



Pacific Smiles Group Limited (ASX: PSQ)
Level 1, 6 Molly Morgan Drive, Greenhills NSW 2323
PO Box 2246 Greenhills NSW 2323
P: 02 4930 2000 • F: 02 4930 2099
E: investor.relations@pacificsmiles.com.au
www.pacificsmilesgroup.com.au
ABN 42 103 087 449 / ACN 103 087 449

ASX ANNOUNCEMENT

Pacific Smiles Group Limited (ASX: PSQ)

19 December 2023

APPOINTMENT OF MANAGING DIRECTOR & CEO

Pacific Smiles Group (ASX: PSQ) (**Pacific Smiles**) today announces the appointment of its new Managing Director & Chief Executive Officer (**CEO**), Mr Andrew Vidler, following a comprehensive executive search process. The appointment takes effect from 15 January 2024.

Mr Vidler has extensive experience in healthcare and working with health industry professionals in the pharmacy and healthcare service industries. He was most recently Executive General Manager Retail at Wesfarmers Health which included responsibility for the Priceline and Priceline Pharmacy business. Mr Vidler was formerly an Executive General Manager at EBOS Group Limited where, for over 20 years he held leadership roles at Symbion, Mayne Group and FH Faulding. This included successful periods running Faulding Consumer Inc in the United States, Terry White Chemists and Endeavour Consumer Health.

Mr Vidler will succeed Mr Paul Robertson who has been acting as Interim Chief Executive Officer, where he has focused on delivering the company's operational and strategic agenda over the past four months. Mr Robertson's appointment provided the Board the time to undertake the executive search to find the best candidate for the CEO role, and Mr Robertson will return to the Executive Leadership Team.

Mr Vidler will work closely with Mr Robertson and Mr Matthew Cordingley, the Chief Financial Officer, to ensure that, regardless of the status of any corporate interest in the Company, the leadership team remain focussed on the ongoing operation of the business for the benefit of shareholders, and the treatment of our patients.

Pacific Smiles Chair Ms Zita Peach said "Andrew has a deep understanding of the power of engaging teams and healthcare professionals to drive business results. He was a standout candidate with a strong reputation across his leadership, consumer and commercial expertise. He is a hands-on, results driven leader with experience that will be invaluable to Pacific Smiles."

Mr Vidler said "I am delighted to be appointed as the CEO of Pacific Smiles. The Company is well positioned for growth and is in a strong financial position, with a talented team and a strong market-leading brand in the Australian dental industry, which has been recognised by the Genesis Capital approach; it is an exciting time to join the business and I look forward to working with the team."

The Board would like to welcome Mr Vidler to the team and to thank Mr Robertson for stepping into the Interim CEO role.”

ENDS

The Board of Pacific Smiles Group have approved this release.

For further information, please contact:

Investor Relations

Email: investor.relations@pacificsmiles.com.au

Phone: 02 4930 2000

APPENDIX A

Managing Director & Chief Executive Officer Remuneration Arrangements

Under the terms of Mr Vidler's contract, he will receive Total Fixed Remuneration of \$600,000 per annum inclusive of superannuation. He will be entitled to earn an STI of up to 60% of his total fixed remuneration (TFR) comprised of 80% cash and 20% in Performance Rights granted under the LTI Plan and an LTI of 80% of TFR that, subject to any Vesting Conditions applicable to the rights will be paid on a pro rata basis for FY24.

The notice period required to terminate the ESA is 3 months by either party and the Company may elect to pay out all or part of his notice period based on the TFR less the superannuation component. The CEO is subject to non-compete and non-solicit restraints for a period of up to 12 months from the date of cessation of employment.