

ASX ANNOUNCEMENT



Vita Group Limited
ACN 113 178 519
77 Hudson Road
Albion Qld 4010

15 March 2023

Market Announcements Office
Australian Securities Exchange
4th Floor, 20 Bridge Street
SYDNEY NSW 2000

ELECTRONIC LODGEMENT

Dear Sir or Madam

Vita Group Limited (ASX: VTG) – Change to CEO’s Terms of Employment

In accordance with the Listing Rules, please find enclosed an announcement titled ‘Change to CEO’s Terms of Employment’ for immediate release to the market.

This announcement has been authorised for lodgement by Vita Group’s Board of Directors.

For enquiries relating to this announcement, please contact:

Andrew Ryan
Chief Financial Officer
Mob: 0417 644 756

George Southgate
Chief Legal and Risk Officer / Company Secretary
Mob: 0412 514 030

Yours sincerely

A handwritten signature in black ink, appearing to read "George Southgate". The signature is fluid and cursive, with a long horizontal stroke at the end.

George Southgate
Chief Legal and Risk Officer / Company Secretary
Vita Group Limited

15 March 2023

Change to CEO's terms of employment

Vita Group Limited (**Vita Group** or **VTG**) (ASX: VTG) advises that there has been a change to the employment contract of the Group Chief Executive Officer and Managing Director, Peter Connors (**CEO**).

The Board of Vita Group approved the change in recognition of the critical role the CEO is playing in leading the company through the current circumstances.

The change to the CEO's employment is summarised below:

Total Fixed Remuneration	No change
Executive Incentive Plan Potential	No change
Termination Notice Periods	No change
Retention Payment	Entitlement to a one-off cash retention payment of \$225,000 subject to the CEO remaining with the company until 5 June 2023. The CEO will not be entitled to the retention payment if he resigns or is terminated for cause prior to the end of the retention period of 5 June 2023.

This announcement is authorised for release by the Board of Directors of Vita Group Limited.

Further enquiries:

George Southgate
Chief Legal and Risk Officer / Company Secretary
Mob: 0412 514 030