

**11 MARCH 2019**  
**ASX ANNOUNCEMENT**

**Oliver's Real Food (ASX:OLI)**  
**Changes to the Board of Directors**

The Company takes great pleasure in announcing the return of Jason Gunn, the founder of Oliver's Real Food as an Executive Director and the Company's CEO.

The Company also announces the appointment of Nicholas Dower as a Non-Executive Director and the Company Chairman.

The Company also announces the appointment of Steven Metter as a Non-Executive Director and the Company Secretary.

The Company also announces the return of Amanda Robson Gunn, as an Executive Director and the Company's Operations Manager.

The Company also announces the resignation of Katherine Hatzis as Non-Executive Director and Company Secretary. The company thanks Kathy for her dedication and commitment to the brand.

**Summary of material terms of the CEO Employment Agreement between Oliver's Real Food Limited and Jason Gunn (the *Employment Agreement*) are as follows:**

Item	Description
Total Fixed Remuneration	<ul style="list-style-type: none"> <li>• \$200,000 inclusive of statutory superannuation</li> <li>• Statutory annual leave, personal leave and long service leave provisions</li> <li>• This is reduced to \$100,000 initially as per Jason Gunn's suggestion and undertaking</li> <li>• Jason Gunn's remuneration will increase automatically to the \$200,000 once Oliver's achieves 3 consecutive quarters of trading profits (EBITDIA) and the share price reaches 5 cents per share</li> <li>• At that point, Jason Gunn will also be entitled to be back-paid the difference between his actual remuneration of \$200,000 and the reduced rate he suggested of \$100,000 proportionately for each month of these shortfall payments</li> </ul>
Long Term Incentive	The Board will consider the granting of options in due course
Probation Period	None
Termination	<p>By the Company</p> <ul style="list-style-type: none"> <li>• Without notice immediately with cause;</li> <li>• With notice – three month's notice. The company may elect to make a payment of fixed remuneration in lieu of part of or the whole of the notice period</li> </ul> <p>By Jason Gunn</p> <ul style="list-style-type: none"> <li>• Three month's notice</li> <li>• Non-compete and non-solicitation period of up to six months</li> </ul>

For further information please contact:

**Jason Gunn** | Founder and CEO | Phone: 02 4353 8055

**Nicolas Dower** | Non Executive Director and Chairman | Phone: 02 4353 8055

### **About Oliver's Real Food Limited (ASX:OLI)**

Oliver's Real Food Limited (**Oliver's**) listed on the ASX on 21 June 2017. Over its 13-year operating history, Oliver's has established a significant market position providing a healthy fast food alternative for travellers on Australia's major arterial highways. Oliver's Real Food is considered to be the world's first "certified organic fast food chain" and provides its customers with premium quality, "real" food that is fresh, natural, & free from additives and preservatives, 7 days a week.

Oliver's is a conscious business that understands, and is committed to, the interdependency of "all stakeholders" including our, customers, investors, team members, suppliers, the environment, and the communities in which we operate. [www.oliversrealfood.com.au](http://www.oliversrealfood.com.au)