

Beamtree Holdings Limited (ASX: BMT)
ASX Announcement

Sydney, 4 February 2025

Beamtree appoints new CEO

Beamtree Holdings Limited ("Beamtree" or "the Company") (ASX:BMT), a leading provider of AI decision support and data insights solutions, is delighted to announce the appointment of Marek Stepniak as the new Chief Executive Officer, effective early March 2025.

Marek brings a wealth of experience in the healthcare sector, having worked in over 30 countries, including the Middle East, Europe, Asia, and North America. His extensive background includes leading hospital groups and health technology organisations, as well as serving as a healthcare partner at McKinsey & Company.

Marek, who has been with Beamtree for the past 18 months as Chief Growth Officer, has been instrumental in spearheading Beamtree's successful expansion into international markets in the Middle East, United Kingdom, and Canada with the broader executive team in winning recent customers such as:

- National PICQ licences with the Centre for National Health Insurance in Saudi Arabia;
- Coding services with the Middle East's largest Private Hospital Group and with a provincial health service in Canada;
- Implementation of AI Autonomous Coding with NHS Trusts in England;
- Ainsoff Deterioration Index in Hong Kong and with local health services in Australia.

Marek has also been influential in building new pipeline opportunities across cover all key product offerings of Beamtree with the group executive team.

Tim Kelsey, the retiring CEO, will remain with Beamtree as a part-time senior advisor, supporting business development in international markets.

Additionally, Tim will assume the position of Chair of the Global Impact Committee (GIC) starting in March 2025. The GIC is an advisory board that provides advice on strategies and policies, promotes best practice and innovation in health data, and advances the Beamtree mission to mobilise the power of data for a healthier, happier world.

Emma Gray, Chair of Beamtree, stated: "We took the opportunity to run a global process to find the right chief executive to drive the next phase of Beamtree's growth, particularly in global expansion. We are delighted to appoint Marek Stepniak to the role. He brings significant depth in healthcare, has proven entrepreneurial drive, and a background in enterprise sales in the international markets most important for BMT growth. We are also thrilled that Tim Kelsey will remain a senior advisor to the company and move to chair the Global Impact Committee for Beamtree in March 2025."

Tim Kelsey, retiring CEO, said: "It has been a great privilege to have been the inaugural CEO of Beamtree. Our growth success over the last four years is a tribute to the talent and passion of the amazing Beamtree team. I look forward to supporting Marek Stepniak as the new CEO deliver Beamtree's continuing success into the future - supporting our clients to improve the value and quality of care for their patients."

Marek Stepniak, the newly appointed CEO, commented: "I am honoured to take on the role of CEO at Beamtree. I look forward to continuing our expansion and driving further growth and innovation within the global healthcare sector."

Beamtree reaffirms its strong pipeline and momentum heading into 2025. More detail on new contract wins and our accelerating pipeline will be provided to all shareholders with the release of the half year results on 19 February 2025.

In his role as CEO, Marek will receive a fixed salary of \$450,000 per annum and will be entitled to STI based on key performance indicators agreed by the Board for each financial year. The Company will allot to Marek 350,000 fully paid BMT ordinary shares as a one-off sign on grant. Marek will also be granted the following incentive securities under the Company's LTI scheme: (i) 2,119,333 performance rights subject to FY25 performance hurdles and (ii) 1,666,667 performance rights subject to FY26 performance hurdles. The grant of these performance rights does not increase the total pool of securities currently on issue under the LTI scheme.

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Authorised for release by the Chair of the Board.

For further information, please email investor@beamtree.com.au

About Beamtree

A leading provider of AI decision support and data insights solutions, Beamtree supports healthcare providers globally. They believe in creating a better future for health by turning data into insights and action through automation. They help solve real-world problems in healthcare by developing smart tools that aim to improve patient outcomes. Their solutions and services offer customers an unrivalled range of analytics across four key product segments:

- **Diagnostic Technology:** Enabling the effective delivery of diagnostic services as they underpin the future of health and personalised medicine.
- **Clinical Decision Support:** Combining human and artificial expertise together to enhance decisions that improve care, value and experience.
- **Coding Assistance and Data Quality:** Digitising and automating workflows with data, classification, coding & technical expertise to improve information standardisation, quality and timeliness.
- **Analytics and Knowledge Networks:** Combining data analytics solutions with peer-to-peer alliances that accelerate innovation and knowledge diffusion.