

19 January 2026

Change to CEO Remuneration Terms

FINEOS Corporation Holdings PLC (ASX:FCL), a leading provider of core systems for life, accident and health insurance (LA&H) carriers globally, advises that in accordance with Listing Rule 3.16.4 the remuneration arrangements for the CEO and Chairman, Michael Kelly in his role as CEO have been amended.

These amendments represent the first significant change to Mr. Kelly's executive compensation arrangements since 2021. The Board has performed a benchmarking analysis against comparable companies in developing the revised remuneration arrangements.

A summary of the material revised terms is set out in Appendix 1 of this ASX announcement.

Mr Kelly does receive remuneration for his role as Chair of the Company.

This notice has been authorised by the Company's Board of Directors.

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Appendix 1:

Summary of Key Terms of CEO Michael Kelly

- Effective Date 1 January 2026
- Total fixed remuneration (TFR) includes €468,710
- Short-term incentive (STI) and share allocation to be approved by the Board in March 2026
- Chair remuneration includes a 5% bonus for the achievement of KPIs as set out by the Board
- Notice period and termination entitlement 12 months
- Other terms and conditions in the employment agreement are considered standard for an agreement of its nature