



**TZ Limited**

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5 July 2023

## **ASX Announcement**

# **Remuneration Package of CEO**

TZ Limited (the '**Company**') (ASX: **TZL**), announces the remuneration package of its Chief Executive Officer, Mr John Wilson.

A summary of the material terms of Mr John Wilson's Employment is included in Appendix 1, for the purposes of ASX Listing Rule 3.16.4.

This announcement is authorised for release by TZ Limited's Board of Directors.

## **For further information, please contact:**

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## **About TZ Limited**

At TZ, we engineer solutions to improve physical access control using smart devices and even smarter technology. We invent solutions to solve real-world problems, solutions designed to work in harmony with existing technology for total connectivity. That's why we are the trusted partner of global corporations like Apple, Microsoft, SunCorp, Adidas and WesTrac.

With offices in Australia, Singapore, India, America and the United Kingdom, TZ solutions support agile workplaces, contactless e-commerce deliveries, campus package management; first responder's chain of custody; data cabinet security, and so much more. Our products implement rules to control who can access what, when and where. – then report on these actions for intelligent business insights.

As the world evolves, so does our technology. We call this "Edge Logistics IT". TZ has always provided connected devices and the software that controls them. TZ solutions will deliver intelligent access for every device to enable a new level of customer control.

For additional information on TZ Limited, please visit [www.tz.net](http://www.tz.net).



## **Appendix 1**

### **Key Terms of Employment**

<b>Position Title</b>	Chief Executive Officer
<b>Basis of Employment</b>	Employed on a full-time basis and to report to Chairman of Board
<b>Commencement</b>	1 July 2023
<b>Termination</b>	Three months' notice of termination by either party
<b>Total Remuneration</b>	Total remuneration will be \$300,000 gross per annum plus statutory superannuation
<b>Incentive Scheme (STI's &amp; LTI's)</b>	<p>In addition to total annual remuneration and subject to any approval required by the shareholders or regulatory approvals pursuant to the Company's constitution, access to the Company's incentive program.</p> <p>Short Term Incentives (STI) against established and agreed Key Performance Indicators (KPI's) which are to be determined by the Board from time to time.</p> <p>Further entitlement to participate in the Long-Term Employee Incentive Plan that may be offered from time to time at the discretion of the Board.</p>