

ASX RELEASE

ASX: KYP

Key executives incentivised through issue of securities

Retention of executives

Leading Australian “Know Your People” RegTech company, Kinatico Limited (ASX:KYP) (Company or Kinatico) is pleased to announce measures it has taken to secure the long-term retention of key executives responsible for the ongoing transformation and growth of the company.

Kinatico Chairman, Ivan Gustavino, said,

“I am excited to announce that the Company has implemented tangible measures to ensure we retain for at least another three years, the members of the executive team best placed to continue the transformation of this business. Over the past 18 months, these executives have demonstrated a commitment to making Kinatico the leader in simplified compliance solutions. With this long-term incentive scheme in place, the Company’s board of directors is confident that we have right people in leadership roles to take Kinatico to the next stage as we continue to deliver growth for shareholders.”

Loan funded shares

Kinatico has offered securities to selected executives under its Employee Incentive Option Plan. Kinatico shares were offered on 9 January 2024 at an acquisition price at which the shares traded on the ASX over the 10 days immediately preceding the invitation. A total of 15,000,000 Kinatico shares have been offered and accepted at an acquisition price of \$0.12.

The securities have been offered as loan funded securities in accordance with the company’s loan funded share plan and will not be issued until at least 14 days have elapsed since the invitation in accordance with s1100Y of the *Corporations Act*.

The loan-funded shares that have been issued are all subject to a vesting condition requiring the participant’s ongoing employment with the Company and continuing satisfactory performance for three years from the date of issue. Certain of the loan funded shares are also subject to an additional vesting condition of the Company achieving a minimum share price of \$0.16 during that period.

Changes to CEO remuneration

Included amongst the loan funded shares issued are 5,000,000 issued to Michael Ivanchenko, Chief Executive Officer, of which 1,500,000 are subject to both vesting conditions.



As part of the offering of these new securities to senior executives, the Board resolved to make further changes to the incentive offering to the CEO previously announced and most recently updated in the Company's Annual Report published on 30 August 2023. The Company confirms that no securities had previously been issued under that remuneration structure. The CEO currently has a contractual entitlement to be issued 4,000,000 Zero Priced Performance Shares upon him remaining in his role for three years from 24 January 2024, and has accepted the offer of 5,000,000 loan funded shares that will vest on the terms outlined above.

-ENDS-

This announcement was authorised by the Disclosure Committee of Kinatico Ltd.

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About Kinatico Limited:

Kinatico Limited (ASX: KYP) is a leading provider of know your people solutions – comprising pre-employment screening, verification services and workforce compliance management - internationally.

Kinatico provides real-time workforce compliance management via its core software-as-a-service RegTech solution Cited. By combining certifications and compliance data with business policy and legislative requirements, Cited enables scalable compliance monitoring spanning pre-employment to real-time requirements related to geo-location, roles and tasks applicable across a wide range of industries.

The company also provides a wide range of pre-employment checks via its CVCheck solution. This is delivered via its proprietary technology platform, which has over time evolved into a best-of-breed employment screening and verification offering with a track record of customer service excellence.

Kinatico continues to grow its position as the pre-eminent background screening brand in Australasia and is planning its global expansion of its growing suite of RegTech solutions.

To learn more please visit: www.kinatico.com