

For immediate release

3 July 2024



Changes to Terragen's Board of Directors and Leadership Team

Terragen Holdings Limited (ASX:TGH) 3 July 2024 – Australian biological agriculture company Terragen Holdings Limited (**Terragen** or **Company**) would like to announce the following changes to its Board of Directors ("the Board") and leadership team.

Appointment of Non-Executive Director Mr Andrew Guthrie

Terragen is pleased to announce the appointment of Mr Andrew Guthrie as a non-executive Director of Terragen.

Andrew Guthrie has a 32-year career in the agriculture sector. After building his early career in sales, marketing and supply chain roles in Australian agriculture, Mr Guthrie spent 20 years working internationally with assignments in the United Kingdom, Switzerland, Hong Kong, Singapore, Thailand, Japan and China.

He spent most of his senior leadership years with Syngenta in Asia, as Regional Director for Asia Pacific, before he was promoted to lead Syngenta's multi-billion dollar business in Europe, Africa and the Middle East. He was part of its global crop protection leadership team responsible for business strategy that leveraged Syngenta's extensive research and development capability to invent, gain regulatory approval and launch new products, to agricultural markets globally. In 2019 Mr Guthrie retired from executive management roles and now acts as a company director and mentor.

Andrew has a strong understanding of corporate governance and the risk management required to successfully grow business in emerging markets.

Terragen's Chairman, Mike Barry commented:

"It is with great pleasure that Terragen is able to make this appointment. Andrew's extensive agricultural experience is highly valued and will be critical as Terragen continues expanding its research and development portfolio.

We are very excited to have him join our Board as we look to increase our internal expertise for the next phase of the Company's development."

Terragen Holdings Limited

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Appointment of Mr Matthew Whyte as the new Chief Financial Officer (CFO) and Company Secretary

Matthew has over a decade of experience as a CFO of public and private businesses and has prior experience with Australian biotechnology companies. Matthew holds a Graduate Diploma of Applied Finance, is a Chartered Accountant, and holds a Bachelor of Commerce (Honours) from the University of Queensland.

Matthew will commence as CFO and Company Secretary on 8 July 2024 and will replace Robyn Smith following her resignation.

About Terragen Holdings Limited

Terragen develops and markets biological products for agricultural applications. Each product uses a unique combination of naturally occurring live microbe strains selected to help boost the health and productivity of plants and animals. Terragen’s aim is to increase farm productivity through the use of these products, whilst providing improved environmental sustainability that will be attractive to consumers.

Terragen has two products on the market in Australia and New Zealand – a direct fed microbial supplement for animals known as MYLO® and a biostimulant known as GREAT LAND PLUS®.

For further information please contact:

Terragen Holdings Limited	Authorisation and Additional Information
Mike Barry Chairman media@terragen.com.au	This announcement was authorised by the Board of Directors of Terragen Holdings Limited
Richard Norton Managing Director and CEO ceo@terragen.com.au	

ATTACHMENT
SUMMARY OF THE KEY TERMS OF THE APPOINTMENT LETTER BETWEEN
TERRAGEN HOLDINGS LIMITED AND MR ANDREW GUTHRIE

The key terms of Mr Andrew Guthrie's appointment are:

- i. **Role:** Non-Executive Director.
- ii. **Remuneration:** Mr Andrew Guthrie will receive an annual total fixed remuneration of \$60,000 (inclusive of superannuation).
- iii. **Appointment date:** 8 July 2024.
- iv. **Term:** No fixed term.
- v. **Termination:** Mr Andrew Guthrie will cease to be a director of the Company in the circumstances set out in the Company's Constitution or if Mr Guthrie resigns or is removed in accordance with Part 2D.3 of Corporations Act 2001 (Cth).

ATTACHMENT
SUMMARY OF THE KEY TERMS OF THE APPOINTMENT LETTER BETWEEN
TERRAGEN HOLDINGS LIMITED AND MR MATTHEW WHYTE

The key terms of Mr Whyte's appointment are:

- i. **Role:** Chief Financial Officer and Company Secretary.
- ii. **Remuneration:** Mr Whyte will receive an annual total fixed remuneration of \$250,000 (plus superannuation).
- iii. **Appointment date:** 8 July 2024.
- iv. **Term:** No fixed term.
- v. **Termination:** Either party may terminate Mr Whyte's employment contract at any time on 3 months' notice. Mr Whyte's employment may also be terminated by Terragen summarily without notice for serious misconduct and in other defined events.
- vi. **Incentives:** Mr Whyte shall be entitled to participate in the Terragen Employee Incentive Plan.