

17 November 2025

ASX Market Announcements
ASX Limited
Exchange Centre
20 Bridge Street
Sydney NSW 2000

Change to CEO's contract

Noumi Limited (**ASX: NOU**) is pleased to advise that the Company has changed the term of Mr Michael Perich's contract as Chief Executive Officer from its current end date of 31 December 2025 to an open-ended term.

Other than removing the fixed-term nature of the agreement, the key terms of Mr Perich's contract of employment remain substantially the same as follows:

- Commencement Date – 1 January 2026
- Notice Period – each party may terminate the employment on 3 months' notice.
- Fixed Remuneration – \$796,540 per annum inclusive of superannuation; and
- Incentive – up to 50% of fixed remuneration short-term incentive and up to 50% of fixed remuneration long-term incentive based on achievement of agreed KPIs.

Mr Perich assumed the role of CEO in August 2020 and has since successfully led the Company through its transformation program. The Board believes the change to Mr Perich's contract will provide the Company with further leadership stability to assist in the completion of the program and deliver long-term sustainable growth.

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This announcement was authorised for release by the Chair

About Noumi Limited

Noumi (ASX: NOU) is a leading Australian FMCG company with a mission to create quality, on-trend, responsibly produced dairy and plant-based beverages, nutritional products and ingredients used across the health and fitness industries. The Company operates state-of-the-art manufacturing facilities in Victoria and NSW and produces key brands including the MILKLAB range of long-life dairy and plant-based milks, Australia's Own, So Natural, Crankt, Vital Strength and PUREnFERRIN lactoferrin. <https://noumi.com.au/>