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ASX Announcement Bapcor Limited (ASX: BAP)

18 December 2025

Chris Wilesmith appointed as Bapcor's CEO and Managing Director

The Bapcor Board has today announced the resignation of Angus McKay as Chief Executive Officer and is pleased to announce the appointment of Chris Wilesmith as Chief Executive Officer and Managing Director (CEO & MD).

Chris Wilesmith is an experienced executive and non-executive director with extensive automotive aftermarket industry experience. He has deep experience across all aspects of trade, retail and supply chain operations in both Australia and New Zealand, including roles as a director of some of Bapcor's key suppliers and competitors.

Chris' former executive roles include Group CEO & MD of Jaycar Electronics, CEO of Mitre 10 (New Zealand) and 13 years as part of the Super Retail Group Executive Leadership team, seven years of which he was Managing Director of Supercheap Auto.

Lachlan Edwards, Bapcor Chair said: *"Chris brings deep and broad automotive aftermarket experience to Bapcor. His previous senior roles in growing businesses in each of Bapcor's segments will be critical to take our businesses into their next phase of driving growth and performance."*

Combined with Craig Magill running the Trade and Networks segments, Bapcor has two very strong and experienced leaders who have a deep understanding of the automotive aftermarket industry."

Chris will commence as CEO & MD on 14 January 2026 and will be assisted by Angus for a transitional period.

Lachlan Edwards, Bapcor Chair said: *"On behalf of the Bapcor Board, I want to thank Angus for his contribution to the company. In his 16 months with Bapcor, there has been significant progress in simplifying the Company. With our business foundations stabilised, Bapcor is now focused on its recovery and growth."*

In accordance with ASX Listing Rule 3.16.4, Bapcor has included the material terms of Chris' service agreement in Appendix A.

Issued by: Bapcor Limited ("Bapcor" or "the Company"), ASX:BAP, www.bapcor.com.au

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Appendix

Appendix A: Material terms of Chris Wilesmith's service agreement

Role	Chief Executive Officer and Managing Director
Commencement Date	14 January 2026
Term	No fixed term.
Total Fixed Remuneration (TFR)	\$1,300,000 (including superannuation) per annum.
Long Term Incentive (LTI)	50% to 150% of TFR, subject to a target to be determined by the Board (and in the event of a change of control that results in Bapcor no longer being listed on the ASX, which would result in forfeiture of the vesting of the initial LTI grant made to Mr Wilesmith, that entitlement will be paid in cash).
Short Term Incentive (STI)	50% to 150% of TFR, subject to a target to be determined by the Board (and in the event of a change of control that results in Bapcor no longer being listed on the ASX, the STI entitlement for the period to 30 June 2026 will be based on 100% of the TFR, pro-rated for the proportion of the period Mr Wilesmith is employed before the date of the change of control).
Relocation and accommodation costs	Reimbursement of up to \$50,000 for relocation expenses.
Notice Period and Termination	Twelve (12) months' notice by the Company to Mr Wilesmith and vice versa. The Company may provide Mr Wilesmith payment in lieu of notice. The Company may immediately terminate Mr Wilesmith's employment in certain circumstances.
Post Employment Restraint	Non-competition and non-solicitation restraints of up to 12 months apply.

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