



ASX ANNOUNCEMENT

23 October 2020

Key Senior Leadership Appointments

Investment Highlights

- All key senior management from Wirecard have joined Change commencing 1 October 2020
- Through these key appointments Change has added significant depth and experience to its leadership team as well as its broader development, support, operating and finance teams
- Leadership team has been with the business for more than 96 years combined with the average duration 9 years

23 October 2020: Change Financial Limited (ASX: CCA) ("**Change**" or the "**Company**"), is pleased to provide the following update on its strategic acquisition.

With the completion of Change's recent acquisition Change has bolstered its senior leadership team with a number of key senior appointments.

The new team has a combined experience of over 240 years in the fintech and payments industry and have a tenure with the Company and its products of more than 96 years.

The new hires support the existing key leadership team including; Alastair Wilkie (CEO), Clayton Fossett (COO), Vinnie D'Alessandro (CTO) and Ian Leijer (Finance Director).

Change is please to introduce the new senior leadership team below:

Andrew Groat
Head of Business
Solutions
(4 years with
company)

Andrew has a diverse background with much of his career in leadership and critical decision-making roles.

This background includes financial services, operations strategy and business re-engineering, financial crimes management, training and development, information technology and law enforcement.

He has worked in highly accountable roles including law enforcement and financial crimes management in the banking industry. He was responsible for Operations strategy at a major Australian bank including the successful redesign of the national operational delivery model.

Andrew's unique blend of experience across business, people and technology ensures he maximises value for our clients through relevant and effective solutions and services.

Ewan Wilson
Head of Testing
Solutions

Ewan has specialised in the Payments industry for more than 30 years. Working in all areas of Payments Systems in Australia, New Zealand and Asia, he has a strong technical and senior

(17 Years with company)	management background with an extensive knowledge of Core Banking systems, Card Management and Processing. Instrumental in driving Change's Testing Solution to be the product of choice in more than 30 countries worldwide, including major banks and switching/processing companies in Australasia, South East Asia, the subcontinent, Middle East & South America.
Richard Scown Chief Architect (28 Years with company)	Richard has had an extensive career in the Payments industry spanning more than 30 years. He began his career in technology in New Zealand and since then has held various roles including technical, architecture, pre-sales, and management. He was formerly a key person and shareholder in GFG Group, Richard has implemented solutions for large financial institutions throughout the world: UK, Russia, South America, Australia, the USA and widely within South East Asia. Testament to the success of these projects, many of these continue with long term client relationships.
Arnold Lee Group Manager, Head of Application Development (5 years with company)	Arnold has over 20 years' experience working in technology roles across varied sectors including IT, logistics, financial services, energy commodity trading and payments. Arnold is an accomplished leader of large distributed teams working across multiple geographies within agile and waterfall software development environments. His teams have helped deliver energy commodities trading software in the UK/European markets and more recently Card Management Solutions and Payment Simulation products within Australia, New Zealand and Asia.
Javier Carrillo Head of Development LATAM (16 years with company)	Javier has over 20 years' experience in the financial services sector, predominantly as a technical solutions provider to large financial institutions across the world. He started at Unisys back in 1995 where he worked on different types of products and solutions for the Latin-American market, before moving to GFG Group 15 years ago. During this time, he has had the chance to be part of the company's progress from a technical perspective as developer/architect and as part of the management team.
John Nicholson VP Finance and Administration (6 years with company)	John has spent his 25-year career working in the Fintech and IT&T industries. Most recently, he has spent 6 years with Wirecard New Zealand, responsible for the financial administration of Wirecard's operations in 5 countries. Prior to this, John worked at Spark New Zealand in a variety of commercially-focussed roles and for NCR Corporation in both New Zealand and Australia in Finance and Operations roles.
Akhila Iyer Human Resources Manager (3 years with company)	Akhila has worked in human resources in a range of industries including financial services, telecommunication, tertiary, retail and construction where she has become accustomed to working in growing/changing environments.

Akhila provides comprehensive human resources business partnership to support the development, productivity and satisfaction of the Company's employees.

Akhila has completed her Bachelors and Post-Graduation Degree from the University of Auckland, specialising in Industrial, Work and Organizational Psychology.

Authorised for release by Ben Harrison, Chairman.

For more information, please contact:

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About Change Financial

Change Financial Limited (ASX: CCA) is a global fintech developing innovative and scalable payments technology to provide solutions for businesses and financial institutions. Change Financial has built a global enterprise payments and card issuing platform. To learn more, please visit: www.changefinancial.com