



Money in Motion

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Level 12

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EML Payments Limited

23 December 2024

ASX Market Announcements

20 Bridge Street
SYDNEY NSW 2000

Leadership Changes

The Board of EML Payments Limited (**EML:ASX**) ("**EML**") today announces that it has elected to discontinue Mr Ron Hynes's employment agreement as Managing Director and Chief Executive Officer from 21 December 2024 having resolved that alternate leadership is required to execute the Company's strategy, EML 2.0. Ron will receive six months' notice but will not receive any equity grants given he will not be in employment on the relevant vesting dates.

The Board and leadership team are wholeheartedly committed to our medium-term strategy EML 2.0 which was communicated to shareholders and the investment community at the Company's 2024 Annual General Meeting on 26 November 2024.

Guidance for FY25 underlying EBITDA in the range of A\$54-60m is affirmed.

Executive Chair

Current Independent Non-Executive Chair, Mr. Anthony Hynes will assume the role of Executive Chair effective 23 December 2024. Anthony brings a wealth of experience in the operation of successful global payments businesses and has developed a deep understanding of the EML business over the past six months since his appointment to the Board on 30 June 2024. Anthony's remuneration during the period of his Executive Chair appointment will be A\$67,000 per month, inclusive of his current Chair fee, being the equivalent of the former CEO's Total Fixed Remuneration.

Anthony said "Our energised, passionate and broadened leadership team is building momentum and I'm excited to lend them my further support as we work hard to build a high-performance culture and make 2025 a formative year for EML. I love the payments industry having dedicated a significant part of my professional life to it and the upside for EML following the successful execution of our strategy is significant."

Deputy Chair

The Board has appointed Independent Non-Executive Director and Chair of the Audit and Risk Committee, Mr. Ken Poutakidis as Deputy Chair effective 23 December 2024. Ken is an experienced ASX Director with deep understanding in equity capital markets and financial services. Ken's remuneration as Deputy Chair will increase to \$175k per annum in line with EML's Non-executive Director fee structure as published in the Company's 2024 Remuneration Report.

Anthony, together with the leadership team, look forward to sharing progress on EML 2.0 and the FY25 H1 financial results with shareholders at the FY25 Interim results presentation scheduled for 26 February 2025.



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About EML Payments Limited

EML Payments is a global payments company that operates in Australia, the UK, Europe, and North America. Our customers are diverse and include government, retail brands, human capital management 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.

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