

ASX Announcement 12 July 2024

Update to the Chief Executive Officer's Remuneration

Sydney, Australia, 12 July 2024: Leading advisory and technology solutions provider Atturra Limited (ASX: ATA) (**Atturra**) has recently undertaken a periodic review of Mr Stephen Kowal's, Atturra's Chief Executive Officer (**CEO**), remuneration package.

As a result of the review, the Board announces that the CEO's total remuneration package has changed, effective 1 July 2024. In accordance with ASX Listing Rule 3.16.4, the material terms of Mr Kowal's new remuneration package are set out in Schedule 1.

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This announcement has been authorised for release by the Company Secretary of Atturra Limited.

About Atturra:

Atturra is an ASX-listed technology business providing a range of enterprise advisory, consulting, IT services and solutions with a focus on local government, utilities, education, defence, federal government, financial services and manufacturing industries, Atturra has partnerships with leading global providers including Microsoft, Boomi, Cisco HPE, Software AG, OpenText, Smartsheet, QAD, Infor, Denodo, Vaultspeed and Snowflake and its clients are some of the largest public and private sector organisations in Australia For more information visit: www.atturra.com.

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Schedule 1

Atturra confirms that the material terms of the Employment Contract between Mr Kowal and the Company for the role of CEO are as follows:

Total Fixed Remuneration	\$550,000 per annum, inclusive of superannuation.
Short Term Incentive	At the end of each financial year, the Board, acting reasonably, will determine a short-term cash incentive (STI) of 50% of Base Pay (inclusive of superannuation) to be paid within three months of the end of the relevant financial year. The Board, in its absolute discretion, set stretch targets which permit a maximum of 60% of Base Pay to be achieved as an STI in any given year. The targets for the STI will be calculated primarily by reference to the Group's projected performance for the relevant financial year, with performance typically being measured against the annual financial objectives of the Group and such other measures as the Board nominates from time to time in its absolute discretion.
Long Term Incentive	Each financial year, the Board (or its relevant committee or nominee), acting reasonably, will determine a long-term equity incentive plan (LTIP) with a market value which, in the view of the Board, is equivalent to the Base Salary. The targets for achievement of the LTIP will be set each year by the Board (or its relevant committee or nominee) and will be linked to the Group's financial performance including, but not necessarily limited to, the performance of Atturra's share price. If paid, the LTIP will be paid through either: a) a Board approved CEO executive share plan program; or b) if no executive share plan is approved by the Board, as a cash incentive.
Termination Entitlements	The agreement may be terminated by the Company or Mr Kowal by providing six months' notice in writing.