



COO CONTRACT

BoA meeting, 24 Mar 2025

COO contract

- Existing contract ends on 31 Mar 2025
- At previous BoA meeting, approval was given for EFC President and COO to negotiate a new 2-year contract
- Discussions are now complete and new contract is ready for BoA approval
- Duration: 1 April 2025 – 31 March 2027
- Terms: similar structure to existing contract but with lower base salary and higher bonus payments

COO contract



	Term	Base salary	Bonus	T&S	Total
Existing contract	1 Apr 2024 - 31 Mar 2025	€51,600	€5,805 ¹	€9,762 ¹	€67,167 ¹
New contract (Year 1)	1 Apr 2025 - 31 Mar 2026	€42,000	€19,000 ²	€20,000	€81,000
New contract (Year 2)	1 Apr 2026 – 31 Mar 2027	€42,000	€21,000 ²	€20,000	€83,000

¹ Final amount to be confirmed at end of contract (31 Mar 2025)

² Mid-range scenario. Bonus payments reflect additional revenue to EFC of order at least 2-3 times bonus amount.