



8 November 2024

## CEO RESIGNATION AND INTERIM APPOINTMENT

FlexiRoam Limited (ASX: FRX) (“FlexiRoam”, “Company”) announces that Executive Chairman and Interim Chief Executive Officer (CEO), Mr. Steve Picton, has decided to step down from his current roles within the business due to health concerns, with effect from 7th December 2024.

Mr. Picton was appointed Interim CEO on 5th February 2024 and was tasked with managing the transition from the previous management team and the implementation of a transformation strategy which as previously announced was largely completed by the end of Q1 FY25.

Reflecting on his tenure, Mr. Picton stated, “I have greatly valued my time with FlexiRoam as a Non-Executive Director and more recently as Executive Chairman and then Interim CEO. I will leave with a real sense of accomplishment in both the quality of the FlexiRoam team and the core technology platforms we have deployed. I am particularly proud of the significant commercial progress we have made as reflected in the recent results and also with our continued expansion into new and diverse travel partners for our embedded connectivity solutions. I will support Jef and the future permanent CEO in ensuring an orderly transition such that the business momentum is not lost”.

In the interim, Mr. Jeffrey Ong, Founder and Non-Executive Director of FlexiRoam, will be appointed as Interim CEO, effective 7th December 2024 whilst a search for a new CEO takes place (refer to schedule 1 for the terms of the appointment). The board will also select a suitable candidate to join as a replacement Australian resident director.

Mr. Ong said, “We are grateful to Steve for his valued leadership over the past 12 months and the entire board wish him well for the future. I look forward to building on his achievements and guiding FlexiRoam as interim CEO while the search for a permanent replacement continues.”

The Board will now commence a comprehensive search to identify a permanent CEO.

-END-

### AUTHORISED BY THE BOARD OF DIRECTORS

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## ABOUT FLEXIROAM

*FlexiRoam Limited (ASX: FRX) is the connectivity solution for a new era of travel. Globally, travellers are seeking a more flexible, spontaneous travel experience, facilitated by seamless data at competitive rates. FlexiRoam's versatile network spans 520 network operators in over 200 countries and regions, making it the preferred service for consumers and businesses worldwide. Our ability to provide a trusted global communications network for Partners adds solution values within our data service. And with a 'Customer at the Heart' ethos we live and breathe our purpose, 'to open-up global connectivity so that every person can experience the joy of flexible travel'.*

For further information, please visit <https://www.flexiroam.com/>

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Schedule 1

Summary of the material terms of Jef Ong's employment as Interim CEO of Flexiroam Limited

Key terms	Details
Commencement Date	7 <sup>th</sup> December 2024
Term	Ongoing to 31 March 2025 with the ability to extend until a permanent CEO is appointed
Termination period	From 1 April 2025
Total Fixed Remuneration (TFR)	Base salary A\$150,000 per annum
Performance incentives	N/A
Other terms	Mr Ong's employment agreement otherwise contains standard terms and conditions for agreement of its nature including confidentiality, retention of intellectual property and leave.

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