

## RENT.COM.AU LEADERSHIP CHANGES

- › Rent.com.au refreshes leadership and positions for growth
- › Sam McDonagh, former head of Airbnb Australia, will become Executive Chairman
- › Jan Ferreira will take over as Chief Executive Officer from Greg Bader

Rent.com.au Limited (ASX:RNT) ('Rent.com.au' or 'the Company'), Australia's marketplace "made for renters" today announced changes at Board and executive level to oversee the Company's next phase of growth.

Sam McDonagh, former Managing Director of Airbnb Australia and New Zealand will assume the position of Executive Chairman of the Group with effect from 1 December 2024. Sam has been a Non-Executive Director of the Company for the past nine years. He will now also apply his extensive knowledge of Rent.com.au's business and his deep experience in scaling online marketplaces including Airbnb and eBay, to additional executive responsibilities. As Executive Chairman, Sam will guide the broad strategic direction of the Company, while his operational focus will be accelerating the growth of the Company's RentPay product.

Garry Garside will remain on the Board as a Non-Executive Director.

Chief Executive Officer ('CEO') Greg Bader will step down from his role and commence a transition process to Jan Ferreira, currently the Chief Operating Officer ('COO'), who will take over as CEO. It is planned that the transition will complete over the next three months as Jan hands over his existing role's responsibilities. Jan and his team will work closely with Sam in executing the Company's strategy and accelerating the growth of RentPay, and will deliver further growth in Rent.com.au through product enhancements and new revenue lines.

"It has been a privilege to serve as the Chairman of Rent.com.au as the business has grown from a small online classifieds website to becoming a significant operator in the property sector with a suite of products focused on the renting community. Sam's appointment as Executive Chairman recognises the contribution he can make not only to the Board, but to the operation of the business through his deep and relevant experience of scaling other online marketplaces. Likewise, Jan's deep passion for and knowledge of our business along with his financial services background makes him an obvious choice to take on the CEO role and provides us with a formidable leadership team to take our business forward. Subject to shareholder approval I would be delighted to remain on the Board and am energised about working with the team to deliver on Rent.com.au's potential," said Dr Garside.

"I would also like to thank Greg for his contribution as CEO over the past 8 years. His passion to change the status quo and unwavering dedication to customers have seen Rent.com.au become the top-rated real estate app in the country and with RentPay, opened a new segment and established a platform without peers."

The key terms of Sam McDonagh and Jan Ferreira's Executive Service Agreements are set out in the Appendix to this announcement.

Approved for release to the ASX by the Board of Directors.

## **APPENDIX**

### Key Terms of Sam McDonagh's Executive Services Agreement

- Mr McDonagh's Executive Services Agreement replaces his Non-Executive Director Service Agreement.
- The executive aspect of Mr McDonagh's role is expected to be on a part-time basis.
- Mr McDonagh's Executive Services Agreement has no fixed period and may be terminated by provision of three months' prior written notice by either party.
- Mr McDonagh is entitled to a base salary of \$150,000 per annum inclusive of directors' fees, plus statutory superannuation entitlements.
- Mr McDonagh is eligible to participate in the Long-Term Incentive Plan ('LTI'). No allocation of LTI securities has yet been determined.

### Key Terms of Jan Ferreira's Executive Services Agreement

- Mr Ferreira's existing Executive Services Agreement remains in place, with his role to be updated to Chief Executive Officer from his current role of Chief Operating Officer and Chief Financial Officer.
- Mr Ferreira's Executive Services Agreement has no fixed period and may be terminated by provision of six months' prior written notice by either party.
- Mr Ferreira is entitled to a base salary of \$245,000 per annum, plus statutory superannuation entitlements.
- Mr Ferreira is eligible to participate in the Long-Term Incentive Plan ('LTI'). No allocation of LTI securities has yet been determined in respect of his role as Chief Executive Officer.
- Mr Ferreira is also eligible to participate in the Short-Term Incentive ('STI') scheme which the Company has implemented. A maximum of \$10,000 per annum may be payable to Mr Ferreira on the achievement of key performance indicators to be set having regard to the financial position and performance of the Company.