

ASX RELEASE

17 September 2025

Appointment of Chief Executive Officer

MyEco Group Ltd ("the Company") is pleased to announce the appointment of Marie de Perthuis as Chief Executive Officer (CEO), effective 2 December 2025.

Marie de Perthuis succeeds Richard Tegoni, who will remain on the Board as an Executive Director and ensure a smooth transition.

Marie brings over 20 years of leadership experience in strategy, consumer goods and retail, most recently serving as Head of Own Brands – Health & Home at Coles Group Limited (ASX: COL). At Coles, Marie delivered material annual growth across the Health & Home Own Brands portfolio whilst concurrently delivering on relevant Coles' sustainability and ethical sourcing commitments. Preceding that role she led the strategic transformation of the Coles Express business, encompassing network optimisation, digital initiatives, systems implementation and service model reviews. The key terms of Marie's appointment are summarised in the Appendix.

The Board thanks Richard for his significant contributions to the Company during his tenure as CEO. Richard has guided the Company through many key decisions, including its recent restructuring, and has positioned MyEco to achieve a leadership role in the bioplastics marketplace. He will remain on the Board and continue to provide his business and industry expertise.

Jim Walsh, Non-Executive Chairman, said: "The Board is delighted to welcome Marie as our new CEO. She is a highly respected leader with deep experience in Fast Moving Consumer Goods and business to business commercial transactions. Adding Marie will elevate MyEco Group's branding, marketing, sales, and digital interactions to a new level. Her capabilities will allow us to capitalise on our recent operational restructuring by focusing on sales which is the next phase of our value creation efforts. The Board is confident that she will capitalise on our Australian market leading MyEco® brand, bring new products to market, and achieve overall sales growth levels more consistent with our retail product portfolios."

This announcement was authorised for release by the Board of MyEco Group Ltd.

For more information, please contact Jim Walsh:

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Non-Executive Chairman

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Appendix - Key Terms of Appointment

- **Fixed remuneration:** \$335,000 per annum (inclusive of superannuation).
- **Short-term incentive (STI):** Entitled to up to 15% of fixed remuneration.
- **Long-term incentive (LTI):** Entitled to an annual LTI grant valued at 20% of fixed remuneration, in the form of performance rights, subject to performance and service conditions.
- **Retention rights:** Entitled to retention rights valued at \$50,000, subject to a two-year service condition from commencement.
- **Term of agreement:** Ongoing with three months' termination notice period.

About MyEco Group Ltd (ASX: MCO)

MyEco Group Ltd (ASX: MCO) is a leading developer and manufacturer of sustainable packaging and materials. MyEco Group supplies its packaging products, proprietary biodegradable and compostable resins, and films to a blue-chip global customer base. MyEco Group is integrated from resin production, into bags and film and can develop bespoke compostable solutions for a range of applications.

MyEco Group holds a strong patent portfolio and a brand that is growing both domestically and internationally.

The Company's headquarters and Global Product Development Centre are based in Melbourne, Australia. MyEco Group has a Product Development Centre and a manufacturing plant for resins and finished products in China.

MyEco Group has sales offices or representation in Australia, Malaysia, China, Mexico and the USA, with a network of reputable distributors across the Americas, Europe and Asia.

Disclaimer and Explanatory Notes Forward Looking Statements

This document may include forward looking statements. Forward looking statements include, but are not necessarily limited to, statements concerning MyEco Group's planned operational program and other statements that are not historic facts. When used in this document, the words such as "could", "plan", "budget", "estimate", "expect", "intend", "may", "potential", "should" and similar expressions are forward looking statements. Although MyEco Group believes its expectations reflected in these are reasonable, such statements involve risks and uncertainties, including but not limited to risks and uncertainties relating to impacts that may arise from Covid-19, and no assurance can be given that actual results will be consistent with these forward-looking statements. MyEco Group confirms that it is not aware of any new information or data that materially affects the information included in this announcement and that all material assumptions and technical parameters underpinning this announcement continue to apply and have not materially changed.