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Companies Announcements Office
Australian Securities Exchange

Appointment of CEO/Managing Director

The Board is pleased to confirm the appointment of Mr Erik Anderson as Managing Director and Chief Executive Officer effective Tuesday, 7 April 2026. To facilitate an orderly transition, Dr Parmjot Bains will continue working for the Company until her effective resignation date of 30 June 2026 working alongside Mr Anderson as an advisor.

The business is gaining momentum with its Breast Cancer Related Lymphoedema (BCRL) offering and the Board has determined the next phase of growth requires a step change in commercial execution, particularly in the United States. Mr Anderson's appointment reflects a clear focus on accelerating revenue growth, continuing to strengthen health system engagement, controlling costs and progressing the Company toward cash flow break-even and long-term value creation.

Over the past two years, ImpediMed has undergone a significant transformation — establishing the operational and commercial foundations necessary for sustainable growth. Under Dr Bains' leadership, the Company significantly expanded its addressable market with the launch of two new clinical indications on the SOZO® platform — body composition monitoring for weight management and fluid status monitoring in heart health. During this time, reimbursement coverage for BCRL was broadened to 93% of covered lives in the US. ImpediMed is now well positioned to capitalise on the substantial addressable market opportunity in the United States. The Board sincerely thanks Dr Bains for her considerable contribution to ImpediMed.

Mr Anderson brings extensive commercial leadership experience in the US medical technology sector. Most recently, he served as Division President of Hologic's Breast and Skeletal Health business, a global leader across the breast cancer care continuum – spanning detection, intervention and surgery, with deep engagement across breast radiologists and surgeons in US health systems. In his role at Hologic, Mr Anderson led a large multi-franchise commercial organisation and delivered sustained revenue growth through disciplined execution. He has deep expertise in US healthcare delivery, including hospital procurement, clinical adoption and reimbursement, supported by strong relationships across health systems and key stakeholders.

This experience positions him well to lead ImpediMed through its next phase of growth, particularly with sales growth and expanding distribution channels across the US hospital system.

"I am thrilled to welcome Erik Anderson to ImpediMed in the role of CEO and Managing Director. Erik will focus on driving adoption of the SOZO platform across ImpediMed's growing portfolio of indications, deepening strategic partnerships, and leading the Company toward sustainable profitability. I am grateful for Parmjot's significant contribution to ImpediMed and wish her well in the future" said Christine Emmanuel-Donnelly, Chair of the Board.

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"I'm excited to step into the CEO role at ImpediMed. This is a company with an important role to play in cancer survivorship, with real opportunity to build from there. My focus is on delivering for patients and the clinicians who care for them every day, while building long-term value for shareholders" said Mr Anderson.

A summary of the material employment terms for the CEO and Managing Director and details of Dr Bain's leaving entitlements is set out in the Attachment.

Investor briefing

Investors are invited to join a webinar hosted by Chair Ms Christine Emmanuel-Donnelly, CEO and Managing Director, Mr Erik Anderson, Dr Parmjot Bains and McGregor Grant, CFO at **11.30am AEST on Tuesday 7 April 2026**.

To register, please follow this link: <https://investors.impedimed.com/webinars/0rJRbr-investor-briefing>. Registered participants will receive a confirmation email and calendar notification.

For more information, contact Christine Emmanuel-Donnelly on +61 7 3860 3700 or email investorrelations@impedimed.com.



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Approved for release by the Board of Directors.

Attachment

Summary of Material Terms - Managing Director and Chief Executive Officer

Item	Term
Commencement Date	7 April 2026
Term	Ongoing
Fixed Remuneration	US\$350,000
Transformation Incentive	As part of the Company's Transformation Incentive program, Mr Anderson will be eligible to earn up to 80% of his Base salary, subject to the achievement of performance hurdles for FY27 as determined by the Board. These performance hurdles will encompass: - Total Contract Value - Revenue - Operating Income In addition, the Company will need to be demonstrating progress towards achieving cashflow break-even. Subject to the achievement of the defined performance hurdles any payout will be as follows: - 33% in cash, paid around September 2027; and - subject to shareholder approval, 67% deferred and awarded as Performance Rights vesting as follows: - o 33.3% on 1 September 2028; - o 33.3% on 1 September 2029; - o 33.3% on 1 September 2030.
Sign-on award	Subject to shareholder approval, Mr Anderson will be offered a sign-on award on terms to be confirmed.
Cessation	Either party may terminate by giving 6 months' notice. The Company may terminate with immediate effect for serious misconduct.
Other	The agreement contains general provisions relating to compliance with Company policies, leave entitlements, and protection of Company confidential information and intellectual property.

Dr Bain's leaving entitlements

As indicated above, Dr Bains will continue working for ImpediMed until 30 June 2026 as an advisor to ensure a full transition to Mr Anderson. Upon termination of Dr Bains' employment, no additional benefits will be paid other than any entitlement to accrued unpaid annual leave. Any vested and unvested Incentives will lapse in accordance with the rules of the ImpediMed Employee Incentive Plan.