



ARENA REIT (ASX CODE: ARF)

# ASX ANNOUNCEMENT

13 AUGUST 2025

## CHIEF EXECUTIVE OFFICER SUCCESSION

The Board of Arena REIT (Arena) today announces that Rob de Vos has given notice of his resignation as Managing Director and Chief Executive Officer (“CEO”) of Arena. Mr Justin Bailey, current Chief Investment Officer (“CIO”), has been appointed CEO-designate. Mr de Vos will continue in his role during a transition period and is expected to step down following the Annual General Meeting in November 2025, at which time Mr Bailey will then be formally appointed CEO by the Board. Mr Bailey joined Arena REIT in February 2024, following a thorough search to fill the CIO role position, and as part of Arena’s succession planning.

The Chair of Arena, Mr David Ross said “On behalf of the Board, I would like to thank Rob for his outstanding leadership of Arena. Rob has served Arena for 13 years, including more than six and a half years as Managing Director and CEO, and has played a pivotal role in positioning the business for long-term success. He has led with integrity, vision, and a relentless focus on delivering enduring value.

“Since joining Arena, and particularly during his tenure as CEO, Rob has overseen the strengthening of the investment portfolio, the expansion of tenant partnerships, the delivery of strong total returns since Arena’s ASX listing in June 2013, and the navigation of a range of market conditions with resilience. He has also fostered a strong culture, built a high-calibre management team, and helped shape a clear strategic framework for the future.”

Mr Ross continued, “We are pleased to announce the appointment of Justin as CEO-designate. Justin joined Arena as part of its succession planning and has served as CIO for the past 18 months. He brings a deep understanding of the investment portfolio and strong relationships with our business partners. He has played a key role in Arena’s growth and performance since joining, and has demonstrated a strong alignment with our purpose and values. Justin is passionate about the business and the team, and the Board is confident he is ideally positioned to lead Arena through its next phase.”

Commenting on his time at Arena, Mr de Vos said “I am incredibly grateful to have had the opportunity to lead Arena and to work alongside such a committed and talented Board and executive team. With the support of the Board, and the business in a strong position, I believe now is the right time to handover leadership of Arena. This has not been an easy decision, but one made after deep reflection and with full confidence in Arena’s future.

“I’ve been fortunate to work with exceptional people over the last 13 years and would like to thank the Board, our team, and all of our partners for their trust and support. I remain focused on supporting a smooth transition with Justin over the coming months. I have worked closely with Justin over the last 18 months and I am confident that he is the ideal candidate to lead the business into its next chapter.

Arena REIT Limited (ACN 602 365 186)

Arena REIT Management Limited ACN 600 069 761 AFSL No. 465754 as responsible entity of Arena REIT No. 1 (ARSN 106 891 641) and Arena REIT No. 2 (ARSN 101 067 878)

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“Once the handover is complete, I look forward to taking an extended break with family overseas, before turning my mind to what comes next in my professional journey. I wish everyone at Arena, the investors we serve and communities we invest in, continued success.”

Following his appointment as CEO-designate Mr Bailey said “I am honoured to be appointed as CEO-designate, and am excited by the opportunity to build on Arena REIT’s strong business foundations. I am committed to working closely with Rob and the Board to ensure a seamless leadership change. I look forward to continuing to work with our skilled and dedicated team, advancing our strategy and purpose, and delivering long term value to our investors and tenant partners.”

Board Chair, Mr Ross said, “The Board looks forward to working closely with Rob and Justin through the upcoming leadership transition to deliver the best outcome for all of our stakeholders.”

**This announcement is authorised to be given to the ASX by Gareth Winter, Company Secretary.**

**– ENDS –**

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**About Arena REIT**

Arena REIT is an ASX200 listed property group that develops, owns and manages social infrastructure properties across Australia. Our current portfolio of social infrastructure properties is leased to a diversified tenant base in the growing early learning and healthcare sectors. To find out more, visit [www.arena.com.au](http://www.arena.com.au).

**Justin Bailey biography**

Justin joined Arena as Chief Investment Officer in February 2024 and has 25 years’ investment and advisory experience in infrastructure and real estate. Justin’s background includes leadership roles in project development, acquisition, financing and asset management, with a particular focus on creating new community assets and precincts. Prior to joining Arena, Justin held senior executive roles for leading investment banking, advisory and investment organisations including ABN AMRO, Babcock & Brown and KPMG. Most recently he was Senior Managing Director of John Laing, responsible for the Australian market and co-head of their global project investment business. Justin holds a Bachelor of Commerce (Honours) from the University of Melbourne.