



November 2025

## **Speak Up Policy**

**Nanosonics Limited**

**ABN 11 095 076 896**

## 1 PURPOSE OF THIS POLICY

This policy reflects Nanosonics' commitment to the highest standards of ethical conduct in all Nanosonics Group's activities by:

- (a) Reinforcing Nanosonics' commitment to identifying and responding to concerns and fostering a culture of openness, honesty, integrity and continuous improvement;
- (b) Encouraging the reporting of suspected or actual wrongdoing (see clause 5.1 below);
- (c) Providing guidance on how to raise concerns and how those concerns will be investigated; and
- (d) Reassuring anyone who raises a concern that they can do so without fear of retaliation, even if they turn out to be mistaken.

## 2 SCOPE

This Policy applies to each Nanosonics Staff located at any Nanosonics operation globally and Third Party Representatives of Nanosonics Group.

## 3 DEFINITIONS

Term	Definition / Description
Concerned Individual	An individual who raises Reportable Conduct under this Policy.
Nanosonics or Nanosonics Group	Nanosonics Limited (ABN 11 095 076 896) and its controlled entities.
Nanosonics Staff	For the purposes of this policy, any of the following individuals: <ul style="list-style-type: none"><li>• past and present directors, officers and employees of the Nanosonics Group, and partners and relatives of those individuals; and</li><li>• contractors and consultants (and any employees of any contractor or consultants) to the Nanosonics Group whose terms of engagement apply this Policy to them.</li></ul>
Reportable Conduct	Has the meaning set out in clause 5.1 of this Policy.
Speak Up Investigation Officer	The current Speak Up Investigation Officers are: <ul style="list-style-type: none"><li>• the Chief People &amp; Culture Officer;</li><li>• the Chief Financial Officer; and</li><li>• the General Counsel,</li></ul> or any other appropriate individual nominated by Nanosonics from time to time.
Third Party Representative	Any entity (including any employee of that entity) who supplies goods or services to a member of the Nanosonics Group, or to whom a member of the Nanosonics Group supplies goods or services.

## 4 LOCAL CONDITIONS

This Policy must be read in conjunction with, and is subject to, the laws relating to employment and the responsibilities, if any, of employers and employees in the many local environments in which Nanosonics operates. Local management will have the primary responsibility for implementing this Policy within their areas of responsibility.

In addition to the protections under this Policy, certain legislation may offer statutory protection for whistleblowers in the territories in which Nanosonics Group operates. Nanosonics will comply with all applicable legislative requirements and this Policy applies in addition to any statutory requirements.

## 5 NANOSONICS' SPEAK UP POLICY

### 5.1 What may constitute Reportable Conduct?

Reportable Conduct for the purposes of this Policy means any past, present or likely future activity, behaviour or state of affairs that the Concerned Individual has reasonable grounds to suspect is:

- Dishonest or unethical;
- Corrupt (including soliciting, accepting or offering a bribe, money laundering, facilitation payments or other such benefits)<sup>1</sup>;
- Fraudulent;
- Illegal (including theft, drug sale or use, violence or threatened violence and property damage, or terrorist financing);
- A breach of any law, regulation, internal policy or code;
- Likely to compromise internal or external audit or other accounting, compliance or actuarial activities;
- A case of serious misconduct, impropriety or an improper state of affairs or circumstances;
- A serious danger to health or safety of Nanosonics Staff, the public or a financial system;
- A serious danger or risk to the environment;
- A serious or gross mismanagement or waste of Nanosonics' resources;
- Detrimental to Nanosonics' financial position or reputation;
- A case of maladministration (an act or omission of a serious nature that is negligent, unjust, oppressive, discriminatory or is based on improper motives); or
- Concealment of any of the above.

For the avoidance of doubt, Reportable Conduct **does not include** 'personal work related grievances'. These are generally grievances relating to a Nanosonics Staff member's current or former employment or engagement (or that of their relative or dependent who is a Nanosonics Staff) that have implications for that person personally, and that do not have broader implications for the Nanosonics Group. For example, an interpersonal conflict between Nanosonics Staff, or a decision relating to employment or engagement, such as a transfer, promotion or disciplinary action of Nanosonics Staff. Personal work related grievances may be raised in accordance with Nanosonics' Grievances & Appeals Policy.

Reportable Conduct usually relates to the conduct of Nanosonics Staff, but it can relate to the actions of a third party, such as a customer, supplier or service provider.

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<sup>1</sup> Please see the Nanosonics Anti-Bribery and Anti-Corruption Policy.

## **5.2 How do I raise a concern about possible Reportable Conduct?**

Nanosonics has a number of reporting channels. Nanosonics Staff are encouraged to first consider raising any concerns about Reportable Conduct through the normal reporting channels (i.e. line manager or to the People & Culture department) as it will likely make it easier to address the disclosure.

If Nanosonics Staff feel unable or uncomfortable utilising the normal reporting channels described above, individuals are able to raise a concern about possible Reportable Conduct in one of two other ways:

- To a Speak Up Investigation Officer identified in this Policy.
- Anonymously, via the Nanosonics Speak Up Portal, Whispli: [Click here to lodge a report](#)  
Nanosonics Staff may raise any concerns about Reportable Conduct anonymously where they are concerned that they may suffer personal disadvantage or otherwise wish to use the anonymity protections under this Policy.

While Nanosonics Staff are encouraged to provide their name when providing a disclosure because it will make it easier for Nanosonics to address the disclosure (for example, the context in which they may have observed the Reportable Conduct is likely to be useful information), Nanosonics Staff are not required to do so.

If Nanosonics Staff do not provide their name, Nanosonics will assess the disclosure in the same way as if they had revealed their identity, and any investigation will be conducted as best as possible in the circumstances. However, Nanosonics Staff should be aware that an investigation may not be possible unless sufficient information is provided, and that any investigation that is conducted may be impacted by the information available to the Speak Up Investigation Officer. Nanosonics Staff will still be entitled to protections under the law if a protected disclosure is made.

Where individuals raise any concerns about Reportable Conduct to organisations identified in any statute (such as ASIC, APRA, the Australian Federal Police and other prescribed Commonwealth authorities), to an auditor of Nanosonics, or in any other way, the Concerned Individual is entitled to the benefit of this Policy including the Concerned Individual welfare provisions set out in clause 5.4 below. This is in addition to any statutory protections to which they are entitled.

## **5.3 How will the concern about possible Reportable Conduct be investigated?**

Investigations of Reportable Conduct will be conducted in a manner that is timely, confidential, fair, objective and in accordance with Nanosonics' policies. Confidentiality extends to all information received from Concerned Individuals. All information will be held securely, sensitively and in strict confidence.

All reports received pursuant to this Policy are assigned to a suitable Speak Up Investigation Officer or Officers who will be, insofar as possible, independent of the department in which the Concerned Individual is employed and also of any persons to whom the concern relates. An external Speak Up Investigation Officer may be appointed. The Speak Up Investigation Officer will be an individual who is not implicated directly or indirectly in the report.

While Speaking Up about a Reportable Conduct does not guarantee that the disclosure will be formally investigated, all reports will be assessed and considered by Nanosonics sensitively and seriously, and a decision made as to whether they should be investigated. Nanosonics' response to a disclosure will vary depending on the nature of the disclosure (including the amount of information provided).

The Speak Up Investigation Officer is responsible for conducting the investigation, maintaining the wellbeing of any Concerned Individuals and, where possible, for keeping the Concerned Individual informed of the investigation's progress in a timely way

All Nanosonics Staff must cooperate fully with any investigations.

Unless there are confidentiality or other reasons not to do so, persons to whom the disclosure relates will be informed of the allegation at an appropriate time and will be given a chance to respond to the allegations made against them.

#### **5.4 Monitoring Concerned Individual welfare**

Support and protection from personal or financial disadvantage applies to anyone making a report under the Policy and extends to anyone else within Nanosonics who is assisting the investigation, as well as to the Speak Up Investigation Officer.

Nanosonics does not tolerate retaliation or adverse action related to a Concerned Individual's disclosure such as dismissal, harassment or discrimination toward anyone making a report. The Chief People & Culture Officer (or another suitable representative nominated by them) will be available to protect and support the Concerned Individual or to nominate an appropriate support person if appropriate. These measures include:

- processes for assessing the risk of detriment against a Concerned Individual and other persons (e.g. other staff who might be suspected to have made a disclosure), which will commence as soon as possible after receiving a disclosure;
- where practicable, potentially allowing the Concerned Individual to perform their duties from another location if, reassign them to another role at the same level, make other modifications to the Concerned Individual's workplace or the way they perform their work duties, or reassign or relocate other staff involved in the disclosable matter;
- processes for ensuring that management are aware of their responsibilities to maintain the confidentiality of a disclosure, address the risks of isolation or harassment, manage conflicts, and ensure fairness when managing the performance of, or taking other management action relating to, a Concerned Individual.

Nanosonics is not able to extend the full level of protections and support set out in the Policy to Concerned Individuals who are not directly employed by Nanosonics at the time the report is made, for example protection of their employment conditions, however Nanosonics is committed to providing any protection and support that it is reasonably able to in the circumstances.

#### **5.5 External Concerned Individuals**

External Nanosonics Staff (such as former employees, service providers, suppliers or partners and relatives of Nanosonics employees) who wish to make a report of Reportable Conduct under the Policy can via the Nanosonics Speak Up Portal, Whispli: [Click here](#) or contact the Nanosonics General Counsel on (02) 8063 1600 or +61 2 8063 1600 outside Australia.

## **6 FALSE OR MISLEADING DISCLOSURES**

When Speaking Up, Nanosonics Staff will be expected to have reasonable grounds to suspect the information being disclosed is true, but they will not be penalised if the information turns out to be incorrect. However, Nanosonics Staff must not make a report that they know is not true or is

misleading. Where it is found that a Concerned Individual has knowingly made a false report, this may be a breach of Nanosonics' Code of Conduct & Ethics and will be considered a serious matter that may result in disciplinary action. There may also be legal consequences if a knowingly false report is made.

## **7 COMPLIANCE**

A copy of this Policy is made available to all Nanosonics Staff and is also available on the Nanosonics' external website.

The Audit & Risk Committee is charged with overseeing Nanosonics' Speak Up Policy and will receive regular reporting on activity under this Policy (including on an anonymised basis where Concerned Individuals have requested anonymity). This Policy is reviewed regularly.

A breach of this Policy may, in some circumstances, result in disciplinary action up to and including termination (of employment or other contract of engagement as applicable). The Company Secretary will advise the Board of any non-compliances identified.