Announcement Summary

Entity name

SONIC HEALTHCARE LIMITED

Date of this announcement

Friday November 20, 2026

The +securities the subject of this notification are:
+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
SHLAZ	PERFORMANCE RIGHT EXPIRING VARIOUS DATES	581,322	19/11/2026

Refer to next page for full details of the announcement

Part 1 - Entity and announcement details

1.1 Name of entity

SONIC HEALTHCARE LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ABN

Registration number

24004196909

1.3 ASX issuer code

SHL

1.4 The announcement is

New announcement

1.5 Date of this announcement

20/11/2026

Part 2 - Issue details

2.1 The +securities the subject of this notification are:
+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:
has an existing ASX security code ("existing class")

Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code and description

SHLAZ : PERFORMANCE RIGHT EXPIRING VARIOUS DATES

Date the +securities the subject of this notification were issued

19/11/2026

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
James Pacey Newcombe	James Pacey Newcombe	87,456
Chrisopher Wilks	Mr Christopher David Wilks	37,615

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

https://investors.sonichealthcare.com/FormBuilder/_Resource/_module/T8Ln_c4ibUqyFnnNe9zNRA/docs/AGM/2026/SHL-2026-AGM-Notice-of-AGM.pdf

Any other information the entity wishes to provide about the +securities the subject of this notification

Total of 581,322 Performance Rights granted 19/11/2026, nil exercise price under Sonic Healthcare Limited Performance Rights Plan. Upon vesting and exercise in accordance with those plan terms, each Performance Right will vest and entitle the holder to one fully paid ordinary share (ASX: SHL).

125,071 Performance Rights granted to Sonics Managing Director and Finance Director as part of long term incentive components of their remuneration through to the 2029 financial year pursuant to shareholder approval received at 2026 AGM.

450,804 Performance Rights granted to non-KMP.

These Performance Rights are exercisable from 19/11/2029 until 19/11/2031 (expiry date), subject to satisfaction of performance conditions.

5,447 Performance Rights granted to non-KMP, exercisable from 1/3/2027 until 1/10/2027 (expiry date) subject to vesting conditions. Holders will be restricted from disposing of the shares allocated on exercise of these Performance Rights until 1/10/2027.

Issue details

Number of +securities

581,322

Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

ASX +security code and description	Total number of +securities on issue
SHL : ORDINARY FULLY PAID	494,237,953

4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
SHLAK : OPTION EXPIRING VARIOUS DATES EX VARIOUS PRICES	28,937,237
SHLAZ : PERFORMANCE RIGHT EXPIRING VARIOUS DATES	853,430

Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?

Yes

5.1a Select the number of the applicable exception in Listing Rule 7.2

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