

ASX Release

17 April 2024

CEO Contract Updates

Spenda Limited (**ASX: SPX, "SPX" or "the Company"**) announces the following updates to the terms of its CEO, Adrian Floate's, terms of employment agreed on 17 April 2024.

Effective	1 st March 2024
Term	5 years.
Annual Base Salary (ABS)	\$375,000 per annum, excluding statutory superannuation, with a review conducted annually to reflect inflationary adjustments and any other adjustments at the Board's discretion.
Short Term Incentive (STI)	<p>STI determined by the Board may be awarded subject to achievement of performance hurdles. STI performance hurdles will be set by the Board based on revenue, EBITDA and operational key performance indicators (KPI's).</p> <p>STI award is payable in SPX options or cash.</p> <p>Any SPX options to be issued upon achievement of applicable STI performance hurdles will be subject to shareholder approval.</p>
Long Term Incentive (LTI)	<p>LTI determined by the Board may be awarded subject to achievement of performance hurdles. LTI performance hurdles will be set by the Board based on annual share price increase KPI's.</p> <p>LTI award is payable in SPX options or cash.</p>



	Any SPX options to be issued upon achievement of applicable LTI performance hurdles will be subject to shareholder approval.
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This announcement has been authorised by the Board of Directors

Investor Enquiries

Please email: investors@spenda.co

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