



## Announcement Summary

---

**Entity name**

SONIC HEALTHCARE LIMITED

**Date of this announcement**

Friday November 21, 2025

**The +securities the subject of this notification are:**

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

**Total number of +securities to be issued/transferred**

| ASX +security code | Security description                     | Total number of +securities to be issued/transferred | Issue date |
|--------------------|--|--|------------|
| SHLAZ              | PERFORMANCE RIGHT EXPIRING VARIOUS DATES | 111,971  | 20/11/2025 |

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

---

**1.1 Name of entity**

SONIC HEALTHCARE LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

**1.2 Registered number type**

ABN

**Registration number**

24004196909

**1.3 ASX issuer code**

SHL

**1.4 The announcement is**

New announcement

**1.5 Date of this announcement**

21/11/2025

For personal use only



Part 2 - Issue details

---

**2.1 The +securities the subject of this notification are:**

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

**2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:**

has an existing ASX security code ("existing class")

For personal use only



Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

**ASX +security code and description**

SHLAZ : PERFORMANCE RIGHT EXPIRING VARIOUS DATES

**Date the +securities the subject of this notification were issued**

20/11/2025

**Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class**

Yes

**Were any of the +securities issued to +key management personnel (KMP) or an +associate?**

Yes

**Provide details of the KMP or +associates being issued +securities.**

| Name of KMP              | Name of registered holder  | Number of +securities |
|--------------------------|----------------------------|-----------------------|
| Dr James Newcombe        | Dr James Newcombe          | 50,481                |
| Mr Christopher Wilks     | Mr Christopher David Wilks | 34,170                |
| Mr Evangelos Kotsopoulos | Mr Evangelos Kotsopoulos   | 22,173                |

**Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms**

[https://investors.sonichealthcare.com/FormBuilder/Resource/module/T8Ln\\_c4ibUqyFnnNe9zNRA/docs/AGM/2025/SHL-2025-AGM-Notice-of-AGM.pdf](https://investors.sonichealthcare.com/FormBuilder/Resource/module/T8Ln_c4ibUqyFnnNe9zNRA/docs/AGM/2025/SHL-2025-AGM-Notice-of-AGM.pdf)

**Any other information the entity wishes to provide about the +securities the subject of this notification**

Total of 111,971 Performance Rights granted 20/11/2025, nil exercise price under Sonic Healthcare Limited Performance Rights Plan.  
 84,651 Performance Rights granted to Sonics Managing Director and Finance Director as part of long term incentive components of their remuneration through to the 2028 financial year pursuant to shareholder approval received at 2025 AGM.  
 22,173 Performance Rights granted to Sonics Chief Operating Officer.  
 These Performance Rights are exercisable from 20/11/2028 until 20/11/2030 (expiry date), subject to satisfaction of performance conditions.  
 5,147 Performance Rights granted, exercisable from 2 March 2026 until 1 October 2026 (expiry date) subject to vesting conditions. Upon vesting and exercise in accordance with those plan terms, each Performance Right will vest and entitle the holder to one fully paid ordinary share (ASX: SHL). Holders will be restricted from disposing of the shares allocated on exercise of these Performance Rights until 1 October 2026.



Issue details

---

**Number of +securities**

111,971

---

For personal use only



## Part 4 - +Securities on issue

**Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:**

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

**4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)**

| <b>ASX +security code and description</b> | <b>Total number of +securities on issue</b> |
|---|---|
| SHL : ORDINARY FULLY PAID                 | 494,237,953                                 |

**4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)**

| <b>ASX +security code and description</b>               | <b>Total number of +securities on issue</b> |
|---|---|
| SHLAK : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES | 31,112,408                                  |
| SHLAZ : PERFORMANCE RIGHT EXPIRING VARIOUS DATES        | 339,649                                     |



Part 5 - Other Listing Rule requirements

---

**5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?**

Yes

**5.1a Select the number of the applicable exception in Listing Rule 7.2**

13

For personal use only