



Domino's Pizza Enterprises Limited
1/485 Kingsford Smith Drive
Hamilton, QLD, Australia 4007
ACN: 010 489 326
www.dominos.com.au

11 February, 2026

Appointment of New Global Chief Executive Officer & MD

Domino's Pizza Enterprises Ltd (Domino's), ASX.DMP, today announces the appointment of experienced global QSR executive Andrew Gregory as its incoming Group Chief Executive Officer & Managing Director. Mr Gregory will start with Domino's once his obligations to his current employer have been discharged, no later than 5 August, 2026.

Mr Gregory brings more than 30 years of quick service restaurant (QSR) experience to the role, with a proven track record across franchised, multi-market businesses, and a strong focus on operational execution, franchisee economics and disciplined growth.

Mr Gregory has most recently served as McDonald's Senior Vice President, Global Franchising, Development & Delivery Officer (US).

Throughout his career Mr Gregory has also served as MD & CEO of McDonald's ANZ, and Senior VP and Chief Support Officer, Supply Chain, Operations and Development, in Japan. He joined the company in Australia first as an in-restaurant crew member, before joining the finance team in 1996.

Mr Gregory's appointment follows a comprehensive global search process and reflects the Board's commitment to securing long-term leadership capability aligned with Domino's strategic priorities.

Executive Chairman, Jack Cowin, said: "Following a period of transition, the Board is pleased to appoint a Global CEO with deep QSR experience and a strong understanding of franchised business models.

"Andrew is a highly regarded operator and leader, and we are confident he is well placed to lead Domino's through our next phase of performance improvement and growth."

During the transition period, Mr Cowin will continue to serve as Executive Chairman, working closely with Mr Gregory to ensure an orderly handover.

Mr Cowin said: "This transition ensures continuity, stability and momentum for the business, while allowing Andrew sufficient time to engage with our markets, franchise partners and leadership teams."

Mr Gregory's appointment is intended to support Domino's ongoing focus on improving franchisee profitability, strengthening customer value propositions, and delivering sustainable shareholder returns across its global network.

Further background on Mr Gregory's experience and qualifications and a summary of the material terms of his executive service agreement are attached.

This release has been authorised for release by the Board of Directors.

END

For further information, contact Nathan Scholz, Head of Investor Relations at investor.relations@dominos.com.au or on+614 1924 3517.

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Background on Andrew Gregory

Professional Experience

Andrew Gregory brings deep global QSR experience, with a career spanning operations, finance, franchising, supply chain and restaurant development across large, complex systems.

Most recently, Andrew served as Global Franchising, Development and Delivery Officer at McDonald's, with responsibility for core growth levers, including franchising strategy and restaurant development across 45,000 restaurants globally.

Prior to this, Andrew was Chief Executive Officer of McDonald's Australia and New Zealand for eight years from 2014. During this period, the business delivered sustained growth in sales, market share and franchisee profitability, underpinned by disciplined execution and strong system alignment.

Andrew began his career at McDonald's in 1993 as a crew member while studying economics, progressing through senior roles across finance, franchising and development. This end-to-end experience has shaped a leadership approach grounded in front line understanding, and long-term value creation.

In 2010, Andrew relocated to Japan, where he held senior leadership roles across development, operations, and supply chain, including playing a key role in leading the business through the 2011 earthquake and recovery.

Andrew returned to Australia in 2012 as SVP, Chief Financial Officer, before being appointed Managing Director and CEO in 2014.

During COVID, despite prolonged lockdowns, the Australian business achieved two-year growth of more than 12%, reflecting strong execution and alignment across franchisees, suppliers and corporate teams.

Key Experience and Strategic Alignment

Franchisee Economics & System Health: Deep experience balancing franchisee returns with long-term brand and shareholder outcomes in franchised QSR models.

Operational Execution: Proven ability to drive consistency, quality and delivery standards across large, geographically dispersed networks.

Disciplined Growth & Capital Allocation: Leadership of development pipelines, format evolution and capital discipline in mature and developing markets.

Crisis Leadership: Direct experience leading through major disruption, including natural disasters and COVID, while maintaining system cohesion and performance.

Personal

Bachelor of Economics, Monash University



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Material terms of engagement

Role	Group Chief Executive Officer and Managing Director
Location	Brisbane
Term	Continues until terminated by either party
Fixed Remuneration	\$1,450,000 per annum including superannuation and statutory entitlements, subject to annual review
STI opportunity	<p>For FY27, up to 100% of Fixed Remuneration subject to the achievement of key performance indicators to be determined by the Board in consultation with the Executive and, if required, shareholder approval.</p> <p>Earned STI to be provided 50% in cash and 50% in deferred equity.</p> <p>The deferred equity to be provided in the form of a 10 year zero exercise price option (Right) to subscribe for such a number of fully paid ordinary shares equal to the dollar amount of the earned STI divided by the volume weighted average price of shares traded on ASX over the 10 trading days comprising the 5 trading days prior to, the day of and 4 trading days after, the announcement of the Company's annual results for FY27.</p> <p>The Right and underlying shares will be subject to a 12 month disposal restriction, current employment exercise condition, clawback provisions and the applicable provisions of the Domino's Pizza Share and Option Plan Rules (Plan Rules).</p>
LTI opportunity	<p>For the 3 year performance period comprising the 2027, 2028 and 2029 financial years, up to \$1,900,000 subject to the achievement of key performance indicators to be determined by the Board in consultation with the Executive and, if required, shareholder approval.</p> <p>Earned LTI to be provided in the form of such a number of 5 year zero exercise price options each to subscribe for one fully paid ordinary share, equal to the dollar amount of the earned LTI divided by the volume weighted average price of shares traded on ASX over the 10 trading days comprising the 5 trading days prior to, the day of and 4 trading days after, the announcement of the Company's annual results for FY26.</p> <p>The options and underlying shares will be subject to a 24 month disposal restriction, current employment exercise condition, clawback provisions and the applicable provisions of the Plan Rules.</p>
Other equity based remuneration	\$400,000 in the form of such a number of 10 year zero exercise price options each to subscribe for one fully paid ordinary share, equal to \$400,000 divided by the volume weighted average price of shares traded on ASX over the 10 trading days comprising the 5 trading days prior to, the day of and 4 trading days after, the commencement date.

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Other benefits	Reimbursement of certain reasonable costs relating to relocation from the United States to Brisbane, Australia
Termination	Either party may terminate by giving six months' written notice. The Company may terminate for serious misconduct, unremedied breach or non-performance.
Post termination restrictions	Customary post termination restraints on engaging in competing activities or substantially similar businesses, non-solicitation of and non-interference with certain employees and suppliers for a period of up to 9 months after termination
Other	Customary provisions regarding the protection of intellectual property, confidential information and discoveries.

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