

**ASX Announcement**

26 March 2025

## Executive Director - New Employment Agreement

**Janison Education Group Limited (ASX:JAN)** (“**Janison**” or the “**Company**”) is pleased to announce a new Executive Agreement for Executive Director Mr Wayne Houlden, effective 1 April 2025.

The new Agreement reflects Mr Houlden’s technical leadership of Janison, the Australian-owned and leading education technology company. Mr Houlden co-founded Janison 27 years ago in country NSW. In the role of Director AI Research, he continues to take an active role in the growth and sustainability of the company, with a specific focus on the development of assessment-related AI products and the use of AI to drive internal efficiencies.

Janison is a global leader in digital delivery of assessments at scale. In Australia, Janison delivers NAPLAN on behalf of the Australian Government Department of Education.

Mr Houlden’s terms and conditions of his revised Executive Agreement are outlined below:

Operative Date	1 April 2025
Term	No fixed term; ongoing; part time (19 hours per week)
Notice	Either party can terminate employment with three (3) months’ written notice
Total Fixed Remuneration	AUD149,562 (gross), comprised of: <ul style="list-style-type: none"><li>• Salary: AUD134,136</li><li>• Superannuation (calculated on current superannuation guarantee rate of 11.5%).</li></ul>
Short Term Incentive (STI)	Mr Houlden is not eligible for an STI
Long Term Incentive (LTI)	Mr Houlden is not eligible for an LTI
Restraint Period	12 months (maximum) restraint. Mr Houlden is not eligible for any additional payment during restraint period.

Mr Houlden is provided a one-off sign-on bonus of AUD33,088 (gross and including superannuation at 11.5%) to be paid in a lump sum.

\* ENDS \*

This release has been approved for release by the Board of Janison.

# Janison.



For further enquiries, please contact Janison Investor Relations, email: [IR@janison.com](mailto:IR@janison.com)

Visit [janison.com](http://janison.com).