

Appointment of CEO of the Technotia Division

ASX Release: 23 February 2026

Further to Praemium Limited's (ASX:PPS) announcement on 22 January 2026 of the completion of the acquisition of the Technotia business, the board of directors is pleased to provide the material terms of Mr Daniel Lipshut's engagement as CEO of the Technotia Division.

The material terms of Mr Lipshut's engagement are set out in the attached table.

This announcement is authorised by the Board of Directors of Praemium Limited. For further information, contact investors@praemium.com or 1800 571 881.

Summary of material terms of employment contract

Term	Details
Parties	Praemium Limited (ACN 098 405 826) and Daniel Lipshut
Commencement Date	22 January 2026
Position	Technotia - CEO
Basis	Full-time
Reports To	Praemium Board
Total Employment Package (TEP)	\$500,000 gross per annum (inclusive of superannuation)
Short Term Incentive	A fixed percentage of the total bonus arrangements payable to key people as described in the ASX release dated 15 December 2025.
Incentive on Termination	If Company terminates for cause: pro rata incentive paid. If Company terminates without cause: full incentive remains payable. If Employee terminates for cause: full incentive payable. If Employee terminates without cause: pro rata payment.
Notice Period	Six months (either party)
Restraint Period	From Commencement Date until the later of: (a) termination date, and (b) date of final incentive payment
Restraint Area	Cascading enforceability commencing Australia wide.
Restraint Scope	Non-compete, non-solicitation of clients/customers/suppliers, non-solicitation of employees
IP Assignment	Immediate assignment to Company of all IP created during employment or prior Technotia employment