



**COLLINS FOODS LIMITED**

ACN 151 420 781 | ABN 13 151 420 781

PO Box 286 Lutwyche QLD 4030  
Level 3, KSD1, 485 Kingsford Smith Drive  
Hamilton QLD 4007 Australia  
T +61 7 3352 0800 | F +61 7 3352 0894

## ASX RELEASE

### DREW O'MALLEY APPOINTED MANAGING DIRECTOR

**Tuesday, 29 June 2021:** Collins Foods Limited (ASX: CKF) is pleased to announce the appointment of Drew O'Malley to the Board as Managing Director, effective immediately. Having led the company and executive team as Chief Executive Officer since 1 July 2020, Mr O'Malley's responsibilities are being extended to the Managing Director role.

In announcing Mr O'Malley's appointment, Collins Foods' Chairman, Robert Kaye SC, said, "Drew has made an outstanding contribution since joining Collins Foods in 2017, particularly over the past year when he has led the business through unprecedented operating conditions. He embraced the CEO role in the depths of the COVID-19 crisis and a year later has delivered a record financial result."

"Drew's outstanding operational background ensures we are well-placed to deliver on our strategic objectives and achieve our stated mission of 'Restaurants Done Better'. Under his leadership, we will continue to reinforce our expertise in optimising front and back of house processes alongside new digital and delivery initiatives.

"These improvements will offer our customers a best-in-class experience across our KFC business and emerging Taco Bell brand. As we grow our footprint across Australia, the Netherlands and Germany, Drew's commitment and oversight will be a valuable addition to the Board."

Commenting on his Board appointment, Mr O'Malley said, "I'm grateful for the opportunity to join the Board and take on additional responsibilities at Collins Foods. While we have achieved a great deal during the turbulent environment of the past 12 months, there remains a long growth runway ahead. I look forward to making a positive contribution to the Board as we execute on key strategic priorities in our pursuit of operational excellence and sustainable growth."

A summary of updated terms and conditions of employment and remuneration for Mr O'Malley are annexed.

ENDS

Authorised for release by the Board

For further information, please contact:

#### **Corporate**

Robert Kaye SC  
Chair  
P: +61-2 9327 1094

#### **Investors**

Ronn Bechler  
Market Eye  
P: +61-400 009 774  
E: [ronn.bechler@marketeye.com.au](mailto:ronn.bechler@marketeye.com.au)

#### **Media**

Tristan Everett  
Market Eye  
P: +61-403 789 096  
E: [tristan.everett@marketeye.com.au](mailto:tristan.everett@marketeye.com.au)

#### **About us**

Collins Foods Limited (ASX: CKF) is a KFC and Taco Bell franchisee in Australia and KFC franchisee in the Netherlands and Germany, and the franchisor for Sizzler in Asia. The Company seeks continuous improvement in all areas of its operations and work towards the following mission: "Restaurants Done Better." For further information please visit [www.collinsfoods.com](http://www.collinsfoods.com)

## ANNEXURE to Collins Foods Limited Announcement dated 29 June 2021

### Commencement date

Appointed as CEO on 1 July 2020, director appointment effective 29 June 2021

### Total Fixed Remuneration

\$900,000 (inclusive of superannuation) plus benefits (effective 3 May 2021)

### Short Term Incentive Plan

An opportunity to receive 50% of fixed remuneration in the form of a short term incentive subject to performance measures relating to EBITDA, Guest Experience Survey (GES) and Environment Social Governance (ESG) initiatives of the Company. The weighting between the three measures for is 70% EBITDA, 15% GES and 15% ESG. The EBITDA target must be at least equal to prior reported period actual EBITDA. Achievement of the EBITDA target is an overriding hurdle to trigger any STI payments. This STIP is effective from FY22.

The following award scale will be applied to calculate the EBITDA result achieved:

STANDARD % PAYOUT TABLE	
% EBITDA target achieved	% Target bonus earned
100	100
101	108
102	115
103	123
104	128
105	133
106	138
107	143
108	145
109	148
110	150

The following award scale will be applied to calculate the GES (15%) and ESG (15%) result achieved:

STANDARD % PAYOUT TABLE	
% GES/ ESG target achieved	% Target bonus earned
100	100
101	110
102	120
103	130
104	140
105	150

Further information regarding the STIP including changes from the FY21 STIP can be found in the FY21 remuneration report.

## Long Term Incentive

Mr O'Malley continues to be an eligible participant in the Collins Foods Limited Executive and Employee Incentive Plan with an opportunity to receive 50% of performance rights for on Target performance and 100% of performance rights for Stretch performance. The number of performance rights granted is based upon Mr O'Malley's Base Salary divided by the VWAP five trading days before and five trading days after the announcement of the Company's audited financial results for the relevant year.

The measurement period will include three reporting periods unless otherwise determined by the Board. From FY22, there will be two equally weighted performance metrics being, three year compound earnings per share (**EPS**) and three year Relative Total Shareholder Return (**RTSR**) of an appropriate ASX200 index which is sufficiently broad to measure relativity from the start of the performance period. RTSR will be calculated based on a volume weighted average share price (VWAP) benchmark of ten trading days either side of the audited FY21 results announcement on 29 June 2021. Measurement will be against the VWAP benchmark ten days either side of the announcement of audited financial results in late June 2024.

The following vesting scale will be applied to calculate the EPS of performance rights offered in FY22:

Performance Level	Annualised EPS growth (CAGR)	% of max/ stretch/ grant vesting
Stretch/Maximum	16.5%	100%
Between Target and Stretch	>11%, <16.5%	Pro-rata
Target	11%	50%
Between Threshold and Target	>5.5%, <11%	Pro-rata
Threshold	5.5%	25%
Below Threshold	<5.5%	0%

The following vesting scale will be applied to calculate the RTSR of performance rights offered in FY22:

Relative TSR of Collins Foods Limited	Proportion of performance rights to vest
Below the 50th percentile	0%
At the 50th percentile	25%
Between the 50th percentile and 75th percentile	3% for each 1% >50%, <75%
At or above the 75th percentile	100%

This LTIP is effective from FY22. Further information regarding the LTIP including changes from the FY21 LTIP can be found in the FY21 remuneration report.

## Cessation of employment

Unchanged from announcement dated 9 June 2020, the Executive Service Agreement may be terminated by either party with 12 months' notice or payment in lieu of notice in the case of the Company. Mr O'Malley's employment may also be terminated immediately, for cause.

## Post-employment restraint

Unchanged from announcement dated 9 June 2020, a restraint of trade period of 12 months after cessation of employment with the Company is applicable.

ENDS