



Klaus Bartosch re-joins as CEO, Board Renewal completed

Highlights

- **Klaus Bartosch re-joins 1st Group as CEO**
 - Already implementing plans for accelerating growth
- **Magali Azema-Barac joins as Non-Executive Director**
 - Brings additional financial and strategic focus to the Board
 - Ross McCreath steps down, following his generous interim assistance
- **Board now in place and aligned to support CEO and team**
 - Focused strategic review to be undertaken in coming weeks
 - Intended to identify additional areas of strategic focus, over existing agreed direction

1st Group Limited (ASX:1ST) is pleased to announce that Klaus Bartosch has been formally reappointed as CEO of the Company, following the resignation of the previous Board and the appointment of new directors to the Company.

Klaus has taken the business from start up to IPO and grown it to become the strong business it is today.

1st Group is the clear leader in the Allied Health space with an outstanding technology platform and with key partnerships with industry leaders in the sectors in which the Company operates – thanks in large part to Klaus' relentless passion and support from his team at 1st Group.

Our key partnerships with Medibank, St Vincent's, Cabrini Health, Afterpay, Openpay, and Latitude Pay all have one thing in common. They provide 1st Group with significant market reach into the specialist and allied markets, and as these relationships mature, they will drive the adoption of MyHealth1st subscriptions by healthcare providers, opening up new additional advertising and usage fee revenue.

The Board is delighted to be working to support Klaus in his efforts to crystallise 1st Group's significant potential for future value creation.

Operational Review

Klaus' return to the role of CEO of 1st Group does not mean that the Board, or Klaus himself, believe that we should return to business as usual.

The Board and Management understand that creation of value depends on better delivery: on refining our platforms to ensure they lead the industry and help us scale rapidly; on investing in customers and our people to maximise profitable growth; and on delivering upon the potential of 1st Group's new and existing strategic partnerships - and forming additional partnerships.

The Board and Management will now move quickly to conduct a full operational review to ensure that we maximise the Company's potential for stronger, profitable growth. We have retained the services of Latimer Partners to assist in that review, and to ensure we identify the range of strategic options which will complement the Company's existing agreed direction.

Board Renewal

In the course of the new Board setting the Company back on the right path (culminating in the resignation of the previous Board), Ross McCreath generously agreed to step up to assist the Company, taking on the role of non-executive Director. While we had anticipated that role may have been a materially longer one, the Company has had the good fortune of being able to secure the services of Magali Azema-Barac as a non-executive director, allowing Ross to step down.

Magali brings considerable financial and strategic skills to the Company, having had an extensive global career in significant companies in various locations around the world. Her intellectual capacity will be a valuable match for the team at 1st Group, driving a relentless focus on growth and development of the business.

In addition to these changes (all effective immediately), Stephe Wilks has been appointed Chair of the Board.

Brief profiles of the directors are attached below.

With Klaus back in the CEO role, and an aligned and capable Board supporting him and the management team, the Company is well placed to build on the successes achieved to date. We look forward to updating the market over the coming months.

This announcement has been approved for release by the Board of Directors.

Change of Principal Place of Business

The Company advises that, effective immediately, it has changed its principal place of business to:

Level 3, 1-9 Buckingham Street, Surry Hills NSW 2010

The registered office remains c/- Automic Group, Level 5, 126 Phillip Street, Sydney NSW 2000.

Further information

Stephe Wilks

Chair

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Hugh Richards

Latimer Partners

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About 1st Group Limited

1st Group is an ASX-listed digital health group building Australia's leading health services marketplace, MyHealth1st.com.au, Australia's online pet service marketplace PetYeti.com.au and corporate and government solutions platform GoBookings.com. These integrated platforms provide an easy-to-use online search and appointment booking service and offer a range of value-added apps and services that facilitate digital patient and customer engagement. We improve lives by connecting consumers to a variety of healthcare services and information anytime, anywhere, so they can get well sooner and stay well longer. To find out more visit 1stGrp.com, MyHealth1st.com.au, PetYeti.com.au and GoBookings.com.

APPENDIX

Key terms of CEO appointment

Salary	\$360,000 per annum, plus super
Options	12,800,000 Plan Options at an exercise price of \$0.022 (subject to shareholder approval)
Term	Continuing contract, with 12 months' notice period

Director appointment terms

For the coming year, Directors have agreed with the Company to substantially reduce their cash compensation and take options in lieu (subject to Shareholder approval), to preserve cash and to align them with the plan to create equity value.

Stephe Wilks, Chair

Salary	\$50,000 per annum (reduced from \$150,000, assuming shareholder approval of options)
Options	4,246,000 Plan Options at an exercise price of \$0.022 (subject to shareholder approval)

Magali Azema-Barac

Salary	\$Nil per annum (reduced from \$60,000, assuming shareholder approval of options)
Options	2,547,600 Plan Options at an exercise price of \$0.022 (subject to shareholder approval)

Director Profiles

Stephe Wilks – Stephe is a highly experienced company director with roles in several public and ASX-listed companies, particularly in the technology sector. He is currently Non-Executive Director of Interactive, Salus Aviation and BluGlass while former board roles include Speedcast (independent chair), Brainchip Holdings, Dubber, DataDot, ServiceStream and Bulletproof Group. Stephe is a qualified lawyer (Gilbert & Tobin) and has a long career in the telecommunications sector including Director, Regulatory and Public Affairs at Optus and Regulatory Director, BT Asia Pacific.

Magali Azema-Barac – Magali is a highly analytical global executive with expertise in finance and technology. She has delivered strong performance through vigorous and open collaborative exchanges with her peers, having worked in a range of organisations such as PineBridge Investments, AIG, Citibank and Warburg. Magali is a graduate of the AICD, a Chartered Financial Analyst (CFA), and has a PhD in Artificial Intelligence from University College London and a Masters in Robotics & Computer Science from University Paul Sabatier, Toulouse, France.

Klaus Bartosch – Klaus is the former CEO and founder of the Company.