

# ASX ANNOUNCEMENT

26 September 2022

## LEADERSHIP CHANGES

Costa Group Holdings Limited (Costa; ASX:CGC) Australia's leading grower, packer and marketer of fresh fruit and vegetables, today announced that CEO and Managing Director, Sean Hallahan will step down with effect from 26 September 2022 and will support the transition plan to an interim CEO for a short handover period anticipated to conclude in mid October 2022.

Costa Chairman Neil Chatfield said, "During Sean's 5 years with the organisation including as Chief Operating Officer and since March 2021 as CEO and Managing Director, he has played a pivotal role in Costa's development and growth.

We understand that the last 2 years, particularly in Victoria, have taken a large toll on the business and personal lives of individuals. Under Sean's leadership Costa has performed extremely well during a challenging period with global Covid-19 disruptions and extreme weather conditions being successfully navigated and is in a strong financial position.

The Board and all the Costa Team thank Sean for his contribution to the company and wish him well for the future".

Mr Hallahan said, "I am proud to leave Costa in a strong position financially and operationally. Reaching my decision has been a process and there are several things that have gone into my decision. It has been an intense couple of years in agriculture made even more challenging with the overlay of the COVID-19 pandemic.

It has been a privilege to lead Costa and to have been part of an outstanding team of people for five years. I wish Costa and its employees all the best for the future".

The company has appointed Harry Debney as Interim CEO effective 26 September 2022. Neil Chatfield said, "Harry has been a Non-Executive Director of the company since July 2021, prior to which he was Costa's CEO from 2010 to April 2021 and led the company through the IPO in 2015. Harry has an intimate knowledge of the company and is regarded as one of Australia's leaders in horticulture. Harry is the right person to assist the company as it transitions to a new CEO".

The Company will undertake a search for a new CEO and will update the market as appropriate.

This release is authorised by David Thomas, Company Secretary, Costa Group Holdings Ltd.

**About Costa (ASX:CGC)** - Costa is Australia's leading grower, packer and marketer of fresh fruit & vegetables and operates principally in five core categories: berries, mushrooms, glasshouse tomatoes, citrus and avocados. Operations include approximately +7,200 planted hectares of farmland, 40 hectares of glasshouse facilities and three mushroom growing facilities across Australia. Costa also has strategic foreign interests, with majority owned joint ventures covering six blueberry farms in Morocco and four berry farms in China, covering approximately 740 planted hectares.

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## **ATTACHMENT A**

The key terms of Sean Hallahan's separation payments are as follows:

- In accordance with the employment contract, payment in lieu of the 6 months' notice period with his employment expected to end on 14 October 2022.
- Treatment of short term and long term incentives in accordance with the employment contractual arrangements and the relevant incentive plans.

The terms of Harry Debney's arrangements are:

- Total fixed annual salary (including superannuation) of \$850,000 with no short or long term incentives applying.
- No director fees while he is employed as Interim CEO.