OSI Systems Inc.

FY2025 Climate-Related Financial Report

OSI-Systems.com/Sustainability

INTRODUCTION

OSI Systems has prepared this **Climate Related Financial Risk Report** following the recommendations of the **Task Force on Climate Related Financial Disclosure (TCFD).** This disclosure builds upon the efforts described in OSI Systems' **FY2025 Sustainability Summary.** It underscores our commitment to sensible sustainability practices, sound environmental policies, and compliance with all applicable environmental regulations. Integrity, accountability, ethics and transparency are core values at OSI Systems and likewise, the cornerstone of the company's climate related financial risk programs under development.

The core content is split into the following sections

- **Governance**: Governance around climate-related risks and opportunities
- **Strategy**: An assessment of the climate-related risks and opportunities that may impact OSI Systems' operations, business strategy, and financial performance
- **Risk Management**: The company's approach for identifying and managing climate related risks, opportunities and impacts and integration into broader risk management processes
- **Metrics and Targets**: Metrics and targets used to assess, manage, and mitigate climate related financial risks and opportunities

This climate related financial disclosure is a consolidated report OSI Systems Inc. submits on behalf of 1) all accounts of OSI Systems Inc. and 2) all wholly-owned and majority-owned subsidiaries.

At OSI Systems, we recognize the importance of preserving natural resources for future generations while making the most efficient use of those resources as we grow the company. We are committed to the integration of sound environmental practices into our business decisions, as well as to complying with applicable environmental standards and regulations, and we aim to provide products and services that are of the highest standards in a way that respects the environment. As a part of this commitment, we have adopted six core principles:

- We will always comply with all applicable laws, directives and regulations governing environmental protection - we see this as a first necessary step toward environmental responsibility.
- We will act responsibly with respect to conditions that impact health, safety, or the environment, and will promote environmentally conscious practices inside and outside the organization and encourage engagement at all levels of the Company.
- We will provide and maintain effective and practicable environmental controls which will minimize our impact on the environment and reduce our future liabilities. We will manage environmental aspects in a responsible manner and strategically operate manufacturing facilities to reduce environmental impacts.
- We will apply sensible sustainability principles aimed at increasing efficiencies and eliminating waste by reducing electricity and fuels consumption, increasing reliance on renewable energy sources and energy efficient equipment, and minimizing waste generation using practical source reduction methodologies and other best practices to reduce our consumption of resources, including water and other raw materials.
- We will strive to produce quality products designed with sustainability, longevity, and recyclability in mind to reduce impacts through all stages of the product's life cycle, from raw materials acquisition, manufacturing, product usage, and waste management.
- We will measure, review, and report our performance and strive for continual improvement.

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COMPLIANCE STATEMENT

TCFD Compliance Summary

OSI Systems has reported on climate-related financial disclosures consistent with TCFD recommendations and complied with all minimum CARB requirements for disclosure listed in the Climate Related Financial Risk Report Checklist. OSI is in the early stages of evaluating climate-related risks and developing programs and processes aligned with TCFD recommendations. OSI Systems has addressed all recommended TCFD disclosures across the four core areas, outlining current practices and, where relevant, detailing future plans to close gaps. On the right is a summary of extent of compliance by TCFD section; Some TCFD sections have been marked "partial" to acknowledge that while OSI has made its best effort to transparently disclose actions and plans to satisfy the TCFD recommendation, some areas are still in progress.

Evolving Nature of Climate Risk Management

Climate scenario analysis and risk management are highly iterative and rapidly evolving. The risks and opportunities contained in this report will change over time as the company cycles through identification, prioritization, and reduction of climate risks. In addition, risk focus areas will shift due to a multitude of factors including changes in regulatory frameworks. We expect the approaches, tools and data quality surrounding climate risks to mature over time, strengthening our ability to evaluate and manage climate risks and opportunities. As we continue to accelerate the transformation of our value chain, these assessments will be integrated into our strategic planning and enterprise risk management frameworks to improve our resilience and adaptation to climate change.

Many statements in this report are forward-looking statements related to projections and future strategies that are based on, and inherently subject to, several uncertainties, risks and unknowns.

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Extent of Compliance by TCFD Section

- Governance -disclosures (a) and (b)
- Strategy -disclosures (a) (b - partial) and (c)
  - (b-partial): describes processes and metrics being developed to evaluate climate financial impacts and inform financial planning.
- Risk Management - recommended disclosures (a) (b - partial) and (c - partial)
  - (b-partial): describes plans to develop processes for prioritizing, managing, and mitigating climate risks
  - (c-partial): describes plans for improving the integration of climate risks into OSI's overall risk management process
- Metrics and Targets - recommended disclosures (a - partial) (b - partial) and (c - partial)
  - (a - partial): OSI describes its plan for development and implementation of climate financial metrics
  - (b - partial): OSI plans to calculate and disclose Scope 3 emissions next year and will create a plan for evaluating Scope 3 related risks at that time
  - (c-partial): OSI describes its current targets and notes areas for development to meet TCFD recommendations

GOVERNANCE

Overview: OSI's governance around climate-related risks and opportunities

Board-level oversight:

Our ESG initiatives involve individuals at all organizational levels, from our Board of Directors and our CEO who provide leadership and oversight, to our employees and various other stakeholders who implement and support our ESG goals.

Risks are reported to our Board by our executive officers, who are responsible for their identification, assessment, and management. Our Board regularly discusses the risks reported and reviews with management risk mitigation strategies and actions and the status and effectiveness of such strategies and actions. Management of risk is one of the qualitative factors considered by the compensation committee for determining long-term executive incentives.

To optimize its risk oversight capabilities and efficiently oversee our risks, the Board delegates to its committee's oversight responsibility for areas of risk. For example:

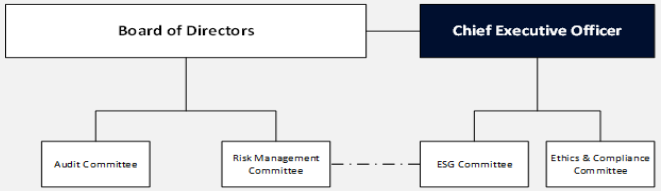
AUDIT COMMITTEE	RISK MANAGEMENT COMMITTEE	NOMINATING AND GOVERNANCE COMMITTEE	COMPENSATION COMMITTEE	TECHNOLOGY COMMITTEE
Oversees management of major financial risks, including risks related to: • accounting • auditing • financial reporting • maintaining effective internal control over financial reporting	Oversees management of major financial risks, including risks related to: • accounting • auditing • financial reporting • maintaining effective internal control over financial reporting	Oversees management of major financial risks, including risks related to: • accounting • auditing • financial reporting • maintaining effective internal control over financial reporting	Oversees management of major financial risks, including risks related to: • accounting • auditing • financial reporting • maintaining effective internal control over financial reporting	Oversees management of major financial risks, including risks related to: • accounting • auditing • financial reporting • maintaining effective internal control over financial reporting

Management's Role:

The **Risk Management Committee (RMC)** oversees risk management activities for the organization, including strategic, operational, legal, regulatory, compliance, cybersecurity, environmental, reputational, and other risks, as well as the guidelines, policies and processes for monitoring and mitigating such risks.

The RMC's charter includes a review with management, at least annually, of the Company's policies and practices relating to corporate sustainability, including environmental stewardship, climate change, diversity, and employee and community engagement .

In addition, the company has an **executive-level ESG Steering Committee** which helps manage internal initiatives, including assisting in identifying material climate risks and opportunities, and preparing periodic reports to OSI Systems' stakeholders on the company's progress.



ESG oversight organizational structure

Operating-Group-Level Structure:

OSI Systems has sustainability teams within each division, and a team at the corporate level. Teams are made up of employees in various functional roles including EH&S, facilities, HR, security, manufacturing, and finance. The corporate team implements cross-divisional sustainability programs, manages ESG disclosure, and escalates risk reports (e.g., from regular internal and third-party audits) to the RMC for review.

OSI is currently developing its Climate Risk programs, including evaluating how the ESG Steering Committee and RMC will set guidance and direction on sustainability issues, increase alignment between divisional teams, and collaborate with these teams more broadly.

STRATEGY

Overview:

The Strategy section describes climate risks, opportunities and potential financial impacts identified by OSI Systems. We define the risks and opportunities associated with each region and time horizon, as well as the climate scenarios under which each is assessed. Lastly, we describe the resilience of our strategy. Some of the information provided in the strategy section will overlap with the risk management section, which describes OSI Systems' process for identifying and managing these risks.

What is included in this section:

07	• Identified climate risks, opportunities, and potential financial impacts
09	• Overview of methodology for assessing importance and prioritizing risks for treatment
10	• Risk Impacts: Climate risk levels by scenario, region, time horizon
11	• Impact of climate-related risks and opportunities on products manufacturing operations
12	• Impact of climate-related risks and opportunities on businesses and strategy
13	• Resilience and plans for transitioning to low carbon economy

Risks and Financial Impacts

The following table list climate related risks and potential financial impacts to be assessed and prioritized based on impact and materiality.

		Climate-Related Risks	Potential Financial Impact
Transition Risks	Policy & Legal	• Enhanced emissions-reporting obligations • Mandates on and regulation of existing products and services • Exposure to litigation or regulatory citation • Regulation impacting operations* changes to upstream/downstream transportation • Regulation impacting value chain	• Increased operating costs due to compliance - e.g., due to material substitutions, increased price of water/energy/materials • Increased costs related to changes in product design, material substitutions, • Increased costs and/or reduced demand for products and services resulting from fines or judgments • Increased cost associated with policy impacting value chain
	Technology	• Substitution of existing products, services, and/or equipment to lower emissions options • Unsuccessful investment in new technologies • Cost of transition to lower emission technologies • Investment in business intelligence and capacity for new program implementation	• Write-offs and early retirement of existing assets • Reduced demand for products and services • Research and development expenditures related to new and alternative technologies • Capital investment costs • Cost to deploy new practices and processes
	Market	• Changing customer demands • Market uncertainty • Increased cost of raw materials	• Reduced demand in products and services due to shift in customer preferences • Increased cost of production due to changing input prices (energy, water) and output requirements (e.g., waste treatment) • Unexpected shifts in energy costs
	Reputation	• Shifts in customer preference • Stigmatization of sector • Increased stakeholder demands for climate-related actions and/or negative stakeholder feedback	• Reduced revenue from increased demand for goods and services • Reduced revenue from negative impacts on workforce management and planning • Reduction in capital availability
Physical Risks	Acute Risks	• Increased severity of extreme weather events (hurricanes/cyclones/severe weather, riverine floods, heatwaves, wildfires etc.)	• Reduced revenue from decreased production capacity (transport difficulties, supply chain interruptions) • Reduced revenue and higher costs from negative impacts on workforce • Cost of damage to property and equipment • Complete loss of equipment (Rapiscan)
	Chronic Risks	• Changes in weather patterns, rising mean temperatures, rising sea level	• Increased operating costs (e.g., related to energy supply, higher water usage) • Increased capital costs • Reduced revenues from lower sales/output • Increased insurance premiums related to “high-risk” locations

Opportunities and Financial Impacts

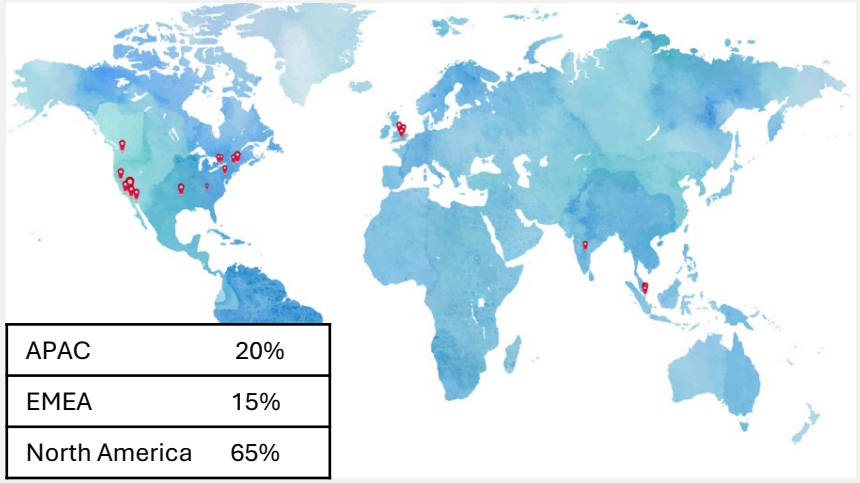
The following table lists climate related opportunities and potential financial impacts to be assessed and prioritized based on impact and materiality

Climate-Related Opportunities	Potential Financial Impact
Resource Efficiency	
• Use of more efficient modes of transport/transportation route optimization • Use of more efficient production and distribution processes • Use of recycling • Increased efficiency of buildings and equipment, leveraging strategies such as monitoring-based commissioning to continuously monitor/optimize resource usage • Reduced water usage	• Reduced operating costs (e.g., through efficiency gains and cost reductions) • Increased production capacity, resulting in increased revenues • Increased value of fixed assets (e.g., energy efficient buildings) • Benefits to workforce management and planning (e.g., improved health and safety, employee satisfaction) resulting in lower costs
Energy Source	
• Use of lower-emission sources of energy • Use of supportive policy incentives • Use of new technologies	• Reduced operational costs (e.g., through use of lowest cost abatement) • Reduced exposure to future fossil fuel price increases • Reduced exposure to GHG emissions and therefore less sensitivity to changes in cost of carbon • Returns on investment in low-emission technology • Increased capital availability (e.g., as more investors favor lower-emissions producers) • Reputational benefits resulting in increased demand for goods/services
Products and Services	
• Development and/or expansion of low emission goods and services • Development of new products or services through R&D and innovation • Ability to diversify business activities • Vertical integration of company enables traceability of product supply chain • Shift in consumer preferences	• Increased revenue through demand for lower emissions products and services • Increased revenue through products with traceable supply chain • Increased revenue through new solutions to adaptation needs (e.g., insurance risk transfer products and services) • Better competitive position to reflect shifting consumer preferences, resulting in increased revenues
Resilience	
• Participation in renewable energy programs and adoption of energy efficiency measures • Resource substitutes/diversification • Value chain engagement and flexibility	Increased market valuation through resilience planning (e.g., infrastructure, land, buildings) • Increased reliability of supply chain and ability to operate under various conditions, maintain product sales and revenue • Increased revenue through new products and services related to ensuring resiliency

Methodology Overview

OSI Systems followed the methodology below to identify highest priority risks on which to assess impact and evaluate future treatment. Please see the risk management section for additional details.

1. OSI systems has operations across the globe as shown in the figure below. From these, we selected manufacturing facilities based on contribution to revenue continuity.
2. We then mapped these facilities geography to IPCC AR6 physical climate risk datasets and to transition risks based on past disclosures, company operations and value chain.
3. Scenario-analysis leveraging IPCC AR6 scenarios SSP5-8.5 and SSP1-1.9 and underlying data to identify hazard intensification timelines
4. Hazard qualitative risk levels based on OSI's exposure, vulnerability, timing.



APAC	20%
EMEA	15%
North America	65%

OSI's global manufacturing footprint

Time Horizons

OSI evaluates climate risks and opportunities under the following time horizons.

Time horizon	Years
Short Term	2023 - 2030
Medium Term	2031 - 2050
Long Term	2051 - 2100

Summary of impacts by time horizon for each scenario.

	Short term (Now-2030):	Medium term (2031-2050):	Long term (2051-2100):
SSP5-8.5 (physical scenario)	Acute physical hazards and trends present today continue and begin to intensify (e.g., longer fire season, heatwaves, large storms and flooding)	Under SSP5-8.5, physical impacts intensify significantly (higher heat, rainfall extremes, moderate sea-level rise).	Significant physical risk in a 4-5°C world, including large-scale chronic changes (e.g., persistent extreme heat, changes to precipitation patterns, warmer oceans) and severe acute hazards (e.g., higher intensity storms and fires expand to new areas, drought)
SSP1-1.9 (transition scenario)	Transition risks increase significantly and scope of existing regulations expands	Under SSP1-1.9, this is the peak transition period (policy, carbon pricing, supply-chain decarbonization).	Transition risk decreases in a 1.5°C world - systems have been decarbonized and company has already adjusted to changes required in transition.

Climate risk levels by scenario, region, time horizon

The following table list climate related risks and qualitative impact score by time horizon in each region of manufacturing operations. Please see the risk management section for more detail on risk mapping and assumptions.

		Physical risk impact				Transition risk impact	
Region	Primary Physical Hazards	Short term (Now-2030)	Medium term (2031-2050)	Long term (2051-2100)	Key Transition Risks (SSP1-1.9)	Short term (Now-2030)	Medium term (2031-2050)
United Kingdom	Riverine & coastal flooding, extreme rainfall	Low-Medium	Medium	Medium	Sustainability Disclosure Requirements (SDR)-aligned reporting, low-carbon procurement, supply-chain due diligence	Medium → High	High
India	Extreme heat, monsoon flooding, water stress	Medium	High	High	Export-driven ESG pressure, energy efficiency standards	Medium	High
Indonesia	Flooding, heat stress, sea-level rise, storms	Medium	High	High	Supplier ESG requirements, future carbon scrutiny	Low-Medium	High
Malaysia	Flooding, heat stress, sea-level rise, storms	Medium	High	High	Carbon intensity of manufacturing, EU/US buyer requirements	Medium → High	High
Canada	Wildfires, flooding, high summer heat	Low	Medium	Medium	Carbon pricing, net-zero legislation	Medium → High	High
Northern Baja (MX)	Extreme heat, drought, water scarcity, storms	Medium	High	High	Export-market ESG rules, CBAM-type pressure	Medium	High
USA/California	Wildfires, extreme heat, drought, flooding	Medium	High	High	SB 253/261, aggressive climate policy, procurement rules	High	High
USA/Northeast	Flooding, coastal storms, heavy precipitation	Low-Medium	Medium	Medium	Federal + state climate disclosure, net-zero targets	Medium → High	High
USA/Southwest	Extreme heat, drought, water scarcity	Medium	High	High	Energy efficiency & grid decarbonization	Medium	High
USA/Northwest	Wildfires, heatwaves, heavy rainfall	Medium	Medium-High	Medium-High	ESG procurement, state net-zero laws	Medium → High	High
USA/Texas	Extreme heat, flooding, hurricanes, grid stress	Medium	High	High	Market-driven transition, federal rules	Low-Medium	High

Impact of climate-related risks on product manufacturing operations

The table below defines the risk impact by region to manufacturing operations for each OSI Systems business group and company. From this analysis, we can further evaluate the impact of climate risks related to our product manufacturing operations.

GROUP	COMPANY	Primary Physical Hazards		Short term (Now-2030)	Medium term (2031-2050)	Long term (2051-2100)	Transition risks	Short term (Now-2030)	Medium term (2031-2050)
Healthcare	Spacelabs	United Kingdom	Riverine & coastal flooding, extreme rainfall	Low-Medium	Medium	Medium	Sustainability Disclosure Requirements (SDR)-aligned reporting, low-carbon procurement, supply-chain due diligence	Medium-High	High
		USA/Northwest	Wildfires, heatwaves, heavy rainfall	Medium	Medium-High	Medium-High	low carbon procurement (currently public sector requirement only), state net-zero laws	High	High
Optoelectronics	Altaflex	USA/California	Wildfires, extreme heat, drought, flooding	Medium	High	High	SB 253/261, aggressive climate policy, procurement rules	High	High
	OSI Electronics	Indonesia	Flooding, heat stress, sea-level rise, storms	Medium	High	High	Export-driven ESG pressure including carbon taxes, efficiency requirements, infrastructure limitations	Medium-High	High
		Northern Baja (MX)	Extreme heat, drought, water scarcity, storms	Medium	High	High	Export-driven ESG pressure including carbon taxes, efficiency requirements, infrastructure limitations	Medium	High
		United Kingdom	Riverine & coastal flooding, extreme rainfall	Low-Medium	Medium	Medium	Sustainability Disclosure Requirements (SDR)-aligned reporting, low-carbon procurement, supply-chain due diligence	Medium-High	High
	OSI Optoelectronics	India	Extreme heat, monsoon flooding, water stress	Medium	High	High	Export-driven ESG pressure including carbon taxes, efficiency requirements	Medium	High
		Malaysia	Flooding, heat stress, sea-level rise, storms	Medium	High	High	Export-driven ESG pressure including carbon taxes, efficiency requirements, infrastructure limitations	High	High
		USA/Southwest	Extreme heat, drought, water scarcity, wildfire smoke	Medium	High	High	SB 253/261, aggressive climate policy, procurement rules	High	High
		USA/Northeast	Flooding, coastal storms, heavy precipitation	Low-Medium	Medium	Medium	Federal + state climate disclosure, net-zero targets	Medium-High	High
		Canada	Wildfires, flooding, high summer heat	Low	Medium	Medium	Carbon pricing, net-zero legislation	Medium-High	High
	PFC	USA/Texas	Extreme heat, flooding, hurricanes, grid stress	Medium	High	High	Market-driven transition, federal rules	Low-Medium	High
		Malaysia	Flooding, heat stress, sea-level rise, storms	Medium	High	High	Export-driven ESG pressure including carbon taxes, efficiency requirements, infrastructure limitations	High	High
Security	Rapiscan	United Kingdom	Riverine & coastal flooding, extreme rainfall	Low-Medium	Medium	Medium	Sustainability Disclosure Requirements (SDR)-aligned reporting, low-carbon procurement, supply-chain due diligence	Medium-High	High
		USA/Northeast	Flooding, coastal storms, heavy precipitation	Low-Medium	Medium	Medium	Federal + state climate disclosure, net-zero targets	Medium-High	High
		USA/Southeast	Flooding, coastal storms, heavy precipitation, extreme heat	Low-Medium	Medium	Medium	Federal + state climate disclosure, net-zero targets	Medium-High	High
		USA/Southwest	Extreme heat, drought, water scarcity, wildfire smoke	Medium	High	High	SB 253/261, aggressive climate policy, procurement rules	High	High

Impact of climate-related risks and opportunities on businesses and strategy

This section describes the businesses of OSI Systems, and how climate impacts will be assessed.

OSI Systems Inc. has three operating divisions:

- **Security**, providing security and inspection systems and turnkey security screening solutions;
- **Optoelectronics and Manufacturing**, providing specialized electronic components for our Security and Healthcare divisions, as well as to third parties for applications in the defense and aerospace markets, among others; and
- **Healthcare**, providing patient monitoring, cardiology and remote monitoring, and connected care systems and associated accessories.

Because OSI Systems is in the early stages of developing its climate related financial risk programs, the company is still analyzing the financial impact of climate risks. In the future, we will consider the impact on financial planning in each division, including reviewing impacts on growth strategy and markets. Please see the Risk Management section for additional information. The financial performance, growth strategy, and markets for each division are described in the tables to the right.

OSI Systems had $1,713M in sales in FY2025 split across divisions and geographies as shown below

By Division

	% Sales
Security	70%
Optoelectronics	20%
Healthcare	10%

By Geography

	% sales
US	33%
Other Americas	25%
EMEA	25%
APAC	17%

Financial data extracted from the 2025 10k report

	Disclosed Growth Strategy & Initiatives	Current Markets & End Users
Healthcare Division (Spacelabs Medical)	• Strengthening core portfolio in patient monitoring, telemetry, and connectivity solutions. • Increasing integration into hospital IT systems and remote monitoring ecosystems. • Focus on recurring revenue through software and service offerings.	• Hospitals and health systems • Emergency and critical-care departments • Cardiology departments (diagnostics and monitoring) • OEM partners integrating Spacelabs technology into healthcare ecosystems
Optoelectronics & Manufacturing Division (OSI Electronics & OSI Optoelectronics)	• Expansion in contract manufacturing and optoelectronic component supply. • Serving both OSI's internal divisions and external OEM customers in high-reliability sectors (medical, defense, aerospace, industrial). • Growth through customization, integrated manufacturing capabilities, and global production footprint.	• Medical-device OEMs • Industrial sensing and automation companies • Defense and aerospace system integrators • Semiconductor and photonics manufacturers • OSI's Security and Healthcare divisions (internal component supply)
Security Division (Rapiscan Systems, AS&E)	• Focus on aviation security, cargo & vehicle inspection, and critical infrastructure protection. • Expansion through service contracts, installation & maintenance, and security screening operations. • Ongoing innovation in high-energy cargo systems, computed tomography (CT) scanners, and trace detection.	• Airports and aviation authorities (TSA, international airports) • Customs and border protection • Agencies • Ports and seaports • Defense and intelligence agencies • High-security facilities (government, energy, critical infrastructure) • Logistics and freight operators

Resilience Actions

Environmental Compliance

OSI is committed to complying with applicable environmental laws and regulations, and to maintaining our excellent record of minimal environmental impact from our manufacturing and service operations. To sustain this commitment, we strive to institute and maintain effective environmental management systems throughout our global framework.

- Presently, over 50% of our companies are ISO 14001 certified, with another 20% expected to achieve certification by the end of 2026.
- We have ISO 14001-certified facilities in California, Massachusetts, and Tennessee, as well as key locations in the UK, including Salfords, St. Neots, and Stoke on Trent. We are also ISO 14001 certified at our plants in large manufacturing sites in Batam, Indonesia, and Johor Bahru, Malaysia.
- Our goal is to attain ISO 14001 certification at all our key manufacturing locations by 2030.

Mitigating Impacts of Air Pollution

In addition to reducing greenhouse gas (GHG) emissions, such as carbon dioxide, methane, nitrous oxide, and synthetic fluorinated gases, OSI is committed to reducing all harmful air emissions from its global operations, including hazardous air pollutants (HAPs), that may be emitted from our manufacturing processes.

We will mitigate harmful air emissions from manufacturing processes by maintaining compliance with all applicable air pollution standards and seeking less-toxic alternatives to process chemicals. Additionally, we are actively seeking alternatives to substances (such as F-gases) used in our products to comply with the latest international standards and to reduce environmental impacts from our products.

Renewable Energy

OSI intends to decrease its reliance on non-renewable energy sources by increasing the use of renewable energy sources, such as solar, wind, hydro, and biomass, where available. It is our stated goal to reach a minimum of 50% of our purchased electricity from renewable sources by 2030, at our manufacturing and logistics facilities worldwide.

Many of our manufacturing sites are already utilizing renewable energy, including our UK facilities which are presently 100% renewable. Our North American facilities currently range from 25% to over 60% and we expect this to increase as more renewable options become available over the next five years.

Also, some of our facilities rely on carbon-free/clean energy sources (such as nuclear power) in place of, or in addition to, renewable sources.

Site-Level Energy Conservation Programs

Energy conservation is a critical element of our sustainability philosophy, and OSI manufacturing and logistics facilities have been implementing effective energy reduction measures over the last decade, including the conversion of facility lighting to LED, installing energy efficient HVAC systems, and reflective roofing, in addition to local, site-specific, conservation initiatives.

OSI facilities continue to seek new approaches to lower energy utilization to reduce costs and increase efficiency, and to meet our global GHG emission reduction targets. In addition to obtaining energy from renewable sources, we have invested in solar power systems at key locations to further reduce our carbon footprint.

OSI expects all our sites to develop and implement further conservation measures appropriate to their local needs and operational requirements, to include investments in new energy-efficient equipment and operational modifications.

Water Management

We acknowledge that access to water is a basic human right. We ensure access to safe drinking water and sanitary facilities for our staff both at all our facilities and at our vendors' facilities.

Currently, all water provided to OSI manufacturing facilities is from local water purveyors. No water is taken directly from nearby water bodies.

Our water conservation efforts will include practices to minimize water waste, such as fixing leaks, promoting water-efficient technologies, and encouraging responsible water use habits. These efforts will help us achieve our goal of reducing domestic water use by 10%.

We will ensure that wastewater discharge from our manufacturing process meets all water quality standards.

Water Risk

Water is crucial to our global electronics manufacturing processes, and we recognize our duty to utilize water sensibly, especially in areas where the water risk is high.

We are actively conducting assessments to identify operations in high water risk areas to better understand those risks and to develop meaningful risk-reduction strategies for a more sustainable future.

Understanding our nature-related risks is the first step towards taking meaningful action to reduce those risks and contribute to a more sustainable future.

OSI utilizes the WWF Risk Filter Suite to assess and help manage nature-related water and biodiversity risks posed by, and to, our global operations.

As of FY25, approximately 27% of our manufacturing operations are in areas considered to have high water stress, including our manufacturing facilities in California (USA), Tecate (Mexico), and Hyderabad (India).

These operations account for approximately 22% of our water withdrawal (at manufacturing operations).

We will mitigate our water risks by implementing an integrated water resource management approach that considers all aspects of water management, including supply, demand, quality, and environmental impacts.

Reduction of Harmful Chemicals in Our Products

OSI's mission is to create solutions for a safer and healthier world, and to that end, we are committed to developing products that not only meet the strictest safety standards, but also minimize harm to the environment during use, and at end of life. This commitment extends throughout our value chain, from our raw material and component suppliers to our product design and manufacturing, packaging and distribution, and recycling and disposal.

We are taking a proactive and multifaceted approach to managing chemical risks in our products by conducting assessments to determine the presence of harmful substances, such as PFAS, lead, fluorinated gases, and other chemicals that could cause harm to humans or the environment, and where feasible we are seeking alternative materials in collaboration with our suppliers and customers.

Over 80% of our electronics manufacturing operations have converted to lead-free solder lines, and we expect to move closer to 100% over the next five years. Additionally, we are implementing design changes to our security inspection product lines to reduce the usage of fluorinated gases, and other hazardous substances, while we are also converting to lower GWP refrigerants.

Where appropriate, we provide necessary warning labels and information (such as safety data sheets), either directly to our customers, on our company websites, or displayed on our products.

Managing Operational Waste

"Zero waste to landfill" can only be achieved through the proper management of our business-derived waste. Waste management is an important element of our overall sustainability strategy and vital to maintaining our commitment to environmental protection and minimizing adverse impacts associated with our operations.

All OSI operations are expected to actively pursue minimization of all business-derived waste, including hazardous and nonhazardous waste, electronic ("e-waste"), and packaging waste. We are committed to following international guidelines for the disposal of electronic waste.
OSI promotes the concept of "reduce, reuse/repurpose, recycle" at all our manufacturing and logistics facilities.

All waste generated by OSI operations must be managed in accordance with local, state, federal and/or regional regulations as well as our general waste management and hazardous waste management policies. Further, we are committed to following international guidelines on e-waste disposal.

Our goal is to identify new recycling opportunities to meet our target of 90% waste reuse, recycling, and recovery on the way to our goal to send zero operational waste to landfill.

Hazardous Waste Management

OSI expects its companies to dispose of all hazardous/toxic waste properly, in accordance with all local, state, regional and federal guidelines; and where possible, in the most environmentally friendly manner available.

Further, our operations must actively pursue minimization of all business-related wastes generated at OSI facilities, including hazardous and nonhazardous wastes through the application of technically feasible and economically practicable measures that include, but are not limited to:

- Source reduction techniques
- Raw material and product substitution
- Process improvements
- Reuse and recycling of materials used in the design and manufacture of our products

We intend to reduce our hazardous waste generation by 20% from the baseline year through the application of sensible waste minimization measures.

While we show an increase in absolute volume generated, when adjusted for the increase in business, we achieved a reduction in total hazardous waste generation of approximately 15% relative to the baseline.

Product Life Cycle Assessment

OSI intends to conduct life cycle assessments on our products to determine our product carbon footprint to ensure that new products are designed to reduce environmental impact throughout the supply chain, manufacture, and operation of the product.

Employee Health & Safety

At OSI, our products and services help keep people safer and healthier - so for us, health and safety lie at the heart of our business model. They are core principles integrated into all our processes and operations, and crucial elements of our product design and development process.

We are committed to providing a safe and healthy workplace for all our employees, and to protecting our customers and the public by ensuring our products and services meet the highest safety standards.

We are committed to providing a safe and healthy workplace for all our employees, and to protecting our customers and the public by ensuring our products and services meet the highest safety standards.

We will demonstrate our commitment to health and safety by:

- providing safe working conditions through the proactive assessment and mitigation of workplace hazards and complying with all applicable workplace safety standards and directives,
- integrating safety into our processes and operations, including product design and development, and instituting practical sustainability measures to reduce waste and increase efficiencies,
- actively promoting safety concepts and encouraging all employees to share in our commitment by fostering a culture of empowerment and accountability at all levels of the organization, and
- measuring and reviewing our performance and striving for continual improvement.

We are proud of our safety record of zero workplace fatalities, and zero citations for safety violations over the last 5 years.

Our Expectations for Suppliers, Vendors & Affiliates

Our Global Sustainability Program spans throughout our value chain. We expect our business partners to:

- Operate in a manner that is protective of the environment.
- Comply with all applicable environmental regulations and obtain all necessary environmental permits, licenses or other relevant authorizations.
- Establish systems to ensure the proper management of waste, air emissions, and wastewater discharge.
- Drive environmental, social, and corporate governance (ESG)-compliant practices with transparency.

Value Chain Resiliency

Finally, OSI companies are building resiliency across their value chain to better respond to any future climate-related risks. This includes improved energy efficiency and product design, as well as building redundancy in our supply chain and manufacturing capabilities.

RISK MANAGEMENT

Overview:

The Risk Management section describes OSI Systems' procedures for identifying and assessing climate related financial risks and opportunities, including risk prioritization, materiality assessment, scenario analysis, and risk treatment. We include how climate risks are integrated into the organization's overall risk management process and ongoing efforts such as facility audits. A summary of the company's plans for future development is included at the end.

What is included in this section:

18	• Identification and management of climate risks
19	• Summary of future risk management enhancements

Identification and Management of Climate Risks

Procedures for identifying and assessing climate related financial risks and opportunities, including risk prioritization, materiality assessment, scenario analysis, and risk treatment.

Initial materiality assessment

conducted in 2022 to understand internal and external stakeholder ESG priorities (included executives, employees, investors, customers, competitors)

- Executive review of materiality assessment results focused on risk management to define short- and long-term priorities. High priorities included Climate change risk management, ESG oversight, GHG emissions, ESG reporting standards

Scenario Analysis:

Following TCFD guidance, OSI Systems selected two IPCC scenarios under which to identify hazards and assess risk,

- SSP1-1.9 (1.5°C) - Used for transition risks & opportunities
- SSP5-8.5 (4-5°C) - Used for physical climate risks

OSI Systems will evaluate additional scenarios and refine those selected in the future.

Operational Scope:

OSI systems focused on assessing risks to manufacturing, selecting manufacturing sites based on contribution to revenue continuity. These facilities have the largest environmental footprints and largest financial impacts.

Time Horizons: The time horizons OSI uses for evaluating risks follow TCFD guidance and are provided below:

- Short term: Now-2030, Medium term: 2031-2050, Long term: 2051-2100

Alignment of hazards to time horizons:

Risks were assigned to time horizons based on IPCC AR6 projected timelines for hazard intensification.

Transition risks were aligned based on the expected timing of global and regional policy tightening (SSP1-1.9 requires adoption of low-carbon products and net zero by 2050), while physical risks were aligned based on hazard magnitude and frequency projections under SSP5-8.5.

- **Short term (Now-2030):** Focus on acute physical hazard events and near-term policy shifts. Transition risk outweighs physical risk because policy enactment (and related technology, reputation and market risks) unfolds faster than the rate at which physical climate hazards increase.
- **Medium term (2031-2050):** Under SSP1-1.9, transition risks peak. During this period policy driving decarbonization and corporate actions to transform business operations are in full effect. Under SSP5-8.5, physical impacts intensify significantly (higher heat, rainfall extremes, moderate sea-level rise).
- **Long term (2051-2100):** Transition risk decreases after 1.5°C target is reached and systems have been decarbonized. Physical risks are amplified and continue growing in a 4-5°C world, resulting in large-scale chronic disruptions and infrastructure instability.

Risk level scoring:

Risk levels of low, medium, high, were assigned using a multiple qualitative factors.

- Hazard intensity IPCC projections of hazard magnitude
- Exposure - whether OSI systems has major operations/logistics in the hazard area
- Vulnerability - sensitivity of operation, infrastructure, technology etc. to the hazard.
- Adaptive capacity - ability of region to mitigate the risk
- Time horizon - projected onset and worsening of climate impacts.

Risk Treatment and Integration into Enterprise Risk Management:

Climate risks assessed through the aforementioned process are brought to the **Risk Management Committee (RMC)** and **ESG Steering Committee.** These committees evaluate the risks alongside treatment options (and/or opportunities) and determine the appropriate course of action.

Environmental Audits:

To ensure compliance and practice proper due diligence, we conduct appropriate environmental audits and investigations at our manufacturing facilities in North America, Asia Pacific, and Europe, and, to the extent practicable, on all new properties. Our manufacturing facilities conduct regular internal audits to ensure proper environmental permits and controls are in place to meet changes in operations. Third-party investigations address matters related to current and former occupants and operations, historical land use, and regulatory oversight and status of associated properties and operations (including surrounding properties). The scope and extent of each investigation is dependent upon the size, complexity and operation of the property and on recommendations by independent environmental consultants.

Future Development of Enterprise Risk Management

OSI Systems is still in the early stages of developing its climate related financial risk programs and associated risk management structures. In the coming years, OSI systems will define processes for increasing alignment between divisions, and collaboration across the value chain to effectively identify and manage climate related risks.

Assessment of Financial Materiality

OSI is in the process of expanding this analysis to assess financial materiality of each climate risk. Examples of data that will be integrated into climate financial metrics for assessing impact of climate risks include:

1. Business revenue
2. Supply chain spend
3. Asset value or insured asset value at risk

Operational Scope Expansion

In the coming years OSI Systems will expand the climate risk management programs to include additional areas such as:

- Additional corporate offices not included in manufacturing facilities
- Warehouses and logistics
- Suppliers, vendors, affiliates and others in the value chain
- Field service and security operations

Enterprise Resource Planning and Enterprise Resource Management

We are currently implementing company wide ERP system and ERM processes as described in the most recent 10k. Implementing these systems and ensuring they operate effectively is taking time. Climate risk management capabilities (and functionality for effective ESG program management more broadly), including custom metrics, regulatory tracking and custom data fields will be integrated into this system and related processes.

METRICS AND TARGETS

Overview:
The Metrics and Targets section describes the metrics OSI Systems' currently uses to measure progress on climate and other sustainability initiatives.

What is included in this section:

21	• Climate-Related Metrics Overview
22	• Detailed Metrics
28	• Sustainability Goals Overview
29	• Targets and Progress Towards Targets

Climate-Related Metrics Overview

OSI relies on the following metrics for measuring climate-related risks and opportunities and has set targets for these metrics to track our progress and inform climate-related business decisions:

- Greenhouse Gas Emissions*
- Energy Utilization
- Energy sourcing
- Water Management

*Scope 1 and Scope 2 emissions

		FY2025	FY2024	FY2023	FY2022
Aggregate Scope 1 & 2 Emissions[1]	tCO_2e	26,199	19,937	24,769	27,917
Emission Intensity	tCO_2e/$M Revenue	15.3	13.0	19.4	23.6
Year-to-Year Change	%	+31.4%	-19.5%	-11.3%	N/A
Scope 1 Emissions[1]	tCO_2e	11,506	4,607	9,176	10,060
Emission Intensity	tCO_2e/$M Revenue	6.7	3.0	7.2	8.5
Year-to-Year Change	%	+149.8%	-49.8%	-8.8%	N/A
Scope 2 Emissions[1]	tCO_2e	14,693	15,330	15,593	17,856
Emission Intensity	tCO_2e/$M Revenue	8.6	10.0	12.2	15.1
Year-to-Year Change	%	-4.2%	-1.7%	-12.7%	N/A
Global Energy Use[1]	MWh	40,725	41,364	42,970	45,863
Energy Intensity	MWh/$M Revenue	23.8	26.9	33.6	38.8
Year-to-Year Change	%	-1.5%	-3.7%	-6.3%	N/A
Global Water Supply[1]	ML	149	178	154	N/A
Year-to-Year Change	%	-16%	+15.5%	N/A	N/A

[1]Reported values are preliminary, pending third-party verification.

Greenhouse Gas Emissions

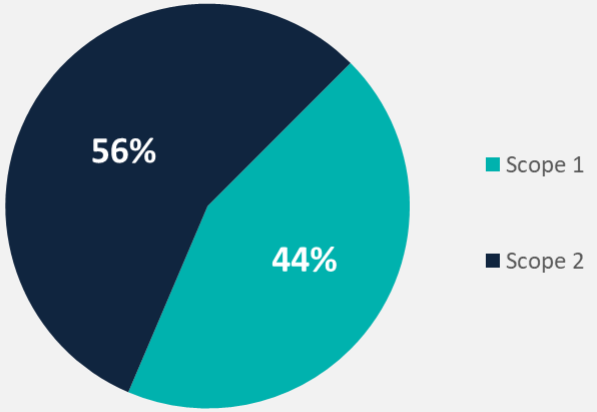
Aggregate Scope 1 & 2

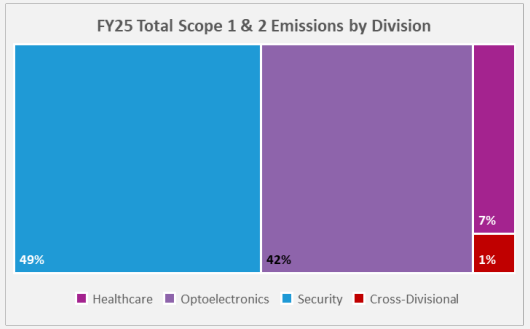
OSI measures absolute Scope 1 and Scope 2 GHG emission across its global organization. OSI's baseline year for Scope 1 and 2 data is FY2022. Further, OSI intends to develop baseline data for Scope 3 emissions by FY2026. The unit of measure for GHG emissions is metric tonnes (MT) of CO_2e.

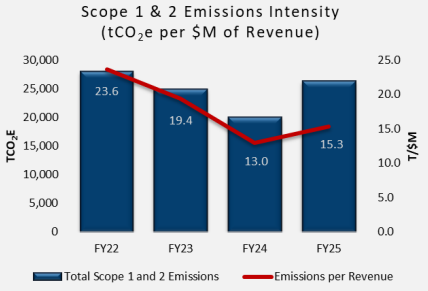
			FY2025	FY2024	FY2023	FY2022
Aggregate Scope 1 & 2 Emissions[1]		tCO_2e	26,199	19,937	24,769	27,917
	Emission Intensity	tCO_2e/$M Revenue	15.3	13.0	19.4	23.6
	Year-to-Year Change	%	+31.4%	-19.5%	-11.3%	N/A
Emission Distribution	Healthcare Group	tCO_2e	1,824	1,969	2,296	1,882
	Opto Group	tCO_2e	11,072	11,382	11,572	14,263
	Security Group	tCO_2e	12,927	6,192	10,506	11,344
	Cross-Divisional	tCO_2e	376	394	395	428

[1]Reported values are preliminary, pending third-party verification.

Distribution of GHG Emissions







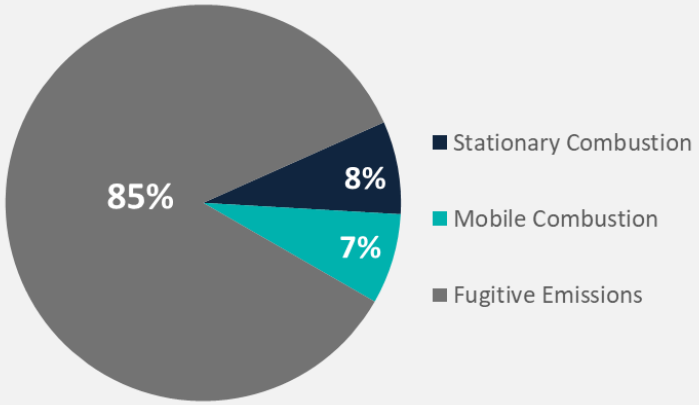
Scope 1 Emissions

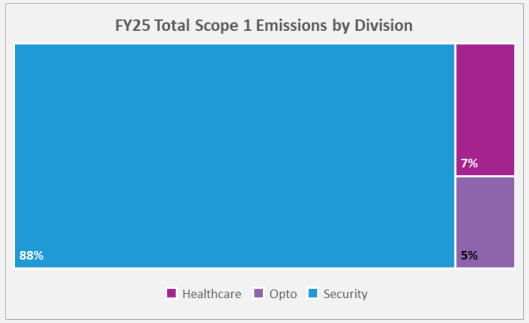
Scope 1 emissions data are derived from the following sources: stationary combustion, mobile combustion, and fugitive emissions. (Fugitive emissions include the use of SF_6 in our products. We believe the FY25 fugitive emission total was an anomaly resulting from an adjustment in accounting methodology for SF_6, and following years will see a continuing trend towards our 2030 scope 1 reduction goal.)

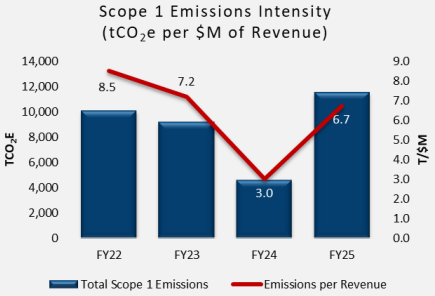
			FY2025	FY2024	FY2023	FY2022
Scope 1 Emissions[1]		tCO_2e	11,506	4,607	9,176	10,060
	Emission Intensity	tCO_2e/$M Revenue	6.7	3.0	7.2	8.5
	Year-to-Year Change	%	+149.8%	-49.8%	-8.8%	N/A
Emission Source	Stationary Combustion	tCO_2e	872	845	822	827
	Mobile Combustion	tCO_2e	850	957	951	1,018
	Fugitive Emissions	tCO_2e	9,784	2,805	7,403	8,215
Emission Distribution	Healthcare Group	tCO_2e	812	993	969	1,015
	Opto Group	tCO_2e	561	421	396	1,279
	Security Group	tCO_2e	10,134	3,193	7,812	7,766

[1]Reported values are preliminary, pending third-party verification.

Distribution of Scope 1 Emissions







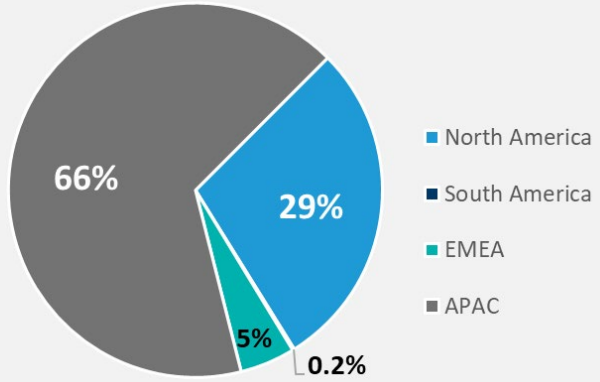
Scope 2 Emissions

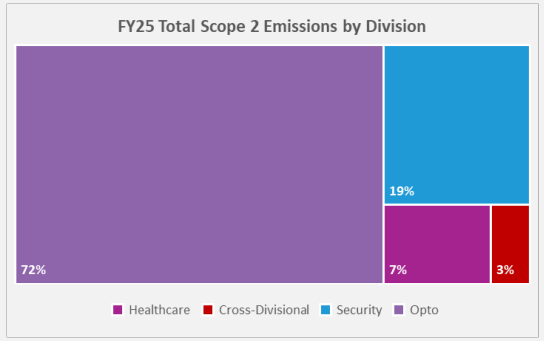
Our scope 2 emissions come from supplied energy (electricity), the majority of which is utilized in our manufacturing operations. To meet our goal of 25% reduction in scope 2 emissions by 2030, we are initiating energy reduction measures at all facilities and offices and investing in energy-efficient equipment and solar energy systems at key locations.

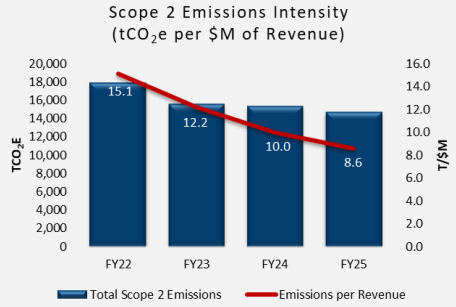
			FY2025	FY2024	FY2023	FY2022
Scope 2 Emissions[1]		tCO_2e	14,693	15,330	15,593	17,856
	Emission Intensity	tCO_2e/$M Revenue	8.6	10.0	12.2	15.1
	Year-to-Year Change	%	-4.2%	-1.7%	-12.7%	N/A
Emission Distribution	Healthcare Group	tCO_2e	1,012	976	1,327	867
	Opto Group	tCO_2e	10,512	10,961	11,176	12,984
	Security Group	tCO_2e	2,793	2,999	2,694	3,578
	Cross-Divisional	tCO_2e	377	394	395	427

[1]Reported values are preliminary, pending third-party verification.

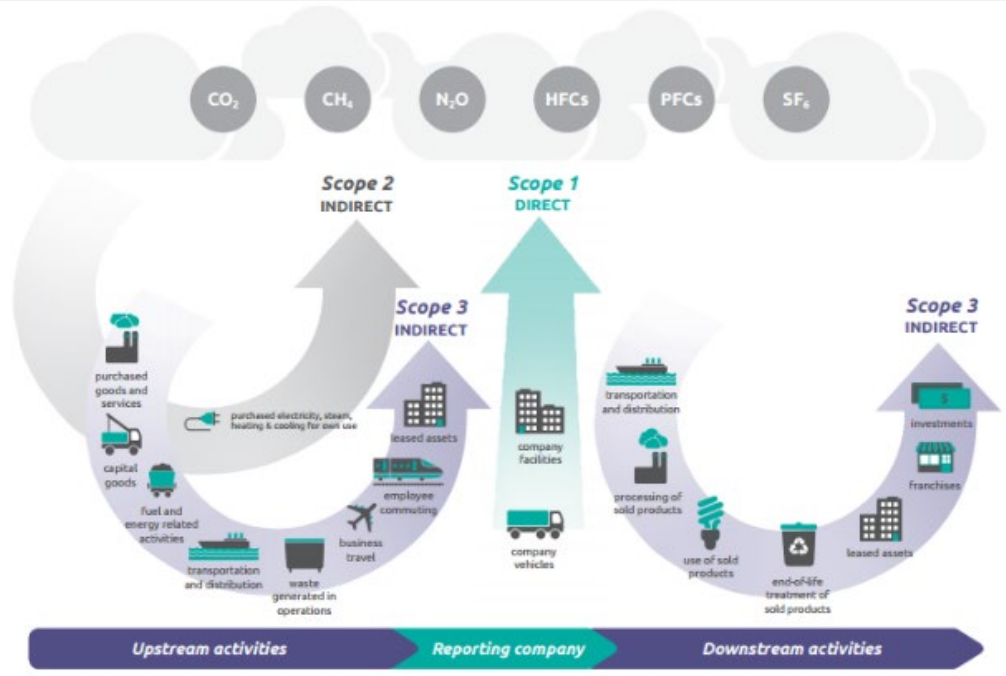
Distribution of Scope 2 Emissions







Additional GHG Emissions



GHG Protocol scopes and emission categories - GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard

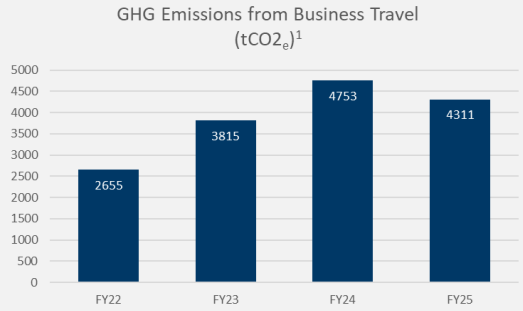
OSI is currently assessing our scope 3 GHG emission sources to determine which categories are material to our global operations, in accordance with applicable global frameworks.

Scope 3 GHG categories will include, but are not limited to:

- Business Travel*
- Employee Commutes
- Waste from Operations
- Upstream Distribution
- Downstream Distribution

OSI currently collects much of this data at the site level but has not yet compiled a complete data set across our entire framework. We intend to present such data within the next two years.

*Business travel data has been collected and is shown here:



[1]Reported values are preliminary, pending third-party verification.

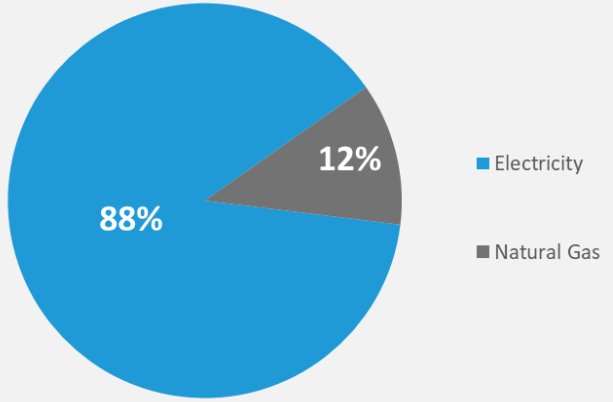
Energy Consumption

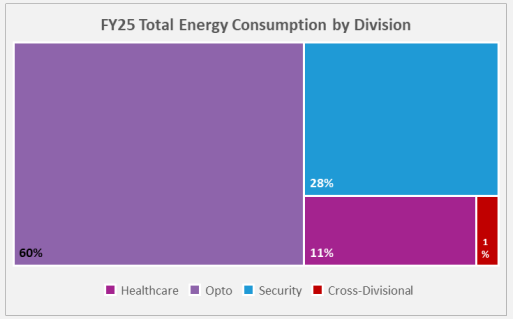
We are cognizant of our energy utilization at our facilities and offices and are pursuing practicable energy reduction solutions. In addition, our product development teams strive to ensure our products and services are energy efficient.

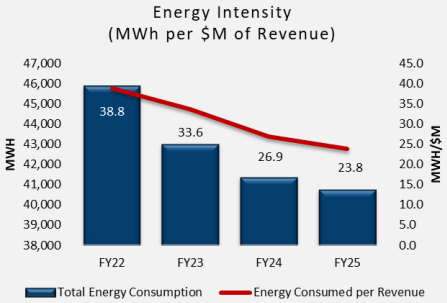
		FY2025	FY2024	FY2023	FY2022
Global Energy Consumption[1]	MWh	40,725	41,364	42,970	45,863
Energy Intensity	MWh/$M Revenue	23.8	26.9	33.6	38.8
Year-to-Year Change	%	-1.5%	-3.7%	-6.3%	N/A
Electricity (Total)	MWh	35,966	36,847	38,623	41,429
Electricity from Renewable Sources	%	32.5%	31.9%	32.5%	29.2%
Natural Gas Usage	MWh	4,759	4,517	4,347	4,434
Energy Distribution – Healthcare Group	MWh	4,513	4,374	5,377	3,598
Energy Distribution – Opto Group	MWh	24,394	24,527	25,909	28,701
Energy Distribution – Security Group	MWh	11,220	11,840	11,035	12,868
Energy Distribution – Cross-Divisional	MWh	598	623	649	696

[1]Reported values are preliminary, pending third-party verification.

Distribution of Energy Consumption







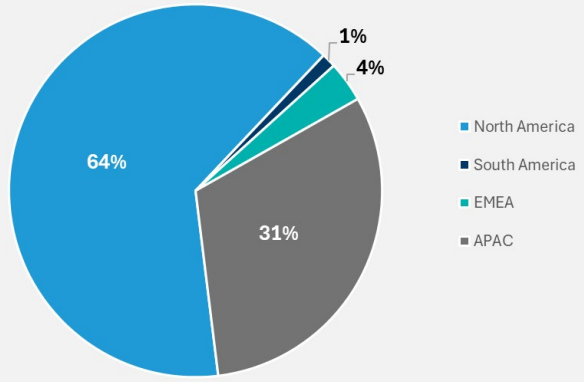
Water Management

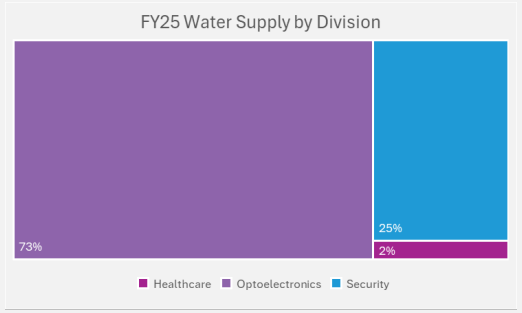
We acknowledge that access to water is a basic human right. We ensure access to safe drinking water and sanitary facilities for our staff both at all our facilities and at our vendors' facilities. Currently, all water provided to OSI manufacturing facilities is from local water purveyors. No water is taken directly from nearby water bodies.

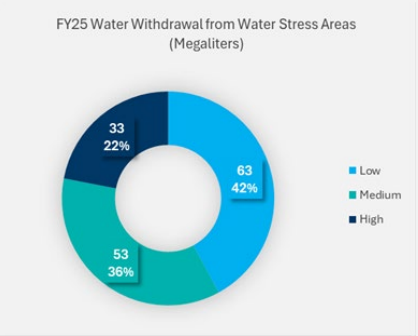
		FY2025	FY2024	FY2023	FY2022
Global Water Supply[1]	ML	149	178	154	N/A
Year-to-Year Change	%	-16%	+15.5%	N/A	N/A
Volume in High Stress Areas	ML	33	46	42	N/A
Volume in Medium Stress Areas	ML	53	94	73	N/A
Volume in Low Stress Areas	ML	63	38	39	N/A

[1]Reported values are preliminary, pending third-party verification.

Distribution of Water Supply







Our Sustainability Goals

Our intention is to achieve meaningful reductions in energy and water use, waste generation, and greenhouse gas emissions, and increase our usage of renewable energy sources across our organization. We will focus our commitments, policies, and initiatives to drive sustainability activities and action across our organization through specific, measurable goals.

Our short-term targets address are focused on the following key areas:

- GHG Emissions
- Energy Consumption
- Water Utilization
- Waste Management

Our 2030 goals are focused on the following key areas:

Focus Area	FY2030 Target
GHG Emissions	Reduce scope 1 GHG emissions by 25% from the FY2022 baseline year. Reduce scope 2 GHG emissions by 25% from the FY2022 baseline year.
Energy Utilization	Decrease electricity usage by 25% from the FY2022 baseline year. Increase our reliance on renewable energy sources to a minimum of 50% globally.
Water Management	Implement an integrated water resource management approach that considers all aspects of water management, including supply, demand, quality, and environmental impacts to mitigate our water risks. Ensure that wastewater discharge from our manufacturing process meets all water quality standards. Reduce domestic water usage by 10%.
Air Pollution	Mitigate harmful air emissions from manufacturing processes. Maintain compliance with all applicable air pollution standards. Seek less-toxic alternatives to process chemicals.
Waste	Identify new recycling opportunities to meet our target of 90% waste reuse, recycling, and recovery on the way to our goal to send zero operational waste to landfill. Reduce our hazardous waste generation by 20% from the baseline year through the application of sensible waste minimization measures.

Targets

Our intention is to achieve meaningful reductions in energy and water use, waste generation, and greenhouse gas emissions, and increase our usage of renewable energy sources across our organization. We will focus our commitments, policies, and initiatives to drive sustainability activities and action across our organization through specific, measurable goals.

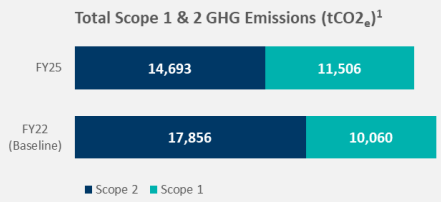
Our short-term targets address are focused on the following key areas:

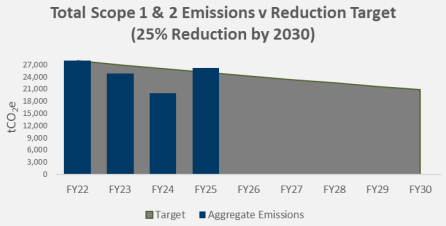
- GHG Emissions
- Energy Utilization
- Water Utilization
- Waste Management

GHG Emissions

Aggregate Scope 1 & 2 Emissions

OSI's aggregated scope 1 & 2 GHG emissions target is to reduce total GHG emissions from scope 1 & 2 sources by 25% by the year FY2030, relative to the baseline year of FY2022.

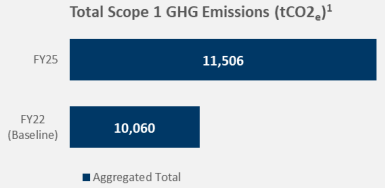


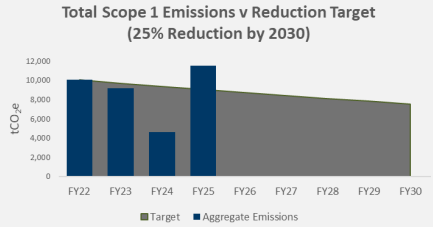


To meet our goal of 25% absolute reduction in scope 1 & 2 emissions by 2030, we intend to reduce emissions from mobile sources by 30% over that period. In FY25 we experienced an increase in scope 1 emissions over the prior year, the vast majority of which was from fugitive emissions, primarily SF_6. However, while SF_6 use may have increased, due to increased demand for our cargo security products, we see a continuing trend towards our 2030 goal.

Scope 1 Emissions

OSI's scope 1 GHG emission target is to reduce total GHG emissions from scope 1 sources by 25% by the year FY2030, relative to the baseline year of FY2022.



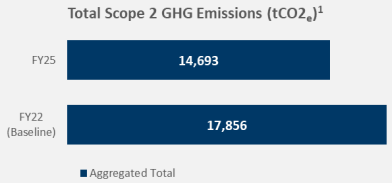


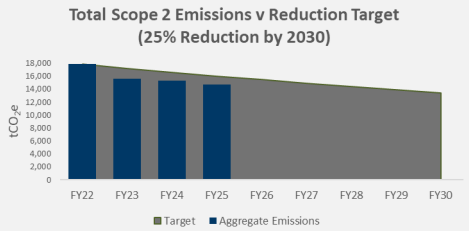
To meet our goal of 25% absolute reduction in scope 1 emissions by 2030, we intend to reduce emissions from mobile sources by 30% over that period, and institute energy saving measures over the same period. In FY25 we experienced an increase in scope 1 emissions over prior years, the vast majority of which was from fugitive emissions, primarily SF_6. However, while SF_6 use may have increased, due to increased demand for our cargo security products, we believe the FY25 total was an anomaly resulting from an adjustment in accounting methodology for SF_6, and following years will see a continuing trend towards our 2030 goal.

[1]Reported values are preliminary, pending third-party verification.

Scope 2 Emissions

OSI's scope 2 GHG emission target is to reduce total GHG emissions from scope 2 sources by 25% by the year FY2030, from the baseline year of FY2022.



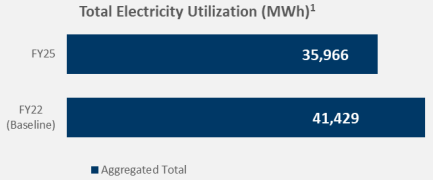


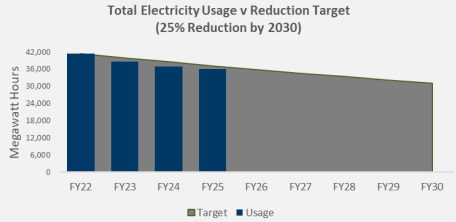
Our scope 2 emissions come from supplied energy (electricity), the majority of which is utilized in our manufacturing operations. To meet our goal of 25% reduction in scope 2 emissions by 2030, we are initiating energy reduction measures at all facilities and offices and investing in energy-efficient equipment and solar energy systems at key locations. As of FY25, we have reduced absolute emissions by 17.5% relative to the baseline, which is an adjusted reduction (accounting for growth in total square footage) in metric tons of $CO2_e$ emissions per total square foot of approximately 13%. (Reduction in $CO2_e$ emissions per square foot of manufacturing space is approximately 20%)

Energy Consumption

We are cognizant of our energy utilization at our facilities and offices and are pursuing practicable energy reduction solutions. In addition, our product development teams strive to ensure our products and services are energy efficient.

Electricity Utilization



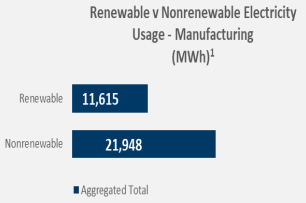


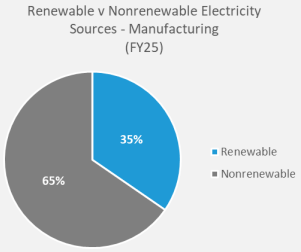
OSI intends to decrease its overall energy utilization by 25% from the baseline year by 2030. Our manufacturing operations comprise the largest users of electricity within our global framework, where we use approximately 0.02 megawatt hours per square foot of manufacturing space, which is roughly a 30% reduction from the baseline year.

Renewable Energy

OSI intends to decrease its reliance on non-renewable energy sources by increasing the use of renewable energy sources, such as solar, wind, hydro, and biomass, where available. It is our stated goal to reach a minimum of 50% of our purchased electricity from renewable sources by 2030, at our manufacturing and logistics facilities worldwide.

Many of our manufacturing sites are already utilizing renewable energy, including our UK facilities which are presently 100% renewable. Our North American facilities currently range from 25% to over 60% and we expect this to increase as more renewable options become available over the next five years.





[1]Reported values are preliminary, pending third-party verification.

Water Utilization

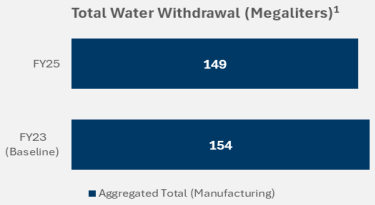
We acknowledge that access to water is a basic human right. We ensure access to safe drinking water and sanitary facilities for our staff both at all our facilities and at our vendors' facilities.

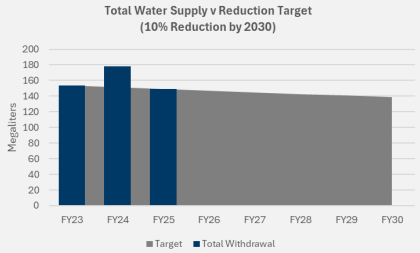
Currently, all water provided to OSI manufacturing facilities is from local water purveyors. No water is taken directly from nearby water bodies.

Our water conservation efforts will include practices to minimize water waste, such as fixing leaks, promoting water-efficient technologies, and encouraging responsible water use habits. These efforts will help us achieve our goal of reducing domestic water use by 10%.

We will ensure that wastewater discharge from our manufacturing process meets all water quality standards.

OSI began collecting water withdrawal data in fiscal year 2023. In FY25 we achieved an overall decrease in water withdrawal of approximately 3%. There is an approximate 28% reduction when adjusted for revenue.





Waste Management

Hazardous Waste

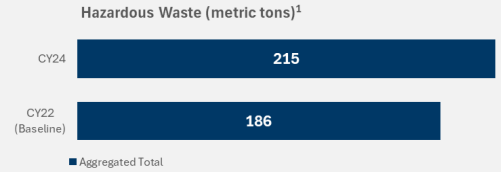
OSI expects its companies to dispose of all hazardous/toxic waste properly, in accordance with all local, state, regional and federal guidelines; and where possible, in the most environmentally friendly manner available.

Further, our operations must actively pursue minimization of all business-related wastes generated at OSI facilities, including hazardous and nonhazardous wastes through the application of technically feasible and economically practicable measures that include, but are not limited to:

- Source reduction techniques
- Raw material and product substitution
- Process improvements
- Reuse and recycling of materials used in the design and manufacture of our products

We intend to reduce our hazardous waste generation by 20% from the baseline year through the application of sensible waste minimization measures.

While we show an increase in absolute volume generated, when adjusted for the increase in business, we achieved a reduction in total hazardous waste generation of approximately 15% relative to the baseline.



[1]Reported values are preliminary, pending third-party verification.

Forward-Looking Statement

This Sustainability Summary contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Forward-looking statements relate to OSI Systems' current expectations, beliefs, and projections concerning matters that are not historical facts. Forward-looking statements are not guarantees of future performance and involve uncertainties, risks, assumptions, and contingencies, many of which are outside OSI Systems' control and which may cause actual results to differ materially from those described in or implied by any forward-looking statements. Forward-looking statements include, but are not limited to, information provided regarding potential risks and uncertainties including such factors as general economic conditions, regulatory developments, foreign exchange fluctuations, competitive product and pricing pressures and the impact of climate change itself. Undue reliance should not be placed on forward-looking statements, which are based on currently available information and speak only as of the date on which they are made. OSI Systems assumes no obligation to update any forward-looking statement made in this Sustainability Summary that becomes untrue because of subsequent events, new information, or otherwise, except to the extent it is required to do so in connection with its ongoing requirements under Federal securities laws. For a further discussion of factors that could cause OSI Systems' future results to differ materially from any forward-looking statements, see the section entitled "Risk Factors" in OSI Systems' most recently filed Annual Report on Form 10-K and other risks described therein and in documents subsequently filed by OSI Systems from time to time with the Securities and Exchange Commission.

OSI SYSTEMS, INC.

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