

## Board & Management Changes

Threat Protect Australia Limited (“**Threat Protect**” or the “**Company**”) (ASX:“**TPS**”) wishes to advise of following:

### **Board and Management Changes**

As the Company considers the next stage of its journey, the Company considers it is an appropriate time to implement several changes to the Board and management:

1. Peter Kennan is appointed as Non-Executive Chairman of the Board of Directors
2. John Hallam is appointed as Chief Executive Officer
3. Dennison Hambling will be appointed as Deputy Chairman and also as an Executive Director, commencing 1 October 2021

The material terms of Mr Hallam’s engagement are set out in the Annexure to this announcement. The material terms of Mr Hambling’s engagement are still being finalised and will be released at the commencement of his new appointment.

Derek La Ferla will remain on the Board as a Non-Executive Director until 31 August 2021, in accordance with his previously announced resignation (ASX Release: 23 March 2021). Dimitri Bacopanos remains a Non-Executive Director.

The Company is progressed on considering and appointing additional, highly skilled, and experienced Directors who are expected to be appointed before the end of 2021.

- End –

Authorised for release by Peter Kennan, Chairman.

For further information, contact:

### **Investors**

Dennison Hambling  
Non-Executive Director  
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## About Threat Protect

Threat Protect provides monitoring solutions with security and wellness applications and continues to explore how its capabilities can be expanded in other sectors, including the internet of things ("IOT"). Its monitored security solutions that ensure the safety of Australian homes and businesses with the highest Australian security accreditation possible. Its personal wellness product monitoring solutions ensure the safety and wellbeing of aging Australians living independently or healthcare patients and workers. Threat Protect's monitoring solutions operate 24 hours a day, 365 days of the year.

## About the Security Monitoring Industry

The Australian security industry remains highly fragmented and stable. Threat Protect is the leading independent (Australian) security monitoring provider dealing with over 150m signals per year.

The significant expertise required to be a graded security operation lends itself to further utilising rapidly advancing technology as the world becomes more IOT focused.

Threat Protect seeks to leverage its existing size to grow its current platform organically, and also look to leverage into other complimentary monitoring heavy areas.

## ANNEXURE - MATERIAL TERMS OF MR HALLAM'S ENGAGEMENT

In accordance with ASX Listing Rule 3.16.4, the material terms of Mr Hallam's agreement are:

**Title:** Chief Executive Officer

**Effective Date:** 1 July 2021

**Remuneration:** \$295,000 a year.

**Change in the main undertaking bonus:** should there be a change in the main undertaking of the Company or its business whilst the executive is in the role of CEO, the CEO will be entitled to a one off bonus of \$75,000 within 3 months of the change in main undertaking occurring.

**Long term and short-term incentives:** to be agreed on an ongoing basis.

**Termination notice period for Company and CEO:** 3 months

**Restraints following termination:** the Company has the right to enforce restrictive covenants regarding similar businesses and clients, customers, and employees of the Company will apply to the CEO for 3 months following of termination. If these are enforced, the Company will continue to pay the CEO his remuneration during that period.