



ASX Release – Company Announcement

29 June 2026

Select Harvests appoints Kristina Hermanson as Managing Director and Chief Executive Officer

Select Harvests Limited (ASX: SHV) ('Select Harvests' or the 'Company') today announced the appointment of Ms Kristina Hermanson as Managing Director and Chief Executive Officer.

Ms Hermanson is a senior agribusiness executive with more than 25 years of global experience across agricultural processing, manufacturing, FMCG and institutional investment management. She joins Select Harvests from Nuveen Natural Capital, where she was Head of APAC & Africa and led a portfolio of approximately A\$3 billion in assets under management across 74 agricultural properties in Australia, Asia-Pacific and Africa, including almonds, macadamias and viticulture.

Prior to Nuveen, Ms Hermanson held senior leadership roles at FMC Corporation, where she was Managing Director for ANZ and ASEAN; at Coca-Cola Amatil, where she led enterprise-wide transformation, and at Archer Daniels Midland, where she spent close to a decade in profit-and-loss leadership, mergers and acquisitions and integration roles across Europe, Africa and Asia-Pacific.

A mechanical engineer by training, Ms Hermanson holds Bachelor and Master of Science degrees from the University of Wisconsin and an MBA from the UCLA Anderson School of Management, with executive education at Harvard Business School and IMD Business School. She currently serves as a director of the Australian Farm Institute and recently as a non-executive director of Marquis Macadamias.

Select Harvests Chair, Mr Travis Dillon, said: "We are delighted to welcome Kristina to Select Harvests. She brings a rare combination of deep agribusiness knowledge, a manufacturing mindset and capital discipline, together with a genuine passion for the agricultural sector and regional Australia. The Board is confident she is the right leader to drive the next phase of growth and value creation for our shareholders."

Ms Hermanson said: "It is a privilege to be appointed to lead Select Harvests, one of Australia's largest and most respected almond businesses. I look forward to working with the Board, the executive leadership team and our people to build on the Company's strong foundations and to deliver sustainable, long-term growth."

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Ms Hermanson will commence in the role on 3 August 2026. The Company's current Managing Director and Chief Executive Officer, Mr David Surveyor, will cease as Managing Director and Chief Executive Officer on 31 July 2026. The Board would also like to take this opportunity to again thank David for his leadership of Select Harvests over the past 3 years and wishes him the best for his future endeavours.

The key terms of Ms Hermanson's employment are summarised in Annexure A.

This announcement has been approved by the Chair of Select Harvests Limited.

ENDS

FOR FURTHER INFORMATION, PLEASE CONTACT:

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About Select Harvests:

Select Harvests Limited (ASX:SHV) is an ASX-listed, fully integrated almond business consisting of orchards (Company owned, leased, joint venture and managed), primary processing (hulling, shelling, sorting and packing) and secondary value-added processing (blanching, roasting, slicing, dicing, meal and paste). Australia is a significant global almond producer and Select Harvests is one of Australia's largest almond companies, supplying almonds domestically and internationally to supermarkets, health food stores, food manufacturers, retailers and the almond trade. The Company is headquartered in Melbourne, Australia, while its orchards are in north-west Victoria, southern New South Wales and South Australia. Its almond processing and value-adding facility (Carina West Processing Facility) is located at Wemen in north-west Victoria. For more information, visit www.selectharvests.com.au

Annexure A

Key terms of employment

Position	Managing Director and Chief Executive Officer.
Location	Melbourne.
Commencement date	3 August 2026.
Term	Ongoing.
Total fixed remuneration (TFR)	\$950,000 per annum (inclusive of superannuation).

The Company will also pay relocation allowances in connection with Ms Hermanson's relocation to Melbourne.

Short-term incentive (STI)

Eligible to participate in the Company's STI plan from 1 October 2026.

Maximum/stretch STI opportunity of up to 80% of TFR, with 75% delivered in cash and 25% delivered in equity deferred for 12 months.

STI outcomes are subject to performance conditions and Board assessment/discretion.

Any equity component is subject to the applicable plan rules and, to the extent required, shareholder approval under the ASX Listing Rules.

Long-term incentive (LTI)

Eligible to participate in the Company's LTI plan from 1 October 2026.

Maximum/stretch LTI opportunity of up to 100% of TFR, delivered in equity with vesting tested over a 3-year period.

LTI awards are expected to be granted as performance rights under the Company's LTI plan, subject to performance conditions determined by the Board, the applicable plan rules and Board discretion.

Grants are subject to shareholder approval to the extent required under the ASX Listing Rules.



Termination and notice period

Either party may terminate employment by giving 6 months' notice. The Company may make payment in lieu of part or all of the notice period.

The Company may summarily terminate the employment in circumstances including breach of contract or serious misconduct.

Non-compete and non-solicit restraints

Subject to customary post-employment restraints, including non-compete and non-solicitation restrictions, for up to 12 months after cessation.

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