



22 September 2023

Change to Redbubble Group CEO and Managing Director's Remuneration

Further to its announcement to ASX on 17 April 2023 regarding the terms of appointment of Group CEO and Managing Director Martin Hosking, Redbubble Limited (ASX: RBL) (**Company**) advises that it has agreed to a variation to Mr Hosking's remuneration, in line with changes implemented for all Redbubble Group and Operating Company executive team members for FY24.

Following the change, Mr Hosking is no longer entitled to annual grants of base equity (**Base Equity**), and will instead be entitled to a short-term cash incentive (**STI**) subject to achievement of Redbubble Group financial targets for the relevant financial year. The material terms of the change to Mr Hosking's remuneration are illustrated in the table below, which sets out the terms of the prior Base Equity entitlement and the new STI.

PREVIOUS BENEFIT	NEW REPLACEMENT BENEFIT
<p>Base Equity</p> <p>Award of zero-priced options (ZPOs) exercisable into ordinary shares in the Company (or similar equity right) with a value of \$200,000, for each year of service, including the pro rata number of ZPOs in respect of the first year. Accordingly, subject to obtaining shareholder approval at the 2023 annual general meeting, Mr Hosking will be issued 222,060 ZPOs for the period 1 April 2023 to 30 September 2023, and will not be entitled to any further Base Equity grants.</p>	<p>STI</p> <p>The STI is a cash-based incentive with a value of \$200,000 subject to financial targets set annually by the Board. For FY24, the STI will be pro-rated from 1 October 2023 to 30 June 2024. From FY25, this will be an annual incentive aligned to the financial year.</p>

This announcement was authorized for lodgment by the Redbubble Limited Chair.

For further information, please contact:

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About Redbubble Group

Founded in 2006, the Redbubble Group incorporates Redbubble Limited and its subsidiaries, including TP Apparel LLC (TeePublic). The Redbubble Group owns and operates the leading global online marketplaces, Redbubble.com and TeePublic.com. The Redbubble Group's community of passionate creatives sell uncommon

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designs on high-quality, everyday products such as apparel, stationery, housewares, bags, wall art and so on. Through the Redbubble and TeePublic marketplaces, independent artists are able to profit from their creativity and reach a new universe of adoring fans. For the artists' customers, it's the ultimate in self-expression. A simple but meaningful way to show the world who they are and what they care about.