10 December 2024

Leadership Evolution for 2025 and Beyond

Doctor Care Anywhere Group PLC (ASX:DOC, "Doctor Care Anywhere" or "the Company") is delighted to confirm that Laura O'Riordan will be joining the Group as Chief Executive Officer with effect from 6 January 2025. She will also be appointed to the Board on that date.

Laura O'Riordan joins Doctor Care Anywhere from her latest role as President at eMed Healthcare UK (formally Babylon). Laura brings a wealth of leadership and digital healthcare knowledge from her previous roles at Babylon, The Good Care Group, Care UK and Harmoni. Laura holds a BSc (Hons) in Adult Nursing and an Advanced Diploma in Accident & Emergency Nursing. Laura cares deeply about patient services and has demonstrated a commitment to driving positive quality and commercial outcomes.

John Stier, Chair of Doctor Care Anywhere Group PLC, said: "Following a targeted search process which attracted a very high calibre of candidates, we are delighted to be welcoming Laura O'Riordan to lead our business at this stage of DCA's evolution.

"We have ambitious plans to drive significant profitable growth for the benefit of our stakeholders. We will firmly establish Doctor Care Anywhere as the leading provider of innovative virtual medical care. We are confident that, with Laura's impressive track record and deep knowledge of our sector, DCA has the skills and experience to deliver these objectives."

Laura O'Riordan said: "I am excited to join Doctor Care Anywhere at this time. I look forward to working with colleagues and business partners to successfully grow the Company's reach and reputation for high quality medical care."

As indicated in the August 2024 board change announcement, Ben Kent will step down as CEO and from the Board on Laura's appointment, while remaining available to the business for a handover period. The Board would like to thank Ben for the successes achieved over the past two years and wish him well for the future.

In accordance with ASX Listing Rule 3.16.4, the material terms of Ms O'Riordan's contract are appended to this announcement

Separately, the Company confirms that two non-executive directors, Romana Abdin and Dr Aleksandra (Ola) Spencer, will be stepping down from the Board: Romana Abdin will retire on 20 December 2024, and Ola Spencer will retire on 31 December 2024. The Board would like to thank Romana and Ola for their contribution to the Board during their respective terms of office. Their wise counsel and the benefit of their extensive industry knowledge have been valued and appreciated.

There has been an ongoing process of recruitment to ensure that our Board continues to have the appropriate balance of skills and experience for the future, and we will update on progress once an appointment is confirmed.

- ENDS -

This ASX announcement has been authorised for release by the Board of Directors.

About Doctor Care Anywhere:

Doctor Care Anywhere Group PLC is one of the UK's largest private providers of telehealth

services. The Company works with insurers, healthcare providers and corporate customers to connect patients to a range of digitally enabled telehealth services on its proprietary platform. It is committed to delivering the best possible patient experience and clinical care through digitally enabled, joined up, evidence-based pathways.

Annexure – Material terms of Laura O'Riordan's contract

Date of Appointment (CEO and Board)	6 January 2025
Term	Probation period of 6 months, terminable on 1 months' notice, increase to 3 months' notice on satisfactory completion of probation
Remuneration	Base salary of £220,000 Annual Bonus opportunity 80% for on-target, up to 100% for stretch performance. All other standard Company benefits. Annual Option grants under the LTIP, conditional on shareholder approval, over up to 30 million shares in the Company in 4 tranches: - **Year 2** – 4 million shares at an exercise price of A$0.10 and 8 million shares at an exercise price of A$0.17 **Years 3, 4 and 5** –2 million shares at an exercise price of A$0.10 and 4 million shares at an exercise price of A$0.17