20 November 2025

The Manager – Listings
Australian Securities Exchange Limited
Level 27
39 Martin Place
SYDNEY NSW 2000

Via electronic lodgement

Dear Sir / Madam

2025 ANNUAL GENERAL MEETING - CEO PRESENTATIONS AND PROXY VOTING SUMMARY

Dr Colin Goldschmidt, retiring Chief Executive Officer, and Dr Jim Newcombe, incoming Chief Executive Officer, will present the attached slides at Sonic Healthcare's 2025 AGM today.

Confirmation of the Company's earnings guidance for FY2026 and related updates are included on slides 5 and 6.

The release of this announcement was authorised by the Board of Sonic Healthcare Limited.

Yours faithfully
Sonic Healthcare Limited

Paul Alexander
Company Secretary

SONIC HEALTHCARE

Annual General Meeting

20 November 2025

2025 AGM – Summary of direct and proxy votes received before the AGM

	RESOLUTION	FOR	AGAINST	OPEN	ABSTAIN
1	Professor Christine Bennett Re-election as Director	266,556,766 (95.29%)	10,403,538 (3.72%)	2,786,721	119,988
2	Dr Katharine Giles Re-election as Director	266,554,809 (95.27%)	10,357,599 (3.71%)	2,848,227	106,378
3	Ms Nicola Wakefield Evans Election as Director	276,545,982 (98.85%)	388,330 (0.14%)	2,799,020	133,681
4	Adoption of Remuneration Report	249,269,887 (90.32%)	25,808,758 (9.35%)	918,872	471,311
5	Approval of long term incentives for Dr Jim Newcombe	251,202,362 (90.99%)	23,940,854 (8.67%)	928,064	944,498
6	Approval of long term incentives for Mr Chris Wilks	243,625,240 (88.25%)	31,522,149 (11.42%)	916,871	951,518

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Annual General Meeting

20 November 2025

CEO Presentation

Dr Colin Goldschmidt

Forward-looking Statements

This presentation may include forward-looking statements about our financial results, guidance and business prospects that may involve risks and uncertainties, many of which are outside the control of Sonic Healthcare. Readers are cautioned not to place undue reliance on forward-looking statements, which speak only as of the date that they are made, and which reflect management's current estimates, projections, expectations or beliefs and which involve risks and uncertainties that could cause actual results and outcomes to be materially different. Risks and uncertainties that may affect the future results of the company include, but are not limited to, adverse decisions by Governments and healthcare regulators, changes in the competitive environment and billing policies, lawsuits, loss of contracts or unexpected growth in costs. The statements being made in this presentation do not constitute an offer to sell, or solicitation of an offer to buy, any securities of Sonic Healthcare. No representation, warranty or assurance (express or implied) is given or made in relation to any forward-looking statement by any person (including Sonic Healthcare). In particular, no representation, warranty or assurance (express or implied) is given in relation to any underlying assumption or that any forward-looking statement will be achieved. Actual future events may vary materially from the forward-looking statements and the assumptions on which the forward-looking statements are based. Given these uncertainties, readers are cautioned to not place undue reliance on such forward-looking statements. The information provided in this presentation is based on and should be read in conjunction with the 2025 Annual Report.

FY 2026 Guidance Update

- EBITDA guidance reaffirmed after 4 months' trading
  - EBITDA A$1.87 – 1.95 billion (constant currency)
  - Guidance reflects up to ~13% EBITDA growth on FY 2025 (constant currency)
- H1 weighting
  - FY 2026 forecast H1 weighting approximately 45-46% of full year, consistent with historical weighting due to seasonality (FY 2025 an exception, impacted by specific one-off factors)
- Statutory revenue growth YTD Oct 2025 17%
  - Constant currency 12% in line with Sonic's expectation, including organic growth 5%
  - LADR acquisition and HWE contract contributing to revenue growth at lower margins, as expected

FY 2026 Guidance Update

- Changes to depreciation and interest expense guidance
  - Depreciation expense (including on leased assets) forecast to be A$780 – 790 million (constant currency), a lower % of revenue than previously forecast (adjusted post-LADR acquisition and 4 months' trading)
  - Forecast interest expense increase (constant currency) now expected to be at lower end of guidance range of 15 – 20% (fine tuned after 4 months' trading)
- Other guidance considerations
  - Effective tax rate ~27%
  - Excludes potential ~A$15 million impact of PAMA fee reductions in USA from January 2026, assumed to be deferred or cancelled
  - Includes completed acquisitions only
  - No other regulatory changes assumed
  - Assumes current interest rates prevail

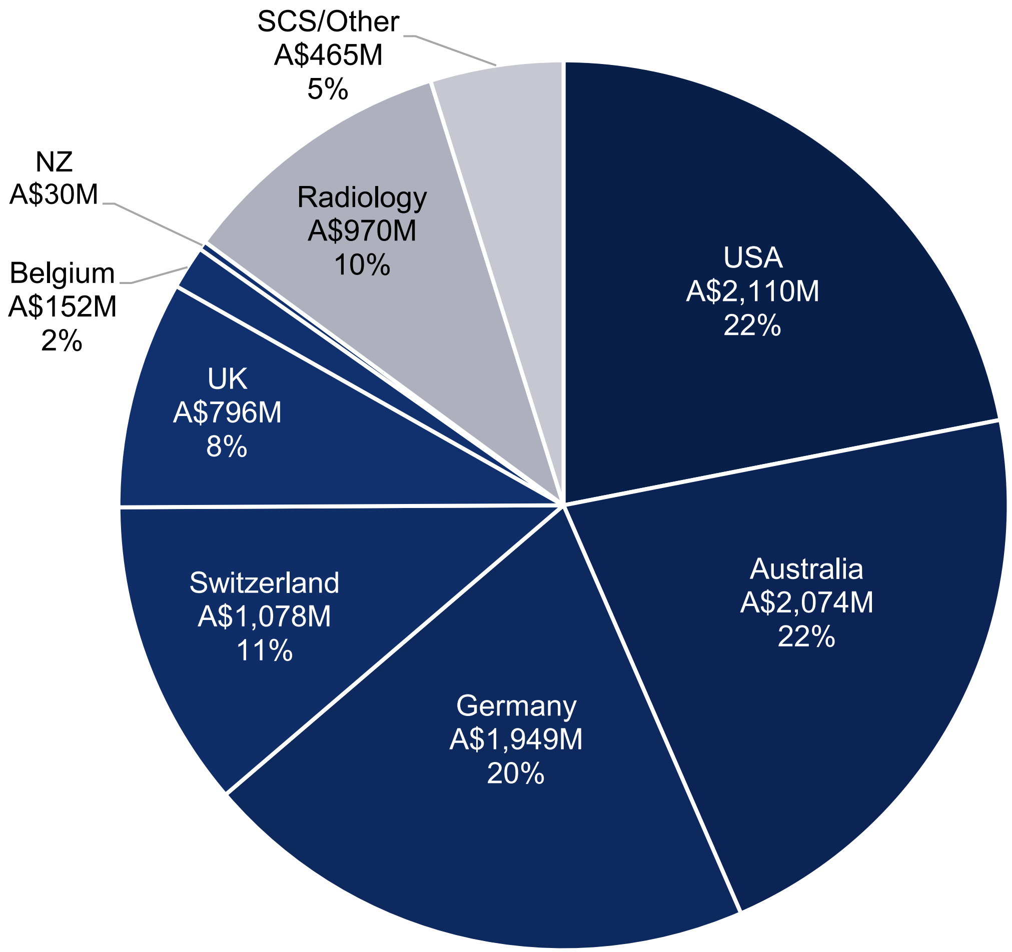
Headlines FY 2025

A$M (Statutory)	FY 2025	FY 2024*	Change
Revenue	9,645	8,967	8%
EBITDA	1,725	1,602	8%
Net profit	514	479	7%
Cash generated from operations	1,297	1,072	21%
Earnings per share (A$ cents)	106.7	100.4	6%

- EBITDA earnings guidance achieved
- Organic revenue growth 5%
- Normalised EBITDA margin expansion of 40bps

* FY 2024 numbers restated to exclude A$32 million non-recurring gain related to sale of the West Division USA

FY 2025 Revenue Split



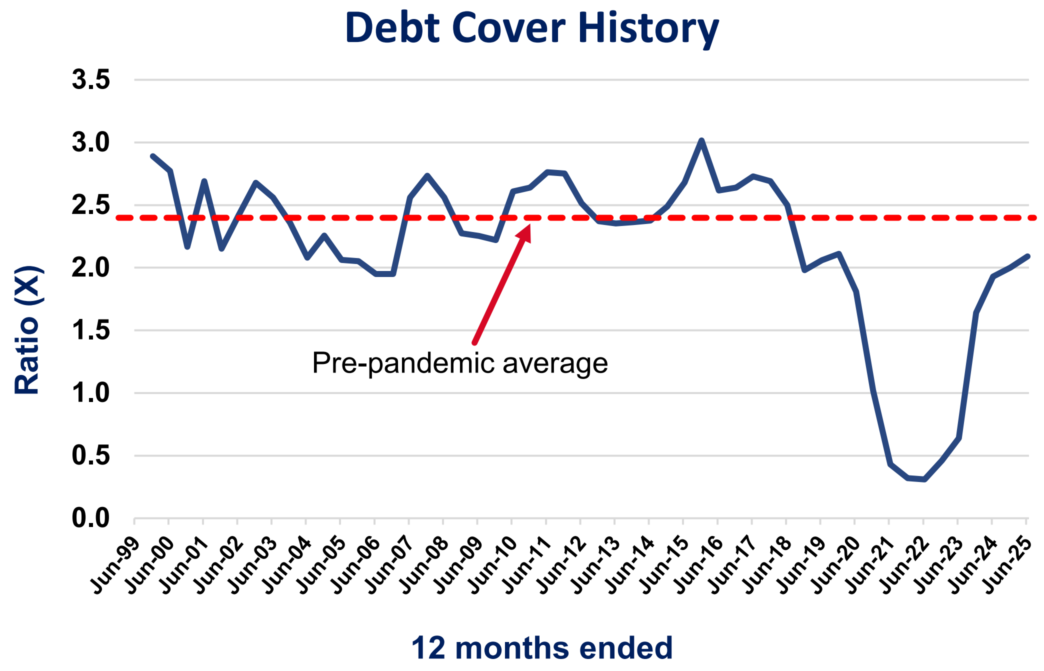
Total Revenue A$9,645 million (including A$22 million interest)

SCS / Other = Sonic Clinical Services (IPN Medical Centres, Sonic HealthPlus, other clinical service entities) and other minor operations

Capital Management

		30 June 2025	30 June 2024
Net interest-bearing debt	A$M	2,818	2,349
Equity	A$M	8,473	8,075
Debt cover	X	2.1	1.9
Gearing ratio	%	24.7	22.3
Interest cover	X	10.1	12.0

- Debt and equity movements impacted by currency rate changes
- Debt cover ratio approximates long-term pre-pandemic average after LADR (Germany) and Cairo Diagnostics (USA) acquisitions, completed early in FY 2026

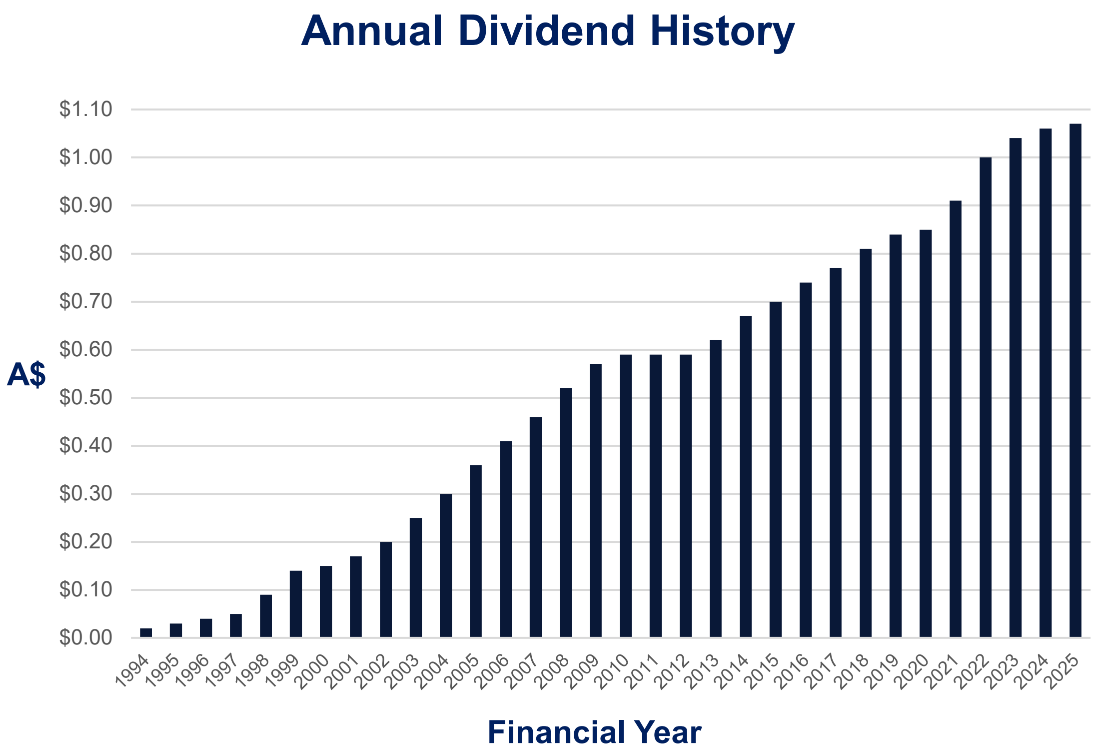


- Debt cover = Net debt / EBITDA (covenant limit <3.5)
- Gearing ratio = Net debt / Net debt + equity (covenant limit <55%)
- Interest cover = EBITA / Net interest expense (covenant limit >3.25)
- Formulas as per facility definitions, which exclude impacts of AASB 16

Dividends

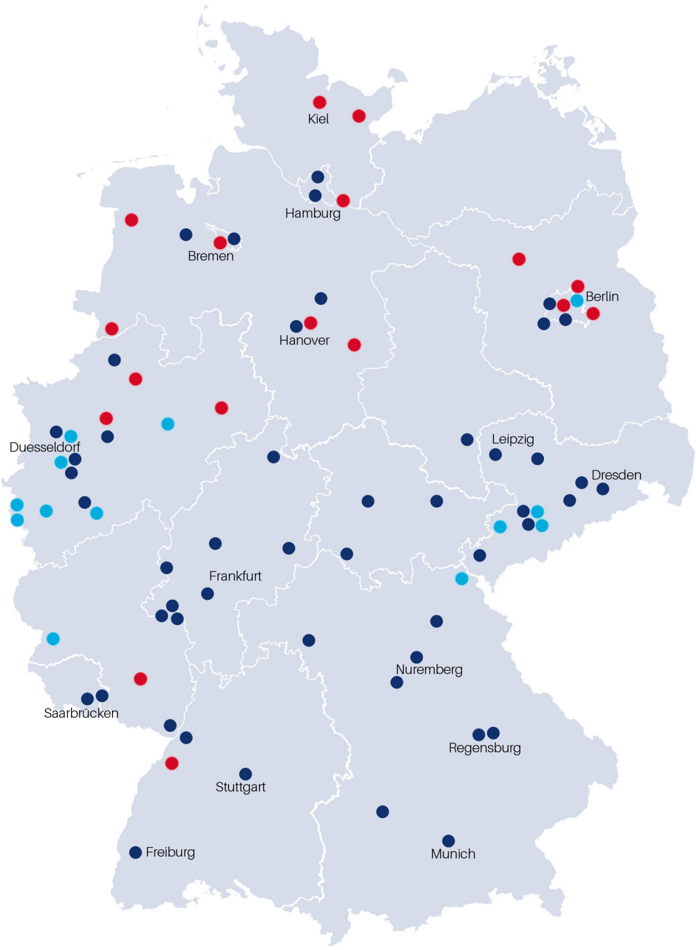
A$	FY 2025	FY 2024	Growth
Interim Dividend	$0.44	$0.43	2%
Final Dividend	$0.63	$0.63	0%
Total Dividends	$1.07	$1.06	1%

- Final dividend franked to 35%
- Future earnings growth expected to support progressive dividend strategy following high payout ratio for FY 2025



Acquisition of LADR Laboratory Group (Germany)

- Major growth milestone for Sonic´s 20-year presence in Germany, integrating one of the other “Top 5” national groups into Sonic Healthcare Germany
- CY 2024 annual revenue ~€370 million, EBITDA ~€50 million
- Enterprise value €423 million funded in part by the issue of ~14 million Sonic shares
- Immediately EPS accretive with strong post-synergy after tax return on investment (>11% after 3 years)
- Highly reputable, third-generation Dr Kramer family-owned group of 17 specialist laboratory practices and 19 hospital laboratories with ~3,800 staff and more than 170 pathologists
- Includes majority ownership of €30 million annual revenue laboratory in South-Western Poland
- Range of substantial synergy areas including procurement, regional overlaps, specialty testing, logistics and equipment servicing



Sonic Healthcare Germany – Clinical Laboratories
Sonic Healthcare Germany – Anatomical Pathology
LADR – Laboratory Group Dr. Kramer & Colleagues

Sustainability

FY 2025 performance highlights

ENVIRONMENT

27%
Reduction in scope 1 and 2 (market-based) emissions compared with FY 2021 base year

40%
Hybrid/electric motor vehicles in global fleet

108%
Increase in global electricity generated by on-site solar installations compared with FY 2024

40%
Global electricity (MWh) from renewable sources

OUR PEOPLE

99%
Staff with access to Employee Assistance Program or comparable support program

39%
Women in executive senior leadership positions

COMMUNITIES

129 million
Patient consultations

100%
Facilities remaining quality accredited in FY 2025

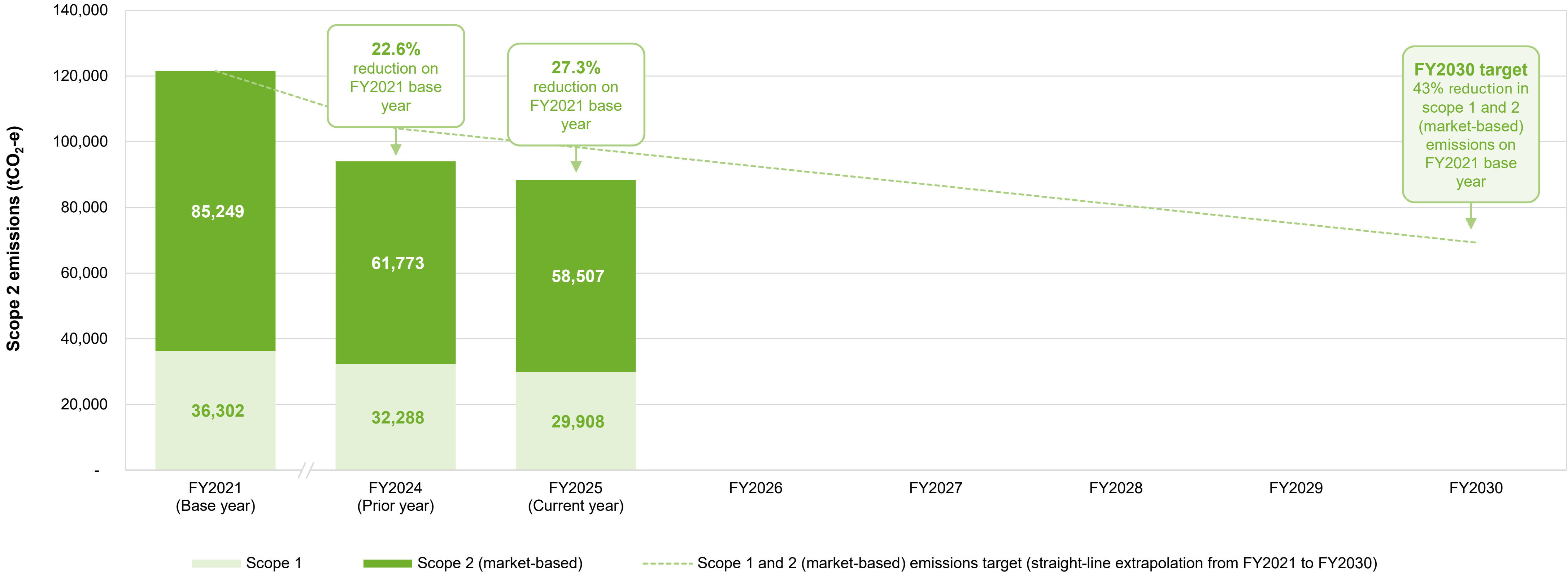
GOVERNANCE

✓
Comprehensive audit of all external networks using NIST CSF Version 2.0

Published Modern Slavery Statement 2025

Sustainability

Scope 1 and 2 (market-based) emissions and progress towards 2030 target



Sustainability

sonichealthcare.com/sustainability

Independent ESG ratings during FY 2025

ISS ESG
Prime (B^-)

MSCI
Leader (AA)

CDP
Awareness (C)

FTSE4Good

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Thank You

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The Sonic Healthcare Difference

A World-Leading Value Proposition

Dr Jim Newcombe
Incoming CEO / Managing Director
20 November 2025

About me

Medical leader with strong commercial background

- Pathologist & infectious diseases physician
  - Australian-trained
  - Completed US Medical Licensing Examination
- Eight years with Sonic Healthcare
- CEO of Douglass Hanly Moir Pathology, Sydney
  - Largest Australian clinical and anatomical pathology laboratory
    - Grew market share significantly
    - Achieved strong realised margin on revenue growth
- National and global leadership roles

Sonic Healthcare's value proposition

Sonic Healthcare delivers high-value medicine – high-value medicine drives growth and financial performance.

Sonic Healthcare's value proposition

1. **Delivery of high-value medicine**
   - **Medical Leadership** – attracts staff, doctors and patients
   - **Global reach** – millions of people served each year
   - **Highest quality medicine** – leader in specialised diagnostics, delivered at scale, providing a critical community service

2. **High-value medicine drives growth and financial performance**
   - **Revenue growth** – personalised precision medicine, increased complex & chronic healthcare needs
   - **Margin expansion** – increased specialised testing, efficiencies from medical excellence and scale
   - **Enhanced return on invested capital** – disciplined capital allocation

Sonic Healthcare delivers high-value medicine

Medical Leadership

Our Culture

People:
Working in a truly *medical practice* has a higher purpose and attracts the best people

Inspires the passion and enthusiasm that drives our people to ‘go the extra mile’

Customers:
The natural trend towards the highest quality of service and patient care builds trust and brand value

Organic growth, partnership and acquisition opportunities

Shareholders:
Passionate staff and loyal customers create long-term shareholder value

Strong and sustainable financial performance

Medical Leadership

Our Culture

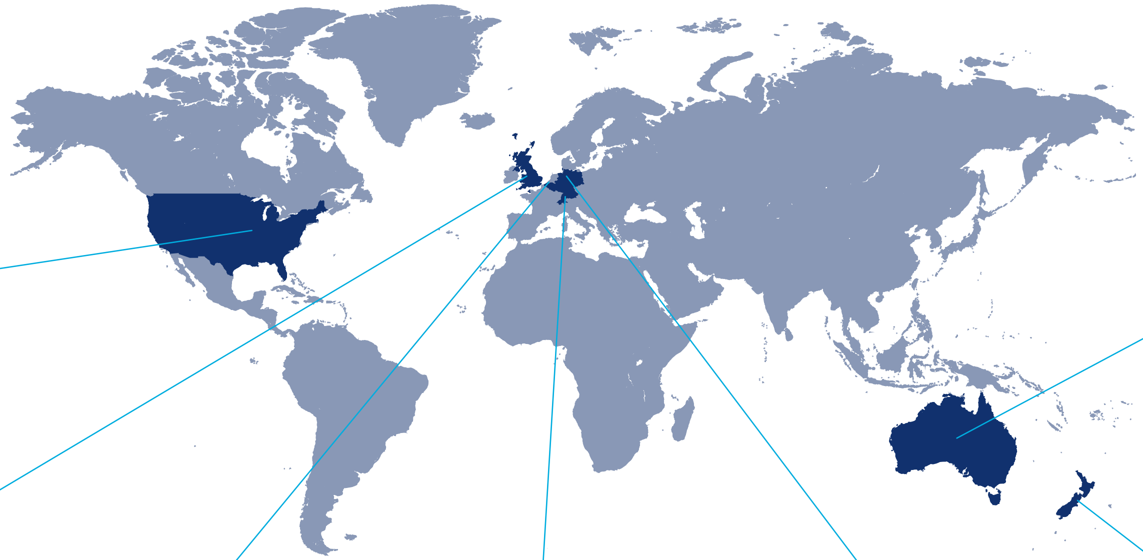
The Sonic
Difference

Sonic's Global People

Caring for our communities

Global presence

FY2025



USA

Pathology/laboratory medicine

Revenue A$2,110M
Employees ~7,800

Australia

Pathology/laboratory medicine
Radiology
Clinical services

Revenue A$3,545M
Employees ~19,600

UK

Pathology/laboratory medicine

Revenue A$796M
Employees ~3,500

Belgium

Pathology/laboratory medicine

Revenue A$152M
Employees ~500

Switzerland

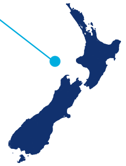
Pathology/laboratory medicine

Revenue A$1,078M
Employees ~2,800

Germany

Pathology/laboratory medicine

Revenue A$1,949M
Employees ~8,800



New Zealand

Pathology/laboratory medicine

Revenue A$30M
Employees ~200

Sonic Healthcare delivers high-quality medicine at scale

Market leader through medical excellence

- Personalised, precision pathology
  - **GynaePath** – leading specialist women's health provider in Australia
- Leader in highly specialised diagnostics
  - **Medical Laboratory Bremen** – advanced esoteric diagnostics laboratory serving Germany and Europe
  - **CBLPath & ThyroSeq®** – thyroid pathology centre of excellence in the US
- Partnering with government to serve communities
  - **Herts & West Essex** – large NHS pathology partnership

Sonic Healthcare is a leader in cancer diagnostics

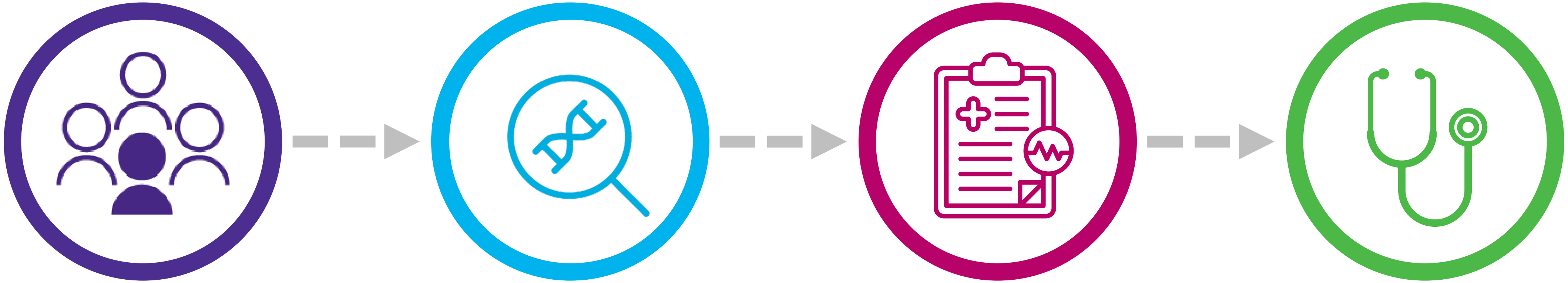
Cancer is highest disease group for health system spending

Diagnosis

Subspecialised Anatomical Pathology (e.g. Sonic Uro Dx)
PathologyWatch
Cancer Gene testing (e.g. HSL Advanced Diagnostics)

Treatment

IPN Medical Centres Australian Skin Cancer Clinics
National Skin Cancer Centres



Screening

Cervical Screening London
National Bowel Cancer Screening Program
Anal cancer screening

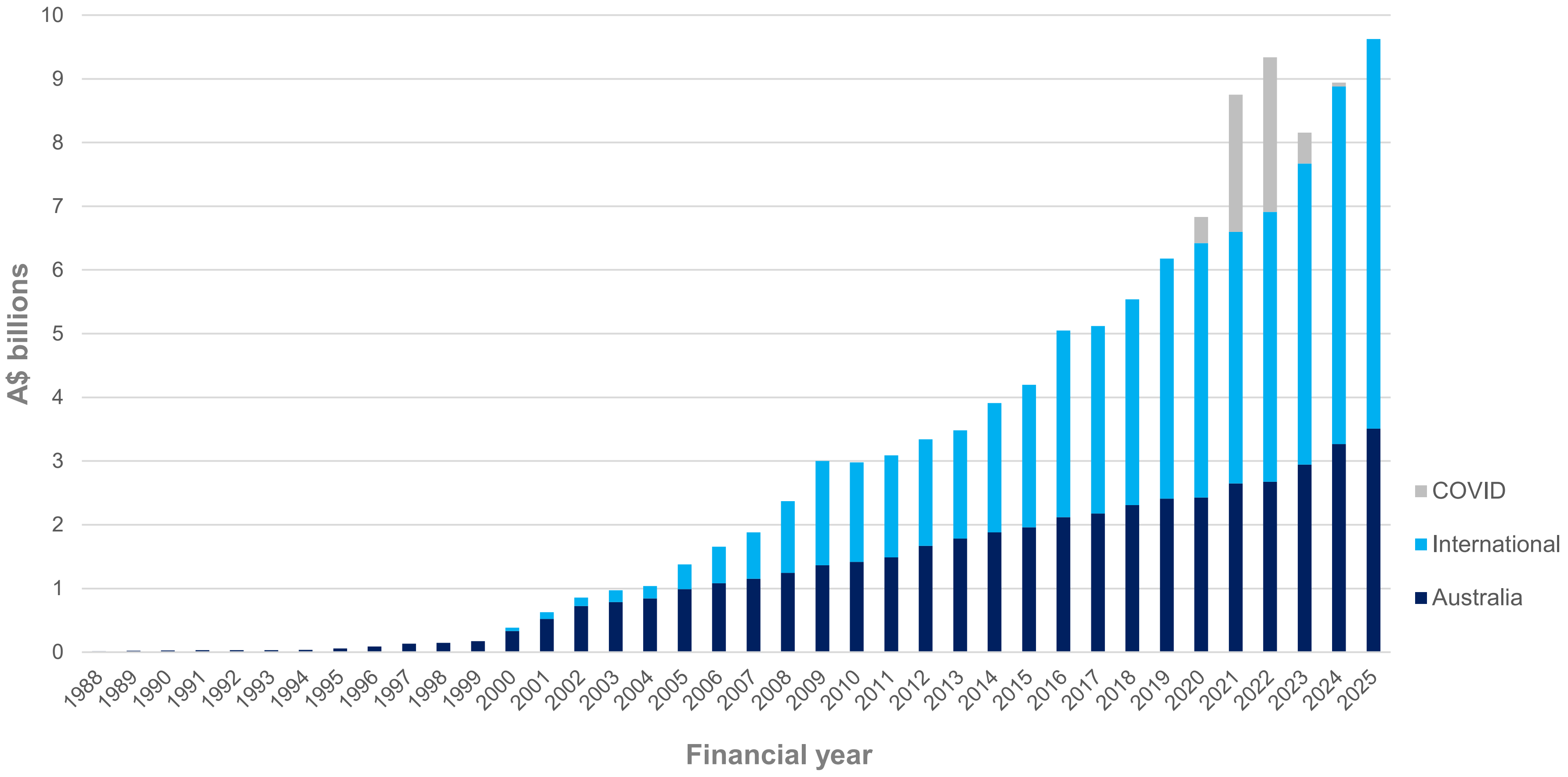
Prognosis

PET/CT scans
Oncotype DX
Comprehensive genomic profiling

High-value medicine drives growth and financial performance

Sonic Healthcare is growing strongly

Revenue history



Sonic Healthcare has strong growth drivers

- **Organic growth**
  - Cornerstone of modern medical practice → nationally critical infrastructure
  - Ageing populations with increased chronic & complex healthcare needs
  - New & expanding markets
    - Medically guided customer – Mein Direktlabor, TDL Tinies
    - Personalised & precision medicine – pharmacogenomics, microbiomics
    - Trend to more complex, higher value diagnostics

- **Targeted acquisitions**
  - Medical Leadership attracts high quality medical practices – LADR, Dr Risch

Focused on earnings growth

Medical excellence & scale are driving efficiencies

- Strong focus on growing earnings per share and return on invested capital

- Targeted cost base control and innovation
  - Laboratory automation
  - Digital pathology & AI
  - Benchmarking and standardisation

- Dedicated integrations teams are realising synergies from acquisitions – Germany, Switzerland, USA

Summary

Sonic Healthcare is a world-leading value proposition

- **Sonic Healthcare is a world leader in high-value medicine**

- **High-value medicine drives shareholder value by**:
  - Attracting staff, referring doctors and patients
  - Placing Sonic at the forefront of innovation
  - Increasing high-value specialised market share
  - Realising efficiencies from medical excellence and scale

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Thank you