



ASX Announcement | 1 April 2025

## Appointment of Chief Executive Officer

Wireless sensing, thinking and acting solutions and platforms company Spectur Limited (**ASX: SP3**) ("**Spectur**" or the "**Company**") is pleased to advise that Anthony Schmidt has been appointed as the Chief Executive Officer of the Company, effective 31 March 2025.

The appointment follows an interim period of 3 months, whereby Anthony was appointed as Interim CEO to give him the opportunity to perform in the role and demonstrate his suitability for permanent appointment.

Anthony is an accomplished senior executive with significant experience in start-up / scale-up camera and AI businesses. He joined the Spectur business as General Manager Process & Operations in January 2024, having previously spent 2 years with Sensen (ASX:SEN) as their General Manager of Global Operations. His role with Sensen came about through the sale of a previous technology business he co-founded in 2013 (Scancam Industries – itself a camera / AI business) having been purchased by Sensen.

**Spectur Board Chair Darren Cooper commented:** "The Board is delighted to appoint Anthony to the Spectur CEO role. Over the course of 2024, and more recently in his three-month Interim CEO appointment, he has shown himself to be an insightful and capable leader. Importantly to the Board, Anthony has a keen eye for cost control, revenue improvement & business development, and the Board has tasked him to conclude the process of bringing the business to a cashflow positive model as quickly as possible".

The key terms of Anthony’s appointment are included below:

<b>Name</b>	Anthony Schmidt
<b>Position</b>	Chief Executive Officer
<b>Commencement Date</b>	1 April 2025
<b>Term of Appointment</b>	No fixed term. The Employment will continue until terminated by either party. Refer termination period below.
<b>Fixed Remuneration</b>	\$250,000 per annum (exclusive of statutory superannuation) based upon full time hours.



<b>Long Term Incentives</b>	<p>Anthony already has Long Term Incentives, in the form of Performance and Service Rights, arising from his previous executive role.</p> <p>Additional Long-Term Incentives related to his appointment as CEO will be awarded under the Company's Securities Incentive Plan as follows:</p> <p>The executive will be granted 2,000,000 Service Rights in the Company with a zero-exercise price, which will vest provided the Executive remains employed with Spectur at 31 December 2026.</p> <p>In relation to this tranche of Service Rights, they will vest immediately and in full upon a Change in Control event occurring (as defined in the Corporations Act). Note that this award will be subject to any shareholder approvals required.</p> <p>The Executive will be awarded a further 3,000,000 Performance Rights with a zero-exercise price, which will be awarded subject to the Company achieving its H2 FY2025 EBITDA Budget. Note that this award will also be subject to any shareholder approvals required.</p>
<b>Termination and Notice Period</b>	<p>The Company and the Executive may at their discretion terminate the Employment (without cause) by giving the other no less than 3 months' written notice.</p>

**Ends.**

This ASX release is authorised by the Board of Directors of Spectur Limited

#### Corporate Enquiries

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**About Spectur Limited**

Spectur Limited (ASX:SP3) is an Australian-based developer and manufacturer of security, surveillance, warning, environmental monitoring and AI solutions and platforms, powered by solar, IoT [Internet of Things], camera and cloud-based technology. The Company owns the rights to its innovative hardware and disruptive cloud-based systems which are deployed to provide solutions to industries including government and utilities, and the building, construction and civil sector. The Company fully owns the Three Crowns Technologies Limited and Spectur New Zealand Limited entities.

Spectur's core products are solar-powered warning, deterrence, surveillance, environmental monitoring and AI systems and associated cloud-based platforms. These systems incorporate cameras, lighting, audible warnings and a hardware IoT platform, remotely accessed and connected via 3G/4G or satellite technology to a cloud-based platform. The cloud platforms include data ingestors and repositories, workflow managers, reporting tools and AI solutions.

Spectur has 25 employees across Australia and New Zealand, with offices in Brisbane, Sydney, Melbourne, Adelaide, Perth and Auckland. The company services more than 600 active customers with close to 3,000 camera systems currently deployed.

The Company design, codes, manufactures, sells, installs and maintains our hardware and software technology – providing a single point of contact able to configure to suit customer needs.

To learn more, please visit: [www.spectur.com.au](http://www.spectur.com.au)

**Forward Looking Statements**

This announcement contains forward-looking statements which are subject to elements of uncertainty, risk and other factors which could cause the actual results or outcomes to differ materially from those stated. These statements are based on an evaluation of current economic, contractual and operating conditions, as well as assumptions regarding future events. These events are, as at the date of this announcement, expected to take place, but there cannot be any guarantee that such events will occur as anticipated, when anticipated or at all given that many of the events are outside Spectur's control.

Accordingly, neither Spectur nor any of its directors, officers, employees, contractors or agents, gives any assurance that the results, performance or achievements expressed or implied by the forward-looking statements contained in this announcement will occur as and when anticipated.