

## INTERIM CEO/MD EMPLOYMENT AGREEMENT TERMS

**BRISBANE, AUSTRALIA, 8 May 2025:** AnteoTech Ltd (ASX: ADO) (AnteoTech or the Company), advises the following:

### Interim Chief Executive Officer (CEO) and Managing Director (MD) Employment Agreement

In recognition of Ms Merrill Gray stepping into the role of Interim CEO/MD from her role as a Non-Executive Director (NED) of AnteoTech in April 2025, the Company has now entered into an employment agreement. Pursuant to ASX Listing Rule 3.16.4 this agreement includes the following terms:

- **Term of the Agreement:** 6 months commencing 16 April 2025 and ending on 16 October 2025. A new agreement may be entered into subsequently on mutually agreed terms
- **Base Remuneration:** A\$78,000 per annum (inclusive of superannuation).
- **Daily Rate:** of A\$1,250 per day (inclusive of superannuation) for the term of the agreement (additional to Base Remuneration) in relation to CEO service provision.
- **Business Milestone based Short Term Incentive (STI) Performance Rights:** Multiple expected milestones/deliverables under the Interim CEO/MD employment agreement are in discussion along with typical market incentives. On completion of the Strategic Review currently being developed and on delivery of early success against the revised strategy, which will occur no later than 31 July 2025, STI negotiations will be formalised. Any issue of Performance Rights is subject to Shareholder Approval at the 2025 AGM. Performance Rights would only vest on completion of the Agreement and an assessment of performance over the term of the Agreement by the Board.

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

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For further information, please check our website [www.anteotech.com](http://www.anteotech.com)

### About AnteoTech - (ASX:ADO)

AnteoTech is a supplier of advanced material solutions to the battery materials and life sciences markets. We leverage our market leading binding chemical platform technology to develop and commercialise material solutions for our global customer base. From our patented cross linker and binder product AnteoX™ to our next-generation high silicon anode formulations, Ultranode™, our Advanced Battery Technology division is applying its unique engineering expertise to address the growing demand for high performance, low cost, sustainable materials within the global battery market. Our Life Sciences division supplies advanced activation materials through our Anteobind™ suite of products to leading developers of diagnostic tests which enable faster, more reliable and accurate test results wherever needed.

### AnteoTech - Social Media Policy

AnteoTech is committed to communicating with the investment community through all available channels. Whilst ASX remains the prime channel for market sensitive news, investors and other interested parties are encouraged to follow AnteoTech on LinkedIn. Subscribe to AnteoTech Latest News emails - visit our website at [www.anteotech.com](http://www.anteotech.com) and subscribe to receive our email alert service.

### Forward Looking Statements

This Announcement may contain forward-looking statements, including estimates, projections and other forward-looking information (**Estimates** and **Projections**). Forward-looking statements can generally be identified by the use of forward-looking words such as “expect”, “anticipate”, “likely”, “intend”, “should”, “could”, “may”, “predict”, “plan”, “propose”, “will”, “believe”, “forecast”, “estimate”, “target”, “outlook”, “guidance” and other similar expressions within the meaning of securities laws of applicable jurisdictions and include, but are not limited to, indications of, or guidance or outlook on, future earnings or financial position or performance of AnteoTech. The Estimates and Projections are based on information available to AnteoTech as at the date of the Announcement, are based upon management’s current expectations, estimates, projections, assumptions and beliefs in regard to future events in respect to AnteoTech’ business and the industry in which it operates which may in time prove to be false, inaccurate or incorrect. The Estimates and Projections are provided as a general guide and should not be relied upon as an indication or guarantee of future performance. The bases for these statements are subject to risk and uncertainties that might be out of control of AnteoTech and may cause actual results to differ from the Announcement. No representation, warranty, or guarantee, whether express or implied, is made or given by AnteoTech in relation to any Estimates and Projections, the accuracy, reliability, or reasonableness of the assumptions on which the Estimates and Projections are based, or the process of formulating any Estimates and Projections, including that any Estimates and Projections contained in this Announcement will be achieved. AnteoTech takes no responsibility to make changes to these statements to reflect change of events or circumstances after the release.