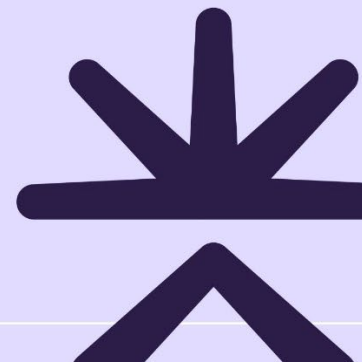


ASX Announcement

Level 26, 101 Miller Street
North Sydney
NSW 2060 Australia



CEO and CFO Appointments

10 June 2026: Helia Group Limited (Helia or the Company) (ASX:HLI) today announced that Mr Mark Senkevics has been appointed Chief Executive Officer and Managing Director following the completion of an extensive executive search.

Mr Senkevics' appointment will take effect on or before 1 December 2026, and he will take over from Interim CEO Michael Cant who was appointed Interim CEO effective 1 July 2025. Mr Cant's existing 12-month contract will be extended to allow an orderly transition and handover, after which he will retire from full time executive work and pursue non-executive opportunities.

Helia Chair, Leona Murphy said "Mark brings more than 25 years of insurance industry experience including leadership positions across Australia, New Zealand and Asia-Pacific markets. He is well placed to lead Helia as it builds on its 60-year heritage of supporting Australians to buy, invest and upgrade their homes.

On behalf of the Board, I want to pass on our thanks to Mr Cant for his service as Interim CEO since 1 July 2025 and prior to that as Chief Financial Officer. Michael has been an outstanding leader for the organisation. His dedication, expertise and professionalism have left an invaluable impact, and we wish him the best as he moves into the next phase of his career."

Mr Senkevics said "I'm excited to be joining Helia at a pivotal time for the Australian home ownership and lending landscape. Helia has built a strong reputation through the expertise and commitment of its people and I look forward to working with the talented Helia team, its customers and partners to build on the Company's vision to be Australia's most trusted risk partner for home lending."

Mr Craig Ward will be appointed Chief Financial Officer from 1 July 2026 after serving in the role of Interim CFO since 1 July 2025.

Details of the key terms of Mark Senkevics' employment contract, including remuneration arrangements, are set out in Attachment 1 and his Biography is set out in Attachment 2.

For more information, analysts, investors and other interested parties should contact:

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The release of this announcement was authorised by the Board.

Attachment 1**Summary of Material Terms of Employment for Mark Senkevics – Chief Executive Officer and Managing Director**

Term of employment agreement	Appointment date of 1 December 2026 or such other date as agreed. Ongoing subject to termination by either party
Employing entity	Helia Insurance Pty Limited
Total Fixed Remuneration (TFR)	\$900,000 per annum including superannuation
Incentive Plans	Mr Senkevics will be eligible to participate in the Helia Incentive Plan and receive Short Term Incentive (STI) awards and Long Term Incentive (LTI) grants in accordance with the terms of that Plan, the Helia Remuneration Policy and related offer documents. All variable awards are subject to malus and clawback provisions.
Short Term Incentive (STI)	<p>Target – 80% of TFR Maximum – 160% of TFR</p> <p>STI award determined by the Board, subject to organisational performance and evaluation of performance against business and individual goals, and any relevant adjustments for risk events or business performance and individual performance against risk goals.</p> <p>50% of STI award, less superannuation contributions, delivered as cash following completion of the plan year.</p> <p>Deferral of 50% of STI award with deferred portion delivered in two equal tranches as a grant of restricted shares under the Helia Incentive Plan.</p> <p>Vesting conditions include continued active employment for 12 months from the grant date for the first tranche and for 24 months for the second tranche; and Board satisfaction of no adverse outcomes or excessive risk taking in the achievement of results.</p>
Long Term Incentive (LTI)	<p>Maximum – 100% of TFR</p> <p>Annual LTI grant is in the form of share rights and is subject to shareholder approval at the Company's Annual General Meeting, and vesting conditions as set out in the Helia Incentive Plan, Helia Remuneration Policy and related offer documents.</p> <p>Any vesting of share rights is determined by Board, subject to company performance against LTI objectives measured over a 4-year performance period.</p> <p>Other vesting conditions include continuous service until vesting, and Board satisfaction of no adverse outcomes or excessive risk taking in the achievement of results.</p>

Summary of Material Terms of Employment for Mark Senkevics – Chief Executive Officer and Managing Director (continued)

<p>Replacement Awards</p>	<p>In recognition of, and subject to Mr Senkevics forfeiting the opportunity to receive certain incentives from his former employer to take up this role, the Company will:</p> <ul style="list-style-type: none"> • pay a one-off replacement award of up to \$270,000 in cash; • make a one-off grant of restricted shares with a face value of up to \$180,000 vesting in March 2028; and • make a one-off award of share rights with a face value of \$600,000 under the 2026 Helia Long-Term Incentive Plan subject to shareholder approval at the Company’s 2027 Annual General Meeting. <p>The grant of restricted shares and share rights will be in accordance with, and subject to, the terms of the Helia Incentive Plan, Helia Remuneration Policy and related offer documents. The majority of the Replacement Award will be delivered in equity, and payment of any award is subject to continued service, the absence of adverse risk or conduct matters, and performance conditions, as determined by the Board.</p> <p>The Replacement Awards will be forfeited and required to be repaid if Mr Senkevics resigns within the first 12 months of employment or performance conditions are not met, and are subject to reduction, forfeiture, malus, clawback and repayment in accordance with Helia’s Remuneration Policy.</p>
<p>Share Ownership Requirements</p>	<p>200% of TFR within 5 years of appointment in line with Helia’s Minimum Shareholding Policy</p>
<p>Termination / notice provisions</p>	<p>6 months’ notice required from either party; except immediate termination by Helia for serious misconduct or material breach of contract. Helia may elect to make a payment in lieu of part or all of notice.</p> <p>If Helia terminates Mr Senkevics’ employment for any reason other than for cause, a termination payment of 6 months’ TFR, subject to limits imposed by the Corporations Act or other regulations and execution of a deed of release</p>
<p>Restrictive Covenants</p>	<p>12 month non-compete and non-solicitation and other post-employment restraints</p>

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Attachment 2
Background and Career Summary for Mark Senkevics

Education	Bachelor of Engineering (Electrical), University of Sydney
Professional designations	Graduate of the Australian Institute of Company Directors (GAICD)
Employment history	<p>Steadfast Group – EGM Underwriting, CEO Underwriting Agencies (2024 – present)</p> <p>Swiss Re Group (2003 – 2023):</p> <ul style="list-style-type: none"> - Managing Director, Head of P&C Underwriting APAC (2020-2023) - Managing Director, Head of Australia and New Zealand (2010-2020) - Leadership roles in Australia, Taiwan and Korea
Other appointments	<p>Australian Sustainable Finance Initiative - Steering Committee Member (2019-2021)</p> <p>Insurance Council of Australia - Non-Executive Director (2012-2020)</p> <p>Financial Services Council - Life Board Committee Member (2010-2020)</p>

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