



2 December 2024

ASX RELEASE

APPOINTMENT OF NEW CHIEF EXECUTIVE OFFICER

Resimac Group Ltd (ASX: RMC, "Resimac") announces that Mr Pete Lirantzis will be appointed as Chief Executive Officer effective in the first half of 2025.

Mr Lirantzis joined Resimac on 12 February 2024 and is currently the Chief Strategy, Products and Operating Officer. He will take over from Ms Susan Hansen who will step down as Interim CEO after the expected completion of the migration of the Westpac Auto Back Book in the first half of 2025 calendar year. Resimac acquired this book in early October 2024.

Resimac's Chair, Wayne Spanner, said Mr Lirantzis' strong focus on brokers, quality customer care, and solution orientated approach were key attributes that the board considered essential in taking the business forward.

"Resimac is in a strong position and Pete is well placed to lead the business into the future as we continue to diversify and grow across our mortgage and asset finance business. With considerable experience in digital transformation and modernisation across the finance sector, Pete has already made his mark on the business and will continue to do so as we build sustainable growth," Mr Spanner said.

Susan Hansen, Interim CEO, said she was delighted to be handing over to Mr Lirantzis in the near future. "Since joining Resimac, Pete has demonstrated exceptional skills in articulating and executing a strategy that aligns with the board's ambition," Ms Hansen said. Ms Hansen will continue on the Board of Resimac.

Commenting on his appointment Mr Lirantzis said: "I am excited to take on this new role and look forward to guiding our company toward a bright future. My focus will be on achieving sustainable growth and improving efficiencies. I am committed to ensuring we remain competitive while evolving our offerings to meet the changing needs of our valued customers. As we chart this path forward, I am both confident and humbled by the trust the board has placed in me. I look forward to working alongside our talented team to achieve the shared vision that will drive our success".

A summary of Mr Lirantzis' key terms of employment is attached.

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

-ENDS-

Peter Fitzpatrick

Company Secretary
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resimac

About Resimac Group (as at 29 August 2024):

Resimac Group Ltd (“Resimac Group”) is a leading non-bank lender and multi-channel distribution business. Its fully integrated business model comprises originating, servicing and funding prime, non-conforming residential mortgages and asset finance products. With over 300 people operating across Australia, New Zealand and the Philippines, Resimac Group has in excess of 55,000 customers with a portfolio of home loans on balance sheet of almost \$13 billion, an asset finance portfolio over \$1 billion, and total assets under management of over \$14 billion.

Resimac Group has issued almost \$50 billion in bonds in domestic and global markets since 1987. It has access to a diversified funding platform with multiple warehouse lines provided by domestic and offshore banks for short term funding in addition to a global securitisation program to fund its assets longer term.

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ATTACHMENT

Key Terms of the Appointment of Mr Peter Lirantzis as Chief Executive Officer

Position	Chief Executive Officer
Commencement date	Mr Lirantzis is currently Resimac's Chief Strategy, Products and Operating Officer. His appointment as Chief Executive Officer will commence in the first half of 2025 calendar year.
Notice period	Mr Lirantzis' employment can be terminated at any time by either Mr Lirantzis or Resimac giving the other 6 months' notice. Resimac will also be able to terminate summarily without notice for serious misconduct.
Fixed remuneration	With effect from 1 January 2025, Mr Lirantzis' fixed salary will be \$650,000 per annum, increasing to \$700,000 per annum on 1 July 2025. Superannuation is payable in addition to salary.
Short term incentive	Mr Lirantzis will be eligible for an annual short term incentive of up to 100% of base salary, upon the achievement of agreed KPIs. In FY'25, any incentive will be paid in full. From FY'26 onward, any incentive will be paid in 2 instalments, with 40% of the incentive being deferred for 12 months, which will only be payable on the following conditions: <ul style="list-style-type: none"> • Mr Lirantzis being employed by Resimac at the payment date (unless the Board determines otherwise); • the Board being satisfied that the KPIs for the relevant financial year have been sustained or that there have been no material adverse changes in Resimac's financial performance and risk outcomes; and • the Board being satisfied the Mr Lirantzis has not breached his employment contract, code of conduct or statutory or regulatory obligations.
Long term incentive	Mr Lirantzis is eligible to participate in the long term incentive program as determined by the Resimac Board.
Post-employment restrictions	Mr Lirantzis owes an ongoing obligation of confidentiality, and is subject to non-compete, non-solicitation, and non-interference obligations which apply for a period of 12 months following the termination of his employment.
External Board Memberships	External appointments require the prior written approval of the Board, which will not be granted where the Board considers there to be a conflict, or potential for conflict, of interest.