



COLLINS FOODS LIMITED

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## ASX RELEASE

### EXECUTIVE RETENTION ARRANGEMENTS

**7 November 2025:** Collins Foods Limited (ASX: CKF) (**Collins Foods** or **Company**) advises that the Board has approved a retention bonus arrangement for certain executives, including the Managing Director and Chief Executive Officer, Xavier Simonet (**CEO**).

The retention bonus is designed to support leadership continuity and strategic execution. Under the arrangement:

- The CEO will receive a one-off cash retention bonus of \$307,517, equivalent to 25% of the CEO's current total fixed remuneration, payable in two tranches upon satisfaction of retention periods as follows:
  - 50% (i.e. \$153,758.50) payable at the conclusion of FY26; and
  - 50% (i.e. \$153,758.50) payable at the conclusion of FY27.
- Certain other executives will receive a one-off cash retention bonus at the conclusion of FY26.
- The retention bonus payments are subject to continued employment, with the entitlement ceasing if the executive/CEO resigns or is terminated for cause prior to payment of the relevant retention bonus.
- The retention bonus is in addition to existing remuneration arrangements and does not include any equity component.

The Board believes this initiative is in the best interests of the Company and its shareholders, ensuring stability in leadership during a critical phase of strategic delivery.

ENDS

Authorised for release by the Board of Directors.

For further information, please contact:

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