20 October 2025

ASX ANNOUNCEMENT

Wrkr announces changes to CEO remuneration

Wrkr Ltd (ASX: WRK) announces that the Board has approved changes to the CEO's remuneration package for FY26.

The principal objectives of the changes, which are the first substantive amendments since Mr Lund's appointment on 1 April 2023, are to introduce a CEO variable compensation component to align any increase in remuneration more strongly with the interests of shareholders and the structures in place for the rest of the executive team.

No other changes were made to the CEO's fixed annual remuneration (FAR) from FY25 or employment key terms.

Short Term Incentive (STI) (New)

For the new STI, Mr Lund will have a target 100% base salary for FY26 ($365,000) with a 150% capped maximum opportunity ($547,500).

Entitlement to an STI will be determined by the achievement of FY26 audited financial and individual goals against targets which are being finalised. The targets will include the number of recurring revenue generating users transitioned onto the Wrkr platform and the annualised recurring revenue base at 30 June 2026.

Quantitative Performance Measures:

Goal Target	Entitlement
< 80%	0%
80%	50% of specific STI
>80% to 100%	Straight line basis from 50% to 100% of STI
>100% to 133.3%	Straight line basis to 150% of STI

Any STI is to be paid in cash in FY27. Directors retain discretion to approve further CEO STIs for subsequent financial years.

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Authorised for release by the Board of Directors.