

Appointment of globally experienced aged and health care executive Angus Cameron as CEO

Highlights

- Highly credentialed global aged and health care executive with more than 30 years' international experience across Australia, Asia Pacific and the United States;
- Recent senior leadership roles at Philips Healthcare, where Angus partnered directly with major health systems delivering digital transformation solutions across their clinical, operational and financial functions capabilities;
- Angus led large-scale digital integration, smart hospital strategy and long-term strategic partnership models, which align closely with InteliCare's strategic plan for scaling its SaaS-based AI platform and its focus on data-driven care optimisation;
- Deep sector insights spanning acute, community and aged care environments, providing strategic understanding of regulatory complexity, workforce pressures and the need for technology-enabled efficiencies;
- Appointment made at a pivotal growth inflection point for InteliCare following the signing of its significant contract with mecwacare to deploy its solution across its 22 aged care facilities. This agreement allows InteliCare to transition from pilot validation to scaled commercial rollout and sustained SaaS revenue expansion.

InteliCare Holdings Ltd ("ICR" or the "Company") (ASX: ICR), an Australian Software-as-a-Service ("SaaS") technology company commercialising its proprietary AI driven InteliCare platform (InteliCare) in the aged care sector, is pleased to announce the appointment of Mr Angus Cameron as Chief Executive Officer, effective immediately.

Mr Cameron is a highly accomplished international aged and health care executive with more than 30 years' experience leading large-scale aged and health care businesses, large scale consultancy and advisory as well as business transformations across Australia, Asia Pacific and the United States.

Most recently, Mr Cameron served as Regional Business Leader – USA at Philips Healthcare, where he worked directly with health system executives to drive measurable improvements in clinical outcomes, operational performance, digital integration and cost efficiency. In this role, he was responsible for building deep customer partnerships and positioning integrated software, analytics, digital solutions and hardware to address complex clinical and operational challenges across hospital networks.

Prior to this, Mr Cameron held senior leadership roles at Philips across Asia Pacific, including Regional Business Leader – ANZ/APAC & Long-Term Strategic Partnerships Lead for South-East Asia. He was responsible for developing and scaling Philips' solutions and new hospital strategy, smart hospital design, digital transformation initiatives and long-term partnership models. In this role Mr Cameron supported key clients in the acute and aged care sector, with a focus on digital transformation including connected and virtual care solutions, integrated data analytics and organisational digital health assessments.

Earlier in his career, Mr Cameron was a Director at Ernst & Young, where he was a member of the health leadership team and led major hospital turnaround, infrastructure prioritisation and investment review engagements across Australia and its health systems.

Across his career, Mr Cameron has demonstrated a consistent track record of driving revenue growth, delivering substantial productivity improvements and embedding sustainable business transformation initiatives.

Executive Director of InteliCare, Tim Chapman, said: "Angus joins InteliCare at a pivotal point in the Company's evolution. We have demonstrated clinical and operational impact through successful pilots, secured our largest contract to date with mecwacare across 22 residential aged care facilities, and are transitioning from validation to scaled commercial deployment.

"His background in building long-term strategic partnerships, driving digital transformation and delivering measurable performance improvement positions him strongly to accelerate InteliCare's strategic plan. His mandate will be to drive the rollout of our solution across aged care networks and expand our presence in residential, retirement village and at-home care markets.

"The Board is confident Angus has the leadership capability, commercial discipline and global health technology experience to guide InteliCare through its next phase of execution, scale and sustained revenue growth."

Mr Cameron said: "InteliCare has built a differentiated platform that combines IoT, AI-driven analytics and integrated nurse call functionality into a unified ecosystem designed specifically for aged care environments. The InteliCare solution is perfect for organisations needing support for their digital transformation and enables more effective care for today and tomorrow.

"The aged care sector is undergoing structural change, with increasing regulatory complexity, higher resident acuity and sustained workforce pressure. Technology-enabled visibility, automation and predictive insights will be central to building safer, more efficient and sustainable models of care.

"I look forward to working with the Board and team to execute the 22-facility rollout with mecwacare, while also converting our expanding commercial pipeline into contracted deployments, positioning InteliCare as a long-term strategic technology partner to aged care providers across Australia and beyond."

Material Terms of Chief Executive Officer Compensation Pursuant to ASX Listing Rule 3.16.4

- Salary \$300,000 per annum (exclusive of Superannuation Guarantee Charge)
- Car Allowance \$20,000 per annum (exclusive of Superannuation Guarantee Charge)
- 3 Month Notice Period
- Short Term Incentive Up To 50% of Salary (exclusive of Superannuation Guarantee Charge)/up to \$150,000 per annum, subject to Key Performance Hurdles, payable in cash or shares and all subject to sole discretion of Board of Directors
- Long Term Incentive/Performance Rights:

Class	Number	Project Milestone	Expiry Date (from Admission)
A	2,750,000	Upon CEO remaining employed for a continuous period of 12 months from the Commencement Date	30 months from the Commencement Date
B	2,750,000	Upon the 20 Day VWAP being equal or greater than a 100% premium to share price at date of issue within 12 months from the Commencement Date	The earlier of 18 months from the date of Vesting and 30 months from the Commencement Date
C	2,750,000	Upon the 20 Day VWAP being equal or greater than a 200% premium to share price at date of issue within 24 months from the Commencement Date.	The earlier of 18 months from the date of Vesting and 42 months from the Commencement Date
D	2,750,000	Upon 700 contracted beds being connected to and being capable of generating revenue via the InteliCare platform by 30 June 2027	31 December 2028
E	2,750,000	Upon 2,000 contracted beds being connected to and being capable of generating revenue via the InteliCare platform by 30 June 2028	31 December 2029
F	2,750,000	Upon 4,000 contracted beds being connected to and being capable of generating revenue via the InteliCare platform by 30 June 2029	31 December 2030

ENDS

This announcement is approved for release by the Board of InteliCare Holdings Limited.

For more information regarding InteliCare, visit www.intelicare.com.au.

Contact and Authorised for Release to the ASX

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About InteliCare Holdings Limited

InteliCare is an Australian technology company that has commercialised a predictive analytics hardware and software system for use in the aged care and health industries. InteliCare believes Australians deserve to age with dignity and through its business-to-business (B2B) and business-to-consumer (B2C) solutions built on its proprietary internet of things (IOT) platform utilising smart sensors and artificial intelligence (AI), InteliCare aims to enable people to stay in their own homes for longer while empowering healthcare providers to deliver higher quality, more efficient services.