



Healthia
Better Health. Better Lives.

ASX ANNOUNCEMENT

29 April 2019

HEALTHIA ANNOUNCES EXECUTIVE CHANGES

Since listing on the ASX on 11 September 2018, Healthia Limited (ASX: HLA) (Healthia or the Company) has operated with two Chief Executive Officers (CEO), being Darren Stewart (CEO Podiatry) and Anthony Ganter (CEO Physiotherapy). While the current leadership structure is proving effective at the divisional level, the Board of Healthia has identified the need for the appointment of a Group CEO who will be ultimately responsible for the future direction and performance of Healthia.

Chairman Dr Glen Richards, is pleased to announce the appointment of a Group Managing Director (MD) and CEO, and other key changes to the Group's executive leadership team, as follows:

1. Wes Coote, who is currently the Group's Chief Financial Officer (CFO), to be appointed to the newly created role of Group MD and CEO;
2. Chris Banks, who is currently the Group's Chief Commercial Officer, to be appointed as the Group CFO and Company Secretary;
3. Glen Evangelista, who is currently Chief Operating Officer Podiatry, to be appointed as Group Chief Commercial Officer where he will lead the Company's dedicated team responsible for the acquisitions and integration of new podiatry and physiotherapy clinics, as well as driving new business developments and other revenue growth opportunities.

Please note, Darren Stewart and Anthony Ganter will continue as board members of Healthia and in their current roles as the CEO of their respective business divisions. The appointment of a Group MD & CEO allows them to further focus on the organic and acquisitive growth of their portfolio.

Dr Richards said, "After an internal review, the Board felt the time had come to appoint someone to be ultimately responsible to all of Healthia's stakeholders, including investors. Wes Coote has been part of the Healthia journey since December 2015, when it consisted of 12 My FootDr podiatry clinics. Over a period of three and a half years, he has been instrumental in growing the Company to 112 podiatry, physiotherapy and speciality hand therapy clinics, an orthotics manufacturing laboratory and a podiatry medical supplies business. Furthermore, his previous experience as the Chief Financial Officer of Greencross Limited, makes him well experienced to lead the growth of Healthia."

"Chris Banks is a seasoned finance professional who has previously worked in strategic leadership positions with the Bank of Queensland. He also has over eight years' corporate finance experience with accounting firms KPMG and Ernst and Young. He joined the Company in July 2017 and has been pivotal in the Company's continued growth."

All appointments are made effective immediately.

If you have any further questions, please contact:

Company	Company
Wes Coote Group MD & CEO Tel: 07 3180 4900 Email: wes.coote@healthia.com.au	Chris Banks Group CFO Tel: 07 3180 4900 Email: chris.bank@healthia.com.au

Summary of Key Terms of the Executive Agreement of Wesley Coote

Commencement Date

Wes Coote commences in the position of Group MD & CEO of Healthia Limited on 29 April 2019. Wes Coote's appointment is ongoing with no fixed term.

Remuneration

Based Fixed Remuneration

Wes Coote will receive an annual base fixed remuneration of \$225,000. This is exclusive of superannuation which will be paid at the statutory rate.

Short-Term Incentive

Wes Coote will be eligible for an annual short-term incentive (STI) with an opportunity to earn up to 75% of his annual base fixed remuneration. Performance hurdles are linked to Healthia's underlying earnings per share growth and key non-financial targets aligned to Healthia's strategic objectives.

Long-Term Incentives

Wes Coote will be awarded an annual long-term incentive under Healthia's Performance Rights Plan representing 70% of his annual base fixed remuneration. The Performance Rights will be subject to applicable vesting conditions which are linked to Total Shareholders Returns (TSR).

Termination

The executive agreement may be terminated by either party at any time on 6 months' notice. Wes Coote's employment may also be terminated immediately without notice under certain circumstances.

Restrictive Covenants

Wes Coote will be subject to a post-employment restraint for 12 months, preventing him from being employed or involved in a competing business.

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About Healthia

Healthia Limited is an integrated group of health-based companies whose mission is to enrich the lives of people through world-class health services. The group operates an integrated portfolio of allied health businesses which include My FootDr, Allsports Physiotherapy, Extend Rehabilitation, iOrthotics and D.B.S. Medical Supplies.

My FootDr is Australia's leading podiatry group with 74 podiatry clinics, with clinics equipped with innovative equipment and highly qualified podiatrists which provide world-class podiatry services that include biomechanical assessment, laser fungal nail treatment, diabetic screening, sports injury management and general foot care.

Allsports Physiotherapy and Sports Medicine has 29 clinics in Queensland and has been providing high standards of physiotherapy since 1992, offering a range of services at each clinic, including podiatry, Pilates, massage therapy, occupational therapy and nutrition advice.

Extend Rehabilitation is dedicated to caring for the hand and upper arm, including injuries to the hand, wrist, elbow and shoulder and neck. Services also include general musculoskeletal physiotherapy. Extend Rehabilitation has 9 clinics throughout Brisbane, with 3 of those clinics co-located inside an Allsports Physiotherapy and Sports Medicine clinic.

Queensland-based **iOrthotics** is a world-leader in 3D printing, delivering custom-made foam rubber and 3D-printed orthotic devices to more than 100 podiatry clinics throughout Australia.

D.B.S. Medical Supplies is a podiatry supplies business based in Byron Bay, New South Wales which provides a wide range of podiatry equipment and foot care products to allied health professionals throughout Australia, New Zealand, the South Pacific, Singapore and Hong Kong.