



ASX Announcement (ASX: B4P)

29 October 2026

Kasey Kaplan appointed CEO and Managing Director of Beforepay Group (B4P)

Beforepay Group Limited (ASX: B4P) announced today that the Board has appointed Deputy CEO Kasey Kaplan as the next CEO and Managing Director. Current CEO Jamie Twiss will step down from the role on 7 December 2026, after more than five years leading the company. The appointment follows a succession process overseen by the Board, which considered both internal and external candidates with the support of an external search adviser.

Kasey brings extensive experience building and scaling businesses across fintech, payments, technology and insurance in both the United States and Australia. Since joining Beforepay Group in September 2021, he has been instrumental in scaling its core consumer lending business, driving product innovation, commercial growth and strategic partnerships, and helping establish the Group as a profitable, ASX-listed fintech.

With a background spanning entrepreneurship, product leadership and commercial execution, Kasey has focused on creating new growth opportunities through technology, new lending products and distribution channels. He has also played a key role in developing Carrington Labs, the Group's AI-powered credit analytics business.

Kasey serves as a Non-Executive Director of Stakk Limited (ASX: SKK). He holds an Executive MBA from Quantic School of Business and Technology, a master's degree from Oakland University, and a bachelor's degree in Economics and Management and Communications from Albion College.

Jamie said, "It's been a privilege to lead Beforepay Group over the last five years, from our early days as a private company through the IPO, the march to profitability, the launch of our Personal Loan product, and the formation of Carrington Labs. This is the right time to hand the baton to Kasey for the next phase of our growth; he knows every aspect of the business intimately, and is ideally positioned to succeed. I've immensely enjoyed working with Kasey over the last several years, and I've never been more confident in the Group or its future than I am today."

Kasey said, "I'm excited to be stepping into the CEO role, and looking forward to leading Beforepay Group as we deliver our strategy and head into the next phase of growth. It has been an honour working with Jamie as he leaves behind an impressive legacy and strong foundations; our technology, credit-risk management skills, talented people, and scaled customer base will enable us to continue to disrupt the financial-services landscape in the years ahead."

Brian Hartzer, the Chairman of Beforepay Group, said, "Kasey is ideally suited by background, skills, and temperament to lead the Group into the future, and I'm delighted that he'll be stepping into the CEO role. I'd like to thank Jamie for everything he has built in his time as CEO, and we wish him all the best."

Jamie will continue to support Kasey through a transition period and then on an advisory basis.

For the purposes of ASX Listing Rule 3.16.4, a summary of the key terms of Kasey's employment agreement is attached as Appendix A.

This announcement has been approved for release by the Board.

For more information, please contact:

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About Beforepay Group

Beforepay Group was founded in 2019 to support working Australians who have not been well-served by the traditional financial-services industry.

Our lending arm, Beforepay, offers consumers an ethical, customer-friendly way to help manage temporary cash-flow challenges through small pay advances, as well as offering personal loans. Carrington Labs, our enterprise arm, enables banks, credit unions and fintechs to elevate their lending performance through deep credit risk insights that can help increase approval rates, cut defaults and grow margins.

For more information visit www.beforepaygroup.com

Important notice

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To the maximum extent permitted by law, no member of the Beforepay Group accepts any liability for any loss whatsoever arising from the use of this announcement. This announcement includes information regarding past performance of Beforepay Group and investors should be aware that past performance is not and should not be relied upon as being indicative of future performance.

Appendix A – Summary of material terms of CEO employment agreement

- **Role and Commencement:** Appointed as Chief Executive Officer and Managing Director effective 7 December 2026 on an ongoing basis with no fixed term.
- **Fixed Remuneration:** Total fixed remuneration of \$600,000 per annum (inclusive of statutory superannuation).
- **Short-Term Variable Incentive (STVI):** Eligible to participate in the Company's STVI plan with an annual opportunity of \$300,000 (50% of fixed remuneration) at target and \$600,000 (100% of fixed remuneration) at maximum, inclusive of superannuation, subject to the achievement of performance hurdles and other terms.
- **Long-Term Variable Incentive (LTVI):** Eligible to receive annual grants of equity rights with a target value of \$500,000 per annum (vesting over three years), subject to vesting conditions, plan terms and any required shareholder approvals.
- **Growth Milestone Incentive Plan (GMIP):** Eligible to participate in a six-year GMIP under which one-off compensation payments (up to a cumulative maximum of \$10 million, inclusive of superannuation) may be earned subject to change of control, or the Company achieving and sustaining stretching market capitalisation milestones between \$250 million and \$1 billion and other plan terms.
- **Notice and Termination:** Either party may terminate the agreement with six months' written notice (or payment in lieu of notice at the Company's election). The Company may summarily terminate employment without notice in customary circumstances. All termination benefits are subject to *Corporations Act 2001* (Cth) and ASX Listing Rule limits.
- **Post-Employment Restraint:** Subject to post-employment non-compete and non-solicitation restraints of up to six months.