



ASX ANNOUNCEMENT 22 June 2026

Change to Chief Financial Officer and Senior Leadership Structure

3P Learning Limited (ASX: 3PL) ("3PL" or the "Company") today announces changes to its Chief Financial Officer arrangements and senior leadership structure.

3PL is progressing the evolution of its operating model, including the establishment of dedicated B2B (Schools) and B2C (Homes) divisions to support its strategic priorities and growth.

As part of these changes, Adam McArthur, currently Chief Financial and Operations Officer, will transition to the role of Chief Commercial Officer, B2B, effective 1 July 2026.

Lynda Pendino, currently Chief Revenue Officer, will transition to the role of Chief Commercial Officer, B2C.

Adam McArthur and Lynda Pendino will remain part of the Company's Key Management Personnel, together with Chief Executive Officer Jose Palmero.

As a result of these changes, the Company will adopt a revised Finance leadership model. Chief Executive Officer, Jose Palmero, will assume external-facing Chief Financial Officer responsibilities, including investor relations and ASX reporting, with effect from 1 July 2026.

Mireille Steenekamp has been appointed Director, Finance & Risk, reporting to the Chief Executive Officer, and will assume responsibility for internal leadership of the Finance function, including financial reporting, governance and risk.

3PL Chief Executive Officer, Jose Palmero said:

"These changes reflect an important step in aligning our leadership structure to our strategy and creating greater focus across the business."

Adam's commercial acumen and deep understanding of the business position him strongly to lead our B2B division, and I look forward to his continued contribution in this new role.

Lynda's customer focus and growth mindset make her ideally suited to lead our B2C division as we continue to strengthen our engagement with families and learners.

We are also delighted to appoint Mireille as Director, Finance & Risk. She has made a significant contribution since joining 3PL and will play a key role in strengthening our financial discipline and governance."

Mireille Steenekamp joined 3PL in 2022 as Financial Controller and was promoted to Head of Corporate Finance in 2025.

This announcement is made pursuant to Listing Rule 3.16.1 and has been authorised for release by the Chief Executive Officer.

For further information, please contact:

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