

Chief Executive Officer Appointment

- Dr Michael Thurn, PhD appointed as CEO effective 1 September 2023
- Experienced in execution of FDA Phase 1 and Phase 2 clinical trials
- Former team member of the TGA Drug Safety Evaluation Branch
- Former Executive Director of Botanix Pharmaceuticals Limited

28 August 2023 – Perth, Australia: PharmAust Limited (ASX: PAA & PAAO), a clinical-stage biotechnology company, is pleased to announce the appointment of Dr Michael Thurn, PhD, as Chief Executive Officer (CEO). Dr Thurn will assume the role on 1 September 2023.

Michael brings broad experience in drug discovery, development, regulation and commercialisation, acquired through leadership roles in research organisations and industry, including early-stage, fast-growing, private and publicly listed biotechnology companies. His previous responsibilities have included leading a variety of US Food and Drug Administration (FDA) Investigational New Drug (IND) applications across a range of therapeutic areas and the evaluation of drugs and vaccines for registration in Australia as a part of the Drug Safety Evaluation Branch (DSEB) of the Therapeutics Goods Administration (TGA).

Michael has also been responsible for the execution of Phase 1 and 2 clinical trials and business development activities across animal and human health products. He possesses strong entrepreneurial, leadership and management skills that have seen him achieve outstanding results over a 25 year career in the biotechnology industry, including co-founding MARP Therapeutics and roles with Botanix Pharmaceuticals (ASX:BOT), Mimetica, Spinifex Pharmaceuticals, Cytopia, Xenome and Novogen. During this time, Michael has gained Australian and US capital markets exposure and has successfully accessed funding through private and public channels, partnerships and non-dilutive means.

With the assistance of the executive search firm Williams Hall, an international executive recruitment process was started earlier this year. The Board was delighted by the quality of candidates and immense interest in the position. Michael's combination of enthusiasm and overall experience with drug regulation, clinical development, shareholder relations with retail and institutional investors and capital raising was outstanding.

"I am thrilled that this robust and competitive process has culminated in identifying a biotechnology leader of Michael's calibre," commented PharmAust Chairman Dr Roger Aston. "As we look to the future the Board is very confident Michael will continue to build momentum on the positive interim results from the ongoing Phase 1 Motor Neurone Disease study to increase market awareness and create significant value for our shareholders. We look forward to working with Michael."

"This is an incredible opportunity to join PharmAust at this significant point in the Company's journey," commented incoming CEO Dr Michael Thurn. "We have an exciting and maturing animal health and human pipeline, an excellent Board and world-class clinical advisors and collaborators to draw knowledge. I look forward to working with the Board and the team to advance PharmAust's product pipeline."

Dr Roger Aston will remain Chairman of the Board but will transition into a non-executive role assisting with his 40 years of experience in the pharmaceutical and healthcare industry.

The Board authorises this announcement.

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PharmAust provides the material terms of the executive services agreement with CEO Michael Thurn and Non-Executive Chairman Roger Aston in accordance with Listing Rule 3.16.4

Material terms of employment agreement with Michael Thurn	
Appointment	As Chief Executive Officer (CEO)
Commencement and Term	The appointment of the CEO commences with effect on 1 September 2023 and continues until terminated in accordance with the agreement.
Base Salary	\$270,270 per annum (plus statutory superannuation)
Probation Period	Employment as CEO will begin with a three (3) month probationary period concluding on 30 November 2023
Sign on Bonus	Upon appointment the CEO will be issued with 150,000 Performance Rights which vest after the CEO is engaged as an employee for a continuous period of 3 months from the Commencement Date.
Possible Bonus	The Board will consider, at its absolute discretion, the payment of a cash bonus to the Executive of up to 20% of the Base Salary which may be measured against milestones set by the Board.
Short Term Incentives	Subject to the terms and conditions set out below, each Performance Right, once vested, entitles the holder, on conversion, to the issue of one fully paid ordinary share in the capital of the Company The Performance Rights (PRs) have the following Milestones: (1) 500,000 PRs - Prior to 31 August 2025, the Company achieves a market capitalisation (Share price x Shares on issue) of at least \$50,000,000 for a continuous period of 20 Trading Days on which Shares have actually traded (2) 750,000 PRs - Prior to 31 August 2025, the Company achieves a market capitalisation (Share price x Shares on issue) of at least \$75,000,000 for a continuous period of 20 Trading Days on which Shares have actually traded (3) 1,000,000 PRs - Prior to 31 August 2025, the Company achieves a market capitalisation (Share price x Shares on issue) of at least \$100,000,000 for a continuous period of 20 Trading Days on which Shares have actually traded Expiry Date: 5:00pm (AWST) on the date that is 2 years from the date of issue Vesting: Subject to the CEO remaining employed by PharmAust at the date of achievement of the relevant Milestone, the Performance Rights will vest on the date the relevant Milestone has been satisfied.
Long Term Incentives	PharmAust will issue 500,000 Options to the CEO The Options vest and are only capable of exercise upon the Executive being engaged as an employee for a continuous period of 12 months from the Commencement Date. Each Option entitles the CEO to one Share upon exercise of the Option. The exercise price of the Options is 15 cents. The Options are exercisable at any time prior to 5.00 pm WST on 30 April 2026 (Expiry Date).
Termination	After the probation period, either party may terminate without cause on 4 months written notice. PharmAust may elect to pay 4 months base salary and superannuation in lieu of notice.

Material terms of employment agreement with Roger Aston	
Appointment	As Non-Executive Chairman
Commencement and Term	The appointment commences with effect on 1 September 2023 and continues until terminated in accordance with the agreement.
Base Salary	\$75,000 p.a. (plus statutory superannuation)
Incentives	Dr Aston is eligible for various incentives that may be issued subject to relevant approvals.
Termination	Payment of termination benefit on termination by the employer, other than for gross misconduct, is equal to six (6) months base salary and superannuation

About PharmAust Limited:

PharmAust Limited is listed on the Australian Securities Exchange (code: PAA) and the Frankfurt Stock Exchange (code: ECQ). PAA is a clinical-stage company developing therapeutics for both humans and animals. The company specialises in repurposing marketed drugs lowering the risks and costs of development.

PAA's lead drug candidate is monepantel (MPL), a novel, potent and safe inhibitor of the mTOR pathway – a pathway having key influences in cancer growth and neurodegenerative diseases. MPL has been evaluated in Phase 1 clinical trials in humans and Phase 2 clinical trials in dogs. MPL treatment was well-tolerated in humans, demonstrating preliminary evidence of anticancer activity. MPL demonstrated objective anticancer activity in dogs. PAA is uniquely positioned to commercialise MPL for treatment of human and veterinary cancers as well as neurodegenerative disease as it advances a reformulated version of this drug through Phase 1 and 2 clinical trials