

## BIO-GENE APPOINTS NEW MANAGING DIRECTOR AND CEO

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Bio-Gene Technology Limited (**Bio-Gene** or the **Company**), an agtech development company enabling the next generation of novel insecticides, announces the following executive changes:

- **Mr Tim Grogan has been appointed Managing Director and Chief Executive Officer (CEO), effective from 28<sup>th</sup> August 2023**
- **Mr Richard Jagger formally resigns as current Managing Director and CEO to transition to a new advisory role focused on stakeholder management of Bio-Gene's existing and future development partnerships at the end of September**

### **Tim Grogan appointed Managing Director and CEO**

Tim brings more than 30 years' experience and expertise to Bio-Gene, with a successful track record of delivering growth in the agtech, food and human health sectors. Tim has deep multi-disciplinary experience in the management of new product development, commercialisation, capital raising and corporate governance.

As a hands-on leader, Tim has held several key executive roles, specialising in product development and expanding business partnerships. As CEO of SIRA Pty Ltd, Tim led the commercial development of technologies to produce new types of healthier sugar. Prior to this, Tim was the CEO of Dimerix BioScience Pty Ltd, a venture capital-funded medicinal drug discovery and development company, where he managed the development of a novel treatment for diabetic nephropathy and the company completed three substantial pharmaceutical partnering deals within 12 months and significantly expanded its investor base.

Tim also has extensive listed company experience, including with pharmaceutical development company, Starpharma (ASX:SPL), where he worked to steer it through the IPO process and establishing several commercial relationships globally.

Most recently, Tim has been consulting to companies in the health and medical technology sectors in Australia, providing strategic, government and regulatory advice.

Tim holds a Bachelor of Law and a Bachelor of Science, majoring in chemistry, from the University of Melbourne.

**Commenting on the appointment of Tim Grogan as Managing Director and CEO, Bio-Gene Chairman Robert Klupacs said:** *"It is with pleasure I welcome Tim to Bio-Gene. Tim's impressive background and proven track record in the agriculture and life sciences sectors makes him the ideal candidate to lead our company through the next critical phase of growth as we move towards commercialisation."*

*"Tim brings a wealth of experience and expertise to Bio-Gene. Throughout his career, he has consistently demonstrated an exceptional ability to drive innovation, foster strategic partnerships, and deliver results."*

*"Tim's leadership style and deep understanding of the commercialisation processes in agriculture and life sciences sector aligns perfectly with our company's mission and goals. His strategic insights, combined with his strong*

*business acumen, will support our research and development efforts, accelerate our growth and maximise value for our shareholders.”*

**Commenting on his appointment as Managing Director and Chief Executive Officer, Tim Grogan said:** *“I am thrilled to join this remarkable company and lead it through the registration process and, aligned with the clearly defined business model, the pathway to commercialisation. I have followed Bio-Gene’s journey closely and strongly believe the company’s technology will play a pivotal role in addressing the global problem of insecticide resistance which not only impacts agricultural productivity but also poses significant threats to public health and the environment.*

*“Bio-Gene’s commitment to rigorous scientific research and dedication to working closely with key stakeholders across sectors, including regulators, scientists, public health officials and commercial partners sets it apart in the industry.*

*“I look forward to closely working with Richard and leverage his wealth of knowledge and experience. His guidance and insights will be invaluable as we navigate the complexities of stakeholder management and further develop our partnerships.”*

**Richard Jagger resigns as Managing Director and CEO, and transitions to a new advisory role**

As announced on 24 April 2023, Mr Richard Jagger has now formally resigned as Managing Director and CEO and will transition into an advisory role focusing on stakeholder management of Bio-Gene’s existing and future developments partnership relationships.

**Bio-Gene Chairman Robert Klupacs said:** *“On behalf of the Board, I congratulate and warmly thank Richard for his outstanding leadership and commitment to Bio-Gene over the last five years, steering the company since IPO in 2018. Under Richard’s leadership, we have successfully navigated various challenges, expanded our research and development, and established critical relationships across a broad range of stakeholders that has positioned us for commercialisation success.*

*“As Richard transitions from his role as CEO, I am delighted he will continue to support Bio-Gene. Richard will take an advisory role, specifically focused on expanding our critical commercial partnerships. He has been pivotal to date in securing our key development partnerships, and through continuing to leverage his exceptional experience and broad industry network, I am confident, under his guidance, we will continue to deliver on our development partnership expansion strategy.”*

The key terms of Tim’s appointment are outlined in the attached Appendix.

Approved for release by the Board of Directors

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**For further information, please contact:**

Bio-Gene Technology Limited:

E: [bgt.info@bio-gene.com.au](mailto:bgt.info@bio-gene.com.au)

Adrian Mulcahy, Investor Relations

E: [adrian.mulcahy@automicgroup.com.au](mailto:adrian.mulcahy@automicgroup.com.au)

M: 0438 630 422

Tristan Everett, Media Relations

E: [tristan.everett@automicgroup.com.au](mailto:tristan.everett@automicgroup.com.au)

M: 0403 789 096

**About Bio-Gene Technology Ltd**

Bio-Gene is an Australian agtech company enabling the next generation of novel insecticides. Bio-Gene's novel platform technology is based on a naturally occurring class of chemicals known as beta-triketones.

Beta-triketone compounds have demonstrated insecticidal activity (e.g. kill or knock down insects) via a novel mode of action in testing performed to date. This platform may provide multiple potential new solutions for insecticide manufacturers in applications across crop protection and storage, public health, animal health and consumer applications. The Company's aim is to develop and commercialise a broad portfolio of targeted insect control and management solutions.

## Appendix – Key employment terms for CEO Tim Gorgan

In accordance with ASX Listing Rules, Bio-Gene Technology advises the key terms of Mr Tim Gorgan's employment with Bio-Gene Technology as detailed below.

Position Title	Managing Director and Chief Executive Officer
Basis of Employment / Term	Mr Gorgan will be appointed for an ongoing full time basis subject to termination by either party
Commencement Date	28 August 2023
Termination	BGT may terminate Mr Gorgan's employment at any time on 4 month's notice. Mr Gorgan may terminate his employment with BGT at any time on 4 month's notice. Mr Gorgan's employment may also be terminated by BGT in circumstances of his misconduct (immediate termination) or long-term illness or injury (not less than three month's notice)
Remuneration	Total Fixed Remuneration Package of \$336,538 comprised of base salary and any superannuation contributions.
Incentive Scheme (STIs & LTIs)	<p>In addition to the annual remuneration and subject to any approval required by the shareholders or regulatory approvals pursuant to the Company's constitution Mr Gorgan will receive access to the Company's incentive program.</p> <p>Short Term Incentives (STI) on successful completion of agreed targets:</p> <ul style="list-style-type: none"> <li>up to a maximum of 50% of the base salary: <ul style="list-style-type: none"> <li>50% of that assessed successfully earned amount to be paid in cash,</li> <li>the remaining 50% of that assessed successfully earned amount to be provided by way of an equivalent value of grant of options or issue of equity.</li> </ul> </li> </ul> <p>Long Term Incentives (LTI) on successful completion of agreed targets:</p> <ul style="list-style-type: none"> <li>up to a maximum of 50% of the base salary, with 100% of that assessed successfully earned amount to be provided by way of an equivalent value of grant of options or issue of equity.</li> </ul>
Restrictive Covenant	<ul style="list-style-type: none"> <li>Mr Gorgan will be restrained for up to 12 months after termination of his employment with BGT from interfering with any contractual relationship between BGT and the third party, or soliciting BGT employees or persuading people who do business with BGT to cease or reduce their business with BGT</li> </ul>