



8 September 2020

Board and management strengthened to drive growth

- **Australia's former ambassador to China Dr Geoff Raby AO and senior IT executive James Stickland appointed as Non-Executive Directors**
- **Sandy Aitken appointed as Chief Operating Officer, and former Chief Operating Officer Jim Preketes to undertake role as Head of Global Partnerships**
- **Non-Executive Director Grant Thomson appointed Chief Revenue Officer**
- **Board and management appointments allow Netlinkz to rapidly scale up footprint in China and other international markets to grow revenue base**

Virtual Secure Network (VSN) company Netlinkz Limited (ASX: NET) ('Netlinkz' or 'Company') is pleased to advise that it has considerably strengthened its Board and management team to drive growth across international markets, with a key focus maintained on China. The Company is delighted to announce the appointments of Dr Geoff Raby AO and Mr James Stickland as Non-Executive Directors, while former Chief Operating Officer, Jim Preketes, will assume the role of Head of Global Partnerships, and Grant Thomson will transition from a Non-Executive Director role to Chief Revenue Officer.

Key Director appointments and senior management roles:

Dr Geoff Raby – Non-Executive Director

Dr Geoff Raby is an Australian economist and diplomat with over 27 years in the public service. He served as the Australian Ambassador to the People's Republic of China from 2007 to 2011 and has extensive in-country experience. Dr Raby was also the Deputy Secretary in the Department of Foreign Affairs and trade (DFAT) from 2002 to 2006 and held a number of senior roles within the department.

Dr Raby is currently the Chairman and CEO of Geoff Raby & Associates, a Beijing-based business advisory firm. Geoff is also a senior advisor to leading independent Australian-owned financial advisory and fund management business Gresham. He has also held a number of ASX-listed company directorships, including roles with Yancoal, Fortescue Mining Group, and OceanaGold amongst others. Geoff's appointment will provide Netlinkz with important representation in the Chinese market during a critical growth phase.

Mr James Stickland – Non-Executive Director

Mr Stickland is an experienced executive and has held senior roles with HSBC, JP Morgan Chase and Cisco. James was also CEO of biometric security business Veridium, where he was responsible for growing the company's revenue and balance sheet and completing a successful US\$16.5m Series B funding round with American multinational software company Citrix. James also helped develop and lead Veridium's global 'go to market' strategy for its flagship solution, VeridiumID.

During his roles with HSBC and JP Morgan Chase, James focused on accelerating innovation capabilities in investee companies and delivering investments in enterprise technology, including cloud, mobile, social, data and security applications. He also drove business strategy for retail and private banking and trading offerings.

Mr Jim Preketes - Head of Global Partnerships

Jim Preketes will assume the role of Head of Global Partnerships. Jim is an IT industry veteran, with over 20 years experience in senior roles with companies including IBM, Accenture, Ferrier Hodgson and PWC. As head



of global partnerships, Jim will assist in developing strategies to target new partnerships which will drive uptake of the Company's VIN and VSN products.

Mr Grant Thomson – Chief Revenue Officer

As part of the key appointments, Grant Thomson has resigned as a Non-Executive Director, effective from today, and will transition into the role of Chief Revenue Officer. Grant is an experienced senior executive that has held a variety of roles with Enterprise IT providers, IBM and Salesforce. As Chief Revenue Officer he will assist the Company in achieving its revenue forecasts and continued top line growth. Pursuant to ASX Listing Rule 3.16.4, a summary of the material terms of Mr Thomson's new executive contract are summarised in Annexure A to this announcement.

Mr Sandy Aitken – Chief Operating Officer

Mr Aitken will assume the role of Chief Operating Officer. Mr Aitken has held senior leadership roles with PWC/IBM, Deloitte, Avanade/Accenture and Capgemini Australia, and has a depth and breadth of experience across numerous industries both globally and in Australia, including in digital, data platforms, cloud computing, networking, software development and applications, where he is a recognised expert in designing, building, delivering and running solutions.

Director Equity Incentives

Subject to shareholder approval, the Company has agreed to issue to certain directors of the Company, being Mr Hualin Zhang, Mr Bruce Rathie, Dr Geoff Raby, Mr James Stickland, 10,000,000 Options in the following tranches:

- a) 2,500,000 Options with an exercise price of \$0.10 each;
- b) 2,500,000 Options with an exercise price of \$0.15 each;
- c) 2,500,000 Options with an exercise price of \$0.20 each; and
- d) 2,500,000 Options with an exercise price of \$0.25 each.

Each Option will have an expiry date of 1 September 2023. One half of each tranche of Options will vest immediately upon issue, and the remaining Options will vest on the date that is 18 months from the date of the relevant Director's appointment, subject to them remaining engaged by the Company as a Director on that date. The Options will be able to be exercised by cashless exercise facility, and are otherwise on standard terms and conditions, to be disclosed in the relevant notice of meeting.

The Company intends to seek shareholder approval for the issue of these securities at its upcoming Annual General Meeting.

Commentary

Netlinkz Executive Chairman and Chief Executive Officer James Tsiolis said: *"Netlinkz is on the cusp of significant growth through uptake of its market leading VSN technology and we are confident that these Board and management appointments will greatly assist the Company on its trajectory."*

"Geoff's appointment will give Netlinkz greater representation in the Chinese market where we expect much of our near term growth to materialise. His ability to navigate the upper echelons of government and big business in China is extraordinarily valuable for us given this is currently our main market to grow sales."

James Stickland's appointment is also a major win for Netlinkz and this will greatly assist us in shaping our go to market strategies ex China and ensuring capital is deployed appropriately to drive value accretive opportunities."



The Company has given very clear guidance on its revenue targets and we now have an experienced suite of senior executives in Grant Thomson, Sandy Aitken and Jim Preketes to ensure we not only hit these milestones but also grow our top line more aggressively in both existing and new markets around the world.

“Demand for security intelligence and monitoring solutions from government bodies, telecommunication companies and corporations continues to increase, underpinned by higher demand for Cloud and IOT solutions, and we anticipate this will translate into sales growth for Netlinkz in the near term.”

Typographical Error in Notice of Meeting

It has come to the attention of the Company that there is a typographical error in one of the proposed resolutions set out in the Company's notice of general meeting (**Notice**) for its upcoming general meeting to be held on 17 September 2020 (**Meeting**).

There are no changes to the resolutions to be considered at the Meeting. The correction relates to the expiry date of Options to be issued to Masamichi Tanaka, for which approval pursuant to ASX Listing Rule 7.1 is sought under Resolution 20. The Notice provides that the expiry date of these Options is two years from the date of grant, whereas the correct expiry date is three years from the date of grant. The number and terms of the Options as expressed in the Notice are otherwise unchanged. The Company apologises for any inconvenience caused by this typographical error.

This announcement has been approved by James Tsiolis, Executive Chairman and CEO of Netlinkz Limited.

*****ENDS*****

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About Netlinkz Limited

Netlinkz provides secure and efficient cloud network solutions. The Netlinkz technology makes Fortune-500 security commercially available for organisations of all sizes. Netlinkz has received numerous industry awards for its technology, including being a worldwide winner of the Global Security Challenge.

www.netlinkz.com



Annexure A – Material Terms of Contractor Agreement with Grant Thomson

The appointment of Mr Thomson as the Company's Chief Revenue officer takes effect 8 September 2020.

The material terms of the agreement with Mr Thomson for his appointment as Chief Revenue Officer are as follows:

- (a) **(Fees):** Mr Thomson is entitled to be paid a base fee of \$350,000 per annum (plus GST);
- (b) **(Equity Incentives):** Subject to shareholder approval to be sought at the next general meeting of the Company, the Company will issue to Mr Thomson a total of 10 million Options in the following tranches:
 - a. 2,500,000 exercisable at \$0.10 each;
 - b. 2,500,000 exercisable at \$0.15 each;
 - c. 2,500,000 exercisable at \$0.20 each; and
 - d. 2,500,000 exercisable at \$0.25 each.

One half of each tranche of Options will vest immediately upon issue, with the remaining Options to vest on the date that is 18 months from the date of the agreement, subject to Mr Thomson remaining engaged by the Company as a consultant on that date. The Options will be able to be exercised by cashless exercise facility, and are otherwise on standard terms and conditions, to be disclosed in the relevant notice of meeting.

Mr Thomson will be entitled to participate in the Netlinkz Employee Share Plan. Whether any offer will be made to Mr Thomson will be formally considered by the Board on each anniversary of the agreement, and shall be at the sole discretion of the Board.

- (c) **(Termination):** Either party may terminate the agreement by four weeks written notice to the other party, or immediately in certain circumstances.