

ASX ANNOUNCEMENT

20 December 2022

Remuneration Update – Short-Term Incentive Plan

EZZ Life Science Holdings Limited (ASX: EZZ) (EZZ or the Company), wishes to advise of changes to the remuneration packages of:

- Qizhou Qin, Executive Director, Chief Operating Officer and interim Chief Executive Officer; and
- Anthony Guarna, Chief Financial Officer.

EZZ has adopted a short-term incentive plan (**STIP**) under which eligible executives may be awarded a cash bonus if certain company related and individual performance criteria are met.

In accordance with ASX Listing Rule 3.16.4, EZZ advises that Mr Qin and Mr Guarna have been offered the following cash bonuses, subject to meeting their respective performance criteria, under the STIP for the financial year ending on 30 June 2023:

- Mr Qin may earn an annual cash bonus of up to \$11,500 which represents up to 10% of Mr Qin's total fixed remuneration; and
- Mr Guarna may earn an annual cash bonus of up to \$9,800 which represents up to 10% of Mr Guarna's total fixed remuneration.

The performance criteria for Mr Qin and Mr Guarna have been determined by EZZ's Nomination, Remuneration and Human Resources Committee.

This announcement has been authorised by the Board of EZZ Life Science Holdings Limited.

-ENDS-

For further information, please contact:

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About EZZ Life Science Holdings Limited

EZZ Life Science Holding Limited (ASX:EZZ) is a genomic life science company with a mission to improve quality of life and human health. EZZ has a focus on research and development in gene technology to address four key human health challenges: genetic longevity, human papillomavirus (HPV), helicobacter pylori, and weight management. EZZ Life is passionate about investing in the future of consumer health through the development and distribution of high-quality health and wellness products including functional foods via an expansive range of distributor and stockist relationships and direct to consumers online across Australia, New Zealand, China and the rest of the world. www.ezzlife.com.au