Oneview / the connected care experience company

ESG REPORT 2026-Q3

Environmental, Social & Governance Report



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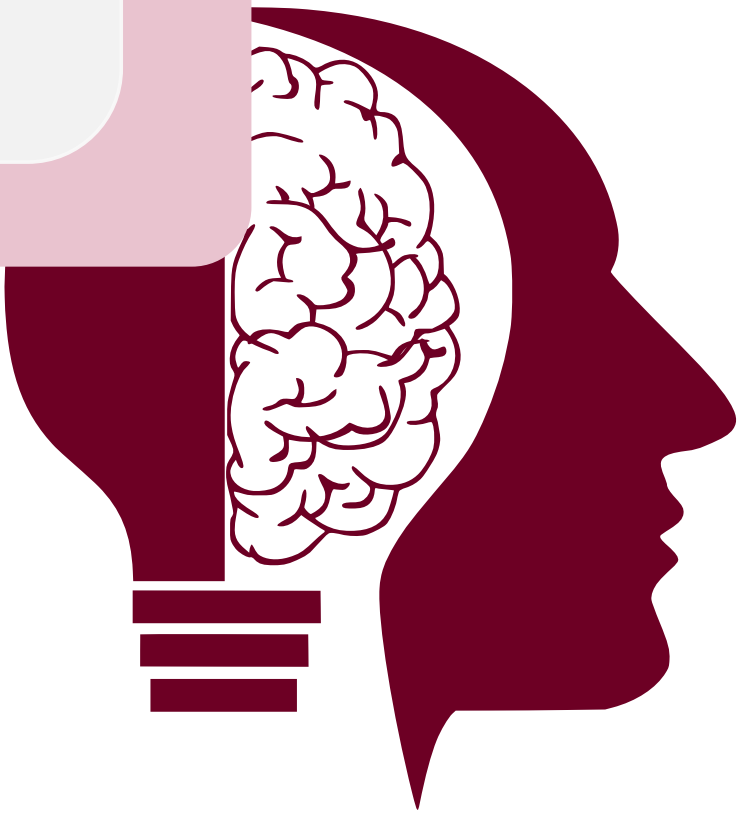
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Introduction

This ESG Report for **Q3 2026** provides a transparent overview of Oneview Healthcare's ongoing efforts to integrate environmental, social, and governance principles into our operations and strategy. It reflects our commitment to responsible leadership, sustainable innovation, and creating long-term value for all stakeholders. Through this report, we aim to share our progress, highlight key initiatives, and outline our vision for a more connected, inclusive, and resilient healthcare ecosystem



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Governance

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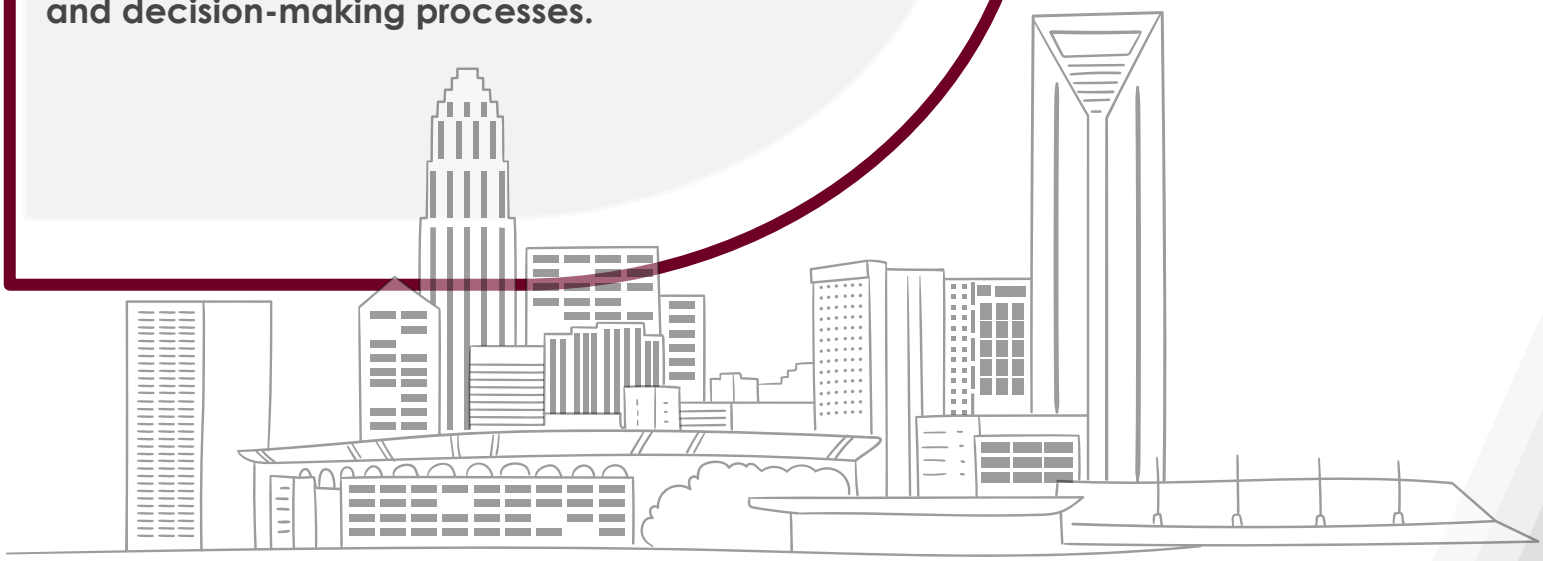
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10 AI Risk management

Strong governance is the foundation of trust and accountability at Oneview Healthcare. This section outlines our governance structure, ethical standards, stakeholder engagement practices, and risk oversight mechanisms. We are committed to maintaining transparency, integrity, and independence in all aspects of our leadership and decision-making processes.



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Governance Purpose

At Oneview Healthcare, we believe that purpose isn't just something you write down. It is something you live. It's the reason we show up every day, the way we treat each other, and the impact we want to have on the world.

OUR MISION

To improve connected care experiences, every day.
This is our "why." It's what drives us to keep building, improving, and showing up for our customers, their patients, and each other.

OUR VISION

Redefining the digital environment of care to make it accessible, seamless and reliable for all.
This is our "**where**." It's the future we're working toward, one where technology helps people feel more connected, more in control and better cared for.

OUR VALUES

This is our "how." These are the behaviours that shape our culture and guide how we work together:

-Accountability: We own our work, support each other, and follow through.
-Attitude: We bring energy, openness, and determination to everything we do.
-Communication: We speak up, listen well, and keep each other in the loop.
-Connection: We are one team. We celebrate wins, respect each other's time, and have fun along the way.
-Learning: We are always growing, sharing knowledge, embracing change, and learning from mistakes.
-Legacy: We care about what we leave behind. We do right by our customers, our colleagues, and the communities we serve.



Together, our mission, vision, and values are more than just words, they are the heartbeat of Oneview.

Resources: Annual report 2025 Organisational value

Quality of Governance Structure

Oneview Healthcare's governance framework is built on independent oversight, relevant expertise and accountability. Our Board of Directors plays a central role in providing strategic guidance, risk oversight and long-term value creation for shareholders and stakeholders.

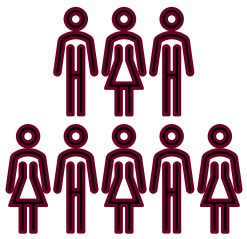
As of March 2026, the Board is composed of five Non-Executive Directors, all of whom are considered independent. This structure ensures that the Board maintains objectivity and acts in the best interests of shareholders and the broader Oneview Healthcare community.

Board composition is reviewed regularly through a formal skills matrix, most recently updated in March 2026, covering key competencies including governance, finance, healthcare, technology and leadership.

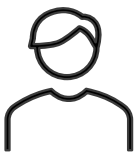
Director appointments and succession planning are overseen by the **Remuneration and Nomination Committee**, which evaluates candidates based on merit, experience and alignment with Oneview Healthcare's Diversity Policy, supporting inclusive and balanced Board representation.

Additional details on director tenure, qualifications, and committee memberships are available in the **Annual Report 2025** and on our Leadership page. Our progress on diversity and inclusion is also tracked in our **Q3 2026 Diversity & Inclusion (D&I) report.**

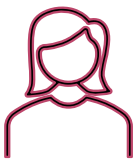
BOARD COMPOSITION OVERVIEW



TOTAL MEMBERS 7



MALE 5



FEMALE 2



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Resources: Matrix , Board Charter , Oneview Healthcare Board & Leadership , Diversity and Inclusion Report Q 2026

Stakeholder Engagement

Our success is closely connected to the people and organisations we serve. Oneview Healthcare maintains an ongoing and structured approach to stakeholder engagement to ensure alignment with stakeholder expectations, priorities and concerns.

Key stakeholder groups include customers (hospitals and healthcare providers), patients and families, employees, suppliers, strategic partners, and shareholders. Engagement occurs through customer collaboration, clinical feedback, partner relationships, employee engagement initiatives and regular investor communications.

As reflected in the Annual Report 2025, stakeholder engagement has directly informed strategic priorities, including product innovation, deployment efficiency, responsible AI governance and partnerships such as Baxter. Feedback from healthcare providers and care teams continues to shape solutions focused on operational efficiency, patient experience and workforce support.

Stakeholder engagement, particularly with customers, partners and investors, continues to reinforce the importance of AI-powered solutions, with the Board noting the strong emphasis management places on leveraging AI to improve quality, velocity and efficiency across product development, software delivery and business operations.



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Ethical Behaviour

We are committed to conducting our business with integrity, transparency, and in full compliance with all applicable laws and ethical standards. Our Code of Conduct sets the foundation for how we operate, emphasising honesty, fairness, and accountability in every interaction.
We maintain a zero-tolerance approach to corruption and bribery. This commitment is embedded in our governance framework and applies to all employees, directors, contractors, and third parties acting on behalf of the Company.

Our anti-corruption and ethical conduct framework

- Strict prohibitions on offering, soliciting, or accepting bribes or improper inducements, including those involving public officials
- Clear guidelines on gifts, hospitality, and business courtesies, with mandatory disclosure of any item exceeding €500
- Robust financial controls to ensure all transactions are transparent, accurate, and properly authorised
- Mandatory compliance training, including information security, privacy, and ethical decision-making
- Confidential reporting mechanisms, including access to our Whistleblower Policy, to safely raise concerns about suspected misconduct

In Q3 2026, we are actively working to reinforce our ethical governance framework. This includes promoting awareness of our Code of Conduct, which goes beyond legal compliance to reflect the core values that guide our operations.

We remain committed to upholding the highest standards of ethical conduct and corporate governance, ensuring that trust, accountability, and integrity remain central to how we do business.



Resource: Code of conduct

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Mechanisms to Protect Ethical Behaviour

At Oneview Healthcare, we are deeply committed to upholding a culture of integrity, ethical behaviour, and corporate responsibility. Our reputation as a values-driven organization is fundamental to our long-term success.

Our Whistleblowers Policy, available on our website, provides a clear and confidential process for reporting potential misconduct or other work-related issues.

Starting 2026, we reinforced our ethical culture through ongoing training, leadership development, and employee engagement. We are pleased to report that no incidents of corruption or bribery occurred during the year.

The whistleblower policy has been adopted by the Board on 21st January 2026 and replaces any previous policy in this regard.

We are continuing regular training, leadership development, and employee engagement activities to embed ethical practices across the organization. We remain committed to transparency and accountability and encourage all employees to report concerns in good faith. Misuse of reporting mechanisms may result in disciplinary action.

THE PURPOSE OF THE WHISTLEBLOWERS POLICY IS TO:

- Encourage workers to report concerns of relevant wrongdoing without fear of intimidation, disadvantage, or reprisal
- Outline the procedures for reporting and investigating such concerns
- Detail the protections available to whistleblowers, including confidentiality and protection from penalisation
- Set out the additional rights and safeguards provided under the Protected Disclosures Act 2014.

Resource: Whistleblower Policy

Risk and Opportunity Oversight

Oneview Healthcare is committed to embedding Environmental, Social, and Governance (ESG) considerations into its risk and opportunity management framework. Our approach ensures that material risks, both financial and non-financial are proactively identified, assessed, and managed to support sustainable growth, responsible innovation, and long-term value creation.

The Board of Directors holds ultimate responsibility for overseeing the Company's risk management and internal control systems. This includes evaluating risks associated with current operations and future strategic initiatives. The Board is supported by the Audit & Risk Management Committee, which is governed by a formal Charter and plays a central role in monitoring the effectiveness of the Company's risk management framework, compliance systems, and internal controls.

Our Risk Management Policy outlines a structured process for identifying, assessing, and addressing risks across all areas of the business. During the year ended 31 December 2025, the Board, through the Audit & Risk Management Committee, completed its annual review of Oneview Healthcare's risk management framework. Following this review, the Board was satisfied that the framework continues to be sound and that the Group is operating with due regard to the risk appetite set by the Board.

The Audit & Risk Management Committee meets regularly to review risk exposures, assess the adequacy of mitigation strategies, and ensure alignment with the Company's strategic objectives.

In line with our ESG commitments, Oneview Healthcare's risk oversight extends to areas such as:

- **Strategic Risks**
- **Operational Risks**
- **Financial Risks**
- **General Risks**

Through these measures, Oneview Healthcare aims to not only mitigate risks but also capitalise on opportunities that drive innovation, enhance stakeholder trust, and contribute to a more resilient and sustainable healthcare ecosystem.

Further details about these risks are available in our Annual Report 2025.

Resource: Risk Management Policy, Audit & Risk Management , Annual Report 2025

AI Risk Management

As an AI-first organisation, Oneview Healthcare recognises that artificial intelligence introduces distinct risks alongside significant opportunities. AI-related risks are managed as part of the Company's enterprise risk management framework and are subject to dedicated governance and oversight.

Oneview Healthcare has implemented a formal AI Risk Management Policy under its Artificial Intelligence Management System (AIMS), aligned with ISO 42001. This framework applies across the full AI lifecycle, covering system development, deployment, operation and third-party AI use.

Key AI risk areas include data privacy and security, bias and fairness, transparency and explainability, system performance and safety, and third-party AI dependencies. AI risks are identified, assessed, prioritised and monitored using the same disciplined approach applied to other enterprise risks, with additional AI-specific controls where required.

Oversight of AI risk management sits with senior leadership and is supported by dedicated AI governance roles and regular monitoring, ensuring responsible, ethical and secure use of AI technologies.

During 2026, Oneview Healthcare continued to strengthen the responsible use of AI across product and engineering activities. Product and engineering teams established a shared library of AI skills and implemented an autonomous AI development harness with human-in-the-loop oversight. AI-enabled development remains subject to human review, secure development lifecycle controls and ISO 42001-aligned AI governance. In parallel, in **Q3** a SOC 2 Type II gap assessment is underway, with readiness activities being sequenced based on its findings.



References: Oneview three-year journey , H1 2026 results

Environmental

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At Oneview Healthcare, we recognize the importance of environmental responsibility in shaping a sustainable future. This section outlines our environmental, initiatives, and the impact of our operations on the planet.



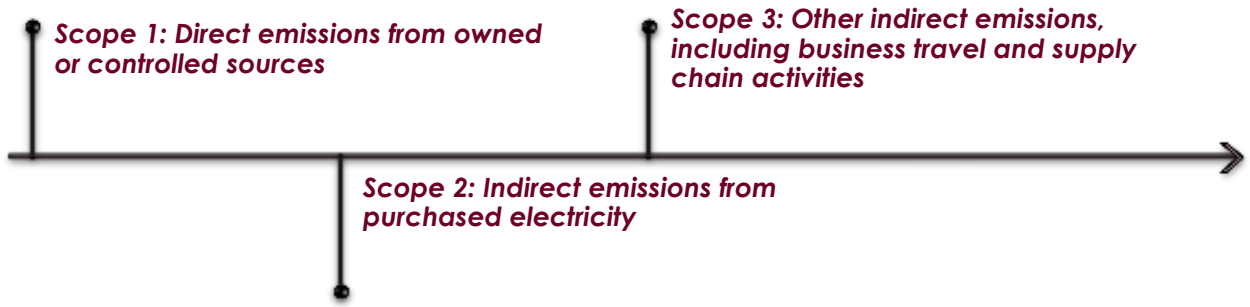
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GHG Emissions

Oneview Healthcare is committed to supporting a more sustainable economy and conducting its operations in an environmentally responsible manner.

As a digital healthcare technology company, our operations do not involve manufacturing or logistics-intensive activities. Our environmental footprint is relatively low, with emissions primarily associated with office energy use, employee commuting, and cloud infrastructure.

While we have not yet implemented formal GHG emissions reporting, we acknowledge the importance of aligning with best practices such as the GHG Protocol. We intend to explore a comprehensive emissions inventory in the future, including:



In support of sustainability, Oneview Healthcare has adopted a hybrid working model and downsized office space, reducing resource consumption and emissions associated with commuting and facilities. The Company also provides a bike to work scheme programme to encourage sustainable commuting and reduce reliance on private vehicles.

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Land Waste and Biodiversity

Oneview Healthcare operates within the digital healthcare sector, delivering software-based solutions to hospitals and healthcare systems. As a technology company, our operations do not involve significant land use or have any direct or indirect impact on Key Biodiversity Areas (KBAs).

All Oneview Healthcare offices are in urban environments and are not situated within or adjacent to any designated KBAs. Our business model does not involve physical infrastructure development, resource extraction, or land conversion activities.

To support circular economy practices, Oneview Healthcare has introduced a bottle recycling system in the Dublin office, strengthening waste management practices and promoting more responsible resource use. As a result, we have our summary of units for quarter:





Total Q3
1395 bottles and cans

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Water Management

Oneview Healthcare operates in the digital healthcare sector, providing software solutions to hospitals and healthcare systems. Our business model does not involve manufacturing, industrial processes, or other activities that require significant water usage. Water consumption across our operations is minimal and limited to standard office use (e.g., sanitation, kitchen facilities). All Oneview Healthcare offices are in urban environments with access to municipal water systems, and none are situated in water-stressed regions.

As such, water consumption is not considered a material topic for our business operations or strategic planning.
However, we remain committed to responsible resource use and environmental stewardship. We encourage water-saving practices in our offices and support broader sustainability goals through our digital-first, low-impact operating model.

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TCFD

Oneview Healthcare recognises the increasing demand from investors, governments, customers, and the community for companies to assess and disclose climate-related risks. However, at this stage we have not assessed climate risk in relation to Oneview Healthcare operations.

Although legislation in Australia does not currently obligate the Company to adhere to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), we are exploring the feasibility of disclosing our climate risk in accordance with the TCFD requirements. With the recent release of new ISSB (International Sustainability Standards Board) standards (IFRS S1 &S2), we are keen to see what guidance the Australian government provides regarding future requirements around climate risk assessment and disclosure and will act accordingly.

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People are the foundation of our success. This section explores how Oneview Healthcare supports dignity, equality, health, and professional development for all employees, fostering a culture of inclusion and growth.

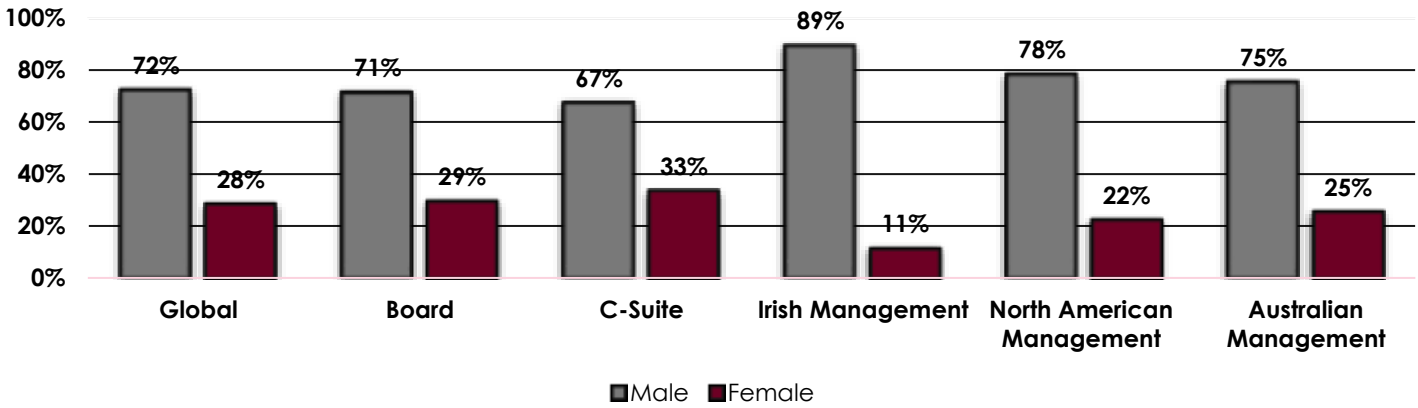
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Diversity and Equality

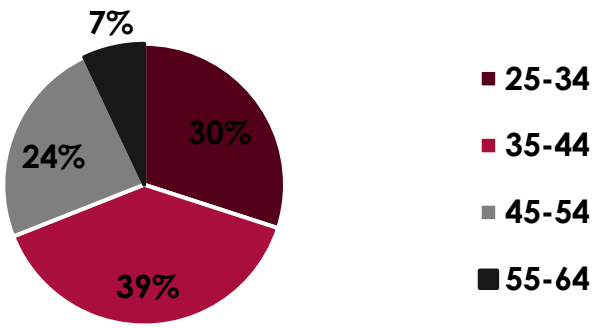
Oneview Healthcare's workforce is made up of many individuals with diverse skills, values, experiences, backgrounds, and attributes including those gained on account of their gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity. The Company values and is proud of its strong and diverse workforce and is committed to supporting and further developing this diversity through attracting, recruiting, engaging and retaining diverse talent and aligning the Company's culture and management systems with this commitment.

As part of our ongoing commitment to diversity and inclusion, the Company assesses its diversity statistics on a periodic basis and publishes it in a Diversity & Inclusion Report (the most recent of which is linked below). The diversity data set of employees, management and the board is contained in the Q3 2026 D&I report and is summarised below. We record and report on gender, age, and nationality.

Gender Balance Q3 2026



Age distribution Q3 2026



Nationalities of our staff globally: Irish, American, Greek, British, Australian, Indian, Italian, Nigerian, Romanian, Mexican.

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Resource: Diversity & Inclusion Report Q3 2026

Pay Equality

Oneview Healthcare is committed to providing equal employment opportunities and fostering a workplace free from discrimination. We ensure that all employment decisions - such as hiring, compensation, promotions, and training - are made fairly and in compliance with applicable laws. This includes protection against discrimination based on characteristics such as race, gender, age, disability, sexual orientation, gender identity, marital or family status, veteran status, and other protected attributes.

Our Diversity Policy (link below) outlines our approach and applies to all aspects of employment.

Oneview Healthcare records and reports on pay equality in our Diversity & Inclusion Report on a periodic basis. The report for **Q3 2026** is linked below and includes the gender pay gap report by country (Ireland, Australia, United States and Thailand).

Gender Pay Gap Report Mean Salary Q3 2026		
Country	**Male**	**Female**
Ireland	€48.89	€38.02
USA	$57.63	$52.08
Australia	$76.95	$70
Thailand	฿ 849.23	

Gender Pay Gap Report Median Salary Q3 2026		
Country	**Male**	**Female**
Ireland	€44.80	€35.90
USA	$59.32	$50.00
Australia	$78.08	$70
Thailand	฿ 849.23	

Information is shown in local currency

Resource : Diversity & Inclusion Report Q3 2026, Diversity Policy, Remuneration & Nomination Committee Charter, Annual Report 2025

Wage Level

Oneview Healthcare remains committed to ensuring that all employees are compensated fairly, competitively, and in alignment with their contributions to the Company's success. Our wage practices continue to meet or exceed legal minimums and living wage benchmarks in the districts where we operate.

As of Q3 2026, the ratio of total annual compensation (including share-based payments, bonuses and other incentives) of the CEO to the median compensation of all employees increased to 7:1. This change reflects normal year-on-year variations in executive and equity-based remuneration and continues to be monitored to ensure alignment with responsible remuneration practices and long-term value creation.

Our compensation framework is overseen by the Remuneration and Nomination Committee, which ensures that remuneration practices remain aligned with Oneview Healthcare's values of fairness, transparency, and performance-based outcomes. The Committee also ensures that remuneration decisions are free from gender or other inappropriate bias and are aligned with the Company's Diversity and Inclusion Policy.

Oneview Healthcare continues to disclose gender pay gap data and director remuneration through its Annual Report along with the Diversity & Inclusion Report, supporting transparency and accountability in pay practices.

Annual Total Compensation of CEO to All Employees



Ratio based on compensation including share-based payments, compensation and bonuses.

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Child, Forced or Compulsory Labour

Oneview Healthcare is passionately committed to upholding and protecting human rights across all aspects of our operations and supply chain. We maintain a **zero-tolerance policy** toward child labour, forced labour, and any form of modern slavery.

We comply fully with all applicable laws and regulations regarding labour standards in the countries where we operate. Our commitment is reflected in our internal policies, including our Modern Slavery Policy, which outlines the expectations we place on our employees, contractors, suppliers, distributors, and business partners. This policy is publicly available and forms part of our broader ethical governance framework.

To support this:

We have implemented policies on non-harassment, anti-bullying, and equal employment opportunity, ensuring fair treatment for all employees regardless of background or identity

We provide clear reporting channels through our Whistleblower Policy, encouraging employees to report any suspected wrongdoing, including potential violations of human rights or

All employees undergo training in anti-corruption and corporate governance, reinforcing our culture of integrity and accountability.

Oneview Healthcare reported no cases of child labour, forced labour, or modern slavery in the first nine months of 2026. We continue to review our practices and supply chain to ensure we follow applicable laws and maintain high ethical standards.

Additionally, **we kept with zero cases of harassment in Q3 2026.**

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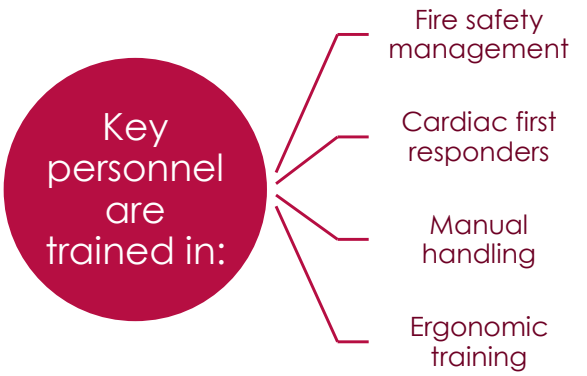
Resource: Modern Slavery Policy , Diversity & Inclusion Report – Q3 2026

Health and Well- being

Oneview Healthcare is committed to providing a safe and healthy working environment for all employees, contractors, visitors, and clients across all regions in which we operate. Our health and safety policies are designed to meet or exceed local legislative requirements and reflect best practices in workplace safety.

We maintain comprehensive safety protocols and ensure that all employees are aware of their responsibilities in maintaining a safe work environment. Employees are required to report all accidents and near misses whether resulting in injury or not to management. In accordance with regulatory requirements, certain incidents are reported to the relevant Health & Safety Authorities, and all records are maintained on site. To support a safe workplace, all offices are equipped with appropriate safety resources, including first aid kits and defibrillators.

We monitor and report health and safety performance quarterly. **As of the end of Q3 2026, there have been zero workplace accidents reported**. This continues our strong record from **Q1 2026 and Q2** reflects our initiative-taking approach to workplace safety. Health and safety statistics are published in our quarterly Diversity & Inclusion Reports, available on the ESG section of our website.





During **Q3 2026**, our organisation successfully ran an internal badminton tournament throughout July, promoting employee health, wellbeing and stronger communication across teams. The activity provided colleagues with an enjoyable opportunity to stay active, connect outside their usual work routines and strengthen collaboration in an informal setting.

The session brought together 21 participants, with mixed teams competing across seven different matches. Rotating the teams encouraged interaction among colleagues, supported friendly competition and helped create an inclusive and positive experience for everyone involved.

Resource: Diversity & Inclusion Report – Q3 2026

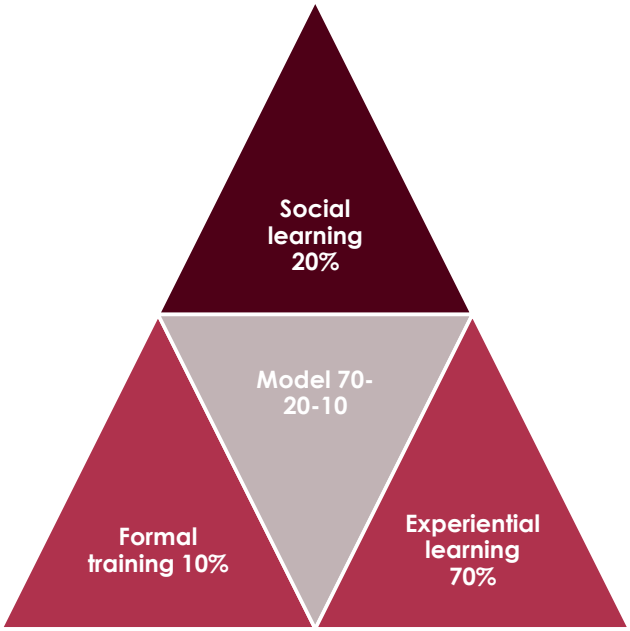
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Skills for the Future

At Oneview Healthcare, we are committed to continuous learning and development as a core part of our culture. We believe that learning is a journey, not an event and that leadership is a behaviour, not a title.

Our Manager Community of Practice enables managers to share experiences, stories, and best practices, helping to build a strong and collaborative leadership culture.

The Leadership Learning Group is open to all employees, reflecting our belief in inclusive leadership development. As well, we apply the 70-20-10 development model, which emphasizes experiential learning (70%), social learning (20%), and formal training (10%).



This approach supports our goal of building strong working relationships and empowering employees to grow both personally and professionally.

As of **2026 Q3**, our key training metrics are as follows:

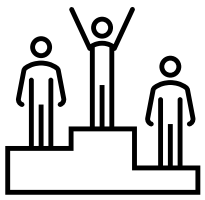
Quarterly L&D Hours Total 433.25

17 HOURS	290.25 HOURS	126 HOURS
Onboarding	COPs	Tech Talks

These figures reflect our continued investment in employee development and our belief that a skilled, engaged workforce is essential to delivering value to our customers and stakeholders.

Prosperity

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Prosperity at Oneview Healthcare means creating long-term value for our stakeholders, communities, and employees. This section highlights our contributions to economic growth, innovation, and social impact.

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Employment and wealth generation

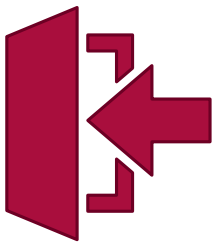
Oneview Healthcare is committed to fostering a diverse, inclusive, and dynamic workforce. We view employment not only as a key economic contribution but also as a driver of innovation, culture, and long-term business success. We report employment metrics quarterly in our Diversity & Inclusion (D&I) Report, available on the ESG section of our website.

These figures reflect a period of transition and growth as we continue to scale our operations and align our workforce with strategic priorities.

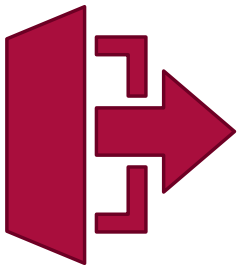
Through our commitment to diversity and inclusion, we aim to create a workplace where every individual feels valued and empowered to contribute. This approach not only enriches our culture but also enhances our ability to serve clients and innovate effectively.

Our workforce reflects a broad range of nationalities and backgrounds, contributing to a vibrant and collaborative work environment. As of **Q3 2026**, our employment activity is as follows:

A total of 2 additional full-time joiners from 1st July until the 30th of September 2026.



A total of 7 full-time leavers from 1st July until the 30th of September 2026.



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Economic Contribution

Oneview Healthcare values community involvement and social contributions within its broader ESG strategy. Although earlier efforts targeted specific community needs, the company is now reassessing this area to make upcoming activities more organised, measurable, and in line with strategic goals. Plans are being developed to identify key focus areas and initiatives, which will be implemented and reported on in the next few quarters.

Oneview Healthcare continues to support paediatric healthcare in our community through both innovation and community action. Last year, we donated patient tablets to University of Miami's Paediatric Cancer Infusion Centre. We also continue to support devices free of charge for LauraLynn Children's Hospice in Ireland.



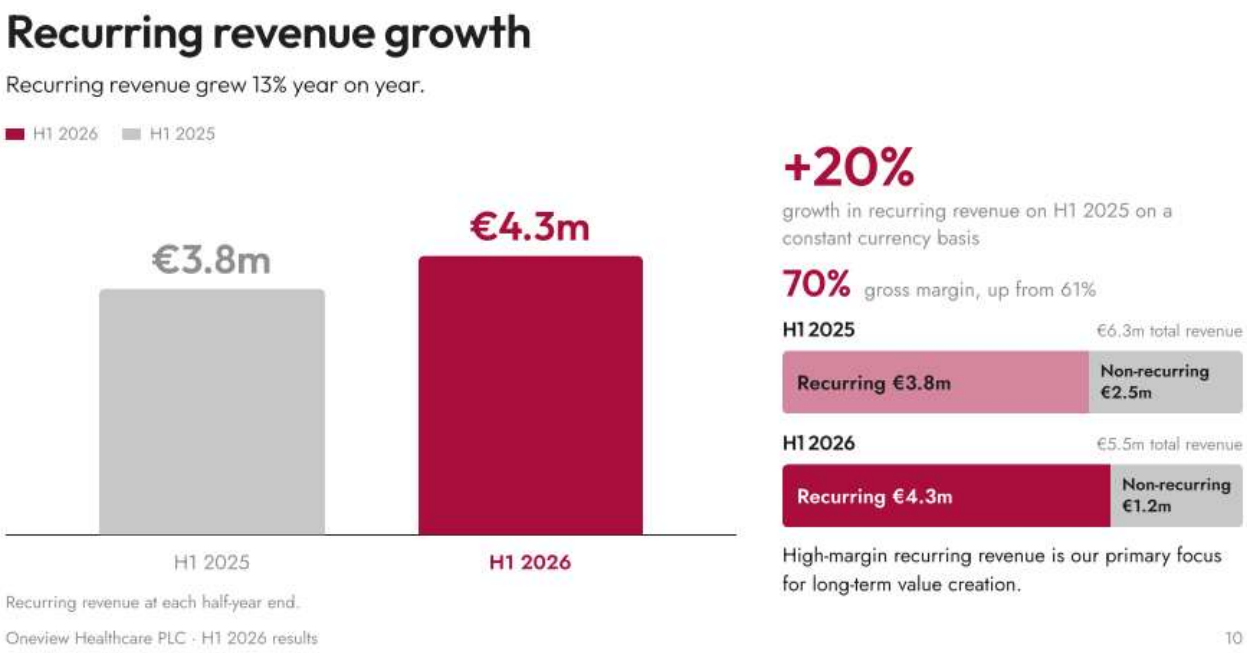
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Financial Investment Contribution

Oneview Healthcare's innovation strategy is shaped by the needs of health systems facing clinical capacity constraints, workforce pressure and rising patient expectations. This reinforces the Company's focus on technology that supports care teams, improves patient experience, and delivers operational value to healthcare providers.

Financial investment activities are reported through the Company's Annual Report and market disclosures. As quarterly ASX information is not available for this period, this section focuses on Oneview Healthcare's ongoing commitment to investing in product development, AI-enabled innovation, and scalable growth initiatives.

Oneview Healthcare continues to strengthen its financial position while supporting investment in scalable growth and innovation. In H1 2026, recurring revenue increased by 13% year-on-year to €4.3 million, while gross margin improved from 61% to 70%. Operating EBITDA loss improved by 11% compared with H1 2025, and operating cash outflow decreased by 15% to €4.1 million. These results reflect the Company's continued focus on higher-margin recurring revenue, disciplined cost management and progress towards a more scalable operating model.



Resource: H1 2026 results , Annual Report 2025

Innovation of Better Products and Services

Oneview Healthcare is committed to continuous innovation in healthcare technology. Our investment in research and development (R&D) is central to delivering on our vision of the Connected Care Experience and enhancing patient and care team outcomes.

The solution supports easier deployments through provisioned bedside hardware, zero-touch device management, enterprise security, over-the-air updates, automated patient-data clearing and single-vendor accountability for deployment and ongoing operations.

Oneview Healthcare continues to contribute to the digital transformation of healthcare by expanding the reach of its connected care technology across health systems. On 30 June 2026, the Company supported 14, 404 live endpoints, with 693 endpoints deployed during the first half of the year. The launch of the Epic-certified Bedside Hub in May 2026 further expanded Oneview Healthcare's ability to support health systems through healthcare-grade hardware, cloud-based device management and integrated digital patient experiences. These developments strengthen the Company's capacity to create economic value through scalable healthcare technology and long-term customer relationships.



14,404 live endpoints on 1st September 2026 (Q3 2026)

Community and Social Vitality

Oneview Healthcare is committed to maintaining full compliance with all applicable tax regulations in the jurisdictions in which we operate. Our approach to taxation is guided by our governance principles of transparency, accountability, and ethical conduct.
In accordance with Section 225(2) of the Companies Act 2014, the Board confirms:

A formal compliance policy statement has been adopted, outlining the Company's approach to meeting its tax and legal obligations.

Appropriate structures and arrangements have been implemented to ensure material compliance with relevant obligations.

A review of these arrangements was conducted during the fiscal year to ensure their continued effectiveness.

Oneview Healthcare contributes to community and social vitality primarily through its core role in supporting healthcare delivery. As outlined in the Annual Report 2025, the Company works with hospitals and health systems across multiple regions, using digital solutions to improve patient experience, support care teams and enhance operational efficiency. Alongside this, Oneview Healthcare operates with strong governance, ethical conduct, and full regulatory compliance, recognising these as essential foundations of positive social impact.

The Company is reviewing opportunities to further develop structured and measurable community initiatives in future quarters, aligned with its purpose and long-term ESG objectives.

All details related to corporate income tax, payroll taxes, VAT, and deferred tax assets are available in the 2025 Annual Report, accessible via the Investor section of our website.

Resource: Annual Report 2025