ASX Announcement
23 July 2026

CTM confirms Ana Pedersen as Managing Director and Group Chief Executive Officer

Corporate Travel Management (ASX:CTD, 'CTM' or 'the Company') today announces that the Board has appointed Ana Pedersen as Managing Director and Group Chief Executive Officer.

Ms Pedersen, who has served as CTM's Acting Group CEO since 2 February 2026, has a proven track record of outstanding leadership across more than 20 years in the global corporate travel industry.

The permanent appointment of Ms Pedersen is effective from 23 July 2026.

Chairman of CTM, Ewen Crouch said: "Since stepping into the role of Acting Group CEO, Ana has provided steady and considered leadership during what has been a particularly challenging period for CTM. She has navigated difficult and complex circumstances with professionalism and composure, maintaining focus on client delivery and supporting the interests of our people. The Board is confident that Ana is the right person to lead CTM through its current challenges and position the Company for long-term success."

Ms Pedersen joined CTM in October 2024 and, prior to her appointment as Acting Group CEO, Ms Pedersen was the Company's Global Chief Commercial Officer.

With extensive senior leadership experience across the global corporate travel, hospitality and technology sectors, Ms Pedersen's deep industry expertise and strategic acumen equip her well to lead CTM as it navigates the period ahead.

Ms Pedersen said: "I am pleased to continue leading CTM, and our focus is on advancing our priorities with discipline and clarity, while working toward fair and timely outcomes for those affected. We remain committed to delivering for our clients and supporting our people, who are at the heart of our business. We know there is more to do, and we are doing everything we can to make meaningful progress."

Ms Pedersen holds a Master of Business Administration from the Australian Graduate School of Management (UNSW). A summary of Ms Pedersen's remuneration and other key aspects of her service agreement are outlined below.

Ends

Authorised for release by the Board.

Australian media enquiries:
Max Hewett; +61 432 332 215; mhewett@pattersonadvisory.com.au

UK media enquiries:
Jack Doyle; +44 (0)79 1775 0519; CTM@headlandconsultancy.com

Ana Pedersen Biography

Ms Pedersen has served as CTM's Acting Group CEO since 2 February 2026, provided steady and considered leadership during what has been a particularly challenging period for CTM.

Previously, Ms Pedersen has held the role of Global Chief Commercial Officer of Corporate Travel Management since October 2024, with executive responsibility for the Group's global commercial strategy and revenue performance. In her Global Chief Commercial Officer role, Ms Pedersen was responsible for global sales, account management, supplier relations, the partner network and client-facing technology, with a focus on driving revenue growth and improving commercial outcomes across all regions.

Ms Pedersen has more than 20 years' experience in senior leadership roles across the global corporate travel and travel technology sectors, including 16 years with BCD Travel in executive roles across Australia, Asia and North America. She has led large-scale growth initiatives, global client programs and commercial strategy across multinational organisations.

Prior to joining CTM, Ms Pedersen held senior executive roles with HRS Group, including Global CEO – Government, Insurance and Crisis Solutions, where she led the expansion of global government and insurance businesses and delivered sustained revenue growth.

Ms Pedersen holds a Master of Business Administration from the Australian Graduate School of Management (UNSW).

Summary of Executive Services Agreement

Key Term	**Details**
Position	Managing Director and Group Chief Executive Officer
Commencement date	The appointment will commence on or around 23 July 2026
Term	Employment is ongoing, subject to termination on 6 months' notice by either party or, in the event of a change in control, 12 months' notice by CTM. CTM may, at its discretion, make payment in lieu of part or all of the notice period. Employment may be immediately terminated by CTM for defined causes, such as negligence or misconduct.
Annual fixed remuneration	$1,200,000 (inclusive of base salary, statutory minimum superannuation contributions, and directors fees)
Participation in incentive arrangements	**Short-Term Incentive (STI) program** For FY26, STI opportunity of $500,000 based on 50% of annual fixed remuneration.

	Long-Term Incentive (LTI) program For FY26, LTI opportunity of $1,000,000 based on 100% of annual fixed remuneration. The FY26 STI and LTI awards were made prior to Ms Pedersen's appointment as Permanent Managing Director and Group Chief Executive Officer. Future LTI awards will be subject to any required shareholder approvals.