



10 September 2021

NZX Announcement

Sanford Long Term Executive Incentive Plan

Sanford Limited (NZX: SAN) (**Sanford**) advises that the Board has approved a new Long Term Incentive Plan as part of its retention and incentive arrangements for its Chief Executive Officer, Peter Reidie (**LTI Plan**). The LTI Plan also has flexibility to be extended to other employees in the future to align the interests of employees with the interests of Sanford's shareholders.

Participants in the LTI Plan will be granted share rights from time to time which will, on vesting, entitle the participant to receive ordinary shares in Sanford. Vesting will depend on achievement of a performance hurdle relating to Sanford's total shareholder return relative to a comparative group of NZX50 companies.

A grant of 31,825 share rights has been made to Mr Reidie. Further details are set out in the Capital Change Notice enclosed with this announcement.

For further information, please contact:

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