ASX Release

Sigma Healthcare Limited
ABN 15 088 417 403
ASX code: SIG
Level 6, 2125 Dandenong Road
Clayton VIC 3168 Australia
T 1800 500 760
T +61 (03) 9215 9215
F +61 (03) 9215 9188
sigmahealthcare.com.au

27 August 2025

Management succession

Sigma Healthcare Limited (Sigma) today announced the following changes to the Company's executive management team.

- Mark Davis has given the Board formal notice he will step down from the role of Group CFO to pursue a range of personal commercial interests. Mark joined Chemist Warehouse Group (CWG) in 2020 and was appointed Group CFO of Sigma on the completion of the merger. Mark has been constructively engaging with the Board regarding the personal considerations that have led to his decision today. Mark will remain as CFO to assist a smooth and orderly transition, pending the appointment of a new CFO.

- Damien Gance, Chief Strategy and Business Development Officer and Executive Director, has notified the Board of his intention to step down from executive duties at Sigma, effective 1 September 2025. Damien will remain on the Board as a non-executive director to guide the Company's growth and development.

- Mark Conway has been appointed to the role of Chief Strategy and Business Development Officer. Mark was CFO of Sigma prior to the merger and has significant executive experience in strategy and execution. Mark's role will include responsibility for the continued integration of the two businesses.

- Mario Tascone, current Chief Operations Officer of CWG, has been appointed to the role of Deputy CEO of Retail, providing ongoing support to Mario Verrocchi. Mario will be responsible for all day-to-day retail operations across the group. Mario Tascone joined CWG in 1989 as a pharmacist intern and has been a significant contributor to the growth and success of the business.

Mario Verrocchi, CEO of Retail commented "Today's changes reflect the tremendous contributions these executives have made to the group, and in the case of Mark Davis and Damien, their choices to take the next step in their careers. We thank them and wish them well. The Board is committed to developing the talent and capabilities to support Sigma through the next stage of growth and success. I congratulate Mark Conway and Mario Tascone on their promotions. I am excited about the future of the Group and the capabilities and commitment of the management team. My motivation to keep driving the business forward is unequivocal and I look forward to working with the team on executing our exciting long term growth plans."

Sigma Group CEO and Managing Director, Vikesh Ramsunder said, “Today’s announcements demonstrate the strength of Sigma’s management team and our commitment to talent development and succession planning.

I’d also like to thank Mark Davis for his contribution to the Chemist Warehouse Group and Sigma. Mark joined CWG almost six years ago and has overseen the rapid rise in the group’s scale and profitability. Mark contributed significantly to executing the merger and listing on the ASX and having completed these processes, he has decided it is time to pursue other personal interests. We wish Mark and his family well for the future.

I would also like to thank Damien for his contribution to Sigma. Damien has been key to Chemist Warehouse’s growth in Australia and offshore and was the group’s first franchisee. We look forward to his continuing strong contribution to the Board.

On behalf of the team at Sigma, I congratulate Mark Conway and Mario Tascone on their new appointments. They are highly skilled and capable executives that know Sigma well and can deliver on our exciting growth potential. We look forward to their ongoing contributions.”

This announcement is authorised by order of the Company Secretary of Sigma Healthcare Limited.

For more information contact:

Gary Woodford
Head of Corporate Affairs
gary.woodford@sigmahealthcare.com.au
0417 399 204

Steve Dabkowski
Blue Dot Media
steve@bluedot.net.au
0419 880 486