webjet group

ASX Release

Appointment of new Managing Director and CEO

15 July 2026

Webjet Group Limited (ASX:WJL) (Webjet or the Company) today announces the appointment of Ms Nicole Sheffield as Managing Director (MD) and Chief Executive Officer (CEO), effective 20 July 2026. This follows the Company's announcement to the ASX on 29 May 2026 regarding the resignation of the former MD & CEO, and appointment of Mr Layton Shannos as Acting CEO for an interim period while the Board completed its search to secure a permanent successor.

Nicole is an accomplished executive with more than 25 years' experience leading commercial growth, business transformation and digital innovation across some of Australia's most recognised consumer and technology businesses. She has a strong track record of delivering large-scale transformation and customer-led growth, and has built digital platforms, consumer marketplaces, loyalty and membership programs, and enterprise data capabilities.

Prior to joining Webjet Group, Nicole was Managing Director of Wesfarmers OneDigital, where she led the Group's enterprise data and digital strategy, including the OnePass membership program, the Catch marketplace and the Group's shared data platform. Nicole's previous roles include Executive General Manager Community and Customer at Australia Post, where she led Australia's largest retail network of more than 4,400 Post Offices, together with the digital channels and customer contact centre. She previously held senior executive roles at News Corp Australia, including Chief Digital Officer and Chief Executive Officer of NewsLifeMedia. Earlier in her career, Nicole held leadership roles with Seven West Media, and TIAS - the joint venture between Qantas, Air New Zealand and Ansett Australia.

Nicole also brings significant governance experience through a range of non-executive board and advisory roles across listed, private and not-for-profit organisations. She has recently stepped down as Chair of the Australian Retail Council and has previously served as Chair of the Australian Broadcasting Corporation Advisory Council and Chair of the Interactive Advertising Bureau Australia, providing a strong understanding of board governance, risk management and stakeholder engagement.

Dr. Gary Weiss, Interim Chair said:

"The Board is pleased to appoint Nicole Sheffield as MD & CEO for Webjet Group following a comprehensive search process. Nicole will lead the execution of the Company's strategy, with a focus on sustainable growth, driving operational excellence and innovation and delivering long-term value. Nicole brings deep commercial, digital, and customer leadership experience, together with proven expertise in building and scaling digital platforms, consumer marketplaces, and data-driven businesses. Her track record of leading transformation and delivering sustainable growth makes her well-placed to build on the strong foundations already in place and lead Webjet Group through its next phase of growth.

We look forward to welcoming Nicole to Webjet Group and working closely with her as the business continues to evolve."

Commenting on the appointment, Nicole Sheffield said:

"I would like to thank the Board for its confidence in appointing me to lead Webjet through its next chapter. Webjet has built one of Australia's most trusted and recognised travel brands and has a strong platform for future growth. I look forward to working with the Board and the talented Webjet team to build on the momentum already underway. Together, we have an opportunity to make travel planning simpler, more personalised and more rewarding for customers, while delivering sustainable long-term value for our partners and shareholders."

The Company thanks Mr Layton Shannos for his leadership as Acting CEO in the interim period.

In accordance with ASX Listing Rule 3.16.4, a summary of the material terms of Ms Sheffield's appointment is set out at Annexure A.

This announcement was authorised for release by the Board of Directors.

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Annexure A

Summary of Key Terms of Nicole Sheffield's Executive Employment Agreement

Role	Managing Director and Chief Executive Officer.
Term	No fixed term.
Total Annual Fixed Remuneration (FAR)	$750,000, inclusive of superannuation (pro-rated in FY27)
Short Term Incentive	At the discretion of the Board, Ms Sheffield will participate in the Company's Short Term Incentive plan (STI). The on target opportunity for the first year of employment will be 50% FAR with a maximum potential of 75% FAR, pro-rated during Ms Sheffield's first year of employment. The Board will set the STI performance measures (which will be subject to financial and non-financial measures): 70% Financial and 30% Strategic.
Long Term Incentive	At the discretion of the Board, Ms Sheffield will participate in the Company's Long Term Incentive Plan (LTI). LTI opportunity for FY27: Ms Sheffield will be eligible to receive an annual grant of performance rights (pro-rated for FY27) with a grant value of 70% fixed annual remuneration (FAR) for on target performance and 200% of FAR being the maximum opportunity. The vesting conditions for the rights will comprise the following two metrics each with a weighting of 50%: • a relative total shareholder return (**TSR**) metric; and • an underlying diluted earnings per share (**EPS**) growth metric. Any grant of performance rights is conditional on shareholder approval at the Company's Annual General Meeting. Full details for the FY27 grant will be provided in the Notice of Meeting for the Annual General Meeting on 27 August 2026.
Notice Period and Termination	A mutual notice period of 6 months' notice of termination will apply.
Restraints	The agreement includes non-compete and non-solicitation restraints of nine months from the date employment terminates.