



Money in Motion

+61 (07) 3557 1100

Level 12
333 Ann Street
Brisbane QLD 4000

EML Payments Limited

29 August 2023

ASX Market Announcements

20 Bridge Street
SYDNEY NSW 2000

Appointment of Chief Financial Officer and Chief Corporate Development Officer

EML Payments Limited (ASX:EML) (“EML”) has today announced the following appointments:

- Mr James Georgeson will join the company as Chief Financial Officer (CFO) effective from 1 September 2023; and
- Mr Peter Lang has been appointed Chief Corporate Development Officer (CCDO) effective 1 September 2023 and will remain on the Board as an Executive Director.

Group CFO appointment

Mr Georgeson is an experienced ASX-listed company executive with over 22 years in the financial services sector. He most recently served as CFO of AMP Limited and is highly skilled in leading large-scale programs across a broad range of stakeholders and jurisdictions, in heavily regulated markets.

Mr Georgeson has significant experience in leading end-to-end finance functions and running transformative change programs, which will be a great asset to EML as it actions its operational priorities and continues the strategic review of the EML business.

Jon Gatt, who has been Interim Group CFO since January 2023 will return to his role as European CFO. The Board would like to thank Jon for his contribution and dedication since January, which has been a time of significant change for the Group.

Chief Corporate Development Officer appointment

Mr Lang has been actively involved in several important initiatives since being appointed to the Board as a non-Executive Director on 22 February 2023. In particular, he has taken carriage of the strategic review, supporting remediation activities including chairing the Board’s Regulatory Remediation Committee and re-negotiating interest yields on our customer float leading to material gains.

In his Chief Corporate Development Officer role, Mr Lang will also provide the leadership team with greater capacity to concentrate on customers, revenue, cost reduction and product development.

Mr. Lang will inject valuable commercial skills to ongoing Strategic Review activities together with key revenue initiatives.

The key terms of Mr Lang’s respective employment agreements are summarised at the end of this announcement.



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About EML Payments Limited

EML Payments is a global payments company that operates in Australia, the UK, Europe, and the US. Our customers are diverse and include major banks in Europe, government, retail brands and financial services companies. For more information:

[EMLPayments.com](https://www.emlpayments.com)

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

For further information, please contact:

Investor enquiries

M +61 455 470 055

E investorrelations@emlpayment.com

Media enquiries

Lauren Thompson

M +61 438 954 729

Celia Moore

M +61 432 344 069



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Annexure

Peter Lang's Employment Terms

Set out below are the material terms of Peter Lang's employment agreement as Chief Corporate Development Officer.

Position	Chief Corporate Development Officer
Commencement Date	1 September 2023
Term	No fixed term. Ongoing until terminated by either party in accordance with executive employment agreement (see further below).
Total Fixed Remuneration	A\$675,000 per annum, inclusive of superannuation. Nil Director Fees whilst in an Executive Director role (previously \$155,000 per annum).
Incentives	Mr. Lang will not receive short or long term incentives for this position. All other employment terms will be consistent with equivalent level positions within the Company.
Termination	Termination of this role by either party with three months' notice. Termination as an Executive Director remains in accordance with EML's Constitution and Corporations Act.
Post-employment restraint	<ul style="list-style-type: none">• Non-competition up to 12 months; and• Non-solicitation up to 12 months, after the termination of Mr. Lang's employment in this position.