



Release to the Australian Securities Exchange

Integral Diagnostics Announces Appointment of New CEO – Dr Ian Kadish

Melbourne, 1 May 2017: Integral Diagnostics Limited (**ASX: IDX**) is pleased to announce the appointment of Dr Ian Kadish, an experienced healthcare executive, as Chief Executive Officer and Managing Director, effective from 22 May 2017.

Dr Kadish started his career as a medical doctor in South Africa and holds an MBA in finance and healthcare management from the Wharton Business School.

Dr Kadish has extensive international experience in the healthcare industry, including strategic consulting and operational roles in South Africa, USA and Australia. He was Executive Director of NetCare which became the largest private hospital operator in South Africa and the UK.

In Australia, Dr Kadish has been CEO & MD of Healthcare Australia Ltd, CEO & MD of Pulse Health Group Limited (ASX: PHG), CEO of Lavery Pathology (subsidiary of Primary Healthcare ASX: PRY) and COO of Greencross Limited (ASX: GXL).

Announcing the appointment, Integral Diagnostics' Chair, Helen Kurincic, said: "Ian's appointment as CEO has been made by the Board after a thorough search process focusing on the skills and experience necessary to deliver long term shareholder value in a specialist diagnostic imaging company. Ian brings a mix of medical training, broad international exposure, strong finance, IT and M&A experience in high growth organisations, and substantial leadership experience within the healthcare industry."

Dr Kadish said: "I am privileged to have been asked to lead Integral Diagnostics through its next phase of development. The company is uniquely positioned in the industry, as a pure play diagnostic imaging company that is 30% owned by its radiologists and is a market leader in each of the geographies that it serves. I look forward to working with the Integral Diagnostics' team to continue to build its clinical strength, technological capabilities and efficiencies in order to provide patients and referrers with optimal care, quality and service."

In making the announcement, Helen Kurincic recognised the significant contribution John Livingston has made to Integral Diagnostics over a remarkable 14-year journey since he co-founded the business at a single site in Ballarat. Mr Livingston will step down as Managing Director and CEO on 21 May 2017 and will be available through to 31 July 2017 to assist the Company including to effect a smooth transition of the CEO role.

Dr Kadish's biography and summary of key employment terms are attached.

For further information, please contact:

Investors & Media

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Attachment 1: Biography of Dr Ian Kadish

Dr Ian Kadish began his career as a medical doctor in Johannesburg, South Africa. He subsequently completed an MBA at Wharton Business School and joined CSC Healthcare (formerly APM Incorporated) a major healthcare strategic and operational consulting firm based in New York.

Dr Kadish then joined McKinsey and Company in New York and Johannesburg serving clients in the healthcare, financial services, technology and media sectors on strategy, operations and technology engagements.

In 1997, Dr Kadish was appointed Executive Director of the Netcare Group of private hospitals in South Africa. The company was listed on the Johannesburg Stock Exchange with 4 hospitals and revenue of approx. \$50 million. Over the following nine years during his involvement, Netcare grew into the largest private hospital operator in South Africa and the UK with 119 hospitals and clinics generating revenue of approx. \$3 billion.

Dr Kadish immigrated to Australia in 2006 and assumed the role of CEO and MD of the private-equity owned Pacific Nursing Solutions, an East Coast nursing agency business that became Healthcare Australia.

In 2009, Dr Kadish joined the small-cap ASX-listed Pulse Health Group Limited (ASX: PHG) as CEO and MD.

In November 2010, Dr Kadish was appointed CEO of Laverty Pathology, Primary Healthcare Limited's pathology business in NSW and the ACT.

In November 2014, Dr Kadish was appointed COO of Greencross Limited (ASX: GXL), where he was responsible for Australia's largest veterinary business.

Dr Kadish returned to human healthcare consulting in 2016 serving publicly listed and private hospital groups, diagnostic companies and medical centres, advising on M&A transactions, operational re-structuring, IT, e-commerce and digital strategies.

Education:

MBA: 1990

Wharton Business School, University of Pennsylvania, Philadelphia, USA

Director's List – May 1990

Dual Major in Finance and Healthcare Management

Bachelor of Medicine and Surgery (Medical Doctor): 1986

University of the Witwatersrand

Johannesburg, South Africa

Attachment 2: Summary of key terms of employment

Key Terms	Detail
Commencement Date	22 May 2017
Term	Appointed on an ongoing basis until terminated by either party in accordance with the agreement
Fixed remuneration	\$480,000 per annum total cost of employment (inclusive of superannuation and cost to company of other benefits)
Annual bonus	Up to \$100,000 per annum. The Board and the Employee shall set a maximum of 4 performance goals for the FY18 which will include a mix of financial and non-financial goals. Achievement of financial goals will be a pre-requisite to any bonus.
Long term incentive	<p>For FY18 grant of performance rights with a maximum face value equal to \$500,000 based on 30 day VWAP for the 30 trading days prior to commencement of the Employee's appointment. Vesting is to be tested at the 4 year point. 100% vesting will occur if compound annual growth rate (CAGR) of earnings per share (EPS) equals or exceeds 15%. There will be no vesting if EPS CAGR is less than 5%. There will be 20% vesting at EPS CAGR of 5% and pro rata vesting between 5% and 15%.</p> <p>EPS growth rate is to be calculated by reference to an assumed conservative gearing in line with Board's current policy. The Board, at its discretion, may allow a re-test at 5 years if the EPS result for the 4th year is "knocked off track" due to some extreme event or circumstance.</p> <p>Board discretion to adjust EPS calculation if outcome distorted by significant transaction impacting capital structure.</p> <p>Shares acquired on exercise of vested performance rights subject to trading locks and escrow.</p> <p>Plan rules and terms subject to approval by shareholders at AGM in November.</p>
Termination	6 months notice by either party except in case of serious misconduct where no notice is required. Standard payment in lieu provisions apply.
Post-employment restraint	Employee restrained from competing with Group businesses as at Termination Date for periods of up to 15 months