

Appointment of CEO

1st Group Limited (ASX: 1ST), the Australian digital health group, is pleased to advise that it has appointed Joshua Munday as its new permanent Chief Executive Officer, effective today.

Mr Munday has been acting in the role of Interim CEO since October 2022. The decision to appoint Mr Munday in a permanent capacity has been taken by the Board as a direct result of his expressed commitment to the role, his exceptional professional track record and expertise, and the sustained focus that he has already brought to the executive leadership position. The Board have tasked Mr Munday with specific short term KPI's to address the following; Obtaining an unqualified auditors opinion as part of the current 1H financial audit requirements, Removing the ASX suspension, Continuing the improvement in the company's capital position and medium to longer term business performance.

Joshua has over 15 years' experience in financial services and healthcare with an in-depth understanding of the Australian healthcare industry.

1st Group is pleased to announce that it has appointed highly experienced industry executive Joshua Munday as Chief Executive Officer.

Mr Munday has 15 years of healthcare and financial services experience working in organisations such as American Express, Investec Bank and most recently as the Co-Founder and Chief Growth officer of healthcare lender Credabl.

With a strong background in healthcare, Mr Munday is an experienced sales and marketing executive and brings extensive experience in managing strategic partnerships with healthcare organisations. Non-Executive Chairman, Mr Chris Whitehead, commented: "The appointment of a new permanent CEO is a key step in the revitalisation of 1st Group. The renewed Board will continue to review and update the business strategy for 1st Group. We need to ensure that we have the right people talent and other resources required to take full advantage of the significant opportunities available to the Company."

Key terms of Mr Munday's appointment for the purposes of ASX Listing Rule 3.16.4 are contained in Annexure A to this announcement.

Additionally, the Company recognises the importance of delivering appropriately structured equity incentives to employees, which supports aligning their interests with those of Shareholders of the Company. The Board has commenced a review of long-Term incentive arrangements and will seek the approval of shareholders as required in due course.

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

Joshua Munday

CEO

jmunday@1stgrp.com

Elizabeth Spooner

Company Secretary

+61 2 8072 1400

About 1st Group Ltd

1st Group is an ASX listed digital health group consisting of MyHealth1st.com.au, PetYeti.com.au, GoBookings.com and innovative telehealth platform Visionflex. These integrated platforms provide easy-to-use online search and appointment booking services and offer a range of value-added apps and services that facilitate digital patient and customer engagement.

APPENDIX A

Key terms of CEO appointment

Role title	Chief Executive Officer
Termination	3 months' notice by either party
Time Commitment	Full-time
Fixed remuneration	\$300,000 plus superannuation
Short Term Incentive	Short term annual variable remuneration of up to \$100,000, based on performance against targets determined by the Board.
Long Term Incentive	Under review and subject to shareholder approvals as required.
Restraint Period	12 months.