

I-MED Radiology Sustainability Report FY25

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Acknowledgement of Country

I-MED Radiology would like to respectfully acknowledge the Traditional Custodians of the lands across Australia, and pay our respects to Elders past and present. We recognise their connection to Culture and Country and thank them for their ongoing care and custodianship of land, sea and community.

I-MED Radiology recognises the unique role of Māori as Tangata Whenua and embraces Te Tiriti o Waitangi, acknowledging Māori as the tangata whenua of Aotearoa / New Zealand and upholding the Treaty's three guiding principles – Partnership, Participation and Protection.

About this report

This is I-MED Radiology Network's sustainability report, which outlines our approach to identifying and managing environmental, social and governance (ESG) risks and opportunities.

An externally supported materiality assessment determined our material topics.

This report covers FY25 (1 July 2024 – 30 June 2025) and is prepared with reference to the Global Reporting Initiative (GRI) Standards and the Australian

Sustainability Reporting Standards (ASRS) climate-related disclosures standard AASB S2.

I-MED is a Group 1 reporter under AASB S2 and the company's first mandatory report will be included in our FY26 Annual Report.

We are committed to continuous improvement and transparency in our reporting. If you have any questions or feedback in relation to this report, please contact: sustainability@i-med.com.au.



CEO letter

I-MED Radiology Network remains committed to building a more sustainable future. As the largest combined provider of medical imaging services in Australia and New Zealand, we understand the responsibility that comes with our scale.

Sustainability for us is not just about meeting expectations – it is about leading progress across environmental, social and governance (ESG) priorities, and embedding positive impact into how we care for patients, support our referrers and our people, and serve our communities.

In 2025 we celebrate our 25th anniversary – a milestone built on a long legacy of care, clinical excellence, and delivering answers that matter to patients and referrers.

Over the past year we opened three new clinics across Australia and New Zealand, to improve patient access. We continued to spotlight clinical quality through our bi-annual Quality and Safety Audit and introduced new feedback reporting to strengthen relationships with referrers. We invested in innovation to enhance the patient journey, making it easier and faster for referrers and patients to access diagnostic answers through new technology and streamlined processes.

We also expanded our international capability with the acquisition of US-based teleradiology provider – StatRad. Allowing us to provide specialist reporting support across more locations and time zones.

Alongside this, we took meaningful steps towards environmental sustainability, including completing our first climate risk assessment, developing a decarbonisation pathway and commencing the use of green power at many of our sites.

Our people remain the heart of our organisation. We continue to invest in their wellbeing, professional development and inclusion, ensuring they have the support and opportunities they need to thrive.

Creating lasting impact

While we are proud of our progress, we are committed to doing more. In FY26, we will step up our sustainability efforts, further embedding innovative and sustainable practices across every part of our organisation. Together with our patients, partners, and our people, we are building the foundations for the next 25 years of impact. Our future is grounded in care, powered by innovation, and guided by purpose.

Dr Shrey Viranna
Chief Executive Officer
I-MED Radiology Network

About I-MED Radiology Network

Who we are

I-MED Radiology Network is Australia and New Zealand's largest combined medical imaging provider. We leverage the strength of our extensive network of over 210 clinics to care for millions of patients annually. Our sub-specialist radiologists and dedicated clinic teams, working closely with our comprehensive support teams, are proud to provide referring medical health practitioners with the answers they need for accurate diagnoses, helping to improve health outcomes for our patients.

Where we operate

Our focus remains the same wherever we operate. We deliver answers that matter to patients, referrers and communities. Our network of clinics spans Australia and extends into New Zealand's North Island. In the FY25 reporting period, services in South Australia and Alice Springs, Northern Territory were provided through a joint venture with Jones Radiology¹.

We also offer reporting services through our teleradiology business I-TeleRAD, which provides emergency and overflow reporting to hospitals across Australia and New Zealand. In FY25 we expanded our international teleradiology services through the purchase of StatRad, based in San Diego, further extending our capability to deliver after-hours and specialist reporting to healthcare providers in the United States.

Our history

I-MED Radiology was founded in Australia in 2000, and since then we have continued to grow our network through acquisition of established clinics, as well as greenfield and brownfield clinic developments. Some of the clinics that now form a part of I-MED Radiology have been in operation for more than 50 years. In 2022, we expanded our network into New Zealand and have continued to grow our clinic operations there.

Through our growth, we have contributed to population health equity by bringing radiology services to rural and regional communities that previously had no access to these vital services. Many of our clinics are based in private and public hospitals, allowing us to work with hundreds of specialist doctors and clinicians to provide life-saving diagnostic services to patients at the time when they are most vulnerable.

What unites all our clinics, and people, is the drive to provide high-quality and exceptional radiology services, and a commitment to care and compassion towards our patients. Radiology plays a critical role in the healthcare ecosystem, offering timely and precise diagnoses that are essential for early intervention and better patient outcomes. By enabling accurate diagnoses, radiology helps to reduce overall healthcare costs, guiding effective treatment plans and minimising unnecessary procedures, ultimately contributing to a more efficient and sustainable healthcare system.

2.5 million+

patients cared for
across Australia and
New Zealand

2.9 million+

teleradiology reports prepared
in Australia, New Zealand and
the United States

5.9 million+

procedures performed in
Australia and New Zealand



4,900+

people committed to
providing the highest
quality care



¹ On 1 September 2025 I-MED divested its minority shareholding in Jones Radiology.

25 years of progress, access and care

This year marks 25 years of I-MED Radiology supporting the health of patients across Australia and New Zealand through accessible, high-quality medical imaging services.

What began as a vision to improve patient access to advanced diagnostic services has grown into a trusted healthcare network grounded in care, innovation and clinical excellence.

Across two and a half decades, our people have delivered more than medical imaging. They have helped detect illnesses early, supported faster treatment, and provided reassurance during uncertain times. They have also championed improvements in technology, digital workflows and service delivery that continue to shape the future of radiology and nuclear medicine.

Beyond our clinics, we are making a difference – deepening ties with local communities, improving regional access, and beginning to integrate sustainable practices into our operations.

I-MED is preparing for a future of collective climate responsibility, digital innovation and healthcare equity. We are proud of our legacy, as well as our ongoing commitment to progress. The next chapter will build on everything we have learned to create more resilient, inclusive and sustainable care for the communities we serve across Australia, New Zealand and the United States.

2000

The I-MED Network is created as a division of the ASX-listed DCA Group with a shareholding in SouthernX Imaging.

Medical Imaging Australasia (MIA) is formed through the consolidation of a large number of radiology partnerships and floated on the Australian Stock Exchange.

2001

Regional Imaging is formed through the consolidation of four large radiology groups in the Riverina, Gippsland, the NSW/Victorian border region and Tasmania.

2002

I-MED becomes the first private PET/CT operator in Australia.

2004

I-TeleRAD, I-MED's teleradiology reporting service is established.

2005

MIA merges with I-MED Network.

2007

3T MRI technology is introduced in I-MED clinics.

2008

Digital distribution of images is introduced.

2011

3D mammography services are introduced across the network.

2012

Northern Territory Medical Imaging (NTMI) becomes part of Regional Imaging.

2013

The National Clinical Management Committee (NCMC) is created to provide strategic and clinical leadership to I-MED.

MIA Direct launches, allowing referrers to access images and reports on mobile for the first time.

New low-dose CT scanners are rolled out across the network.

2017

19 New South Wales radiology clinics, formally owned by Capitol Radiology, join the I-MED Network.

I-MED acquires Sunraysia Medical Imaging.

25 years of progress, access and care (cont.)

2018

The launch of I-MED Online 2.0, an enhanced platform for practitioners to access digital reports and images, builds on the foundations of the original MIA Direct portal.

InSight Clinical Imaging in Perth joins I-MED.

I-MED launches online appointment bookings. It is the first radiology company to offer this service in Australia.

2019

I-MED and Australian health tech firm Harrison.ai form a joint venture, Annalise.ai, aimed at improving patient health outcomes, supporting accurate diagnosis, and enhancing the quality of care.

I-MED launches e-referrals.

2020

I-MED deepens its commitment to PET diagnostic imaging services through increased investment.

I-MED acquires Alfred Medical Imaging in Sydney.

2021

I-MED enters the New Zealand market, acquiring Hamilton Radiology, Midland MRI and Mokoia Radiology.

2022

I-MED launches a refreshed Referrer Portal.

2023

I-MED acquires Taranaki Radiology in the North Island of New Zealand.

I-MED expands its digital capabilities with the launch of the My I-MED Patient Portal.

2024

I-MED completes the connection of its clinics to the Australian government's My Health Record.

I-MED launches Remote MRI services in Australia.

I-MED Radiology acquires StatRad, the United States' second largest teleradiology service provider.

I-MED introduces webchat services and automated AI booking tool to assist patients book appointments online.

2025

I-MED launches Referrer Report Feedback Initiative.



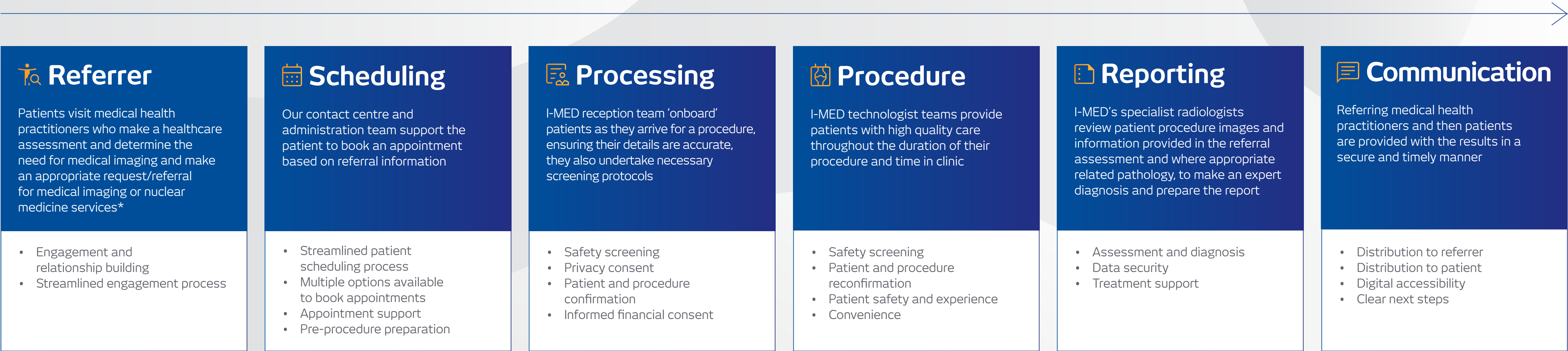
How we create value

At I-MED, everything we do is driven by a shared purpose to help save lives and reduce uncertainty.

Every scan, every report and every patient interaction contributes to a bigger picture – supporting patients and their referring medical health practitioners with the answers they need to make informed decisions.

We are more than a network of clinics. We are a team of dedicated professionals working together to deliver high-quality healthcare for every patient, every time. Our commitment to excellence, teamwork and innovation allows us to provide the best possible care, ensuring that patients and their referrers receive the answers they need when they need them most.

By working together and staying true to our values, we build a workplace where everyone contributes to something greater: improving health outcomes for communities across Australia, New Zealand and the United States.



*Services are either requested or referred, for ease of referencing throughout the document we will use the term 'referred'

Our values

Our values form the foundation of our culture. They guide our growth, decision-making and strategic priorities, and they connect directly to our brand message. By working together and staying true to our values, we build a workplace where everyone contributes to something bigger, improving health outcomes for communities across Australia, New Zealand and the United States.



We are committed to consistently delivering high-quality and expert care, in each of our clinics and in every interaction, to ensure better health outcomes for patients.



Quality

We work together as part of a larger team with our referrers, hospital partners and other stakeholders, to deliver the best health outcomes for our patients.



Working together

We find new and improved ways of doing things for the greater good of our patients and have the courage to adapt and deal with change to take us forward.



Innovation

Our patients are at the centre of everything we do. We treat our patients, referrers and colleagues as they expect to be treated, and we look after each other.



Compassion

We are one network that connects locally. We actively listen to feedback from our patients, referrers and colleagues, all in order to help us build a better service.



Connection

FY25 sustainability highlights

2.5 million+

patients cared for across Australia and New Zealand

72

Patient Net Promoter Score (NPS)

115 tonnes

of waste diverted from landfill and recovered

450+

hospitals in Australia and the United States supported with teleradiology services

50%

of senior management positions in Australia and New Zealand filled by women

100%

of I-MED Radiology's Australian clinics connected to My Health Record, Australia's national electronic health record system

28 tonnes

of waste recycled

73%

female workforce

79%

role engagement score recorded in annual employee survey

For more details, please refer to the [Summary ESG Data Performance Table](#) on Page 52.

Our approach to sustainability

Our patients are at the centre of everything we do. We are committed to providing communities access to medical imaging and nuclear medicine services with care and compassion.

Our team of healthcare professionals continually advance their clinical knowledge and share expertise to support the best possible health outcomes.



Our patients

We value diversity, equity and inclusion in our workplace and are committed to promoting a safe, respectful and supportive environment for our people, referrers and patients. We serve local communities by providing quality healthcare services, supporting charitable causes and engaging in community outreach initiatives. We encourage and enable our people to give back to the community through workplace giving and other community-based programs.



Our people

We are committed to investigating how we can make sustainable changes to the way in which we operate. This includes reducing our environmental impact by implementing sustainable practices in our operations, such as reducing our energy consumption, minimising our waste, and sourcing environmentally responsible products, where appropriate.



Environment

Our values set us apart, along with our people, our state-of-the-art technology, our innovative systems, and our imaging and diagnosis. We know medical health practitioners, local health services, private hospitals, patients and communities depend on us, and by remaining true to our values, we strive to deliver the most exceptional service.



Responsible business practices

Engaging with stakeholders



Our patients

Our patients are at the centre of everything we do. Ensuring they receive the highest quality of care and best experience is critical to us. To ensure we can maintain this high quality of care and continue to be responsive to their needs and make improvements, we have several ways to engage and obtain feedback from our customers.

Feedback is collected through our Patient Net Promoter Score (NPS) survey, which is sent as a direct text message to a sample of our patients, and through an online feedback form.

We also regularly capture and review feedback on social media, Google reviews, as well as through clinic and contact centre interactions.

Engagement priorities:

- Community access to comprehensive services
- Patient experience
- Technology and innovation



Referral network

Our referring medical health practitioner network is critical to the work we do. Through them, we can serve the community and provide diagnostic services to patients.

To ensure referrers receive the support they need, we have a dedicated Referrer Success Team and regional liaison managers, and we monitor feedback through our Referrer Net Promoter Score (NPS) metric. In FY25, we launched a new Referrer Report Feedback tool to further help us track our clinical impact.

The insights we gather through these channels are used to continually enhance service delivery and strengthen our referrer relationships.

Engagement priorities:

- Community access to comprehensive services
- Referrer experience
- Technology and innovation



Our people

Our people are the heart of our organisation; they each play a key role in ensuring we deliver the highest quality care to our patients. An engaged workforce connected to our company values, including our commitment to sustainability, supports us to deliver on our organisational goals and strengthens the cultural of fairness, inclusion and wellbeing that we enjoy at I-MED Radiology. We value feedback from our team members, to ensure we provide the best support to them, and have established several mechanisms to ensure we understand how to continue to engage our people in our purpose and their roles.

This includes our annual Catalyst Employee Engagement survey process which provides our people with the opportunity to give direct feedback about their experience working at I-MED Radiology and what is important to them.

We hold regular team and Town Hall meetings to engage with our people. For our doctors and clinical teams, we host annual conferences, which serve as an opportunity for them to connect with their colleagues and engage in personal, professional and team development activities. We encourage connection across teams through local events and relationships, as well as our online internal communities.

Our people can contribute to quality and safety initiatives by serving as local representatives on our Health and Safety committees. We also conduct an annual performance review process for certain roles to ensure our people understand how their efforts contribute to I-MED Radiology's success, fostering a strong sense of purpose and fulfilment.

Additionally, within our management structure, we prioritise regular check-ins between managers and team members.

Engagement priorities:

- Connection to purpose
- Diversity and inclusion
- Employee learning and development
- Employee health and wellbeing
- Technology and innovation
- Communications, change and consultation

Engaging with stakeholders (cont.)

	Our communities	To ensure we can continue providing vital diagnostic services to communities across Australia and New Zealand, we regularly engage with and establish partnerships with community groups living and working in the communities we serve. Through these partnerships, I-MED Radiology can reach underserved populations and provide healthcare solutions	Engagement priorities: <ul style="list-style-type: none">• Community access to comprehensive services• Responsiveness to community feedback and needs
	Government	I-MED Radiology regularly engages with all levels of government in the locations where we operate. This engagement is in accordance with our legislative obligations and to maintain cohesive operations and cooperation between public and private healthcare providers.	Engagement priorities: <ul style="list-style-type: none">• Community access to comprehensive services• Sustainability governance
	Regulators	We aim to provide care of the highest quality, underpinned by strong relationships with regulators. This ensures our services remain aligned with sector expectations and our focus on safe, high-quality outcomes for patients.	Engagement priorities: <ul style="list-style-type: none">• Build trusted, transparent relationships• Support regulator understanding of sector challenges
	Supply chain	Providing the highest quality care is important to us. To do this, we need to have the most up to date technology, medical equipment and consumables. We also request all our major suppliers, service providers and any other agents or contracted third parties adopt an approach that safeguards ethical practices and sustainability, consistent with our high standards. Suppliers are also expected to promote the same standards across their own supply chains.	Engagement priorities: <ul style="list-style-type: none">• Technology and innovation• Supply chain management• Climate action and disclosure
	Industry bodies	<p>We contribute to the thought leadership of relevant industry bodies such as the Australian Diagnostic Imaging Association and the Royal Australian and New Zealand College of Radiologists to ensure the needs of our people, patients, referrers and communities are represented and met.</p> <p>As the largest combined provider of medical imaging services in Australia and New Zealand, we are proud to take a leadership role championing an efficient and sustainable healthcare system. We regularly engage with industry bodies to ensure we can grow our knowledge and engagement and work together to achieve common goals.</p>	Engagement priorities: <ul style="list-style-type: none">• Technology and innovation• Patient and referrer experience• Employee health, safety and well-being• Employee engagement and development

Our material topics

Material topics are the environmental, social and governance issues that matter most to our stakeholders and have the greatest potential to influence I-MED Radiology’s ability to create long-term value.

These topics reflect the intersection between our business impacts and the expectations of our patients, people, partners and communities. They guide where we focus our resources, set targets and measure performance.

Through engagement with key stakeholders, we have identified the issues that are the most important to our business. These material topics are reviewed annually to ensure they remain relevant to changing stakeholder priorities, regulatory requirements and sector trends. In the future, we plan to undertake a double materiality assessment to further inform our approach to sustainability and reporting, considering both how our operations impact the world and how global trends and issues impact our business.

 **Our patients**

Patient and referrer experience


Working with our referring medical health practitioners to consistently deliver high-quality and expert care, in each of our clinics and in every interaction, to ensure better health outcomes for patients.

Community access to comprehensive services

Establishing partnerships with local communities and healthcare organisations to expand access to healthcare services. By collaborating with community partners, I-MED Radiology can reach underserved populations and provide healthcare solutions.

Technology and innovation

As medical imaging continues to undergo rapid change, we stay at the forefront, implementing the latest in digital radiology technology across our entire network.

 **Our people**

Diversity and inclusion

Ensuring people of all backgrounds are welcomed and supported in the workplace.

Employee engagement and development

Supporting the engagement and development of our people by providing a constructive feedback culture, training and continuous development opportunities and empowering them as sustainability leaders in their role.

Employee health safety and wellbeing

Protecting and enhancing the health, safety and wellbeing of our people across our operations and managing risks effectively.

 **Environment**

Climate action and disclosure

Adapting and responding to climate change impacts and considering renewable energy to reduce the emissions generated through our operations and supply chain.

Waste management in operations

Minimising waste to landfill, maximising recycling in operations and safe handling of medical and radiology waste, which includes nuclear waste.

 **Responsible business practices**

Sustainability governance

Ensuring environmental, social and governance (ESG) oversight within I-MED Radiology, including the development of policies, frameworks, communications, reporting and accountability for sustainability performance.

Cybersecurity and data privacy

Maintaining robust cybersecurity defenses and protecting patient confidentiality and data.

Supply chain management

Assessing and monitoring environmental and social performance of suppliers and supporting them to improve. Identifying, monitoring and mitigating any human rights risks in our business and supply chain, to ensure compliance with relevant regulations and standards

Our patients



16

Patient and
referrer experience

20

Community access to
comprehensive services

23

Technology
and innovation

Patient and referrer experience



Providing expert, high-quality care to support improved patient outcomes remains at the heart of what we do. We collaborate closely with referring medical health practitioners, ensuring they have the guidance and resources needed for accurate diagnosis and effective treatment.

Our approach

Our Clinical Governance Framework guides our approach to patient care and referrer experience. The Framework summarises our commitment to consistently delivering high-quality, safe, accessible, compassionate and expert care. It outlines the mechanisms through which we prioritise continuous improvements in line with our values, particularly our commitment to quality.

The roles, responsibilities and relationships between responsible bodies is also outlined within the Clinical Governance Framework. Under the Framework key responsibilities exist for I-MED Radiology Network's Board delegated to the Clinical Governance Committee (CGC). At an operational level, the National Clinical Management Committee, led by the Chief Medical Officer, and supported by Clinical Management Committees and the Quality and Safety team ensure clinical governance is a key focus area of the organisation.

The CGC is responsible for ensuring that the organisation upholds the highest standards of clinical governance, manages clinical risks effectively, and continuously improves I-MED Radiology's quality of services.

Patient safety

Through the provision of compassionate care, I-MED Radiology strives to provide a psychologically and physically safe environment for our people and patients, noting that patients may be at their most vulnerable or uncertain when seeking our services. We consider patient safety in the physical design of patient areas and procedure rooms. Maintenance, routine servicing, quality assurance activities and inspections of our locations identify any quality and safety issues for remediation, which are actioned.

Patient Charter

I-MED Radiology's Patient Charter describes the rights of patients using the Network's services. The Charter recognises that people receiving radiology services - and our people providing them - all have important parts to play in achieving health care rights. It allows I-MED Radiology - as a healthcare provider - to share an understanding of the rights of people receiving our service. This shared understanding helps all to work together towards a safe and high-quality system to allow best possible outcomes. The principles that inform this Charter are safety, respect, quality and feedback.

In FY25, we achieved a Patient Net Promoter Score (NPS) of 72. This reflects positive feedback on the quality of care, the professionalism of our people, and the support we provide to referrers. Regular feedback from patients and referrers continues to inform our continuous improvement initiatives.

In FY26, our focus remains on providing expert, high-quality care that improves patient outcomes. We will strengthen our collaboration with referring medical health practitioners, ensuring they have the support and information required for accurate diagnoses and optimal treatment.

Key results

72

Patient Net
Promoter Score
(NPS)

Expanding patient access to advanced imaging in New Zealand’s Bay of Plenty



The opening of I-MED Radiology’s new clinic in Fraser Cove, Tauranga New Zealand in July 2024 represented a significant step forward in improving patient access to advanced diagnostic imaging services in the Bay of Plenty region.

For the first time, patients and their referring medical health practitioners have local access to PET-CT and SPECT scans - critical tools for diagnosing and monitoring cancer - alongside a full range of general radiology services, including MRI, x-ray, and ultrasound.

Previously, many patients had to travel to Auckland or Hamilton for specialist scans, adding stress during already challenging treatment journeys. The Fraser Cove clinic brings these services closer to home, reducing travel time, improving patient comfort with shorter scan times, and enhancing the overall experience of care.

The new clinic also increases local capacity for radiology services, providing greater choice for patients and the medical community.



Enhancing clinical quality with Referrer Report Feedback

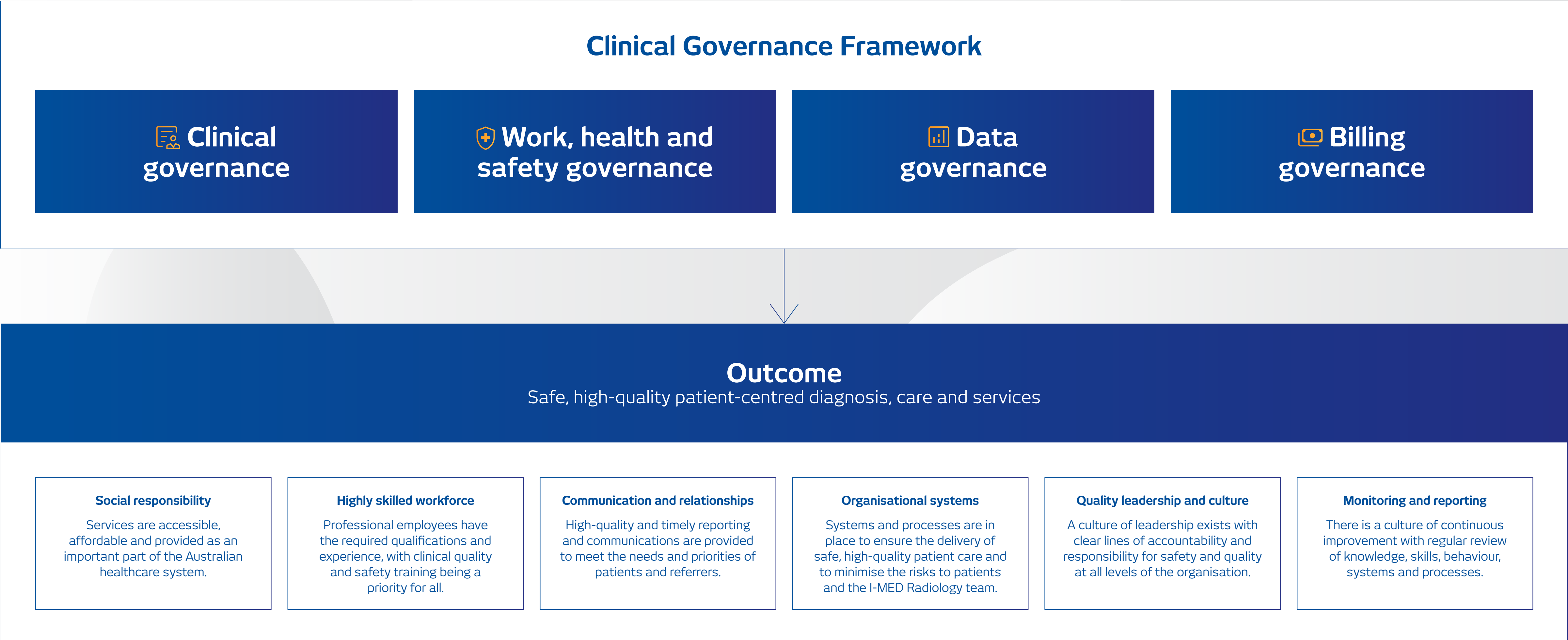
In early 2025 I-MED Radiology launched the Referrer Report Feedback initiative, a system designed to enhance the quality and clinical relevance of patient reports. It enables referring medical health practitioners to provide direct feedback on the radiology report.

The feedback mechanism enables referrers to rate the overall quality and detail of reports, while also providing input on whether the clinical question has been effectively addressed. This structured feedback mechanism builds on existing channels, providing a proactive way to gather insights that support our commitment to clinical excellence.

By actively seeking and acting on referrer feedback, we continue to strengthen the accuracy, clarity, and value of our diagnostic reporting – ensuring that high-quality services lead to better patient outcomes.



How we enable high-quality patient care





Breakthrough project set to transform early detection of Alzheimer’s

Aiming to revolutionise the diagnosis of Alzheimer’s disease, this innovative project focuses on enabling early and accurate detection for millions of patients.

Led by Associate Professor David Wong (pictured) and Dr Sepinoud Firouzmand from I-MED Radiology’s clinic located within The Wesley Hospital in Brisbane, and with support from a grant from the Wesley Research Institute, the research will utilise the clinical application of amyloid plaque PET scans to diagnose Alzheimer’s disease, especially in cases where patients’ scans are uncertain.

Amyloid plaque PET scans offer a state-of-the-art method for brain imaging, capable of identifying amyloid plaques, which are indicative of Alzheimer’s disease. These plaques are accumulations of amyloid plaque that disrupt nerve cell function, leading to the cognitive impairments associated with the condition.

The goal of Associate Professor Wong and Dr Firouzmand’s project is to provide more definitive diagnoses in situations where traditional methods are inconclusive.

This research is particularly timely given the aging demographic in Australia, which predicts an increase in dementia and Alzheimer’s cases.

Strengthening community connections through the I-MED Regional Community Fund

In FY25, I-MED Radiology launched the Regional Community Fund, a 12-month pilot initiative designed to help our people actively engage with and support the communities where we live and work.

The fund is being trialed across North Sydney, Central Coast, Coffs Harbour, and Port Macquarie, in New South Wales with a focus on providing small grants to grassroots programs and initiatives that make a positive local impact. This includes sponsoring junior sports teams, supporting school fundraisers, backing wellbeing programs, or supporting our people to participate in charity events.

By empowering our teams to champion the causes that matter to them, the I-MED Regional Community Fund strengthens our connection with local communities and highlights our commitment to creating positive change beyond our clinics.



Community access to comprehensive services



Through our extensive network, we work together with local communities and healthcare organisations to deliver high-quality care across Australia and New Zealand. This approach allows us to reach underserved populations and provide comprehensive, patient-centred healthcare in more communities.

Our approach

I-MED Radiology offers a range of imaging procedures including magnetic resonance imaging (MRI), positron emission technology (PET), computed tomography (CT), x-ray, ultrasound, nuclear medicine and interventional procedures, and has the largest combined team of radiologists and medical imaging technologists in Australia and New Zealand. Our network of clinics includes a large regional footprint in Australia and we also have clinics in New Zealand's North Island. We leverage the strength of our extensive network to deliver high-quality local care, that is available when needed.

Through our online portals, patients and referrers can securely access patient records and images online, meaning they can receive vital health information faster. This enables timely and accurate diagnosis to support patient care and improve health outcomes.

In Australia, I-MED Radiology supports bulk billing or discounted billing for pensioners, indigenous Australians and healthcare card holders for a range of Medicare rebate eligible imaging procedures.

In FY25, we have continued to support those in need through the I-MED Helping Hands Workplace Giving Program. This Program enables affordable employee-giving through a transparent and

trustworthy payroll donation program. Our people can choose to donate to our workplace giving charity partners: Beyond Blue, Leukaemia Foundation, Make-a-Wish Foundation, McGrath Foundation, The Smith Family, Mission Australia, Cancer Council, JDRF Australia and the RSPCA.

Timely, accurate, and safe medical imaging can be lifesaving. In FY26, we will continue to broaden access to care across our communities. By investing in our regional clinics, teleradiology, and remote scanning services, we aim to make quality imaging services more widely available.

This includes an ongoing commitment to introducing PET services in both metropolitan and regional locations and supporting national health priorities such as the new National Lung Cancer Screening Program (NLCSP) which is using low-dose CT scans to look for lung cancer in high-risk people without any symptoms.

Key results

\$43,948

Donated to our workplace giving charity partners through the I-MED Helping Hands Workplace Giving Program, an 8% increase from FY24.

7 years

of partnership with Radiology Across Borders including the support of their [First Nations UNITY project](#), which aims to enhance healthcare access for Australia's indigenous communities.

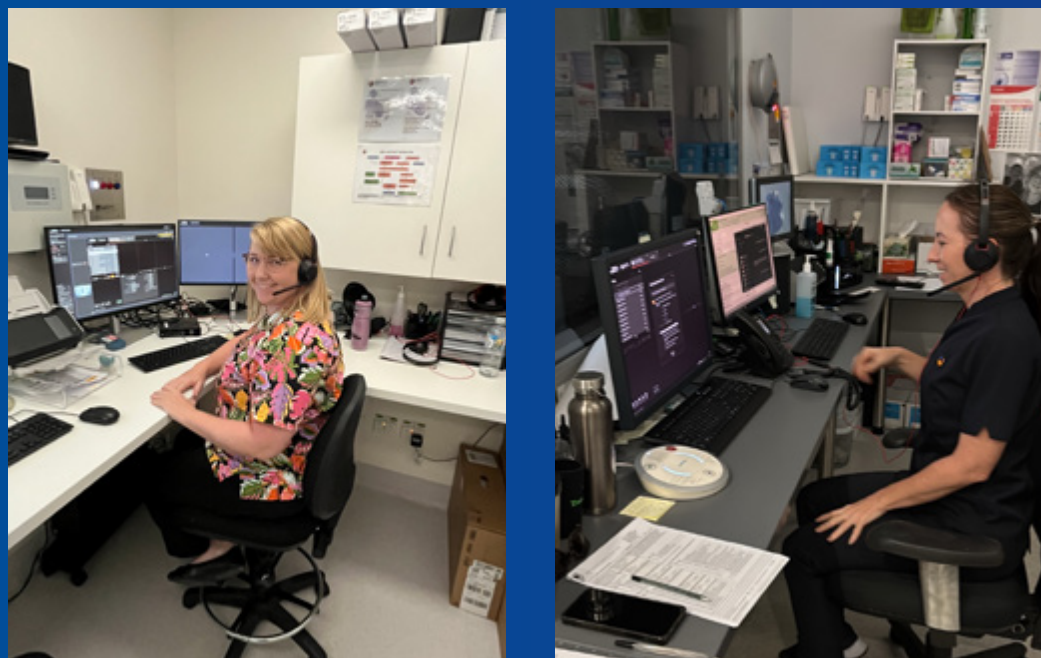
\$5

for every mammogram performed in October 2024 donated to Breast Cancer Trials, marking our fourth year of support and more than \$145,000 donated to date.

COMMUNITY ACCESS TO COMPREHENSIVE SERVICES



Expanding access to vital MRI services in regional communities



Remote MRI is now available in 16 regional communities, significantly enhancing access to advanced diagnostic imaging across Australia. This innovative approach leverages digital technology to overcome geographical barriers and deliver high-quality care closer to home without compromising patient safety.

Radiographers can perform MRI scans remotely from a different clinic location than the scanner itself. While the radiographer operates the MRI scanner remotely, the patient remains in the clinic with a trained healthcare professional at their side. This model supports complex scanning and extended clinic hours, ensuring consistent service delivery across vast distances.

A major achievement this year includes the remote MRI support provided from a central hub in Townsville to multiple regional clinics in Cairns and Mount Isa. This has allowed fetal MRI examinations to be performed at our Cairns clinic, supported remotely by specialist radiologists and technologists based in Townsville and Brisbane. This development reduces patient travel time and expense while allowing for timely, local diagnosis of fetal abnormalities in the broader North Queensland region.

Beyond improving patient access, this remote MRI initiative also fosters career development and ongoing training for our regional team, strengthening workforce capabilities and supporting sustainable healthcare delivery in remote communities. This program exemplifies the power of technology and teamwork to create equitable, patient-centred care in remote locations.



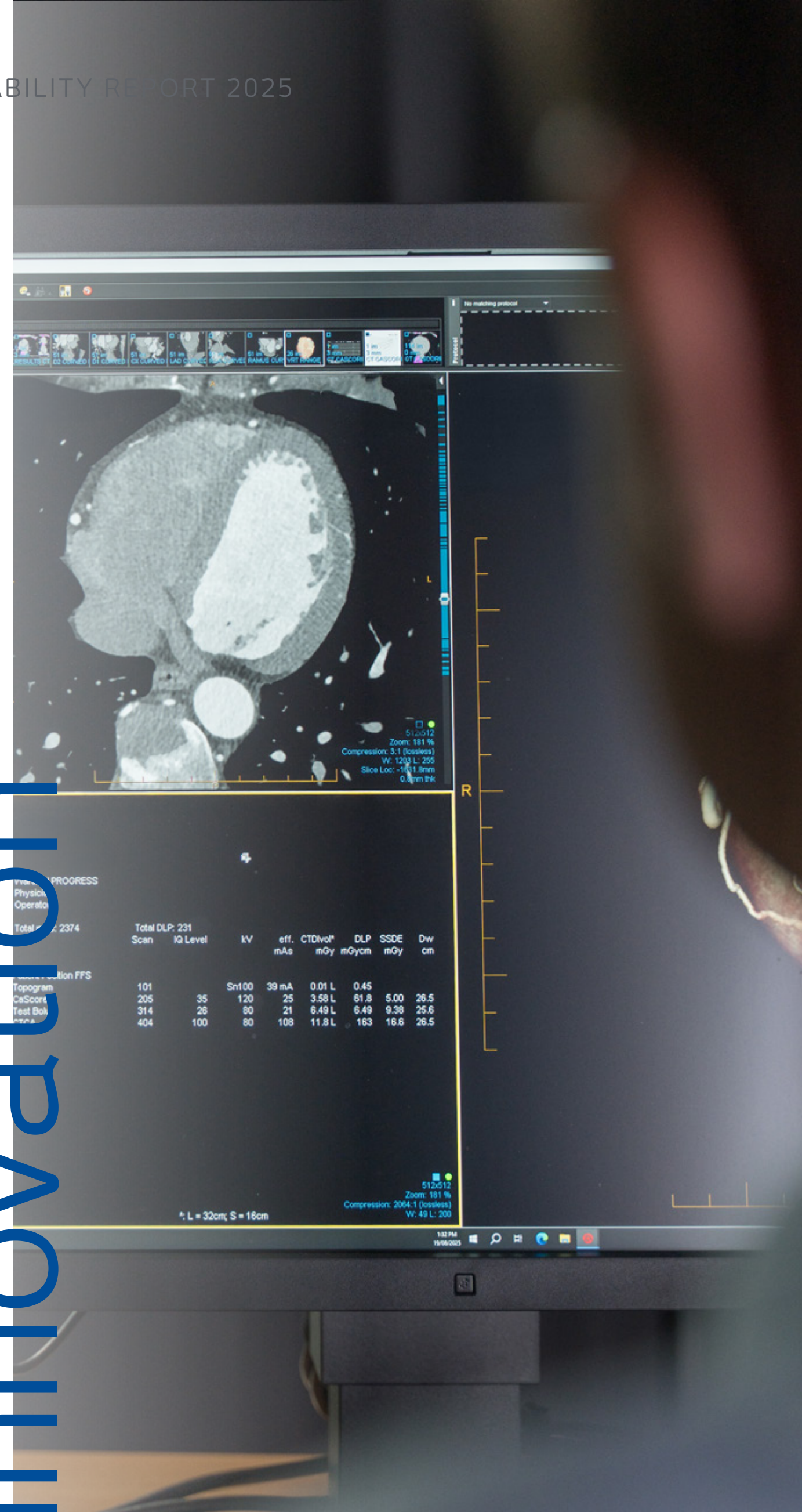
Supporting breast cancer awareness with pink uniforms

In support of breast cancer awareness, I-MED Radiology introduced special pink polo shirts and medical scrubs to the uniform range. This initiative encourages clinic-based team members to wear these items during October – Breast Cancer Awareness Month – and throughout the year as a visible sign of solidarity and commitment to this important cause.

By incorporating these uniforms into daily workwear, we are fostering awareness and support within the workplace and the wider community, demonstrating our dedication to health initiatives that matter to our people and patients alike. This initiative reflects I-MED's broader commitment to social responsibility and community engagement.



Technology and innovation



With medical imaging evolving rapidly, we remain leaders by adopting cutting-edge technology throughout our network

Our approach

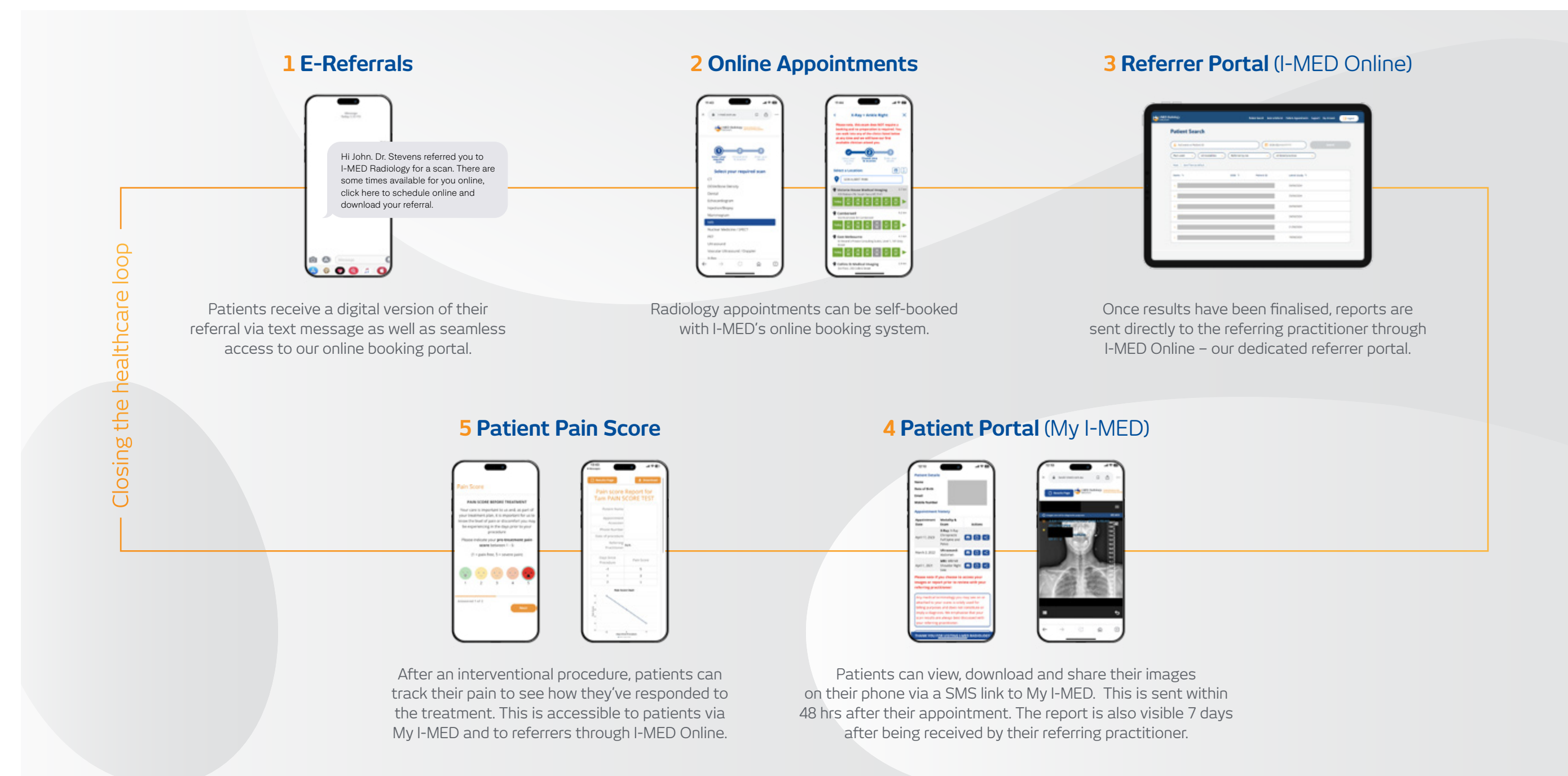
Innovation is critical to ensuring we can consistently provide a high level of service to patients and referrers. This includes investing in new technologies including AI and digital tools to streamline patient and referrer experience and seeking out the latest medical imaging technology.

Central to delivering a high standard of care is our digital patient journey (see 6-step graphic below). With referrals, appointment bookings,

and patient and referrer portals available online, we are making services more accessible and efficient for stakeholders. This investment in technology brings a range of benefits, including:

- Control over the booking process, enabling patients to create and manage online appointments more conveniently and at a time that suits them.

- Results and images delivered directly to referring medical health practitioners.
- Ability to assess efficacy of certain interventional treatments through tracking of a patient's pain score.



Key results



95%

of I-MED Radiology’s clinics provide patients with easy access to results and images online via the My I-MED patient portal

900,000

e-referrals received, an increase of 17% from the previous year, highlighting our support of government-led initiatives aimed at digitising the healthcare industry

1.1 million

teleradiology reports provided in Australia, which included 596,000 after hours reports through our I-TeleRAD 24/7 service

793,000

appointments booked online, an increase of 18% from the previous year

1.8 million

teleradiology reports provided in the United States

Expanding global reach through teleradiology innovation

I-MED Radiology continually pursues growth opportunities that extend its clinical and teleradiology services both domestically and internationally. A significant milestone in this journey is the acquisition of StatRad in July 2024, a leading San Diego-based teleradiology provider and the second largest in the United States.

This acquisition marks the network’s first investment in the US market and aligns closely with the company’s vision to develop a global teleradiology platform. StatRad’s strong reputation for delivering high-quality clinical services complements our own standards of excellence. StatRad’s proprietary IT software offers a robust and scalable technology foundation, enabling seamless integration and future expansion into new geographies.

By leveraging this strategic acquisition and world-class technology, we are strengthening our position as an innovator in medical imaging, advancing our ambition to deliver exceptional patient care on a truly global scale.



Advancing clinical excellence with online peer review

In FY25, I-MED Radiology launched a new radiologist peer review solution designed to harness digital technology in support of clinical excellence and ongoing professional development for radiologists. This innovative platform offers a formal, structured way for radiologists to engage in peer review activities, directly contributing to quality assurance while earning CPD hours.

Integrated into the network’s reporting systems, the solution provides radiologists with convenient, real-time access to review cases, encouraging regular participation and streamlining professional development. The system automatically tracks reviews and issues CPD certificates, simplifying compliance and recognition.

By leveraging digital technology, we are advancing the quality and accuracy of our radiology services while empowering our clinicians to maintain the highest standards of care.

Accelerating report turnaround with AI technology

I-MED technology is using AI to streamline the preparation of referrer reports, enabling radiologists to deliver results faster and with greater efficiency.

By assisting in the typing of reports, AI technology has reduced preparation time by up to 70%, ensuring that patients and their referring practitioners receive critical diagnostic information sooner.

This innovation not only improves turnaround times but also enhances the overall quality of care by allowing radiologists to focus more on clinical insights and patient outcomes. The integration of AI into reporting processes reflects our commitment to adopting advanced technologies that drive operational excellence and support timely, high-quality healthcare delivery.



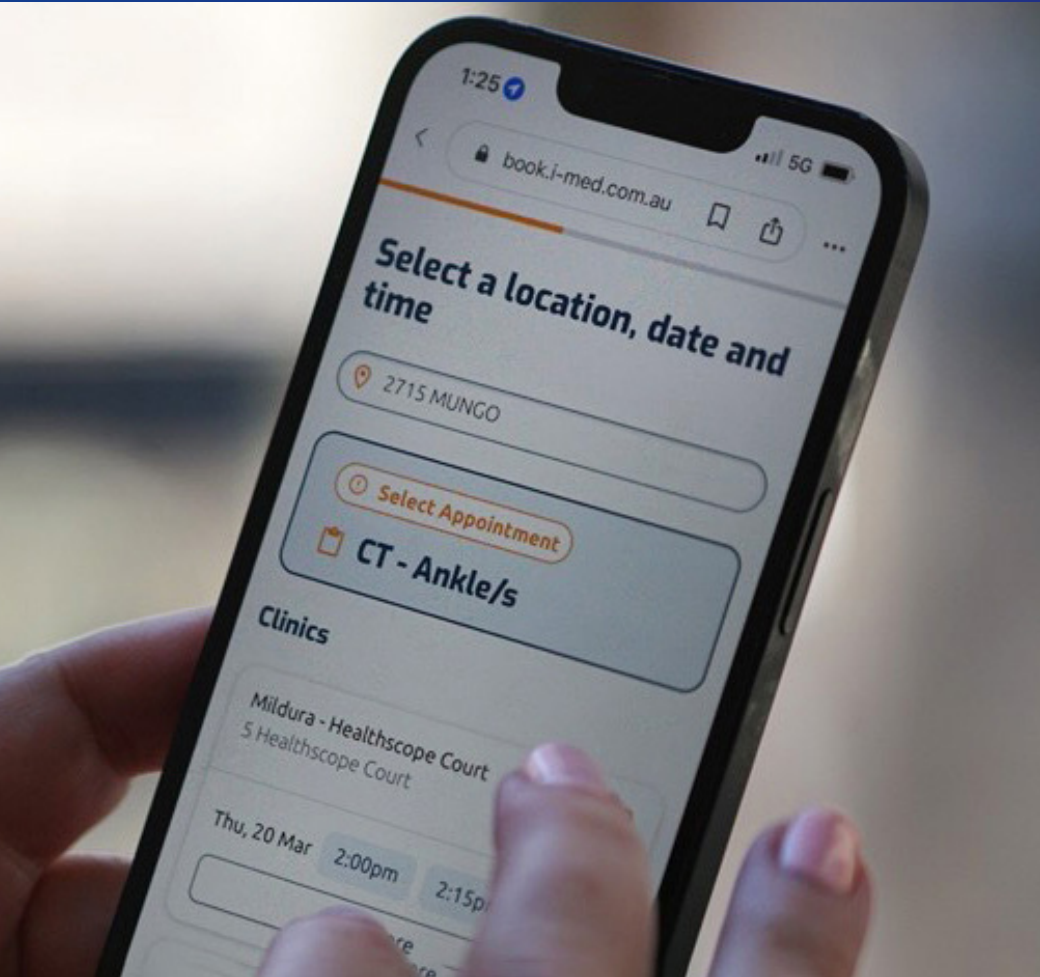
Driving digital innovation in the patient journey

I-MED Radiology is continually investing in digital innovation to create a more seamless and patient-centric experience. Recent advancements in our online booking platform and related digital services are transforming how patients interact with us, reducing administrative barriers and improving convenience.

A key development has been the expansion of Digital Booking Management, which now allows all patients – including those who book appointments over the phone – to manage their bookings online. Patients can easily access information about their appointment preparation, cancel or reschedule appointments, and confirm key details such as location without needing to make a follow-up call. This improvement ensures a consistent, user-friendly experience regardless of how the appointment was initially booked.

Additionally, the introduction of WebChat has enhanced accessibility for patients who need to submit booking enquiries rather than book directly online. Through real-time chat with a contact centre agent, patients can now receive personalised assistance to complete their bookings quickly and efficiently.

Together with the use of AI tools to accelerate online booking processes, these advancements reflect I-MED Radiology’s commitment to innovation throughout the patient journey. By simplifying booking, improving access to information, and ensuring responsive support, we are creating a digital experience that prioritises patient needs and enhances the delivery of timely, high-quality care.



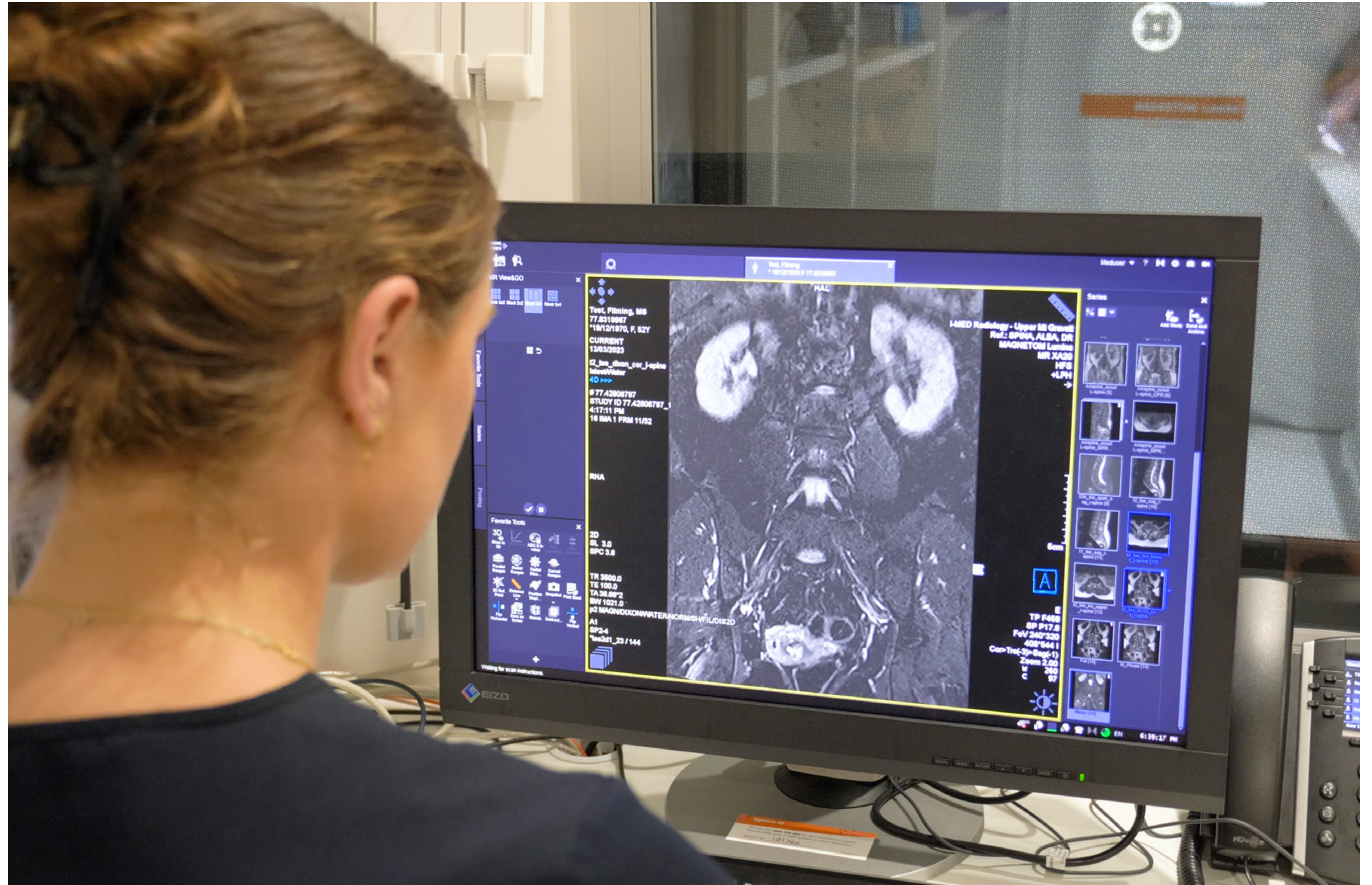
A case study in good governance

In late 2024, I-MED was the subject of media commentary regarding the sharing of de-identified data with [Annalise.ai](#) as part of a project designed to improve patient health outcomes, support accurate diagnoses, and enhance the quality of care for both our patients and the wider Australian community.

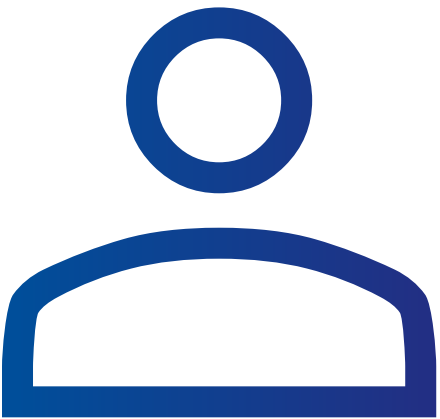
In July 2025, Australia's national privacy regulator, the Office of the Australian Information Commissioner (OAIC), published the findings of its preliminary inquiries into the matter. The OAIC confirmed that "the patient data shared in this instance had been de-identified sufficiently such that it was no longer personal information for the purposes of the Privacy Act."

The OAIC further noted that, "this case shows how good governance and planning for privacy at the start of a new initiative can support an organisation to adopt new and innovative data-driven technologies in a way that protects the rights of individuals."

At I-MED, patients remain at the centre of everything we do. We are committed to continuous innovation that improves patient outcomes, while ensuring our practices reflect the highest standards of privacy, governance and community expectations.



Our people



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Diversity, equity
and inclusion

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Employee engagement
and development

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Employee health
safety and wellbeing

Diversity, equity and inclusion



At I-MED Radiology, our people are at the centre of everything we do. Supporting them to deliver the highest standards of care is essential, because the experience of our teams is directly connected to the experience of our patients and referrers.

We welcomed and support people of all backgrounds at I-MED Radiology and are committed to empowering our team to build meaningful and sustainable careers. By creating a leading workplace experience for our people, and regularly obtaining feedback from our team, we can continually evolve our people and culture programs to drive engagement, commitment and excellence.

Our approach

We prioritise and celebrate workplace diversity, to enhance the experiences of our people and patients alike. Our focus is on fostering an inclusive environment in which everyone belongs, recognising and celebrating the unique strengths of our people and the collective power of diversity. We aim to harness the different backgrounds and perspectives of our people, empowering everyone to reach their full potential and contribute to our success.

I-MED's Sustainability and Inclusion Committee meets quarterly, supported by monthly working groups that drive focused action across four areas: Gender, Pride, Cultural Inclusion (with a focus on First Nations peoples), and the Environment. The Committee plays a key role in fostering a diverse, inclusive and respectful workplace by promoting equal opportunities and celebrating what makes each member of our team unique. Progress and key initiatives are regularly shared across the organisation through company-wide Town Hall meetings and overseen by the Senior Leadership Team and the Board.

Identifying and implementing diversity, equity and inclusion (DEI) initiatives remained an important focus in FY25 and will continue to be a goal in the coming year. These initiatives complement other people and community engagement initiatives, and all aim to ensure I-MED Radiology is a great and supportive place to work.

Looking ahead to FY26, we will begin strengthening how we collect and analyse workforce diversity data to better understand representation and inform our areas of focus. Our ongoing goal remains on building a culture where everyone feels respected, supported and empowered to contribute.

Key results

73% female workforce

50% of senior management positions filled by women

43% of our Board members are women

30% of team members have been with I-MED for more than 10 years



We have a diverse mix of ages amongst our employees with our largest cohort being those between the ages of 30-50

Building support and opportunity for women in radiology

Established in late 2024, the QLD/NT Women in Radiology Working Group (WIRWG) brings together a representative group of radiologists dedicated to advancing the interests of women in radiology.

The group focuses on creating a strong support network and promoting equal opportunities while maintaining exceptional patient care and operational efficiency across the QLD/NT business unit.

WIRWG fosters collaboration and communication among women in radiology, supports social connection, and champions women in leadership and decision-making roles at I-MED Radiology. The group works to identify and address barriers to recruitment and career

progression, raise awareness of gender-specific issues, and explore funding opportunities for women's imaging. Through these efforts, WIRWG strengthens workforce participation and enhances inclusion in radiology.

While currently focused on the QLD/NT region, there is potential to share the group's insights and learnings more broadly across the I-MED network in the future.



Employee engagement and development



We are committed to supporting the growth and engagement of our people. This includes fostering a culture of constructive feedback, providing training and continuous learning opportunities, and empowering our teams to play an active role as sustainability leaders in their work.

Our approach

At I-MED Radiology, engagement reflects the degree to which our people feel positive, enthusiastic and connected to their work. We measure this through our annual Catalyst Engagement Survey process, which offers valuable insight into how our people experience their roles and the organisation.

In October 2024, we introduced a new Role Engagement measure within the annual survey. This addition provides deeper insight into how connected individuals feel to their work, teams and daily environment, helping us better understand and improve engagement at a local level. These insights continue to inform targeted strategies led by our People and Culture team.

With a new Chief People Officer appointed in FY25, our People and Culture strategy is being revisited to refine and build on existing priorities. While our strategic direction remains consistent, we are focused on deepening our approach to employee engagement and development. Key areas of focus include the refresh of our core HR system and processes, consistent reward and recognition practices, continued wellbeing initiatives, leadership development, and capability building through development of our job architecture and improved talent programs.

Key result



I-MED's overall engagement score was 54%

Encouraging continued learning and development



To deliver the highest quality of care, we recognise the importance of supporting our people with opportunities to continually develop their skills and grow as professionals and practitioners. Ongoing employee development is essential to building a sustainable pipeline of internal talent and ensuring we can meet the evolving needs of our patients, referrers and communities.

We foster a constructive culture that values continuous improvement, providing training, development programs and pathways for our people to succeed in their roles.

Our approach

Our learning and development approach is evolving to support the diverse career goals of our people. We are building strong foundations, including a capability framework, defined career pathways and a comprehensive Learning and Development strategy. This will guide the delivery of both technical and non-technical learning opportunities, available at the right time and tailored to individual development needs.

In addition to e-learning and CPD programs, we are expanding access to internal stretch projects, secondments and on-the-job experiences that help our people build new capabilities.

Key result

24,612 hours

of mandatory and on-demand learning delivered to our people in FY25

Bringing our brand values to life with 'Answers start with us'

At I-MED Radiology, our work goes beyond providing scans. It is about delivering answers that address critical health questions and support improved outcomes for patients and referring practitioners.

Recognising the essential role of the team in this mission, in FY25 we launched the national brand and values initiative, 'Answers start with us'.

Developed through extensive engagement across the business, this campaign reflects the commitment to the pursuit of answers as a fundamental part of our company DNA. Grounded in the company's core values, the initiative strengthens internal culture and guides how we interact with patients and partners, underpinning our long-term vision and success.

Alongside delivering meaningful answers to those who rely on its services, I-MED is dedicated to supporting its people - fostering professional growth, encouraging innovation, and advancing ways of working based on respect, transparency and trust.



Transforming internal resourcing with the I-MED I-LOCUM App

In FY25, I-MED launched the I-LOCUM app, a forward-thinking platform focused on developing internal talent, expanding career opportunities within the organisation and ensuring a sustainable workforce in areas of highest need. By connecting team members across the network, the app empowers our people to explore locum roles nationwide, fostering professional growth and greater career flexibility.

Beyond strengthening workforce capabilities, I-LOCUM supports improved patient outcomes by addressing resource gaps in underserved communities. The platform also promotes employee retention by offering diverse work experiences and reduces dependence on external agencies, contributing to more effective financial management.

This initiative is a great example of how we provide our people with meaningful work opportunities while meeting the needs of the communities we serve.

Employee health, safety and wellbeing



Our people and patients remain our priority. At I-MED Radiology, we continue to focus on strengthening the health, safety, and wellbeing of our teams across all operations; while ensuring we are well-prepared to manage risks and respond should crises arise. By ensuring our teams feel safe, supported and able to thrive, we create conditions that empower our people to provide the highest quality care and to deliver answers that matter to the patients we serve.

Our approach

I-MED Radiology is committed to maintaining the highest standards of health and safety across all aspects of our operations. We embed health and safety into the culture of our organisation, making it a core part of how we manage our business and engage with patients. Our approach emphasises accountability, continuous improvement, and compliance with regulatory requirements, ensuring that we provide safe environments for both our patients and our people which include:

- Our goal being zero harm;
- Involvement in safety is a core responsibility shared by everyone: employees, consultants, contractors and patients;
- Most occupational risks can be managed; and
- Training our people to work safely is essential.

Our WHS Policy defines the expectations, roles and responsibilities, reporting requirements and management systems that underpin our approach to health and safety. We review the policy regularly to ensure it remains up to date, effective, and aligned with best practice.

We have also implemented a Safety Management System (SMS) that embeds our guiding principles into daily practice. The SMS empowers our people to meet legal and best practice standards, understand and take ownership of their responsibilities, and enables us to proactively identify and manage risks.

It equips our people with resources and guidance to remain aware of, and effective in, managing health and safety. The SMS is outlined in the following framework:

- National Safety Procedures
- National Safety Guidelines
- Safe Work Instructions
- National Safety and Clinical Alerts
- National Safety training.

At I-MED Radiology, our goal of zero harm continued to guide our approach in FY25, driving a strong focus on continuous improvement and proactive safety across all settings. We are committed to anticipating and managing risks, enhancing our practices and creating a culture where every team member is supported to feel physically and psychologically safe. Our SMS drives ongoing refinement of measures to minimise harm and foster a culture where safety is embedded in every interaction.

Key results

4.5

Lost Time Injury Frequency rate was achieved, which was a reduction from 5.1 in FY24

0

WHS regulatory prosecutions or staff fatalities in FY25

548 hours

of counselling provided through our Employee Assistance Program in FY25

95.75%

average score for our Australian clinics, and 91.92% for our New Zealand clinics in our bi-annual National Quality and Safety audit completed in FY25.

1,450

team members participated in our Australian influenza vaccine program



Building a culture of care with Mental Health First Aid Training

In 2024, I-MED Radiology introduced Mental Health First Aid training as part of our commitment to psychological safety and wellbeing, helping to build a culture of care and support across the organisation.

The first round of training, held in December 2024 through both in-person and virtual sessions, saw 89 participants completing the course. Our certified Mental Health First Aid Officers are equipped with the skills to assist colleagues experiencing mental health challenges and to provide referral pathways to ongoing support. To ensure continued support for our Mental Health First Aiders, a dedicated online community provides these officers with access to resources, updates, and ongoing learning opportunities.

Following high demand, additional training sessions are planned for the second half of 2025, further embedding mental health awareness and support within our culture.



Supporting employee inclusion and wellbeing with 'We've Got You. Period.'



Ahead of International Women’s Day 2025, I-MED Radiology launched ‘We’ve Got You. Period.’, an initiative that provides free period care products across our clinics and office locations in Australia and New Zealand.

With a workforce that is 73.5% female, this program acknowledges the importance of accessible period care products for those who menstruate, aiming to alleviate stress, boost confidence, and ensure no one is caught unprepared.

Led by I-MED’s DEI Gender Sub-Committee and delivered in partnership with WINC and Kimberly-Clark, the initiative is part of a broader commitment to employee wellbeing, diversity, equity, and inclusion.

By embedding practical support into the workplace, we continue to foster an environment where people feel valued, respected, and able to thrive.

Driving clinical excellence and patient care through the 2025 Quality & Safety Audit Program

Between February and May 2025, I-MED’s Quality and Safety Coordinators undertook a significant initiative, completing 180 audits across Australia and New Zealand. This large-scale bi-annual program underscores our unwavering commitment to clinical quality, patient safety, and the delivery of world-class diagnostic imaging services.

The audit results demonstrated exceptional performance across the network, exceeding both target and stretch target benchmarks.

Notably, clinics in Australia achieved an average result of 95.75%, while New Zealand clinics achieved 91.92%, reflecting the strength of I-MED’s systems and the professionalism of its people.

These results are a testament to the dedication and collaboration of teams across every region, from metropolitan hubs to regional clinics. Through initiatives like the Quality & Safety Audit Program, we continue to build on our strong foundation of clinical excellence – driving even higher standards of quality and patient care into the future.



Our environment



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Climate action
and disclosure

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Waste management
in operations

Climate action and disclosure

Reducing our environmental footprint and taking meaningful steps to reduce our impact and emissions is a key priority for I-MED Radiology. In FY25, we built on the foundations laid in previous years undertaking activity to help us better understand our emissions and climate risks. We recognise that climate change will continue to affect our people, patients, and communities which is why we are investing in better data and analysis to help us prepare and respond.

Our approach

While we are still in the early stages of our climate journey, we recognise the growing risks posed by climate change and the responsibility we have to respond. Over the past year, we have continued to refine our understanding of our carbon footprint, building on preliminary assessment work completed in FY24. This work remains in progress as we focus on validating data and strengthening our approach to measurement and reporting.

This foundational work is essential to establishing a robust approach that will guide our future decarbonisation strategy.

We also completed our first climate risk assessment to better understand the physical and transitional risks associated with a changing climate. This work lays the groundwork for informed, long-term decision-making across the business.

In FY26 we will continue to strengthen Board and executive oversight of our carbon approach. We look forward to embedding Scope 1 and 2 emissions into our audited financial accounts in alignment with ASRS mandatory reporting requirements.

Key results



We are in the process of finalising our FY25 carbon footprint, building on our initial assessment



In FY25, we began transitioning to renewable energy, with 25% of the electricity directly procured for our larger sites now coming from renewable sources



Governance

The I-MED Radiology Network Board (Board) holds ultimate accountability for overseeing our sustainability approach, including climate-related risks and opportunities. To support this, I-MED’s Sustainability & Inclusion Committee provides advice to the Senior Leadership Team on environmental priorities, emerging climate risks and opportunities, and progress against climate objectives.

The Committee also drives the integration of climate considerations into business strategy, operations, and risk management, ensuring alignment with the Board’s direction and oversight responsibilities.

The Senior Leadership Team is responsible for implementing climate-related initiatives, supported by operational teams across the business. To strengthen accountability and oversight, climate-related responsibilities are being progressively embedded into governance documents, risk frameworks, and strategic planning processes. This integration ensures that climate considerations are aligned with regulatory expectations, stakeholder interests, and the creation of long-term sustainable value.



Climate risk and opportunity assessment

I-MED has undertaken an initial climate risk and opportunity assessment to better understand how climate change may affect our operations, assets and services. This process considered both physical and transition risks and will form the basis for embedding climate considerations into governance, risk management and strategic planning. Insights gained through this assessment will continue to be refined and integrated into business processes in FY26.



Strategy

I-MED recognises that climate change has the potential to create both operational and financial impacts across its national network. Addressing environmental impacts and preparing for these risks is integral to delivering sustainable healthcare. During FY25, we commenced work to better understand climate-related risks and opportunities to inform future strategic and financial planning. We are continuing our climate risk and opportunity assessment and the development of preliminary modelling to support our decarbonisation. These efforts will guide ongoing planning and the future consideration of emissions reduction commitments.



Mitigation model and decarbonisation pathway

Preliminary modelling has been undertaken to explore potential pathways for emissions reduction over the short, medium and long term. This early analysis has identified priority areas such as renewable electricity, energy efficiency in clinical operations, and supplier engagement. These scenarios will be further developed to inform decision-making and to support the consideration of credible emissions reduction targets and abatement priorities in future reporting periods.



Carbon footprint

Initial carbon footprint assessments were undertaken in FY24 and FY25 to establish a baseline for our Scope 1 and 2 emissions. FY24 serves as an early reference point, with FY25 data currently being finalised. These assessments will enable us to measure progress over time and factor climate impacts into operational planning and investment decisions. In parallel, we are continuing to build our understanding of Scope 3 emissions to support future disclosure requirements.



Risk management

From FY26, findings from the initial climate risk and opportunity assessment will be progressively incorporated into I-MED’s risk management approach. While still at an early stage, this work will strengthen how climate-related risks and opportunities are identified, assessed and managed across the organisation. The results will inform future resilience planning and support I-MED’s transition toward full climate-related financial disclosures in line with the Australian Sustainability Reporting Standards.

Transitioning to renewable energy

Like many Australian organisations, our energy supply has historically come from non-renewable sources. In January 2025 we made a step forward by transitioning 25% of our electricity supply contracts for our larger sites to renewables, including wind and solar power.

This shift is part of our broader decarbonisation efforts and reflects our commitment to embedding sustainability across the business.

We consider renewable energy central to achieving our climate goals. Our transition is supported by a multi-year electricity contract, which will be reviewed at renewal to ensure we continue making progress toward these targets.



Waste management in operations

Through targeted initiatives and collaboration, we strive to reduce waste sent to landfill and increase recycling across our operations. This encompasses the safe handling, treatment, and disposal of medical and radiology waste – including nuclear medicine waste – in full compliance with industry practice and regulatory requirements. These efforts strengthen our waste management practices and help lower the environmental footprint of our network.

Key results

28 tonnes

of waste recycled in FY25

30%

reduction in the use of film per procedure

6.2 tonnes

tonnes of e-waste recycled in FY25

Our approach

We are committed to reducing our waste to landfill as part of our broader sustainability efforts. Our approach goes beyond compliance. It involves taking proactive steps to reduce our environmental impact and foster a culture of accountability across the organisation.

Our Environment Sub-Committee plays a pivotal role in driving these efforts. The Committee focuses on identifying key areas within our operations where we can achieve the greatest reductions in our waste footprint. By analysing waste streams and operational practices, we are developing projects to minimise waste generation,

divert waste from landfills, and promote sustainable resource use and recycling.

Recycling remains a key focus for us. This year, we have encouraged our people to get involved through new programs for printer cartridge and uniform recycling. Soft plastic recycling for medical consumable waste is also on our agenda, and we are actively exploring available options to address a significant component of our operational waste and improve overall recycling outcomes.

We are also reducing paper waste through the phased rollout of our new electronic invoice system.

Patients can now receive invoices via secure SMS links or through our online payment portal, making it easier to view, download, and manage payments while reducing the need for printed materials. This system is being introduced progressively across sites, with additional locations coming online throughout the year.

A key part of our waste reduction program is education and upskilling. Through engagement and training initiatives, we are promoting environmentally responsible practices and encouraging everyone in the organisation to reduce waste at the source.

Highlighting greener choices through 'Sustainability Steps'

The 'Sustainability Steps' initiative is an employee-led online community which provides a grassroots platform for our people across the network to connect, share, and inspire everyday actions that support a greener future. The community has received more than 7,700 views since its launch early 2025.

The initiative encourages simple yet impactful changes – ranging from improved recycling habits to energy reduction in clinics – that collectively advance I-MED’s broader sustainability goals. To further extend its reach, a quarterly 'Sustainability Steps' newsletter was launched, featuring practical tips, success stories, and downloadable resources such as guides for paper, cardboard, and e-waste recycling, uniform recycling options, and energy-saving strategies tailored for clinical settings.

By fostering open dialogue and empowering individuals and teams, 'Sustainability Steps' has created a culture of shared responsibility, driving grassroots momentum for more sustainable waste management practices throughout the organisation.



Empowering sustainability with uniform recycling

I-MED Radiology has partnered with Textile Recyclers Australia (TRA) to implement a uniform recycling program across all clinic locations in Australia. This initiative provides an easy-to-manage, end-to-end solution that enables the responsible disposal of old uniforms.

Since the program commenced in early 2025, the program has collected and recycled more than 264 kilograms of unwanted uniforms.

By introducing this program, we are reducing textile waste and promoting circular economy principles within our operations. This partnership reflects a practical, scalable approach to embedding sustainability into everyday practices, further supporting our environmental goals.

Advancing sustainability with low helium MRI technology

We operate over 170 MRI scanners across our clinic network, making magnetic resonance imaging a critical part of our diagnostic services. Recognising the environmental and operational challenges posed by traditional MRI technology, we are leading the shift towards more sustainable solutions.

In FY25, I-MED Radiology placed an order for three new low helium MRI systems, adding to the two already in operation, with delivery scheduled for FY26. Unlike conventional MRI machines, which require large volumes of liquid helium to keep superconducting magnets at extremely low temperatures, low helium MRIs are designed to use significantly less helium. This reduces reliance on a non-renewable resource, supporting environmental sustainability while maintaining high-quality diagnostic performance.

As we invest in more of these systems, we are reducing our environmental impact while continuing to provide world-class diagnostic services.



Responsible business practices



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Sustainability
governance

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Cybersecurity and
data privacy

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Supply chain
management

Sustainability governance

Our sustainability governance continues to evolve. This encompasses how we oversee environmental, social, and governance (ESG) matters across I-MED Radiology, including the development of policies, frameworks, communications, reporting, and accountability measures to drive and track sustainability performance.

Our approach

In FY24, I-MED Radiology established a Sustainability Committee to identify, assess, and recommend improvements in ESG matters. The Committee was formed to help drive our sustainability agenda, support accountability, and foster a culture of sustainable decision-making across the business. It also provided internal advice to the Senior Leadership Team.

In FY25, we refined our approach by merging the Sustainability and DEI Committees into a single Sustainability & Inclusion Committee. This change reflects our commitment to a more integrated view of environmental and social matters, recognising the strong links between sustainability and inclusion. The combined committee enables closer alignment across initiatives, reduces duplication, and brings a broader set of perspectives to the way we operate and make decisions.

Our governance approach reflects our brand promise that Answers start with us. By embedding sustainability and inclusion into governance, we are ensuring that the answers we deliver for patients and their referrers, as well as the communities we operate in, and our people, are informed by diverse perspectives and long-term thinking.

In FY26, we will continue to develop this governance model, with a focus on further clarifying roles and responsibilities and strengthening alignment between the Committee, the Board, and our broader risk and strategy processes.

Key results



In FY25, we merged our Sustainability and DEI Committees into a single Sustainability & Inclusion Committee, enabling a more strategic, integrated approach

2

updates were provided to the Board that outlined our progress to date and planned actions

Our approach to sustainability governance



Cybersecurity and data privacy



We remain dedicated to safeguarding cybersecurity and ensuring the confidentiality and protection of patient data.

Our approach

Given the nature of our work, we handle sensitive and personal information. We recognise our responsibility to manage this information in a way that protects confidentiality and privacy. This applies to data concerning patients, prospective patients, referring health practitioners, and other stakeholders, including employees, contractors, and job applicants.

I-MED Radiology has a vision 'to be the most respected and trusted imaging specialist in the world' with a purpose 'to save lives and reduce uncertainty'. Strong and effective governance of patient data is essential for achieving this vision, supporting long-term business operations, and advancing our broader organisational goals.

Most of the data that I-MED Radiology handles and manages is regulated by Federal, State and

Territory legislation. Maintaining compliance with our legislative and regulatory requirements is of the utmost importance.

Our data governance is overseen by our Senior Leadership Team. They ensure the responsible, appropriate and ethical handling of such data through the implementation of relevant systems, policies and processes. The Senior Leadership Team are supported by the Privacy Officer, who ensures that the handling of personal information is undertaken in accordance with I-MED Radiology's legal and regulatory obligations.

Our cybersecurity measures include security processes and controls on the network, data, application, infrastructure, identity and access, incident response, disaster recovery and business continuity and user education and training. Our

cybersecurity maturity has been benchmarked against government frameworks, such as Essential Eight and NIST. We also undertake regular training and awareness exercises with our people, including mandatory training, phishing exercises, and awareness campaigns.

In FY26, we will continue to enhance our security posture and adopt new measures to protect sensitive data. This includes rolling out multi-factor authentication (MFA) across our systems to provide additional safeguards and assurance for patients, referrers and employees.

Online referrer portal security issue

In September 2024, I-MED became aware that login credentials for a small number of accounts used to access our online referrer portal had been made publicly available. These external accounts are used by referring medical health practitioners and other health professionals to support patient care, including in emergency situations.

We advised the Office of the Australian Information Commissioner (OAIC) and worked closely with the National Office of Cyber Security and the Australian Signals Directorate (ASD). Following a comprehensive investigation, we confirmed

there was no unauthorised access to patient data beyond the access initially reported by an anonymous source. The impacted users and patient were notified at the time, and the OAIC formally closed its file in March 2025.

We have further strengthened our system monitoring and continue to work with cyber security experts to enhance data protection. As part of our ongoing improvements, we have commenced rolling out multi-factor authentication across our referrer systems and working with our referrer community to strengthen login processes.

Supply chain management



We are committed to evaluating and monitoring the environmental and social performance of our suppliers in line with our high standards. This includes prioritising the identification, oversight, and mitigation of human rights risks across our business and supply chain, ensuring compliance with applicable regulations and standards.

Our approach

As a major purchaser of a wide range of goods and services I-MED Radiology recognises that our responsibility extends beyond quality, safety, and service excellence to the professional and focused management of our supply chain.

We expect that all our major suppliers, service providers and any other agents or contracted third parties adopt an approach to ethical business practices and sustainability that is consistent with our high standards. This includes compliance with all local and national Work Health and Safety (WH&S) laws and regulations, and have the required

permits, licenses and permissions to supply the goods and services offered. Suppliers must also have documented health and safety policies and procedures in place alongside appropriate safety infrastructure and equipment.

Suppliers identified by I-MED Radiology as being moderate to high risk for WH&S purposes are required to have a recognised WH&S management system in place.

When on I-MED Radiology sites, suppliers must comply fully with applicable our policies and directives. All items supplied to I-MED Radiology

must comply with relevant Australian standards and legislation. I-MED Radiology expects all our suppliers, their subsidiaries, joint ventures (including those entities that I-MED Radiology holds a non-controlling interest), and all their people, contractors, officers and agents, to comply with our [Supplier Code of Conduct](#).

Addressing modern slavery risks

Our Modern Slavery Statement sets out the actions taken in assessing modern slavery risks in our operations and supply chains, as well as the actions we have taken to address, monitor and prevent these.

We have established responsibility for managing modern slavery risks and implementing relevant policies and mitigation initiatives. The Board is responsible for overseeing modern slavery risk management, strategy development and implementation. I-MED’s Procurement, Legal, and People and Culture departments support the implementation of this approach, focusing on the policy framework, risk mapping, due diligence, and remediation processes.

Over the coming years, we will build on the work completed to date by strengthening due diligence processes, increasing engagement with suppliers in complex or high-risk categories, and improving our understanding and management of high-risk industries and procurement categories. We will also enhance our remediation framework to clearly set out how we respond to issues that do not meet our standards or where a high modern slavery risk is present.

Key result



In FY25 we published our 2024 Modern Slavery statement



ESG data performance table

Environmental

DATA POINT	UNIT	FY25	FY24
Waste			
Total waste	Tonnes	707	654
Waste to landfill	Tonnes	592	548
Waste diverted from landfill	Tonnes	115	106
Total waste recycled	Tonnes	28	25
Paper waste recycled	Tonnes	17	16
e-waste recycled	Tonnes	6.2	6.2

* FY24 figures exclude StatRad which was acquired in July 2024

Note: n/a denotes data related to a time period prior to I-MED's acquisition of StatRad.

Social

DATA POINT	UNIT	FY25	FY24
Employee profile			
Total employees	Number	4,980	4846*
Total female employees	Number	3,609	3572*
Total male employees	Number	1360	1261*
Overall turnover rate	Percent	18.8	19.1*
Women in management			
Proportion of women on the Board	Percent	42.8	42.8
Proportion of women in senior management positions	Percent	50	52
Proportion of women in senior management positions (US)	Percent	27	n/a
Employee engagement			
Annual engagement survey participation	Percent (of invited employees)	53	61
Annual engagement survey participation (StatRad)	Percent (of invited employees)	55	n/a
Health and safety			
Lost time injury frequency rate (LTIFR) (ANZ)	Ratio	4.5	5.1

Governance

DATA POINT	UNIT	FY25	FY24
Marketing and labelling			
Marketing communication non-compliance incidents	Number	0	0
Service information and labelling noncompliance incidents	Number	0	0
Whistleblowing			
Whistleblowing allegations reviewed and closed	Number	1	1

Operational

DATA POINT	UNIT	FY25	FY24
Patient care			
Total number of clinics (ANZ)	Number	214	212
Total number of patients cared for (ANZ)	Number	2,528,376	2,475,065
Total number of procedures (ANZ)	Number	5,961,168	6,030,740
Total teleradiology diagnostic reports	Number	2,867,299	1,104,002*
Total teleradiology diagnostic reports (after hours only)	Number	1,802,063	429,472*

GRI general disclosures (2021)

In FY25, I-MED Radiology’s report was prepared with reference to the Global Reporting Initiative (GRI). General disclosures are mapped to the right and on the following page.

GRI	GENERAL DISCLOSURES	FY25 RESPONSE	PAGE
The organisation and its reporting practices			
2-1	Organisational details	About I-MED Radiology Network	6
2-2	Entities included in the reporting boundary	About I-MED Radiology Network	6
2-3	Reporting period, frequency and contact points	Front cover	3
2-4	Restatements of information	Not applicable. Inaugural report	-
2-5	External assurance	External assurance was not sought in FY25	-
Activities and workers			
2-6	Activities, value chain and other business relationships	About I-MED Radiology Network (value chain)	11
2-7	Employees	ESG summary data pack	66
2-8	Workers who are not employees	Data not included in FY25	-
Governance			
2-10	Governance structure and composition	Sustainability governance	59
2-11	Nomination and selection of highest governance body	Sustainability governance; https://i-med.com.au/board-of-directors	67
2-12	Chair of the highest governance body	Sustainability governance; https://i-med.com.au/board-of-directors	67
2-13	Delegation of responsibility for managing impacts	Patient and referrer experience; Sustainability governance	26, 59
2-14	Role of highest governance body in sustainability reporting	Sustainability governance	58
2-15	Conflicts of interest	Sustainability governance	58
2-16	Communication of critical concerns	Patient and referrer experience; Sustainability governance	26, 59
2-17	Collective knowledge of highest governance body	Sustainability governance; https://i-med.com.au/board-of-directors	59
2-18	Evaluation of the performance of highest governance body	Not disclosed in FY25	-
2-19	Remuneration policies	Gender Pay Gap Statement	-
2-20	Process to determine remuneration	Not disclosed in FY25	-
2-21	Annual total compensation ratio	Not disclosed in FY25	-

GRI general disclosures (2021) (cont.)

GRI	GENERAL DISCLOSURES	FY25 RESPONSE	PAGE
Strategies, policies and practices			
2-22	Statement on sustainable development strategy	Our approach to sustainability; Sustainability Statement	-
2-23	Policy commitments	https://i-med.com.au/sustainability	-
2-24	Embedding policy commitments	Our approach to sustainability; sustainability governance; Sustainability Statement	15, 59
2-25	Processes to remediate negative impacts	Our approach to sustainability; sustainability governance; Sustainability Statement	9, 44
2-26	Mechanisms for seeking advice and raising concerns	Whistleblowing Policy and making a report: https://i-med.com.au/sustainability	9, 14, 33
2-27	Compliance with laws and regulations	Our approach to sustainability; Patient and referrer experience; Employee health and safety	10
2-28	Membership associations	Engaging with stakeholders	16
Stakeholder engagement			
2-29	Approach to stakeholder engagement	Engaging with stakeholders	16
2-30	Collective bargaining agreements	41% of I-MED employees are covered by an EA in FY24	-
Material topics			
3-1	Process to determine material topics	Our material topics	20
3-2	List of material topics	Our material topics	20



**I-MED Radiology
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Comprehensive care. Uncompromising quality.

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