Steadfast
THE STRENGTH YOU NEED

23 February 2026

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

Dear Sir

Steadfast announces Managing Director & CEO transition

Please see attached a market release.

This announcement is authorised by the Steadfast Board of Directors.

All queries in relation to this announcement should be directed to Shalome Ruiter, EGM – Investor Relations and ESG on 0404 811 847.

Yours faithfully

Alexandra Rose

Alexandra Rose
Company Secretary

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Market Release

23 February 2026

Steadfast announces Managing Director & CEO transition

Steadfast Group Limited (Steadfast) (ASX:SDF) announces that Mr Robert Kelly AM has advised the Board of his intention to retire as the Company's Managing Director & CEO.

Mr Kelly AM co-founded Steadfast Group in 1996 and led the Company's listing on the ASX in August 2013. Under his stewardship, Steadfast has transformed into Australasia's largest general insurance broker network and group of underwriting agencies and expanded internationally.

The leadership transition plan agreed by the Board and Mr Kelly AM follows succession planning discussions which have been underway for some time and designed to enable a smooth change of leadership.

The Board has engaged Spencer Stuart to support a comprehensive search process.

Ms Allen said "Our search process is progressing. The Board has confidence in the capability and experience of Steadfast's executive leadership team. Internal candidates are being considered alongside external candidates as part of a thorough process."

The Board expects to announce the appointment of the new Group CEO by the release of the FY26 results in August 2026.

It is intended that Mr Kelly AM will remain on the Board after his retirement and transition to a non-executive director role. The Board feels continuity of industry relationships and an orderly transition is in the interests of all shareholders. Mr Kelly AM will seek election as a non-executive director at the next Annual General Meeting.

Mr Robert Kelly AM said: "It has been a privilege to play a leadership role in the creation of Steadfast. I am extremely proud of the achievements of the Company; its strong track record clearly demonstrates the strength of the business model and positions the business to deliver sustainable value to our shareholders for many years to come."

Steadfast Chair, Ms Vicki Allen, paid tribute to Mr Kelly AM: "In initiating and agreeing this transition plan with the Board, Robert has demonstrated his strong commitment and service to Steadfast. Robert's contribution cannot be understated. His leadership has enabled Steadfast to grow into Australasia's largest general insurance broker network and group of underwriting agencies with a strong track record of growth."

This announcement is authorised by the Steadfast Board of Directors.

For more information, please contact:

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All references in this announcement to either dollars or $ are to Australian dollars unless otherwise stated.

Steadfast Group operates insurance broker and agency Networks in Australia, New Zealand, Singapore, London and the USA. The brokers and agencies in Steadfast's Networks place around $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 has a majority shareholding in a portfolio of 30 underwriting agencies providing specialist insurance products in niche market segments to the open market.

Steadfast also owns an established Lloyd's broking operation, 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.