



Eneco Refresh Limited (ACN 079 681 244)
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Monday, 1 September 2025

ASX Announcement
(ASX: ERG)

Appointment of Chief Executive Officer

Eneco Refresh Limited (Eneco) is pleased to advise that Mr Christopher Conyers has been appointed Chief Executive Officer with effect from 1 September 2025.

Mr Conyers joined Eneco on 2 April 2024 as Chief Operating Officer with over 24 years in the food and beverage industry. Over the last 15 months, Mr Conyers has demonstrated strong leadership in delivering a remarkable turnaround, returning Eneco to profitability. His clear vision and focus on stabilising performance, resolving legacy issues and driving efficiencies has translated to improved sales growth, tighter cost controls and improved cash flows.

Moving forward, Mr Conyers is expected to continue to play a significant role in transforming Eneco's growth trajectory, building on the efficiency gains, profits and turnarounds already achieved.

Summary of Key Engagement Terms

Term:	Mr Conyers engagement as CEO will be effective from 1 September 2025 until terminated in accordance with the agreement.
Remuneration:	Mr Conyers will be paid an annual remuneration of \$231,000 plus a bonus of up to 20% of his gross annual salary subject to achievement of his KPI's and approval of the Board.
Termination:	The agreement may be terminated by the Company or Mr Conyers on four months notice or payment in lieu thereof.

This announcement has been authorised for release by the Board of Directors.

For more information, please contact:

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Non – Executive Chairman
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