

Summary of Material Contract Terms for Incoming Managing Director and Chief Executive Officer

In accordance with Listing Rule 3.16.4, Omni Bridgeway Limited (**Omni Bridgeway, Company**) (ASX:OBL) wishes to inform the market of the material terms of the Executive Services Agreement (**ESA**) with Mr Raymond van Hulst for the role of Managing Director and Chief Executive Officer (**CEO**) of Omni Bridgeway, which was entered into on 18 October 2023 following the Omni Bridgeway CEO succession announcement on 23 February 2023.

The key remuneration and contract terms related to Mr van Hulst's ESA are set out below:

Commencement Date:	26 October 2023
Term:	Mr van Hulst's engagement as CEO will continue until terminated in accordance with the ESA.
Base Remuneration:	CHF 700,000 per annum (prior salary CHF 620,000 per annum, representing a 13% increase).
Incentives	
Long-Term Incentive Plan (LTIP):	Mr van Hulst is eligible to participate in the Company's LTIP in accordance with the rules and terms and conditions of the LTIP as reasonably determined by the Board.
	Mr van Hulst shall be entitled to participate in the LTIP for an annual amount equal to 125% of Base Remuneration
Ordinary Termination Notice Period:	The ESA may be terminated by either party upon 12 months' notice.
	Employment may also be ended in certain circumstances including misconduct, incapacity, mutual agreement or in the event of a fundamental change in the CEO's role or responsibilities.
Post-Employment Restraint:	A 12-month restraint provision applies.

Termination Entitlements:

In the case of notice of termination by the Company or by Mr van Hulst in certain circumstances or incapacity, Mr van Hulst is entitled to a payment equivalent to 12 months' base remuneration, any statutory entitlements accrued to the date of termination and the Maximum 'Good Leaver' Proportion in accordance with the statement provided regarding unvested LTIP benefits.

Entitlements to LTI will be subject to the determination of the Board in accordance with the rules and terms and conditions of the relevant plan.

On termination of employment, Mr van Hulst is entitled to payment in lieu of the annual leave to which Mr van Hulst has become entitled during the employment, but which has not been taken.

Other Provisions:

The ESA contains standards provisions regarding duties, leave entitlements, confidentiality, intellectual property, and restrictions.

This announcement has been authorised for release by the Disclosure Committee.

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