Wide Open Agriculture Ltd
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14 December 2022

LR 3.16.4 DISCLOSURE

Wide Open Agriculture Limited (ASX: WOA) ("WOA" or the "Company") provides the material terms of the executive services agreements with CEO Jay Albany, Executive Director Dr Ben Cole and COO Mirada Stamps, in accordance with Listing Rule 3.16.4

Material terms of executive services agreement with Jay Albany	
Appointment	As Chief Executive Officer of Wide Open Agriculture Ltd
Commencement and Term	The appointment of the CEO commences with effect immediately and continues until terminated in accordance with the agreement.
Base Salary	$247,656 p.a. (plus statutory superannuation)
Short Term Incentives	Mr Albany is eligible to receive Short Term Incentives (STIs) in an amount equal to between 0% and 40% of base salary, at the discretion of the Board. STIs are payable in Performance Share Rights (PSRs) and cash. STIs are subject to satisfaction of Key Performance Indicators set by the Board, based on financial and non-financial performance of the Company. No payment is made if employment is terminated.
Long Term Incentives	Mr Albany is eligible to receive Long Term Incentives (LTIs) in an amount equal to between 0% and 50% of base salary, at the discretion of the Board. LTIs to be payable in Performance Share Rights (PSRs) and stock options. LTIs are subject to satisfaction of Key Performance Indicators set by the Board, based on financial and non-financial performance of the Company. No payment is made if employment is terminated.
Termination	Either party may terminate without cause on 3 months written notice.

Material terms of executive services agreement with Dr Ben Cole	
Appointment	As Executive Director of Wide Open Agriculture Ltd
Commencement and Term	The appointment of the Executive Director commences with effect immediately and continues until terminated in accordance with the agreement.
Base Salary	$170,000 p.a. (plus statutory superannuation)
Incentives	Dr Cole is eligible for various incentives that may be issued subject to shareholder approval.
Termination	Either party may terminate without cause on 3 months written notice.

Material terms of executive services agreement with Miranda Stamps (related party to CEO)	
Appointment	As Chief Operating Officer (COO) of Wide Open Agriculture Ltd
Commencement and Term	The appointment of the COO commences with effect immediately and continues until terminated in accordance with the agreement.
Base Salary	$220,000 p.a. (plus statutory superannuation)
Short Term Incentives	Ms Stamps is eligible to receive Short Term Incentives (STIs) in an amount equal to between 0% and 40% of base salary, at the discretion of the Board. STIs are payable in Performance Share Rights (PSRs) and cash. STIs are subject to satisfaction of Key Performance Indicators set by the Board, based on financial and non-financial performance of the Company. No payment is made if employment is terminated.
Long Term Incentives	Ms Stamps is eligible to receive Long Term Incentives (LTIs) in an amount equal to between 0% and 40% of base salary, at the discretion of the Board. LTIs to be payable in Performance Share Rights (PSRs) and stock options. LTIs are subject to satisfaction of Key Performance Indicators set by the Board, based on financial and non-financial performance of the Company. No payment is made if employment is terminated.
Termination	Either party may terminate without cause on 3 months written notice.

This ASX release has been approved for release by Jay Albany on behalf of the Board of Directors.

For investor, media or other enquiries please contact:

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