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FINEOS Announces Board Changes

FINEOS Corporation Holdings PLC (ASX:FCL) (FINEOS or Company), a leading provider of core systems for life, accident and health insurance (LA&H) carriers globally, is pleased to announce the appointment of Founder and CEO Michael Kelly to the role of Executive Chairman from 1 January 2026 and the appointment of Stephen Devine as a Non-Executive Director.

After serving over six years as Chairman of FINEOS, Anne O'Driscoll has decided to retire from the Board, effective 31 December 2025. Anne's significant contribution to FINEOS cannot be understated as the Company has continued to strongly drive its strategy in its chosen markets, while also improving its governance, compliance and investor interactions. These improvements are all testament to Anne's leadership and contribution since joining the Board in 2019.

The Board would like to sincerely thank Anne for her stewardship and significant contribution to FINEOS Holdings Limited and wish her every success in her future endeavours.

Founder and CEO, Michael Kelly will assume the role of Executive Chairman while retaining the role of CEO of FINEOS Holdings Limited from 1 January 2026.

Michael said: 'I'm looking forward to serving the combined role of Executive Chairman and CEO of FINEOS from next year. Anne has helped us achieve the standards expected of an ASX public company, ensuring we understand and embrace all our fiduciary duties. Our strategy, along with our governance, compliance and investor activities will continue to be executed to the highest standards as we move into this next chapter of growth and success. The Chairman role will have comprehensive administrative and procedural work support from our Company Secretary and our CFO, allowing me to remain focused on leading the company and driving our strategic agenda forward'.

In addition to the change at the Chair level, FINEOS is pleased to announce that Mr Stephen Devine will join the Board as a Non-Executive Director. Subject to receipt of regulatory approval, his appointment will be effective on 1 November 2025. Stephen is an actuary and former CEO of SCOR UK & Ireland and brings over 35 years of experience in life and health (re)insurance, including more than 25 years in international markets, with senior roles at AEGON and Zurich. Stephen has also played a significant role in industry representation throughout his career and is the immediate Past President of Insurance Ireland. His appointment will bring the FINEOS Board membership to four: one Executive Director and three Non-Executive Directors.

The Board has appointed Mr Dave Hollander as a Lead Independent Director to further strengthen Board independence. Dave has been on the Board since 2019 and brings a depth of experience including serving on two Northa American insurance boards (Northwestern Mutual and Westfield Insurance) and being a global executive insurance leader at both Accenture and EY.

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This notice has been authorised by the Board of Directors.

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About FINEOS:

FINEOS (ASX:FCL) is a leading provider of core systems for life, accident and health insurance carriers globally with 7 of the 10 largest employee benefits insurers in the U.S. as well as a 70% market share of group insurance in Australia. With employees and offices throughout the world, FINEOS continues to work with innovative, progressive insurers in North America, EMEA, and Asia Pacific

For more information, visit www.FINEOS.com