

ASX Announcement

Endeavour Board Update

Sydney: Tuesday, 30 September 2025

Endeavour Group Limited (ASX:EDV) today announces that Michael (Mike) Ihlein will join the Board as an independent Non-executive Director, subject to probity and receipt of the required regulatory approvals.

Mike is a highly experienced company director having served on various high-profile Australian boards across a range of sectors. He brings to the Board financial, operational and governance leadership, deep financial acumen and strategic risk management gained from domestic and international settings.

Mike spent a significant portion of his 30-year executive career in senior corporate and finance roles. He was the Chief Executive Officer of Brambles Limited until 2009, having earlier served as its Chief Financial Officer from 2004. Earlier, Mike spent over 25 years of his career at Coca-Cola Amatil Limited where he held a variety of significant leadership roles, including seven years as Chief Financial Officer, and prior to that as the Managing Director, Poland and as Business Development Director. He is currently a Non-executive Director of Scentre Group Limited, Ampol Limited, Inghams Group Limited and Kilfinian Australia, a not-for-profit organisation providing mentoring to social purpose leaders. His previous board roles include Westfield Retail Trust, CSR Limited, Snowy Hydro Limited and Murray Goulburn Co-operative Co Limited.

Endeavour's interim Chairman, Duncan Makeig said, 'I am delighted to announce and welcome Mike to the Endeavour Board. Mike has a proven record of contributing to value creation in large ASX-listed businesses and has built a reputation as a globally minded and commercially astute finance leader. We are fortunate to have secured the skills and experience of Mike as a respected company director.'

He added, 'The Board is making good progress on renewing its membership and we remain committed to bringing on new director perspectives.'

The Chairman also announces that Anne Brennan will retire at the conclusion of this year's Annual General Meeting to be held on 17 November 2025. Mike Ihlein will succeed Anne as Chair of the Audit, Risk and Compliance Management Committee upon appointment to the Endeavour Board. Penny Winn has agreed to act as interim Chair of the Audit, Risk and Compliance Management Committee in the intervening period until Mike's regulatory approvals have been received.

Mr Makeig expressed his appreciation for Anne's contribution to the Endeavour Board and for her leadership of the Audit, Risk and Compliance Management Committee.

Mr Makeig said, 'Anne's disciplined approach to financial and risk management, together with her leadership of the Audit, Risk and Compliance Management Committee, has significantly benefited Endeavour during a period when the Group was establishing its foundations as a listed entity following the demerger from Woolworths. On behalf of the Board, I take this opportunity to thank Anne for her contribution to Endeavour and wish her all the best in the future.'

This release of this announcement has been authorised by the Board.

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