

Beamtree Holdings Limited (ASX: BMT)  
ASX Announcement

Sydney, 2 March 2026

## Transition to Executive Chair and Additional Non-Executive Director

**Beamtree Holdings Limited** (“**Beamtree**” or “**the Company**”) (ASX:BMT), a leading provider of AI decision support and data insights solutions, has previously advised that the Company is conducting a strategic review of the business to unlock shareholder value.

Chair Emma Gray will assume an Executive Chair role on a time-limited basis to oversee the strategic review, working closely with CEO Marek Stepniak, who will primarily focus on international pipeline execution and sales acceleration, particularly in key markets such as the United Kingdom and the Middle East. The review will be supported by Non-Executive Director Stuart MacDonald and an external financial advisor.

The Chair will receive remuneration equivalent to \$30,000 per month for extra duties performed in addition to her role as Chairperson during the intended 6-month period. Remuneration is intended to be settled 100% via issuance of equity under the Company’s Employee Incentive Plan, subject to shareholder approval under ASX listing rule 10.14 at the 2026 Annual General Meeting (AGM), or otherwise in cash. Equity-based remuneration will be calculated in accordance with the VWAP over the 6-month period following the date of this announcement.

In line with the above, and to support further alignment with shareholder returns, all Non-Executive Directors will also immediately elect to receive 100% of all relevant board fees in equity, again subject to ASX listing rule 10.14 shareholder approval at the 2026 AGM. Equity-based board remuneration will be calculated in accordance with the VWAP over the 6-month period following the date of this announcement.

The Company will provide further updates as the review progresses, in accordance with its continuous disclosure obligations.

The Company is also delighted to announce that Martin Bowles PSM is joining Beamtree’s Board of Directors, effective today, 2 March. Martin has just stepped down from his role as National Chief Executive of Calvary Health Care, one of Australia’s largest not-for-profit healthcare providers, which he led for 8 years. Prior to this he served as Secretary of the Federal Department of Health and Aged Care. Martin is a highly respected and experienced healthcare professional both in Australia and internationally. We are delighted to welcome Martin to the Beamtree family.

**-ENDS-**

*This announcement has been authorised for release by the Board of Beamtree Holdings Limited.*

### For further information:

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## 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.