

ASX Announcement (ASX: HLS)

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Changes to CEO terms of employment

Healius Limited (Healius) announces, in accordance with ASX Listing Rule 3.16.4, changes to the terms of employment of its Managing Director and Chief Executive Officer, Paul Anderson.

The changes include:

- changing the CEO's employment from a fixed term ending 30 June 2026 to permanent ongoing employment, subject to termination in accordance with the termination provisions in his existing contract; and
- increasing the CEO's fixed annual remuneration (**FAR**) from A\$1,100,000 to A\$1,325,000 with effect from 1 January 2025.

The parties have also agreed that the CEO's FY27 incentive arrangements will include a short-term incentive (STI) (maximum opportunity of 100% of FAR) and long-term incentive (LTI) (maximum opportunity of 125% of FAR) to align with the remuneration structure for other Healius KMP with performance measures to be determined in FY27. The CEO's bespoke incentive arrangement for FY25/26 remains in place as previously disclosed with further details underpinning the performance metrics being agreed between the parties.

Further information on Mr Anderson's remuneration and incentive arrangements is provided in Healius' 2024 Annual Report found here: <https://www.healius.com.au/annual-reports>

The release of this announcement has been authorised by the Board of Directors of Healius.

ENDS

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For over 30 years Healius has been one of Australia's leading healthcare companies, committed to supporting quality, affordable and accessible healthcare for all Australians. Today, Healius has two core diagnostics businesses, pathology and imaging. Through its unique footprint of centres and its 10,500+ employees, Healius provides Australia-wide specialty diagnostic services to consumers and their referring practitioners.