



TYMLEZ LEADERSHIP APPOINTMENTS

COMPANY ANNOUNCEMENT

APPOINTMENT OF CEO (AND ACTING CTO) AND NON-EXECUTIVE CHAIRMAN

29 June 2023

ASX: TYM

TYMLEZ Group Limited ("TYMLEZ") is excited to announce the appointments of Freddy El Turk as the Group's new Chief Executive Officer (and Acting CTO) and Dr Raffaele Marcellino as Non-Executive Chairman with immediate effect. With their extensive experience in scaling organisations and delivering revenue generating projects, both Mr El Turk and Dr Marcellino are exceptionally qualified for their new roles and are poised to steer the Company towards unprecedented success.

Both Mr El Turk and Mr Marcellino joined the Board of TYMLEZ in late May and along with fellow Director Darren Scott, have been working on solidifying the Company's strategy and offering to market in both the carbon tokenisation and guarantee of origin sectors.

CEO APPOINTMENT

Freddy is a highly experienced business leader and has successfully founded and grown a number of technology ventures over the course of his career. Mr El Turk, served as Global Head of Technology for SAE Group from 2013 to 2019 and more recently has founded Morphotech

and Vizidox, two companies both focused on the delivery of software projects utilising blockchain technology.

As an entrepreneur, Freddy has developed a vast global network of connections which he looks to leverage as TYMLEZ sets its sights on the further commercialisation of its solutions in 2023.

Speaking on his appointment, Freddy, had to say, "I firmly believe that greatness can be achieved through passion, innovation, and collaboration. Joining TYMLEZ and leading this exceptional team fills me with excitement as we work together towards even more significant accomplishments. Our combined efforts will create solutions with a powerful impact on our industry and the global community."

NON-EXECUTIVE CHAIRMAN APPOINTMENT

Dr Raffaele Marcellino, is currently the Executive Director, Education and Skills with TAFE NSW and previously worked alongside Freddy as the Executive General Manager and Provost at Navitas-SAE Institute. Dr Marcellino is an expert in business transformation and development and will be focused on working with his fellow TYMLEZ Board members on maximising value for the Company's shareholders.

Raffaele, had the following to say on his appointment as TYMLEZ's new Non-Executive Chairman, "I am very excited to take up this appointment and look forward to growing TYMLEZ to achieve its ambition to be the leading technology company providing superlative sustainability solutions for not only the energy sector but for the lives of all people and the industries that support them."

The TYMLEZ Board are excited about the opportunities ahead and fully intends to capitalise upon multi-billion dollar investment being made into green technologies across the world.

The appointments of Freddy and Raffaele as CEO and Non-Executive Chairman respectively, signify a new chapter in TYMLEZ. The new leadership team will continue to pursue revenue generating contracts in the Company's core markets of carbon tokenisation and the guarantee of origin of green fuels and resources while also seeking opportunities in markets which would also benefit from the introduction of the TYMLEZ Platform.

Attachment 1: Summary of key terms of Freddy El Turk's employment arrangements

Authorised by the TYMLEZ Board of Directors.

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For any queries relating to this announcement, please contact:

investors@tymlez.com

ABOUT TYMLEZ

TYMLEZ (ASX: TYM) is a pioneer in the development and delivery of carbon reporting and guarantee of origin solutions. TYMLEZ provides companies across the globe with world-class solutions designed to empower them in their decarbonisation journeys.

Visit tymlez.com for more information

ATTACHMENT 1

Summary of Material Terms and Conditions of Employment of Freddy El Turk

1	Name & Position	Freddy El Turk, Chief Executive Officer (and Acting CTO)
2	Commencement Date	28 June 2023
3	Term	No fixed term, ongoing until terminated by either party in accordance with the employment contract
4	Remuneration	Base salary of \$275,000 per annum (no additional director fees). Subject to Tymlez Group Limited having obtained any necessary shareholder approval and/or regulatory approval under the ASX Listing Rules and/or Corporations Act, 5,000,000 shares in TYMLEZ Group Limited (to be escrowed for 24 months from date of issue). If the shareholders do not approve the proposed allotment of shares, then the Employee and Tymlez Group will need to renegotiate additional remuneration.
5	Incentive Options	TYMLEZ will grant Mr Turk a LTI in the form of an Incentive Options Agreement whereby share options will vest if and when the TYMLEZ share price achieves a VWAP over 15 consecutive trading days of: 0.02c; 0.04c, 0.06c and 0.08c (each a performance condition). At each of these performance conditions, AUD\$40,000 of incentive share options will be issued at an exercise price of 15-day VWAP prior to the performance condition being met.
6	Termination	Either party may terminate the employment agreement by providing two months' notice in writing. TYMLEZ retains the right to terminate immediately without notice in the case of serious or wilful misconduct.
7	Post-Employment	Mr El Turk is subject to a post-employment Restraint period of 3, 6, 9 or 12 months, whichever the court considers reasonable in the circumstances, including non-solicitation and non-compete conditions.
8	Other Terms	Mr El Turk's employment agreement otherwise contains standard terms and conditions for agreements of its nature, including confidentiality, retention of intellectual property and leave.