impedimed®

Transforming Patient-Centred Care

AnnualReport
2025

Overview

ImpediMed is a leading global medical technology company that manufactures and sells innovative medical devices employing bioimpedance spectroscopy (BIS) technology. These devices are used for the non-invasive clinical assessment and monitoring of fluid status and tissue composition in patients.

ImpediMed is primarily addressing the significant challenges and burdens of secondary lymphoedema, with a particular focus on breast cancer-related lymphoedema (BCRL). Through the SOZO® Digital Health Platform and L-Dex®, ImpediMed offers the only FDA-cleared technology utilising BIS, becoming the standard of care for the early detection and management of BCRL.

Our commitment is to address significant unmet patient needs in breast cancer-related lymphoedema and cancer-related lymphoedema, improving cancer survivorship through innovation in the design and delivery of fluid and body composition analytics. Our Board and Executive Leadership team are leading a refined strategy focused on sales execution and customer-centric innovation.

Our mission: To improve patient outcomes by setting new standards of care in fluid and body composition management.

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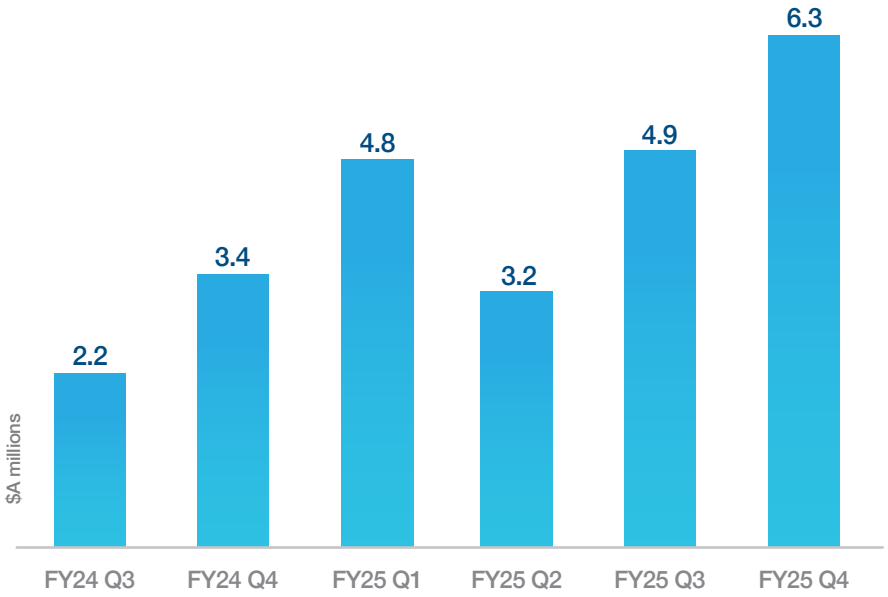
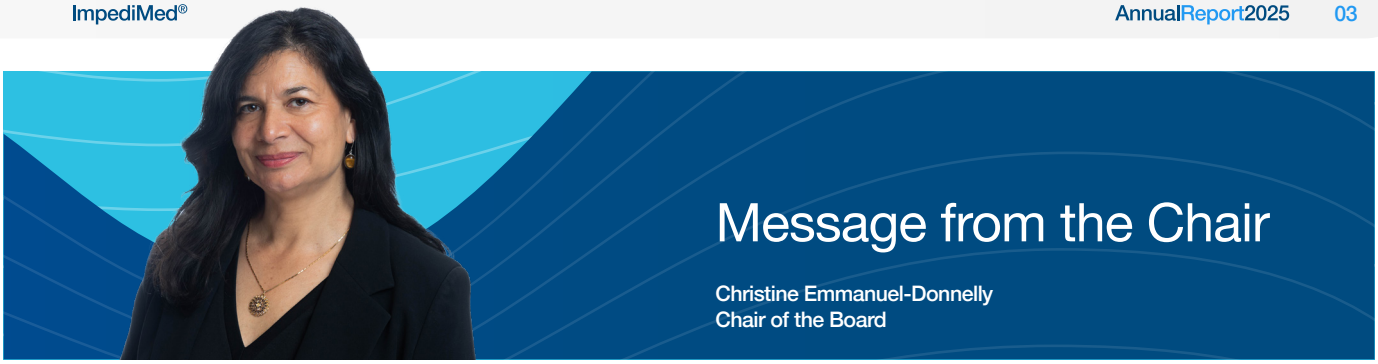
SOZO® Core Business quarterly Total Contract Value (TCV)





Message from the Chair

Christine Emmanuel-Donnelly
Chair of the Board

On behalf of the Board of Directors and Management, I am pleased to present the Annual Report for ImpediMed Limited for the 2025 financial year. Thank you to our shareholders for your continued support.

I am extremely proud of the management team and staff who have put patients first, focusing on preventing the development of the painful condition of secondary lymphoedema in breast cancer survivors. At the same time, executing on the commercial opportunities available to the Company for the benefit of our shareholders.

Revenue growth of 23% from last year is encouraging. With reimbursement steadily increasing to 82%, together with increased investment in our sales capability, we forecast further acceleration in growth. This momentum is strengthened by the recruitment of Scott Long, as our new Senior Vice President of Sales.

In parallel, the team has continued to advance the strategic direction set in 2024. We successfully completed an observational trial in the heart failure application and commenced commercial execution of our body composition offering. Increased investment in product development is supported by the recruitment of Scott Savage, new Chief Product Officer. These initiatives are being delivered while reducing overall cash cost base by 16% underpinned by a deliberate refresh of the team skill set.

In February 2025, ImpediMed secured a capital injection via a loan facility that supports its growth and commercialisation activities as it executes on the opportunity and path to profitability. This provides confidence to our CEO and refreshed executive team, who are committed to balancing innovation, growth, and prudent financial management.

I would like to acknowledge my fellow directors, whose expertise and growth mindset provide valuable guidance in balancing risk and opportunity. The 2025 financial year represents our first full cycle under this renewed strategy, and I am encouraged by both the progress made and the momentum for the year ahead.

On behalf of the Board, I would like to thank our ImpediMed employees whose passion for bringing the benefits of bioimpedance spectroscopy to breast cancer survivors—and determination to expand its application across ImpediMed's SOZO® Digital Health Platform—continues to inspire and drive our shared success.

Sincerely

Christine Emmanuel-Donnelly
Chair

Message from the CEO

Dr Parmjot Bains
Managing Director and CEO

At the heart of everything we do at ImpediMed is the patient

For someone recovering from cancer, survivorship is not just about remission—it's about living well. Yet too often, secondary lymphoedema emerges silently in 1 in 5 breast cancer patients[1], reducing quality of life, and increasing healthcare burden and costs. Other cancer patients face unplanned weight loss or muscle loss during treatment, lowering survivorship rates. Clinicians, despite their best efforts, are limited by reactive tools and fragmented data.

SOZO® is changing that...

Our digital health platform empowers clinicians to monitor cancer survivors with precision, enabling early detection of lymphoedema and tracking changes in muscle mass and hydration. These insights support clinical decisions around early detection and prevention of chronic lymphoedema, exercise, nutrition, and recovery—key components of survivorship. With SOZO, we're not only improving outcomes, we are forging new standards of care.

This year, we were proud to see many more leading U.S. healthcare systems adopt SOZO as part of their standard cancer survivorship programs. These systems are not only improving patient care—they are building scalable, reimbursed programs that align clinical, operational, and financial value. This progress reaffirms our vision:
To revolutionise patient care with fluid and body composition algorithms, enhancing health outcomes through clinically validated, secure platform technology.

Extending impact: Heart Failure and Body Composition management

While our leadership in cancer survivorship continues to grow, FY25 also marked the strategic extension of SOZO into cardiac care and planned weight management.

We introduced SOZO Pro, our next-generation platform designed to support advanced fluid and body composition monitoring across broader clinical settings. This expansion was underpinned by the successful completion of a 116-patient investigator-initiated observational trial in heart failure, demonstrating SOZO's potential to support fluid status monitoring in this high-burden population. We also appointed a dedicated heart failure product lead to guide commercial and clinical execution in this space.

At the same time, we advanced our work in planned and unplanned weight loss, with a particular focus on measuring muscle and fat mass—using SOZO's FDA-cleared, non-invasive measurement to provide clinicians with objective, reliable data to personalise nutrition, exercise, and care planning in alignment with emerging clinical practice guidelines. These developments reflect the scalability of our platform and the value of our core technology across multiple disease states.

A clear strategy, executed with discipline

FY2025 marked a year of disciplined focus and strong foundational execution. With our new strategy defined in February 2024, we targeted the U.S. breast cancer-related lymphoedema (BCRL) market, prioritising lead generation, sales execution, and customer-facing investments.

We ended the year with a record number of SOZO devices sold in the U.S. and 82% of the population now covered by insurance for SOZO use—up from 140 million to 286 million covered lives. This growth is a result of both commercial efforts and ongoing clinical validation, including strong endorsement from NCCN Guidelines and the National Accreditation Program for Breast Centres, which are now supporting routine lymphoedema screening.

1. Letellier, ME., Ibrahim, M., Towers, A. et al. Incidence of lymphedema related to various cancers. Med Oncol 41, 245 (2024).

Message from the CEO

FY 2025 showed encouraging momentum from our focus on front line sales execution:
- 48% of ImpediMed team is focused towards front line execution
- 60% growth in SOZO® opportunity pipeline versus FY24
- 23% revenue growth vs FY24
- 15% increase in patient measurements.

FY25 total revenue was $12.7 million, with SOZO-Core business revenue growing 25% year-on-year to $12.1 million. During the year, we took prudent steps to improve working capital efficiency. In Q4 FY24, we implemented measures to reduce our cash burn. As a result, FY25 operating cash expenditure was 16% lower than FY24, compared with our original forecast of a 10% reduction. The majority of the reduction was from senior management remuneration.

A world-class leadership team to drive growth
FY25 marked the first full year with a revitalised Executive Team. During the year, we welcomed:
- Scott Savage as Chief Product Officer
- Scott Long as Senior VP of Sales
- Mike Bassett as Head of Business Development and Investor Relations.

Together, our leadership team brings deep expertise from global leaders including Pfizer, Nanosonics, Google, and Becton Dickinson, as well as decades of experience in U.S. breast cancer care, sales, marketing, and digital health.

Our Board also continues to play a critical role in steering strategy, strengthening governance, and supporting our mission. With our Board comprising 67% females and a diverse Executive Team (40% female, 60% male), we are proud to lead with inclusion and innovation.

Committed to our Mission, guided by our Values
At ImpediMed, our Mission is clear:

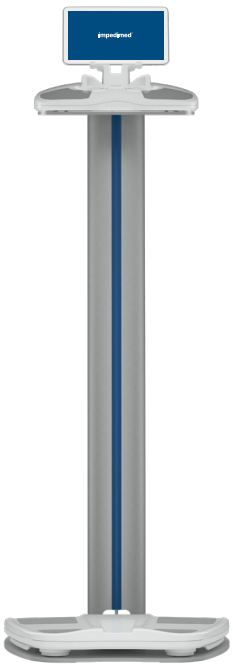
To improve patient outcomes by setting new standards of care in fluid and body composition management.

We are guided by customer-centric innovation, grounded in integrity, and committed to excellence and accountability. Our Values shape not only how we serve patients and clinicians — but how we empower our people to grow and lead with purpose.

Looking ahead
In FY2026, we will continue to execute with focus. Our priorities are clear:
- Accelerate revenue growth through strong sales performance in BCRL
- Expand reimbursement coverage and clinical adoption
- Deliver new commercial and clinical milestones in heart failure and body composition
- Profitability through revenue growth and financial discipline.

With a growing pipeline, expanding reimbursement, and the right team in place, we are confident in our trajectory.
To our employees—thank you for your passion and purpose.
To our clinicians and patients—you are our North Star.
To our shareholders—thank you for your continued support as we deliver impact, innovation, and long-term value.
Thank you for being part of our journey.

Dr Parmjot Bains
Managing Director and CEO



Transforming cancer survivorship: A patient-centred approach with SOZO®

For many breast cancer survivors, completing treatment does not mark the end of their health journey. Up to 1 in 5 women will go on to develop secondary lymphoedema—a painful, chronic condition that can dramatically impact quality of life. Others face muscle wasting, fatigue, and a heightened risk of recurrence without effective tools to track and manage body composition. Patients often lack early warning systems and clinicians struggle with limited and imprecise tools.

Designed to meet the unmet needs of survivorship care, SOZO is a non-invasive, FDA-cleared, and reimbursed digital health platform that enables clinicians to detect subclinical lymphoedema before symptoms appear, monitor muscle mass and hydration, and promote exercise-based recovery programs. From a single 30-second scan, clinicians gain precise, actionable data that supports proactive, personalised care—empowering survivors to regain strength, confidence, and control over their health.

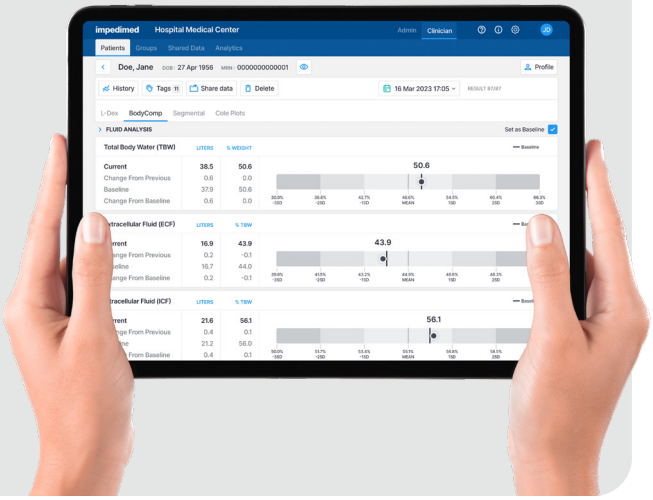
One device. Multiple FDA-cleared applications. Proven outcomes.

A single SOZO measurement provides:

L-Dex® lymphoedema analysis
HF-Dex™ heart failure analysis
BodyComp™ analysis
Hy-Dex® hydration analysis

One solution, multiple regulatory authority cleared applications

Lymphoedema - FDA clearance, CE Mark
Body composition - FDA clearance, CE Mark
Heart failure - FDA clearance, CE Mark
Protein calorie malnutrition - FDA clearance, CE Mark



The world's most advanced non-invasive bioimpedance spectroscopy (BIS) system

SOZO, utilising cutting-edge bioimpedance spectroscopy (BIS) technology, delivers a comprehensive snapshot of fluid status and tissue composition in under 30 seconds. ImpediMed's proprietary technology sends 256 unique frequencies through the body to assess both intra and extracellular fluid. This precise detection of fluid changes aids healthcare providers in managing chronic diseases and offers individuals personalised insights for health and wellness management. BIS provides highly accurate indicators for routine monitoring and patient health management.

Results are instantly available at the point of care through cloud-based software, allowing for aggregation and trending across the healthcare system. This FDA-cleared, CE-marked, and ARTG-listed digital health platform supports early detection of secondary lymphoedema, monitors fluid status in heart failure patients, and aids in overall health maintenance from a single measurement.

Strong adoption and validated technology

ImpediMed is a global provider of medical technology for measuring, monitoring, and managing tissue composition using BIS. Revenue is generated through the system sale of medical devices and subscription services for the SOZO® platform technology. In the U.S., a direct sales force focuses on SOZO health system contracts, while independent distributors manage sales outside the U.S.

Cleveland Clinic
KU Medical Center The University of Kansas
The University of Texas MD Anderson Cancer Network
City of Hope
UPMC University of Pittsburgh Medical Center
University Hospitals
UFHealth University of Florida Health
Montefiore Health System
SHARP San Diego's Health Care Leader
The Ohio State University Wexner Medical Center

Clinical practice guidelines support BIS

In May 2025, the NCCN Clinical Practice Guidelines in Oncology (NCCN Guidelines®) for Survivorship reaffirmed BIS as the recommended tool for screening at-risk cancer patients for early signs of lymphoedema, and further emphasised recommendation for pre-operative baseline measurement to help prevent misdiagnosis. ImpediMed, with its SOZO® Digital Health Platform and L-Dex®, remains the sole provider of FDA-cleared BIS technology for lymphoedema assessment. The guidelines advocate regular screening for cancer survivors at risk.

Standards point to these clinical practice guidelines for breast centre accreditation

In September 2024, the American College of Surgeons National Accreditation Program for Breast Centres (NAPBC) released Accreditation Standards for Survivorship, recommending use of evidence-based guidelines to implement protocols for survivorship, which can include a lymphedema prevention program for regular symptom assessment and clinical evaluation using bioimpedance spectroscopy.

Guidelines support subclinical detection, intervention and BIS

NCCN

National Comprehensive Cancer Network® (NCCN®)

For patients and survivors at risk for lymphoedema:
- Recommends pretreatment baseline objective measurements be obtained using validated tools that measure extracellular fluid, such as bioimpedance spectroscopy.
- Recommends regular lymphoedema screening for lymphedema by validated tools that measure extracellular fluid, such as bioimpedance spectroscopy[1]

American Society of Breast Surgeons

For breast cancer patients:
- Recommends prospective surveillance
- Recommends baseline and follow-up measurements

International Society of Lymphology (ISL)

For cancer patients at risk for lymphoedema:
- Recommends prospective surveillance
- Recommends bioimpedance spectroscopy (BIS) as an option for early detection

Multinational Association of Supportive Care in Cancer

For cancer patients at risk for lymphoedema:
- Recommends prospective surveillance
- Recommends bioimpedance spectroscopy (BIS) as an option for early detection

American Physical Therapy Association

For breast cancer patients:
- Recommends prospective surveillance
- Recommends monitoring with BIS

For diagnosis of upper quadrant lymphoedema:
- Recommends L-Dex to detect subclinical lymphoedema

Oncology Nursing Society

For patients who have had cancer-related surgery:
- Recommends prospective surveillance
- Recommends lymphoedema education

Lymphatic Education & Research Network Center of Excellence Program
- Requires risk assessment using perometry or bioimpedance spectroscopy

National Lymphedema Network
- BIS provides reliable data and can detect early changes associated with lymphoedema

1. Referenced with permission from the NCCN Clinical Practice Guidelines in Oncology (NCCN Guidelines®) for Survivorship V.2.2025. © National Comprehensive Cancer Network, Inc. 2025. All rights reserved. Accessed June 3, 2025. To view the most recent and complete version of the guidelines, go online to NCCN.org. NCCN makes no warranties of any kind whatsoever regarding their content, use or application and disclaims any responsibility for their application or use in any way.

American College of Surgeons National Accreditation Program for Breast Centers (NAPBC) Optimal Resources for Breast Care 2024 Standards, updated September 2024. Used with permission of the American College of Surgeons, Chicago, Illinois. The original source for this information is the American College of Surgeons. Content does not reflect the views or interpretations of the American College of Surgeons.

McLaughlin SA, et al. Considerations for Clinicians in the Diagnosis, Prevention, and Treatment of Breast Cancer-Related Lymphedema: Recommendations from a Multidisciplinary Expert ASBrS Panel. ASO 2017;DOI 10.1245/s10434-017-5982-4. The diagnosis and treatment of peripheral lymphedema: 2020 Consensus Document of the International Society of Lymphology. Lymphology. 2020;53:3-19. Wong HC, et al., Multinational Association of Supportive Care in Cancer (MASCC) clinical practice guidelines for the prevention of breast cancer-related arm lymphedema (BCRAL): international Delphi consensus-based recommendations. eClinicalMedicine 2024;68:102441. Davies C, et al. Interventions for Breast Cancer–Related Lymphedema: Clinical Practice Guideline From the Academy of Oncologic Physical Therapy of APTA. Physical Therapy 2020;100(7):1-17. Levenhagen K, et al. Diagnosis of Upper Quadrant Lymphedema Secondary to Cancer: Clinical Practice Guideline From the Oncology Section of the American Physical Therapy Association. Physical Therapy 2017;97(7):729-45. Armer J, et al. ONS Guidelines™ for Cancer. Treatment-Related Lymphedema. Oncology Nursing Forum 2020;47(5):518-38. LE&RN Centers of Excellence Program Description and Link to Online Application.https://lymphaticnetwork.org/documents/CoE_Program_Descrition_and_Link_to_Online_Application.pdf. Accessed August 6, 2021. National Lymphedema Network Position Statement: The Diagnosis and Treatment of Lymphedema. February 2011.

Operating and financial review

Continued momentum with private payors

Since June 2023, ImpediMed has secured coverage for over 286 million lives in the U.S., doubling the number of covered lives in the past twelve months. This includes eight of the top ten private payors and several regional payors. During the year the number of states with coverage above 80% increased from 16 to 36 and of these 21 states have coverage above 90%.

Expanded customer footprint – poised for growth

With continued increase in payor coverage supported by clinical practice guidelines and accreditation standards, ImpediMed is seeing growth in adoption of SOZO® by health systems. The growth was evident in Q4 FY25 with expansion into a number of large Integrated Delivery Networks (IDNs) along with sales to new customers and renewals of existing contracts.

During Q4 FY25, expansions into key IDNs included:

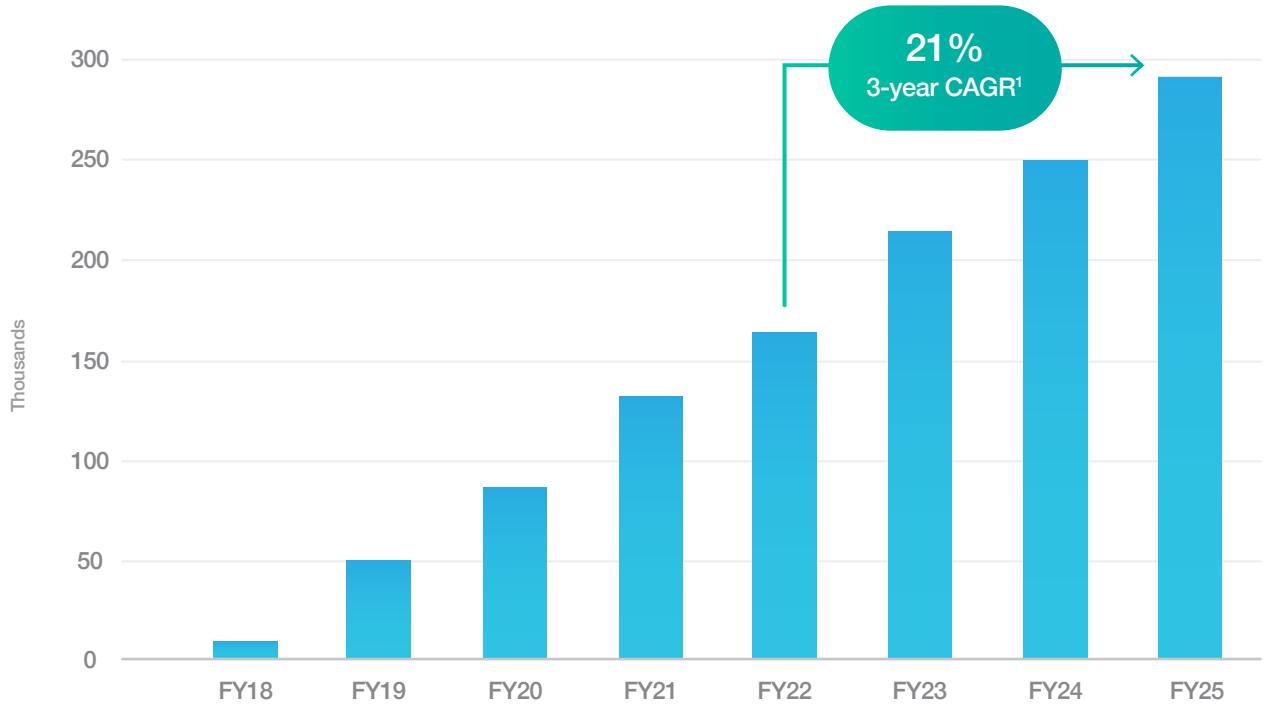
- 9-unit contract with Legacy Health, a six hospital health system serving the Pacific Northwest region
- Leading healthcare centres added and renewed in the quarter include: Yale New Haven, University of Texas MD Anderson, Memorial Sloane Kettering, Mount Sinai Medical Centre, Corewell Health, Ascension, Northwell, University of Virginia, University of North Carolina, Kansas University, University of Tennessee and University of Miami.

With a strong presence in top-tier customers, including 23 of 33 NCCN Institutions, 20 of the top 25 IDNs, and over 150 of the top 500 U.S. Cancer Centers, ImpediMed is well-positioned for continued growth.

Technology adoption – increased patient testing

Since the launch of SOZO, over 1.19 million patient tests have been conducted, with 287,000 in FY25, representing a 15% year-over-year increase. Q4 FY25 saw a record 74,000 tests, a 9% increase compared with the same quarter of the previous year. This patient database, which has grown at a 3-year CAGR of 21%, has enhanced the accuracy of SOZO, automated key protocols, improved algorithms, and provided real-world data for regulatory clearances.

SOZO Patient Tests (000s)



1. Compound Annual Growth Rate (based on annual totals)

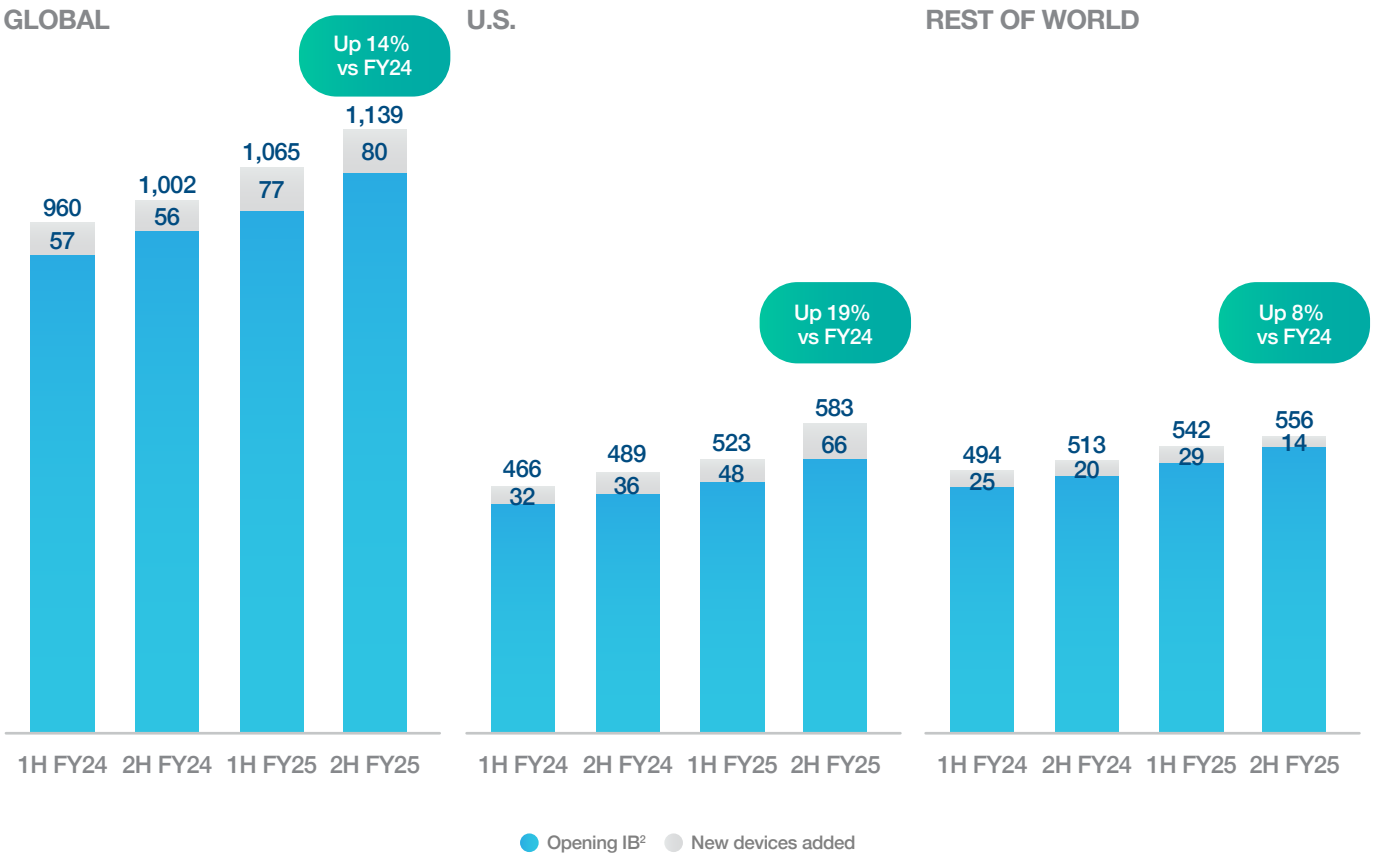
Operating and financial review

Installed base growth
Global installed base grew 14% over the year finishing FY25 with 1,139 SOZO® systems installed.

In the U.S., installed base grew in FY25 by 94 units or 19% to 583 units. In FY25 a total of 114 new units were installed, up 68% compared with 68 new units installed in FY24. In Q4 FY25 a total of 44 new units were placed in the U.S., an increase of 100% compared with the previous quarter, demonstrating improved momentum resulting from the emerging impact of the focus on sales and marketing execution.

In the Rest of World (ROW) markets, the installed base grew 8% to 556 units, a net increase of 43 units over FY24. The majority of ROW sales were made in Australia via the Company's distribution partner.

Installed Base Units[1]



1. The installed base units in 1H FY24 and 2H FY24 were restated during the year to remove inactive units.
2. Net of churn in current quarter (FY24 global churn <3%) Churn = [Number of devices cancelled or not renewed in period] / [Average cumulative device placements in the period].

New market opportunities and development activities
ImpediMed is finalising development of a new software release that will further enhance the functionality and user experience of the SOZO Digital Health Platform. SOZO Pro, the next generation of the SOZO system which includes an integrated scale and enables the removal of the contra-indication for patients with pacemakers and implantable defibrillators, was initiated into clinical research use in the heart failure and body composition spaces, under investigator initiated studies, to support the generation of clinical use data.

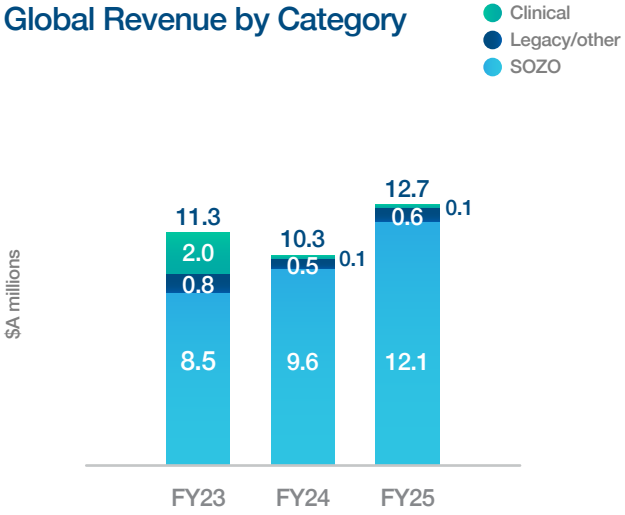
Operating and financial review

Global revenue

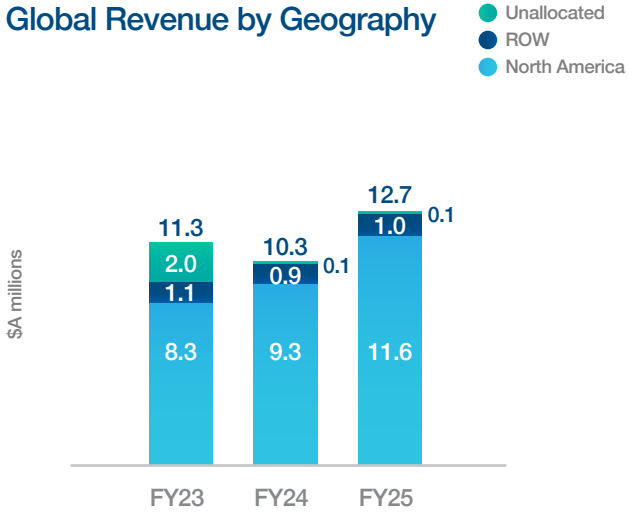
Total revenue in FY25 was $12.7 million, an increase of 23% or $2.4 million compared with FY24. In constant currency[1] total revenue was up 22% compared with the previous year. The increase in revenue was mainly due to new SOZO® system sales and recurring revenue growth in the North America market. Significantly, revenue associated with SOZO Core Business[2] in FY25 was $12.1 million, up $2.4 million or 25% compared with FY24.

Revenue in North America was $11.6 million, an increase of $2.4 million or 26% compared with FY24.

Global Revenue by Category



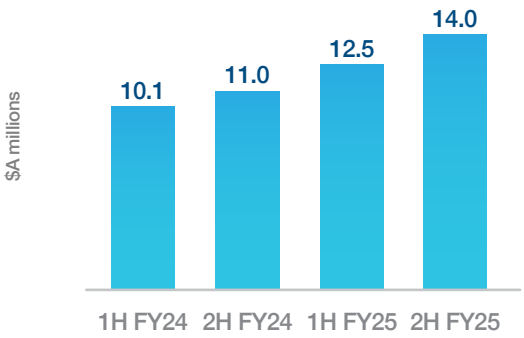
Global Revenue by Geography



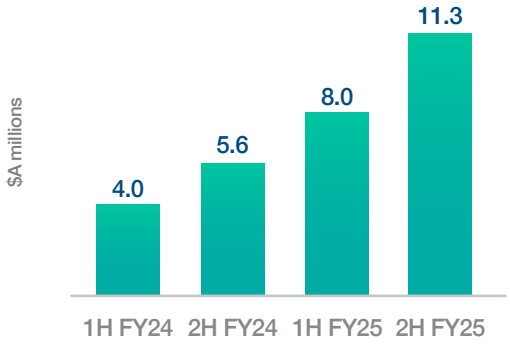
SOZO Core Business Annual Recurring Revenue (ARR[3]) on contracts was $14.0 million at 30 June 2025, compared with $11.0 million at 30 June 2024.
Churn rate[4] <3%.

SOZO Core Business Total Contract Value (TCV[5]) signed in FY25 was $19.2 million, compared with $9.6 million signed in FY24. TCV signed in H2 FY25 was up $3.3 million or 41% compared with H1 FY25.

SOZO Core Business ARR



SOZO Core Business TCV



1. Constant currency removes the impact of foreign exchange rate movements to facilitate comparability of operational performance. This is done by converting the current year revenue of entities that use currencies other than Australian dollars at the average rates that were applicable in the prior year. The average exchange rate used for the Company's major foreign currency (USD) for the year was 0.6459 (2024: 0.6553).
2. SOZO Core Business represents revenue from SOZO contracts in the Oncology/Lymphoedema market and excludes SOZO Clinical Business and legacy device/other revenues.
3. Annual Recurring Revenue (ARR) represents the amount of revenue reasonably expected to be recognised for the next 12-month period based on existing contracts, assuming installation upon sale and no churn. The exchange rate used for ARR calculation was 0.6434 (2024: 0.6670).
4. Based on SOZO units globally. [Number of units cancelled or not renewed in the period] / [Average cumulative unit placements in the period].
5. SOZO Core Business Total Contracted Value (TCV) includes any consideration for the sale of SOZO units as well as the total licence fees for the duration of the signed contracts. Typically, these contracts are for a period of three years.

Operating and financial review

Other financial results

Gross margin
Gross profit margin was 86% for the year, compared with 87% in FY24.

Finance and other income
Net finance income for the year was ($0.2) million, a decrease of $1.7 million compared with FY24 driven by interest expense associated with the SWK credit agreement executed in FY25. Total other income for the year was $1.2 million, a decrease of $1.6 million compared with FY24 driven by a non-recurring U.S. Government grant in FY24.

Operating expenses
Total operating expenses for the year were $35.2 million, an increase of $2.2 million compared with FY24 operating expenses of $33.0 million.

Salaries and benefits in FY25 were $20.0 million, a decrease of $1.5 million compared with the salaries and benefits expense in FY24 of $21.5 million. Share-based payments were $1.6 million, $2.3 million higher compared with the credit of $0.7 million in FY24. Together salaries and benefits and share-based payments represent 62% of total operating expenses (FY24: 63%).

Administration expenses were $3.2 million for the year, consistent with FY24.

Depreciation and amortisation expenses were $4.6 million, an increase of $2.3 million compared with FY24.

Operating result
Net loss from continuing operations was $23.2 million in FY25, compared with $19.8m in FY24. The increased loss was driven by lower finance and grant income, higher share-based payments and higher finance expenses, partially offset by higher gross profit resulting from new SOZO® system sales and recurring revenue growth, and lower salaries and benefits expense.

Cash
Cash and cash equivalents were $22.2 million at 30 June 2025 compared with $24.6 million at 30 June 2024.

Net cash used in operating activities during FY25 was $14.3 million compared with $17.8 million in the prior year. The net cash used in operating activities in the period includes receipts from government grants/tax incentives of $0.9 million compared with $3.4 million in FY24, and interest received of $1.0 million compared with $1.6 million in the prior year. Net cash used in investing activities during FY25 was $1.4 million compared with $3.1 million in FY24. The decrease is primarily related to lower expenditure on the development of SOZO Pro, as this work has been completed.

Environmental, Social and Governance

CEO Statement

Commitment to Patient Outcomes, Sustainability, and Good Governance

FY2025 impact and ESG update

At ImpediMed, our mission is to improve patient outcomes by forging new standards of care in fluid and body composition management. In FY25, this mission guided our continued commitment to clinical excellence, compliance, sustainability, social responsibility, and strong governance.

Our focus remains on the health and well-being of patients. We are revolutionising care with innovative, validated, and guideline-supported technology that delivers meaningful insights across cancer survivorship, heart failure, and weight management. As SOZO® becomes increasingly embedded in oncology care pathways, its ability to transform clinical outcomes and improve lives is becoming more evident.

Since SOZO's launch, more than 1.19 million patient tests have been completed globally, with 287,000 tests conducted in FY25 alone. Over the past three years, patient testing volumes have grown at an average rate of 21% annually, reflecting growing demand for proactive, data-driven care models.

Advancing sustainability and ESG integration

ImpediMed's ESG journey recognises that delivering on our mission requires responsible and sustainable growth. We are committed to:

- Understanding and minimising our environmental impact through device recycling programs
- Upholding our social responsibilities to employees, customers, and communities, including local volunteering programs and employee volunteer days, as well as participation in US Cancer Communities and forums to shape cancer survivorship care
- Maintaining high standards of transparency and corporate governance.

As our new Leadership Team and Board matures, we will continue to strengthen our ESG framework and disclosures. Our strategic objectives are aligned with ESG principles, ensuring we deliver long-term value for all stakeholders—patients, employees, shareholders, and the broader community.

We are committed to minimising our environmental footprint through sustainable practices, including reducing waste, optimising energy usage, and ensuring responsible sourcing of materials. Our commitment in the environmental space begins with working with our contract manufacturers and largest suppliers to ensure these partners have robust policies in place, as well as our focus on end-of-life recycling on equipment and parts. All of our end-of-life parts and scrap are disposed of through certified methods. We continue to review our processes and manufacturing and supply chains to identify risks and opportunities for our business to have a positive impact on the environment through energy and waste reduction.

Environmental, Social and Governance

Each year ImpediMed describes its corporate governance framework and its adherence to the ASX Corporate Governance Principles and Recommendations (4th Edition), in its Corporate Governance Statement, which is available in the Investor section on ImpediMed's website.

A diverse, inclusive, and high-performing team

Diversity is a cornerstone of our strength and a driver of innovation. ImpediMed's Board and Executive Leadership team reflect a broad range of skills, backgrounds and experiences that enable us to better serve the global healthcare community. This diversity supports more inclusive thinking, better decision-making, and more robust corporate strategy. The table below summarises the number of women and men across the organisation.

	2025					2024				
Employee Category	**Female**	**%**	**Male**	**%**	**Total**	**Female**	**%**	**Male**	**%**	**Total**
Non-executive Directors	3	75%	1	25%	4	3	100%	0	0%	3
Executive team[1]	4	40%	6	60%	10	4	44%	5	56%	9
Company-wide[2]	37	48%	40	52%	77	39	47%	44	53%	83

1. Including Executive Directors
2. Excluding Non-executive Directors

Strong governance and Board evolution

The current Board was established in September 2023, bringing renewed focus on governance, accountability and commercial oversight. The Board includes three independent Non-executive Directors, reflecting best practices in corporate governance. The Audit and Risk Committee is chaired by Fiona Bones, and consists of 3 independent Board members (Fiona Bones, Christine Emmanuel-Donnelly, Janelle Delaney) and Andrew Grant.

The Remuneration, People and Culture Committee is chaired by Christine Emmanuel-Donnelly, and consists of 3 Independent Directors (Fiona Bones, Christine Emmanuel-Donnelly, Janelle Delaney) and Andrew Grant.

As we continue to evolve, we remain guided by our purpose, our values, and our commitment to innovation, integrity, and excellence. Our work is driven by the belief that better data leads to better decisions—and ultimately, better patient care.

Dr Parmjot Bains
Managing Director and CEO

Board of Directors

Christine Emmanuel-Donnelly

Non-Executive Chair

- Appointed Director 28 September 2023.
- 30 years in IP expertise through commercialisation and strategic in-house intellectual property roles.
- 5+ years in Board/healthcare governance experience.

Parmjot Bains

Managing Director & CEO

- Appointed Interim CEO/MD 8 January 2024 and on an ongoing basis on 22 July 2024.
- Medical doctor with 30+ years diverse healthcare experience including Pfizer and McKinsey across the United States, Asia, Middle East and Australia.
- 6 years Board/governance experience.

McGregor Grant

Chief Financial & Operating Officer/Executive Director

- Appointed Director 28 September 2023 and Interim CFO in November 2023 and on an ongoing basis on 22 July 2024.
- Broad commercial and financial experience in growing successful global medical device businesses, most recently Nanosonics Limited.
- Board administration, governance and investor relations experience.

Janelle Delaney

Non-Executive Director

- Appointed Director 28 September 2023.
- 30+ years of project management and execution at IBM, with responsibility for the quality of delivery across Asia Pacific's portfolio of several thousand projects.

Fiona Bones

Non-Executive Director

- Appointed Director 7 June 2024.
- 30+ years global experience in finance, corporate governance and systems transformation.
- Extensive global governance gained as Vice President of Finance, International Controller of Google.

Andrew Grant

Non-Executive Director

- Appointed Director 28 September 2023.
- 20+ years gaining deep understanding and experience working with key US customers and across global healthcare markets.
- Strategic planning experience and delivery in healthcare working with leading healthcare organisations globally, including McKinsey and ResMed.

Executives

Parmjot Bains

Managing Director & CEO

- Appointed Interim CEO/MD 8 January 2024 and on an ongoing basis on 22 July 2024.
- Medical doctor with 30+ years diverse healthcare experience including Pfizer and McKinsey across the United States, Asia, Middle East and Australia.
- 6 years Board/governance experience.

Julie Kuhlken

Senior Director, Marketing

- Appointed in September 2023.
- 25+ years experience in marketing, leadership and consulting in the medical technology industry with strong background in developing and commercialising healthcare solutions to improve patient care, within start-up as well as large organisations including Kimberly-Clark and Becton Dickinson.

Katie Newsome

Clinical Program Director

- Appointed in August 2021.
- 10+ years experience in project and team management, with an emphasis on improving customer success.
- Registered dietitian with a background in public health, research, and nutrition counseling.

Ashley Munoz

Director, Human Resources

- Appointed Director in July 2024.
- 8 years of experience across diverse HR functions including performance management, employee relations, organisational design, talent acquisition, learning & development, onboarding, benefits, compensation, project management, and HRIS implementations in the medical device, environmental and engineering industries.

McGregor Grant

Chief Financial & Operating Officer/Executive Director

- Appointed Director 28 September 2023 and Interim CFO in November 2023 and on an ongoing basis on 22 July 2024.
- Broad commercial and financial experience in growing successful global medical device businesses, most recently Nanosonics Limited.
- Board administration, governance and investor relations experience.

Steven Chen

Chief Medical Officer

- Appointed in September 2023.
- Nationally recognised surgical oncologist/breast surgeon.
- 10+ years industry experience in oncology drug and device product development.
- Most recently Chief Medical Officer of Avelas Biosciences.
- Over 70 peer reviewed publications.

Scott Savage

Chief Product Officer

- Appointed in April 2025.
- 15+ years of product leadership experience across global Healthtech, pharmaceutical, and SaaS sectors.
- Successfully scaled multiple technology companies to $100M+ exits and led high-performing product teams at Mable, Pfizer, ResApp Health, and Google.

Scott Long

SVP Sales, Key Accounts, and Renewals

- Appointed in April 2025.
- 30+ years experience in the Breast Cancer device market.
- Various Senior Level Sales Management roles with a focus on venture capital-backed Start-Up Breast Care companies as well as large organisations including Ethicon Endo-Surgery/Johnson & Johnson.

Executives

Dennis Schlaht

SVP R&D and Technology

- Appointed in October 2007.
- 40+ years experience leading world-class global product development, including 20+ years in medical device development. Broad experience in R&D leadership and global technology implementations including Lockheed Martin, Insight Electronics, and XiTRON Technologies.

Mike Bassett

VP Business Development and Investor Relations

- Appointed in April 2025.
- 25+ years of experience in capital markets with senior roles at Australia's leading funds management and investment banking firms.
- Previous Managing Director roles at Market Connect, a market consultancy business, Regal Funds Management, Credit Suisse, Deutsche Asset Management and Merrill Lynch.

Directors' report

Your Directors submit their report together with the consolidated financial report for ImpediMed Limited (the Company) and its subsidiaries (together the Group) for the year ended 30 June 2025, and the Auditor's report thereon.

Principal activities

ImpediMed is a medical technology company that non-invasively measures, monitors and manages fluid status and tissue composition data using bioimpedance spectroscopy (BIS).

The principal activities of the Group during the year were the development, manufacture and sale of BIS systems and software services with a focus on the early detection of lymphoedema.

ImpediMed products are FDA-cleared, TGA-cleared and CE Marked and include SOZO® for multiple indications including lymphoedema, body composition, heart failure and protein calorie malnutrition. ImpediMed's systems are sold in select markets globally.

Review of results and operations

A review of operations and financial position of the Group and its business strategies and prospects is set out in the Operating and Financial Review on pages 9 to 12 of this Annual Report.

Material business risks

ImpediMed has implemented a risk management framework to identify, assess and appropriately manage risks. Details of the risk management framework are set out in the 2025 Corporate Governance Statement, which is available on the Company's website. ImpediMed's material business risks and how they are addressed are outlined below. These are risks that may materially adversely affect the Group's business strategy, financial position or future performance. It is not possible to identify every risk that could affect the Group's business, and the actions taken to mitigate these risks cannot provide absolute assurance that risk will not materialise. Other risks besides those detailed below or in the financial statements could also adversely affect ImpediMed's business and operations. Accordingly, the risks below should not be considered an exhaustive list of potential risks that may affect ImpediMed.

Risk	Description and potential consequences	Strategies used to mitigate the risk
Adoption of the Group's technology	Rate of adoption of SOZO® for breast cancer-related lymphoedema is too slow to enable the Company to achieve its short-term financial objectives.	Implementation of lead generation activities and sales execution: - Inclusion in guidelines and standards, including National Accreditation Program of Breast Centers (NAPBC) - Recruitment of experienced breast cancer sales leadership and team - Increased focus on major health systems (Integrated Delivery Networks and Academic Medical Centers). - Strengthening analytics capabilities to demonstrate value of the technology. ImpediMed has an in-house reimbursement team dedicated to supporting new and existing customers, manage their claims and is actively engaged with medical societies and medical policy committees. This team is able to demonstrate cost/benefit and health economics benefit to health systems focused on value-based care. Extension of the use of SOZO® platform into adjacencies in oncology and body composition with targeted sales activities.

Directors' report

Risk	Description and potential consequences	Strategies used to mitigate the risk
Intellectual property	The Company relies heavily on its ability to maintain and protect its intellectual property (IP), including registered and unregistered IP. ImpediMed recognises the potential risk of litigation for alleged infringement by ImpediMed, the need to prosecute third party infringers of ImpediMed's IP, the expiry of ImpediMed's registered IP, and the risk of being unable to register the underlying subject matter or processes in any new products.	ImpediMed seeks appropriate patent, design and trademark protection and manages any identified IP risks. ImpediMed recognises the significant value in unregistered IP and works closely with specialists and advisors internationally to monitor and manage its IP portfolio, opportunities and risks.
Competition	The potential for increased competition exposes ImpediMed to the risk of losing existing and new market share. With increasing levels of reimbursement coverage in the US, ImpediMed becomes further exposed to the risk of medical and technological advancement by competitors where alternative products or methods are developed, including Bioimpedance Spectroscopy (BIS), and commercialised that may impact the rate of adoption of SOZO®.	The Company is focused on increasing market penetration with its unique technology, market access, medical affairs and sales execution efforts. In addition, the Company is implementing advancements in the use of BIS technology and data analytics to support rapid customer adoption.
Cyber security	ImpediMed recognises the risks associated with cyber security and the potential impact on the Company's operations. A cyber security incident could lead to a breach of privacy, loss of and/or corruption of commercially sensitive data, and/or a disruption of critical business processes. This may adversely impact customers and the Company's business activities and cause significant reputational damage.	ImpediMed is HITRUST compliant and will maintain its certification through regular external audits. Annual penetration testing to simulate attacks on the Company's computer systems, including the SOZO® digital health platform and identify vulnerabilities. The Company has conducted successful internal and external reviews of its cyber security posture with reference to the Australian Signals Directorate Essential Eight mitigation strategies.
Regulation	The Group operates in a highly regulated industry. Medical devices are subject to strict regulations of various regulatory bodies where the products are sold. Regulatory bodies perform regular audits of ImpediMed's operations and failure to satisfy regulatory requirements presents significant risks, including potentially compromising the Company's ability to sell products and/ or result in an adverse event such as a product recall.	The Group has a highly developed Quality Management System to manage this risk and invests in suitably qualified personnel to oversee the implementation of that system. ImpediMed monitors the changing regulatory landscape in the markets in which it operates and ensures that it adjusts to changes which apply to it. The business is also subject to annual regulatory audits by the relevant regulators.
Research & Development	ImpediMed's platform technology is currently directed towards primarily addressing secondary lymphoedema, with a particular focus on breast cancer-related lymphoedema. The Company recognises the need to expand its product portfolio by creating new applications of its technology, including those with existing regulatory clearances such as body composition and heart failure. Development and subsequent commercialisation of any new product requires a significant amount of investment. Further, all research and new product development programs involve inherent risks and uncertainties which can impact commercialisation timelines.	The Company has extended commercialisation of the SOZO® technology into body composition and heart failure, leveraging existing regulatory clearances. Costs to generate relevant evidence, where needed, to support clinician adoption will be mitigated through partnerships with researchers in grant funded trials. The Company follows a defined framework to support the product development processes covering product ideation, development and subsequent commercialisation.

Directors' report

Risk	Description and potential consequences	Strategies used to mitigate the risk
Personnel	The Company recognises that providing a safe and rewarding working environment is critical to its sustainability. The Company operates in a competitive market in relation to attracting, recruiting and retaining key talent. There is also a risk that increased competition for talent may impact talent retention.	ImpediMed has programs in place to ensure understanding of and compliance with WHS obligations. The Company has a clearly defined remuneration framework which supports the attraction, recruitment and retention of talent and reviews its programs for attracting, recruiting and retaining talent in the current environment.
Working capital	Unable to generate or raise sufficient working capital to operate the business.	Following inclusion in the NCCN Guidelines and the American College of Surgeons National Accreditation Program for Breast Centres (NAPBC) and expanding coverage by payers, ImpediMed is focused on growing sales and cashflow. In addition, the Company has taken actions to reduce cash expenditure. In FY25 ImpediMed secured additional working capital via a US$15.0 million capital growth facility of which US$10.0 million was drawn down in February 2025 and a further US$5.0 million was drawn down in July 2025. The Company closely monitors its working capital position and requirements against its Annual Operating Plan and current performance.
Foreign exchange	The Group is exposed to foreign currency risk particularly USD/AUD exchange rates and credit risk in light of the international nature of its operations.	The management of these risks is guided by the Group's risk management policy. The Company seeks external advice, as appropriate.
Product liability	The Company recognises the risk that its products (or their use) may cause damage to a third party given the nature of the product and the industry the Company operates in.	The Group operates a robust and compliant Quality Management System across all aspects of the design, manufacture and release of products to market. The Group also maintains appropriate product liability insurance.

Significant changes in the state of affairs

In the opinion of the Directors, other than the matters described above and in the Operating and Financial Review on pages 9 to 12 of this Annual Report, there were no significant changes in the state of affairs of the Group during the financial year and to the date of this report.

Dividends

No dividends were proposed, declared, or paid during the financial year (2024: Nil).

Matters subsequent to the end of the financial year

The following matters have arisen since 30 June 2025:

- On 1 July 2025, the Company signed a 2-year lease for its new Sydney office.
- On 17 July 2025, the Company drew US$5.0 million under Tranche 2 of the SWK Funding LLC facility, with the interest-only period extended to February 2028. In conjunction with this drawdown, an additional 6,245,935 warrants were issued.
- On 31 July 2025, 2,379,492 shares were issued to Directors and Executives.
- On 18 August 2025, 17,250,000 employee share options were granted at an exercise price of $0.07, vesting over four years.

Further information in relation to each of these matters is provided in Note 10.6 to the financial statements. No matters or circumstances have arisen since 30 June 2025, other than those disclosed above, that have significantly affected, or may significantly affected:

a. The Group's operations in future financial years;
b. The results of those operations in future financial years; and
c. The Group's state of affairs in future financial years.

Directors' report

Likely developments and expected results of operations

Comments on expected results of the operations of the Group and business outlook are included in the Operating and Financial Review on pages 9 to 12 of this Annual Report.

Further information on likely developments in the operations of the Group and the expected results of operations have not been included in this Annual Report because the Directors believe it would be likely to result in unreasonable prejudice to the Group.

Directors

During the year and to the date of this report, the Board of ImpediMed Limited comprised Christine Emmanuel-Donnelly, Janelle Delaney, Andrew Grant, Fiona Bones, Parmjot Bains and McGregor Grant.

Information on the Directors and the Executive Team is a part of the Directors' report and can be found on pages 15 to 17 of this Annual Report.

As at the date of this report, ImpediMed Limited has the following committees of the Board: Audit and Risk Management, Remuneration, People and Culture and Nomination. Details of members of the committees of the Board are included below and in the Remuneration Report at page 25.

Company Secretary

The Company Secretarial function is responsible for ensuring that the Company complies with its statutory duties and maintains proper documentation, registers and records. It also provides advice to directors and officers about corporate governance and gives practical effect to any decisions made by the Board.

Leanne Ralph is the Company Secretary and was appointed to the position in January 2015. Leanne has over 15 years of experience in company secretarial roles and holds this position for a number of ASX-listed entities. Leanne is a Fellow of the Governance Institute of Australia and a Graduate Member of the Australian Institute of Company Directors.

Meetings of Directors

The number of Directors' meetings, including meetings of the Committees, held during the year ended 30 June 2025, and numbers of meetings attended by each of the Directors were as follows:

Directors	Board Meetings		Remuneration, People and Culture Committee		Audit and Risk Management Committee		Nomination Committee	
	Meetings eligible to attend	Meetings Attended	Meetings eligible to attend	Meetings Attended	Meetings eligible to attend	Meetings Attended	Meetings eligible to attend	Meetings Attended
Christine Emmanuel-Donnelly	10	10	4	4	5	5	1	1
Andrew Grant	10	10	4	4	5	5	1	1
Janelle Delaney	10	10	4	4	5	5	1	1
Fiona Bones	10	10	4[1]	4[1]	5	4	1	-
Dr Parmjot Bains	10	10	4[1]	4[1]	5[1]	5[1]	1[1]	1[1]
McGregor Grant	10	10	4[1]	4[1]	5[1]	5[1]	1[1]	1[1]

[1] Attended in part or full in ex-officio capacity.

Share-based payments

Shares issued and performance rights and options granted under the share-based compensation plans during the year are detailed below.

Directors' report

Shares issued

During the year ended 30 June 2025, the Company issued a total of 4,392,252 (2024: 5,125,743) new ordinary shares in ImpediMed Limited of which 1,978,620 shares were issued under the Employee Incentive Plan at an average price of $0.04 per share, and 2,413,632 shares were issued under the Non-Executive Director Share Plan at an average price of $0.05 per share. No amount was unpaid on any of the shares issued.

As at 30 June 2025, there were 2,027,486,170 (2024: 2,023,093,918) ordinary shares in ImpediMed Limited on issue. Since 30 June 2025, there were 19,629,492 shares issued. Further information on issued shares is provided in Note 4.3 - Share-based payments and Note 9 - Capital and reserves of the financial statements.

Share options and performance rights granted

During the year ended 30 June 2025, the Company granted 16,250,000 (2024: 10,175,000) share options and 23,126,097 (2024: nil) performance rights to employees.

The Company issued 12,491,870 warrants to SWK Funding LLC in connection with the draw down of the Tranche 1 financing. Refer to Note 6.6 for further details.

Shares under option and performance rights

As at 30 June 2025, there were 53,360,113 (30 June 2024: 50,063,476) options and 29,811,323 (30 June 2024: 12,003,000) performance rights on issue.

Indemnifying officers or auditor

During the financial year, the Company paid insurance premiums to insure the Directors and Secretary and Executive Officers of the Company and its controlled entities.

The liabilities insured are legal costs that may be incurred in defending civil or criminal proceedings that may be brought against the officers in their capacity as officers of entities in the Group, and any other payments arising from liabilities incurred by the officers in connection with such proceedings. This does not include such liabilities that arise from conduct involving a willful breach of duty by the officers or the improper use by the officers of their positions or of information to gain advantage for themselves or someone else or to cause detriment to the Company. It is not possible to apportion the premium between amounts relating to the insurance against legal costs and those relating to other liabilities.

The Directors have not included in this report the amount of the premium paid in respect of the insurance policy, as such disclosure is prohibited under the terms of the contract.

To the extent permitted by law, the Company has agreed to indemnify its auditors, Ernst & Young, as part of the terms of its audit engagement agreement against claims by third parties from the audit (for an unspecified amount). No payment has been made to indemnify Ernst & Young during or since the financial year.

Proceedings on behalf of the Company

No person has applied to the Court under section 237 of the Corporations Act for leave to bring proceedings on behalf of the Company or intervene in any proceedings to which the Company is a party, for the purpose of taking responsibility on behalf of the Company for all or part of those proceedings.

No proceedings have been brought or intervened in on behalf of the Company with leave of the Court under section 237 of the Corporations Act.

Rounding

The amounts contained in this report and in the financial statements have been rounded to the nearest $1,000 (where rounding is applicable) and where noted ($'000) under the option available to the Company under ASIC Instrument 2016/191. The Company is an entity to which that instrument applies.

Directors' report

Non-audit services

The Company may decide to employ the auditor on assignments additional to their statutory audit duties where the auditor's expertise and experience with the Company and/or the Group are important.

The Audit and Risk Management Committee is responsible for the oversight of the external auditor's independence. In accordance with the requirements of APES 110 Code of Ethics for Professional Accountants (including IESBA provisions for public interest entities), the Committee pre-approves all non-audit services proposed to be provided by the external auditor to ensure they do not give rise to a self-review threat or otherwise compromise independence. During the year, the auditor of the Group, Ernst & Young, did not provide other services in addition to its statutory duties.

Details of amounts paid or payable to the auditor of the Group in relation to audit services are disclosed in Note 10.4 to the financial statements.

Officers of the Company who are former audit partners of Ernst & Young

There are no officers of the Company who are former audit partners of Ernst & Young.

Auditor's independence declaration

A copy of the Auditor's independence declaration as required under section 307C of the Corporations Act 2001 is included on page 39 of this report.

Auditor

Ernst & Young was appointed auditor in 2009 and continues in office as auditor in accordance with section 327 of the Corporations Act.

Corporate Governance

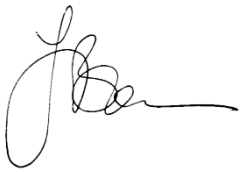
The Company's Corporate Governance Statement and the ASX Appendix 4G are released to ASX on the same day the Annual Report is released. The Corporate Governance Statement and Corporate Governance policies can be found on the Company's website at https://www.impedimed.com/about/investors/corporate-governance/.

Remuneration Report

The Remuneration Report forms part of the Directors' Report. This report, which includes the Operating and Financial Review (on pages 9 to 12), the Information on the Board and the Executive Team (on pages 15 to 17), and the Remuneration Report (on pages 24 to 37), is made on 28 August 2025 and signed in accordance with a resolution of Directors, pursuant to section 298(2) of the Corporations Act.

This report is made and signed in accordance with a resolution of the Directors pursuant to section 306(3)(a) of the Corporations Act 2001.

On behalf of the Directors



Fiona Bones
Director, Sydney

28 August 2025

Remuneration report

Letter from the Chair of the Remuneration Committee

On behalf of the Board of Directors, I am pleased to present the remuneration report for the year ended 30 June 2025.

ImpediMed in FY25

FY25 has been a year of consolidation from a Board and governance perspective following the significant changes in FY24.

Effective 1 July 2024, Dr Parmjot Bains and McGregor Grant were appointed as Managing Director and CEO and Chief Financial & Operating Officer (CF&OO) on an ongoing basis.

Andrew Grant's appointment as interim Vice President of Product Development and Customer Solutions ended as expected on 14 October 2024 when he also resigned as a director. On 15 October 2025 Mr Grant was reappointed by the Board as a Non-executive Director and was elected as a director by shareholders at the Company's Annual General Meeting held on 19 November 2024.

FY25 remuneration outcomes

For FY25 the Board introduced a single Transformation Incentive to replace the Company's STI and LTI programs. The payment of any award under the Transformation Incentive is subject to the achievement of key financial metrics (Gate) and the achievement of specific individual objectives for the overall performance of each individual. Based on the actual financial results of the year the Board determined that no award would be made in respect of FY25.

As indicated in last year's remuneration report, effective 1 July 2024, Non-executive Director fees were paid 70% in cash and 30% in equity, awarded following the end of each quarter.

Looking forward to FY26

The Transformation Incentive program will continue in FY26. Consistent with FY25, any payment under the Transformation Incentive will be subject to the achievement of key financial metrics (Gate) and the achievement of specific individual objectives for the overall performance of each individual. To the extent the Transformation Incentive is awarded, it will be paid out 1/3rd in cash, and 2/3rds in equity vesting over three years. It is expected the Transformation Incentive structure will remain in place until the Company achieves cash flow break even. Specific details of the Transformation Incentive are provided in Section 2 of this Report.

Consistent with the Company's focus on financial discipline, effective 1 July 2025, the Board Chair fee will be reduced by 30%, paid 100% in cash and the Board and Committee fees paid to other Non-executive Directors will be reduced by 15%, with 85% paid in cash and 15% paid in equity, awarded following the end of each quarter. The Board will review Non-executive Directors' fees when the Company achieves cash flow breakeven.

We value your ongoing feedback and will continue to regularly engage with and provide updates to our shareholders about our remuneration policies and objectives.

Christine Emmanuel-Donnelly
Chair, Remuneration Committee

28 August 2025

Remuneration report

The Remuneration Report for the year ended 30 June 2025 (2025 Financial Year or FY25) forms part of the Directors' Report. It has been prepared in accordance with the Corporations Act 2001 (Cth) (the Act), Corporations Regulation 2M.3.03, and audited as required by section 308(3C) of the Act. It also includes additional information and disclosures that are intended to support a deeper understanding of remuneration governance and practices, where statutory requirements are not sufficient.

The report is structured into the following sections:

1. Key Management Personnel
2. Remuneration principles and framework
3. Company performance and remuneration outcomes
4. Non-executive Director remuneration
5. Statutory tables and disclosures
6. Remuneration governance

1. Key Management Personnel

This report sets out remuneration information for ImpediMed's Key Management Personnel (KMP) who had the authority and responsibility for planning, directing and controlling the activities of ImpediMed during the financial year. ImpediMed's KMP in FY25 are outlined below:

			Committee Membership		
Name	**Role**	**Appointed**	**Nomin-ation**	**Audit and Risk**	**Remuner-ation**
Non-executive					
Christine Emanuel-Donnelly	Chair, Independent Director	28 September 2023 Chair: 26 February 2024	C	M	C
Janelle Delaney[1]	Independent Director	28 September 2023	M	M	M
Fiona Bones[2]	Independent Director	7 June 2024	M	C	
Andrew Grant[3]	Non-Independent Director	28 September 2023	M	M	M
Executive					
Parmjot Bains	Managing Director and Chief Executive Officer (CEO)	8 January 2024			
McGregor Grant	Executive Director and Chief Financial & Operating Officer (CF&OO)	28 September 2023			

M = Member C = Chair

[1] Ms Delaney was re-elected as a director at the Company's Annual General Meeting held on 19 November 2024.

[2] Ms Bones was elected as a director at the Company's Annual General Meeting held on 19 November 2024.

[3] Mr A Grant was originally appointed as a Non-executive Director on 28 September 2023. In April 2024 Mr Grant became an Executive Director when he was appointed Vice President of Product Development and Customer Solutions in an interim capacity. This appointment ended on 14 October 2024 when Mr Grant also resigned as a director. On 15 October 2025 Mr Grant was reappointed by the Board as a Non-executive Director and was elected as a director at the Company's Annual General Meeting held on 19 November 2024. Because of Mr Grant's six-month appointment as an Executive Director he is not considered to be Independent.

Remuneration report

2. Remuneration principles and framework

ImpediMed's remuneration framework is designed to support the Company's strategy and reward executives for successful implementation of the strategy. The remuneration framework is designed to attract, motivate and retain talent to enable the Company to deliver on the growth strategy of the core business and to develop and implement a long-term strategy. The Company has implemented a Transformation Incentive with payment subject to the achievement of key financial metrics and the achievement of specific individual objectives and the overall performance of each individual.

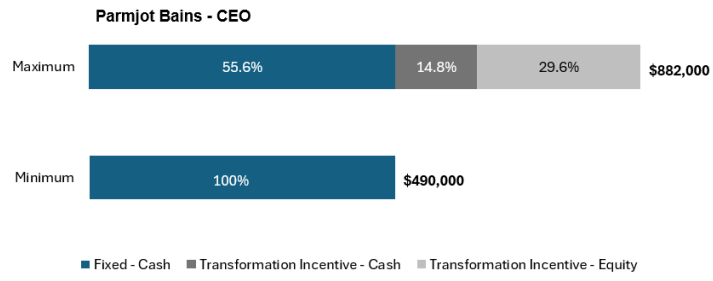
An overview of the remuneration framework for FY25 is set out below.

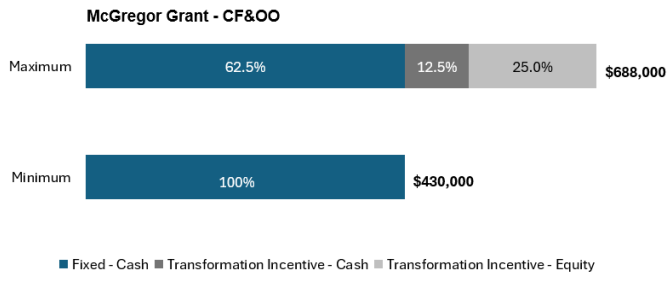
Remuneration Principles			
Provide an appropriate balance of fixed and variable components	Attract, motivate and retain executive talent	Reward outcomes to drive performance and behaviours	Create shareholder value through equity alignment
Components of Total Remuneration			
Fixed		**Variable and at risk**	
Total Fixed Remuneration (TFR) TFR is based on relevant market relativities, responsibilities, performance, qualifications, experience and location.		**Transformation Incentive** The total amount available to be paid under Transformation Incentive is conditional on the Company achieving pre-determined financial metrics (Gate) and is subject to discretion of the Board. The amount of any payment to an individual is subject to the achievement of specific objectives and the overall performance of that individual.	
Delivery			
Base salary, retirement, superannuation, employee health benefits and any salary sacrificed benefits.		1/3rd in cash up front and 2/3rds in equity with vesting over three years.	
Strategic intent and positioning			
TFR is determined having regard to a range of factors including relevant market-based data, experience, responsibilities and performance in the roles.		The Transformation Incentive is designed to ensure a focus on the medium-to-longer term strategy of the business aligning their interests with those of the Company and its shareholders.	
Fixed and Variable opportunities are benchmarked to ensure total remuneration is positioned competitively when on-target outcomes and performance is met			

2.1 Remuneration mix

The remuneration mix for each Executive KMP provides an appropriate balance between fixed and variable, at-risk remuneration to ensure focus on short, medium and longer-term performance. The Board considers this structure aligns Executive KMP remuneration with shareholders' interests and expectations.

The following figures show the remuneration mix for the CEO and CF&OO in FY25[1].





[1] The one-off sign-on grant values are not reflected in the figures. Details of the Transformation Incentive are provided in Section 2.5, below.

Remuneration report

2.2 Total Fixed Remuneration (TFR)

TFR comprises base salary plus any fixed elements relating to local markets, including superannuation or equivalent. In addition to base salary, executives may receive benefits in line with local practice, such as health insurance and a car allowance. TFR for Executive KMP is benchmarked for market competitiveness and adjustments may be made in response to individual performance, an increase in job responsibilities, changing market conditions or promotion.

2.3 Transformation Incentive

For FY25, Executive KMP were invited to participate in a Transformation Incentive (TI) program. The TI program is subject to the achievement of key financial metrics (Gate), the achievement of specific individual objectives and the overall performance of each Executive during the year.

		% Base salary
Opportunity	The TI opportunity for each Executive KMP is:	Maximum
	CEO	80%
	CF&OO	60%
Performance measures	**Financial (Gate)** - Total Contract Value - Revenue - Operating Income In addition, the Company will need to be demonstrating progress towards achieving cashflow break-even. **Individual** Individual Objectives as set and approved by the Board and the overall performance of each Executive.	
Weighting	Financial: 60% Individual: 40%	
Payment	The payment of the TI will be 1/3rd in cash following FY25 results release and 2/3rds in Share Rights, vesting equally over three years.	
Allocation method	The number of Share Rights is calculated by dividing the TI outcome for the year by the 10-day Volume Weighted Average Price (VWAP) of ImpediMed's shares based on the 5 days before and 5 days following the release of the FY25 financial statements.	
Performance period	The performance measures will be tested following the finalisation of audited financial results for FY25.	

2.4 Sign-on award

On 28 August 2024 shareholders approved an award of Options and Performance Rights to the CEO and CF&OO. Details of the award are set out below.

Options

Opportunity	The number of Options to be awarded:	
	CEO	8,500,000
	CF&OO	6,500,000
Issue Price	The Options will be issued for nil consideration.	
Exercise Price	The Options have an Exercise Price of $0.07.	
Term	The Options will have a term ending 7 years from the grant date (Last Exercise Date).	
Vesting Start Date	1 July 2024	
Vesting Conditions	The Options will vest over a four-year period with 25% of the Options vesting on each one-year anniversary of the Vesting Start Date (Vesting Dates).	
Service Condition	In addition to the above Vesting Conditions, the Options will only vest if the Executive remains in continuous employment with the Company from the date of the grant to the respective Vesting Dates.	

Remuneration report

Lapse	Subject to any board determination to the contrary, the Options automatically lapse if the Vesting and Service Conditions are not met, or if the Vesting and Service Conditions are met, the Options will automatically lapse if they are not exercised by the Last Exercise Date.

Performance rights

Opportunity	The number of Performance Rights awarded:	
	CEO	8,500,000
	CF&OO	6,500,000
Issue Price	The Performance Rights were issued for nil consideration.	
Exercise Price	The Performance Rights have a nil Exercise Price.	
Term	The Performance Rights will have a term ending 7 years from the date of grant (Last Exercise Date).	

Performance Conditions

The Performance Rights will be eligible to vest in two equal tranches, Tranche 1 and Tranche 2.

The Performance Rights are performance tested on the criteria set out in the table below.
For Tranche 1, market capitalisation will be assessed by reference to:
- the 20-trading day VWAP for the period ending on 30 June 2027; and
- the number of listed securities on issue on 30 June 2027.

For Tranche 2, market capitalisation will be assessed by reference to:
- the 20-trading day VWAP for the period ending on 30 June 2028; and
- the number of listed securities on issue on 30 June 2028.

Tranche 1 – 30 June 2027

Outcome	Market Capitalisation $m	% of Tranche 1 vesting
Threshold	504	33%
Target	585	67%
Maximum	691	100%
Linear vesting between Threshold and Maximum		

Tranche 2 – 30 June 2028

Outcome	Market Capitalisation $m	% of Tranche 2 vesting
Threshold	698	33%
Target	729	67%
Maximum	760	100%
Linear vesting between Threshold and Maximum		

Performance rights continued

Service Condition	In addition to the above Performance Conditions, the Performance Rights will only vest if the participants remain in continuous employment with the Company from the date of the grant to the respective Vesting Dates.
Vesting Dates	Tranche 1 – 1 July 2027 Tranche 2 – 1 July 2028
Lapse	Subject to any board determination to the contrary, the Performance Rights will automatically lapse if the Performance Conditions are not met, or if the Performance Conditions are met, the Performance Rights will automatically lapse if they are not exercised by the Last Exercise Date. There will be no re-testing.

2.5 Minimum shareholding requirements

The Company has a policy that requires Non-executive Directors and Executive KMP to have a minimum equity holding equivalent to the previous financial year's annual director fees (including superannuation and excluding any Committee fees) or base salary. For the purposes of determining whether the minimum shareholding has been met, the calculation is based on the share price at the time of purchase and/or vesting. The minimum holding is expected to be met within five years of appointment or commencement.

Remuneration report

ImpediMed encourages Executive KMP to acquire shares and supports this policy by awarding a substantial portion of variable remuneration in the form of equity. Executive KMP are not expected to purchase shares to meet the minimum shareholding requirement.

3. Company performance and remuneration outcomes

3.1 Relationship between performance and Executive KMP variable remuneration

ImpediMed's remuneration framework is aimed at rewarding Executive KMP for the achievement of sustainable business growth and for the creation of shareholder value in the short, medium and long term. The following table shows the Company's quantitative performance between FY20 and FY25 with relevant short-term and long-term remuneration outcomes.

Performance History	FY25	FY24	FY23	FY22	FY21	FY20
Financial metrics ($m)						
Total Revenue ($000)	**12.7**	10.3	11.3	10.6	8.4	5.7
Annual Recurring Revenue – Core Business ($m)	**14.0**	11.0	9.3	7.3	6.1	5.2
Total Contract Value – Core Business ($m)	**19.2**	9.7	13.1	8.9	12.3	6.8
Cash flow ($000)	**(2.0)**	(21.4)	3.8	19.0	0.8	(8.8)
Returns						
Share price as at 30 June ($)	**0.035**	0.071	0.18	0.061	0.105	0.062
Market Capitalisation at 30 June ($m)	**71**	146	363	109	157	62
Remuneration outcomes						
Average Executive KMP STI as a % of Target	**0%**	0%	24%	50%	138%	22%
% of LTI that vested during the year	**0%**	0%	33.5%	0%	50%	50%

3.2 FY25 Transformation Incentive outcomes

Based on the actual financial results of the year the Board determined no award under the Transformation Incentive would be made in respect of FY25. There are no outstanding prior year LTI awards made to Executive KMP.

Remuneration report

3.3 Executive KMP remuneration received during the period

The amounts in this table are different to the statutory disclosures in section 5.1, which are prepared in accordance with the accounting standards and therefore include the accounting value for all unvested deferred STI and LTI awards expensed in the year. The table below is provided voluntarily and represents the value to the Executive KMP of cash paid and vested equity awards (vested value) received during the year.

Name	Year	TFR $	Cash STI $	STI equity vested $	LTI equity vested $	Total remuneration $
Parmjot Bains CEO	**2025**	**490,000**	**-**	**-**	**-**	**490,000**
	2024	216,848	-	-	-	216,848
McGregor Grant CF&OO	**2025**	**430,000**	**-**	**-**	**-**	**430,000**
	2024	268,249	-	-	-	268,249
Rick Valencia CEO[1]	**2025**	**-**	**-**	**-**	**-**	**-**
	2024	1,124,588	181,516	-	-	1,306,104
Tim Cruickshank CFO[2]	**2025**	**-**	**-**	**-**	**-**	**-**
	2024	1,119,958	204,140	88,110	15,939	1,428,147
Shashi Tripathi COO[3]	**2025**	**-**	**-**	**-**	**-**	**-**
	2024	1,003,189	157,041	111,120	14,486	1,285,836
Total	**2025**	**920,000**	**-**	**-**	**-**	**920,000**
	2024	3,732,832	542,697	199,230	30,425	4,505,184

[1] Payments to Mr. Valencia Include $830,759 associated with the termination of his employment, including accrued annual leave.

[2] Payments to Mr. Cruickshank include $658,985 associated with the termination of his employment, including accrued annual leave.

[3] Payments to Mr. Tripathi include $475,911 associated with the termination of his employment, including accrued annual leave.

Remuneration report

4. Non-executive Director remuneration

4.1 Principles

Fees for Non-executive Directors (NEDs) are based on the nature of the Directors' work and their responsibilities, taking into account the nature and complexity of the Company and the skills and experience of the Director. In determining the level of fees, survey data on comparable companies is considered. External consultants may be used to source the relevant data and analysis. Non-executive Directors' fees are recommended by the Remuneration Committee and determined by the Board. Shareholders approve the aggregate amount available for the remuneration of Non-executive Directors.

Non-executive Directors' fees are determined within an aggregate Directors' fee pool, approved by shareholders at the annual general meeting (AGM). The maximum aggregate remuneration approved by shareholders in 2015 was $800,000.

4.2 Remuneration elements

The elements of NED remuneration available to be offered as part of a package in FY25 were as follows:

Remuneration element	Details		
Board fees per annum	**Position**	**Board ($)**	**Committee[1]**
	Chair of the Board	198,000[2]	N/A
	Committee Chair	N/A	22,000
	Non-executive Director	90,000	11,000
Superannuation	Superannuation contributions are included in the annual Board fees above and are made in accordance with the compulsory Superannuation Guarantee legislation up to the prescribed contributions limit. Directors with other employers can apply to opt out receiving superannuation contributions, where applicable.		
Equity instruments	A portion of the Board fees is paid as shares in lieu of cash. NEDs do not receive any performance-related remuneration in form of options or performance rights.		
Other fees/benefits	NEDs are reimbursed for out-of-pocket expenses that are directly related to ImpediMed's business.		

[1] No Committee fees are payable in respect of the Nomination Committee.

[2] The Board Chair does not receive a separate Committee fee.

For FY25 fees to Non-executive Directors were paid 70% in cash and 30% in equity.

Effective 1 July 2025, the Board Chair fee will be reduced by 30%, paid 100% in cash and the Board and Committee fees paid to other Non-executive Directors will be reduced by 15%, with 85% paid in cash and 15% paid in equity, awarded following the end of each quarter.

Remuneration report

5. Statutory tables and disclosures

5.1 Executive KMP remuneration for FY25

The following table outlines the statutory and audited (A-IFRS) remuneration of executives:

		Short-term	Long-term	Post-employment			Variable remuneration			
		Base salary	Other benefits	Superannuation	TFR		Executive Share plan compensation		Other	Total remuneration
Name	Year	$	$	$	$	% of TR	$	% of TR	$	$
Parmjot Bains CEO	**2025**	**460,000**	**-**	**30,000**	**490,000**	**65%**	**266,336**	**35%**	-	**756,336**
	2024	199,075	-	17,773	216,848	100%	-	-	-	216,848
McGregor Grant CF&OO[5]	**2025**	**400,000**	**-**	**30,000**	**430,000**	**68%**	**203,669**	**32%**	-	**633,669**
	2024[4]	271,398	-	20,649	292,047	100%	-	-	-	292,047
Rick Valencia CEO	**2025**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
	2024	275,597	11,826	6,406	293,829	33%	(235,353)	-26%	830,759[1]	889,235
Tim Cruikshank CFO	**2025**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
	2024	411,514	28,422	21,036	460,972	56%	(295,869)	-36%	658,985[2]	824,088
Shashi Tripathi COO	**2025**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
	2024	474,595	32,154	20,528	527,277	75%	(299,649)	-43%	475,911[3]	703,539
Total	**2025**	**860,000**	**-**	**60,000**	**920,000**	**66%**	**470,004**	**34%**	**-**	**1,390,005**
	2024	1,632,179	72,402	86,392	1,790,973	61%	(830,871)	-28%	1,965,655	2,925,757

[1] Includes $772,429 of severance associated with the termination of Mr. Valencia's employment and accrued annual leave of $58,330.

[2] Includes $553,546 of severance associated with the termination of Mr. Cruickshank's employment and accrued annual leave of $105,439.

[3] Includes $434,588 of severance associated with the termination of Mr. Tripathi's employment and accrued annual leave of $41,323.

[4] Includes $23,799 of Board fees paid and $2,756 of superannuation related to board fees paid.

[5] FY2024 remuneration for Mr. Grant and Dr. Bains reflects their respective periods of service during the year, as they were employed for only part of the comparative period.

Remuneration report

5.2 Non-executive Director remuneration for FY25

The following table outlines the statutory and audited (A-IFRS) remuneration of Non-executive Directors:

Name	Year	Cash	Equity	Superannuation ($)	Total ($)
Christine Emmanuel-Donnelly	**2025**	**118,178**	**59,400**	**20,422**	**198,000**
	2024	105,380	-	11,592	116,972
Janelle Delaney	**2025**	**66,848**	**33,600**	**11,552**	**112,000**
	2024	75,660	-	8,323	83,983
Fiona Bones	**2025**	**66,848**	**33,600**	**11,552**	**112,000**
	2024	5,983	-	658	6,641
Andrew Grant[1]	**2025**	**155,232**	**33,600**	**20,864**	**209,696**
	2024	77,556	-	8,531	86,087
Daniel Sharp	**2025**	**-**	**-**	**-**	**-**
	2024	8,954	13,432	2,463	24,849
Michael Seiden	**2025**	**-**	**-**	**-**	**-**
	2024	42,848	-	-	42,848
Don Williams	**2025**	**-**	**-**	**-**	**-**
	2024	19,486	29,228	-	48,714
Jan West	**2025**	**-**	**-**	**-**	**-**
	2024	10,909	16,363	1,152	28,424
Amit Patel	**2025**	**-**	**-**	**-**	**-**
	2024	11,022	16,534	-	27,556
David Anderson	**2025**	**-**	**-**	**-**	**-**
	2024	9,940	14,909	-	24,849
Total	**2025**	**407,106**	**160,200**	**64,390**	**631,696**
	2024	367,738	90,466	32,719	490,923

[1] Andrew Grant was appointed Vice President of Product Development and Customer Solutions in an interim capacity for the period from 17 April 2024 until 15 October 2024. The above remuneration includes $97,696 (2024: $49,677) related to this role.

Remuneration report

5.3 KMP equity movements and holding policy status

Movements in equity interests during the financial year by Executive KMP, including their personally related parties, as well as progress towards achieving the minimum shareholding requirement (MSR) are set out below:

Name	Instrument	Held at open FY25 Number	Date Granted	Number Granted	Forfeited during FY25 Number	Vested during FY25[1] Number	Exercised during FY25 Number	Held at close FY25 Number	%MSR
Parmjot Bains	Unrestricted Shares	21,673	-	-	-	-	-	21,673	1%
	Options	-	28 August 2024	8,500,000	-	-	-	8,500,000	
	Performance Rights	-	28 August 2024	8,500,000	-	-	-	8,500,000	
McGregor Grant	Unrestricted Shares	2,055,000	-	-	-	-	-	2,055,000	84%
	Options	-	28 August 2024	6,500,000	-	-	-	6,500,000	
	Performance Rights	-	28 August 2024	6,500,000	-	-	-	6,500,000	
Total		**2,076,673**	**-**	**30,000,000**	**-**	**-**	**-**	**32,076,673**	**N/A**

[1] On 1 July 2025 2,125,000 Options granted to Parmjot Bains and 1,625,000 Options granted to McGregor Grant vested.

Remuneration report

The following table summarises changes in Non-executive Director equity interests during FY25:

Name	Instrument	Held at open FY25 Number	FY25 Purchased Number[1]	FY25 Sold and other Number	Held at close FY25 Number	% of MSR met
Christine Emmanuel-Donnelly	Shares	389,809	2,559,504	-	2,949,313	52%
Janelle Delaney	Shares	3,930,122	506,230	-	4,436,352	100%
Fiona Bones	Shares	80,000	1,426,230	-	1,506,230	59%
Andrew Grant	Shares	400,000	2,106,230	-	2,506,230	97%
Total		**4,799,931**	**6,598,194**	**-**	**11,398,125**	**N/A**

[1] The purchased number includes shares purchased on market as well as shares issued to directors as part of their compensation under the Non-Executive Director Share Plan.

5.4 KMP service agreements

5.4.1 Executive KMP

The following outlines current Executive KMP service agreements:

Name	Contract term	Notice by Company	Notice by KMP	Termination Payments
Parmjot Bains	On-going employment	Six months	Six months	None
McGregor Grant	On-going employment	Four months	Four months	None

5.4.2 Non-executive Directors

On appointment to the Board, each NED enters into an agreement with the Company in the form of a letter of appointment. The letter summarises the Board's policies and terms, including compensation relevant to the office of the Director. NEDs are not eligible to receive termination payments under the terms of their appointment.

5.5 Loans and transactions with KMP

5.5.1 Loans to KMP and their related parties

During the financial year and to the date of this report, the Group made no loans to Directors and other KMP and none were outstanding as at 30 June 2025 (2024: Nil).

5.5.2 Other transactions and balances with KMP and their related parties

For the year ended 30 June 2025, the Group issued shares to Directors and Executives as equity-based remuneration in lieu of cash. There were no other transactions that occurred with Directors or Executives that would be considered related party transactions.

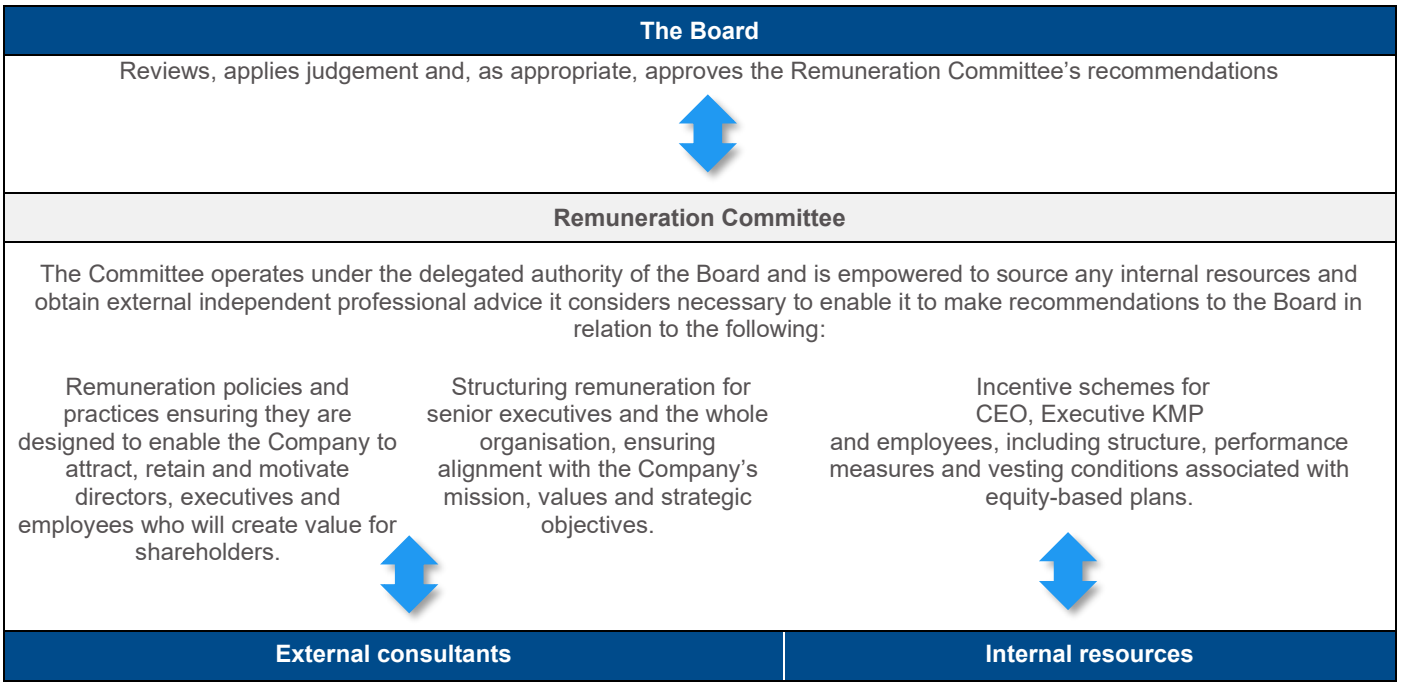
6. Remuneration governance

6.1 Role of the Remuneration Committee

The Board is responsible for ImpediMed's remuneration strategy and policy and has established a Remuneration Committee that is chaired by an independent Director with a majority of independent Directors. Members of the Remuneration Committee are shown in Section 1.

The role and responsibilities of the Remuneration Committee are set out in its Charter, which was last reviewed and approved by the Board in June 2024. The Remuneration Committee's role and its relationship with the Board, internal and external advisors is illustrated below.

Remuneration report



6.2 Remuneration advisors

As appropriate, the Board and Remuneration Committee obtain and consider advice directly from specialist remuneration and governance advisors, who are independent of management. The Board adopts practices in accordance with the Corporations Act 2001 to ensure that any advice received from its external advisors is free from undue influence of the KMP about whom the advice may relate.

There were no 'remuneration recommendations', as defined in the Corporations Act 2001, made during the FY25 reporting period.

6.3 Board discretion

The Board, generally on the recommendation of the Remuneration Committee, has the power to determine remuneration outcomes for senior executives. This includes the power to exercise its discretion to adjust the Transformation Incentive outcomes to the extent this is permitted by the employee incentive plan rules if the Board considers that those outcomes do not fairly reflect performance or shareholder experience.

The Board advises that, subject to applicable laws, ASX listing requirements and any other regulatory obligations, the Board may exercise its absolute discretion, in circumstances where the Board considers it to be in the best interests of the Company to:

a. vary or waive some or all terms and conditions of the Rights; and,
b. without limiting the extent of the Board's discretion, this may include:
    i. bringing forward the date on which the Rights may be exercised;
    ii. changing the way in which the performance requirements are to be measured;
    iii. amending the vesting period;
    iv. amending the exercise period;
    v. changing the way in which the number of securities from exercise is to be determined;
    vi. changing the way in which the number of Rights that vest is to be determined; and
    vii. changing the way in which cash value on exercise and settlement is to be determined.

Prior to determination of variable remuneration outcomes or vesting, the Remuneration Committee receives a recommendation from the Audit & Risk Committee in relation to risk management (financial and non-financial) and compliance by Executive KMP during the year to determine whether any adjustments should be made to remuneration outcomes.

Remuneration report

The Board is committed to transparency regarding the application of its discretion in relation to each of these matters and did not exercise any discretion in relation to the above matters for FY25.

6.4 Securities Trading Policy

Under the ImpediMed Limited Securities Trading Policy and in accordance with the Corporations Act, securities granted under ImpediMed's variable remuneration schemes must remain at risk until vested, or until exercised, if options or performance rights. No schemes may be entered into by an individual or their associates that specifically protects the unvested value of shares, rights or options.

KMP are not permitted to deal at any time in financial products such as options, warrants, futures or other financial products issued over ImpediMed's securities by third parties such as banks and other institutions without the prior approval of the Board. An exception may apply where the securities form a component of a listed portfolio or index product.

KMP are not permitted to enter transactions in products associated with the securities that operate to limit the economic risk of their security holding in the Company (e.g. hedging arrangements).

ImpediMed, as required under the ASX Listing Rules, has a formal policy setting out how and when employees, including KMP of ImpediMed Limited, may deal in ImpediMed's securities. A copy of the Company's Securities Trading Policy is available on ImpediMed's website, www.impedimed.com.

Contents of financial reports

Auditor's independence declaration

Shape the future with confidence

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Auditor's independence declaration to the directors of ImpediMed Limited

As lead auditor for the audit of the financial report of ImpediMed Limited for the financial year ended 30 June 2025, I declare to the best of my knowledge and belief, there have been:

a. No contraventions of the auditor independence requirements of the Corporations Act 2001 in relation to the audit;

b. No contraventions of any applicable code of professional conduct in relation to the audit; and

c. No non-audit services provided that contravene any applicable code of professional conduct in relation to the audit.

This declaration is in respect of ImpediMed Limited and the entities it controlled during the financial year.

Ernst & Young

Madhu Nair
Partner
28 August 2025

Consolidated statement of profit and loss and other comprehensive income

For the year ended 30 June 2025

	Notes	2025 $000	2024 $000
Revenue from contracts with customers	2.2	12,724	10,319
Cost of goods sold		(1,749)	(1,314)
Gross profit		**10,975**	9,005
Other income	2.3	1,224	2,815
Salaries and benefits	4.1	(20,046)	(21,528)
Share-based payments	4.3	(1,604)	680
Clinical trials	2.4	(150)	(221)
Administration	2.4	(3,176)	(3,174)
Depreciation and amortisation		(4,564)	(2,253)
Consultants and professional fees	2.4	(2,278)	(3,083)
Other expenses	2.4	(3,388)	(3,464)
Results from operating activities		**(23,007)**	(21,223)
Finance income	2.3	960	1,559
Finance expenses	2.3	(1,164)	(93)
Net finance (expenses)/ income		**(204)**	1,466
Loss from operations before income tax		(23,211)	(19,757)
Income tax	3.1	(26)	(33)
Loss from operations after income tax expense attributable to owners of the parent entity		**(23,237)**	(19,790)
Other comprehensive income			
Items that may be reclassified subsequently to profit or loss:			
Exchange difference on foreign currency translation		912	274
Other comprehensive gain for the period, net of tax		**912**	274
Total comprehensive loss for the year attributable to owners of the parent entity		**(22,325)**	(19,516)
		$	$
Basic and diluted loss per share	2.5	**(0.01)**	(0.01)

The consolidated financial statements should be read in conjunction with the accompanying notes.

Consolidated statement of financial position

As at 30 June 2025

	Notes	2025 $000	2024 $000
Assets			
Current Assets			
Cash and cash equivalents	6.1	**22,183**	24,632
Trade and other receivables	6.3	**2,964**	2,648
Contract assets	5	**689**	555
Inventories	7.1	**861**	759
Prepayments and other current assets		**813**	864
Total current assets		**27,510**	29,458
Non-current assets			
Other financial assets	6.2	**73**	54
Contract assets	5	**227**	-
Property, plant and equipment	7.2	**223**	350
Right of use assets	7.3	**660**	1,098
Intangible assets	7.4	**12,967**	16,026
Total non-current assets		**14,150**	17,528
Total assets		**41,660**	46,986
Liabilities			
Current liabilities			
Trade and other payables	6.4	**1,550**	1,606
Contract liabilities	5	**2,328**	1,494
Employee benefits liabilities	4.2	**1,227**	1,157
Provisions	7.5	**15**	67
Lease liabilities	6.5	**266**	333
Interest payable	6.6	**276**	-
Total current liabilities		**5,662**	4,657
Non-current liabilities			
Contract liabilities	5	**1,167**	695
Employee benefits liabilities	4.2	**36**	53
Provisions	7.5	**74**	28
Lease liabilities	6.5	**433**	810
Borrowings	6.6	**13,792**	-
Total non-current liabilities		**15,502**	1,586
Total liabilities		**21,164**	6,243
Net assets		**20,496**	40,743
Equity			
Issued capital	9.1	**336,147**	336,147
Reserves		**38,538**	35,548
Accumulated losses		**(354,189)**	(330,952)
Total equity		**20,496**	40,743

The consolidated financial statements should be read in conjunction with the accompanying notes.

Consolidated statement of changes in equity

For the year ended 30 June 2025

	Notes	Issued Capital $000	Reserves: Share-based payments $000	Reserves: Equity escrow $000	Reserves: Foreign currency $000	Reserves: Warrants reserve	Reserves: Total reserves $000	Accumulated Losses $000	Total $000
At 30 June 2023		**336,087**	**24,330**	**3,578**	**8,046**	**-**	**35,954**	**(311,162)**	**60,879**
Loss for the period		-	-	-	-	-	-	(19,790)	**(19,790)**
Other comprehensive gain		-	-		274	-	274	-	**274**
Total comprehensive income/(loss) for the period					274	-	274	(19,790)	**(19,516)**
Equity transactions:						-			
Share-based payments	4.3	-	(800)	120	-	-	(680)	-	**(680)**
Issue of ordinary shares	9.1	60	-	-	-	-	-	-	**60**
At 30 June 2024		**336,147**	**23,530**	**3,698**	**8,320**	**-**	**35,548**	**(330,952)**	**40,743**
Loss for the period		-	-	-	-	-	-	(23,237)	**(23,237)**
Other comprehensive gain[1]		-	154	(154)	912	-	912	-	**912**
Total comprehensive income/ (loss) for the period		-	154	(154)	912	-	912	(23,237)	**(22,325)**
Equity transactions:						-			
Issue of ordinary warrants	6.6	-	-	-	-	474	474	-	**474**
Share-based payments	4.3	-	1,314	290	-	-	1,604	-	**1,604**
At 30 June 2025		**336,147**	**24,998**	**3,834**	**9,232**	**474**	**38,538**	**(354,189)**	**20,496**

[1] The opening balances of the equity escrow and share option reserves were adjusted to reflect a true-up of amounts to align the reserves with the underlying plan rules.

The consolidated financial statements should be read in conjunction with the accompanying notes.

Consolidated statement of cash flows

For the year ended 30 June 2025

	Notes	2025 $000	2024 $000
Cash flows from operating activities			
Receipts from customers (inclusive of GST and sales tax)		13,980	11,493
Payments to suppliers (inclusive of GST and sales tax)		(10,659)	(10,965)
Payments to employees		(19,853)	(23,307)
Interest received		972	1,604
Government grant receipts		915	3,386
Net cash flows used in operating activities	6.1	**(14,645)**	(17,789)
Cash flows from investing activities			
Purchase of property, plant and equipment		(60)	(81)
Development expenditures and purchase of intangibles		(929)	(3,024)
Net cash flows used in investing activities		**(989)**	(3,105)
Cash flows from financing activities			
Proceeds from issue of ordinary shares	9.1	-	58
Transaction costs from other loans		-	(62)
Transaction costs related to debt acquisition		(1,327)	-
Proceeds from borrowings		15,967	-
Interest paid		(576)	-
Other payments including lease liabilities		(422)	(477)
Net cash flows from financing activities		**13,642**	(481)
Net decrease in cash and cash equivalents		**(1,992)**	(21,375)
Net foreign exchange differences		(457)	297
Cash and cash equivalents at the beginning of the financial year		24,632	45,710
Cash and cash equivalents at the end of the financial year	6.1	**22,183**	24,632

The consolidated financial statements should be read in conjunction with the accompanying notes.

Notes to the consolidated financial statements

For the year ended 30 June 2025

1. General accounting policies

This section sets out the Group's accounting policies that relate to the financial statements as a whole. Where an accounting policy is specific to one note, the policy is described in the note to which it relates.

1.1 Reporting entity

ImpediMed Limited (the Company) is an Australian listed public company limited by shares traded on the Australian Stock Exchange. The consolidated financial statements of the Company as at and for the year ended 30 June 2025 comprises ImpediMed Limited and its subsidiaries (the Group).

ImpediMed Limited is a for-profit entity for the purposes of preparing financial statements. The nature of the operations and principal activities of the Group are described in the Directors' Report.

1.2 Basis of preparation

a) Statement of compliance

The financial report is a general-purpose financial report, which has been prepared in accordance with the requirements of the Corporations Act 2001, Australian Accounting Standards and other authoritative pronouncements of the Australian Accounting Standards Board. The consolidated financial statements also comply with International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB).

The financial statements of the Group for the year ended 30 June 2025 was authorised for issue in accordance with a resolution of the Board of Directors on 28 August 2025.

b) Basis of measurement

The financial report has been prepared on a historical cost basis.

c) Functional and presentation currency

The consolidated financial statements are presented in Australian dollars, which is ImpediMed Limited's functional and presentation currency.

d) Going concern

These consolidated financial statements have been prepared on a going concern basis, which assumes continuity of normal business activities, the realisation of assets and the settlement of liabilities in the ordinary course of business. The Group had cash of $22.2 million at 30 June 2025 (30 June 2024: $24.6 million) and long-term borrowings of $13.8 million (30 June 2024: Nil). The Group incurred a net loss of $23.2 million for the year ended 30 June 2025 (30 June 2024: $19.8 million). The Group had $14.6 million (30 June 2024: $17.8 million) of net cash outflows from operations.

On 6 February 2025, the Group entered into a five-year US$15.0 million growth capital facility with SWK Funding LLC, drawing US$10.0 million initially. The remaining US$5.0 million was contingent on achieving FY25 sales targets. Following the successful achievement of these targets, on 17 July 2025 the Group drew an additional US$5.0 million, and the interest-only period was extended by 12 months to February 2028. Further details are provided in Note 10.6.

The Directors, in their consideration of the appropriateness of the going concern basis for the preparation of the financial statements, have prepared a cash flow forecast for the 12 months from the date of signing these financial statements. The cashflow forecast demonstrates the Group will continue to generate operating losses and net cash outflows from operations. The Group's future viability is dependent upon managing existing cash balances and achieving increased cash inflows from cash receipts from customers or other funding arrangements.

Should the Group be unable to manage cash flows at amounts as necessary to meet future operating plans, a material uncertainty would exist that may cast significant doubt on the ability of the Group to continue as a going concern, and therefore, whether it will realise its assets and extinguish its liabilities in the ordinary course of business.

The Directors are confident the Group will be able manage cashflows and continue to be able to pay its debts as and when they fall due for a period in excess of 12 months from the date the financial report has been signed and thus

Notes to the consolidated financial statements

For the year ended 30 June 2025

continue as a going concern. On this basis, it is appropriate to prepare the financial statements on the going concern basis. No adjustment has been made in the financial statements relating to the recoverability and classification of recorded asset amounts and to the classification of liabilities that might be necessary should the Group be unable to continue as a going concern.

e) Reclassification

Certain prior period amounts have been reclassified for financial statement presentation purposes. These reclassifications have no impact on previously reported net loss and other comprehensive income.

f) Significant judgements, estimates and assumptions

The preparation of the Group's consolidated financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent assets and liabilities, commitments, revenue and expenses. Management bases its judgements and estimates on historical experience and on other various factors it believes to be reasonable under the circumstances, the results of which form the basis of the carrying values of assets and liabilities that are not readily apparent from other sources.

The key estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amount of certain assets, liabilities, revenue and expenses are included in the following notes:

Note 2.1 – Revenue from contracts with customers
Note 2.3(b) – Other income
Note 3.2 – Deferred taxes
Note 4.3 – Share-based payments
Note 7.1 – Inventories
Note 7.4 – Intangible assets and goodwill

g) Goods and services tax (GST), Value added tax (VAT)

Revenues, expenses and assets are recognised net of the amount of associated GST or VAT as applicable, unless the GST/VAT incurred is not recoverable from the taxation authority, in which case the GST/VAT is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST/VAT receivable or payable. The net amount of GST/VAT recoverable from, or payable to, the taxation authority is included with other current receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST/VAT components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the taxation authority are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the taxation authority.

h) Sales tax

The Group is subject to sales taxation in the US in various state jurisdictions. Sales tax has several components:

- On revenue, the Group collects sales tax from customers and remits it to state governments.
- For expenses and assets, the Group pays sales tax on the purchase of goods that are used in the course of business. Sales tax is recognised as part of the cost of acquisition of the asset or as part of the expense item as applicable. Receivables and payables are stated with the amount of sales tax included.

Receipts from customers are included in the Consolidated statement of cash flows including sales tax amounts collected which are payable to the taxation authority. These amounts are offset by payments made to taxation authorities during each period in the Consolidated statement of cash flows. Cash flows are included in the Consolidated statement of cash flows on a gross basis and are classified as operating, investing or financing cash flows as appropriate.

Notes to the consolidated financial statements

For the year ended 30 June 2025

i) Rounding

The Company is of a kind referred to in ASIC Instrument 2016/191 issued in 2016, and in accordance with that Instrument, all financial information presented in Australian dollars has been rounded to the nearest one thousand dollars ($000), unless otherwise stated.

2. Performance for the year

2.1 Revenue from contracts with customers

The Group accounts for its revenue in accordance with AASB15. Revenue from customer contracts is recognised when control of the goods or services are transferred to the customer at an amount that reflects the consideration to which the Group expects to be entitled in exchange for those goods or services.

Sale of devices and subscription services

The Group enters into contracts with customers for bundled sales of SOZO® devices and software subscription services. The Group has determined that these bundled sales contracts are comprised of one performance obligation because the promises to transfer the SOZO® device and subscription services for ongoing assessment are not capable of being distinct and separately identified.

Accordingly, the Group allocates the transaction price relating to the bundled sales contract, which may include a discount, to the one performance obligation. In addition, the Group considers whether there are other promises in the contract that are separate performance obligations to which a portion of the transaction price needs to be allocated.

Revenue under these contracts is recognised in equal monthly amounts over the term of the contract in accordance with the contractual terms, commencing when there is persuasive evidence, usually in the form of a purchase order or an executed sales agreement with a customer at the time of delivery of the goods to the customer.

In determining the transaction price for the sale of devices and subscription services, the Group considers the effect of the following:

a) Judgements

The Group applied the following judgements that significantly affect the determination of the amount and timing of revenue from contracts with customers.

Identifying the number of performance obligations in a bundled sale of equipment and subscription services under different contractual arrangements. The Group provides devices that are bundled together with the subscription services to a customer. Under the contractual terms the subscription services are a promise to provide ongoing access to assessment and testing services in the future and are part of the negotiated exchange between the Group and the customer. The device is an integral part of the ongoing service provided and is not capable of being distinct and separately identified.

Determination of the contract term for which the revenue will be recognised, taking into account the renewal rates and churn rate of existing customers.

b) Financing component

The Group may receive short-term advances from its customers in the form of up-front payment of devices, consumables or advance payment of subscription services. The Group has not identified any significant financing components within these advances. Advance payments are received for administrative and commercial reasons and not to provide financing to the Group. The advance payments do not include a significant financing component as the benefit of receiving payment in advance is not significant in the context of the contract. There was no adjustment made in respect of this in the current or prior periods.

c) Warranty obligations

The Group typically provides warranties for general repairs of defects that existed at the time of sale, as required by law. These assurance-type warranties are accounted for under AASB 137 Provisions, Contingent Liabilities and Contingent Assets.

Notes to the consolidated financial statements

For the year ended 30 June 2025

d) Incremental costs of obtaining a contract

The Group pays sales commission to its employees for each contract that they obtain for bundled sales of SOZO® devices and subscription services. The Group has elected to apply the optional practical expedient for costs to obtain a contract which allows the Group to immediately expense sales commissions (included under employee benefits and part of cost of sales) because the amortisation period of the asset that the Group otherwise would have used is one year or less.

Sale of legacy devices and consumables

Revenue from the sale of legacy devices and consumables is recognised at the point in time when control of the asset is transferred to the customer, generally on shipment of the devices or consumables, and when there is persuasive evidence, usually in the form of a purchase order or an executed sales agreement with a customer at the time of delivery of the goods to the customer that no further work or processing is required to satisfy the performance obligation, the quantity and quality of the goods has been determined, the price is fixed and generally title has passed (for shipped goods this is the bill of lading date).

The Group considers whether there are other promises in the contract that are separate performance obligations to which a portion of the transaction price needs to be allocated.

Other services

Revenue from the repair of instruments is recognised at the point in time upon completion of the performance obligation, which is typically when the repair has been performed. When the contract outcome cannot be estimated reliably, revenue is recognised only to the extent of the expenses recognised that are recoverable.

2.2 Segment information

Operating segment

An operating segment is a component of an entity that engages in business activities from which it may earn revenues and incur expenses (including revenues and expenses relating to transactions with other components of the same entity), whose operating results are regularly reviewed by the entity's chief operating decision maker, the Chief Executive Officer, to make decisions about resources to be allocated to the segment and assess its performance and for which discrete financial information is available.

For the year ended 30 June 2025, consistent with the prior year, the Group identified the Medical segment as the sole operating segment. During the year, the Chief Executive Officer reviewed the business revenue information within the Medical segment, consisting of the Group's SOZO® and Legacy product lines, consistent with the previous financial year. The primary focus during the period for the Medical segment is the continued commercialisation of SOZO®.

Revenue from the Group's SOZO® product line is presented separately as SOZO® – Core business and SOZO® – Clinical business. SOZO® – Core business refers to the commercialisation efforts from the Company's core strategic focus areas which primarily includes revenue from SOZO® contracts in the Oncology market. SOZO® – Clinical business refers to revenue generating contracts related to clinical trials. These contracts are usually finite in nature, as they relate to clinical trials with specific end dates.

Types of products

The principal products and services of the Medical segment are the development, manufacture and sale of bioimpedance spectroscopy (BIS) systems and software services with a focus on the early detection of lymphoedema, body composition analysis and for management of patients suffering from heart failure.

Major customers

The Group has several customers to which it provides both products and services. In the Medical segment, nil (2024: one) customer accounted for more than 10% of the Group's revenues. However, the Group does not believe there is an inherent risk for future financial years that would stem from reliance on revenue growth from any one customer.

Notes to the consolidated financial statements

For the year ended 30 June 2025

Segment revenue and gross margin

Year ended 30 June 2025

	Medical					
	SOZO® – Core Business $000	SOZO® – Clinical Business $000	Total SOZO $000	Legacy $000	Other $000	Total $000
Revenue						
Revenue from contracts with customers	12,092	90	12,182	492	-	**12,674**
Other revenue	-	-	-	-	50	**50**
Total revenue	**12,092**	**90**	**12,182**	**492**	**50**	**12,724**
Cost of goods						
Costs from contracts with customers			(1,628)	(121)	-	**(1,749)**
Total cost of goods			**(1,628)**	**(121)**	**-**	**(1,749)**
Gross margin						
Gross margin – contracts with customers			10,554	371	-	**10,925**
Gross margin - Other			-	-	50	**50**
Total gross margin			**10,554**	**371**	**50**	**10,975**
Gross margin %						
Contracts with customers			87%	75%	-	**86%**
Total gross margin %			**87%**	**75%**	**100%**	**86%**

Notes to the consolidated financial statements

For the year ended 30 June 2025

Year ended 30 June 2024

	Medical					
	SOZO® – Core Business $000	SOZO® – Clinical Business $000	Total SOZO® $000	Legacy $000	Other $000	Total $000
Revenue						
Revenue from contracts with customers	9,646	146	9,792	407	-	10,199
Other revenue	-	-	-	-	120	120
Total revenue	9,646	146	9,792	407	120	10,319
Cost of goods						
Costs from contracts with customers			(1,189)	(125)	-	(1,314)
Total cost of goods			(1,189)	(125)	-	(1,314)
Gross margin						
Gross margin – contracts with customers			8,603	282	-	8,885
Gross margin - Other			-	-	120	120
Total gross margin			8,603	282	120	9,005
Gross margin %						
Contracts with customers			88%	69%	-	87%
Other			-	-	100%	100%
Total gross margin %			88%	69%	100%	87%

Notes to the consolidated financial statements

For the year ended 30 June 2025

Geographical information

The following tables present revenue and profit/(loss) information and certain asset and liability information regarding geographical segments for the years ended 30 June 2025 and 2024. Revenue is allocated based on the location of the customer for geographical reporting purposes.

Australia is the corporate home office of the Group and the main domicile of its research and product development activities, intellectual property and corporate services. The Australia / ROW geographical segment primarily sells Medical segment products to customers and distributors located in Australia, Europe and the rest of the world excluding the US.

The Group's North American office in Carlsbad, California serves as the operational hub for finance and administration, selling, customer service, contract manufacturing and shipping Medical segment products to customers located in the US. Revenue from external customers by geographical location is detailed below.

At 30 June 2025	Australia/ROW $000	North America $000	Total $000
Revenue from contracts with customers	1,122	11,464	**12,586**
Other revenue	33	17	**50**
Total segment revenue	**1,155**	**11,481**	**12,636**
Unallocated revenue[1]			**88**
Total revenue			**12,724**

At 30 June 2024	Australia/ROW $000	North America $000	Total $000
Revenue from contracts with customers	881	9,172	10,053
Other revenue	11	109	120
Total segment revenue	892	9,281	10,173
Unallocated revenue[1]			146
Total revenue			10,319

[1] Unallocated revenue primarily consists of revenue derived from the Clinical Business, which is not allocated to a specific geography.

All segment assets and costs relating to the Group's operating segments as at 30 June 2025 are Medical.

2.3 Finance and other income and expenses

a) Finance income and expenses

Finance income

Finance income comprises interest income which is recognised as interest accrues using the effective interest rate method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Finance income is summarised below:

	2025 $000	2024 $000
Interest income – term deposits	**960**	1,559
Total finance income	**960**	1,559

Notes to the consolidated financial statements

For the year ended 30 June 2025

Finance expenses

Finance expenses comprise interest expense lease liabilities and borrowings.

Interest on lease liabilities

Interest on lease liabilities is recognised as part of finance costs using the effective interest method over the lease term.

Borrowing costs

General and specific borrowing costs that are directly attributable to the acquisition, construction or production of a qualifying asset are capitalised during the period of time that is required to complete and prepare the asset for its intended use or sale. Other borrowing costs are expensed in the period in which they are incurred. Interest expense on borrowings is calculated using the effective interest method.

Finance expenses are summarised below:

	2025 $000	2024 $000
Interest expense – lease liabilities	**(70)**	(93)
Interest expense – borrowing costs	**(1,094)**	-
Total finance expenses	**(1,164)**	(93)

b) Other income

Under AASB 120, the Group recognises income from Grants when there is reasonable assurance of receipt and compliance with the stated conditions. Grant income is recognised on a systematic basis over the periods in which the entity recognises the expenses that relate to costs for which the grants are intended to compensate. In relation to the R&D tax incentive, the Australian Taxation Office (ATO) provides certain Research and Development (R&D) tax incentives and concessions under the AusIndustry R&D Tax Incentive program. The program is a broad-based entitlement program that aims to promote innovation within Australia for eligible R&D activities.

Whilst there is a judgment involved in determining when reasonable assurance of receipt exists, the Group now has a history of successful lodgings and receipt with the ATO. The Group recognises income related to the R&D tax incentive in the period in which the expenses are recognised.

In 2024 the Group received a grant of $1.9 million in relation to the Employee Retention Tax Credit from the US Government. The Group recognised the income associated with the Grant upon satisfying all of the conditions, and the actual receipt of the funds.

Other income is summarised below:

	2025 $000	2024 $000
R&D tax incentive	**1,224**	968
Proceeds from tax refunds, grants, and other[1]	**-**	1,847
Total other income	**1,224**	2,815

[1] Non-recurring US Government grants are recognised as income upon receipt of cash due to the uncertainty of receiving funds at the time of application of such grants.

Notes to the consolidated financial statements

For the year ended 30 June 2025

2.4 Operating expenses

The loss from ordinary activities before income tax includes the following expenses:

	2025 $000	2024 $000
Clinical trials		
Cardiology and other clinical trials	-	20
Oncology clinical trials	117	167
Other	33	34
Total clinical trials	150	221
Administration		
Governance fees	1,316	1,580
Insurance	1,129	1,247
Admin fees	731	347
Total administration	3,176	3,174
Consultants and professional fees		
Consulting fees	1,482	1,477
Patent and trademark fees	375	469
Professional fees	421	1,137
Total consultants and professional fees	2,278	3,083
Other expenses		
Travel	1,182	1,455
IT and property	1,455	1,108
Advertising and promotion	799	524
Bad debts	(70)	313
Other	22	64
Total other expenses	3,388	3,464

2.5 Earnings per share

Basic earnings per share (EPS) is calculated as net loss attributable to members of the parent entity, adjusted to exclude any costs of servicing equity (other than dividends) and preference share dividends, divided by the weighted average number of ordinary shares, adjusted for any bonus element.

Diluted EPS is calculated as the net loss attributable to ordinary equity holders dividing by the sum of the weighted average number of ordinary shares and the weighted average number of convertible instruments. For the year ended 30 June 2025, diluted EPS is equal to basic EPS as the Group is currently in a loss position and any conversion of instruments to ordinary shares would have an antidilutive effect on earnings per share.

As at 30 June 2025, there were 53,360,113 (30 June 2024: 50,063,476) options and 29,811,323 (30 June 2024: 12,003,000) performance rights on issue. 12,491,870 warrants were issued in connection with the Tranche 1 financing, as disclosed in Note 6.6.

Notes to the consolidated financial statements

For the year ended 30 June 2025

	30 June 2025 $000	30 June 2024 $000
Net loss attributable to ordinary equity holders of the parent used in calculating earnings per share	**(23,237)**	(19,790)
	Number	Number
Weighted average number of ordinary shares used in calculating earnings per share	**2,019,175,060**	2,021,740,728
	$	$
Basic and diluted loss per share	**(0.01)**	(0.01)

2.6 Dividends

There were no dividends paid or proposed during the financial year and to the date of this report (2024: Nil).

3. Income taxes

3.1 Income tax expense

The income tax expense or benefit for the period is the tax payable on or benefit attributable to the current period's taxable income based on the national income tax rate for each jurisdiction adjusted by changes in deferred tax assets and liabilities attributable to temporary differences and to unused tax losses and adjustments in relation to prior periods. Current and any deferred tax utilised are recognised in the consolidated statement of profit or loss except to the extent that they relate to items recognised directly in other comprehensive income or equity.

Current tax is the expected tax payable or receivable on the taxable income or loss for the year and any adjustment to tax payable or receivable in respect of previous years. It is measured using tax rates enacted or substantively enacted at the reporting date.

The major components of income tax expense for the period are:

	2025 $000	2024 $000
Consolidated statement of profit or loss		
Current tax		
Current income tax expense	**(26)**	(29)
Prior year over/under provision	**-**	(4)
Income tax expense reported in the statement of profit or loss	**(26)**	(33)

Notes to the consolidated financial statements

For the year ended 30 June 2025

A reconciliation of the loss before income to the income tax expense is as follows:

	2025 $000	2024 $000
Loss from operations before income tax	**(23,211)**	(19,757)
Prima facie income tax credit calculated at Australia's income tax rate of 25% (2024: 25%)	**5,803**	4,940
Adjustment for current income tax of previous years		
Non-deductible expenses	**(1,113)**	(349)
Other assessable income	**(106)**	(38)
Non-assessable income	**280**	259
Other temporary differences not recognised	**111**	110
Foreign tax rate adjustment	**(361)**	(480)
Tax Losses not recognised[1]	**(4,640)**	(4,471)
Prior year over/under provision	**-**	(4)
Income tax expense	**(26)**	(33)

[1] Movement in the tax losses not recognised is primarily related to increased capitalised development costs.

3.2 Deferred taxes

Deferred income tax is calculated, using the liability method, on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the consolidated financial statements.

Deferred income tax is determined using tax rates that have been enacted or substantially enacted by local jurisdictions as of the reporting date and are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled.

Deferred income tax assets are recognised for deductible temporary differences and unused tax losses and tax credits only if it is probable that future taxable amounts will be available to utilise these temporary difference, losses and credits, and on the assumption that no adverse change will occur in income tax legislation enabling the benefit to be realised and comply with the conditions of deductibility imposed by the law.

Management judgement is required to determine the amount of deferred tax asset that can be recognised, based upon the likely timing and level of future taxable profits together with future tax planning strategies. These are reviewed at each reporting date. At 30 June 2025 no deferred tax asset has been recorded (2024: Nil).

Deferred tax asset and liabilities, if recognised, are classified as non-current assets and liabilities. Deferred tax assets and deferred tax liabilities are offset only if a legally enforceable right exists to set off current tax assets against current tax liabilities and the deferred tax assets and liabilities relate to the same taxable entity and the same taxation authority.

Notes to the consolidated financial statements

For the year ended 30 June 2025

As at year end, the unrecognised net deferred tax asset comprises:

	2025 $000	2024 $000
Deferred tax assets		
Doubtful debts	**40**	64
Employee entitlements	**252**	217
S40-880 costs	**260**	452
Patents and license costs	**1,847**	895
Sundry creditors and accruals	**61**	28
Losses available to be offset against future taxable income	**73,802**	68,617
Revenue received in advance	**309**	343
Inventory and other provisions	**6**	120
Unrealised foreign exchange losses	**(9,192)**	(8,116)
Deferred tax liabilities		
Income not derived for tax purposes	**74**	(4)
Property plant and equipment	**80**	10
Subtotal	**67,539**	62,626
Net deferred tax asset not recognised	**(67,539)**	(62,626)
Net deferred tax balance	**-**	**-**

Tax losses

The Group has tax losses in Australia of approximately $115.7 million (2024: $104.5 million) and tax losses in the US of approximately A$207.2 million (2024: A$192.6 million) that are available for offset against future taxable profits of the companies in which the losses arose, subject to satisfying the relevant income tax loss carry forward rules. US tax losses of A$102.2 million incurred prior to 2017 have a 20-year expiry period, with an expiry range of 2027 to 2037. These tax losses are not recognised in the financial statements.

4. Employee benefits

4.1 Staffing costs

Staffing costs included in the profit and loss statement consist of:

	2025 $000	2024 $000
Salaries and wages	**15,563**	18,293
Sales commissions	**1,266**	1,128
Employee benefits	**1,351**	1,621
Superannuation	**680**	676
Annual leave & long service leave	**376**	473
Taxes and other	**1,421**	1,441
Capitalised employee costs[1]	**(611)**	(2,104)
Total salaries and benefits	**20,046**	21,528
Share-based payments	**1,604**	(680)
Total staffing costs	**21,650**	20,848

[1] Wages and salaries relating to SOZO® software development have been recognised as Intangible Assets in accordance with AASB 138 *Intangible Assets* in both the current and prior corresponding periods.

4.2 Employee benefits

Employee entitlements comprise accrued entitlements for annual leave, performance pay and superannuation contributions (all current) and for long service leave (non-current).

Notes to the consolidated financial statements

For the year ended 30 June 2025

Employee entitlements expected to be settled within 12 months of the reporting date are recognised in respect of employees' services up to the reporting date. Expenses for non-accumulating sick leave are recognised when the leave is taken and measured at the rates paid or payable.

a) Wages, salaries and annual leave

Liabilities for employee benefits, including wages, salaries and non-monetary benefits, and accumulated annual and other leave, represent present obligations resulting from employees' services provided to the reporting date. Employee benefits have been measured at the amounts expected to be paid when the liabilities are settled and are recognised in the provision for employee benefits. The liability is calculated on remuneration rates as at the reporting date, including related on-costs such as workers compensation insurance and payroll tax.

b) Long Service Leave

The liability for long service leave is recognised and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures, and periods of service. Expected future payments are discounted using market yields at the reporting date on Australian corporate bond market discount rates with terms to maturity that match, as closely as possible, the estimated future cash outflows.

c) Retirement benefits

Contributions to superannuation plans are recognised as an expense when they become payable. The Group contributes to various defined contribution superannuation funds in respect to all employees and at various percentages of their salary, including contributions required by the Superannuation Guarantee Charge. These contributions are made to external superannuation funds and are not defined benefits programs. Consequently, the Group's legal or constructive obligation is limited to these contributions.

d) Short-term and long-term classification of benefits

Benefits that are expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service are classified as short-term employee benefits. Short-term employee benefits are accounted for on an undiscounted basis in the period in which the service is rendered. Long-term employee benefits are benefits that are not expected to be wholly settled within 12 months and are discounted, allowing for expected salary levels in the future period.

Employee benefits liabilities as at the reporting date are:

	2025 $000	2024 $000
Employee benefits – Current	**1,227**	1,157
Employee benefits – Non-current	**36**	53
Total employee benefits liabilities	**1,263**	1,210

Notes to the consolidated financial statements

For the year ended 30 June 2025

4.3 Share-based payments

Share-based compensation benefits are equity-settled transactions provided to employees via the ImpediMed share-based compensation plans.

	2025 $000	2024 $000
Expense arising from equity settled share-based payment transactions – employees and consultants	**1,314**	(800)
Expense arising from the Equity Compensation Plan – Directors and employees	**290**	120
Total expense arising from share-based payment transactions	**1,604**	(680)

a) Share-based compensation plans

Employee Incentive Plan

The ImpediMed Employee Incentive Plan (EIP) was established in October 2014 to provide incentives to employees and consultants of the Group. The EIP allows the Board to issue a range of incentive awards with the purpose of providing competitive, performance-based remuneration in alignment with the interests of shareholders.

Participation in the EIP is at the Board's discretion and no individual has a contractual right to participate in it or to receive any guaranteed benefits.

Executive Share Plan

The ImpediMed Executive Share Plan (ESP) was adopted in December 2019 enabling Executives to take up to 20% of their gross salary and short-term incentives as shares in lieu of cash. The ESP was established to align the financial interests of Executives with those of the shareholders, facilitate the acquisition of shares by the Executives, and preserve cash reserves by remunerating the Executives with shares in lieu of cash.

Non-executive Director Share Plan

The ImpediMed Non-executive Director Share Plan (NSP) was adopted in December 2019 to enable Non-executive Directors (NEDs) to take up to 100% of their fees as shares in lieu of cash. The Board established the NSP to align the financial interests of the NEDs with those of the shareholders, facilitate the acquisition of shares by the NEDs, and preserve cash reserves by remunerating the NEDs with shares in lieu of cash.

b) Exercise of rights and options

Rights and options are granted under the EIP for no consideration and carry no dividend or voting rights. When exercisable, each performance right and option is convertible into one ordinary share that ranks equally with any other share on issue in respect of dividends and voting rights. The exercise prices of all rights and options issued to the date of this report were fixed on the dates the rights and options were granted.

Rights and options granted under the EIP requires the holder to be an employee of the Company at the time the rights and options are exercised, except that they may be exercised, if vested, up to 30 days after voluntary termination of employment.

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For the year ended 30 June 2025

c) Reconciliation of outstanding options and performance rights

Options

The number and weighted average exercise price (WAEP) of Options under the EIP were as follows:

	2025		2024	
	Number	WAEP $	Number	WAEP $
Balance at the beginning of the year	**50,063,476**	**0.13**	66,865,222	0.16
Granted during the year	**16,250,000**	**0.06**	10,175,000	0.07
Exercised during the year	**-**	**-**	(628,750)	0.08
Forfeited during the year	**(5,477,000)**	**0.09**	(24,128,496)	0.12
Expired during the year	**(7,476,363)**	**0.30**	(2,219,500)	0.79
Balance at the end of the year	**53,360,113**	**0.08**	50,063,476	0.13
Exercisable at 30 June	**36,109,483**	**0.07**	27,710,250	0.09

Performance Rights

The number and weighted average exercise price (WAEP) of Performance Rights under the EIP were as follows:

	2025		2024	
	Number	WAEP $	Number	WAEP $
Balance at the beginning of the year	**12,003,000**	**-**	42,778,395	-
Granted during the year	**23,126,097**	**-**	-	-
Forfeited during the year	**(2,089,774)**	**-**	(28,728,841)	-
Exercised during the year	**-**	**-**	(1,954,329)	-
Expired during the year	**(3,228,000)**	**-**	(92,225)	-
Balance at the end of the year	**29,811,323**	**-**	12,003,000	-
Exercisable at 30 June	**-**	**-**	**-**	-

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For the year ended 30 June 2025

d) Fair value of Options and Performance Rights granted

The assessed fair value on the date rights and options were granted was independently determined using an appropriate valuation model that takes into account relevant inputs, including the exercise price, the term of the right or option, the impact of dilution, the share price at grant date, the expected price volatility of the underlying share, the expected dividend yield and the risk-free interest rate for the term of the right or option.

The inputs used in the measurement of the fair values of Options granted are as follows:

Description	Vesting Condit-ions	Exercise Price ($)	Grant Date	Vesting Date	Option Expiry Dates	Share Price at grant date ($)	Expected price volatility of the Company's Shares	Risk Free Rate	Assessed Fair Value at Grant Date ($)
2018 LTI	**Service**	0.63	13-Sep-2017	13-Sep-2021	13-Sep-2024	0.634	75.90%	1.93%	0.403
2018 LTI	**Service**	0.82	15-Nov-2017	15-Nov-2021	15-Nov-2024	0.815	75.90%	1.93%	0.500
2018 LTI	**Service**	0.67	27-Apr-2018	27-Apr-2022	27-Apr-2025	0.674	75.90%	1.93%	0.410
2019 LTI	**Service**	0.51	31-Jul-2018	31-Jul-2022	31-Jul-2025	0.514	75.90%	1.93%	0.226
2019 LTI	**Service**	0.23	12-Mar-2019	1-Jan-2023	1-Jan-2026	0.230	52.70%	2.36%	0.103
2020 LTI	**Service**	0.15	11-Nov-2019	1-Oct-2023	11-Nov-2026	0.150	73.45%	2.62%	0.089
2020 LTI	**Service**	0.17	2-Jan-2020	11-Oct-2023	2-Jan-2027	0.170	73.45%	2.62%	0.089
2020 LTI	**Service**	0.04	8-Apr-2020	8-Apr-2024	8-Apr-2027	0.040	73.45%	2.62%	0.020
2021 LTI	**Service**	0.08	28-Oct-2020	28-Oct-2024	28-Oct-2027	0.084	75.00%	0.02%	0.049
2021 LTI	**Service**	0.13	1-Dec-2020	1-Dec-2023	1-Dec-2027	0.130	75.00%	0.02%	0.063
2021 LTI	**Service**	0.12	7-Apr-2021	1-Feb-2025	7-Apr-2028	0.120	75.00%	0.02%	0.068
2021 LTI	**Service**	0.137	16-Apr-2021	16-Apr-2025	1-Mar-2025	0.137	75.00%	0.02%	0.080
2021 LTI	**Service**	0.11	18-Jun-2021	17-Jun-2025	18-Jun-2028	0.112	75.00%	0.02%	0.060
2022 LTI	**Service**	0.18	11-Nov-2021	1-Sep-2026	11-Nov-2028	0.177	81.00%	0.83%	0.110
2022 LTI	**Service**	0.14	4-Apr-2022	1-Feb-2026	4-Apr-2029	0.144	81.00%	0.83%	0.086
2022 LTI	**Service**	0.09	6-Jun-2022	1-Jun-2026	6-Jun-2029	0.085	81.00%	0.83%	0.053
2023 LTI	**Service**	0.06	10-Sep-2022	9-Sep-2026	10-Sep-2029	0.062	84.39%	3.54%	0.042
2023 LTI	**Service**	0.06	13-Mar-2023	16-Feb-2027	13-Mar-2030	0.058	83.70%	4.17%	0.046
2023 LTI	**Service**	0.16	13-Jun-2023	1-Jun-2027	13-Jun-2030	0.156	83.70%	4.17%	0.083
2024 LTI	**Service**	0.07	20-May-2024	20-May-2025	20-May-2031	0.070	85.34%	4.12%	0.046
2024 LTI	**Service**	0.07	26-Jun-2024	1-May-2028	26-Jun-2031	0.070	85.34%	4.12%	0.046
2025 Executive Plan	**Service**	0.07	28-Aug-2024	28-Aug-2025	15-Oct-2031	0.062	61.00%	4.22%	0.07
2025 Employee Incentive Plan	**Service**	0.07	16-Oct-2024	15-Oct-2025	15-Oct-2031	0.062	61.00%	4.22%	0.07

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For the year ended 30 June 2025

The inputs used in the measurement of the fair values of Performance Rights granted are as follows:

Description	Vesting Conditions	Exercise Price	Grant Date	Vesting Date	Expiry Dates	Share Price at grant date	Expected price volatility of the Company's Shares	Risk Free Rate	Assessed Fair Value at Grant Date
2022 LTI	**TSR**	-	11-Nov-2021	11-Nov-2024	11-Nov-2024	0.175	-	-	0.175
2023 LTI	**Cash flow breakeven**	-	13-Mar-2023	30-Jun-2025	13-Jun-2026	0.058	-	-	0.058
2023 LTI	**TSR**	-	14-Jun-2023	14-Jun-2028	14-Jun-2028	0.156	-	-	0.156
2025 Executive Plan	**Market Capitalisation**	-	28-Aug-2024	28-Aug-2025	15-Oct-2031	0.062	-	-	0.062
2025 Employee Incentive Plan	**Service**	-	16-Oct-2024	15-Oct-2025	15-Oct-2031	0.062	-	-	0.062

e) Equity-settled transactions

The Group provides benefits to certain employees and consultants in the form of share-based payments, whereby employees and consultants render services in exchange for shares or rights over shares (equity-settled transactions).

The cost of equity-settled transactions is measured by reference to the fair value of the equity instruments at the date they are granted. The fair value is determined using a Black Scholes valuation model.

In valuing equity-settled transactions, no account is taken of any vesting conditions, other than conditions linked to the price of the shares of ImpediMed Limited (market conditions) if applicable.

The cost of equity-settled transactions is recognised, together with a corresponding increase in equity, over the period in which the performance and/or service condition are fulfilled (the vesting period), ending on the date on which the relevant employees become fully entitled to the award (the vesting date).

At each subsequent reporting date until vesting, the cumulative charge to the statement of comprehensive income is the product of:

- The grant date fair value of the award;
- The current best estimate of the number of awards that will vest, taking into account such factors as the likelihood of employee turnover during the vesting period and the likelihood of non-market performance conditions being met; and
- The expired portion of the vesting period.

The charge to the statement of comprehensive income for the period is the cumulative amount as calculated above less the amounts already charged in previous periods. There is a corresponding entry to equity.

Equity-settled awards granted by the Parent to employees of subsidiaries are recognised in the Parent's separate financial statements as an additional investment in the subsidiary with a corresponding credit to equity. As a result, the expense recognised by ImpediMed Limited in relation to equity-settled awards only represents the expense associated with grants to employees of the parent. The expense recognised by the Group is the total expense associated with all such awards.

Until an award has vested, any amounts recorded are contingent and will be adjusted if more or fewer awards vest than were originally anticipated to do so. Any award subject to a market condition is considered to vest irrespective of whether or not that market condition is fulfilled, provided that all other conditions are satisfied.

Notes to the consolidated financial statements

For the year ended 30 June 2025

If the terms of an equity-settled award are modified, as a minimum an expense is recognised as if the terms had not been modified. An additional expense is recognised for any modification that increases the total fair value of the share-based payment arrangement, or is otherwise beneficial to the employee, as measured at the date of modification.

5. Assets and liabilities relating to contracts with customers

The Group's accounting policy relating to trade and other receivables is detailed in Note 6.3.

A contract asset is the right to consideration in exchange for goods or services transferred to the customer. If the Group transfers goods or services to a customer before the customer pays consideration or before payment is due, a contract asset is recognised for the earned consideration that is conditional.

Fulfillment costs relate to the cost of the device directly related to each device included in a sale of SOZO® revenue contracts with customers. These costs are recognised in cost of goods sold over the same contract term as the revenue from the related contract.

Assets related to contracts with customers are as follows:

	2025			2024		
	Current $000	Non-current $000	Total $000	Current $000	Non-current $000	Total $000
Trade receivables (Note 6.3)	**1,926**		**1,926**	1,939	-	1,939
Contract assets, split as follows:						
Contract assets	**540**	**-**	**540**	395	-	395
Fulfilment Costs	**149**	**227**	**376**	160	-	160
Total contract assets	**689**	**227**	**916**	555	-	555
Total assets related to contracts with customers	**2,615**	**227**	**2,842**	2,494	-	2,494

A contract liability is the obligation to transfer goods or services to a customer for which the Group has received consideration (or an amount of consideration is due) from the customer. If a customer pays consideration before the Group transfers goods or services to the customer, a contract liability is recognised when the payment is made, or the payment is due (whichever is earlier). Contract liabilities are recognised as revenue when the Group completes the performance obligations under the contract. Contract liabilities expected to be realised within 12 months of the reporting period are classified as current.

Liabilities related to contracts with customers are as follows:

	2025			2024		
	Current $000	Non-current $000	Total $000	Current $000	Non-current $000	Total $000
Contract liabilities	**2,328**	**1,167**	**3,495**	1,494	695	2,189
Total liabilities related to contracts with customers	**2,328**	**1,167**	**3,495**	1,494	695	2,189

Amounts recognised as revenue in the current period included in contract liabilities at the beginning of the year totaled $876,220 (2024: $956,118).

Notes to the consolidated financial statements

For the year ended 30 June 2025

6. Financial assets and liabilities

6.1 Cash and cash equivalents

For cash flow statement presentation purposes, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, and other short-term, highly liquid investments presented at market value that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

a) Cash and cash equivalents

	2025 $000	2024 $000
Cash at bank and on hand	**504**	6,244
Short-term deposits	**21,679**	18,388
Total cash and cash equivalents	**22,183**	24,632

b) Reconciliation of loss after income tax to net cash inflow from operating activities

	2025 $000	2024 $000
Net Loss After Tax	**(23,237)**	(19,790)
Adjustments for:		
Depreciation and amortisation expense	**4,563**	2,253
Share-based payment expense	**1,604**	(680)
Reversals of and amounts set aside for provisions	**47**	(230)
Unrealised foreign currency loss	**489**	(19)
Changes in net assets and liabilities:		
Decrease / (increase) in assets:		
Receivables	**1,081**	1,181
Inventories	**(101)**	51
Prepayments and other	**51**	202
Property, plant & equipment and intangible assets	**127**	270
(Decrease) / increase in liabilities:		
Current payables	**(56)**	115
Other current and non-current employee provisions	**53**	(1,437)
Other current and non-current liabilities	**734**	295
Net cash used in operating activities	**(14,645)**	(17,789)

6.2 Other financial assets

	2025 $000	2024 $000
Restricted cash	**65**	54
Supplier deposits	**8**	-
Total other financial assets	**73**	54

The carrying amount approximates fair value because the interest rates applied are variable interest rates. Restricted cash relates to deposits on office leases.

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For the year ended 30 June 2025

6.3 Trade and other receivables

Trade receivables are amounts due from customers for goods sold or services performed in the ordinary course of business. Other receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. If collection of the amounts is expected in one year or less they are classified as current assets, otherwise they are presented as non-current assets. Trade receivables are initially recognised at the transaction price of the revenue contract with customers, and subsequently measured at amortised cost, less any allowance for expected credit losses. Trade receivables generally have 30-90 day credit terms and therefore are all classified as current. Due to the short-term nature of the receivables, their carrying amount is assumed to be the same as their fair value. A receivable represents the Group's right to an amount of consideration that is unconditional (i.e., only the passage of time is required before payment of the consideration is due).

	2025 $000	2024 $000
Trade receivables	**1,926**	1,939
Allowance for expected credit losses	**(191)**	(300)
Interest receivable	**-**	18
R&D tax and other receivables	**1,229**	991
Total trade and other receivables	**2,964**	2,648

The Group has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue. During the year, the Group recognised $63,000 (2024: $173,000) in expected credit losses. Movements in the allowance for expected credit losses were as follows:

	2025 $000	2024 $000
At July 1	**300**	312
Charge for the year	**63**	173
Amounts written off	**(179)**	(184)
Foreign exchange translation	**7**	(1)
At June 30	**191**	300

The remaining receivables past due, but not considered impaired, are actively assessed by management and viewed as recoverable. As at 30 June, the ageing analysis of trade receivables is as follows:

			Past due but not impaired		
	Total	Neither past due not Impaired	<30 days	30-60 days	>61 days
2025	**1,735**	**1,111**	**376**	**100**	**148**
2024	1,639	1,377	149	59	54

6.4 Trade and other payables

Trade payables and accruals are unsecured and non-interest bearing and normally settle on 30-90 days terms. Sales tax and other payables are non-interest bearing and normally have longer payment terms.

Trade payables and other payables are carried at amortised cost and, due to their short-term nature, are not discounted. They represent liabilities for goods and services provided to the Group prior to the end of the financial year that are unpaid and arise when the Group becomes obliged to make future payments in respect to the purchase of these goods and services.

Notes to the consolidated financial statements

For the year ended 30 June 2025

	2025 $000	2024 $000
Trade payables and accruals	**1,058**	1,096
Sales commissions and other	**482**	507
Sales tax payable	**10**	3
Total trade and other payables	**1,550**	1,606

6.5 Lease liabilities

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the consolidated entity's incremental borrowing rate. Lease payments comprise fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used, residual guarantee, lease term, certainty of a purchase option, modification of the lease terms and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

The weighted average lessee's incremental borrowing rate applied to lease liabilities was 3.03% (2024: 3.03%).

During the year the Company modified the lease agreements for its offices in the United States.

Lease liabilities	2025 $000	2024 $000
Current	**266**	333
Non-current	**433**	810
As at 30 June	**699**	1,143

Future lease payments	2025 $000	2024 $000
Within one year	**304**	408
After one year but not more than five years	**463**	892
Total future payments	**767**	1,300

6.6 Borrowings

Borrowings are initially recognised at fair value, net of directly attributable transaction costs. Subsequently, they are measured at amortised cost using the effective interest method, with the difference between proceeds and redemption amount recognised over the period of the loan in profit or loss. Borrowings are classified as non-current liabilities as the Group has an unconditional right to defer settlement for at least 12 months after the reporting date.

	2025		
Secured	Current $000	Non-current $000	Total $000
Other loans[1]	-	13,792	13,792
Interest payable	276	-	276
Total	**276**	**13,792**	**14,068**

[1] Comparative information has not been presented as the Group did not have any borrowings in the prior period.

Notes to the consolidated financial statements

For the year ended 30 June 2025

Other loans relate to a five-year US$15 million growth capital facility ("Facility") with SWK Funding LLC ("SWK"), a specialist finance company with a specific global healthcare sector focus.

a) Interest

The Facility bears interest at SOFR (currently 4.3%, with a floor of 4.25%) plus a 9.5% margin. Interest payable at 30 June 2025 amounted to $276,000.

b) Security

The Facility is secured by a first-ranking security interest over all assets of the Group.

c) Loan covenants

Under the terms of the SWK loan, which has a carrying amount of $13.8 million at 30 June 2025, the Group is required to comply with the following financial covenants at the end of each quarter:

- Minimum consolidated unencumbered liquid assets to exceed US$2.5 million.
- Total revenue to exceed prescribed quarterly minimums.

The Group has complied with the financial and non-financial covenants of its loan with SWK during the year ended 30 June 2025. There are no indications that the Group would have difficulties complying with the covenants.

d) Warrants

On 6 February 2025 in conjunction with the draw down of the Tranche 1 funding, the Group issued 12,491,870 warrants to SWK. Each warrant entitles SWK to acquire one ordinary share at an exercise price of $0.05139 at any time within 7 years from issue. No consideration is payable for the issue of the warrants.

Following the achievement of the prescribed FY25 sales target, on 17 July 2025 the Group drew an additional US$5.0 million under the Facility (Tranche 2). In conjunction with the draw down of the Tranche 2 funding, the Group issued an additional 6,245,935 warrants and the interest-only period for the whole facility was extended by 12 months to February 2028.

Warrants issued in connection with the Facility are assessed to determine whether they meet the criteria for classification as equity or as financial liability. Warrants that meet the definition of an equity instrument are recognised in equity at their fair value on the grant date. When issued alongside a loan, the fair value of the warrants is recorded as a deduction from the loan's amortised cost and is amortised to profit or loss over the term of the loan using the effective interest method. Equity-classified warrants are not remeasured after initial recognition.

e) Fair value

The fair value of non-current borrowings are based on discounted cash flows using the current borrowing rate. They are classified as level 3 fair values in their fair value hierarchy due to the risk of unobservable inputs, including own credit risk.

	2025	
	Carrying amount $000	Fair value $000
Other loans - secured[1]	13,792	17,038
Total secured borrowings	**13,792**	**17,038**

[1] Comparative information has not been presented as the Group did not have any borrowings in the prior period.

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For the year ended 30 June 2025

7. Operating assets and liabilities

7.1 Inventories

Inventories are measured at the lower of cost and net realisable value. Inventory write-downs recognised as an expense in cost of sales were $0.2 million (2024: Nil) for the Group.

Costs incurred in bringing each product to its present location and condition is accounted for as purchase cost on a first-in, first-out basis. The cost of purchase comprises the purchase price including import duties and other taxes (other than those subsequently recoverable by the entity from the taxing authorities), if applicable. Volume discounts and rebates are included in determining the cost of purchase.

A provision for inventory obsolescence is recorded when it is determined the net realisable value of inventory is lower than its cost. Factors contemplated in determining net realisable value are expected future usage, sales volumes and price and the age and nature of the inventory held.

Inventories comprise of the following:

	2025 $000	2024 $000
Raw materials (at cost)	**606**	597
Finished goods (at cost)	**494**	582
Consumables (at cost)	**29**	24
Provision for obsolete Inventory	**(268)**	(444)
Total inventories	**861**	759

7.2 Property, plant and equipment

a) Owned assets

All property, plant and equipment is stated at historical cost less accumulated depreciation and impairment losses. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. The carrying amount of any component accounted for as a separate asset is derecognised when it is replaced. All other repairs and maintenance are charged to the profit and loss statement during the reporting period in which they are incurred. Production tooling used to manufacture component parts qualifies as property, plant and equipment when the Company expects to use it during more than one year. Gains and losses on disposals are determined by comparing proceeds with carrying amounts. These are included in the profit and loss statement.

b) Depreciation

All assets have limited useful lives and are depreciated using the straight-line method over their estimated useful lives, or in the case of leasehold improvements, over the estimated useful life or lease term, whichever is shorter, taking into account residual values. Depreciation is expensed.

Depreciation is calculated on a straight line or diminishing value basis over the estimated useful life of the specific assets as follows:

Plant, machinery and equipment	1 – 10 years
Devices under lease or loan	3 years
Leasehold improvements	2 – 5 years

The assets' residual values, useful lives and depreciation methods are reviewed at least annually and adjusted prospectively, if appropriate.

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For the year ended 30 June 2025

c) Impairment

The Group assesses at each reporting date whether there is an indication that an asset may be impaired. Non-financial assets, other than intangibles, are reviewed for impairment whenever events or changes in circumstances indicate the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and its value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows which are largely independent of the cash inflows from other assets or groups of assets (cash-generating units). Non-financial assets other than goodwill that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

Total property, plant and equipment at net book value:

Year ended 30 June 2025	Leased, demo and loan devices $000	Leasehold improvements $000	Property and machinery $000	Computer equipment $000	Total $000
Opening net book amount	54	4	247	45	**350**
Additions	33	-	60	-	**93**
Depreciation charge for the year	(31)	-	(171)	(27)	**(229)**
Effect of foreign exchange	-	1	7	1	**9**
Closing net book amount	**56**	**5**	**143**	**19**	**223**
At 30 June 2025					
Cost	1,977	192	1,290	893	**4,352**
Accumulated depreciation	(1,921)	(187)	(1,147)	(874)	**(4,129)**
Net book amount 30 June 2025	**56**	**5**	**143**	**19**	**223**

Year ended 30 June 2024	Leased, demo and loan devices $000	Leasehold improvements $000	Property and machinery $000	Computer equipment $000	Total $000
Opening net book amount	61	5	417	56	539
Additions	-	-	-	33	33
Transfers from inventory	41	-	-	-	41
Depreciation charge for the year	(49)	(1)	(171)	(44)	(265)
Effect of foreign exchange	1	-	1	-	2
Closing net book amount	**54**	**4**	**247**	**45**	**350**
At 30 June 2024					
Cost	1,944	191	1,223	892	4,250
Accumulated depreciation	(1,890)	(187)	(976)	(847)	(3,900)
Net book amount 30 June 2024	**54**	**4**	**247**	**45**	**350**

7.3 Right of use assets

a) Right of use assets recognition

A right-of-use asset is recognised at the commencement date of a lease. If there is a lease modification, the asset value is adjusted accordingly. The right-of use asset comprises of the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be

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incurred for dismantling and removing the underlying asset, and restoring the site or asset. Right-of-use assets are subject to impairment and adjusted for any remeasurement of lease liabilities.

b) Depreciation

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the consolidated entity expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life.

c) Impairment

The Group assesses at each reporting date whether there is an indication that an asset may be impaired. Non-financial assets, other than intangibles, are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and its value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows which are largely independent of the cash inflows from other assets or groups of assets (cash-generating units).

Non-financial assets other than goodwill that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

Right of use assets - premises	2025 $000	2024 $000
As at 1 July	**1,098**	1,412
Lease modification[1]	**(98)**	-
Depreciation	**(340)**	(314)
As at 30 June	**660**	1,098

[1] During the year, the Group amended its United States office lease, reducing the leased space and extending the term for the remaining premises. The modification resulted in a remeasurement of the lease liability and right-of-use asset.

7.4 Intangible assets and goodwill

Intangible assets acquired separately or in a business combination are initially measured at cost. The cost of an intangible asset acquired in a business combination is its fair value as at the date of acquisition. Following initial recognition, intangible assets are carried at cost less any accumulated amortisation and any accumulated impairment losses. Intangible assets related to software development have been capitalised in accordance with AASB 138 Intangible Assets. Other internally generated intangible assets are not capitalised and expenditure is recognised in profit or loss in the year in which the expenditure is incurred.

The useful lives of intangible assets are assessed to be either finite or indefinite. Intangible assets with finite useful lives are amortised over the useful life and tested for impairment whenever there is an indication that the intangible asset may be impaired. The amortisation period and the amortisation method for an intangible asset with a finite useful life are reviewed at least annually.

Changes in the expected useful life or the expected pattern of consumption of future economic benefits embodied in the asset are accounted for prospectively by changing the amortisation period or method, as appropriate, which is a change in accounting estimate. The amortisation expense on intangible assets with useful lives is recognised in profit or loss in the expense category consistent with the function of the intangible asset.

Intangible assets with indefinite useful lives are tested for impairment annually either individually or at the cash generating unit level consistent with the methodology outlined for goodwill below. Such intangibles are not amortised. The useful life of an intangible asset with an indefinite life is reviewed each reporting period to determine whether indefinite life assessment continues to be supportable. If not, the change in the useful life assessment from indefinite to finite is accounted for as a change in an accounting estimate and is thus accounted for prospectively.

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A summary of the policies applied to the Group's intangible assets is as follows:

	Software & patents and licenses	Development costs
Useful lives	Finite	Finite
Method used	Amortised over the period of expected future benefit from the related project on a straight-line basis	Amortised over the period of expected future benefit from the related project on a straight-line basis
Internally generated / acquired	Acquired	Internally generated
Impairment test / recoverable amount test	When an indication of impairment exists	When an indication of impairment exists

Gains or losses arising from de-recognition of an intangible asset are measured as the difference between the net disposal proceeds and the carrying amount of the asset and are recognised in profit or loss when the asset is de-recognised.

Expenditures on advertising and promotional expenses are recognised in the statement of comprehensive income when the Group has either the right to access the goods or has received the services.

a) Development costs

The Group capitalises certain costs related to the development of medical technology software in accordance with AASB 138 Intangible Assets.

Research costs are expensed as incurred. An intangible asset arising from development expenditure on an internal project is recognised only when the Group can demonstrate:

- The technical feasibility of completing the intangible asset so that it will be available for use or sale.
- Its intention to complete and its ability to use or sell the asset.
- How the asset will generate future economic benefits.
- The availability of resources to complete the development.
- The ability to measure reliably the expenditure attributable to the intangible asset during its development.

Following initial recognition, the cost model is applied requiring the asset to be carried at cost less any accumulated amortisation and accumulated impairment losses. Any expenditure capitalised is amortised over the period of expected benefit from the related project.

Intangible assets related to development costs have been assessed as having a finite life and are amortised using the straight-line method over a period of three or five years, based on the expected economic life of the assets. The amortisation has been recognised in the statement of comprehensive income in the line item "depreciation and amortisation". If an impairment indication arises, impairment testing is undertaken.

The carrying value of an intangible asset arising from development expenditure is tested for impairment annually when the asset is not yet available for use or more frequently when an indication of impairment arises during the reporting period.

b) Software

The Group's software intangible primarily includes the Group's investment in its Quality Management System, Enterprise Resource Planning system and Customer Relationship Management system.

Software costs are carried at cost less accumulated amortisation and accumulated impairment losses. The intangible asset has been assessed as having a finite life and is amortised using the straight-line method over a period of three or four years. The amortisation has been recognised in the statement of comprehensive income in the line item "depreciation and amortisation". If an impairment indication arises, the recoverable amount is estimated, and an impairment loss is recognised to the extent that the recoverable amount is lower than the carrying amount.

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For the year ended 30 June 2025

c) Patents and licenses

The Group holds three licenses and numerous patents. All patents and licenses are carried at cost less accumulated amortisation and impairment losses. These intangible assets have been determined to have a finite life and are amortised using the straight-line method over a useful life of between five and twenty years. The amortisation has been recognised in the statement of comprehensive income in the line item “depreciation and amortisation”. Patents and licenses are subject to impairment testing whenever there is an indication of impairment.

No impairment loss has been recognised for the years ended 30 June 2025 or 2024.

d) Goodwill

Goodwill acquired in a business combination is initially measured at cost of the business combination being the excess of the consideration transferred over the fair value of the Group’s net identifiable assets acquired and liabilities assumed. If this consideration transferred is lower than the fair value of the net identifiable assets of the subsidiary acquired, the difference is recognised in profit and loss.

Following initial recognition, goodwill is measured at cost less any accumulated impairment losses.

For the purpose of impairment testing, goodwill acquired in a business combination is, from the acquisition date, allocated to each of the Group’s cash generating units, or groups of cash generating units, that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the Group are assigned to those units or groups of units. Each unit or group of units to which the goodwill is allocated represents the lowest level within the entity at which goodwill is monitored for internal management purposes and is not larger than an operating segment determined in accordance with AASB 8. The goodwill of the Group is allocated to the Medical cash generating unit which is the only unit under the Medical Segment.

Impairment is determined by assessing the recoverable amount of the cash generating unit or group of cash generating units to which the goodwill relates.

The Group performs its impairment testing as at 30 June each year and more frequently if indicators of impairment exist, using the value in use (VIU), discounted cash flow methodology.

When the recoverable amount of the cash-generating unit or group of cash generating units is less than the carrying amount, an impairment loss is recognised.

Impairment losses recognised for goodwill are not subsequently reversed. When goodwill forms part of a cash generating unit or group of cash generating units and an operation within that unit is disposed of, the goodwill associated with the operation disposed of is included in the carrying amount of the operation when determining the gain or loss on disposal of the operation. Goodwill disposed of in this manner is measured based on the relative values of the operation disposed of and the portion of the cash generating unit retained.

The movements during the years ended 30 June 2025 and 2024 were solely due to movements in foreign exchange rates.

Impairment tests for goodwill and intangible assets with indefinite useful lives

Description of the Group’s cash generating units (CGUs)

At 30 June 2025, the Group has only one (2024: one) CGU, the Medical CGU, which relates to the Medical operating segment. During the current period, the key focus of the Medical CGU was the sale of devices for the subclinical assessment of lymphoedema in cancer survivors, though it also includes the sale of devices used in body composition, and other areas of fluid status measurement. The Medical CGU is the core business of the Group and the part of the business forecasting substantial growth. There was no impairment in financial years 2025 and 2024.

Impairment testing

Impairment testing has been performed by reviewing the carrying amounts of net assets and by calculating the value in use (VIU) of the CGU.

The VIU cash flow model is based on a five-year period which analyses the net present value of cash flows using a 14.2% (2024: 12.5%) discount rate. The cashflows for the five-year period are based on operating plans and forecasts

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approved by the Board, which consider the size of markets available to the Group, and then a long-term growth rate of 3% is used (2024: 3%). In order to calculate the discount rate for use in the VIU cash flow model, the Group used a weighted average cost of capital (WACC) method. Due to the inherent risk related to future cash flows, management has assessed the breakeven discount rate at 30 June 2025 to be 33.5% (2024: 26.1%).

The growth rates are based on management's best estimate. Forecast revenues, direct and indirect costs are based on historical experience and expectations of future changes in the markets the Group operates in.

In assessing the sensitivity of the forecasts to changes in assumptions, an analysis in key underlying assumptions was performed and applied to the weighted average scenario. This included reducing the revenue growth rate by 2%, reducing the terminal growth rate by 3% and increasing the discount rate by 2%. These reasonably possible changes in assumptions did not result in any impairment.

The group also considers the fair value with reference to the market capitalisation of the Group. The market capitalisation of the Group at 30 June 2025 was approximately $71 million (30 June 2024: $146 million), which exceeded the net assets recorded (including goodwill) by approximately $50 million (30 June 2024: $105 million).

Total intangible assets at net book value

Year ended 30 June 2025	Development costs $000	Software $000	Patents & licenses $000	Goodwill $000	Total $000
Opening net book amount	13,305	-	4	2,717	**16,026**
Additions[1]	864	-	-	-	**864**
Amortisation	(3,991)	-	(4)	-	**(3,995)**
Write-offs	-	-	-	-	**-**
Effect of foreign exchange	9	-	-	63	**72**
Closing net book amount (net of accumulated amortisation and impairment)	**10,187**	**-**	**-**	**2,780**	**12,967**
At 30 June 2025					
Cost	22,244	498	37	2,780	**25,559**
Accumulated amortisation and impairment	(12,057)	(498)	(37)	-	**(12,592)**
Net carrying amount 30 June 2025	**10,187**	**-**	**-**	**2,780**	**12,967**

[1] Additions of development costs (salaries plus external consultants) relate to internally generated and developed SOZO® software as well as the development of SOZO® Pro hardware.

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Year ended 30 June 2024	Development costs $000	Software $000	Patents & licenses $000	Goodwill $000	Total $000
Opening net book amount	12,036	-	6	2,730	14,772
Additions[1]	2,940	-	-	-	2,940
Amortisation	(1,671)	-	(3)	-	(1,674)
Effect of foreign exchange	-	-	1	(13)	(12)
Closing net book amount (net of accumulated amortisation and impairment)	**13,305**	**-**	**4**	**2,717**	**16,026**
At 30 June 2024					
Cost	21,371	498	37	2,717	24,623
Accumulated amortisation and impairment	(8,066)	(498)	(33)	-	(8,597)
Net carrying amount 30 June 2024	**13,305**	**-**	**4**	**2,717**	**16,026**

[1] Additions of development costs (salaries plus external consultants) relate to internally generated and developed SOZO® software as well as the development of SOZO® Pro hardware.

7.5 Provisions

a) General

Provisions are recognised when the Group has a present legal or constructive obligation as a result of a past event; it is probable that an outflow of economic benefit will be required to settle the obligation; and a reliable estimate can be made of the amount of the obligation.

Provisions are measured at the present value of management's best estimate of the expenditure required to settle the present obligation at the reporting date using a discounted cash flow methodology. The risks specific to the provision are factored into the cash flows and as such a risk-free government bond rate relative to the expected life of the provision is used as a discount rate. The increase in the provision resulting is recognised as a finance cost.

When the Group expects some or all of a provision to be reimbursed, for example under an insurance contract, the reimbursement is recognised as a separate asset but only when the reimbursement is virtually certain. The expense relating to any provision is presented in the statement of comprehensive income net of any reimbursement.

b) Warranty provision

A provision for warranty is recognised for expected warranty claims on products sold during the last year, based on experience of the level of repairs and returns on a one-year warranty period that is generally given for products sold. It is expected that these costs will be incurred during the next financial year.

c) Make good provision

To comply with office lease agreements, the Group must restore leased premises to the original condition at the end of each premise's respective lease term. Because of the nature of the liability, the greatest uncertainty in estimating the provision is the cost that will ultimately be incurred.

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Provisions as at the reporting date:

	2025			2024		
	Current $000	Non-current $000	Total $000	Current $000	Non-current $000	Total $000
Warranty	**15**	**-**	**15**	67	-	67
Make good	**-**	**74**	**74**	-	28	28
Total provisions	**15**	**74**	**89**	67	28	95

8. Financial risk management

The Group is exposed to a variety of financial risks, including market risk (comprising interest rate risk and foreign currency risk), credit risk and liquidity risk.

The Board has overall responsibility for the Group's risk management framework. Responsibility for the development and implementation of controls to address risks is assigned to the Audit and Risk Management Committee. The responsibility is supported by the development of standards, policies and procedures for the management of these risks. The financial risk management policies of the Group are consistent with prior periods. Management has identified that interest rate risk and foreign currency risk are material to the Group.

8.1. Market risk

Market risk is the risk that changes in market prices will affect the Group's financial performance.

a) Interest rate risk

The Group's main interest rate risk arises from the cash reserves in the operating bank accounts and short-term deposits, which expose the Group to cash flow interest rate risk.

Exposure

The Group's exposure to interest rate risk is summarised below:

	2025 $000	2024 $000
Financial assets		
Cash and cash equivalents	**22,183**	24,632
Restricted cash - current and non-current	**65**	54
Financial liabilities		
Other loans	**13,792**	-
Interest payable	**276**	-
Net exposure	**8,180**	24,686

The Group does not enter into interest rate swaps, designated to hedge underlying assets or debt obligations, to manage the interest rate risk. The Group consistently analyses its interest rate exposure. Within this analysis, consideration is given to potential renewals of existing positions, alternative financing, and the mix of fixed and variable interest rates.

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Sensitivity

At 30 June 2025, if interest rates had moved, as illustrated in the table below, with all other variables held constant, post-tax loss and equity would have been affected as follows:

	Post tax loss Higher / (Lower)	
	2025 $000	2024 $000
+1.0% (100 Basis Points)	**85**	247
-0.5% (50 Basis Points)	**(42)**	(123)

The movements in loss are due to higher/lower interest income from variable rate cash balances. Reasonably possible movements in interest rates were determined based on the Group's current credit rating and relationships with financial institutions and economic forecaster's expectations.

b) Foreign currency risk

Foreign currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in foreign exchange rates. The Group's exposure to the risk of changes in foreign exchange rates relates primarily to the Group's operating activities (when revenue or expenses are denominated in a currency other than the Group's functional currency) and the Group's net investments in foreign subsidiaries. The group does not enter into any forward contracts or any other instrument to hedge the currency exposure, as the Group maintains a significant portion of available funds in USD to match USD expected expenses.

Exposure

Whilst the Group has operations in Europe, the amounts that are sensitive to foreign currency risk are deemed immaterial, other than the financial assets denoted.

At 30 June, the Group had the following exposure to foreign currency:

	2025 $000	2024 $000
Financial assets		
Cash and cash equivalents – USD	**21**	20
Cash and cash equivalents – EUR	**27**	49
Cash and cash equivalents – GBP	**3**	108
Trade and other receivables – EUR	**18**	-
	69	177
Financial liabilities		
Trade and other payables – USD	**-**	(3)
Other loans – USD		-
Net exposure	**69**	174

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Sensitivity

At 30 June 2025, had the Australian dollar moved against the US dollar, as illustrated in the table below, with all other variables held constant, post-tax loss and equity would have been affected as follows:

	Post tax loss Higher / (Lower)	
	2025 $000	2024 $000
AUD to Foreign Currency +15% (2024: +15%)	**(17)**	(23)
AUD to Foreign Currency -15% (2023: -15%)	**2**	25

The foreign currency exposure sensitivity analysis considered reasonable possible movements in foreign exchange rates based on review of the last two years' historical movements and economic forecasters' expectations. The movement was calculated by taking the USD spot rates at balance date, moving this spot rate by the reasonable possible movements and then re-converting the USD into AUD with the "new spot-rate". This methodology reflects the translation methodology undertaken by the Group. The sensitivity analysis does not include financial instruments that are non-monetary items as these are not considered to give rise to currency risk.

Sensitivities were only calculated on USD balances in instances where the functional currency is not the USD.

8.2 Credit risk

Credit risk is the risk of financial loss to the Group if a customer or counterparty to a financial instrument fails to meet its contractual obligations. Credit risk arises from cash and cash equivalents, deposits with banks and financial institutions, and credit exposure to customers. The maximum exposure to credit risk as at the reporting date is the carrying amount of the financial assets as described in Note 6. The Company's exposure to credit risk is influenced mainly by the type and characteristics of individual customers.

Risk management

The Group seeks to trade only with recognised, creditworthy third parties, and as such, collateral is typically not requested nor is it the Group's policy to securities its trade and other receivables. In addition, receivable balances are monitored on an ongoing basis with the result that the Group's experience of bad debts is not significant.

Credit quality

There are no significant concentrations of credit risk within the Group and $75,000 in outstanding term deposits were held at the end of the financial year (2024: $75,000). The Group holds a large percentage of cash in money market accounts through Bank of America in the US. These accounts are not federally insured but are highly rated and highly regulated investment funds that carry low risk of default.

8.3 Liquidity risk

Liquidity risk arises from the financial liabilities of the Group and the Group's subsequent ability to meet their obligations to repay their financial liabilities as and when they fall due.

The Group manages liquidity risk by continuously monitoring forecast and actual cash flows and matching the maturity profiles of financial assets and liabilities. Surplus funds are invested in short- and medium-term instruments which are tradeable in highly liquid markets.

At the end of the reporting period, the Group held short-term deposits of $21,679,000 (2024: $18,388,000) that are expected to readily generate cash inflows, as well as cash at bank of $503,000 (2024: $6,244,000) that is readily available for managing liquidity risk.

Maturities of financial liabilities

The table below analyses the Group's financial liabilities into relevant maturity groupings based on their contractual maturities for financial liabilities.

Notes to the consolidated financial statements

For the year ended 30 June 2025

The Group's objective is to maintain a balance between continuity of funding and flexibility through the use of bank overdrafts, bank loans and finance leases. The Group has no bank overdrafts at 30 June 2025.

The table below reflects all contractually fixed payments and receivables for settlement, repayments and interest resulting from recognised financial assets and liabilities without fixed amount or timing are based on the conditions existing at 30 June 2025.

The amounts disclosed in the table are the contractual undiscounted cash flows.

Year ended 30 June 2025	≤ 6 months $000	6 – 12 months $000	1 – 5 years $000	> 5 years $000	Total $000
Financial assets					
Cash and cash equivalents	22,183	-	-	-	**22,183**
Trade and other receivables	2,964	-	-	-	**2,964**
Other financial assets	8	-	65	-	**73**
Subtotal	**25,155**	**-**	**65**	**-**	**25,220**
Financial liabilities					
Trade and other payables	(1,550)	-	-	-	**(1,550)**
Lease liabilities	(134)	(133)	(432)	-	**(699)**
Interest payable	(276)	-	-	-	**(276)**
Other loans	-	-	(13,792)	-	**(13,792)**
Net	**23,195**	**(133)**	**(14,159)**	**-**	**8,903**

Year ended 30 June 2024	≤ 6 months $000	6 – 12 months $000	1 – 5 years $000	Total $000
Financial assets				
Cash and cash equivalents	24,632	-	-	24,632
Trade and other receivables	2,648	-	-	2,648
Other financial assets	-	-	54	54
Subtotal	**27,280**	**-**	**54**	**27,334**
Financial liabilities				
Trade and other payables	(1,603)	(3)	-	(1,606)
Lease liabilities	(166)	(167)	(810)	(1,143)
Net	**25,511**	**(170)**	**(756)**	**24,585**

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9. Capital structure

9.1 Capital and reserves

a) Contributed equity

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of new shares or options are shown in equity as a deduction, net of tax, from the proceeds. Fully paid ordinary shares carry one vote per share and carry the right to dividends.

Movements in ordinary share capital:

	Number of shares	$000
At 30 June 2023	2,017,968,175	336,087
Issue of Ordinary Shares under the Equity Share Plans[1]	1,649,192	-
Issue of Ordinary Shares from the exercise of employee awards	3,476,551	60
At 30 June 2024	**2,023,093,918**	**336,147**
Issue of Ordinary Shares under the Equity Share Plans[1]	**4,392,252**	**-**
At 30 June 2025	**2,027,486,170**	**336,147**

[1] Shares issued under the equity share plans relate to remuneration paid to Non-executive Directors and Executives in lieu of cash.

b) Reserves

Share-based payment reserve

The share-based payments reserve is used to record the fair value at grant date of performance rights and options issued as detailed in Note 4.3 less any payments made to meet the Company's obligations through the acquisition of shares on market, together with income taxes on such payments.

Equity escrow reserve

The equity escrow reserve is used to record the value of share-based payments to participants under the Executive Share Plan and the Non-executive Director Share Plan. These plans enable executives and Directors to receive a part of their base salary or fees as equity in lieu of cash. Further details of these plans are provided in Note 4.3.

Foreign currency translation reserve

The foreign currency translation reserve is used to record exchange differences arising from the translation of the financial statements of foreign subsidiaries.

Warrants reserve

The Warrants reserve represents the fair value of equity-settled arrangements relating to warrants issued by the Group, recognised in equity upon grant and not subsequently remeasured.

9.2 Capital management

The Board and management controls the capital of the Group to ensure that the Group can fund its operations and continue as a going concern.

The Group's capital includes ordinary share capital and financial liabilities supported by financial assets. There are no externally imposed capital requirements. The Board and management effectively manage the Group's capital by assessing the Group's financial risks and adjusting its capital structure in response to changes in these risks and the risk in the market. These responses include the management of share issues.

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10. Other notes

10.1 Parent entity information

As at and throughout the financial year ended 30 June 2025, the parent entity of the Group is ImpediMed Limited.

The individual financial statements for the parent entity show the following aggregate amounts:

	2025 $000	2024 $000
Current assets	**1,841**	6,404
Total assets	**12,093**	41,487
Current liabilities	**48,191**	1,026
Total liabilities	**47,541**	58,432
Shareholder's equity		
Issued capital	**336,147**	336,147
Accumulated losses	**(400,898)**	(380,319)
Performance share reserve	**5,633**	4,807
Loan warrants reserve	**475**	-
Share option reserve	**23,195**	22,420
Total equity	**(35,448)**	(16,945)

	2025 $000	2024 $000
Loss for the year	**(20,579)**	(31,232)
Total comprehensive loss	**(20,579)**	(31,232)

The Parent entity invests capital into its wholly owned subsidiaries in anticipation the subsidiaries will create profits in future periods and therefore the Parent entity will recoup these investments over time.

The Parent has not entered into any guarantees in relation to the debts of its subsidiaries. The Parent has not entered into any contractual commitments for the acquisition of property, plant or equipment.

The accounting policies of the parent entity are consistent with the Group except for Investment in controlled entities which is carried in the parent company financial statements at the lower of cost or recoverable amount.

10.2 Controlled entities

ImpediMed Limited is the ultimate Australian parent entity and the consolidated financial statements of the Group include:

Name	Principal activities	Country of incorporation	Equity interest	
			2025	2024
ImpediMed Incorporated	Manufacture and sale of BIS systems and software services	United States	**100%**	100%
ImpediMed Hellas	Development of BIS systems and software	Greece	**100%**	100%
ImpediMed TM Incorporated	Dormant	United States	**100%**	100%

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10.3 Related party transactions

Directors and Key Management Personnel compensation:

	2025 $000	2024 $000
Short-term employee benefits[1]	**1,267**	3,646
Post-employment benefits	**124**	84
Share-based payments	**630**	(831)
Total compensation	**2,021**	2,899

[1] Short-term employee benefits include salaries and wages, short-term incentives earned during the period, other one-time short-term incentives, severances, and non-monetary benefits such as insurance benefits.

Detailed remuneration disclosures are provided in the remuneration report on pages 24 to 37.

For the year ended 30 June 2025, and for the prior year, other than the above compensation payments, no transactions with Directors occurred that would be considered related party transactions.

Interests Held by Key Management Personnel

Share options and performance rights held by KMP, under the EIP and ESOP to purchase ordinary shares, have the following expiry dates and exercise prices:

Grant type	Expiry date	Exercise Price	2025
Share Options	15-Oct-2031	$ 0.07	**15,000,000**
			15,000,000

Grant type	Expiry date	Exercise Price	2025
Performance Rights	15-Oct-2031	-	**15,000,000**
			15,000,000

10.4 Remuneration of auditor

During the year the following fees were paid or payable for services provided by the auditor of the parent entity, Ernst & Young Australia:

	2025 $000	2024 $000
Fees for auditing the statutory financial report of the parent covering the Group and auditing the statutory financial reports of any controlled entities	**311**	255
Total fees	**311**	255

10.5 Commitments and contingencies

At 30 June 2025, the Group has commitments of $5.6 million (2024: $2.9 million) primarily relating to the funding of future product builds & SWK loan interest payments but also advertising, promotional activities, and other activities.

At 30 June 2025, the Group has no provisions provided in relation to legal claims. The Group had no contingent liabilities as at 30 June 2025 or 2024 and does not provide any cross guarantees.

10.6 Events occurring after the balance date

On 1 July 2025 the Company entered into a 2-year lease for its corporate office in Sydney. The lease has a non-cancellable term of 18 months, with fixed annual payments of $81,120. As the lease commenced after the reporting date, no lease liability or right-of-use asset has been recognised as at 30 June 2025.

Notes to the consolidated financial statements

For the year ended 30 June 2025

Following the achievement of the prescribed FY25 sales target, on 17 July 2025, the Group drew an additional US$5.0 million under the capital growth facility with SWK Funding LLC (Tranche 2). As a result of achieving the prescribed FY25 sales target the interest-only period for the whole facility was extended by 12 months to February 2028. In conjunction with the draw down of the Tranche 2 funding, the Group issued an additional 6,245,935 warrants.

On 31 July 2025, the Company issued a total of 2,379,492 ordinary shares, comprising 1,278,591 shares issued to Non-Executive Directors under the Non-Executive Director Share Plan and 1,100,901 shares issued to Executives under the Executive Share Plan.

On 18 August 2025, the Company granted 17,250,000 share options to employees under the Employee Share Option Plan with the grant date of 1 July 2025. Each option entitles the holder to acquire one ordinary share at an exercise price of $0.07. The options vest in four tranches at each grant anniversary date, subject to continued employment, and expire in 4 years. The related share-based payment expense will be recognised over the vesting period commencing in the financial year ending 30 June 2026.

No matters or circumstances that have arisen since 30 June 2025, other than those disclosed in the notes above that have significantly affected, or may significantly affect:

a) The Group’s operations in the current of future financial years;
b) The results of those operations in the current of future financial years; or
c) The Group’s state of affairs in the current or future financial years.

Consolidated entity disclosure statement

As at 30 June 2025

The ultimate controlling entity of the ImpediMed Group is ImpediMed Limited, otherwise described as the parent company. Outlined below is the Group's consolidated entity disclosure statement as at 30 June 2025 prepared in accordance with the Corporations Act 2001 (Cth). No entities are trustees, partners or participants in joint ventures.

Entity name	Entity type	Country of incorporation	% of share capital held	Australian resident	Foreign jurisdiction
ImpediMed Limited	Body Corporate	Australia		Yes	**n/a**
Controlled entities (wholly owned) of ImpediMed Limited:					
ImpediMed Incorporated	Body Corporate	United States	100%	Yes	**United States**
ImpediMed Hellas	Body Corporate	Greece	100%	Yes	**Greece**
ImpediMed TM Incorporated	Body Corporate	United States	100%	Yes	**United States**

Basis of preparation

This consolidated entity disclosure statement (CEDS) has been prepared in accordance with the *Corporations Act 2001* and includes information for each entity that was part of the ImpediMed Group as at the end of the financial year ended 30 June 2025 in accordance with *AASB 10 Consolidated Financial Statements*.

Determination of tax residency

Section 295 (3B)(a) of the *Corporation Act 2001* defines tax residency as having the meaning in the *Income Tax Assessment Act 1997*. The determination of tax residency involves judgement as there are different interpretations that could be adopted, and which could give rise to a different conclusion on residency. In determining tax residency, the consolidated entity has applied the following interpretations:

- Australian tax residency

The ImpediMed Group has applied current legislation and judicial precedent, including having regard to the Tax Commissioner's public guidance in Tax Ruling TR 2018/5.

- Foreign tax residency

Where necessary, the ImpediMed Group has used independent tax advisers in foreign jurisdictions to assist in its determination of tax residency to ensure applicable foreign tax legislation has been complied with (see section 295(3A)(vii) of the *Corporations Act 2001*).

Directors' declaration

Directors' Declaration

For the year-ended 30 June 2025

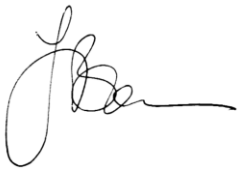
1. In the opinion of the Directors:

   (a) The financial statements and notes of the consolidated entity for the year-ended 30 June 2025 are in accordance with the Corporations Act 2001, including:
      (i) giving a true and fair view of the consolidated entity's financial position as at 30 June 2025 and of its performance of the year-ended on that date; and
      (ii) complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Corporations Regulations 2001;
   (b) the consolidated financial statements and notes also comply with the International Financial Reporting Standards as disclosed in Note 1.2;
   (c) the consolidated entity disclosure statement required by section 295(3A) of the Corporations Act 2001 is true and correct; and
   (d) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

2. This declaration has been made after receiving the declarations required to be made to the Directors in accordance with section 295A of the Corporations Act 2001.

3. This declaration is made in accordance with a resolution of the Directors.

On behalf of the Board



Fiona Bones
Director

Sydney, 28 August 2025

Independent Auditor's Report to members of ImpediMed Limited

Shape the future with confidence

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Independent auditor's report to the members of ImpediMed Limited

Report on the audit of the financial report

Opinion

We have audited the financial report of ImpediMed Limited (the Company) and its subsidiaries (collectively the Group), which comprises the consolidated statement of financial position as at 30 June 2025, the consolidated statement of profit or loss and other comprehensive income, consolidated statement of changes in equity and consolidated statement of cash flows for the year then ended, notes to the financial statements, including material accounting policy information, the consolidated entity disclosure statement and the directors' declaration.

In our opinion, the accompanying financial report of the Group is in accordance with the *Corporations Act 2001*, including:

a. Giving a true and fair view of the consolidated financial position of the Group as at 30 June 2025 and of its consolidated financial performance for the year ended on that date; and

b. Complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial report* section of our report. We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Material uncertainty related to going concern

We draw attention to Note 1.2c in the financial report, which describes the principal conditions about the Group's ability to continue as a going concern. These events or conditions indicate that a material uncertainty exists that may cast significant doubt on the Group's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial report of the current year. These matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, but we do not provide a separate opinion on these matters. In addition to the matter described in the *Material uncertainty related to going concern* section, we have determined the matter described below to be the key audit matter to be communicated in our report. For the matter below, our description of how our audit addressed the matter is provided in that context.

Independent Auditor's Report to members of ImpediMed Limited

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We have fulfilled the responsibilities described in the *Auditor's responsibilities for the audit of the financial report* section of our report, including in relation to this matter. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial report. The results of our audit procedures, including the procedures performed to address the matter below, provide the basis for our audit opinion on the accompanying financial report.

Revenue Recognition

Why significant	How our audit addressed the key audit matter
The Group recognised revenue totalling $12.72 million from the sale of subscription services and sale of legacy devices and consumables for the year ended 30 June 2025. As disclosed in *Note 2.1 Revenue from Contracts with Customers* to the financial statements, the Group has different types of contracts with customers. There is judgement involved in the determination of the performance obligations which impacts the amount and timing of the recognition of revenue from contracts with customers. Accordingly, the matter was considered a key audit matter.	The audit procedures we performed included the following: ▸ Assessed the application of AASB 15 *Revenue from Contracts with Customers* including reviewing a sample of contractual terms of the new and existing customer contracts and the application of the requirements of AASB 15; ▸ Selected a sample of revenue contracts and assessed whether the different elements within the contract result in revenue recognition over a period of time or at a point in time, in accordance with AASB 15; and ▸ For a sample of contracts we recalculated the revenue recognised during the year based on the contractual terms and conditions and the revenue recognition policy of the Group. We also assessed the adequacy of the financial report disclosures included in Note 2.1 to the financial statements.

Information other than the financial report and auditor's report thereon

The directors are responsible for the other information. The other information comprises the information included in the Company's 2025 annual report but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon, with the exception of the Remuneration Report and our related assurance opinion.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the directors for the financial report

The directors of the Company are responsible for the preparation of:

▸ The financial report (other than the consolidated entity disclosure statement) that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001*; and

Independent Auditor's Report to members of ImpediMed Limited

Shape the future with confidence

- The consolidated entity disclosure statement that is true and correct in accordance with the *Corporations Act 2001;* and

for such internal control as the directors determine is necessary to enable the preparation of:

- The financial report (other than the consolidated entity disclosure statement) that gives a true and fair view and is free from material misstatement, whether due to fraud or error; and
- The consolidated entity disclosure statement that is true and correct and is free of misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

Independent Auditor's Report to members of ImpediMed Limited

Shape the future with confidence

- Plan and perform the Group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the Group financial report. We are responsible for the direction, supervision and review of the audit work performed for the purposes of the Group audit. We remain solely responsible for our audit opinion.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated to the directors, we determine those matters that were of most significance in the audit of the financial report of the current year and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on the audit of the Remuneration Report

Opinion on the Remuneration Report

We have audited the Remuneration Report included in pages 25 to 37 of the directors' report for the year ended 30 June 2025.

In our opinion, the Remuneration Report of ImpediMed Limited for the year ended 30 June 2025, complies with section 300A of the *Corporations Act 2001*.

Responsibilities

The directors of the Company are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

Ernst & Young

Madhu Nair
Partner
Brisbane
28 August 2025

Shareholder information

Additional information required under ASX Listing Rule 4.10 and not shown elsewhere in this Annual Report is as follows. This information is current as at 6 August 2025.

a) Distribution of shareholders

The distribution of Issued Capital is as follows:

Size of holding	Number of Shareholders	Ordinary Shares	% of Issued Capital
100,001 and over	1,394	1,944,695,363	95.80%
10,001 to 100,000	1,968	79,343,430	3.92%
5,001 to 10,000	505	4,055,439	0.20%
1,001 to 5,000	519	1,679,662	0.08%
1 to 1,000	349	91,768	0.00%
Total	**4,735**	**2,029,865,662**	**100.00%**

b) Distribution of Options holders (excluding employee incentive options)

The distribution of unquoted options on issue to shareholders are nil.

c) Distribution of Performance Rights holders

The distribution of unquoted Performance Rights on issue are:

Size of holding	Number of holders	Unlisted Performance Rights	% of Issued Capital
100,001 and over	41	24,865,856	1.23%
1 to 100,000	70	4,945,467	0.24%
Total	**111**	**29,811,323**	**1.47%**

d) Distribution of Employee Options

The distribution of unquoted options on issue are:

Size of holding	Number of holders	Unlisted Options	% of Issued Capital
100,001 and over	80	63,100,917	3.10%
1 to 100,000	36	2,751,066	0.14%
Total	**116**	**65,851,983**	**3.24%**

e) Less than marketable parcels of Ordinary shares

There are 1,408 shareholders with unmarketable parcels totalling 6,188,831 shares.

Shareholder information

f) 20 largest shareholders

Number	Shareholder	Number of Fully Paid Ordinary Shares	% of Issued Capital
1	HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	261,631,361	12.89%
2	J P MORGAN NOMINEES AUSTRALIA PTY LIMITED	138,619,651	6.83%
3	CITICORP NOMINEES PTY LIMITED	118,098,388	5.82%
4	HSBC CUSTODY NOMINEES (AUSTRALIA) LIMITED	56,309,393	2.77%
5	BNP PARIBAS NOMINEES PTY LTD	56,121,481	2.76%
6	BNP PARIBAS NOMS PTY LTD	32,741,215	1.61%
7	MOORE FAMILY NOMINEE PTY LTD	30,000,000	1.48%
8	MR STEPHEN EDWARD MAHNKEN	28,900,000	1.42%
9	MR STEPHEN EDWARD MAHNKEN & MRS DIOR LEONE MAHNKEN	27,300,000	1.34%
10	MR HAMISH ALEXANDER JONES	26,410,134	1.30%
11	MBA INVESTMENTS PTY LTD	22,490,990	1.11%
12	BSD PTY LTD	19,000,000	0.94%
13	BILGOLA NOMINEES PTY LIMITED	16,978,161	0.84%
14	PAKASOLUTO PTY LIMITED	16,011,422	0.79%
15	ACADIA PARK PTY LTD	14,374,048	0.71%
16	MR PHILIP JOSEPH BARE	13,641,648	0.67%
17	MID DIG INVESTMENTS PTY LTD	12,411,897	0.61%
18	HME SOO HOLDINGS PTY LTD	12,320,921	0.61%
19	MR GREGORY WAYNE BROWN & MRS STEFANIE BROWN	10,927,869	0.54%
20	SUNLORA PTY LTD	10,050,010	0.50%
	Total	**924,338,589**	**45.54%**
	Total Quoted Equity Securities	**2,029,865,662**	

g) Unlisted equity securities

The Group had the following unquoted securities on issue as at 6 August 2025: nil shareholder options, 53,360,113 options, 12,491,870 warrants and 29,811,323 performance rights issued as part of an incentive scheme.

h) Substantial shareholders

The names of the Substantial Shareholders listed in the Group's Register as at 6 August 2025:

	Number of Fully Paid Ordinary Shares
Paradice Investment Management Pty Ltd	174,188,828
National Nominees Ltd ACF Australian Ethical Investment Ltd	115,304,879
Total	**289,493,707**

i) Restricted securities

The company had no restricted securities on issue as at 6 August 2025.

j) Voting rights

In accordance with the Constitution each member present at a meeting whether in person, or by proxy, or by power of attorney, or in duly authorised representative in the case of a corporate member, shall have one vote on a show of hands, and one vote for each fully paid ordinary share, on a poll.

Performance rights have no voting rights.

k) On-market buy-backs

There is no current on-market buy-back in relation to the Company's securities.

Glossary

Abbreviation	Term
AASB	Australian Accounting Standards Board
ARR	Annual Recurring Revenue
AUD	Australian dollar
BIS	Bioimpedance Spectroscopy
BRCL	Breast Cancer Related Lymphoedema
CEO	Chief Executive Officer
CF&OO	Chief Financial and Operations Officer
Company or IPD	ImpediMed Limited
EPS	Earnings per share
EUR	Euro
FY	Financial Year
IFRS	International Financial Reporting Standards
LTI	Long term Incentive
NED	Non-executive Director
ROW	Rest of World
STI	Short Term Incentive
TCV	Total Contract Value
TSR	Total Shareholder Return
USD	United States dollar

Other information

Corporate directory and information for investors

ImpediMed Limited
ABN 65 089 705 144

Directors
Christine Emmanuel-Donnelly
Janelle Delaney
Fiona Bones
Andrew Grant
Parmjot Bains
McGregor Grant

Company Secretary
Leanne Ralph

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Auditor
Ernst & Young
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Stock Exchange Listing
ImpediMed Limited shares are listed on the Australian Securities Exchange
ASX code: IPD

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Legal advisors
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