



CEO transition and appointment of interim CFO

11 June 2025: Helia Group Limited (Helia or the Company) (ASX:HLI) today announced Chief Executive Officer and Managing Director Pauline Blight-Johnston will stand down from the position after more than five years in the role.

Following changes to the Lenders' Mortgage Insurance (LMI) Industry outlook and the customer portfolio of the Company, Ms Blight-Johnston and the Helia Board both believe that it is appropriate for a change in the scope of the CEO and Managing Director role.

Effective 1 July 2025, Chief Financial Officer (CFO) Michael Cant will assume the role of interim CEO, with Ms Blight-Johnston working with Mr Cant to allow an orderly transition and handover. Mr Cant has been Helia's CFO for the last 4 years and has worked in senior executive roles across the financial services, wealth management and banking sectors for more than 30 years. Details of Mr Cant's employment contract, including remuneration arrangements for the period he serves as interim CEO are set out in Attachment 1.

Craig Ward, current Head of Finance at Helia, has been appointed Interim CFO for this period.

Since joining as CEO in early 2020, Ms Blight-Johnston has delivered business, customer and people benefits at Helia. In that time, Helia has delivered Total Shareholder Returns (TSR) of 282 per cent, compared to the S&P/ASX200 Financials Ex-A-REIT index of 116 per cent and the benchmark S&P/ASX200 index of 73 per cent.

Helia Chair Leona Murphy thanked Ms Blight-Johnston for her contributions. Ms Murphy said, "The Board would like to thank Pauline for her committed leadership and passion in helping more people achieve their dream of home ownership. She has led from the front during a period of significant change for the LMI industry and for Helia. I wish her all the very best for this next phase in her career."

Ms Blight-Johnston said, "It has been an absolute privilege to lead Helia, Australia's leading Lenders Mortgage Insurer, to deliver home ownership options for Australians, as well as returns for our shareholders, for the last 5 years. I would like to thank all of our lender customers, shareholders, staff and Board for your partnership and trust in me and wish the Company continued success as it navigates its new landscape."

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

Key Terms of Employment for Michael Cant – Interim Chief Executive Officer

Term of employment agreement	Interim appointment for the period: 1 July 2025 to 30 June 2026
Employing entity	Helia Insurance Pty Limited
Total Fixed Remuneration (TFR)	\$825,000 per annum including superannuation
Short-Term Incentive (STI)	Target – 80% of TFR Maximum – 160% of TFR
Long-Term Incentive (LTI)	Maximum – 60% of TFR
Restrictive Covenants	12 month non-compete and non-solicitation after ceasing employment
Notice Period	3 months' notice required from either party. No notice if terminated for cause (eg serious misconduct)
Termination Provisions	6 months' TFR plus statutory entitlements, subject to limits imposed by Corporations Act or other regulations and execution of a deed of release