

DEVICE TECHNOLOGIES GROUP **SUSTAINABILITY REPORT**

MAY 2026

CONTENTS

MESSAGE FROM OUR CEO	5
INTRODUCTION	6
ESG STRATEGY	12
SOCIAL IMPACT AND OUTCOMES	16
ENVIRONMENTAL SUSTAINABILITY	20
GOVERNANCE	34
CYBER SECURITY	42



MESSAGE FROM OUR CEO

As we step into a new year, I am proud of the progress we've made in advancing our environmental, social, and governance (ESG) initiatives. Our unwavering commitment to sustainability and ethical practices continues to drive meaningful change, reinforcing our dedication to creating a positive impact on the communities in which we live, work, and serve.

For more than 33 years, Device Technologies Group has been dedicated to transforming healthcare by delivering some of the world's most advanced medical technologies and solutions to ultimately improve patient outcomes. This mission remains firmly underpinned by our focus on our ESG principles.

I am pleased to present to our stakeholders the following report on the progress of our ESG activities across FY25.

Environmentally, we have continued to reduce our carbon footprint and improve resource efficiency through innovative projects and partnerships, including officially joining the UN Global Compact. These efforts not only support renewable energy adoption but also strengthen our commitment to positively impact people and our planet.

Socially, we continue to strengthen our commitment to creating meaningful change where it matters most. Guided by the passion and generosity of our people, we focus on initiatives that deliver real benefits to communities in need. Through strategic collaborations and targeted programs, we aim to make a lasting impact, supporting causes that align with our values and address pressing local challenges.

Governance remains the foundation of our operations, guiding us to uphold the highest standards of transparency, accountability, and ethical conduct. Our robust governance framework ensures integrity and responsibility in everything we do, building trust with stakeholders and supporting sustainable growth.

Looking forward to the future, I remain confident that our steadfast commitment to ESG principles will continue to inspire innovation and leadership. Together, we will shape a brighter, more sustainable future for all. Thank you for your ongoing support and dedication to our shared vision.



Heath Priestly
Chief Executive Officer
Device Technologies Group

INTRODUCTION

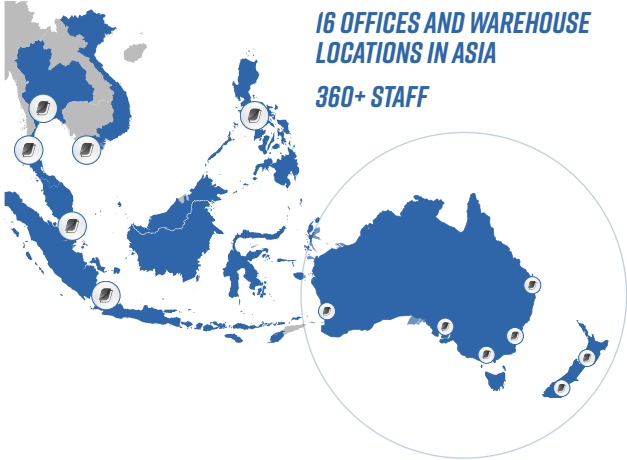
TRUSTED PARTNER OF CHOICE FOR ENTERING AND GROWING IMPACT IN THE ASIA-PACIFIC MEDICAL MARKET

Device Technologies Group is the partner of choice for manufacturers looking to grow in the Asia-Pacific medical device market with superior market access, national scale, entrenched relationships with major hospitals and practitioners, underpinned by technical, regulatory and reimbursement expertise.



NATIONAL PLATFORM TO ACCESS THE ANZ MARKETS AT SCALE

- Offers unique scale and access in ANZ to global original equipment manufacturer (OEM) partners.
- Logical economic choice for OEMs given prohibitive or significant cost and complexity of running sub-scale satellite offices.
- Long-term relationships with key opinion leaders amongst MedTech users.
- Entrenched reputation with major healthcare providers.
- Regular dialogue with government and regulatory bodies across ANZ.



GROWING ASIA FOOTPRINT

- Asia business opened in 2020, now established in six countries.
- Leverages ANZ expertise, reputation, and relationships.



SUSTAINABLE AND SELF-FULFILLING MARKET POSITION

Virtuous cycle sustains:

- Technical and regulatory expertise.
- Service capabilities.
- Trusted with practitioners.
- Reputation amongst practitioners and hospital networks.
- Platform for growing agencies and into other therapeutic areas.

LEADERSHIP ACROSS INDUSTRY

30 medical specialties	1,300+ medical device registrations (ANZ)
19 group companies	1,900+ medical device registrations (Asia)
~200 supplier brands	1,500+ healthcare facilities supplied
~250 long-term supply contracts with OEMs	5,000+ practitioner relationships
1,300+ employees	~80,000 differentiated medical device products

IMPORTER OF INNOVATION



We are a trusted partner for medical practitioners and hospitals to identify, source and provide access to the latest advanced medical technologies from global OEMs.



At the forefront of driving innovation through deep industry knowledge combined with broad relationships with OEMs.



We serve a critical role in the provision of healthcare in ANZ and Asia through the introduction of new surgical techniques.

2010

Total artificial heart implant introduced to Australia

2014

Launch of the da Vinci Xi Surgical System

2023

Introduced the Symani Surgical System, enabling microsurgery and supermicrosurgery

2004

Robotic-assisted surgical system introduced to Australia

2011

First digital theatre installation in Australian hospitals

2017

Intro of carbon fibre/PEEK for enhancing imaging capabilities of spinal fixation

2025

Introduced da Vinci SP Surgical System and ION Robotic Bronchoscopy

BREADTH OF PRODUCTS



Our highly diversified product range provides the ability to offer a broad suite of devices, consumables and equipment to purchasers and healthcare institutions.

- Over 30,000 products across multiple categories, from capital equipment to implantables and consumables.

~ 200
BRANDS

~ 80,000
DIFFERENTIATED MEDICAL
DEVICE PRODUCTS

TECHNICAL AND CLINICAL EXPERTISE



We have one of the largest independent clinical education, training, and technical support and sales teams in the ANZ market with over 1,300 employees.

- Device Technologies is proud to have an experienced team with longstanding tenure with the company. Over 15 percent of the team have 10 years or more with the company, developing technical expertise, significant knowledge of the product portfolio, and relationships with suppliers and customers over time.



Device Technologies is supported by a highly trained team with expert knowledge in local regulations and technologically advanced products in the medical and surgical fields.

- A deep talent pool is a key point of differentiation.
- Talent retention is enhanced by diversity of career paths and a culture of innovation.



We provide a range of education solutions and ongoing support to train medical professionals on cutting-edge techniques.

- Best-in-class facilities to demonstrate the full operating theatre solution to surgeons.
- We train 500+ surgeons annually.



General Managers, Business Managers, and Product Specialists work together to ensure Device Technologies Group's portfolio is aligned with industry best practice and patient outcomes.

OUR YEAR IN REVIEW

FY25 HIGHLIGHTS

In FY25, we continued to embed our practices and processes to assist us in our objective to positively impact people and our planet. Highlights of activity for 2025 include:

- Our flagship National Distribution Centre in Marsden Park, NSW was officially certified as a Five Star Greenstar building.
- Device Technologies Group joined the United Nations (UN) Global Compact, further cementing our commitment towards best practice environmental sustainability.
- Continued our partnership with Greenfleet to purchase carbon offsets to largely offset our scope 1 and scope 2 carbon emissions, whilst providing funds for regenerative reforestation projects in Australia.
- In FY25, Device Technologies Group, through the Charitable Contributions and Corporate Sponsorship Committee (CCCSC) and internal events, supported a wide range of community partners. Our contributions focused on health and wellness, children and education, social welfare, diversity and inclusion, and environmental and global initiatives, demonstrating a holistic approach to community support and making a meaningful difference in many lives.
- Looking forward, we will continue to evolve and expand our goals, driving ongoing reductions in our environmental footprint and grow our contribution to a healthier, happier planet.

ALIGNMENT WITH GLOBAL STANDARDS

This report has been inspired by the Global Reporting Initiative (GRI) Standards, in particular the below GRI Standards:

- GRI 2: General Disclosures 2021
- GRI 3: Material Topics 2021
- GRI 205: Anti-Corruption 2016
- GRI 206: Anti-Competitive Behaviour 2016
- GRI 302: Energy 2016
- GRI 305: Emissions 2016
- GRI 306: Waste 2020
- GRI 308: Supplier Environmental Assessment 2016
- GRI 401: Employment 2016
- GRI 403: Occupational Health & Safety 2018
- GRI 404: Training & Education 2016
- GRI 405: Diversity & Equal Opportunity 2016
- GRI 406: Non-discrimination 2016
- GRI 414: Supplier Social Assessment 2016
- GRI 416: Customer Health and Safety 2016
- GRI 417: Marketing and Labeling 2016
- GRI 418: Customer Privacy 2016

Relevant subject matter experts across the business have been engaged to provide the content for this Sustainability Report. A matrix has been provided in the Content Index for ESG Disclosure which provides visibility of our broad approach to each of these areas.

ESG STRATEGY

At Device Technologies Group, Environmental, Social and Governance (ESG) is at the core of the framework of our operations. We recognise our unique position in the market to both act in and raise the voice of environmental health and health equity across the Asia Pacific region, working toward a healthier and more sustainable future.

Driven by our vision “To transform healthcare by delivering leading-edge technology, services and solutions that improve outcomes and change lives.” We see a bright future in our contribution to a healthier, happier planet.

Our ESG strategy outlines our goals, defines our plan, and creates accountability for our current and future aspirations. Our Board of Directors oversees the management of our ESG strategy sponsored by our business leadership team to guide our responsible business practices.

HOW DO WE OPERATE OUR GOVERNANCE MODEL?

Executive Sponsor

- Accountable for overall progress against deliverables.
- Provides updates to Senior Executives and Ethics & Compliance Committee.
- Helps to remove challenges and ensure consideration and prioritisation of funding.

Chair

- Sets the direction for the overarching Committee e.g Social Responsibility Committee, Environmental Committee, and Risk Steering Committee.
- Provides guidance and support for overall running of sub-committees.
- Accountable for overall progress against deliverables.

Sub-Committee

- Comprised of a group of diverse individuals representing a variety of functions, locations, and experiences.
- Elects a “chair” to lead regular meetings and to ensure progress against actions.
- Responsible for feeding back to overarching Committee Chair and Exec Sponsor monthly.

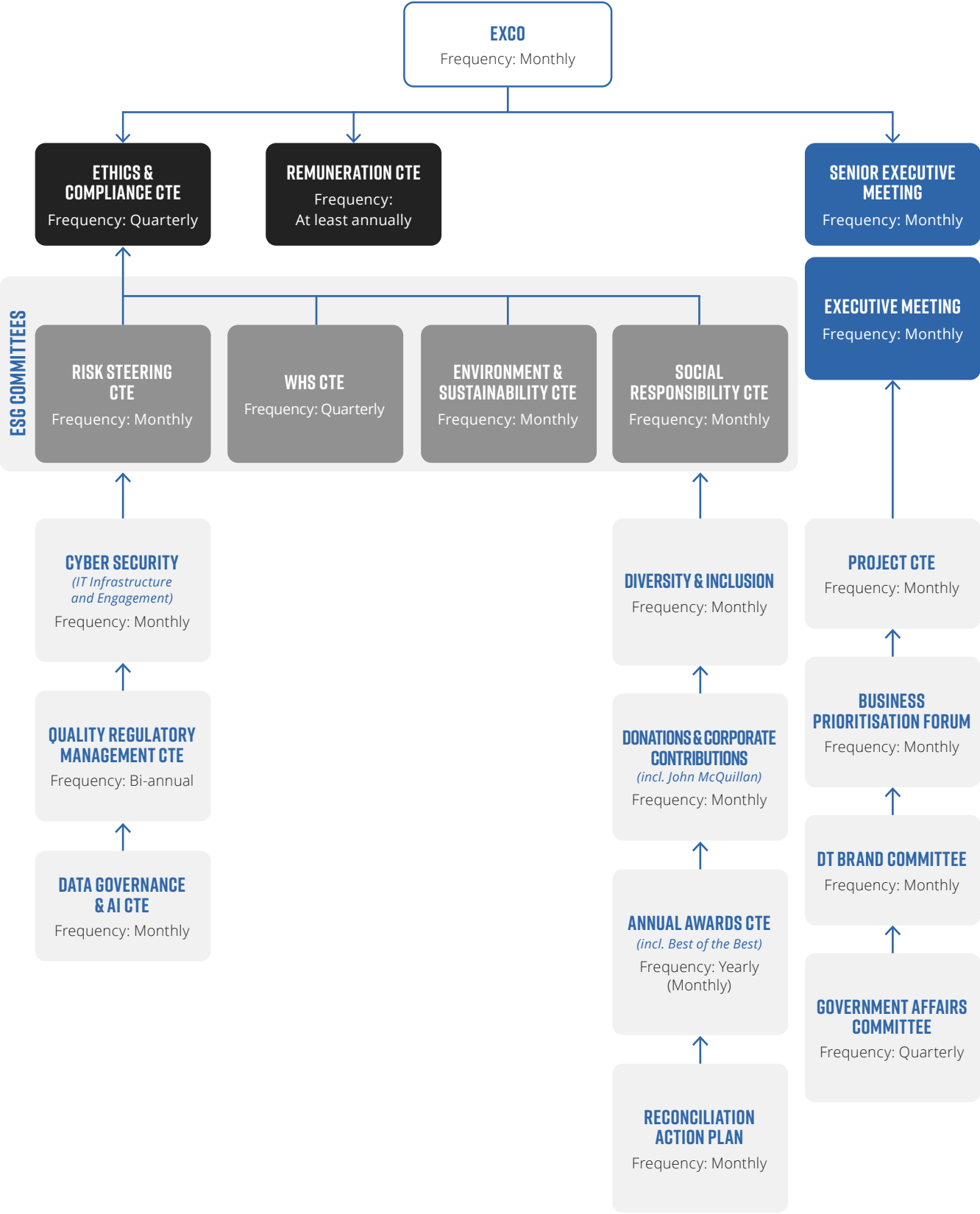
ESG GOVERNANCE STRUCTURE

The chart to the right (page 13) illustrates Device Technologies Group ESG Governance structure. The Ethics and Compliance Committee (ECC) is a sub-committee of the EXCO (which represents the board of directors and senior executive team of Device Technologies Group) and oversees the ESG strategy. The ECC is comprised of both executive directors and members of the Device Technologies Group’s senior executive team.

The committee meets quarterly where it’s provided a strategic update from the Executive Sponsors of the following committees:

- Environment & Sustainability Committee – Executive Sponsors Ben Arthur (Chief Financial Officer) and Heath Priestly (Chief Executive Officer)
- Social Responsibility Committee – Executive Sponsor Michelle Stewart (Director of People, Brand & Innovation)
- Risk Steering Committee/WHS Committee – Executive Sponsors Ben Arthur (Chief Financial Officer) Stewart Nicotra (Compliance and Risk Manager) and Paul Kellick (General Manager of Commercial Operations)

DEVICE TECHNOLOGIES GROUP COMMITTEE STRUCTURE



MATERIALITY ASSESSMENT

The ESG Committees have engaged a number of key stakeholders, including customers, suppliers, employees and shareholders to determine the prioritisation of ESG activities. The key priorities identified include:

- Reduction in carbon footprint, both scope 1 and scope 3 (logistics relating to inventory supply).
- Reduction in packaging waste.
- Diversity and Inclusion.
- Ethical sourcing of products.
- Legal and Regulatory Compliance.

We will continuously monitor and gain input from our key stakeholder groups, as well as benchmark our performance against industry partners and peers, and review trends in international ESG reporting standards.

MEMBERSHIPS AND ASSOCIATIONS

Business and Industry associations can have significant influence on what Device Technologies Group prioritises in ESG. Device Technologies Group works closely with industry partners and peers throughout Australia, New Zealand and Asia as members of the following associations:

Medical Technology Association of Australia

The leading industry body representing medical technology manufacturers, importers and distributors in Australia.

Medical Technology Association of New Zealand

The leading industry body representing medical technology manufacturers, importers and distributors in New Zealand.

The Asia Pacific Medical Technology Association

A trade association representing medical technology manufacturers, importers and distributors in Asia Pacific.



Accord

The Australian industry association representing manufacturers and suppliers of hygiene, personal care and specialty products, their raw material suppliers and service providers.

Copyright Agency

A not-for-profit organisation that provides simple licensing solutions to allow use of copyright-protected words and images.

United Nations Global Compact

The world’s largest corporate sustainability initiative, which measures participants’ progress towards the 10 principles of the UN Global Compact and the Sustainable Development Goals (SDGs) through the annual Communication on Progress (CoP).

EcoVadis

A globally recognised platform that provides sustainability ratings for companies. Focusing on Environmental, Social, and Governance (ESG) performance across the supply chain, it is widely used by organisations to assess their own sustainability practices and those of their suppliers. Device Technologies was last assessed by EcoVadis in 2023 and is currently in the process of re-assessment. Outcomes from the assessment will assist with identifying and prioritising ESG actions over the next year.



SOCIAL IMPACT AND OUTCOMES

The Social Responsibility Committee is a collective group of four leaders each chairing a sub-committee of the group. Our approach is to meet monthly to align on activities and actions and to ensure that our collective opportunities are having an impact. The sub-committees within the group are:

- Diversity & Inclusion – Chaired by Michelle Stewart, Led by Gail Cowling & Alex Rajah.
- Best of the Best – Led by Alex Rajah.
- Charitable Contributions & Corporate Sponsorship Committee - Led by Alex Rajah
- Reconciliation Action Plan – Led by Betsy Shephard-Reed.
- Annual Awards Committee – Chaired by Michelle Stewart and led by General Management Group.

The group reports quarterly to the ECC Committee to provide visibility of progress and future plans to ensure alignment with overall ESG commitments.

The overarching purpose of the Social Responsibility Committee is to embrace the responsibility that we have as a large employer to promote inclusive employment opportunities and to give back to the communities in which we operate. Our primary locations are based within Australia, however, in recent years, we have ensured that our efforts in New Zealand and across Asia are also incorporated.

WHY DO WE HAVE THIS COMMITTEE?

- It aligns with our values.
- As a large employer, it is both ethical and moral to give back.
- It is expected of us by customers and employees.
- It is a requirement under the MTAA and MTANZ.

Aside from the compelling reasons that we should be doing this, we want to do it and do it well.

WHAT ARE THE OBJECTIVES?

When we work at it, we get better and stronger.

- We have an opportunity to really make a difference in our communities and ensure we are giving back.
- We will start small and as we get better and stronger; we can do more.
- Our KPIs will keep us on track.
- Our people will feel proud to be part of our journey.

INCLUSIVE EMPLOYMENT OPPORTUNITIES AND TO GIVE BACK TO THE COMMUNITIES IN WHICH WE OPERATE

STRATEGIC PILLARS

INDIGENOUS EDUCATION & COMMUNITY ENGAGEMENT

Empower communities through culturally responsive education and meaningful engagement.

WOMEN'S SUPPORT INITIATIVES

Actively supporting women in areas of disadvantage, anti-violence and health independence.

YOUTH SUPPORT & EXCELLENCE

Connection to our youth and future, through supporting areas of need in health, education, welfare and sport.

JOHN MCQUILLAN SCHOLARSHIPS & BURSARIES

Supporting our employees and their dependents in areas of education, sport, arts and health.

CORPORATE DONATIONS

The Device Technologies Group Charitable Contributions and Corporate Sponsorships Committee (CCCSC) has been established as a forum to evaluate and oversee management of Device Technologies Group philanthropic efforts, ensuring that contributions are purposeful, well-managed, and align with our values and mission.

In summary, the CCCSC is responsible for:

Execution of FY Charitable Contributions Strategy and Employee Engagement:

This encompasses the implementation and rollout of the strategic plan for the fiscal years 2025 to 2026. It involves aligning the organisation's actions with the strategic objectives and ensuring that employees are actively engaged and on board with the strategy. This engagement is critical for successful execution.

Assessing Employee Engagement:

Assessing employee engagement with CCCSC activations, internal communications, and employee experiences.

We review survey response data, internal communication performance, one-on-one discussions, and other feedback mechanisms to gauge and enhance employee satisfaction and engagement.

Analysing Company-wide Adoption:

Reviewing the extent to which the strategic initiatives and changes outlined in the FY25-FY26 plan have been adopted throughout the entire organisation. Evaluating how well employees are using CCCSC strategy to guide requests and submissions whilst overlaying engagement statistics to assess adoption and continuously improve processes.

Evaluating Community Impact:
Beyond internal considerations, assessing the impact on the community is vital. This evaluation examines how Device Technologies Group's actions and strategies affect the broader community. Analysing implemented social responsibility initiatives, charitable contributions, and community engagement activities.

ACTIVELY SEEKS INPUT FROM VARIOUS GEOGRAPHIC REGIONS AND EMPLOYEE GROUPS WITHIN THE ORGANISATION, ENSURING A GEOGRAPHICALLY DIVERSE PERSPECTIVE

Feedback and Optimisation Requests:
Implement a structured feedback collection process that actively seeks input from various geographic regions and employee groups within the organisation, ensuring a geographically diverse perspective.

The process leverages the diverse backgrounds and experiences of the Charitable Contributions and Corporate Sponsorship Committee to refine and optimise our charitable contributions efforts.

Product Donations:
Establish and implement a consistent approach across Device Technologies Group (including Asia), for the submission, assessment and approval of product donations to third parties.

Development and maintenance of a centralised record of product donations capturing:

- The requestor/recipient.
- Date and value of the request.
- Details of the donation.
- Rationale for approval/rejection (including results of due diligence, conflicts of interest assessment, and ethical considerations (e.g. product expiry).
- Final signed contract.
- Confirmation of delivery.

Community Partners:
In FY25, Device Technologies Group, through the activities of the Charitable Contributions and Corporate Sponsorship Committee (CCCSC) and internal events and communications, proudly supported a diverse array of community partners, reflecting our commitment to making a positive impact across various sectors. Our contributions spanned initiatives focused on health and wellness, such as Share the Dignity, World’s Greatest Shave and Mental Health Month, which aim to raise awareness and support for critical health issues.

We also extended our support to children and education, partnering with organisations like Save the Children, The Smith Family, and Teach for the Philippines, ensuring that young minds have the resources and opportunities they need to thrive.

Our dedication to social welfare was evident through our activities to support with Taldumande, Caring Families Aotearoa NZ, and Women’s Resilience Centre, as well as White Ribbon Day, which provide essential services and support to those in need. Additionally, we championed diversity and inclusion by supporting the Pride Foundation Australia and Women’s Aid Organisation, promoting equality and support for marginalised communities.

Environmental and global initiatives were also a key focus, with contributions to Shoes for Planet Earth and World Youth International, highlighting our commitment to sustainability and global outreach.

Through these varied collaborations, Device Technologies Group demonstrated a holistic approach to community support, addressing a wide range of needs and making a meaningful difference in the lives of many.

PROUDLY SUPPORTED A DIVERSE ARRAY OF COMMUNITY ORGANISATIONS, REFLECTING OUR COMMITMENT TO MAKING A POSITIVE IMPACT ACROSS VARIOUS SECTORS.

ACTION TOWARDS GENDER PAY EQUALITY

Conducting Remuneration Analysis:
We will continue to conduct analysis of our pay practices to identify and address any disparities in compensation, ensuring that all employees are paid fairly for their roles and contributions.

Continue Equitable Hiring and Promotion Practices:
We continue to review our hiring and promotion processes to ensure that they are free from bias and discrimination, and that opportunities for advancement are equally accessible to all employees.

Investing in Diversity and Inclusion:
We are investing in DEIB including our Diversity & Inclusion Committee, to raise awareness of unconscious bias and promote diversity and inclusion throughout our organisation, fostering a culture of respect and equality.

Encouraging Open Dialogue:
We are committed to fostering open and transparent communication with our employees regarding pay practices and wage equity, and we encourage employees to voice any concerns or suggestions they may have.

	Device Technologies Group		Comparison Group	
	Women	Male	Women	Male
Primary Carer's Leave	77%	23%	100%	0%

	Female		Male	
	Number	Percent	Number	Percent
Appointments to manager roles (incl promotions)	30	62.5%	18	37.5%
Appointments to non-manager roles (incl promotions)	104	51.5%	98	48.5%

Total Workforce	46% WOMEN	54% MEN
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Our Senior Executive Team



ENVIRONMENTAL SUSTAINABILITY

COMMITMENT TO SUSTAINABILITY

Device Technologies Group understands the importance of Environmental Sustainability and advocates for the role that the business must play in reducing its environmental impact. The company is committed to protecting the environment, promoting stewardship within our company and our industry, and enacting environmentally conscious strategies that promote sustainable business operations.

To build a resilient environment for our people, our customers and patients, we are committed to reducing our environmental footprint, to exercising better consumption and production, and to sustainably managing natural resources.

ENVIRONMENT AND SUSTAINABILITY GOVERNANCE

Device Technologies Group created an **Environment and Sustainability Committee** in 2022.

The Environment and Sustainability Committee is responsible for:

- Providing a structured advisory forum to deal with the issues and opportunities relating to the environment and sustainability.
- Looking at how sustainability is relevant to Device Technologies Group and what its potential impacts may be—knowledge that will enable us to work out what types of strategies and initiatives we will need to implement in order to remain competitive.

- Evaluating, developing, implementing, promoting and ongoing monitoring of sustainability principles and practices throughout the organisation which will deliver value to our investors, suppliers, customers, and employees.
- Setting environmental and sustainability targets in accordance with industry, country, and global trends and implementing actions to help achieve as well as monitoring performance against those targets.

Membership of the Committee includes Executive Sponsors together with Device Technologies Group employees chosen by the Executive Sponsors based on the strength of their self-nomination, including relevant experience, key competencies, and passion for the environment. The Environment and Sustainability Committee meets monthly.

On a quarterly basis, the Environment and Sustainability Committee reports its progress to the ECC Committee. The whole of the business is also kept updated through the quarterly “virtual business updates” and targeted internal communications.

LEADERSHIP AND ACCOUNTABILITY

Our Executive Leadership Team is responsible for driving sustainability initiatives throughout the organisation. Alongside the Environment and Sustainability Committee, they oversee the development and execution of our sustainability strategy.

ENVIRONMENTAL POLICY AND DOCUMENTATION

To assist Device Technologies Group with its commitment to protecting the natural environment, the company is incorporating a range of documents into our ISO 9001 accredited quality system, to ensure environmentally sustainable management within our organisation and promote sustainable business practices across the sector.

We have established an **Environmental Policy** that outlines our commitment to reducing our environmental footprint. This policy is communicated to all employees, suppliers, and stakeholders, emphasising their role in achieving our sustainability objectives.

We have developed a comprehensive **Environmental Sustainability Framework** that integrates commitments and operational objectives on the main environmental risks the company faces, with considerations to standards and current legislation.

The purpose of this dedicated document framework is to provide a structured approach to building environmentally sustainable principles into the documents within our quality system, enabling business leaders to make informed decisions. It also allocates responsibilities, sets qualitative and quantitative objectives and action plans, facilitates the communication to internal and external stakeholders both of environmental sustainability requirements, and reports the progress against agreed upon objectives.

From this framework, the **Sustainability Procurement Policy**, **Waste Management Policy** and **Device Technologies Climate Policy** have been established and integrated into our Quality Management System.

STAKEHOLDER ENGAGEMENT

Device Technologies Group has been continuously increasing its engagement with various stakeholders, including employees, customers, investors, and regulatory bodies, to ensure transparency and accountability in our sustainability efforts. We actively seek feedback and input from these groups to enhance our sustainability programs.

We have also been collaborating with our suppliers to promote sustainable practices throughout the supply chain. We encourage our suppliers to align with our environmental standards and consider sustainability criteria when selecting new partners.

COMPLIANCE AND REPORTING

Device Technologies Group adheres to all applicable environmental laws and regulations. We regularly monitor compliance and report on our environmental performance where applicable. In addition, we'll voluntarily participate in industry-specific sustainability reporting frameworks to maintain transparency. For the financial year ending 30 June 2026, Device Technologies Group will be subject to mandatory climate reporting in its annual financial statements.



CONTINUOUS IMPROVEMENT

Our commitment to sustainability is an ongoing journey. We are committed to continually improving our performance, and proactively promoting environmentally sustainable practices across all our operations. We continuously assess and improve our environmental performance through regular audits, benchmarking, and the incorporation of best practices and emerging technologies.

By integrating sustainability into our governance structure, Device Technologies Group aims to not only reduce our environmental impact but also contribute to a healthier and more sustainable future for our patients, communities, and the planet.

ROADMAP

Our roadmap shows the Device Technologies Group's progress to date on the key projects that were delivered in FY25, along with the priority areas that will be a focus for FY26 and beyond.

Some highlights of Device Technologies Group's progress in FY25 include:

- Our newly appointed Environmental & Sustainability Representative volunteers help lead E&S Committee green initiatives, including encouraging participation in World Environmental Days, sharing E&S best practices and more across each DT Group Office location across Australia, New Zealand and Asia.
- Continued partnership with Greenfleet to purchase carbon offsets to largely offset our scope 1 and scope 2 carbon emissions, whilst providing funds for regenerative reforestation projects in Australia.
- With our Sustainable Procurement and Conflict Minerals policies now established, we have shifted focus to ongoing implementation and enforcement through our Sustainability Framework. We continue to strengthen supplier screening, traceability expectations, and staff awareness to ensure our supply chain consistently reflects our commitment to responsible sourcing and the avoidance of conflict-linked materials.
- Progressed our efforts to increase the availability and uptake of Sustainable Packaging within our supply chain.
- Continued progress on building out and strengthening our Environmental Sustainability framework within our Quality Management System (QMS).

- Continued to engage with our people and our stakeholders regarding our environmental sustainability goals, and how they can take action in their roles and in their lives to have positive impacts on the environment.
- Achieved Five Star Green Star rating at our National Distribution Centre in Marsden Park, NSW.

Looking forward into FY26 and beyond, the Environmental Sustainability Committee will be focusing on several key areas, with the aim to further embed environmentally sustainable concepts within the day-to-day operations of our business.

Priority areas for FY26 include:

- Increase involvement in various national and local E&S volunteer opportunities throughout FY26 and beyond, partnering with organisations including WWF Australia, Sea Shepherd Australia, Landcare Australia, Planet Ark, CVA, Greening Australia, and more.
- Conduct training programs for buyers on social and environmental issues.
- Continue to assess and identify product packaging improvement opportunities for OEM compliance with sustainability.
- Undertake supplier audits to ensure compliance with sustainability goals.
- Grow our capacity to refurbish and service retired medical equipment, extending its lifespan and providing affordable healthcare solutions to international regions in need.
- Undertake a review of environmental impact at our manufacturing sites.
- Establish suitable environmental targets for the DT Group.
- Assess opportunities for emissions reduction associated with inbound and outbound freight.

CLIMATE RISKS AND OPPORTUNITIES

Scope 1 emissions are generated by machinery or equipment owned/controlled by Device Technologies Group. This is mainly related to company owned vehicles and manufacturing equipment operated by our subsidiaries.

Scope 2 emissions are linked to the consumption of electricity controlled by Device Technologies Group (Device Technologies does not own any properties).

Refer section below on strategies to reduce electricity consumption across our property footprint.

Scope 3 emissions are linked to the distribution of our products (inbound from suppliers and outbound to customers), employee business travel in employee-owned cars, and waste disposal from third party providers. We do not currently measure scope 3 emissions.

Device Technologies Group has established metrics and targets to steer progress in limiting global warming, guided by the Climate Active Standard.

We are currently focussed on ensuring we can fully offset our scope 1 and scope 2 emissions through improvements in energy efficiency and the use of carbon offsets.

We are also assessing our Scope 3 GHG emission boundaries more comprehensively to refocus our targets on where we can make the most impact.

Risks

Some of the key climate risk areas that could potentially impact Device Technologies Group include:

- **Business disruption:** Due to extreme weather (e.g. heat waves, catastrophic storms and flooding) being seen more regularly. More frequent extreme weather events will require property impact assessments and potential building upgrades.
- **Supply chain disruption and cost implications:** Disruption to supply chain due to climate impacts is emerging and expected to worsen under global warming scenarios. This will require voluntary disclosure of climate risk and emissions across the supply chain.
- **Energy disruption and cost increases:** Volatility of energy pricing and availability of renewable options.
- **Regulatory disclosure and compliance:** Imposition of regulatory requirements in relation to the management of climate change (e.g. mandatory disclosures to be required in future financial reports).

Opportunities

Responding to climate change and transitioning to a more energy efficient state also provides opportunities for Device Technologies Group which include:

1. Collaborating with healthcare professionals across the sector on developing more environmentally friendly medical devices.
2. Working with healthcare facilities to more efficiently

reduce, re-use and recycle medical waste.

- 3. Partnering with suppliers and manufacturers on developing more sustainable products (without compromising on patient care) and ensuring they can be delivered to customers in an environmentally conscious manner.
- 4. Transitioning to renewable or zero carbon energy sources where appropriate.

GREENFLEET AND CARBON OFFSETS

In June 2024, Device Technologies Group partnered with Greenfleet Australia to take practical climate action.

Greenfleet were able to provide us with the best options to ensure we were able to address ways of offsetting our scope 1 and 2 carbon emissions. These equate to approximately 1,463 tonnes of CO2-e.

In June 2025, we were able to offset 1,557 tonnes of carbon through native reforestation.

GREENFLEET FORESTS ARE
LEGALLY PROTECTED ON-TITLE
FOR UP TO 100 YEARS FROM
LAND CLEARING

Greenfleet is a leading not-for-profit environmental organisation that has delivered climate action for over 25 years. They are focused on protecting our climate by restoring native forests that remove carbon, conserve biodiversity and build critical habitat for native wildlife. Since 1997, Greenfleet has planted over 11.2 million native trees to create more than 550 legally protected forests. Thanks to our contribution, Greenfleet will continue protecting our climate, addressing critical deforestation and growing native forests that are legally protected for up to 100 years.

Greenfleet forests address critical deforestation, remove carbon emissions to protect our climate, reduce soil erosion, improve water quality and restore habitat for wildlife, including many endangered species.

Greenfleet forests are legally protected on-title for up



to 100 years from land clearing, harvesting and house construction, even if the land is sold.

They use multi-phase verification processes for their offsets. These include CSIRO, EY, Pitcher Partners and the Aboriginal Carbon Foundation.

TREE PLANTING AND NEIGHBOURHOOD
CLEAN UPS

Since partnering with Greenfleet, we have been able to participate in Tree Planting events in QLD, NSW, VIC and SA.

In April 2025 QLD members from DTA joined Greenfleet to plant trees at Hiddenvale on Yuggera Country.

As well as participating with tree planting events, local offices have been helping to clean up their local environment. This is an ongoing commitment, and we are exploring other locations such as local beaches and other environments that are impacted by waste and litter.





CASE STUDY – REVERSE LOGISTICS

As part of our Environmental Sustainability focus, the Reverse Logistics team (RVL) implemented two key changes to reduce environmental impact and improve operational efficiency.

Checklist Printing Optimisation

Previously, two copies of a picture checklist were printed per booking (one for the customer, one for DT).

We have optimised the process by reducing the DT copy to a simplified cover page.

This enhancement will:

- Save over 100,000 sheets of paper annually, equivalent to approximately 12 mature trees.
- Reduce ink consumption.
- Reduce printer energy usage.
- Reduce landfill waste.
- Reduce reliance on printer hardware, cutting down on servicing, replacement parts, and associated carbon emissions.

Digital IFU/DFU Access

All ‘Instructions for Use’ and ‘Directions for Use’ documentation have transitioned to a digital format on Device Online.

Customers can now access documents directly via an e-link embedded on the RVL cover page.

This removes the need for printed copies, further reducing material use, while ensuring our customers immediate access to the most current versions.

CASE STUDY – HAINES AND PRODUCTS REPLACING PLASTICS AND PREVENTING LANDFILL

Haines Medical Australia, a Device Technologies Group company, has recently set an ambitious vision: to become the leading supplier of environmentally responsible single-use medical products in the Asia-Pacific region – supporting the wellbeing of patients, caregivers, and the planet.

Since 2019, Haines has collaborated with major healthcare partners to develop more than 15 environmentally preferable alternatives to traditional single-use petrochemical-based products.

In New Zealand, the Haines sustainable product range is represented by Reynard Health Supplies. The recent acquisition of Reynard Australia has further strengthened this commitment, introducing a new portfolio of sustainable solutions in the cleaning and infection control sector. This expansion presents exciting opportunities for continued innovation and growth within Haines’ sustainable product offering.

Plastic-Free Patient Care

According to the Climate and Health Alliance, plastic accounts for approximately one-third of a hospital’s general waste. In response, Haines has expanded its range of plastic-free alternatives for commonly used patient care products – including compostable towels, wipes and aprons – and continues to develop innovative solutions within this category.

By transitioning to these sustainable products, Haines customers have collectively prevented over 350 million single-use plastic items from ending up in landfill or being incinerated as clinical waste. The company is now working toward an ambitious goal of diverting 1 billion plastic items from waste streams by 2027.

Sustainable packaging

Haines is committed to reducing the environmental impact of its operations within the healthcare sector. Recently, the company achieved a significant milestone by reducing plastic packaging in a key product line, resulting in an annual saving of 50 kilograms of plastic. Looking ahead, Haines is actively exploring alternatives to virgin plastic, with a focus on incorporating recycled materials into its packaging solutions.

Compostable End-Of-Life in Landfill

Since the development of the Haines compostable underpad, customers have been interested in knowing the benefits of disposing compostable items in landfill. Haines conducted a landfill study to test the compostability under high-solids anaerobic digestion conditions. The test results demonstrate that Greeny Underpads degrade faster and emit less greenhouse gases, contributing to a reduced carbon footprint compared to Blueys. The lower methane output further enhances the environmental benefits of the Greeny.

Key findings of the Greeny after 450 days include:

- Faster degradation: Greeny achieved 98.73% breakdown, significantly outperforming Blueys at 88.09%, demonstrating its superior landfill degradability.
- Less CO₂ emissions: Greeny emitted 18% less CO₂ per gram degraded than Blueys (488.1 ml/g vs 577.4 ml/g), maintaining a consistently lower carbon footprint.
- Less CH₄ emissions: Greeny produced 16% less CH₄ (473.7 ml/g vs 551.4 ml/g), further confirming it as the more environmentally friendly choice.

Additionally, from a life-cycle assessment perspective, the carbon emissions from the Greeny are more sustainable. The carbon released during composting was initially absorbed from the atmosphere during plant growth, meaning the Greeny is part of a natural, renewable cycle. Unlike the fossil-based materials in Blueys, the Greeny does not introduce new carbon into the atmosphere, further reducing their environmental impact.

PROPERTY

Device Technologies Group has a national footprint with 25 office and warehouse locations across Australia and New Zealand as well as 16 office and warehouse locations in Asia.

In November 2023, we officially opened our new Australian Distribution Centre at Marsden Park, NSW. The facility has been certified as Five Star Green Star by the Green Building Council Australia 2025. This helps;

- Reduce the impact of climate change;
- Enhance health and quality of life;
- Restore and protect our planet's biodiversity and ecosystems; and
- Contribute to market transformation and a sustainable economy.

Device Technologies Group continues to look for ways to reduce the energy consumption from the properties it occupies and one of the best methods to do this is to reduce its overall footprint.

- In March 2026, we will exit our Device Technologies South Australia premises and two HospEquip South Australia premises as we integrate them into one consolidated South Australia office and warehouse.
- In November 2025, we will exit our DLC Vet Hoppers Crossing, VIC premises, integrating into our VIC Distribution Centre in Keilor Park.

In New Zealand, the electricity supplied to our Auckland head office is mainly from renewable sources leading to a low environmental footprint. In Asia, with the exception of Malaysia, the landlord controls the provision of electricity to the rented offices.

SUSTAINABLE PROCUREMENT

Device Technologies Group is committed to embedding sustainable practices throughout its supply chain to ensure ethical, environmentally responsible, and socially conscious procurement. Our approach to sustainable procurement aligns with our broader sustainability goals, and we aim to lead the medical technology industry by integrating environmentally and socially responsible practices at every stage of our supply chain. Key elements of our Sustainable Procurement strategy include:

Supplier Standards and Audits

We hold our suppliers to high sustainability standards, which may include rigorous assessments for environmental stewardship, human rights, and ethical conduct. Our supplier onboarding process includes compliance with international standards such as ISO 20400:2018 for sustainable procurement, ensuring alignment with best practices.

Conflict Minerals and Responsible Sourcing

We are dedicated to avoiding materials linked to conflict or unethical extraction processes. Our conflict minerals policy requires full transparency from suppliers, helping to eliminate high-risk sources and promote ethical sourcing.

Sustainable Packaging and Product Lifecycle

A significant focus is placed on reducing environmental impacts through sustainable packaging initiatives, product life cycle management, and the reduction of single-use plastics. We actively work with our suppliers to innovate and transition to more sustainable packaging solutions.

Supplier Relationships and Performance Monitoring

Strong relationships with key suppliers are central to our strategy, fostering collaboration on sustainability goals. This includes monitoring supplier performance and conducting audits to ensure continuous alignment with our environmental and social objectives.

Training and Capacity Building

We invest in training our team to understand the complexities of sustainability in procurement. This ensures our decisions are informed by the latest trends and best practices in sustainable procurement, creating a positive ripple effect throughout our supply chain.

DISTRIBUTION AND LOGISTICS

Device Technologies Group requires a vast range of Logistic Service Providers (LSP's) given the complexity of our product offering. It is essential to ensure our customers receive their product in time and in good order. We have defined a strategy focused on Strategic Relationship Management (SRM) regarding its LSP's.

This approach enables Device Technologies Group to manifest existing well working relationships with providers that allow us to always remain competitive however also ensuring we partner with providers that put a high emphasis on sustainable movement of goods.

Whether this is international freight or domestic outbound freight to our customers and Device Technologies Group sites. We require airfreight, ocean freight, and rail and road services moving freight of all kinds. It is therefore crucial for our organisation to invest into these relationships to ensure stability and agility in today's global competitive and disruptive supply chain ecosystems.

Device Technologies Group holds strong relationships with ESG focused LSP's and is further establishing exciting new partnerships with LSP's that lead the way in the ESG space. These partnerships lead to being provided insightful data sets on its emission output, as well as enabling opportunities to reduce its carbon emission output.

We will continue to foster these relationships, analyse its entire network, and introduce greener LSP's where suitable. Dashboards on data sets are under development and will enable clear decision making into the future.

Where necessary, Device Technologies Group will adjust its network to ensure that we are focused heavily on sustainably moving goods globally.

LOGISTICS ENVIRONMENTAL APPROACH

Our Goal – to be carbon neutral across the value chain

- Continue exploring shipping mode conversion - air to sea; air to road.
- Reduce number of shipments where possible.
- Explore consolidation opportunities at origin locations.
- Optimised Packaging (reduces carbon emission and cost).
- Existing LSP's offsetting models already in place mean that DTG is already partially carbon neutralising domestic deliveries in Australia. Dashboard development to track future improvements.

Governances

- To include environmental sustainability criteria as part of logistics service providers selection and contracts.
- Jointly developing sustainability roadmaps. To set baselines and targets for logistics service provider.
- To report annually on progress by logistics service providers as needed.



TRAVEL INITIATIVES

Device Technologies Group's car allowance policy provides employees, who are considering an electric vehicle, the opportunity to access one-off grants to assist with their initial infrastructure cost. The EV policy is designed to limit the consumption of crude oil used for production of petroleum products. We are currently reviewing expansion of this policy to include HEV and PHEV.

In FY24, we installed electric vehicle charging stations at our NSW Head Office and Australian Distribution Centre at Marsden Park. Device Technologies Group continues to promote the use of virtual communication with our customers to reduce unnecessary travel.

The Technical Services team has created a new forecasting and technician scheduling tool (within Power BI) to plan and combine preventative and reactive maintenance, in an effort to reduce regional and city travel. Service Managers are to set and build out KPI's with service technicians to incentivise mileage reduction targets.

PRODUCT PACKAGING

Device Technologies Group is committed to advancing sustainable packaging solutions across product ranges, focusing on reducing environmental impact while maintaining the highest standards of product safety and quality. This encompasses all packaging for which we have control, including phasing down single-use plastic wherever practicable throughout our supply chain. This shift involves collaborating closely with our suppliers to innovate and develop packaging that minimises waste, aligns with industry best practices, and meets both regulatory and commercial standards. In addition to using eco-friendly materials, we strive to optimise packaging design to reduce excess material usage, enhancing efficiency in transportation and storage.

In 2024, the packaging of our microfibre cleaning cloths was reviewed and inner packaging of each pack changed from plastic bags to a cardboard dispenser box. This one change has resulted in a saving of over 50kg of plastic from landfill each year.

At Haines, the current focus is a transition from using virgin LDPE plastic bags to a recycled LDPE bag packaging across our all our product range, our first product that this will apply to is our MediCurtains, diverting around 15,711 pieces of virgin plastic bags per year.

PRODUCT LIFE CYCLE MANAGEMENT

Device Technologies Group represents over 200 brands across 30 medical specialties and has access to selling over 30,000 highly differentiated medical products.

The product range is split across:

- Capital equipment.
- Medical implants.
- Medical consumables.

To ensure customers maximise the useful life of the equipment, minimising the environmental impact from disposal and resupply, Device Technologies Group has a large group of technicians who provide equipment maintenance services to our customers, ensuring the equipment is in the best possible condition.

Adopting a holistic approach to Product Life Cycle Management ensures that sustainability is integrated seamlessly throughout each stage of our product's journey.

Our emphasis on durability and reusability drives us to prioritise products designed for longevity, reducing the need for replacements and minimising waste.

To further extend the life of our products, we offer comprehensive maintenance and support services through a team of skilled technicians, enhancing the equipment's performance and reliability over time.

At the end-of-life stage, we are committed to sustainable practices, with a long-term view and where possible to recycling, refurbishing, and repurposing medical devices, which helps reduce waste and provide cost-effective healthcare solutions in underserved regions.

DEVICE TECHNOLOGIES GROUP HAS A LARGE GROUP OF TECHNICIANS WHO PROVIDE EQUIPMENT MAINTENANCE SERVICES TO OUR CUSTOMERS

This strategy is supported by a continuous improvement feedback loop, where data from product usage, maintenance, and disposal is analysed to inform future innovations and address evolving sustainability challenges, all while upholding the highest safety and efficacy standards.

Through this comprehensive approach, we aim to significantly reduce environmental impact, maintain product excellence, and contribute to a more sustainable healthcare ecosystem.



WASTE MANAGEMENT

Device Technologies Group recognise the significance of effective waste management and optimisation. We are committed to minimising waste production and embracing a circular economy approach by implementing the 3Rs: Reduce, Reuse, and Recycle.

By eliminating waste, we also reduce greenhouse gas emissions, prevent environmental pollution, and enhance our health and safety performance. We ensure that all our operations and activities comply fully with current waste management legislation, and we strive for continuous improvement while actively promoting sustainable practices throughout our organisation.

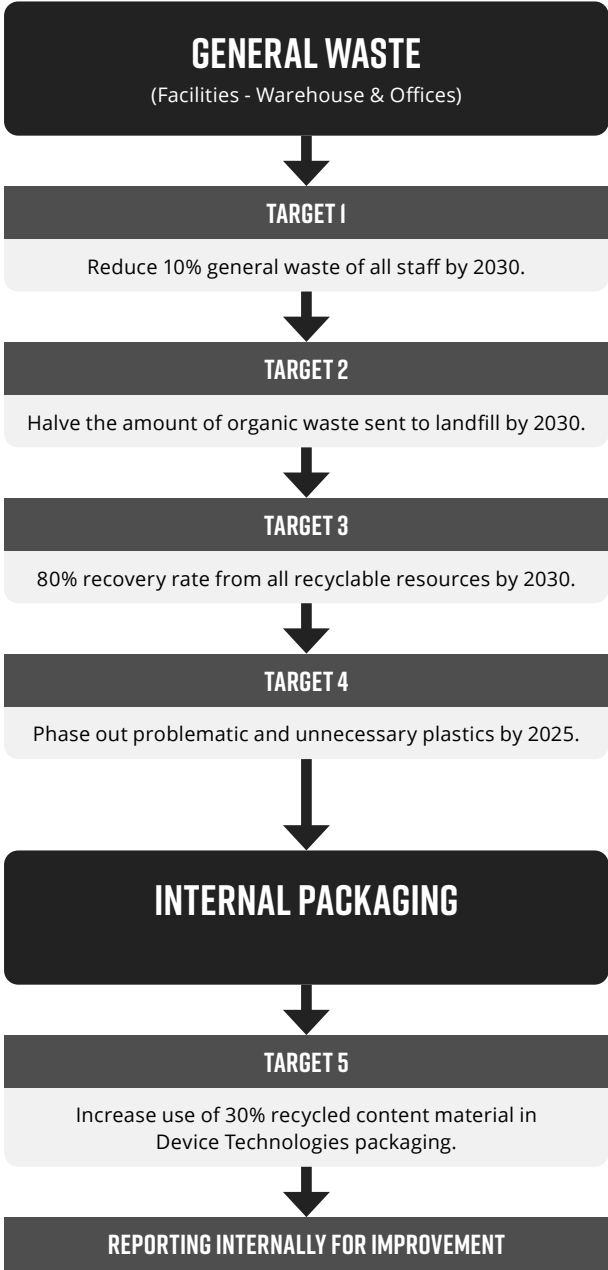
Device Technologies Group carries out ongoing comprehensive analyses to identify key areas of waste generation. This assessment allows us to pinpoint optimisation opportunities for enhancing waste management, resulting in various initiatives aimed at improving our practices.

Examples of waste optimisation includes:

- Centralising waste and recycling bins across Device Technologies Group offices.
- Reducing unnecessary plastic from our OEM products.
- Reusing void packaging.
- Repurposing used cardboard boxes as void packaging after processing through the corrugator.
- Implementing soft plastics recycling collection.
- Promoting mindfulness to reduce single-use plastics during staff events.
- Switching to sustainable alternatives, such as replacing plastic box tape with compostable paper-based tape.
- Whenever possible, we segregate materials on-site before re-use or disposal. Device Technologies Group does not handle contaminated waste and employs effective waste management strategies to identify the most efficient methods for reducing waste generation and maximising the re-use or recycling of materials.

We provide training, support and encouragement to our staff to ensure they understand their responsibilities regarding best practices and relevant legislation.

We have developed a set of waste reduction targets that are aligned with Australian targets as shown in the following chart.





GOVERNANCE

RISK STEERING COMMITTEE

The Device Technologies Group Ethics and Compliance Committee (ECC) has established the Risk Steering Committee (RSC) as a forum to evaluate and oversee risk management, compliance, audit and other governance matters, with the support of management.

The RSC meets monthly and in summary, is responsible for:

- Fostering a risk-aware culture and reporting to the ECC on the effectiveness of the Enterprise Risk Management Framework and of Device Technologies Group's management of its material business risks;
- Establishing and validating with relevant stakeholders the Device Technologies Group's risk appetite and assessing business decisions in accordance with agreed risk appetite statements;
- Maintaining oversight and providing direction on compliance (including applicable laws, regulations and company policies) and issue management, including significant incidents, control weaknesses, and remedial actions;
- Managing the approach to audit/monitoring of significant risks, reviewing the results of any investigation and follow-up, including disciplinary actions for significant identified acts of non-compliance;
- Contributing to the development of, and amending, policies as required; and

- Maintaining oversight from sub-governance committees, being:
 - Data and AI Governance Committee
 - Cyber Security, IT Infrastructure & Engagement
 - Quality Regulatory Management Committee

RISK MANAGEMENT

Device Technologies Group's Enterprise Risk Management Framework (ERM Framework), sets out our approach to risk management and is designed to enable business leaders to make informed decisions, considering risk, and to encourage risk taking within well understood boundaries to drive for sustainable growth and profit.

The framework:

- Defines the essential elements expected of our risk and compliance management program;
- Drives a common language, consistency of approach and reduction in execution failures;
- Is intended to be applied at all levels of the business for:
 - Management of enterprise risks (ERMPs);
 - Developing actions plans within the Risk Register;
 - Communicating risk and compliance concepts through training or other collateral;

- All staff members are required to complete a suite of training material including Employee Code of Conduct and discrete modules on each of the key compliance areas below. This is regularly refreshed and completion is monitored.

- Integrates risk management into the business;
- Establishes clear roles and responsibilities for the management of risk;
- Sets out a consistent approach aligned with recognised standards and industry best practice; and
- Recognises Device Technologies Group's ISO 9001 accreditation and approach to quality management.

Device Technologies Group has identified 15 enterprise level risks and for each, considers the application of the nine elements with the ERM Framework, specifically:

1. Business strategy
2. Business activities
3. How we identify, assess and evaluate risk
4. What we do to manage risk
5. How we educate and communicate
6. How we monitor our success
7. How we improve
8. Values, behaviour and culture
9. Oversight and governance

A risk scorecard featuring the 15 enterprise risks, emerging risk and key issues is developed six monthly and provided to the Ethics and Compliance Committee for oversight.

Device Technologies Group's approach to risk management is applied to key compliance areas. These are described on the following pages:

ANTI BRIBERY AND CORRUPTION

Device Technologies Group recognises that bribery and corruption, is a considerable risk to its operations – largely as reflection of distributing medical device technologies through inherently high-risk markets across Asia. In selected markets, Device Technologies Group utilises the support of sales agents. A dedicated Enterprise Risk Management Plan (ERMP) has been developed which articulates the control framework Device Technologies Group has in place to mitigate these risks.

All Device Technologies Group employees receive training and communication on bribery and corruption risks upon commencement with the organisation, with policy awareness embedded into the Code of Conduct and discrete mandatory training modules. Refresher training is conducted via the Code of Conduct yearly, with focused in-depth training conducted at least every two years. Additional training is conducted for those in high-risk roles. Selected third parties who represent our company in Asia are also expected to complete Anti Bribery and Corruption (ABAC) training.



Conflicts of interest are managed through the Device Technologies Group Code of Conduct, which requires an active declaration of any conflict of interest, which is reviewed independently by the Compliance and Risk and People and Culture functions with appropriate management actions undertaken as necessary.

All charitable donations and sponsorships are managed centrally through the Charitable Contributions & Corporate Sponsorship Committee with adherence to a defined policy position. Oversight is provided by the Social Responsibility Committee and, ultimately the Ethics and Compliance Committee.

All new supply side third parties as well as those subject to contract renewal, including products, services and healthcare professionals, are assessed against our due diligence processes in accordance with our Third-Party Oversight Policy. This includes completing a questionnaire and subsequent screening against a global database to determine any recognised ABAC risks.

Additionally, all product and service suppliers are required to acknowledge and comply with our Supplier Code of Conduct. In accordance with our risk appetite, high risk third parties are subject to enhanced due diligence conducted by an expert third party. These reports encompass an ABAC risk assessment in addition to an ESG deep dive.

A DEDICATED ENTERPRISE RISK MANAGEMENT PLAN (ERMP) HAS BEEN DEVELOPED WHICH ARTICULATES THE CONTROL FRAMEWORK

Core policies are in place to address key areas of risk. These include the ABAC Policy and ABAC Principles at an overarching level and additionally, policies that address key risk areas such as the HCP Engagement Policy, Gifts and Entertainment Policy, Third Party Oversight Policy, Contract Execution Policy and Delegations of Authority Policy. Whilst a number of investigations have been conducted into the conduct of employees and third parties, Device Technologies Group has not confirmed any incidents of bribery or corruption.

ANTI-COMPETITIVE BEHAVIOUR

Device Technologies Group is cognisant of its obligations regarding anti-competitive conduct (anti-trust) as well as consumer law requirements in the jurisdictions in which it operates. In addition to the expectations articulated within the Device Technologies Group Code of Conduct, mandatory awareness training is conducted for all employees at commencement with the company and refreshed at least every two years.

Fair Trading Principles have been developed and are communicated both internally and externally which articulate the organisation's position with managing the risk around anti-competitive conduct.

An Australian Consumer Law Marketing and Promotional Activity & Consumer Returns manual has been developed to provide guidance for employees on areas of consumer law risk.

A competition acquisition checklist is in place to identify any anti-competitive conduct risk through the acquisition process. No legal actions were taken against Device Technologies Group during the period.

OCCUPATIONAL HEALTH AND SAFETY

The Device Technologies Group Work Health and Safety Management system has undergone further development over the past 12 months to ensure comprehensive and effective WHS risk management across the organisation. The scope of the WHS Management System continues to include all staff, sites, Group Companies and activities.

A major development this year was the release of an overriding WHS Management Plan which effectively serves as a WHS manual for all staff. The WHS Management Plan establishes a comprehensive framework for managing health and safety risks across Device Technologies and its Group Companies and brings together all the individual WHS policies and procedures within the WHS management system.

Aligned with ISO 45001, the WHS Management Plan consolidates all protocols for identifying, assessing and controlling workplace hazards, ensuring the safety and wellbeing of employees, contractors, and visitors. It sets clear objectives and measurable targets for continuous improvement, fosters a proactive safety culture, and integrates health and safety management into all business operations. The plan also mandates regular training, consultation, and communication, and requires ongoing monitoring, review, and improvement

of WHS performance. By embedding these principles, the WHS Management Plan supports legal compliance, risk reduction, and sustainable business operations, contributing to the overall resilience and reputation of the organisation.

A large-scale Risk Assessment project has been underway through 2025 covering all parts of the Device Technologies Group. This involved a review of all existing Risk Assessments and ensuring any new Business Units or Group Companies have an up-to-date Risk Assessment embedded. Each of the individual Business Unit and Group Company Risk Assessments have been rolled up into a new Group Level WHS Risk Register for high-level oversight.

Guidance is in place to direct the reporting of WHS incidents and hazards across the Group and detail how a worker can report a WHS incident, near miss, hazard or dangerous incident. These reports are lodged via the Device Technologies Group intranet page (The Hub).

THE WHS MANAGEMENT PLAN SUPPORTS LEGAL COMPLIANCE, RISK REDUCTION, AND SUSTAINABLE BUSINESS OPERATIONS

As Group Companies are progressively integrated into the DT Group via IT integration projects, access to this digital reporting tool continues to expand. Alternative arrangements are in place for those Group Companies yet to be fully integrated to Device Technologies Group's IT environment.

The Work Health and Safety Policy reinforces the need for workers to report all hazards and incidents, and to identify and support measures to eliminate or minimise unsafe conditions. All staff are also able to contact their relevant WHS committee member for support, if needed. Work-related incidents are investigated by the WHS team where contributing factors are assessed, corrective actions are determined, assigned and followed up accordingly.

Consultation with employees includes quarterly meetings of the Device Technologies Group WHS committee, which has representatives from most areas of the business, including Group Companies and direct operations. It is

comprised of employees from all job levels across the business and has a Charter which details the committee's objectives, membership, roles and responsibilities, frequency of meetings and decision-making capabilities.

This Device Technologies Group WHS Committee is underpinned by various other WHS committees, team meetings and toolbox talks held across the wider operations within the Device Technologies Group where safety is discussed.

In addition to the Employee Code of Conduct, WHS training comprises of an online awareness module for new employees including training on duty of care, responsibilities, types of workplace hazards, manual handling, evacuation procedures and injury management. This content is refreshed at least every two years for existing employees.

Employees working in high-risk environments (e.g. Manufacturing) receive additional training regarding the specific hazards in those areas. Toolbox talks are regularly held to reinforce safety requirements.

A full suite of Contractor Management protocols are in place to provide guidance to all Device Technologies Group staff on how to manage third party trade contractors entering our sites. These protocols ensure contractors engaged to perform work on behalf of organisation are pre-qualified prior to commencing work, are suitable to complete the required work and are able to do so in a safe manner.

Device Technologies Group voluntarily provides employees (and their family members), access to an Employee Assistance Program (EAP) provider, which is available 24/7 and at zero cost to them. Additionally, discounted rates are available to Device Technologies Group staff for private health insurance with the business' health insurance partner. Annual influenza vaccinations are also made available to employees free of charge. Workers requiring specific occupational health services following a workplace injury are fully supported by the business to access these services.

As part of Device Technologies Group's efforts to improve management of psychosocial risk across the Group, a 'Right to Disconnect' policy is in place. This policy outlines the rights of employees of the Group in Australia to disconnect from work, in alignment with the Fair Work Legislation Amendment (Closing Loopholes No. 2) Act 2024. This policy aims to promote a healthy work-life balance by establishing clear guidelines for communication outside of standard working hours.

All employees of the Device Technologies Group are protected against reprisals through stated policies including: Employee Code of Conduct, Whistleblower Policy, Bullying Discrimination & Harassment Policy and Privacy Policy.

WHS Injury Statistics

Metric	FY 2025
Recordable Injuries	8
High-consequence Injuries	Nil
Fatalities	Nil
Total Recordable Injury Frequency Rate (TRIFR)	5.47
Lost Time Injury Frequency Rate (LTIFR)	2.73

Please note: the figures included are for the Australian and New Zealand businesses only

SUPPLIER SOCIAL ASSESSMENT

In accordance with Device Technologies Group Third Party Oversight Policy, all new supply side third parties as well as those subject to contract renewal, including products and services, are assessed against our due diligence processes. This includes completing a questionnaire and subsequent screening against a global database to determine any risks.

Additionally, all product and service suppliers are required to acknowledge and comply with our Supplier Code of Conduct.

The questionnaire requires Suppliers to declare pertinent information regarding their business. Areas of focus include:

- Basic information for the entity and key individuals (which allows for screening).
- Ownership.
- Government relationships.
- Stance on facilitation payments.
- Use of intermediaries.
- Investigations and enforcement actions.
- General compliance controls.
- Modern slavery.
- Sanctions.
- Data Protection/Privacy.
- Environment and Sustainability.
- Workplace Health and Safety.

Upon completion of the questionnaire, the entity and key individuals are screened against a globally recognised third party database. This database is rigorously maintained and provides for current and ongoing monitoring of the entity and key individuals. Results are reviewed by the compliance and risk team in conjunction with the relevant business owner prior to agreeing a contract and/or on an as-needs basis should an issue be identified with an existing third party over the duration of the contractual period.

The global database maintained by an expert third party provider, is maintained against the following risk areas:

- Anti-competitive behaviour/anti-trust activities. Bribery and corruption.
- Business continuity.
- Data security breaches.
- Diversity.
- Emissions and waste monitoring.
- Employee rights.
- Environmental stewardship and sustainability.
- Fraud, anti-money laundering and financial irregularities.
- Health and safety.
- Illegal animal testing.
- Intellectual property infringement.

- Irresponsible marketing.
- Materials labelling and handling.
- Modern slavery and human rights.
- Privacy (personal information mishandling).
- Politics.
- Product regulations.
- Sanctions and export control.
- Serious and organised crime.

Through these processes Device Technologies Group has identified a small number of minor red flags which have been addressed with the third party as appropriate. One supplier was terminated during the reporting period as a result of identified conduct via ongoing monitoring activity.

Device Technologies Group has mapped its tier one supply chain against the Global Slavery Index (see below), and Global Peace Index. Approximately 5% of total product supply (measured by purchase order value), comes from high-risk countries as defined by those measures.

Under the Modern Slavery Act (2018), Device Technologies Group is required to produce an annual Modern Slavery Statement. Alongside the Group's core external facing governance policies, the most recent statement can be found on the Device Technologies Group Policy Library.

GLOBAL SLAVERY INDEX - GSI BY COUNTRY





CUSTOMER HEALTH AND SAFETY

As predominantly a distributor, product complaints received by Device Technologies Group are notified to our principal suppliers according to timeframes established within Distribution Agreements and in accordance with regulatory requirements. Adverse events or incidents that may impact customer or user health or safety are notified on the same day to allow both parties to meet their reporting requirements. These timeframes also allow the commencement of prompt and appropriate investigation so that the customer can receive adequate advice or redress.

Post market vigilance for medical devices is active for the lifecycle of the product. Compliance with post market vigilance is a key obligation of the Sponsor or Market Authorised Holder (the company responsible for product supply in a specific country/region) and must be an integral part of its Quality Management System to meet customer expectations, supplier distribution agreements, industry codes of practice and all local regulations and guidance. As an importer and distributor of medical devices, the main areas of compliance for Device Technologies Group include ensuring correct and valid certification, traceability of distribution, storage and transport, marketing and promotion, end of life actions.

All of these aspects contribute to risk reduction for patients and end users of Device Technologies Group products and services.

There have been no instances of non-compliance with regulations concerning the health and safety impacts of product and services resulting in fines or warnings over the period.

LABELLING

The products that Device Technologies Group distributes comply with labelling requirements defined for medical devices under the TGA's 'Essential Principals'. These broadly align with Europe's 'Essential Requirements'.

Our RAQA pre-market team reviews labelling as part of the application process for product registration. Any discrepancies or omissions are reported for correction back to the manufacturer of the medical device.

Labelling issues identified during post-marketing of the products are addressed appropriately. This may include a field correction, recall, withdrawal or other suitable action according to the Territory regulations. Actions are addressed in collaboration with the Manufacturer to ensure legal and regulatory obligations are met.

There have been no instances for non-compliance with regulations concerning product and service information resulting in fines or warnings over the period.

MARKETING

Device Technologies Group aligns its marketing strategies with the company's broader ESG goals, prioritising sustainability, ethics, and transparency. To reduce environmental impact, the marketing team emphasises the use of digital channels over print, adopts sustainable printing methods, and invests in modular, reusable conference and event stands to minimise waste. We constantly seek new sustainable initiatives and processes, reflecting the company's unwavering commitment to advancing sustainable marketing practices.

The organisation is committed to upholding customer privacy and ensuring responsible data usage. In partnership with the Risk & Compliance department and the RAQA team, Marketing ensures compliance with privacy regulations, Code of Practice, local legislation, and industry guidelines for marketing to healthcare professionals and public audiences.

By gathering only essential information for targeted advertising and personalised communications, Marketing minimises the risk of unnecessary data sharing or storage, safeguarding customer data while enhancing the relevance of its communications.

Transparency is a core principle of Device Technologies Group's marketing efforts. All campaigns are reviewed by the Regulatory team to ensure compliance with local regulations and that all claims are supported by robust evidence. Superlative language is avoided unless substantiated, ensuring communications remain truthful and accurate. These practices reflect the company's high ethical standards and reinforces trust with healthcare professionals and the wider community.

CUSTOMER PRIVACY

Device Technologies Group ensures that customer privacy risk is managed by virtue of oversight by the Data and AI Governance Committee.

Amongst broader goals, the Data and AI Governance Committee has responsibility for the identification and strategic management of privacy risks for Device Technologies Group across all jurisdictions, including:

- Fostering a culture at Device Technologies Group which promotes privacy risk-awareness.
- Evaluating Device Technologies Group's exposure to privacy risks (current or emerging).
- Upcoming significant privacy regulatory changes.
- Development and oversight of privacy controls, including training, systems etc.
- Action and mitigation to redress areas of weakness.
- Oversight of internal or external reporting requirements.
- Oversight of significant compliance issues or breaches.

Specific privacy controls in place include:

- In addition to the expectations articulated within the Device Technologies Group Code of Conduct, mandatory awareness training is conducted for all employees at commencement with the company and refreshed at least every two years.
- A Data Privacy and Compliance Guide and DT Privacy Principles have been developed and are both communicated internally to articulate Device Technologies Group's position with managing the risk around personal information.
- A well-developed cyber-security management framework.

No substantiated complaints have been received concerning breaches of customer privacy.

CYBER SECURITY

IT SYSTEMS & INFRASTRUCTURE

Device Technologies Group continues to modernise its application and infrastructure portfolio – as an ongoing strategy – in order to adapt to the evolving digital landscape and remain agile in seizing market opportunities. The modernisation program also ensures our cyber defences continues to strengthen and that our systems are fit for purpose and capable of responding to everchanging threats.

IT Systems Portfolio

As part of our ongoing transformation, we have recently upgraded our version of SAP S4 Hana as our commitment to maintain version currency. Over the coming years, we will continue to optimise functionality within the S4 Hana portfolio to enhance efficiency across our business processes.

Key initiatives include adopting Fiori Apps and automating processes to improve workflows. We are consolidating and maximising the benefits of Salesforce and Microsoft products rather than developing new software, simplifying our architecture and reducing costs. Our systems development doctrine is

Reuse Before You Buy, Before You Build.

Generative AI will be explored through pilot projects to address everyday business challenges, with a Fast Follower adoption approach to minimise risks and costs.

IT Infrastructure Portfolio

Our hybrid cloud strategy determines which applications are best suited for cloud migration while maintaining others in our offsite data centres. Virtualising our data centre infrastructure has helped lower operational costs and transition workloads efficiently.

Rather than a cloud-first model, our cloud-smart strategy ensures cost-effective and agile cloud adoption while managing operational expenses. Reducing reliance on legacy systems remains a priority, replacing outdated infrastructure with modern, secure technologies to minimise vulnerabilities.

We continue to replace old network equipment in branch offices, and where strategically beneficial, we integrate acquired Group Companies into the Device Technologies Group infrastructure, creating a more efficient and secure digital ecosystem.

Operational processes have also been enhanced to maintain a secure and resilient digital platform. These improvements ensure that infrastructure meets current needs while adapting to future requirements, reinforcing the commitment to sustainable IT solutions.



CYBER SECURITY

In line with the modernisation of our application and infrastructure portfolio, considerable focus and resources have been devoted to hardening our cyber security portfolio where we have adopted a defence in depth strategy. With this in mind, over the last couple of years we have implemented:

- End point detection and response capabilities with 24x7 “eyes on glass” through a managed service provider.
- Enhanced data recovery strategies.
- Enhanced email security solutions.
- Improved Mandatory Cyber Security training including regular “White Hat” testing.
- Regular security penetration testing on services.
- Micro segmentation across our IT landscape.
- Hardening of password configuration for all users and enforced Multi-Factor Authentication (MFA) across all users to bolster access security.
- A consolidation and regular review of the Active Directory user base and privilege account access where accounts that do not meet the review guidelines are removed from access.
- A streamlined process to improve the off boarding of staff, improving efficiency and error rates.

- Moving forward, our focus will be adapting these security postures to meet the changing threat landscape and quickly respond to threats as they occur. Additional programs of work will focus on:
 - Hardening data loss prevention and protection outcomes to help further protect customer and company data.
 - Updating our firewall infrastructure across Device Technologies and all Group Companies to meet the evolving challenges of cyber threats.
 - Continuation of our annual Cyber Security Audits in order to understand the impact on our defences, as a result in changes in the threat landscape, and to adapt our strategies and road maps to support the changes required in our defence posture.

Our intention is to continue to develop our cyber security strategies in line with industry standards e.g. ISO 27001, Australian Signals Directorate Essential Eight, GDPR and the Australian and New Zealand Privacy Act, where applicable. Implementation and changes to our Cyber Security posture will be adopted within an agreed acceptable risk profile where we are not unduly affecting day-to-day business operations or customer outcomes.

WHISTLEBLOWER

Device Technologies Group has a Whistleblower Policy in place which is compliant with ANZ legal requirements. The policy outlines the procedure for managing misconduct, or an improper state of affairs or circumstances, relating to Device Technologies Australia Pty Ltd and each of its related entities in ANZ, including:

- Who can make a report.
- What is a Disclosable Matter.
- How to report a Disclosable Matter.
- The investigation process.
- Protections provided to the reporter.
- Ensuring fair treatment of individuals mentioned in a report.

The regulations around whistleblowing for jurisdictions outside of Australia in which Device Technologies Group operates are included within the content of the Policy.

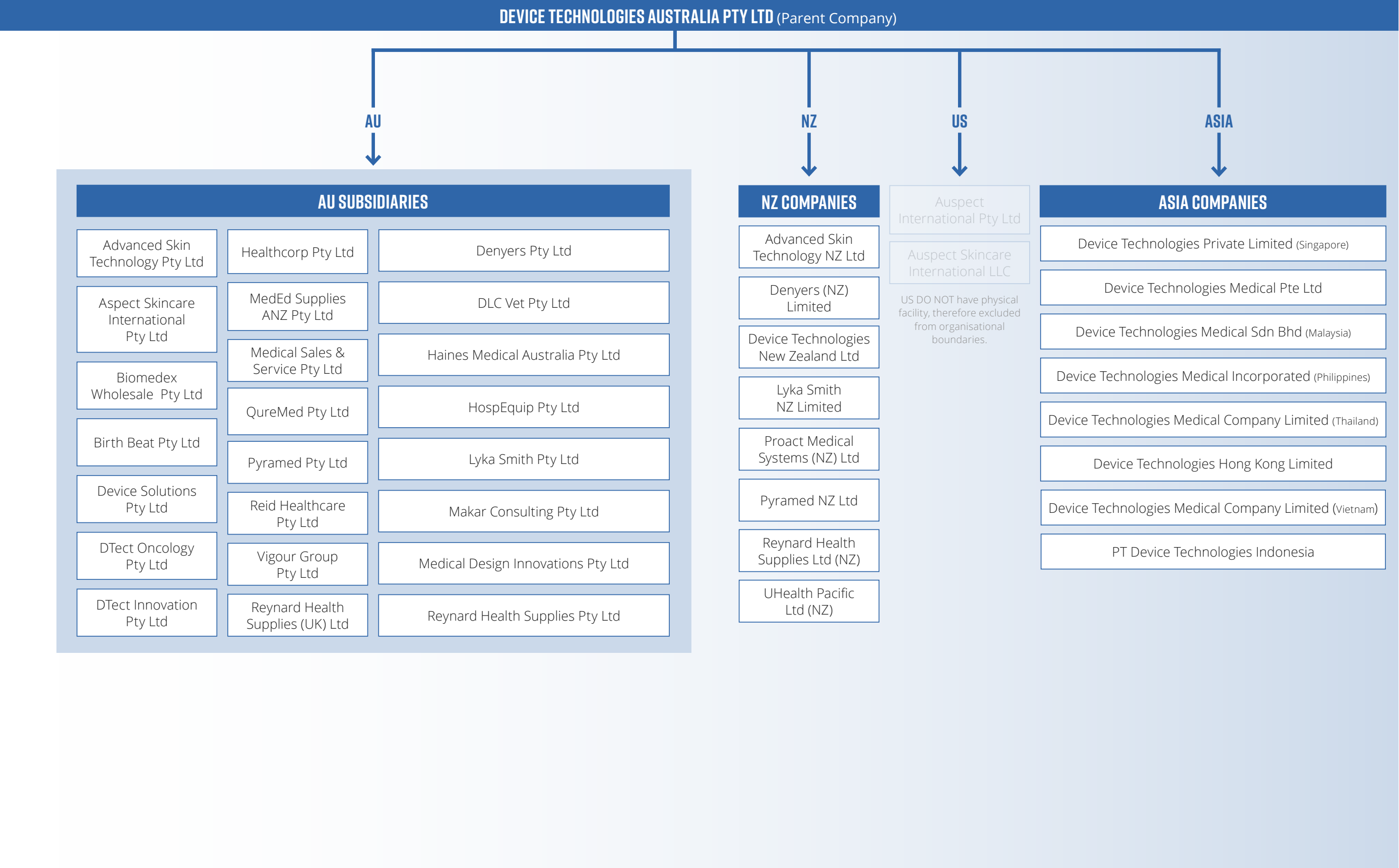
The Whistleblower Policy applies to those who are:

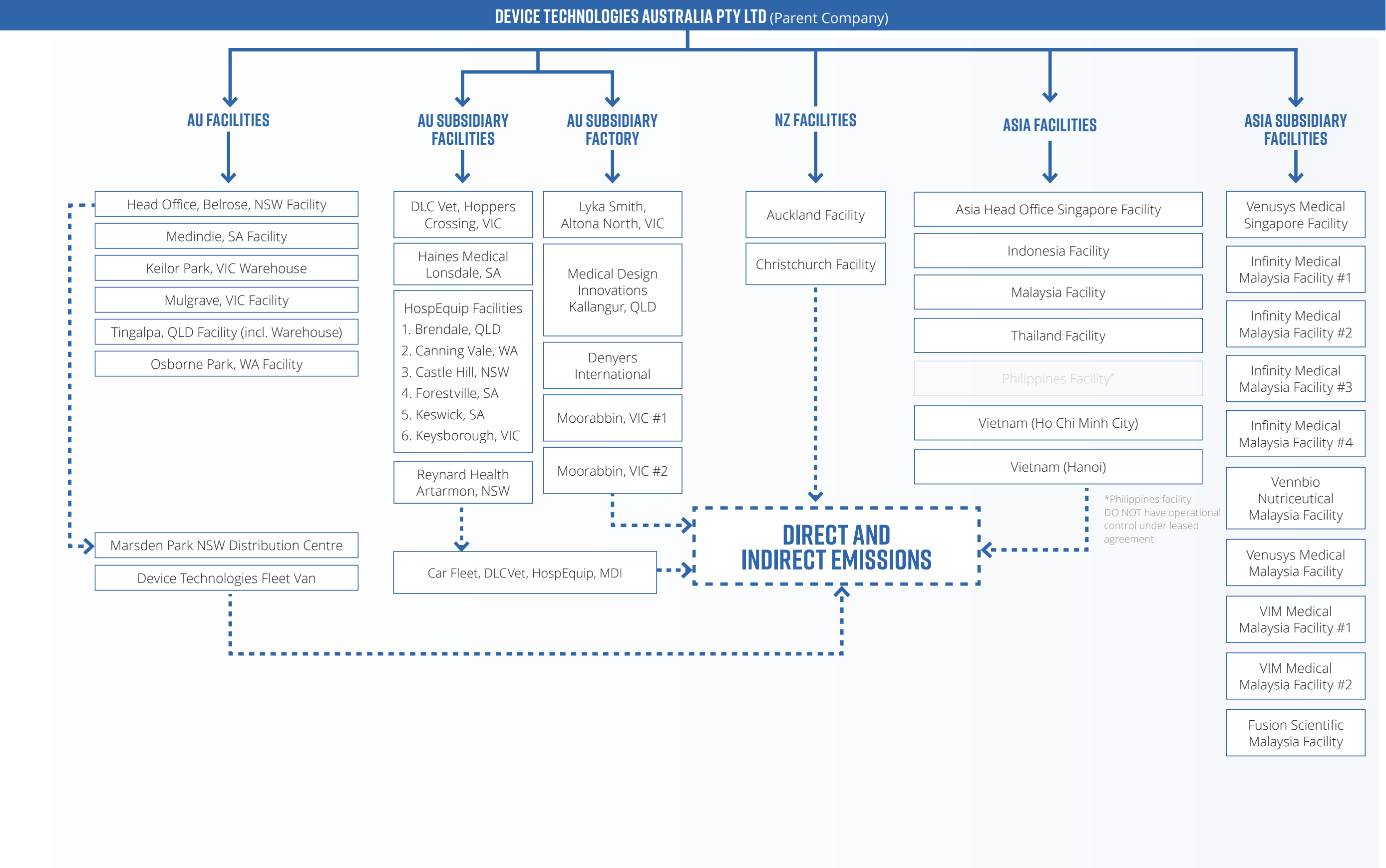
- A current, or former, employee or officer of Device Technologies Group (including permanent, part-time, fixed term or temporary, interns, secondees, managers, and directors).

- A supplier of services or goods to Device Technologies Group (whether paid or unpaid), including their employees (for example, current and former contractors, consultants, service providers and business partners).
- An associate of Device Technologies Group.
- A relative, dependant or spouse of an individual described in the above paragraphs (for example, relatives, dependants or spouse of current and former employees, contractors, consultants, service providers, suppliers and business partners).

The Whistleblower Policy is available to employees internally through the intranet and various training programs. It is made available to relevant third parties on the Policy Library section of the Device Technologies Group website and/or referenced with the Supplier Code of Conduct.

Physical posters promoting the presence of the Whistleblower Policy have recently been installed in all Device Technologies offices.





ENVIRONMENTAL DATA AND SCORECARD - TIER I (FULL OPERATIONAL CONTROL)

KEY INDICATORS	UNITS								
		Global		Australia		New Zealand		Asia	
		2024-25	2023-24	2024-25	2023-24	2024-25	2023-24	2024-25	2023-24
ENERGY CONSUMED IN FACILITIES									
Buildings/Sites reporting electricity costs	# of sites	31	29	21	23	2	2	8	4
Electricity	kWh	1,879,522	1,801,674	1,627,460	1,682,665	68,568	82,403	183,494	36,605
Heating Ventilation and Air-Conditioning (HVAC)	kWh	-	-	-	-	-	-	-	-
Other fuels consumed in facilities	GJ	-	-	-	-	-	-	-	-
Energy consumed in vehicles	GJ	6,160	5,487	4,101	5,487	41	-	2,018	-
Total Energy Consumed	GJ	12,926.19	11,973.42	9,959.32	11,544.99	288.30	296.65	2,678.57	131.78
Total Cost	AUD\$	789,657	741,176	686,020	717,026	15,959	14,267	87,679	9,883
GREENHOUSE GAS (GHG) EMISSIONS									
Scope 1 – Direct GHG emissions (Fuel, fleet)	tCO ₂ -e	438	392	292	392	3	-	144	-
Scope 2 – Indirect GHG emissions (Electricity)	tCO ₂ -e	1,025	1,165	940	1,143	9	10	76	11
Total Scope 1 and Scope 2 GHG emissions	tCO ₂ -e	1,463	1,557	1,232	1,535	11	10	219	11
Scope 1 and Scope 2 Carbon Offsets - Retired	tCO ₂ -e	(1,557)	(1,420)	(1,557)	(1,420)	-	-	-	-
Total Scope 1 and Scope 2 GHG emissions after carbon offset	tCO ₂ -e	(94)	137	(324)	115	11	10	219	11
Buildings/Sites reporting water consumption	# of sites	25	21	18	16	1	1	6	4
WATER CONSUMED IN FACILITY	kL	8,388	5,524	7,244	5,389	104	110	1,040	25
Buildings/Sites reporting waste costs	# of sites	20	19	18	17	1	1	1	1
TOTAL WASTE COST	AUD\$	253,467	274,148	248,573	262,989	4,586	10,708	308	451
Landfill	t	179	124	173	123	5	1	0	0
Waste diverted by recycling	t	177	199	174	199	3	0	-	-
Total waste generated	t	356	323	347	322	9	1	0	0
Percentage diverted to recycling	%	50%	62%	50%	62%	39%	6%	0%	0%

CONTENT INDEX FOR ESG DISCLOSURES

GRI Standard	Description	Location of Relevant Public Information
GRI 2: General Disclosures	Contains disclosures for organisations to provide information about their reporting practices; activities and workers; governance; strategy, policies, and practices; and stakeholder engagement.	Sustainability Report: Introduction - pages 6-10, Environmental and Sustainability Governance – page 20, Environmental Policy and Documentation – page 21 Device Technologies Group Website: Risk Management Policy Modern Slavery Statement
GRI 3: Material Topics	Contains disclosures for organisations to report information about their process of determining material topics, their list of material topics, and how they manage each of their material topics.	Sustainability Report: Alignment with Global Standards - page 10, Materiality Assessment – page 14
GRI 205: Anti-Corruption	Contains disclosures for organisations to report information about their corruption related impacts, and how they manage these impacts.	Sustainability Report: Anti Bribery and Corruption - page 35, Supplier Social Assessment – page 38 Device Technologies Group Website: Anti-bribery and Corruption Policy Device Technologies Website: Gifts and Entertainment Policy
GRI 206: Anti-Competitive Behaviour	Contains disclosures for organisations to report information about their anti-competitive behaviour-related impacts, and how they manage these impacts.	Sustainability Report: Anti-Competitive Behaviour - page 37, Supplier Social Assessment – page 38 Device Technologies Group Website: Fair Trading Principles
GRI 302: Energy	Contains disclosures for organisations to report information about their energy-related impacts, and how they manage these impacts.	Sustainability Report: Property – page 28, Environmental Data and Scoreboard – page 48, Roadmap – page 22 Device Technologies Website: Environmental Policy
GRI 305: Emissions	Contains disclosures for organisations to report information about their emissions-related impacts, and how they manage these impacts.	Sustainability Report: Climate Risks and Opportunities – page 23, Greenfleet and Carbon Offsets – page 24, Environmental Data and Scoreboard – page 48, Supplier Social Assessment – page 38, Roadmap – page 22 Device Technologies Website: Environmental Policy
GRI 306: Waste	Contains disclosures for organisations to report information about their waste-related impacts, and how they manage these impacts. The disclosures enable an organization to provide information on how it prevents waste generation and how it manages waste that cannot be prevented, in its own activities and upstream and downstream in its value chain.	Sustainability Report: Case Study – Haines and Products Replacing Plastics and Preventing Landfill – page 27, Case Study – AST and Recyclable Packaging – page 26, Sustainable Procurement – page 28, Product Lifecycle Management – page 28, Product Packaging – page 30, Waste Management – page 33, Environmental Data and Scoreboard – page 48, Supplier Social Assessment – page 38, Roadmap – page 22

GRI Standard	Description	Location of Relevant Public Information
GRI 308: Supplier Environmental Assessment	Contains disclosures for organisations to report information about their environmental impacts in their supply chain, and how they manage these impacts. The disclosures enable an organization to provide information on its approach to preventing and mitigating negative environmental impacts in its supply chain.	Sustainability Report: Sustainable Procurement – page 28, Distribution and Logistics – page 29, Supplier Social Assessment – page 38-39
GRI 401: Employment	Contains disclosures for organisations to report information about their employment related impacts, and how they manage these impacts.	Sustainability Report: National Platform to Access the ANZ Markets at Scale – pages 6, Actions Toward Gender Pay Equality - page 19 Leadership Across Industry – page 7
GRI 403: Occupational Health & Safety	Contains disclosures for organisations to report information about their occupational health and safety-related impacts, and how they manage these impacts.	Sustainability Report: Occupational Health and Safety - page 37-38
GRI 404: Training & Education	Contains disclosures for organisations to report information about their training and education-related impacts, and how they manage these impacts.	Sustainability Report: Risk Management – page 34-35, Technical and Clinical Expertise – page 9, Roadmap – page 22-23
GRI 405: Diversity & Equal Opportunity	Contains disclosures for organisations to report information about their impacts related to diversity and equal opportunity at work, and how they manage these impacts.	Sustainability Report: Social Impact and Outcomes (Intro) – page 16, Action Towards Gender Pay Equality – page 19 Device Technologies Group Website: Whistleblower Policy
GRI 406: Non-Discrimination	Contains disclosures for organisations to report information about their impacts related to discrimination, and how they manage these impacts.	Sustainability Report: Action Toward Gender Pay Equality - page 19 Device Technologies Group Website: Whistleblower Policy
GRI 414: Supplier Social Assessment	Contains disclosures for organisations to report information about their social impacts in their supply chain, and how they manage these impacts. The disclosures enable an organization to provide information on its approach to preventing and mitigating negative social impacts in its supply chain.	Sustainability Report: Supplier Social Assessment- page 38-39 Device Technologies Group Website: Modern Slavery and Human Rights Policy, Modern Slavery Statement, Supplier Code of Conduct, Whistleblower Policy
GRI 416: Customer Health and Safety	Contains disclosures for organisations to report information about their impacts related to customer health and safety, and how they manage these impacts.	Sustainability Report: Customer Health and Safety- page 40 Device Technologies Website: Quality Policy
GRI 417: Marketing and Labelling	Contains disclosures for organisations to report information about their impacts related to customer health and safety, and how they manage these impacts.	Sustainability Report: Labelling - page 40, Marketing - page 41 Device Technologies Group Website: Fair Trading Principles
GRI 418: Customer Privacy	Contains disclosures for organisations to report information about their impacts related to customer privacy, and how they manage these impacts.	Sustainability Report: Customer Privacy- page 41 Device Technologies Group Website: Privacy Policy

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