



**2021 Annual General Meeting
Questions and Answers from Australian Shareholders Association**

ASA QUESTION	HEALIUS ANSWER
<p><u>Remuneration: Transformation Long Term Incentive Plan (TLTIP)</u></p> <p><i>We realise that there was no sign of Covid-19 when the TLTIP plan was designed and approved.</i></p> <p><i>Now, with the changes in the scope of the company (sales of Medical Centres and IVF), the shares buyback, and the increase in profitability due to Covid testing, the financial situation of the company is very different. Will the TLTIP be likely to be completed more quickly than 5 years?</i></p>	<p>The one-off TLTIP grant was created to provide incentive for participants over the five-year timeframe which aligned with our strategic objectives and plan. At a more granular level, the TLTIP was structured to incentivise and reward the ongoing performance improvement programme we refer to as SIP which continues throughout the 5 year period.</p> <p>While you have correctly identified some of the strategic achievements under the TLTIP to date, the five-year timeframe of the TLTIP is still appropriate for incentivising management to continue to deliver structural and strategic change, which the Board hopes and believes will lead to even more increase in shareholder value.</p> <p>It's also worth noting that the vesting of the TLTIP Options requires the achievement of performance targets in each of the 3 years 2022, 23 and 24. These will be individually assessed each year and will only be met if the targets are met for the particular year.</p>
<p><u>Imaging: Rebranding to Lumus</u></p> <p><i>Noting the name change to Healius of the Pathology sections earlier - but not Imaging - why is it thought necessary, now, to change the "umbrella" name for Imaging, and to something unrelated to Healius.</i></p> <p><i>We realise that individual state companies within both umbrella groups do retain their local trading names anyway - both for Pathology and for Imaging - so why the extra expenses of re-naming Imaging now, to something else, unrelated to Healius?</i></p>	<p>Lumus Imaging was created at the same time as the original Healius rebranding – our vision was always to rebrand “Healthcare Imaging Services” to something that resonates with our customers and to unify our imaging businesses under one national brand. Lumus Imaging speaks to the notion of a brighter future for our business and the communities it cares for. (Due to the cost of rebranding, we delayed this exercise.) It also reflects the fact that our old imaging brands lacked market presence relative to their size.</p> <p>As you can see from the new style and logo, the brand is very much designed to complement the Healius branding.</p> 