain acutely aware that any breach of trust between our organisation and our stakeholders could undermine our good reputation, give advantage to our competitors or negatively impact our enterprise value.

Our approach

In order to comply with our legal and regulatory obligations and meet the sometimes higher standards of conduct that our stakeholders expect, the Sonic Board and management team have developed a set of core policies, procedures and internal controls.

The shared values and standards of behaviour expected of all those who represent Sonic and act on our behalf are described in our Code of Conduct and Ethics, Anti-bribery and Corruption Policy and Global Whistleblower Policy.

Our employees play a critical role in maintaining our culture of integrity and compliance. Every person who represents Sonic is responsible for upholding the highest standards and is accountable for their behaviour. Regional management teams are responsible for training all personnel to ensure familiarity with policy expectations and breach-reporting mechanisms.

We encourage employees to notify a responsible person if they know or suspect that the conduct of others is inconsistent with our policies, applicable laws, regulations and standards. The Sonic Healthcare Global Whistleblower Policy aims to promote a workplace culture in which our people feel safe, supported and encouraged to speak up about improper conduct.

The policy describes how stakeholders can make confidential and, if necessary, anonymous notifications to senior management or to an independent third party, and details the protections afforded to those who do so. Sonic treats every report of misconduct seriously and investigates all incidents.

We take all necessary actions to address substantiated issues, including discipline, training and implementation of enhanced policies, processes, controls and systems.

Our internal business assurance program (BAP) team and external auditors are responsible for monitoring all of Sonic's operations for risk of corruption. In addition, any material breaches of the company's Anti-bribery and Corruption Policy or Code of Conduct and Ethics, reported via the Global Whistleblower Policy must be reported to the Audit Committee, which answers to the Board. The Risk Management Committee also considers the implications of any material breach of Sonic policy.

No critical concerns were reported during FY2024.

In FY2022 Sonic's Board and senior management team identified ethics, integrity and compliance as a material topic and set the goal of providing formal training in each of our key policies[1] to all relevant staff. In FY2024, the first of these global policies, the Code of Conduct and Ethics was reviewed and updated.

Sonic Connect, our in-house training and development team, is creating an online training module to reinforce the updated policy. The training will be offered to all Sonic divisions once complete. In addition, we continue to investigate 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.

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

Privacy and information security

Why is it important?

Sonic's services rely on access to sensitive personal and medical data. Protecting data privacy while using data ethically and responsibly is fundamental to maintaining the trust of our stakeholders and growing our business.

In evaluating the opportunities afforded by artificial intelligence (AI), the digitisation of healthcare services and evolving data-driven technologies, Sonic is also mindful that any potential benefit must be considered within the context of complex international data security and privacy regulations and the increasingly hostile cyber threat landscape.

Cybersecurity is a material risk common to all organisations that need to collect personal data in order to conduct their business. Constant vigilance is required to safeguard privacy and avoid data breaches that can expose individuals to harms, such as identity theft, and the organisation to consequences, such as interruptions to business continuity, reputational damage, fines and litigation.

Our approach

Sonic Healthcare is committed to ensuring that personal information is obtained and collected lawfully, transparently and with consent.

As described in Sonic Healthcare's Privacy Policy and Data Security Statement, the Sonic Board is responsible for oversight of the Group's data protection, cybersecurity and privacy management frameworks. Management, including the Global Head of Cybersecurity and Systems Innovation and regional Chief Information Security Officers, are responsible for safeguarding privacy, assessing data security risks and maintaining information management systems.

Sonic Healthcare complies with the Australian privacy legislation, including the *Privacy Act 1988* (Cth) and Australian Privacy Principles (APP). We also comply with the applicable laws and regulations of the countries in which we operate, including HIPAA (USA), GDPR (Europe), DPA (UK), DPA and GDPR (Switzerland).

All our information security systems are based on ISO/IEC 27001 and audited to recognised jurisdictional standards, including National Institute of Standards in Technology (NIST) SP 800-53. In Australia, protected systems are audited to ISO/IEC 27001 and the Australian Government Information Security Manual (ISM-IRAP).

Sonic uses the ISO/IEC 27001 framework for our Information Security Management Systems. Independent audits of all our systems are conducted using the NIST SP 800-53 maturity framework. This cybersecurity standard and compliance framework defines standards, controls and assessments based on risk, cost-effectiveness and capabilities.

The NIST framework is continuously updated and widely accepted as a measure of the maturity of an organisation's cybersecurity systems. Sonic has identified continuous improvement in our NIST framework scores as a target in our Sustainability Strategy. Issues identified through the most recent NIST audit are subject to quarterly management review to assess progress and implement further corrective action if required.

Sonic meets or exceeds all relevant in-country statutory requirements, and participates as a member of various health-specific cybersecurity-focused organisations, including the Health Information Sharing and Analysis Centre (H-ISAC, N-HISAC, etc). We also actively engage with key members of government cybersecurity centres in the countries in which we operate.

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 our Data Security Statement on our website.

Using security researchers to enhance Sonic's cybersecurity

Sonic Healthcare uses security researchers from around the world to ensure our products and patient information remain secure from ongoing cyber attacks. In 2021, we became one of Australia's first private healthcare companies with a public vulnerability disclosure policy (VDP), which applies to all our global companies.

A VDP encourages security researchers to identify and report potential vulnerabilities in any of our applications, services or products. Reported vulnerabilities are then investigated by the cybersecurity team, which works with the product owner within Sonic to remediate the issues. The researchers are compensated based on the severity of the vulnerability discovered and credited on the VDP webpage.

By rewarding researchers, Sonic Healthcare has earned a reputation for being an organisation that security professionals want to work with.

The importance of the VDP program was seen recently when Sonic was in the process of acquiring a new business. While auditing the aquiree's network, the cybersecurity team received a VDP report of a critically vulnerable device at that business. The device was accessible from the internet and could have given an attacker full access to the business network. The Sonic IT team acted quickly on the report and discovered that the device was no longer needed. It was removed from the network, preventing a potentially serious security incident.

Human rights

Why is it important?

Sonic's purpose is to improve people's lives by providing access to safe, high-quality healthcare services, and to do so ethically and with integrity. As a global healthcare organisation with diverse supply chains and operations, we take seriously our responsibility to defend the human rights that support each individual's entitlement to health, education and a decent standard of living, free from oppression and all forms of modern slavery. We also acknowledge the danger of significant reputational damage if our activities are associated with human rights violations within our operations or supply chain.

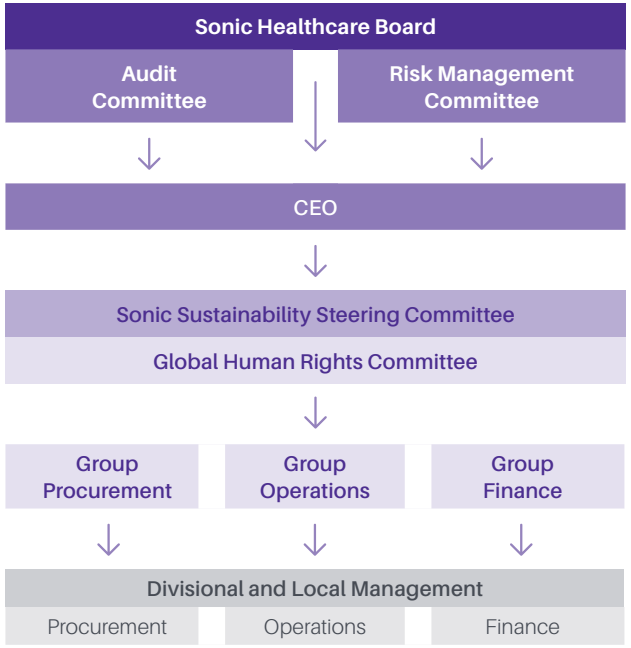
Our approach

Sonic's approach to human rights and the management of modern slavery risks are overseen by the Sonic Healthcare Board and supported by the Board's Risk Management Committee and Sonic Sustainability Steering Committee.

The Global Human Rights Committee (previously known as the Modern Slavery Working Group) reports to the Sonic Sustainability Steering Committee and includes senior group executives with representation from management, procurement, operations (including culture and communications) and finance.

The Global Human Rights Committee (GHRC) is responsible for identifying and managing modern slavery risks within our operations and supply chains, implementing mitigating actions, and affecting change where required. The diagram to the right shows the governance framework of the GHRC.

The GHRC meets at least twice per year and provides an annual presentation to the Risk Management Committee before the publication of the annual Modern Slavery Statement, which then goes to the full Board for approval. Modern slavery awareness topics are also a formal component of global meetings involving senior executives and procurement leaders.



5 GENDER EQUALITY
Target 5.2

8 DECENT WORK AND ECONOMIC GROWTH
Target 8.7

10 REDUCED INEQUALITIES
Target 10.2

Modern slavery framework

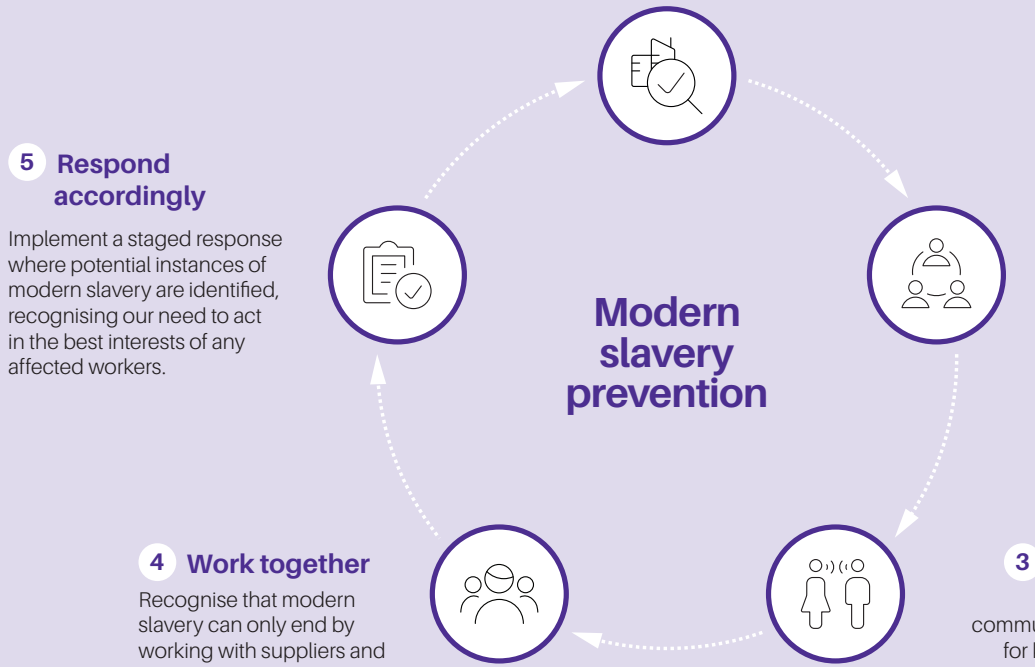
In order to minimise the risk of modern slavery practices in our supply chain, we apply the principles shown in the graphic on this page to guide our approach.

Our supply chains provide highly technical and specialised equipment and consumables related to medical diagnostics and other healthcare services. While Sonic actively seeks opportunities to use local suppliers, our supply chains often involve global suppliers who provide products and services to Sonic's businesses across our seven countries of operation. We use a variety of information sources to highlight areas of potential concern, including:

- supplier modern slavery/human rights questionnaires
- employee and other stakeholder reports of potential or actual instances of human rights violations
- media monitoring and notices of government importation prohibitions, for example, the US Customs and Border Protection Withhold Release Order and Findings List
- periodic validation of supplier adherence to Sonic's Supplier Policy through annual supplier business meetings and desk-top supplier site audits.

Sonic's modern slavery framework is supported by a range of policies and charters that require staff to operate ethically, safely and legally, including our Labour Standards and Human Rights Policy, Diversity Policy, Modern Slavery Statement 2024 and Supplier Policy. Some of these policies are specifically relevant to modern slavery, while others reference more general human rights requirements.

Principles used to guide Sonic's approach to modern slavery risks



The procurement of disposable gloves poses a relatively high risk of modern slavery in Sonic's supply chains due to the prevalence of recognised modern slavery risk factors in the industry.

During FY2024, a member of the Global Human Rights Committee conducted an in-person site inspection of one of Sonic's primary Tier 2 suppliers of disposable gloves to gain better visibility of worker conditions.

The site inspection assessed employee accommodation, working spaces, cleanliness, lighting, ventilation and access to amenities. The GHRC representative also conducted employee interviews to discuss safety, hygiene, medical care, ability to contact family and friends, access to identity documents, minimum age requirements, working hours, pay and conditions.

No obvious indicators of modern slavery practices were identified in this review or in our wider operations and supply chain during FY2024. However, we remain committed to vigilant monitoring for any violation of human rights through initiatives such as standardising supplier onboarding, additional supplier due diligence in high-risk geographies and industries, onsite inspection of selected Tier 1 and 2 supplier manufacturing sites and improving awareness and training throughout our organisation and in our supply chain.

Our global Supplier Policy makes specific reference to modern slavery risks and requires that our suppliers commit to eradicating all forms of modern slavery in their operations and supply chains. All staff involved in procurement and all suppliers are required to read and understand our Supplier Policy. Suppliers are required to agree to abide by the standards described in this policy before they enter into contracts with us.

For more information, please see Sonic Healthcare's Modern Slavery Statement 2024.

Summary of key actions for FY2024

1	**Expansion of supplier due diligence questionnaire program**	▪ More than 40% of Sonic's suppliers (by spend) have completed the questionnaire to date and/or provided their own Modern Slavery Statement to help determine and quantify supplier risk.
2	**Continued expansion of employee awareness and capability**	▪ Employee training program expanded to all countries of operation. ▪ More than 11,000 employees trained to date. ▪ >95% completion rate in key employee groups.
3	**Sound governance and oversight**	▪ Ongoing governance and oversight by the Sonic Global Human Rights Committee.
4	**Updated policies**	▪ Relevant policies reviewed and updated to clearly articulate Sonic's expectations of key stakeholders.
5	**Improved supplier compliance and selection process**	▪ Ongoing integration of human rights and modern slavery clauses into key contracts. ▪ Project to implement standardised supplier management system progressed to the next stage.
6	**Monitoring for new and emerging risks**	▪ Ongoing scanning of different information sources to detect new and emerging risks.

Appendices

Sustainability metrics

Operations	FY2024	FY2023	FY2022	FY2021
Countries of operation	7	7	7	7
Countries where we are ranked No. 1 (market share)	4	4	4	4
Patient consultations (millions)	131	126	145	138
Number of laboratories	314	256	261	266
Number of collection or patient services centres	2,842	2,979	3,054	3,039
Number of radiology clinics	126	123	123	109
Number of medical centres	225	215	217	217
Number of external accreditations, audits or reviews	3,779	2,704	2,644	2,641
Number of internal operational audits or reviews	4,477	4,727	4,434	4,117
Operations suspended due to adverse accreditation or audit findings	Nil	Nil	Nil	Nil

Economic	FY2024	FY2023	FY2022	FY2021
Revenue (A$M)	8,967	8,169	9,340	8,754
Net profit (A$M)	511	685	1,461	1,315
Dividends paid to shareholders (A$M)	508	491	475	435
Total assets (A$M)	14,826	13,015	12,552	11,761
Debt cover (times)	1.9	0.6	0.3	0.4
Total payments to staff (A$M)[1]	4,043	3,517	3,336	3,078
Total taxes paid (A$M)[2]	677	653	678	613
Total taxes remitted to tax authority on behalf of staff (A$M)	917	857	832	675

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

Workforce	FY2024	FY2023	FY2022	FY2021
Headline numbers				
Total workforce	41,987	40,594	41,478	38,594
Women in workforce	72.6%	73.1%	73.8%	74.1%
Women in executive senior leadership roles[3-1]	40.0%	39.5%	38.0%	36.4%
Women in total senior leadership positions[3-2]	53.0%	53.3%	52.8%	52.6%
Science-based roles	46.4%	43.3%	39.7%	42.1%
Women in science-based roles	73.8%	73.2%	73.5%	73.0%
Employees engaged in part-time employment	34.2%	33.2%	33.4%	34.0%
Temporary staff and contractors engaged within total workforce	3.7%	3.7%	3.1%	2.5%
Employees with more than 10 years of service	28.3%	29.3%	28.8%	30.0%
Voluntary employee turnover[5]	15.6%	16.4%	20.0%	16.5%
Voluntary senior leadership turnover	4.7%	3.6%	4.5%	1.9%
Absenteeism	3.5%	3.7%	3.6%	3.0%
Employees with access to an employee assistance program (EAP)	98.8%	78.6%	78.5%	not available
Training courses and modules completed by staff	295,990	231,601	144,627	77,051
Training hours per employee	17.2	16.0	not available	not available
Employees who took parental leave during the year	2.2%	2.3%	2.4%	2.0%
Employees who returned after taking parental leave	81.6%	80.6%	83.2%	84.1%
Employees still employed 12 months after returning from parental leave	79.2%	78.9%	77.1%	not available
Lost time injuries per million hours worked (LTIFR)[4]	4.9	3.6	3.3	5.3
Number of employee injuries[4]	278	201	191	291
Total hours lost relating to the above injuries[4]	46,000	43,656	32,383	65,668
Average number of days lost per injury[4]	20.7	27.1	21.2	28.2

3-1 Executive senior leadership group includes CEO or head of each reporting unit and their executive management teams.
3-2 Total senior leadership includes executive senior leadership group, other managers, pathologists, radiologists and other doctors.
4 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.
5 The total employee voluntary turnover rate for FY2023 has been restated to correct an error identified in the FY2023 New Zealand calculation.

Workforce	FY2024	FY2023	FY2022	FY2021
Headline numbers				
Lost time hours as a percentage of total hours	**0.07%**	0.07%	0.05%	0.11%
Fatalities	**Nil**	Nil	Nil	Nil
Number of non-employee injuries[6]	**24**	14	14	not available

6 Non-employees included contractors and students but excluded other third parties, such as patients.

Headcount by country (includes all employees and contractors as at the end of FY2024)	Women	Men	Total	% women
Australia	14,582	4,512	19,094	76.4%
Belgium	329	165	494	66.6%
Germany	6,486	2,702	9,188	70.6%
New Zealand	147	54	201	73.1%
Switzerland	1,533	619	2,152	71.2%
United Kingdom	1,724	1,189	2,913	59.2%
United States	5,661	2,284	7,945	71.3%
Total	**30,462**	**11,525**	**41,987**	**72.6%**

Headcount by division (includes all employees and contractors as at the end of FY2024)	Women	Men	Total	% women
Pathology	24,824	9,872	34,696	71.5%
Radiology	2,653	914	3,567	74.4%
Clinical Services	2,831	354	3,185	88.9%
Corporate (global management and services)	154	385	539	28.6%
Total	**30,462**	**11,525**	**41,987**	**72.6%**

Workforce

Headcount by role (includes all employees and contractors as at the end of FY2024)	Women	Men	Total	% women
Medical – doctors	1,141	1,168	2,309	49.4%
Scientists, technologists, nurses, etc.	13,229	3,946	17,175	77.0%
Phlebotomist	6,835	701	7,536	90.7%
Courier driver	953	2,517	3,470	27.5%
Executive senior leadership (non doctors)[7]	144	181	325	44.3%
Other (clerical, admin support, etc.)	8,160	3,012	11,172	73.0%
Total	**30,462**	**11,525**	**41,987**	**72.6%**
Total executive senior leadership (both doctors and non doctors)[6]	182	273	455	40.0%

7 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 FY2024)	Women	Men	Total	% women
Full-time	16,119	7,714	23,833	67.6%
Part-time	11,567	2,486	14,053	82.3%
Casual or temporary	2,232	982	3,214	69.4%
Total	**29,918**	**11,182**	**41,100**	**72.8%**

Headcount by age bracket (includes employees only as at the end of FY2024)	Women	Men	Total	% women
Under 20 years old	317	108	425	74.6%
20 to 29 years old	6,013	2,185	8,198	73.3%
30 to 39 years old	6,689	2,505	9,194	72.8%
40 to 49 years old	6,386	2,204	8,590	74.3%
50 to 59 years old	6,414	1,902	8,316	77.1%
60 to 69 years old	3,664	1,725	5,389	68.0%
70 years old and over	435	553	988	44.0%
Total	**29,918**	**11,182**	**41,100**	**72.8%**

Workforce

Turnover (voluntary[8]) for the employed workforce by country for FY2024	Total employed workforce	Voluntary turnover		
		Women	Men	Total
Australia	19,109	18.7%	14.5%	17.7%
Belgium	465	9.3%	11.1%	9.9%
Germany	9,209	9.6%	9.3%	9.5%
New Zealand	199	19.6%	17.9%	19.1%
Switzerland	2,093	10.8%	10.0%	10.6%
United Kingdom	2,555	13.6%	10.4%	12.3%
United States	7,870	21.8%	17.1%	20.4%
Total	**41,500**	**16.6%**	**13.1%**	**15.6%**

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

New hires by country for FY2024	Women	Men	Total	% women
Australia	3,412	950	4,362	78.2%
Belgium	28	25	53	52.8%
Germany	988	480	1,468	67.3%
New Zealand	35	5	40	87.5%
Switzerland	251	111	362	69.3%
United Kingdom	324	186	510	63.5%
United States	1,878	600	2,478	75.8%
Total	**6,916**	**2,357**	**9,273**	**74.6%**
Senior managers hired (included in above)	7	10	17	41.2%

Workforce

	Taken during the year				
Parental leave for FY2024	Women	Men	Total	Return rate after leave[9]	Employed 12 months after return[10]
Australia	408	58	466	83.9%	79.8%
Belgium	3	2	5	100.0%	100.0%
Germany	146	32	178	74.6%	80.9%
New Zealand	4	-	4	100.0%	100.0%
Switzerland	47	15	62	91.7%	89.7%
United Kingdom	43	4	47	80.0%	79.5%
United States	93	45	138	72.2%	65.4%
Total	**744**	**156**	**900**	**81.6%**	**79.2%**

9 Reflects staff who returned to work in FY2024 at the end of their parental leave.
10 Reflects staff who were still employed 12 months after their FY2023 return from parental leave.

LTIFR information for the last four years	LTIFR	Lost hours[11]	Total number of lost hours	Total number of injuries[12]
FY2024	**4.85**	**0.07%**	**46,000**	**278**
FY2023	3.63	0.07%	43,656	201
FY2022	3.30	0.05%	32,383	191
FY2021	5.28	0.11%	65,668	291

Lost time by region for FY2024	LTIFR	Lost hours[11]	No. of lost hours	Total number of injuries[12]
Australia/NZ	6.29	0.11%	32,333	156
Europe	4.51	0.04%	8,926	83
United States	2.76	0.03%	4,741	39
Total	**4.85**	**0.07%**	**46,000**	**278**

Workforce

Lost time by division for FY2024	LTIFR	Lost hours[11]	No. of lost hours	Total number of injuries[12]
Pathology	5.03	0.07%	37,632	242
Radiology	6.47	0.13%	7,044	29
Clinical Services	1.80	0.03%	1,324	7
Corporate	-	0.00%	-	-
Total	**4.85**	**0.07%**	**46,000**	**278**

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

Community	FY2024	FY2023	FY2022	FY2021
Donations (A$M)[13]	**2.38**	3.58	3.45	2.50
Sponsorships of medical bodies or events (A$M)	**4.68**	4.20	3.58	2.87
Scientific papers published in peer-reviewed journals	**227**	216	>380	not available
External stakeholders trained[14]	**18,874**	13,649	not available	not available

13 Donations excludes the A$40M cash injection by Sonic Healthcare into the Sonic Healthcare Foundation.
14 FY2023 number has been restated to reflect expanded data on external stakeholder training not previously available.

Environmental	FY2024	FY2023	FY2022	FY2021
Motor vehicles in the fleet	**3,263**	3,108	3,149	2,991
Kilometres travelled by the fleet (million km)	**118.7**	120.9	116.8	116.4
Electric or hybrid motor vehicles in the fleet	**28.6%**	17.1%	10.3%	7.1%
Vehicles in the fleet with a four-cylinder engine or less	**97.9%**	97.3%	96.3%	96.0%
Electricity generated by solar installations (kWh)	**1,249,047**	1,198,441	1,101,879	808,182
Installed solar panel capacity (kW)	**1,584**	1,135	1,032	912
Reduction in radiological film year on year	**60.0%**	15.7%	27.9%	18.1%
Water consumption (kL)[15]	**301,201**	333,582	319,892	345,409
Consumption (kL) per square metre	**1.06**	1.20	1.14	1.29
Environmental fines or sanctions	**1**	1	Nil	Nil

15 Reflects the water consumption at facilities greater than 1,000 square metres in size where water is separately metered.

Energy consumption and emissions data

Notes on tables 1-12

For some divisions, 10 months of actual data was used to estimate the full FY2024 figures used in the calculation of scope 1 and 2 emissions, as well as scope 3 emissions in categories 3, 5 and 6.

Scope 1 and 2 greenhouse gas (GHG) emissions have been calculated in alignment with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition).

Scope 3 greenhouse gas (GHG) emissions have been calculated in alignment with the following Greenhouse Gas Protocol documents:

- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard
- The Greenhouse Gas Protocol: Technical Guidance for Calculating Scope 3 Emissions

The greenhouse gases included in the emissions calculations are carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HCFs), perfluorocarbons (PCFs) and sulphur hexafluoride (SF_6).

Emissions factors (EFs) used in the calculations are sourced from the US Environmental Protection Agency (EPA), the Australian National Greenhouse Accounts (NGA) and National Greenhouse and Energy Reporting (NGER), Department of Climate Change, Energy, the Environment and Water, EU Default Emissions Factors for the Member States, German Federal Environment Agency, German Federal Ministry of Housing, Urban Development and Planning (BMWSB), UK Government and Department for Energy Security and Net Zero (DESNZ) GHG emission factors, Association of Issuing Bodies (AIB) and New Zealand Ministry for Environment (NZ MIE) publications.

Where country-specific scope 1 EFs were not readily available, NGA EFs were applied as proxy EFs for the following reasons:

- Sonic is headquartered in Australia
- Sonic's Australian total GHG emissions are the most material component of the global baseline
- NGA methods used at the national level are consistent with international guidelines and are subject to international expert review each year.

Scope 1 and 2 GHG emissions data for FY2021 and FY2023 have been restated to reflect:

- an improved estimate of refrigerant gases using expanded data collected in FY2024 on HVAC systems within operational control for all years reported. Fugitive emissions from refrigerant gases were estimated only for sites at which Sonic is responsible for maintenance of HVAC systems.
- the correction of errors identified in previous data sets and calculations
- the influence of material acquisitionsand divestments.

As a provider of diagnostic and clinical services, downstream scope 3 categories 10, 11 and 12 were not considered applicable to Sonic operations when setting the scope 3 emissions boundary.

Downstream scope 3 categories 13, 14 and 15 are either not applicable or not material to Sonic's operations and were excluded when setting the scope 3 emissions boundary.

Scope 3 FY2021 and FY2023 emissions data have been restated to reflect:

- use of emissions factors with margins (where applicable)
- addition of GST/VAT amounts to spend data in divisions where they were not previously included
- correction of errors or missing data identified in previous calculations
- enhanced methodology to estimate employee commuting in countries of operation
- updated building energy consumption estimates from upstream leased assets to include natural gas in addition to electricity.

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

TABLE 1

Restated FY2021 (base-year) scope 1 and scope 2 (location-based) energy consumption by country	Scope 1 (GJ)	Scope 2 (GJ)	Scope 1+2 (GJ)	% of total scope 1+2
Australia	128,907	265,464	394,371	37.9%
Belgium	17,681	10,986	28,667	2.8%
Germany	105,007	109,896	214,903	20.6%
New Zealand	1,822	2,264	4,086	0.4%
Switzerland	43,659	20,600	64,259	6.2%
United Kingdom	11,442	28,385	39,827	3.8%
United States	152,932	141,821	294,753	28.3%
Total	**461,450**	**579,416**	**1,040,866**	**100.0%**

Energy consumption and greenhouse gas (GHG) emissions data

TABLE 2

Restated FY2021 (base-year) scope 1 and scope 2 (location-based) GHG emissions by country	Scope 1 (tonnes CO_2-e)	Scope 2 (tonnes CO_2-e)	Scope 1+2 (tonnes CO_2-e)	% of total scope 1+2
Australia	11,462	57,722	69,184	56.9%
Belgium	1,219	604	1,823	1.5%
Germany	8,319	10,967	19,286	15.8%
New Zealand	127	87	214	0.2%
Switzerland	2,968	72	3,040	2.5%
United Kingdom	897	1,674	2,571	2.1%
United States	13,549	11,955	25,504	21.0%
Total	**38,541**	**83,081**	**121,622**	**100.0%**

TABLE 3

Restated FY2023 (previous-year) scope 1 and scope 2 (location-based) energy consumption by country	Scope 1 (GJ)	Scope 2 (GJ)	Scope 1+2 (GJ)	% of total scope 1+2
Australia	93,350	260,064	353,414	32.1%
Belgium	14,779	10,218	24,997	2.3%
Germany	98,403	184,855	283,258	25.8%
New Zealand	1,602	2,256	3,858	0.3%
Switzerland	78,356	22,827	101,183	9.2%
United Kingdom	10,974	29,452	40,426	3.7%
United States	155,919	136,931	292,850	26.6%
Total	**453,683**	**646,603**	**1,099,986**	**100.0%**

Energy consumption and GHG emissions data

TABLE 4

Restated FY2023 (previous-year) scope 1 and scope 2 (location-based) greenhouse gas emissions by country	Scope 1 (tonnes CO_2-e)	Scope 2 (tonnes CO_2-e)	Scope 1+2 (tonnes CO_2-e)	% of total scope 1+2
Australia	10,601	47,906	58,507	51.0%
Belgium	1,025	460	1,485	1.3%
Germany	8,007	11,230	19,237	16.7%
New Zealand	116	77	193	0.2%
Switzerland	3,096	73	3,169	2.8%
United Kingdom	939	1,694	2,633	2.3%
United States	12,946	16,553	29,499	25.7%
Total	**36,730**	**77,993**	**114,723**	**100.0%**

TABLE 5

FY2024 (current-year) scope 1 and scope 2 (location-based) energy consumption by country	Scope 1 (GJ)	Scope 2 (GJ)	Scope 1+2 (GJ)	% of total scope 1+2
Australia	98,856	267,992	366,848	37.5%
Belgium	14,095	10,129	24,224	2.5%
Germany	100,646	98,556	199,202	20.3%
New Zealand	1,215	3,278	4,493	0.5%
Switzerland	69,873	24,003	93,876	9.6%
United Kingdom	10,969	28,743	39,712	4.1%
United States	130,799	118,509	249,308	25.5%
Total	**426,453**	**551,210**	**977,663**	**100.0%**

Energy consumption and GHG emissions data

TABLE 6

FY2024 (current-year) scope 1 and scope 2 (location-based) greenhouse gas emissions by country	Scope 1 (tonnes CO_2-e)	Scope 2 (tonnes CO_2-e)	Scope 1+2 (tonnes CO_2-e)	% of total scope 1+2
Australia	10,215	48,261	58,476	53.0%
Belgium	995	406	1,401	1.3%
Germany	8,199	9,907	18,106	16.4%
New Zealand	86	74	160	0.1%
Switzerland	3,164	77	3,241	2.9%
United Kingdom	925	1,653	2,578	2.3%
United States	12,514	13,895	26,409	24.0%
Total	**36,098**	**74,273**	**110,371**	**100.0%**

TABLE 7

Change in scope 1 and scope 2 (location-based) greenhouse gas emissions by country between FY2024 (current year), FY2023 (previous year) and FY2021 (base year)	FY2024 (current year) Scope 1+2 (tonnes CO_2-e)	FY2023 (previous year) Scope 1+2 (tonnes CO_2-e)	FY2021 (base year) Scope 1+2 (tonnes CO_2-e)	% change Scope 1+2 FY2024 to FY2023 (previous year)	% change Scope 1+2 FY2024 to FY2021 (base year)
Australia	58,476	58,507	69,184	-0.1%	-15.5%
Belgium	1,401	1,485	1,823	-5.7%	-23.1%
Germany	18,106	19,237	19,286	-5.9%	-6.1%
New Zealand	160	193	214	-17.1%	-25.2%
Switzerland	3,241	3,169	3,040	2.3%	6.6%
United Kingdom	2,578	2,633	2,571	-2.1%	0.3%
United States	26,409	29,499	25,504	-10.5%	3.5%
Total	**110,371**	**114,723**	**121,622**	**-3.8%**	**-9.3%**

Energy consumption and GHG emissions data

TABLE 8

Change in scope 1 greenhouse gas emissions by country between FY2024 (current year), FY2023 (previous year) and FY2021 (base year)	FY2024 (current year) Scope 1 (tonnes CO_2-e)	FY2023 (previous year) Scope 1 (tonnes CO_2-e)	FY2021 (base year) Scope 1 (tonnes CO_2-e)	% change Scope 1 FY2024 to FY2023 (previous year)	% change Scope 1 FY2024 to FY2021 (base year)
Australia	10,215	10,601	11,462	-3.6%	-10.9%
Belgium	995	1,025	1,219	-2.9%	-18.4%
Germany	8,199	8,007	8,319	2.4%	-1.4%
New Zealand	86	116	127	-25.9%	-32.3%
Switzerland	3,164	3,096	2,968	2.2%	6.6%
United Kingdom	925	939	897	-1.5%	3.1%
United States	12,514	12,946	13,549	-3.3%	-7.6%
Total	**36,098**	**36,730**	**38,541**	**-1.7%**	**-6.3%**

TABLE 9

Change in scope 2 (location-based) greenhouse gas emissions by country between FY2024 (current year), FY2023 (previous year) and FY2021 (base year)	FY2024 (current year) Scope 2 (tonnes CO_2-e)	FY2023 (previous year) Scope 2 (tonnes CO_2-e)	FY2021 (base year) Scope 2 (tonnes CO_2-e)	% change Scope 2 FY2024 to FY2023 (previous year)	% change Scope 2 FY2024 to FY2021 (base year)
Australia	48,261	47,906	57,722	0.7%	-16.4%
Belgium	406	460	604	-11.7%	-32.8%
Germany	9,907	11,230	10,967	-11.8%	-9.7%
New Zealand	74	77	87	-3.9%	-14.9%
Switzerland	77	73	72	5.5%	6.9%
United Kingdom	1,653	1,694	1,674	-2.4%	-1.3%
United States	13,895	16,553	11,955	-16.1%	16.2%
Total	**74,273**	**77,993**	**83,081**	**-4.8%**	**-10.6%**

Energy consumption and GHG emissions data

TABLE 10

Change in scope 2 (market-based) greenhouse gas emissions by country between FY2024 (current year), FY2023 (previous year) and FY2021 (base year)	FY2024 (current year) Scope 2 (market-based) (tonnes CO_2-e)	FY2023 (previous year) Scope 2 (market-based) (tonnes CO_2-e)	FY2021 (base year) Scope 2 (market-based) (tonnes CO_2-e)	% change Scope 2 (market-based) FY2024 to FY2023 (previous year)	% change Scope 2 (market-based) FY2024 to FY2021 (base year)
Australia	36,081	39,446	46,196	-8.5%	-21.9%
Belgium	406	423	455	-4.0%	-10.8%
Germany	3,396	10,022	17,788	-66.1%	-80.9%
New Zealand	25	25	40	0.0%	-37.5%
Switzerland	77	120	116	-35.8%	-33.6%
United Kingdom	1,249	2,873	2,769	-56.5%	-54.9%
United States	9,807	11,967	13,086	-18.0%	-25.1%
Total	**51,041**	**64,876**	**80,450**	**-21.3%**	**-36.6%**

TABLE 11

Scope 3 greenhouse gas emissions estimation (GHG protocol categories 1-9) by category for FY2021 (base year), FY2023 (previous year) and FY2024 current year	FY2024 (current year) Scope 3 (tonnes CO_2-e)	FY2023 (previous year) Scope 3 (tonnes CO_2-e)	FY21 (base year) Scope 3 (tonnes CO_2-e)	FY2024 Percentage of total scope 3 emissions split by category
Scope 3 Category				
1. Purchased goods and services	154,455	129,887	173,854	43.1%
2. Capital goods	62,961	50,256	41,565	17.6%
3. Fuel and energy-related activities	19,092	19,331	15,104	5.3%
4. Upstream and downstream transportation and distribution (includes category 9 estimate as unable to separate data)	43,864	37,597	39,629	12.2%
5. Waste generated in operations	25,941	22,028	22,086	7.2%
6. Business travel	4,063	4,761	1,255	1.1%
7. Employee commuting	29,905	35,276	39,628	8.4%
8. Upstream leased assets	18,182	17,067	20,746	5.1%
Total estimated scope 3 emissions	**358,463**	**316,203**	**353,867**	**100.0%**

Energy consumption and GHG emissions data

TABLE 12

Global scope 1, 2 (location-based) and 3 emissions by scope and total	FY2024 (current year) (tonnes CO_2-e)	FY2023 (previous year) (tonnes CO_2-e)	FY2021 (base year) (tonnes CO_2-e)	FY2024 Percentage split by scope
Emissions				
Total global Scope 1 emissions	36,098	36,730	38,541	7.7%
Total global Scope 2 (location-based) emissions	74,273	77,993	83,081	15.8%
Total global Scope 3 (GHG protocol categories 1–9) emissions	358,463	316,203	353,867	76.5%
Total global scope 1, 2 & 3 emissions	**468,834**	**430,926**	**475,489**	**100.0%**

Task Force on Climate-related Financial Disclosures (TCFD) – Qualitative disclosure

Governance	
a) *Describe the Board's oversight of climate-related risks and opportunities.*	The Sonic Board is responsible for overseeing the Group's sustainability strategy and approving the annual Sustainability Report. The Risk Management Committee (RMC) comprises four members: three independent members of the Board and the Sonic CEO. It is responsible for the identification and assessment of material risks. The RMC is also charged with considering whether the Company's risk management framework deals adequately with contemporary and emerging risks, such as climate-related risks. The RMC assists the Board in its oversight responsibilities concerning the management of material risks, including climate-related risks. All Sonic Directors are entitled to attend RMC meetings, which occur at least twice each year. During FY2024, the RMC requested two updates specifically addressing the results and implications of the qualitative assessment of climate-related risks and opportunities. The information was delivered by the Director of Sustainability and the Sustainability Manager at the RMC meetings that took place in November 2023 and April 2024. Climate-related and other sustainability-associated risks and opportunities will continue to be included as a scheduled agenda item for the RMC at least annually, or more frequently if new risks emerge or the materiality of identified risks changes. Sonic is currently collecting the necessary data to assess whether any of the risks or opportunities identified in the qualitative assessment meet financial materiality thresholds when considered over different time horizons and under different climate scenarios. The results of this modeling exercise are expected to be available early in 2025 and will be presented to the RMC for consideration. Any climate-related risks that prove financially material will be added to the global risk register and managed in accordance with Sonic's established risk management framework.
b) *Describe management's role in assessing climate-related risks and opportunities.*	The Sonic Sustainability Steering Committee (SSSC) established in 2022, is charged with identifying material topics, agreeing on global sustainability targets and contributing to high-level assessment of emerging transitional and physical climate-related risks and opportunities. The SSSC is chaired by the Sonic CEO and its members include CEOs from all of Sonic's major divisions, together with key senior global head office executives. The global Director of Sustainability sits on the SSSC and coordinates global discussion and agreement of climate-related issues, including target setting and identification of transitional and physical risks and opportunities. The Director of Sustainability also oversees reporting requirements and monitors the progress of the divisions toward achieving global targets. The global Sustainability Manager answers to the Director of Sustainability and sits on the SSSC. The Sustainability Manager coordinates the efforts of the division-based sustainability leads and monitors emerging mandatory and voluntary reporting trends, working with external consultants to advance the maturity of Sonic's sustainability practices, including TCFD-aligned climate-related risk and opportunity assessment.

Strategy	
a) *Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term.*	During FY2023, Sonic conducted a qualitative analysis of climate-related risks and opportunities in line with TCFD recommendations (see table of identified risks and opportunities, below). In the short term (2025), under both low- and high-emissions scenarios, acute and chronic physical risks, such as increased frequency and severity of extreme weather events and sustained higher or lower average temperatures, were rated as posing a medium risk to Sonic's operations and supply chain. In the medium- (2030) to-long term (2050) these risks increase to a rating of medium-to-high in the low-emissions scenario and high-to-severe under the high-emissions scenario. Transitional risks, such as increased regulation and consumer demand for lower environmental impact products, were also considered. In the short term, the residual risk is considered low-to-medium for Sonic, remaining low in the medium term under a high-emissions scenario, but ranking as medium-to-high in the medium-to-long term under a low-emissions scenario. In the short, medium and long term, opportunities related to new products and services arising from the impacts of transitional and physical risks on Sonic's customers were assessed as having a residual opportunity rating of medium over both scenarios in the short-to-medium term, rising to a rating of high under a high-emissions scenario in the long term when health impacts are likely to be significant. The additional enhancement of ESG governance and disclosures provides little opportunity in the high-risk scenario; however, in a low-emissions scenario it becomes more important, ranking it as a medium opportunity in the short term, a high-ranked opportunity in the medium term and a significant opportunity in the long term. See the table below for a full list of identified climate-related risks and opportunities. As described in the 'Governance' section above, the risks and opportunities identified in the qualitative analysis are currently being quantitatively assessed to establish if they may prove financially material under different climate scenarios and time horizons.

Strategy	
b) *Describe the impact of climate-related risks and opportunities on the organisation's business strategy and financial planning.*	The qualitative climate-related risks identified in this exercise are being incorporated into Sonic's business planning processes guiding specific consideration of climate-related impacts in the short, medium and long term on: ▪ physical asset locations, for example, data centres located on upper floors above ground level ▪ cost and availability of traditional and renewable energy sources to power operations ▪ expenditure on equipment, such as replacement of vehicles and old HVAC systems with lower-emission, more energy-efficient models ▪ product development to address any emerging health needs ▪ engagement with suppliers to set expectations about alignment with Sonic's climate-related targets ▪ reassessment of disaster recovery plans. A quantitative assessment of climate-related risks and opportunities is currently being undertaken and will provide important information on financial materiality, further influencing climate-related strategy and financial planning decisions.
c) *Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.*	Under both a high- and low- (2° C or lower) emissions scenario, the highest residual risks to Sonic's operations, supply chain and staff wellbeing are acute and chronic physical risks, such as increased frequency and severity of extreme weather events and sustained higher or lower average temperatures. A significant degree of resilience against these risks is provided by the broad geographic spread of Sonic businesses globally and within each region, the diversity of suppliers we use and the existence of local disaster recovery plans. It has been our experience that even a severe weather event that impacts facilities and staff in one or more of our locations has not materially impacted Sonic's overall operations or enterprise value in the short term. The resilience to physical climate-related risks provided by geographic spread is currently being tested using data to support quantitative modelling across different time horizons and under different climate scenarios. The transitional risks of increased regulations and customer demand for low environmental impact products may see the need for Sonic to increase operational expenditure on waste disposal or engage with new suppliers who provide innovation in areas such as single-use items. We have commenced implementation of sustainability clauses in supplier contracts and in our supplier policy to ensure the suppliers we engage with are aligned with Sonic's sustainability expectations and those of our customers. In addition, we have increased resources to support ESG data collection and disclosure, set emissions reduction targets and commenced the transition to lower emissions vehicles and renewably sourced power to reduce the risk of impacts, such as the introduction of carbon pricing by governments and enhanced ESG regulation in a low-emissions scenario. Our approach to these transitional risks will also be assessed in the quantitative modelling exercise. Should any climate-related risks prove financially material Sonic will review and, if necessary, augment current risk mitigation strategies.

Risk Management	
a) *Describe the organisation's process for identifying, and assessing climate-related risks.*	During FY2023, Sonic performed a qualitative assessment of climate-related risks across our global divisions. After conducting workshops with our international teams, eight climate-related risks were identified. Sonic's existing risk matrix was used to assign residual risk ratings to these risks, resulting in the table below, which shows the risks rated across both high- and low-emissions scenarios and over three time frames: short- (2025), medium-(2030) and long-term (2050). Building on this initial qualitative assessment, the financial impacts of the identified climate-related risks are currently being assessed in order to provide a reference measurement of the financial impacts each risk may pose. This foundational work will further enhance Sonic's climate-related disclosures in preparation for mandatory reporting in line with the first jurisdictional adoptions of the International Sustainability Standards Board (ISSB) disclosure standards in Australia, Europe and the USA.

Risk Management	
b) *Describe the organisation's process for managing climate-related risks.*	In the qualitative assessment conducted last financial year, the highest-ranked physical climate-related risks over both emissions scenarios and in the short and medium term were related to the increased severity and/or frequency of extreme weather events and impact on physical assets, surrounding infrastructure, transport functions, supply chain operations and employees' ability to attend the workplace. Local disaster recovery plans are in place to manage staff and service impacts at individual facilities. In the short term, the broad geographic spread of Sonic's businesses globally and within each region reduces the risk of a significant impact in a single location having a material effect on Sonic's overall operations or enterprise value. It should be noted that climate-related risks that may not be material to Sonic's overall global operations may be material at some of our geographic locations, especially those where severe weather events have become more common. Climate-related risks may therefore be rated differently on local risk registers and, accordingly, more actively managed in these divisions. The qualitative assessment also identified transitional risks, such as increased regulation and the potential for Governments to introduce carbon pricing, which will have increased impact in a low-emissions scenario. These risks are being managed through our emissions reduction program and increased investment in resources to enhance the scope and quality of our climate-related data collection and reporting capacity to support decision-making and enhanced public disclosures. The quantification of these climate-related risks will provide insight into their potential financial materiality and will aid in prioritisation of individual climate-related risks, guiding any strategic decisions associated with risk management and mitigation.
c) *Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organisation's overall risk management.*	As described in the 'Governance' section above, the outcomes of the qualitative climate-related risk assessment were reviewed by the Board's Risk Management Committee at meetings in November 2023 and April 2024. The outcome of the quantitative assessment currently being undertaken will be included in the subsequent annual review and if any climate-related risks prove material to Sonic's global operations they will be added to the RMC global risk register and referred for inclusion in strategy and management decisions. Sonic's internal risk management policy documents the process of identification, assessment, management and monitoring of risks, including climate-related risks.

Metrics and Targets	
a) *Disclose the metrics and targets used by the organisation to assess and manage relevant climate-related risks and opportunities.*	Sonic's management of climate-related risks involves the reduction of GHG emissions through the sourcing of renewable power and zero-emissions fleet vehicles, together with collaboration across our operations and supply chain to explore opportunities to decrease waste from operations and packaging, consolidate deliveries and recycle/reuse equipment and components. As shown on page 22 of this report, our Sustainability Strategy includes targets for absolute emissions reduction of 43% in scope 1 and 2 market-based emissions by 2030, the procurement of 80% of global electricity from certified renewable sources, and the achievement of a net zero position across all three GHG emission scopes by 2050 . The base year for measurement is FY2021. Sonic measures and discloses annual emissions across scope 1, 2 and 3 and calculates emissions intensity for scope 1 and 2 emissions. The percentage of renewably sourced electricity and the proportion of hybrid and electric vehicles across our fleet are also monitored to assess progress toward reaching our published targets. During FY2024 we conducted our second estimate of scope 3 emissions. Critical analysis of this information will facilitate the setting of appropriate and achievable targets and metrics for future scope 3 emissions management. The remuneration of Sonic's Managing Director/CEO and Finance Director/CFO includes a short-term incentive (STI) plan, of which 20% is based on qualitative strategic objectives, including progress with the company's environmental, governance and sustainability objectives. In FY2024, 50% of the qualitative portion of the STI will relate to progress achieved against specific sustainability goals, including initiation of data collection and financial impact modelling of prioritised climate-related risks and opportunities to establish if any meet financial materiality thresholds (estimated 18-month project, findings to be reported in 2025)(see the Annual Report 2024, p. 34).

Metrics and Targets	
b) *Disclose scope 1, scope 2 and, if appropriate, scope 3 GHG emissions and related risks.*	In FY2022 Sonic disclosed global scope 1 and 2 emissions for base year FY2021 and its first reporting year, FY2022. In FY2023 we added: ▪ disaggregated scope 1 data, with a separate notation of estimated emissions from dry ice and refrigerant gas usage ▪ scope 2 market-based emissions data, reflecting the purchase of certified renewable electricity in some of our jurisdictions ▪ the first estimate of scope 3 emissions in Greenhouse Gas (GHG) Protocol categories 1–9, which fall within our established scope 3 boundary. The tables 1–12 on pages 92–98 of this report show our global scope 1, 2 (location- and market-based) and 3 emissions estimates for FY2021 (base year), FY2023 (previous year) and FY2024 (current year). Risks related to the organisation's emissions and appropriate measures to reduce them include: ▪ lower than expected availability of products and external (Government) infrastructure to support the transition to renewable energy and zero-emissions vehicles across our global operations and supply chain leading to inability to meet published targets ▪ lack of ability to significantly influence our supply chain partners to reduce emissions impacting scope 3 reduction targets and attainment of net zero position by 2050 ▪ increased demand for the types of quality-assured carbon offset products needed to offset any remaining unabatable emissions leading to decreased availability and high pricing, which may impact achievement of a net zero position by 2050 ▪ inability to meet increased consumer demand for lower environmental impact products.
c) *Describe targets used by the organisation to manage climate-related risks and opportunities and performance against targets.*	As described above, Sonic has set a number of targets that are referenced locally, divisionally and globally, to guide the management of climate-related risks. Performance against these targets is detailed on pages 26–40 of this report and in the appendix tables 1–12, on pages 92–98.

Identified climate-related risks and opportunities and residual risk rankings

Risk ranking

Inconsequential	Low	Medium	High	Severe

	High emissions			Low emissions		
Risk name	**2025**	**2030**	**2050**	**2025**	**2030**	**2050**
Increased severity and/or frequency of extreme weather events impacts Sonic's operations and physical assets	M	H	S	M	H	H
Increased severity and/or frequency of extreme weather events disrupts Sonic's supply chain operations	M	M	H	M	M	M
Increased regulations and consumer demand for lower environmental impact products	L	L	M	M	M	H
Higher/lower than average surface temperatures and Increased severity and/or frequency of extreme weather events impact Sonic's employees' productivity and wellbeing	L	L	M	L	L	L
Governments introducing Carbon Pricing to drive emissions reduction	I	L	L	I	H	L
Changes in external and internal stakeholder interest in climate action	I	L	L	I	M	L
Geopolitical tensions arising from physical climate impacts	I	I	H	I	L	M
Enhanced ESG related regulations	L	L	L	L	L	L

Opportunity ranking

Inconsequential	Low	Medium	High	Significant

	High emissions			Low emissions		
Opportunities	**2025**	**2030**	**2050**	**2025**	**2030**	**2050**
New products/services arising from transition or physical risk impacts on customers	M	M	H	M	M	M
Enhancing ESG governance and disclosures	L	L	L	M	H	S
Strategic position of collection and operational centres	L	M	H	L	M	L
Low-energy and resilient assets	M	M	M	M	M	M
Partnerships with shareholders and the community	M	L	L	M	H	H
Reduction in scope 2 emissions	L	L	L	M	H	H
Adoption of circular economy principles	I	I	I	L	M	H

- Residual risk takes into account Sonic's current risk control measures
- High-emissions scenario based on IPCC SSP 5-8.5 and IEA Stated Policies Scenario (STEPS)
- Low-emissions scenario based on IPCC SSP 1-1.9 and IEA Net Zero Emissions 2050 (NZE)

GRI general disclosures

GRI 2: GENERAL DISCLOSURES 2021		
GRI disclosure	**Description**	**Reference**
2-1	Legal name of organisation, ownership, headquarters and countries of operation	**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 New South Wales, 2000, Australia www.sonichealthcare.com ■ Sonic has operations in seven countries – Australia, New Zealand, USA, Germany, UK, Switzerland and Belgium ■ Annual Report 2024 (p. 11)
2-2	Entities included in sustainability reporting	■ Entities are the same as those listed in the Annual Report 2024 (pp. 120–123)
2-3	Reporting period, frequency of sustainability reporting and contact	■ Sustainability Reports are issued annually and cover the same period as Sonic Healthcare's financial reports, 1 July to 30 June. This report covers the period 1 July 2023 to 30 June 2024. ■ Contact sustainability@sonichealthcare.com
2-4	Restatements, reasons and effects	■ Sonic Healthcare's scope 1, 2 and 3 emissions data FY2021 and FY2023 has been restated to reflect: 1) Material acquisitions and divestments 2) Correction of errors in calculation in previous years 3) Inclusion of additional sites and data 4) Application of more accurate emissions factors and 5) Uplift of spend data in some jurisdictions to include GST/VAT.
2-5	External assurance	■ About this report (p. 2)
2-6	Sectors in which SHL is active	■ About Sonic Healthcare (p. 7)
	Activities, products, services, markets	■ Our services (pp. 10–13) ■ Our value chain (p. 16) ■ Sustainable procurement (p. 41)
2-7	Employees by gender and region	■ Our workforce (p. 44) ■ Sustainability metrics (p. 87)
2-8	Workers who are not employees	■ Our workforce (p. 45) ■ Sustainability metrics (p. 88)

GRI 2: GENERAL DISCLOSURES 2021		
GRI disclosure	**Description**	**Reference**
2-9	Governance structure, responsibility for overseeing impacts on economy, environment and people	▪ Annual Report 2024 (pp. 24–27 & 54–65) ▪ Board Charter (pp. 4–5) ▪ Sustainability governance (pp. 19–20)
2-10	Nomination and selection process for the highest governance body	▪ Annual Report 2024 (p. 56)
2-11	Report if the chair of the highest governance body is also a senior executive	▪ The SHL Chairman is a non-executive independent Director
2-12	Role of the highest governance body and senior executives in setting sustainability purpose, value, mission, policies and goals	▪ Annual Report 2024 (pp. 54, 59) ▪ Board Charter (pp. 4–5) ▪ Sustainability governance (pp. 19–20)
2-13	Delegation of responsibility for managing ESG impacts	▪ Sustainability governance (pp. 19–20)
2-14	Responsibility for approving reported ESG information, including material topics	▪ Sonic Healthcare's material sustainability topics and sustainability governance (pp. 17–18)
2-15	Conflicts of interest	▪ Board Charter (p. 6) ▪ Annual Report 2024 (p. 57)
2-16	Reporting of critical concerns to the highest governance body	▪ Global Whistleblower Policy ▪ No critical concerns were reported during the reporting period
2-17	Sustainability knowledge, skills and experience of the highest governance body	▪ During the reporting period, the Risk Management Committee and other members of the Board participated in two update sessions on ESG risks, Board responsibilities and emerging mandatory disclosure and assurance requirements in Sonic's operating jurisdictions. Sustainability governance (pp. 19–20) ▪ Composition of Board listing expertise Annual Report 2024 (p. 55)
2-18	Evaluating the performance of the highest governance body in overseeing impacts on economy, environment and people	▪ Board Charter (p. 6) ▪ Annual Report 2024 (pp. 64–65)
2-19	Remuneration policies for members of the highest governance body and senior executives	▪ Annual Report 2024 (pp. 31–50; p. 34 refers to ESG-related remuneration) ▪ Sustainability governance structure (p. 19)
2-20	The process to determine remuneration	▪ Annual Report 2024 (pp. 31–50) ▪ The remuneration report is subject to vote by shareholders at the AGM. Results of the vote are available on the ASX and Sonic investor websites.

GRI 2: GENERAL DISCLOSURES 2021		
GRI disclosure	**Description**	**Reference**
2-22	Statement from the highest governance body or most senior executive about the relevance of sustainable development to the organisation	▪ Annual Report 2024 Chairman's Letter pp. 2-3) and CEO's Report pp. 4-6) ▪ CEO message (p. 4)
2-23	Policy commitments for responsible business conduct	▪ Code of Conduct ▪ Supplier Policy
	Policy commitments for respect of human rights	▪ Labour Standards and Human Rights Policy ▪ Modern Slavery Statement 2024 ▪ Sonic policy documents are available on the Sonic Healthcare website
	Communication of policies to workers, business partners and others	▪ Referenced in the Sustainability Report ▪ Discussed with employees by managers ▪ The subject of staff training modules ▪ Distributed to suppliers and referenced in contracts
2-24	Embedding policy commitments through activities and business relationships	▪ Supplier Policy ▪ Modern Slavery Statement 2024 (pp.16–17)
2-25	Commitment to provide for, or cooperate in, the remediation of negative impacts	▪ Modern Slavery Statement 2024 (p.15)
	Approach to identify and address grievances	▪ Global Whistleblower Policy ▪ Code of Conduct and Ethics (p. 4)
2-26	Seeking advice and raising concerns about business conduct	▪ Code of Conduct and Ethics (p. 4) ▪ Global Whistleblower Policy
2-27	Significant instances of non-compliance with laws and regulations	▪ One environmental fine was incurred during the reporting period. It concerned the late submission of an energy audit by one of our newly acquired businesses, Diagnosticum in Germany. A fine of $A 39,838 was issued by the Federal Office of Economics and Export Control (BAFA) in April 2024. No other instances were reported for which fines or non-monetary sanctions were incurred in the reporting period.
2-28	Membership of associations	▪ The numerous medical, industry and other association memberships are managed at entity level
2-29	Stakeholder engagement	▪ Stakeholders (pp. 14–15)

GRI 2: GENERAL DISCLOSURES 2021		
GRI disclosure	Description	Reference
2-30	Total employees covered by collective bargaining agreements	■ Working with employee representatives (p. 49) ■ Labour Standards and Human Rights Policy (p. 4)

GRI 3: MATERIAL TOPICS 2021		
GRI disclosure	Description	Reference
3-1	The process to determine material topics	■ Sonic Healthcare's material sustainability topics (p. 17)
3-2	List of material topics	■ Sonic Healthcare's material sustainability topics (p. 17)
3-3	Management of material topics	■ Our approach sections for each material topic, related policies are hyperlinked ■ Stakeholders (pp. 14–15)

GRI topic disclosures

GRI 201 ECONOMIC PERFORMANCE 2016		
GRI disclosure	Description	Reference
201-1	Direct economic value generated	■ Annual Report 2024 (pp. 7 & 67)
201-2	Financial implications, risks and opportunities due to climate change	■ Task Force on Climate-related Financial Disclosures (TCFD) – Qualitative (pp. 98–103). The quantitative assessment of identified climate-related risks and opportunities is currently being conducted
201-3	Defined benefit plan obligations and other retirement plan liabilities	■ Annual Report 2024 (p. 111) ■ Statutory employer contributions vary in each jurisdiction
201-4	The total monetary value of financial assistance received from any government	■ No significant financial assistance was received during the reporting period from any government in any of the jurisdictions in which Sonic Healthcare has operations
	The extent to which any government is present in the shareholding structure	■ No government is a substantial shareholder in Sonic Healthcare. Holdings in Sonic Healthcare are held by several sovereign wealth funds; however, they are not substantial shareholders, with each comprising less than 5% of Sonic's total shares

GRI 203 INDIRECT ECONOMIC IMPACTS 2016		
GRI disclosure	**Description**	**Reference**
203-1	The extent of development of significant infrastructure investments and services supported, impacts on local communities or economies	■ Access and affordability (pp. 60–72)
203-2	Significant indirect economic impacts	■ The Sonic Healthcare Foundation (pp. 63–72)

GRI 205 ANTI-CORRUPTION 2016		
GRI disclosure	**Description**	**Reference**
205-1	Assessment for risks related to corruption	■ Ethics, integrity and compliance (p. 78) ■ Annual Report 2024 (p. 58) ■ No significant risks related to corruption were identified in the reporting period
205-3	Number of confirmed incidents of corruption	■ There were no confirmed incidents of corruption during the reporting period

GRI 205 ANTI-CORRUPTION 2016		
GRI disclosure	**Description**	**Reference**
206-1	Anti-competitive behaviour and violations of anti-trust/monopoly legislation	■ There were no incidents concerning anti-competitive behaviour during the reporting period

GRI 207 TAX 2019		
GRI disclosure	**Description**	**Reference**
207-1	Tax strategy	■ Taxation Governance (pp. 3–5) ■ Annual Report 2024 (pp. 95–97)
207-2	Mechanisms to raise concerns about the organisation's conduct and integrity in relation to tax assurance process for tax disclosures	■ Global Whistleblower Policy ■ Code of Conduct and Ethics (p. 4) ■ Annual Report 2024 (pp. 61–63)
207-3	Stakeholder engagement in relation 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		
GRI disclosure	**Description**	**Reference**
301-2	Recycled input materials used to manufacture primary goods and services	■ Waste reduction initiatives (pp. 37–40)

GRI 302 ENERGY 2016		
GRI disclosure	**Description**	**Reference**
302-1	Total fuel and energy consumption from non-renewable sources in joules	■ Sustainability metrics (pp. 92–94)

GRI 303 WATER AND EFFLUENTS 2018		
GRI disclosure	**Description**	**Reference**
303-1	Description of how the organisation interacts with water	■ Water consumption (p. 41)

GRI 304 BIODIVERSITY 2016		
GRI disclosure	**Description**	**Reference**
304-2	Significant impacts of activities, products and services on biodiversity	■ Circular economy and waste (p. 37)

GRI 305 EMISSIONS 2016		
GRI disclosure	**Description**	**Reference**
305-1	Direct (scope 1) GHG emissions in t-CO_2 equivalents	■ Sustainability metrics (pp.92–98)
305-2	Gross location-based energy indirect (scope 2) GHG emissions in t-CO_2 equivalents	■ Sustainability metrics (pp. 92–98)
305-3	Gross other indirect (scope 3) GHG emissions in t-CO_2 equivalents	■ Sustainability metrics (p. 97)
305-4	GHG emissions intensity ratio for the organisation	■ Scope 1 and 2 greenhouse gas intensity (p. 29)
305-5	GHG emissions reduced as a direct result of reduction initiatives	■ Scope 1 and 2 greenhouse gas emissions (p. 28)

GRI 306 WASTE 2020		
GRI disclosure	**Description**	**Reference**
306-1	Report significant actual/potential waste-related impacts	▪ Circular economy and waste (p. 37)
306-2	Actions, including circularity measures, taken to prevent waste generation	▪ Waste reduction initiatives (pp. 39–40)

GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT 2016		
GRI disclosure	**Description**	**Reference**
308-2	New suppliers screened using environmental criteria	▪ Sustainable procurement (p. 41) ▪ Supplier Policy (p. 5)

GRI 401 EMPLOYMENT 2016		
GRI disclosure	**Description**	**Reference**
401-1	Total number and rate of new employee hires by age, gender and region	▪ Our workforce (p. 45)
401-3	Parental leave by gender	▪ Parental leave (pp. 49 and 90)

GRI 403 OCCUPATIONAL HEALTH AND SAFETY 2018		
GRI disclosure	**Description**	**Reference**
403-1	A statement as to whether an OH&S management system has been implemented and its scope	■ Workforce health, safety and wellbeing (p. 52) ■ SonicSAFE
403-2	Processes to identify work-related hazards and assess risks	■ Workforce health, safety and wellbeing (p. 52) ■ SonicSAFE
403-3	OH&S services	■ Workforce health, safety and wellbeing (p. 52) ■ SonicSAFE
403-4	Worker participation and consultation in the development and implementation of the OH&S management system	■ Workforce health, safety and wellbeing (p. 52) ■ SonicSAFE
403-5	OH&S training provided to workers	■ Staff health, safety and wellbeing (p. 53) ■ SonicSAFE
403-6	Access for workers to non-occupational medical and healthcare services	■ Staff health, safety and wellbeing (p. 53) ■ Sustainability metrics (p. 86)
403-7	Organisation's approach to preventing or mitigating significant negative OH&S impacts	■ Workforce health, safety and wellbeing (p. 52)
403-8	Workers covered by the organisation's OH&S management system	■ Workforce health, safety and wellbeing (p. 52)
403-9	Work-related injuries	■ Staff health, safety and wellbeing (p. 53) ■ Sustainability metrics (pp. 86–87) ■ SonicSAFE

GRI 404 TRAINING AND EDUCATION 2016		
GRI disclosure	**Description**	**Reference**
404-1	Average hours of training per year per employee	■ Our People (p. 43) ■ Sustainability metrics (p. 86)
404-2	Type and scope of programs and assistance provided to upgrade employee skills	■ Employee development (pp. 47–51)

GRI 405 DIVERSITY AND EQUAL OPPORTUNITY 2016		
GRI disclosure	**Description**	**Reference**
405-1	Diversity of governance bodies and employees	■ Annual Report 2024 (p. 60) ■ Employee diversity (pp. 44–46) ■ Sustainability metrics (p. 86)

GRI 407 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016		
GRI disclosure	**Description**	**Reference**
407-1	Operations or suppliers in which workers' right to freedom of association or collective bargaining may be at significant risk and measures taken by the organisation	■ Modern Slavery Statement 2024 (pp. 15–19) ■ Labour Standards and Human Rights Policy (p. 4) ■ Human rights (pp. 76–79)

GRI 408 CHILD LABOUR 2016		
GRI disclosure	**Description**	**Reference**
408-1	Operations or suppliers considered to have significant risk of child labour and measures taken by the organisation	■ Modern Slavery Statement 2024 (pp. 15–19) ■ Human rights (pp. 81–83)

GRI 409 FORCED AND COMPULSORY LABOUR 2016		
GRI disclosure	**Description**	**Reference**
409-1	Operations or suppliers considered to have significant risk of forced or compulsory labour and measures taken by the organisation	■ Modern Slavery Statement 2024 (pp. 15–19) ■ Human rights (pp. 81–83)

GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
GRI disclosure	**Description**	**Reference**
414-1	New suppliers screened using social criteria	■ Human rights (p. 83) ■ Modern Slavery Statement 2024 (pp. 13–19)
414-2	Suppliers assessed for social impacts	■ Human rights (p. 83) ■ Modern Slavery Statement 2024 (pp. 13–19)

GRI 415: PUBLIC POLICY 2016		
GRI disclosure	**Description**	**Reference**
415-1	Monetary value of financial and in-kind political contributions	▪ No financial or in-kind political donations were made in FY2024

GRI 416: CUSTOMER HEALTH AND SAFETY 2016		
GRI disclosure	**Description**	**Reference**
416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	▪ Service quality and safety (p. 56)
416-2	Incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety of products/services	▪ Service quality and safety (p. 56) ▪ Sustainability metrics (p. 85) ▪ Two minor issues of non-compliance with DIN EN 17025:2028 (General requirements for the competence of testing and calibration laboratories) were detected in a system audit at one of our newly acquired German businesses (MLD) and have been rectified

GRI 418: CUSTOMER PRIVACY 2016		
GRI disclosure	**Description**	**Reference**
418-1	Substantiated customer complaints concerning breaches of customer privacy	▪ Three notifiable breaches concerning patient privacy or loss of customer data were reported by Sonic Healthcare divisions in FY2024

SUSTAINABLE DEVELOPMENT GOALS

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

GOOD HEALTH AND WELL-BEING

Aligned SDG	Key SDG Target	Our Impact: How we are contributing	More information
 *Ensure healthy lives and promote wellbeing for all at all ages*	**Target 3.1** Reduce global maternal mortality ratio to less than 70 per 100,000 live births **Target 3.2** End preventable deaths of newborns and children under 5 years of age	**The Sonic Healthcare Foundation** Direct, ongoing support of maternity hospitals and centres in Tanzania, Democratic Republic of Congo and Ethiopia, together with the building and operation of the Sonic Healthcare Foundation – Kworo Hospital in Uganda with the specific aims of: ▪ reducing maternal, newborn and infant deaths (more than 7,000 newborns delivered at hospitals and clinics with SHF-supported pathology and radiology services, including HEAL Africa Hospital in Goma, Barbara May Memorial Hospital, Mille, Ethiopia, Vision Maternity Hospital Bahir Dar, Ethiopia and Kivulini Maternity Centre, Arusha, Tanzania in FY2024) ▪ treating obstetric fistulas and other birth-induced injuries (728 gynaecological surgeries in FY2024) ▪ treating and addressing the physical, mental and social trauma associated with rape ▪ providing women with training, skills and materials that will allow them to reintegrate into society.	▪ The Sonic Healthcare Foundation (pp. 63–72) ▪ Website: The Sonic Healthcare Foundation
	Target 3.3 End the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases	**Testing and research** ▪ Participation in vaccine and communicable diseases research ▪ Testing for AIDS, tuberculosis, malaria, hepatitis and other tropical and water-borne diseases ▪ Provision of education in tropical and other diseases.	▪ The Sonic Healthcare Foundation (pp. 63–72) ▪ Website: The Sonic Healthcare Foundation
		The Sonic Healthcare Foundation ▪ Approximately 16,000 malaria tests and 5,000 HIV tests performed at our sponsored laboratories in Africa in FY2024 ▪ More than 8,000 X-rays and 7,200 ultrasounds performed during the year at our sponsored radiology department at the HEAL Africa Hospital in Goma.	▪ The Sonic Healthcare Foundation (pp. 63–72) ▪ Website: The Sonic Healthcare Foundation

GOOD HEALTH AND WELL-BEING			
Aligned SDG	**Key SDG Target**	**Our Impact: How we are contributing**	**More information**
	Target 3.4 Reduce premature mortality from non-communicable diseases through prevention and treatment, and promote mental health and wellbeing	**Medical services** ■ 131 million patient consultations (FY2024), comprising hundreds of millions of medical examinations and diagnostic tests globally ■ Testing for, and management of, chronic disease, such as diabetes, chronic kidney disease and heart disease ■ GP provision of mental health plans for patients ■ Provision and encouragement of participation in screening programs for the early identification and treatment of disease, for example, bowel cancer, breast cancer, cervical cancer	■ Our services (pp. 10–13); Providing and enhancing access to our services (p. 61) ■ New disability support coordination services (p. 61)
		Employee assistance programs ■ Confidential external counselling and coaching available to staff to assist with work-related or personal issues that impact their life or mental wellbeing ■ Support of staff wellbeing and mental health	■ Staff health, safety and wellbeing (p. 53)
		The Sonic Healthcare Foundation ■ Ongoing direct support of five maternity hospitals in Tanzania, Democratic Republic of Congo and Ethiopia, with the specific aims of improving the health outcomes and longevity of children, women and men ■ Commitment to fund the building and ongoing operation of the Sonic Healthcare Foundation – Kworo Hospital in Uganda	■ The Sonic Healthcare Foundation (pp. 63–72) ■ Website: The Sonic Healthcare Foundation
		Clontarf Foundation ■ More than 2,700 free medical checks conducted through our involvement with the Clontarf Foundation, which aims to improve the health, education and employment outcomes of young Indigenous Australians	■ The Clontarf Foundation (p. 71) ■ Website: The Clontarf Foundation
	Target 3.C Substantially increase health financing and the recruitment, development, training and retention of health workforce in developing countries	**The Sonic Healthcare Foundation** ■ Foundation established to facilitate ongoing access to fund healthcare training in development work in developing countries ■ Training of local staff in modern medical methods and techniques so they can provide self-sustaining pathology, radiology and other medical services in Africa ■ Funding the building and ongoing operation of the Sonic Healthcare Foundation – Kworo Hospital in Uganda	■ The Sonic Healthcare Foundation (pp. 63–72) ■ Website: The Sonic Healthcare Foundation

QUALITY EDUCATION

Aligned SDG	Key SDG Target	Our Impact: How we are contributing	More information
 *Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all*	**Target 4.1** Ensure all girls and boys complete free, equitable and quality primary and secondary education	**The Sonic Healthcare Foundation** ■ Provision of teacher and student learning materials in Africa ■ Provision of teachers' wage subsidies to assist with the costs of running the HEAL Africa school	■ The Sonic Healthcare Foundation (pp. 63–72) ■ Website: The Sonic Healthcare Foundation
		Clontarf Foundation ■ Involvement with Clontarf to help improve school and work outcomes for Indigenous Australians	■ The Clontarf Foundation (p. 71) ■ Website: The Clontarf Foundation
	Target 4.4 Increase the number of youth and adults who have relevant skills for employment, decent jobs and entrepreneurship	**Training programs** ■ Provision of student and fellowship training for doctors, scientific students and others, including medical registrar, sonographer and phlebotomist training programs ■ Sonic Training Academy degree apprenticeship program in the UK ■ More than 231,601 training courses or modules undertaken by Sonic staff in FY2023 ■ Provision of graduate/postgraduate and vocational training by Sonic Healthcare staff ■ More than 2,800 staff attended emotional intelligence and other courses facilitated by Sonic Connect in FY2024 ■ More than 18,000 external people provided with formal medical training by Sonic	■ Employee training and development (pp. 49–51); Education, research and professional development (pp. 58–59); Beyond Clontarf: Providing opportunities for meaningful employment (p. 72); Sonic Training Academy (p. 50)
		The Sonic Healthcare Foundation ■ Provision of training, conference funding and ongoing support for in-house pathologist and radiologist, as well as several scientists and radiographers, at the HEAL Africa Hospital in Goma ■ Sponsorship of a new training laboratory at the Jaramogi Oginga Odinga University of Science and Technology (JOOUST) in western Kenya to support technical training, reference laboratory and research activities ■ Facilitated HEAL Africa's granting of teaching hospital status by COSECSA (College of Surgeons of East, Central and Southern Africa) through Sonic's establishment of a highly functional laboratory in Goma	■ The Sonic Healthcare Foundation (pp. 63–72); Jaramogi Oginga Odinga University of Science and Technology (JOOUST) (p. 68); Radiology Across Borders (pp. 69–70) ■ Website: The Sonic Healthcare Foundation
		Improving access to training and employment ■ Provision of employment pathways in science to Indigenous students in collaboration with the Clontarf program	■ Beyond Clontarf: Providing opportunities for meaningful employment (p. 72)
		Tertiary education ■ Development and delivery of medical curricula at several universities around the world by Sonic doctors and staff who hold academic teaching positions ■ Ongoing contributions to medical publications, craft groups and professional organisations	■ Education, research and professional development (pp. 58–59) ■ See list of articles and publications (pp. 123–130)

QUALITY EDUCATION

Aligned SDG	Key SDG Target	Our Impact: How we are contributing	More information
	Target 4.5 Ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, Indigenous peoples and children in vulnerable situations	**Community involvement** ■ Provision of employment opportunities for people with disabilities and for young people from marginalised backgrounds through the engagement of The Bridge, a not-for-profit social enterprise, as well as partnerships with other social enterprises ■ Contribution to the creation of a prosperous, vibrant, sustainable Indigenous Australian business sector through membership of Supply Nation and support of Indigenous suppliers where feasible ■ Involvement with Clontarf to help improve the school and work outcomes for Indigenous Australians and provide avenues for training and employment in Sonic businesses	■ Clontarf Foundation (p. 71); Improving participation and employment opportunities for disadvantaged groups (p. 72); Beyond Clontarf: Providing opportunities for meaningful employment (p. 72); Sonic Healthcare Foundation (pp. 63–72) ■ Website: Supply Nation ■ Website: Clontarf Foundation ■ Website: The Sonic Healthcare Foundation

GENDER EQUALITY

Aligned SDG	Key SDG Target	Our Impact: How we are contributing	More information
5 GENDER EQUALITY *Achieve gender equality and empower all women and girls*	**Target 5.1** End all forms of discrimination against all women and girls everywhere	**Corporate governance** ■ Robust governance framework that strives to deliver an environment free from discrimination and harassment	■ Employee diversity (pp. 45–46) ■ Website: Code of Conduct and Ethics ■ Website: Labour Standards and Human Rights Policy ■ Website: Diversity Policy
	Target 5.2 Eliminate all forms of violence against women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	**Corporate governance** ■ Zero tolerance policy to any form of modern slavery, human trafficking or other types of exploitation ■ Public reporting under the Australian and UK Modern Slavery Acts	■ Human rights (pp. 81–83) ■ Website: Labour Standards and Human Rights Policy ■ Website: Supplier Policy ■ Website: Modern Slavery Statement 2024
	Target 5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation	**The Sonic Healthcare Foundation** ■ Support for our partner hospitals in Africa who are providing education and support to women affected by genital mutilation	■ The Sonic Healthcare Foundation (pp. 63–72) ■ Website: The Sonic Healthcare Foundation
	Target 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making	**Corporate governance** ■ Strong representation of women at all levels of leadership within Sonic, including: – 44% of Sonic's Board of Directors – 53% of senior leadership positions – 73% of science-based roles filled by women	■ Employee diversity (pp. 45–46) ■ Annual Report 2024 (p. 60)

DECENT WORK AND ECONOMIC GROWTH

Aligned SDG	Key SDG Target	Our Impact: How we are contributing	More information
 *Promote inclusive and sustainable economic growth, employment and decent work for all*	**Target 8.5** Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	**Workforce diversity** ■ More than 42,000 people employed globally in an inclusive, racially and culturally diverse workforce ■ Provision of employment opportunities for people with disabilities and for young people from marginalised backgrounds through the engagement of The Bridge, a not-for-profit social enterprise, as well as partnerships with other social enterprises, including The Endeavour Foundation and Bright Skies **Clontarf Foundation** ■ Involvement with Clontarf to help improve the school and work outcomes for Indigenous Australians	■ Employee attraction, engagement and development (pp. 44–51); Improving participation and employment opportunities for disadvantaged groups (p. 72); Clontarf Foundation (p. 71); Beyond Clontarf: Providing opportunities for meaningful employment (p. 72) ■ Website: The Clontarf Foundation
	Target 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labour	**Corporate governance** ■ Zero tolerance to any form of modern slavery, human trafficking or other types of exploitation ■ Public reporting under the Australian and UK Modern Slavery Acts	■ Human rights (pp. 81–83) ■ Website: Labour Standards and Human Rights Policy ■ Website: Supplier Policy ■ Website: 2024 Modern Slavery Statement
	Target 8.8 Protect labour rights and promote safe and secure working environments for all workers	**Health and safety** ■ Rigorous OH&S policies and procedures in all workplaces, governed by industry regulations and a cultural commitment to safe working environments ■ Continuous monitoring and reporting of any potential safety issues through the SonicSAFE Improvement Program ■ Lost time through workplace injury represented 0.07% of total hours worked	■ Workforce health, safety and wellbeing (pp. 52–53); Employee retention (pp. 47–51); Working with employee representatives (p. 49) ■ Website: Labour Standards and Human Rights Policy ■ Website: Health, Safety and Wellbeing Policy ■ Website: SonicSAFE

INDUSTRY, INNOVATION AND INFRASTRUCTURE

Aligned SDG	Key SDG Target	Our Impact: How we are contributing	More information
 *Build resilient infrastructure, promote sustainable industrialisation and foster innovation*	**Target 9.1** Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human wellbeing, with a focus on affordable and equitable access for all	**Facilities and infrastructure** ▪ Ongoing investment in high-quality, technically advanced and sustainable laboratories and other infrastructure ▪ Continued investment in regional infrastructure to maintain healthcare services close to local communities	▪ Scope 2 emissions-reduction initiatives (pp. 34–36); Energy efficiency (p. 36); Providing and enhancing access to our services (p. 61)
		The Sonic Healthcare Foundation ▪ Ongoing upgrades to pathology laboratories and radiology infrastructure in Africa, enabling quality medical diagnostic care to be delivered to vulnerable populations ▪ Construction of a new 42-bed maternal health facility, The Sonic Healthcare Foundation – Kworo Hospital in Uganda	▪ The Sonic Healthcare Foundation (pp. 63–72) ▪ Website: The Sonic Healthcare Foundation
	Target 9.4 Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes	**Facilities and infrastructure** ▪ Annual facility upgrade program to retrofit energy-efficient lighting (LED), HVAC and passive energy systems ▪ Procurement of renewable electricity and investment in onsite energy generation, such as the installation of solar panels	▪ Renewable electricity (p. 34); On-site renewable energy generation (p. 35); Solar investments in the US (p. 35)
		The Sonic Healthcare Foundation ▪ Regular upgrading of aging equipment in our sponsored African pathology laboratories and radiology infrastructure, replacing them with more energy-efficient models ▪ Plans approved to install 103kW capacity onsite solar electricity system with battery backup to provide secure power to the Sonic Healthcare Foundation – Kworo Hospital	▪ The Sonic Healthcare Foundation (pp. 63–72) ▪ Website: The Sonic Healthcare Foundation
	Target 9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including encouraging innovation and substantially increasing research and development spending	**Research and development** ▪ Ongoing investment in new technologies, such as AI-assisted diagnostics ▪ Development of in-house technologies ▪ Collaboration with manufacturers to assist with their product development roadmap and the continuous improvement of their existing technologies, for example, the joint venture with Harrison.ai ▪ Regular involvement by Sonic's doctors and scientific staff in thousands of research projects, papers and clinical trials for new drugs, reagents, equipment and medical procedures	▪ Education research and professional development (p. 58); Investing in innovative technology and new tests – Franklin.ai releases first assistive AI product (p. 62); PathologyWatch revolutionises the reporting of skin pathology (p. 62)
		The Sonic Healthcare Foundation ▪ Regular skills transfers with doctors, scientists and radiographers in Africa, to improve their technical skills and capabilities	▪ The Sonic Healthcare Foundation (pp. 63–72), Jaramogi Oginga Odinga University of Science and Technology (JOOUST) (p. 68); Update Radiology Across Borders (pp. 69–70) ▪ Website: The Sonic Healthcare Foundation

REDUCED INEQUALITIES

Aligned SDG	Key SDG Target	Our Impact: How we are contributing	More information
 *Reduce inequality within and among countries*	**Target 10.2** Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	**Corporate governance** ■ Commitment to employee diversity ■ Zero tolerance to all forms of modern slavery ■ Sponsorship of events to create awareness of the importance of community ■ Promoting Indigenous participation in health screening ■ Membership of Supply Nation to support Indigenous suppliers where possible	■ Employee diversity (pp. 45–46); Human rights (pp. 81–83); Stakeholders (pp. 14–15); Improving participation and employment opportunities for disadvantaged groups (p. 72); The Clontarf Foundation (p. 71–72); Providing and enhancing access to our services (p. 61) ■ Website: Diversity Policy ■ Website: 2024 Modern Slavery Statement ■ Website: Supply Nation ■ Website: The Clontarf Foundation
	Target 10.3 Ensure equal opportunity and reduce inequalities, including by eliminating discriminatory laws, policies and practices, and promoting appropriate legislation, policies and action	**Community involvement** ■ Involvement with the Clontarf Foundation to help improve school and work outcomes for Indigenous Australians ■ Provision of employment opportunities for people with disabilities and for young people from marginalised backgrounds through the engagement of The Bridge, a not-for-profit social enterprise, as well as partnerships with other social enterprises	■ Clontarf Foundation (p. 71); Improving participation and employment opportunities for disadvantaged groups (p. 72) ■ Website: The Clontarf Foundation

SUSTAINABLE CITIES AND COMMUNITIES

Aligned SDG	Key SDG Target	Our Impact: How we are contributing	More information
 *Make cities inclusive, safe, resilient and sustainable*	**Target 11.6** Reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and waste management	**Emissions targets** ■ Commitment to reduce scope 1 and 2 emissions by 43% by 2030 ■ Commitment to reduce total emissions (scope 1,2 & 3) to achieve a net zero position by 2050 ■ 80% of electricity to come from renewable sources by 2030 ■ Conversion of global fleet to zero-emissions vehicles by 2040	■ Net zero strategy (p. 26); Fleet transition (pp. 32–33); Renewable electricity (p. 34)
		Energy efficiency ■ Inclusion of environmental efficiency as the cornerstone of design briefs for new buildings and refurbished premises ■ Continued upgrading of energy-efficient building fixtures for lighting (LED) and heating, ventilation and air conditioning (HVAC) facilities in existing premises ■ Continued investment in solar (renewable) energy	■ Energy efficiency (p. 36);New radiology sites (p. 36); New Hamburg laboratory (p. 36); Onsite renewable energy generation (p. 35)
		Waste ■ Scope 3 inventory waste data collection to investigate achievable waste reduction targets and initiatives across our organisation and in collaboration with supply partners	■ Circular economy and waste (pp. 37–40); Scope 3 emissions (p. 31)

RESPONSIBLE CONSUMPTION AND PRODUCTION

Aligned SDG	Key SDG Target	Our Impact: How we are contributing	More information
 *Ensure sustainable consumption and production*	**Target 12.2** Achieve the sustainable management and efficient use of natural resources	**Sustainable procurement practices** ■ Inclusion of water, fuel , energy consumption and 'whole-of-life' credentials in procurement processes and product/service selection ■ Facilities and infrastructure ■ Inclusion of environmental efficiencies in the design briefs for new buildings and refurbishments ■ Continued upgrading of energy-efficient building fixtures for lighting (LED), heating, ventilation and air conditioning (HVAC) across existing premises ■ Utilisation of rainwater harvesting and wastewater filtration systems in selected facilities	■ Water consumption (p. 41), Sustainable procurement (p. 41); Scope 2 emissions-reduction initiatives (pp. 34–36); Energy efficiency (p. 36); New radiology sites (p. 36); New Hamburg laboratory (p. 36) ■ Website: Supplier Policy
	Target 12.4 Achieve the environmentally sound management of chemicals and all wastes, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment	**Medical waste** ■ Minimisation of environmental hazard risks and increased recycling, through staff training and use of licensed companies to provide specialised waste management services ■ Regular external reviews of waste management processes (an accreditation requirement) ■ Compliance with all local waste regulations	■ Circular economy and waste (pp. 37–40) ■ Website: Environmental Policy
	Target 12.5 Reduce waste generation through prevention, reduction, recycling and reuse	**Waste process review** ■ Program to reduce non-medical waste and increase the waste-to-landfill diversion rate (33.3% of non-medical waste is currently recycled) across all Australian facilities ■ Polystyrene packaging compacted onsite at some facilities and sent for recycling; polypropylene consumable tray recycling active at sites in Australia and overseas ■ Engagement with suppliers to reduce packaging ■ Reduction of radiological film and paper through digitisation programs (radiological film sheets reduced by a further 60% during FY2024)	■ Circular economy and waste (pp. 37–40); Waste management (p. 38); Waste reduction initiative (p. 39); Sustainable procurement (p. 41); Reduction in paper and radiological film usage (p. 40) ■ Website: Environmental Policy ■ Website: Supplier Policy

CLIMATE ACTION

Aligned SDG	Key SDG Target	Our Impact: How we are contributing	More information
 *Take urgent action to tackle climate change and its impacts*	**Target 13.1** Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	**Disaster recovery plans to support communities** ■ Ensuring that continuous operations are maintained within Sonic practices during times of natural disasters, for example, bushfires/wildfires, floods, cyclones/tornadoes ■ Deployment of agile procurement operations as part of Sonic's pandemic preparedness plan, to ensure critical community health services can continue to be provided during natural disasters ■ Climate-related risk and opportunity analysis (qualitative) conducted in FY2023. Quantitative analysis of climate-related risks currently being conducted. Results available in FY2025	■ Climate change (p. 25); Sustainability risk management (p. 21); Sustainable procurement (p. 41); Task Force on Climate-related Financial Disclosures (TCFD) – Qualitative (pp. 99–103)
	Target 13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	**Education and policy** ■ Ongoing education and training for staff on environmental practices and policies, including reducing water use, waste and resource consumption ■ Transitioning an increasing proportion of our fleet vehicles to more fuel-efficient electric and hybrid options, reducing CO_2 emissions ■ Continued focus on increasing active and passive energy systems within our facilities to reduce energy, waste and water use ■ Refer our contributions under Targets 9.1, 9.4, 11.6 and 12.5	■ Climate change (p. 25); Sustainability governance (pp. 19–21); Scope 1 emissions-reduction initiatives (pp. 32–34); Energy efficiency (p. 36); Waste reduction initiative (p. 39); Reduction in paper and radiological film usage (p. 40) ■ Website: Environmental Policy

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