



FOR IMMEDIATE RELEASE

28 February 2023

CEO Short-Term Incentive (STI)

Perth, WA and Alexandria, VA - WhiteHawk Limited (ASX:WHK) ("WhiteHawk" or "the Company"), is the first global online cyber security exchange enabling all businesses and organizations to take smart action to prevent cybercrime, fraud and disruption and mitigate the impacts continuously - with automated and scalable Cyber Risk Assessments, SaaS, and Platform as a Service (PaaS) product lines.

WhiteHawk announces the following short-term incentive (STI) for Executive Chair, Ms Terry Roberts, approved by the Board for the current Fiscal Year ending 31 December 2023.

A long-term incentive (LTI) will be put to shareholders at the May 2023 AGM.

SHORT-TERM INCENTIVE

- An amount of US\$25,000 will be earned and become payable to Ms Roberts for each purchase order/s (**PO**) received by the Company (or any of its subsidiaries) of US\$1 million or more in each Fiscal Year for either or all of the Company's Cyber Risk Radar, Cyber Risk Program, Cyber Risk Scorecards or other Company Cyber Risk products developed or promoted by the Company. The amount earned will be to a cap of US\$100,000 per fiscal year.
- For the purpose of calculating any payment of any incentive to Ms Roberts:
 - o POs received from the same Customer (or any of its subsidiaries) may be aggregated in that fiscal year;
 - o Only POs received and fully paid will be used in calculating the earning of any incentive award;
 - o The monetary target (US\$1 million) must be received in and relate to the relevant Fiscal Year.
 - o Any payment made pursuant to these incentives will be subject to a claw back where amounts under a qualifying PO are not received by the Company or are subsequently repaid by the Company to the third party for any reason.

PAYMENT

- Payment of any incentive amounts earned by the Executive Chair will be paid in the manner and at the time agreed between the Company and the Executive Chair, but will remain a debt owing to the Executive Chair upon the achievement of the relevant vesting hurdle.
- All payments will be made as gross payments and will be subject to applicable wage and earnings taxes for both the Company and the Executive Chair.

-Ends-

Authorised by the Board of Directors of WhiteHawk Limited.



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About WhiteHawk

Launched in 2016, WhiteHawk began as a cyber risk advisory service with a vision to develop the first online end-to-end cyber risk monitoring, prioritization and mitigation cyber security exchange, democratizing access for companies and organizations to continually address Digital Age Risks. WhiteHawk now operates a cloud based Cyber Risk Platform with Software as a Service and Platform as a Service Product Lines and subscriptions that automate and scale digital age risk prioritization and mitigation. Via their online cyber security exchange, the Company also continuously vets and offers a breadth of next generation cyber risk and security solutions, enabling all businesses and organizations to take smart action against cybercrime, fraud, and disruption, for themselves, their clients and across their supply chains, on an ongoing basis with demonstrated time and cost savings. For more information, visit www.whitehawk.com.