



ASX ANNOUNCEMENT

Appointment of Chief Executive Officer

2 APRIL 2026

Melbourne, Australia – Vitura Health Limited (ASX: VIT) (**Vitura and Company**), a leading digital health platform business, is pleased to announce the appointment of highly-experienced healthcare leader Justin James as Chief Executive Officer.

Mr James will commence as Vitura's CEO on 1 June 2026. He comes to the role with an extensive history in healthcare, regulatory, governance, risk and business transformation environments, while driving successful financial results.

Mr James was CEO of Health Insurance Fund of Australia (HIF) from 2020 to 2025, where he was responsible for circa AUD\$150 to \$180 million in annual revenue, more than 150 employees and around 100,000 lives.

Under his leadership, Mr James oversaw HIF's financial transformation, executing a multi-year business turnaround with net profit of between AUD\$5 to 20 million per annum. This was driven by tighter financial controls, improved operating discipline and capital management.

Mr James also brings experience and exposure to the specialty and emerging therapies space, which lies at the core of Vitura's operations. At HIF, he pioneered member access and rebates for medicinal cannabis and progressed coverage design for Psilocybin and MDMA-assisted treatment, in collaboration with multiple industry stakeholders. During this time, Mr James championed mental health, smoking harm and emerging therapies (including smoking-cessation themes) in corporate, public and media arenas.

Underlining his strong governance and risk stewardship, he is currently a Non-Executive Director and Audit & Risk Chair for the Australian Medical Association (AMA) Western Australia, and Chair at Allevia, an organisation supporting people within the disability sector.

Mr James also brings enterprise-scale commercial experience. At Bupa Health Insurance (HI) he held accountability for sales and retention of the Bupa HI circa AUD\$7 Billion annual revenue line and around a 1000 employees across multiple geographies. In-line with Vitura's strategic priority of *Strengthening Team & Company Culture*, HIF's employee engagement rose from 36% to 79% under Mr James' leadership, sustaining best-practice levels over several years. He was instrumental within Bupa HI to lifting global top-quartile engagement with award-winning recognition and inclusion programs.

Vitura's Independent Chair and Non-Executive Director Robert Iervasi said:

"We're delighted to announce Justin's appointment after a thorough domestic and global search for an execution-focused leader with a demonstrated track record of success in healthcare and emerging therapies.

"Justin has an excellent understanding of the Australian healthcare sector and a proven track record delivering commercial success. His leadership is underpinned by strong governance and risk frameworks in both private and publicly listed organisations, with close relationships with the Board of Directors."

"His strategic alignment with Vitura was demonstrated by a motivation to expand patient access and informed choice in speciality and emerging therapies. This mirrors Vitura's positioning across medicinal cannabis, psychedelic-assisted therapies, mental health and smoking-cessation products.

"We look forward to Justin coming on board soon to accelerate and successfully deliver the next phase of Vitura's transformation."

Remuneration Details for Mr Justin James

Mr James has executed an Employment Agreement with the Company, effective 1 June 2026. There is no fixed term. Employment is ongoing until termination by either party in accordance with the Employment Agreement (see below).

Mr James will receive a base salary of AUD\$500,000 per annum, plus statutory superannuation and will be eligible to participate in the Company's Short-Term Incentive (STI) and Long-Term Incentive (LTI) Plans.

Mr James' STI opportunity is up to 50% of his base salary, subject to the achievement of agreed Key Performance Indicators and targets. The STI is assessed annually and is payable in cash.

Mr James' LTI opportunity is up to 70% of his base salary and is delivered in the form of performance rights, with vesting subject to achievement of service and performance conditions measured over a three-year performance period.

Mr James is subject to a six-month probation period following which his Employment Agreement may be terminated by either party with six months' written notice or payment in lieu of notice. The Company may terminate employment immediately for defined causes.

The remainder of Mr James employment terms are customary.

ENDS

About Vitura Health Limited (ASX: VIT)

- www.vitura.com.au

Vitura Health Limited is diversified digital health business listed on the ASX (ASX: VIT) and, via its wholly owned subsidiaries, operates the following businesses:

- www.burleighheadscannabis.com

Burleigh Heads Cannabis operates the market leading prescriber, patient, pharmacy, and supplier online ecosystem, Canview, which sells and distributes roughly 600 therapeutic product and device SKUs within Australia from roughly 70 international and domestic brands.

- www.canview.com.au

Canview is being developed to be a complete end-to-end healthcare ecosystem designed to provide doctors, pharmacists, and patients with a simple and cost-effective way to facilitate the treatment of patients with increased efficiency and compliance. The Canview system is based on a medicines wholesaling platform which seamlessly brings together several disparate SAAS (software-as-a-service) providers including inventory control, invoicing, customer management, reporting and analytics, all linked together through customised integration from third party providers. Underpinning the suite of SAAS elements are several bespoke, internally generated operating procedures and intellectual property assets, supported by the Canview customer support and infield customer engagement teams. Through the integration of the different elements which together make up Canview, the platform provides the best user experience in the industry.

Through the Company's relationships with third party integrators, Canview provides Australian doctors with the ability to integrate their patient management systems directly with the platform and to use their patient information to generate electronic prescriptions within the Canview platform, without the need to input the patient's details. Prescriptions are then sent directly to the Canview patient app where patients can manage their treatment and submit the prescription and subsequent repeats to one of the roughly 4,700 Australian pharmacies with accounts on Canview for dispensing.

While the Company's current operations focus on the sale and distribution of medicinal cannabis products, Vitura is fully licensed and equipped, via its two state-of-the-art distribution centres in Melbourne and the Gold Coast, to distribute all products under Schedules 2, 3, 4, 8 and 9. The establishment during the year of the Company's joint venture to distribute psychedelic products, including MDMA and Psilocybin, is a timely example of the many opportunities that the Company believes can be seamlessly integrated into its existing digital health platform business.

- www.doctorsondemand.com.au

The Company owns Doctors on Demand Pty Ltd, a nationwide 24/7 x 365 telehealth platform business that provide innovative primary health solutions to hundreds of thousands of B2C and B2B patients annually. Services include general medical consults, urgent care, medical certificates, pathology referrals, specialist referrals, men's health, women's health and medicated weight loss.

- www.cortexa.com.au

The Company owns 50% of Cortexa Pty Ltd, an incorporated joint venture with Canadian-based PharmAla Biotech (CSE: MDMA). Cortexa aims to be the leading supplier of psychedelics, GMP MDMA and GMP psilocybin, for research and therapeutic use in Australia.

- www.candor.com.au

The Company owns Candor Medical that undertakes nationwide telehealth consultations with patients seeking access to medicinal cannabis and other speciality products and services.

- www.releaf.com.au

The Company owns a 50% equity interest in Flora Holdings Pty Ltd, a joint venture that owns and operates a series of medicinal cannabis clinics operating under the Releaf brand.

- www.cdaclinics.com.au

The Company owns CDA Clinics that undertakes nationwide telehealth consultations with patients seeking access to medicinal cannabis.

- www.cannadoc.com.au

The Company owns 75.5% of Cannadoc Health Pty Ltd, a medicinal cannabis clinic business that undertakes nationwide telehealth consultations with patients seeking access to medicinal cannabis.

Authorised by - The Board of Vitura Health Limited.

Contact

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Forward-looking statements

This announcement includes forward-looking statements which may be identified by words such as 'anticipates', 'believes', 'expects', 'intends', 'may', 'will', 'could', or 'should' and other similar words that involve risks and uncertainties. These forward-looking statements are based on the Company's expectations and beliefs concerning future events as at the date of this announcement. Forward-looking statements are necessarily subject to risks, uncertainties, and other factors, many of which are outside the control of the Company, which could cause actual results to differ materially from such statements. The Company makes no undertaking to update or revise the forward-looking statements made in this announcement to reflect any change in circumstances or events after the date of this announcement.