

ASX Announcement

13 February 2026

PEOPLEIN APPOINTS CO-FOUNDER TOM REARDON AS CEO AND MANAGING DIRECTOR

PeopleIN Limited (PPE) today announces the appointment of PeopleIN's co-founder and thirty-year industry veteran, Tom Reardon, as CEO and Managing Director of PeopleIN effective 17 April 2026.

Mr Reardon will succeed Ross Thompson, who will be taking up an overseas role.

Since co-founding PeopleIN, Tom has served as the driving force behind the scaling of PeopleIN's most resilient growth engine, the Engineering, Trades and Labour division. Bringing decades of industry-leading expertise across multiple sectors, the Board believes that Tom is the natural choice to continue to execute PeopleIN's focused growth strategy.

PeopleIN's Chair Glen Richards said, "Tom's appointment is the result of a deliberate succession plan which will ensure that we maintain momentum in executing our strategy to become the largest and most efficient recruitment and staffing business in Australia with a focus on construction, food services, agriculture, defence and professional services".

Mr Reardon said, "I'm honoured to be appointed CEO and Managing Director and grateful for the trust that the Board has placed in me. I look forward to building on the strategic transformation initiated by Ross and continuing to improve outcomes for our staff, candidates, clients and the shareholders that we serve".

The Board expressed its gratitude for the transformative leadership of Ross Thompson during a uniquely challenging and strategically important period for PeopleIN. Under his stewardship, the Group has transitioned from a roll-up of staffing companies to a more focused and disciplined market leader that consistently outperforms competitors and is now primed for future growth.

Mr Richards said, "Ross leaves PeopleIN with strengthened operational and financial resilience and a foundation from which to grow. He has built a strong executive team that can deliver on our growth strategy. We are grateful for Ross's service and his dedication to PeopleIN and wish him all the best for the next chapter in his career."

While PeopleIN will officially release its H1 results on the 20th of February, it is pleased to announce that the business delivered a normalised EBITDA of \$16.1M (unaudited) and finished the year with a strong balance sheet; Net Debt Ratio 0.5 times ongoing earnings. The company will provide more detail during its results presentation on its focused growth plans, including how it intends to deploy capital to maximise shareholder value and return the business to a strong growth footing.

Enquiries – please contact:

PeopleIN Managing Director – Ross Thompson – (07) 3238 0800

Summary of material terms of Mr Reardon's employment agreement (information required to be disclosed under ASX Listing Rule 3.16.4)

Commencement Date	17 April 2026.
Term	No fixed term. Ongoing until terminated by either party in accordance with the employment agreement (see below).
Remuneration	<p>a. Total Fixed Remuneration (TFR)</p> <p>\$620,000 base annual salary plus superannuation (capped at the maximum concessional rate) currently \$30,000 per annum</p> <p>b. Short Term Incentive (STI)</p> <p>A total target STI opportunity of 50% of base salary, subject to applicable performance conditions.</p> <p>c. Long Term Incentive (LTI)</p> <p>A total target LTI opportunity of 50% of base salary, subject to applicable performance conditions.</p>
Termination and Notice	Either party may provide 6 months' notice, except that the Company may summarily terminate Mr Reardon's employment without notice in certain circumstances.
Termination Entitlements	The Company may elect to pay Mr Reardon in lieu of working out the notice period.
Post-employment	A restriction on competing with the Group or being employed/providing services to an entity which competes with the Group for a maximum restraint period of twenty-four months from the termination date.

About PeopleIN:

PeopleIN is the largest Australian-led workforce solutions company. Servicing over 2,700 businesses, our group harnesses local expertise and market-leading technology to power client success across Australia and New Zealand. PeopleIN's success is underpinned by the diversity of its reach into high-demand and defensive employment sectors including Engineering, Trades and Labour, Food Services and Agriculture, Technology, Finance, Corporate Services, Education and Defence.

www.peoplein.com.au