

24 March 2025

Market Announcements Office
ASX Limited
Exchange Centre
20 Bridge Street
SYDNEY NSW 2000

Dear Sir

Steadfast Group Executive Leadership update

Please find attached a market release.

As announced on 5 March 2025, Steadfast Group is providing an investor briefing on Tuesday 25 March 2025 which will provide an opportunity to hear from some of the Executive Leadership Team.

A recording of the presentations will be made available on the investor website approximately 48 hours after the event.

This announcement is authorised by the Steadfast Disclosure Committee.

All queries in relation to this announcement should be directed to:

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EGM – Investor Relations and ESG
0404 811 847

Yours faithfully



Duncan Ramsay
Company Secretary

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Market Release

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Steadfast Group Executive Leadership update

Steadfast Group's Chief Operating Officer (COO), Nigel Fitzgerald, has advised his intention to step down from his COO role on 1 July 2025, to pursue a personal business venture. Nigel is committed to ensuring a smooth handover of his responsibilities and will remain in a senior advisory role until 30 September 2025. He will maintain an ongoing close association with Steadfast Group, including board positions for a number of Steadfast subsidiaries.

Steadfast Group Founder, Managing Director & CEO, Robert Kelly AM, commented: "Nigel has made a significant contribution to the business and has been instrumental in our success over the past two years. With his entrepreneurial mindset, he has done a tremendous job solidifying the foundations of our growth strategy, while improving our operational processes.

"I am fully supportive of Nigel as he embarks on his personal business venture and I'm pleased that he will remain within the Steadfast family.

"I have restructured the Executive Leadership Team effective 1 July 2025, and I'm pleased to announce the following two key appointments who will report directly to me. Their internal promotion to these roles highlighting our bench strength of talent across the Steadfast Group.

"I reconfirm my commitment to not retire before 31 December 2026. It is my intention to continue until a successor has been appointed. Steadfast has a number of internal candidates that will be considered as my successor, and in due course the Steadfast Board will commence the process to review internal and external candidates.

Noelene Palmer, Chief Operating Officer, Steadfast Group

Noelene Palmer has been promoted to the role of Chief Operating Officer with effect from 1 July 2025.

Noelene has worked in financial services for almost 25 years in Australia, London and Hong Kong. This included working across the insurance ecosystem for the first 18 years of her career, including general insurance, life insurance and reinsurance. She has held senior leadership roles at several significant organisations including IAG, TAL, Swiss Re and KPMG. Before joining Steadfast she was the COO for the Financial Crime and Fraud Prevention team at Westpac.

"Noelene brings a breadth of experience in insurance over her career and is a highly valued member of the Executive Leadership Team. Since joining Steadfast in July 2024 as Executive General Manager of Operations, Noelene has played an instrumental role in ensuring the efficient resolutions of the strata matters, and simplified Steadfast's processes to support the ongoing effectiveness of the organisation", Mr Kelly added.

Tim Mathieson, Chief Executive Officer of Australasia Broking, Steadfast Group

Tim Mathieson has been promoted to the role of Chief Executive Officer of Australasia Broking at Steadfast Group, effective from 1 May 2025.

Tim is a well-respected executive with a proven track record, working in the general insurance industry over the past 25 years. He has been with Steadfast for almost 10 years, including the last five years as CEO of QIB Group, a major subsidiary of the Steadfast Group.

During his tenure, Tim has been instrumental in driving significant organic and acquisition growth for QIB.

Robert Kelly said “I am very pleased to have Tim return as a member of the Steadfast Group Executive team. He is an exceptional executive, with significant expertise in general insurance broking and has built an impressive track record of delivery in his current role. I am highly confident that he will move at pace into his new role”.

He added “These appointments will allow the Executive Leadership Team to focus on the disciplined strategic execution of our proven business model, pursue expansion opportunities, as well as develop market-leading products and services for the benefit of our broker network and their clients”.

Effective 1 July 2025, the Executive Leadership Team led by Mr Kelly, Managing Director & CEO will comprise

Stephen Humphrys - Chief Financial Officer
Noelene Palmer - Chief Operating Officer
Samantha Hollman - CEO International
Nick McKee - COO International
Eimear McKeever – CFO International
Tim Mathieson - CEO Australasia Broking
Nick Cook – EGM New Zealand, Singapore and Broker Services
Mark Senkevics - EGM Underwriting Agencies, ART, Reinsurance and Life
David Gillespie - Chief Technology Officer
John O’Herlihy – EGM Operations & Acquisitions
Jeff Papps – EGM Operations & Acquisitions
Duncan Ramsay – Group General Counsel & Company Secretary
Peter Roberts – EGM Business Solutions
Shalome Ruitter - EGM Investor Relations and ESG
Ferzana Yale - EGM People

For more information, please contact:
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All references in this announcement to either dollars or \$ are to the Australian dollar.

Steadfast Group operates insurance broker and agency networks in Australia, New Zealand,

Singapore and the United States of America. The brokers and agencies in Steadfast's networks place over \$25 billion in gross written premium annually.

Steadfast provides a broad range of services and solutions to support the broker and agency businesses in its networks, including market access, technology, risk solutions and operational support. Steadfast also acts as a long-term partner by offering its members equity solutions to support succession, perpetuation and acquisition growth.

Steadfast owns a portfolio of 30 underwriting agencies providing specialist insurance products in niche market segments to the open market.

Steadfast also owns an established Lloyds' broking house, offering wholesale placement for brokers and agents around the world as well as direct insurance solutions. Headquartered in London, UK, with offices in France, Greece and Australia.

For further information, please visit investor.steadfast.com.au

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