



25 September 2025

SONIC HEALTHCARE ANNOUNCES SUCCESSION OF CEO

Sonic Healthcare Limited ('Sonic') (ASX: SHL ; ADR: SKHHY) today announces that Managing Director and Chief Executive Officer Dr Colin Goldschmidt will retire at the company's Annual General Meeting on 20 November 2025, and that Dr Jim Newcombe will become Managing Director and CEO with effect from that date. In addition, Mr Evangelos Kotsopoulos will be appointed to the newly created position of Chief Operating Officer of the Sonic Healthcare group.

Sonic Healthcare Chairman Professor Mark Compton said: "We are delighted that Dr Jim Newcombe will succeed Dr Colin Goldschmidt in leading Sonic Healthcare, preserving its unique Medical Leadership culture while embracing the transformational changes in healthcare which Sonic is leading in Australasia, Europe, the UK and the USA. After thirty-two years as Sonic's CEO, Colin has decided it is the right time to retire, and the Board respects his decision. Colin has led Sonic's expansion from a single laboratory in Sydney onto the global stage to become the third largest pathology player in the world by developing and committing the company to the culture of Medical Leadership. This leadership approach is now firmly embedded within Sonic Healthcare and incorporates an understanding of doctors and the medical profession, linking directly to operational and cultural attributes focussed on care for staff and highest quality service to clinicians and patients. We thank him sincerely for his incredible vision and dedication over so many years."

Professor Compton added: "The Board is excited by the passion and strategy Jim has for the company, and he, Evangelos and the senior executive team will have our full support as they implement prudent change over time, whilst preserving Sonic's unique culture and values."

Dr Newcombe is a pathologist specialised in clinical microbiology, an infectious diseases physician and a senior medical leader. He joined Sonic Healthcare eight years ago and is currently the CEO of Douglass Hanly Moir Pathology in Sydney, Sonic's founding practice and one of its largest laboratories globally. In that role he has led a significant uplift in earnings and margins through strategic initiatives in the areas of operations, marketing and people. Dr Newcombe has extensive experience in governance, strategy and quality improvement in both the public and private sectors and was previously an actively practising doctor in clinical and laboratory medicine. In addition to his medical training in Australia, he has completed the United States Medical Licensing Examination and held medical appointments in the USA.

Evangelos Kotsopoulos is currently the CEO of Sonic Healthcare Europe and Sonic Healthcare Germany, overseeing Sonic's operations in Germany, Switzerland and Belgium. A native of Hamburg, Germany, Evangelos studied Business and Economics in Hamburg and at Sydney University. In 2007, after a career in investment banking, he joined Sonic Healthcare in Sydney, initially as Business Development Director.



Mr Kotsopoulos relocated to Berlin, Germany, in 2011 to establish Sonic's German head office and spearhead Sonic's growth in Europe, where, notably, Sonic now holds market leadership positions in both Germany and Switzerland.

Dr Newcombe said: "It is a great honour to have been chosen to lead Sonic Healthcare, a company that operates under a culture of Medical Leadership, lives by its Core Values, and positively impacts the health of tens of millions of people across the world each year. Led by doctors, scientists and operations experts, Sonic delivers highest quality medicine in every community it serves. I am committed to Sonic's people and its guiding principles and am confident that Sonic will grow strongly and with integrity in the years to come. Together with a strong and well-established leadership team, we will focus on delivering outstanding value for shareholders through continued improvements in operational efficiency and leveraging Sonic's fine reputation and strong position in the markets in which we operate."

Dr Goldschmidt said: "It's been a great honour and privilege to lead Sonic Healthcare over the course of my long tenure as CEO. While the decision to retire was never an easy one, the time is now right. The company is in a very strong position, both culturally and financially, and is well set for ongoing growth. It has been an enormously humbling and fulfilling experience to work with a global leadership team of such commitment, talent and distinction, both at executive and board levels. I am delighted that the Board has chosen Jim as my successor, and appointed Evangelos to the global COO position. Both are experienced, next generation medical leaders, and I know that Jim and Evangelos will be well supported in their new roles by Chris Wilks, our long serving CFO, Paul Alexander, Deputy CFO, and Dr Stephen Fairy, Sonic's Chief Medical Officer, as well as by the other members of our outstanding global executive team."

Following his retirement, Dr Colin Goldschmidt will be retained as Advisor to the Sonic Board in a part-time unpaid capacity and will continue to chair the Sonic Healthcare Foundation board.

Both Dr Goldschmidt and Dr Newcombe will present at the company's 2025 Annual General Meeting.

A summary of the material terms of Dr Newcombe's new employment contract is attached.

This announcement has been authorised by Sonic's Board of Directors. For further information regarding this announcement, please contact:

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Attachment 1: Summary of material terms of employment for Dr Newcombe as Managing Director and CEO

The key terms of employment for the incoming Managing Director and CEO are as follows:

Commencement Date:	20 November 2025
Term:	Ongoing, subject to 12 months' notice of termination by either party. The company may terminate without notice if the executive engages in serious misconduct.
Fixed Remuneration:	A\$1.75 million per annum, inclusive of superannuation and any salary packaging components. Remuneration to be reviewed annually.
Short Term Incentive:	Eligible to earn an STI with target value equal to 100% of Fixed Remuneration (capped at maximum of 150% of Fixed Remuneration) p.a., with 40% of the STI to be deferred into restricted rights for a period of 2 years.
Long Term Incentive:	Eligible to be granted an annual long term incentive with target value equal to 200% of Fixed Remuneration. Vesting will be subject to performance hurdles. Grants will be determined annually and are subject to shareholder approval.
Restraint:	A non-compete provision for up to 12 months following cessation of employment.

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