



ENVIRONMENTAL SOCIAL GOVERNANCE (ESG) STRATEGY

FY 2026 and FY 2027



ESG STRATEGY

Qscan Group's approach to corporate social responsibility includes following Environmental Social Governance (ESG) principles. While we are a small part of a global ecosystem, we believe our contributions can help shape a better future.

The Qscan Group Board and Executive Management Team are committed to:

01

Delivering quality corporate governance to a high standard, with transparent reporting for investors.

02

Aligning operations with industry best-practice principles for the management of ESG matters.

03

Benchmarking our ESG approach and performance using industry-recognised systems.

04

Measuring scope 1 (direct) and scope 2 (indirect through energy) carbon emissions that arise through the Group's operations, including defining long-term reduction targets.

05

Attempting to measure scope 3 (indirect) carbon emissions that arise through the Group's operations, including upstream and downstream emissions.





ENVIRONMENTAL

What does this mean for Qscan?

- Continue to measure scope 1 and 2 emissions, and seek to decarbonise.
- 20% Reduction in the quantity of landfill waste by 2028 (Scope 3).

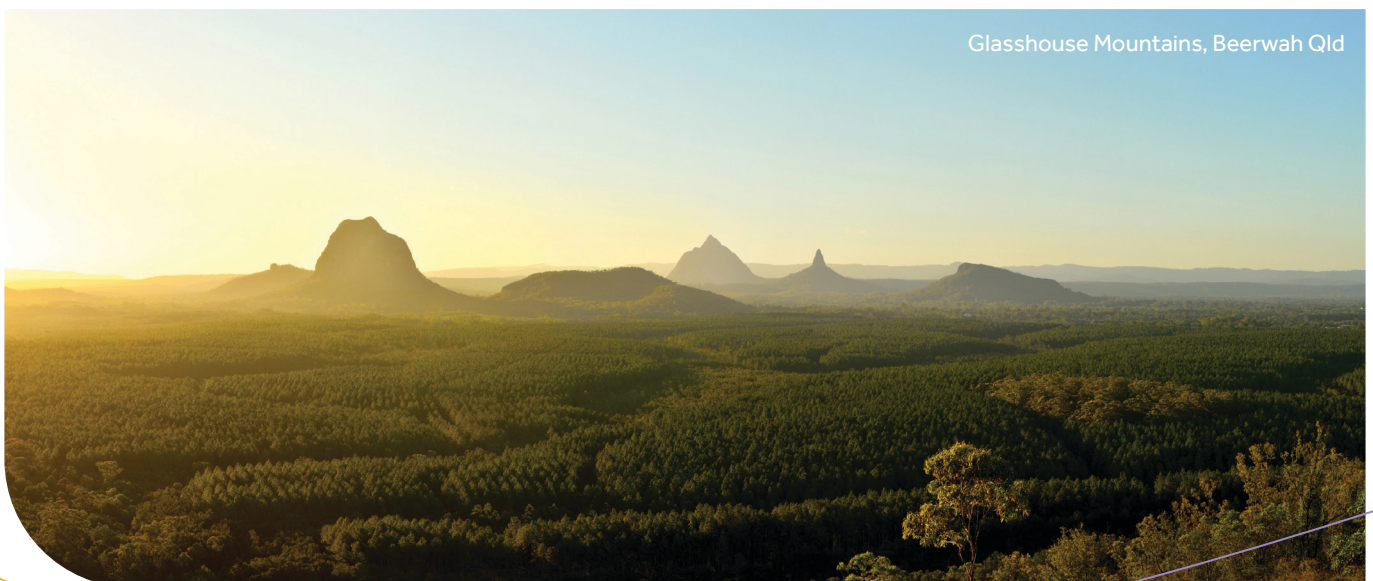
ONGOING EFFORTS FROM FY23

- Amalgamate energy providers into 2 brokers by 2025 with improved quarter and annual emissions reporting.
- Implement LED light fittings and SMART board capabilities to existing clinics as part of the refurbishments program.
- Amalgamate waste providers into 2-3 nationally, drive efficiencies and consistencies across clinics with a target of reducing landfill waste by 20% by 2025.
- Improve the accuracy of Scope 1, 2 and 3 emissions reporting across the Group.
- Implement administration and radiology software which reduces paperbased outputs, eventually moving to a predominantly digital footprint where possible.

NEW AREAS OF FOCUS FOR FY26 AND FY27

- Undertake a climate risk assessment and review of all diagnostic imaging equipment and mechanical plant currently used within clinics vs options
- Investigate options with clinic landlords to introduce solar energy options where feasible.
- Introduce recycling and other environmentally friendly waste management options where operationally possible.
- Re-invent Qscan offering of fleet cars within the organisation, with a reduction of the current fleet by 80%.

Glasshouse Mountains, Beerwah Qld





ENVIRONMENTAL

EMISSIONS

During FY22 we commenced emission reporting, to start to understand our carbon footprint and help identify areas of improvement the business can focus on in the coming years.

	Scope 1 (Direct Emissions)	Scope 2 (Indirect emissions from energy)	Scope 3 (Indirect emissions)
Qscan Group FY26 Emissions	21.41 tCO ₂ -e	6,410.00 tCO ₂ -e	1154.12 tCO ₂ -e
How did Qscan measure this?	Qscan fleet cars	Purchased electricity	Waste, Business travel (flights, Ubers, other transport)

In FY27, Qscan intends to further its reporting scope to incorporate additional Scope 3 emissions from our supply and value chain where possible and measure against previous financial years.





SOCIAL

What does this mean for Qscan?

- Improved employee engagement and culture by 2027.
- Protecting our patients as part of our clinical excellence program.
- Building sustainable communities, by increasing access to radiology healthcare and jobs in regional and remote areas.

ONGOING EFFORTS FROM FY23

- Annual audits to ensure **currency of clinical workforce's professional registrations and licences** to protect our patients.
- **Enrich existing social policies** such as domestic and family violence, flexible work life arrangements to ensure contemporary practices and legislative compliance.
- **Improve Qscan current career development programs**, with new learning and development offerings, and mentoring programs.
- Staff engagement in the form of **more regular and shorter pulse surveys each financial year**. A full staff survey will be conducted every two years.
- **Continue to provide remote communities with access** to diagnostic imaging and interventional procedures, which also provides **local job opportunities** to support community growth.
- **Improve workplace WHS reporting culture** to ensure LTIs are being registered, to continue to measure, improve and report on WHS injuries and risks across the group.



NEW AREAS OF FOCUS FOR FY26 AND FY27

- Embed new **Reward and Recognition Framework** to help retain staff
- Implement a **Wellbeing Strategy and Framework** with a calendar to internally promote and bring awareness to areas of focus, i.e., International Women's Day, LGBTI initiatives.
- Establish a **Culture Improvement Steering Committee with local action groups** to improve culture, reward and recognition, wellbeing etc.
- Measure customer satisfaction levels, aligning with the Net Promoter Score industry standard.



GOVERNANCE

What does this mean for Qscan?

- Effective Board which meets regularly.
- Clear direction and leadership across the organisation, supporting continued growth and expansion.
- Effective controls in place to protect employees and investors.

ONGOING EFFORTS FROM FY23

- **Annual review of board membership** to ensure diversity and inclusion across group.
- Ongoing effort to ensure a **fair, accountable and transparent decision making** across all layers of the organisation.



NEW AREAS OF FOCUS FOR FY26 AND FY27

- Development of a FY26 and FY27 Business Plan for the organisation, to continue to grow and unify the organisation.
- **Annually benchmark ESG** performance and progressing using the GRESB assessment, **targeting 80+**.
- **Annual GRESB gap analysis** to understand areas of improvement each financial year to **improve ESG initiatives and scoring**.
- **Enhanced quality controls** for recruitment and position management, to ensure alignment with strategy and budgets.
- **Implement local disaster and recovery strategies** to ensure business continuity and mitigate financial and employee impacts to operations.