

**ASX ANNOUNCEMENT** 18 November 2024

## CHIEF EXECUTIVE OFFICER CONTRACT

The Board of The Market Limited (ASX:MKT, “The Market” or “Company”) is pleased to announce that it has finalised an updated contract for the ongoing services of Mr Tommy Logtenberg as Chief Executive Officer of the Company and Managing Director of the Gumtree Group.

Non-Executive Chairman Bruce Rathie commented, “we are delighted to have reached an agreement with Tommy for his ongoing engagement as Chief Executive Officer of the Company. The continued support of Tommy by the Board is an endorsement of the ongoing business plan and direction of the Company, and we look forward to the ongoing expansion of the business. ”

In accordance with ASX Listing Rule 3.16.4, the Company provides the following information in relation to the appointment of Mr Logtenberg.

<b>Role Title</b>	Chief Executive Officer of the Company and Managing Director of the Gumtree Group.
<b>Term</b>	No fixed term
<b>Fixed Remuneration</b>	A\$517,500 (exclusive of Superannuation)
<b>Discretionary Incentives</b>	<p><b>FY2025 STI</b></p> <p>Up to 50% of remuneration subject to achieving revenue growth, EBITDA targets, cash management and ongoing financing relationships.</p> <p><b>FY2025 LTI</b></p> <p>Issue of 3 million shares vesting in equal tranches after 3 years as follows:</p> <ul style="list-style-type: none"> <li>Tranche 1 vests if employed at end of year 3 and, in the opinion of the Board, management achieving the following:             <ul style="list-style-type: none"> <li>Developing and implementing a cost-effective technology strategy</li> </ul> </li> </ul>

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	<ul style="list-style-type: none"> <li>○ Dramatically accelerating automation and digitalisation across the business</li> <li>○ Reducing costs of operations through technology innovation, including online payments</li> <li>○ Introducing and launching meaningful new products; and</li> <li>○ Being innovative and successful with marketing spend</li> </ul> <ul style="list-style-type: none"> <li>• Tranche 2 vests if employed at the end of year 3 and share price has traded at 30c (5-day VWAP); and</li> <li>• Tranche 3 vests if employed at the end of year 3 and shares price has traded at 50c (5-day VWAP).</li> </ul>
<b>Time Commitment</b>	Full time
<b>Termination Clause</b>	6 months with notice
<b>Restraint Clause</b>	Up to 6 months

Yours faithfully,

Tommy Logtenberg  
Chief Executive Officer

**Investor and media enquiries:**

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This announcement has been authorised for release by the Board of Directors.