



T | +61 3 5339 0704
E | info@idxgroup.com.au

Level 2
288 Victoria Parade
East Melbourne VIC 3002

PO Box 551
East Melbourne VIC 8002

www.integraldiagnostics.com.au

ASX RELEASE

Appointment of Managing Director and Chief Executive Officer

10 November 2025, Melbourne

Integral Diagnostics (IDX) is pleased to announce the appointment of Jason Martinez as its next Managing Director and Chief Executive Officer.

Mr Martinez will join IDX with over 20 years' experience in the diagnostic imaging, health and medical sectors, including most recently at I-MED Radiology in his role as Executive General Manager for NSW, ACT and WA. In this role he oversaw a range of significant acquisitions, generated significant growth in the business, improved efficiency and delivered exceptional patient and radiologist NPS scores.

Prior to his EGM role at I-MED Radiology, Mr Martinez was the Chief Operating Officer and Executive Director at Konekt (now APM Group), Head of Specialist Services Medical Centres at Healius Limited and Practice Director at Ineum Consulting (previously Parson Consulting). He holds a Bachelor of Commerce degree from Macquarie University and is a Graduate of the Australian Institute of Company Directors.

Mr Martinez's appointment follows the Company's announcement on 6 May 2025 that Managing Director and Chief Executive Officer, Dr Ian Kadish, would retire at the end of FY26 (taking leave from 31 December 2025) following 9 years in the role. Mr Martinez will commence in 2026 with the commencement date to be confirmed in due course. IDX will update the market when the date is confirmed. Dr Kadish has agreed to continue serving as Managing Director and Chief Executive Officer until Mr Martinez commences to ensure a seamless leadership transition for IDX.

IDX Chair, Toby Hall, said *"Following a rigorous search process, the Board is delighted to appoint Jason to lead IDX. He will continue our focus on delivering the best outcomes in Australia, New Zealand and beyond for our patients and referrers."*

Jason's skills and significant DI leadership experience align strongly with IDX's strategic priorities and growth ambitions. We are confident in his ability to guide our business forward and build on the excellent legacy left by our retiring Managing Director, Dr Ian Kadish.

Jason will continue to focus on growth, both organically and through M&A activities, he will ensure we leverage our AI capabilities in Australia and beyond and continue our focus on margin improvement. In his current role he has delivered some incredibly interesting diagnostic service innovations and we expect to see the same innovation and more at IDX.

For personal use only

The Board is excited by the passion and strategy Jason has for IDX and diagnostic imaging and together we look forward to delivering excellent patient care, and being the organisation of choice for diagnostic imaging clinicians. The natural outcome of this will be improved returns for our investors."

Mr Martinez said *"I'm honoured to be joining IDX at such a pivotal time for the diagnostic imaging sector and excited about the opportunity to help shape its next chapter. With IDX's international presence, radiologist-led culture, and passionate team, I believe IDX has all the ingredients to be a world-class leader in diagnostic imaging and to deliver excellent healthcare to its patients. I look forward to working with the Board, the executive team, our doctors, clinical staff and referrers to unlock higher quality care for our patients and the next phase of growth for IDX. I also look forward to delivering strong outcomes for our investors."*

The key terms of Mr Martinez Employment Agreement are set out in the Annexure to this announcement.

This announcement was authorised for release by IDX's Board of Directors.

For further details contact

Integral Diagnostics
John Merity
Company Secretary
Tel: +61 418 817 255
Email: jmerity@idxgroup.com.au

About IDX:

Integral Diagnostics (IDX) is a leading provider of medical imaging services across Australia and New Zealand. IDX employs some of Australasia's leading radiologists and diagnostic imaging specialists in a unique medical leadership model that ensures quality patient care, service and access. Good medicine is good business. For more information, please visit www.integraldiagnostics.com.au/.

Annexure

Key Terms of Employment of Managing Director and Chief Executive Officer

In accordance with ASX Listing Rule 3.16.4, Integral Diagnostics Limited (IDX) makes the following disclosures in respect of the key terms of the Employment Agreement entered into with its Managing Director and Chief Executive Officer, Mr Jason Martinez.

| | |
|-----------------------------|---|
| Term | Ongoing, subject to termination rights set out below. |
| Fixed Remuneration | \$750,000 per annum (gross), inclusive of superannuation and any salary packaging components. Reviewed annually. |
| Short-Term Incentive | Eligible to receive a target STI opportunity of 50% of annual Fixed Remuneration, with a maximum opportunity of 100% of Fixed Remuneration. The STI is subject to the rules of the IDX STI Plan, with vesting subject to financial and non-financial performance hurdles. 50% of any STI awarded will be in the form of deferred equity rights for a period of 12 months. Grants will be determined annually and the equity component is subject to shareholder approval. |
| Long-Term Incentive | Eligible to be granted an annual target LTI of 100% of annual Fixed Remuneration. The LTI is subject to the rules of the IDX LTI Plan, with vesting subject to performance hurdles. Grants will be determined annually and are subject to shareholder approval. |
| Termination | Either party may end Mr Martinez's employment by giving six months' written notice to the other party. IDX may terminate the employment without notice in certain circumstances, including for serious misconduct. |
| Restraint | Non-compete and non-solicitation provisions for up to 12 months following cessation of employment. |