

18 June 2026

ASX Announcement

# RLF AgTech Aligns Executive Rewards with Shareholder Returns and Cash Flow Performance

## Key Highlights

- Executive reward directly linked to share price performance, revenue growth and cash generation
- CEO Long Term Incentives (LTIs) vest only upon sustained Share Price Hurdles of 10c, 15c and 20c.
- No cash bonuses payable unless Board-approved operating cash flow targets are achieved
- Sales incentives subject to cash collection requirements and bad-debt clawback provisions.

RLF AgTech Ltd (**RLF** or the **Company**) (ASX: RLF) has introduced a new performance-based remuneration framework for FY27 and beyond that aligns executive and employee incentives with shareholder returns, revenue growth, operating cash flow and disciplined cash collection. The framework is designed to reward sustainable business performance while supporting the Company's focus on profitable growth and capital management.

## Long-Term Incentive (LTI) Framework

The Company will grant the CEO 12,000,000 Performance Rights under the Company's Employee Incentive Securities Plan (EISP).

The Performance Rights are split into three equal tranches with the vesting conditions as follows:

- **Share Price Hurdle:** 20-day Volume Weighted Average Price (VWAP);
- **Trading Volume Hurdle:** equal to or better than the preceding 12-month average daily trading volume.

Tranche	No. of Rights	Vesting Conditions
1	4,000,000	\$0.10 Share Price Hurdle; Trading Volume Hurdle and 12 months of continuous service.
2	4,000,000	\$0.15 Share Price Hurdle; Trading Volume Hurdle and 24 months of continuous service.
3	4,000,000	\$0.20 Share Price Hurdle; Trading Volume Hurdle and 36 months of continuous service.

All Performance Rights expire five years from the date of issue.

### Short-Term Incentive (STI) Framework

Cash bonuses apply strictly to the CEO, management, and the sales force, anchoring payouts to the Board-Approved FY27 Consolidated Group Revenue Budget. No cash STI is payable across the Group unless Net Operating Cash Flow meets the Board-Approved Budget, which inherently requires 20% revenue growth and the maintenance of net operating margins.

The CEO's STI is structured as follows, once the cash flow gatekeeper is satisfied:

- Revenue at least 5% above budget: unlocks 25% of base salary.
- Revenue at least 10% above budget: unlocks 50% of base salary (maximum STI)

The sales framework separates field personnel into two operating tiers based on regional revenue and margin targets.

- Tier A regional leads have cash bonuses capped at \$70,000 per person under an 80/20 rule, where 80% triggers on hitting direct localised territory quotas and 20% unlocks only when the macro group targets are met.
- Tier B field sales representatives are capped at \$30,000 per person, driven 100% by direct volume.

Total cascading downstream sales team cash bonuses are strictly capped at a combined pool limit of \$460,000. All individual sales payouts are linked directly to successful cash collection with a mandatory 90-day bad debt clawback filter. Internal inter-company stock transfers are completely excluded.

Authorised for release by the Board of Directors.

#### For further information, please contact:

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## About RLF AgTech Ltd (ASX: RLF)

RLF AgTech Ltd (ASX: RLF) is an Australian-based plant nutrition company that formulates and manufactures advanced crop nutrition products designed to improve agricultural productivity, crop quality, and soil health.

With more than 30 years of technical and agronomic expertise, RLF delivers high-performance liquid fertilisers and seed treatments that support more efficient nutrient uptake, stronger early plant development, and improved yield outcomes. The Company's science-led formulations are backed by extensive field research and are suited to a wide range of broadacre and horticultural crops.

RLF has a growing footprint across Australia, where it can supply products through a national network of retail and wholesale distribution locations, providing access to key agricultural regions. The inclusion of the LiquaForce business in Queensland forms a significant part of RLF's domestic operations, enhancing its manufacturing and on-farm service capabilities.

Internationally, RLF has long-standing operations in China, including wholly owned manufacturing and distribution facilities, and continues to expand its presence across other parts of Asia, where demand for advanced crop nutrition solutions is increasing.

RLF's crop nutrition technologies are aligned with the future of sustainable agriculture, supporting improved fertiliser efficiency and regenerative farming practices. Through its Accumulating Carbon in Soil System (ACSS), RLF aims to help farmers reduce reliance on traditional fertilisers while increasing organic matter in the soil, contributing to improved carbon sequestration outcomes, better soil health, and more resilient farming systems.