

ASX Announcement (ASX: HLS)

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Appointment of Chief Financial Officer & National Laboratory Operations Manager

Chief Financial Officer Succession

Healius Limited (Healius) (ASX: HLS) today announces the appointment of Mr Andrew Thomson as the new Chief Financial Officer of Healius following the retirement of Mr Steve Humphries effective 13 October 2025.

Andrew joins Healius from BIS Industries, where he held the role of Chief Financial and Commercial Officer. He is an experienced transformation and commercial finance leader, with a demonstrated history of success across a range of industries. He has previously held leadership roles at Pacific National, Broadspectrum (formerly Transfield) and BHP.

Commenting on the appointment, Paul Anderson, Healius Managing Director & Chief Executive Officer said:

"I am delighted to appoint Andrew to the role of Chief Financial Officer. Andrew's experience in complex multinational businesses, coupled with strong commercial acumen will be critical as we work to deliver our T27 strategic plan."

Commenting on his appointment, Mr Thomson said:

"I am pleased to be joining Healius at such a transformative time for the business and look forward to working with Paul and the management team to deliver the T27 plan for the benefit of all Healius stakeholders."

Mr Humphries retires from Healius after nearly six years with the business. Steve was appointed as Chief Financial Officer in March 2024, after holding the role of Deputy Chief Financial Officer since February 2020.

"I would like to thank Steve for his valuable contribution and support, and dedication to Healius. Together with the entire Healius team, I wish him all the very best for his retirement," said Mr Anderson.

Appointment of National Laboratory Operations Manager

Healius is also pleased to announce the appointment of Mr Eric Swayn as National Laboratory Operations Manager for Healius.

Eric is an experienced senior pathology leader with significant experience across the Australian pathology industry. He has held senior roles with Australian Clinical Labs (ACL), where he was the CEO of SA/NT, and Healthscope Pathology. Most recently he has worked with New Zealand pathology group, Awanui. He will join the business in November.

"Eric has more than 25 years' experience in the Australian pathology industry, and we are pleased to welcome him to Healius in this important operations leadership role," said Mr Anderson.

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The release of this announcement has been authorised by the Managing Director and CEO.

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For over 30 years Healius has been one of Australia's leading healthcare companies, committed to supporting quality, affordable and accessible healthcare for all Australians. Through its unique footprint of centres and its 8,000+ employees, Healius provides Australia-wide specialty pathology services to consumers and their referring practitioners.