4 August 2026

ASX Announcement

Update to Chief Executive Officer Remuneration Arrangements

Jatcorp Limited (ASX: JAT) ("Jatcorp" or the "Company") advises, in accordance with ASX Listing Rule 3.16.4, that the Board has approved updated employment and remuneration arrangements for the Company's Chief Executive Officer and Executive Director, Dr Xinpeng (Sean) Li.

Employment Agreement

Under the updated employment agreement, Dr Li's annual base salary will increase from A$200,000 to A$230,000, plus statutory superannuation, with effect from 1 July 2026.

The agreement has a three-year term commencing on 1 July 2026 and may be terminated by either party by providing three months' written notice.

Dr Li will continue to serve as the Company's Chief Executive Officer and Executive Director and will report to the Board.

Performance Incentive Scheme

The Board has also approved a performance-based incentive scheme for Dr Li, calculated with effect from 1 January 2026.

The scheme is intended to align Dr Li's remuneration with the Company's financial performance, business growth and long-term shareholder interests. Incentive outcomes are linked to:

- Brand sales performance and profitability;
- Growth generated through new market development; and
- The EBITDA performance of eligible manufacturing operations.

Incentive outcomes will be calculated in accordance with the Board-approved scheme and will remain subject to verification of the applicable financial results and to formal Board approval.

As the incentive opportunity is determined by reference to actual business performance, it is not subject to a fixed monetary cap. No incentive will become payable unless and until the applicable performance results have been verified and the Board has formally approved the payment.

The detailed performance calculations, assessment methodology and internal allocation arrangements will be administered by the Board in accordance with the terms of the scheme.

The Board considers that the updated arrangements appropriately reflect Dr Li's responsibilities as Chief Executive Officer and Executive Director and provide an appropriate alignment between executive remuneration, the Company's performance and shareholder interests.

Except as disclosed above, there are no other material changes to Dr Li's employment arrangements.

This announcement has been authorised for release by the Board of Jatcorp Limited.

ENDS

This announcement was authorised by the Board of Jatcorp Limited.

For further information, please contact:

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About Jatcorp Limited

Jatcorp Limited (ASX: JAT) is an ASX-listed, Australian health and wellness consumer goods company recognised for its innovative and unique health and functional food products. Jatcorp's vision is to become a health and wellness consumer goods leader in the Asia Pacific region.