



24 June 2024

ASX Announcement

CEO remuneration variation

Tinybeans Group Limited (ASX: TNY) (OTCQB: TNYZF) ("Tinybeans" or "the Company") advises in accordance with ASX Listing Rule 3.16.4 that, following review, the board has approved the allotment of the additional options set out below ("**the Options**") to the Chief Executive Officer under the Company's Employee Incentive Plan.

Type of Security	Unquoted options to subscribe for ordinary class shares
Type of Award	Each option is exercisable, before the Expiry Date, into one fully paid ordinary class share in the Company
Number of Awards Granted	6,000,000
Exercise Price & Vesting conditions	Tranche 1: 3,000,000 with an exercise price of \$0.095 and a vesting hurdle of \$0.095 vesting on 30 June 2025 Tranche 2: 3,000,000 with an exercise price of \$0.15 and a vesting hurdle of \$0.15 vesting on 30 June 2026 The share price hurdles must achieve a 10-day VWAP within the applicable year. The CEO must be employed and not serving a notice period at the 30 th of June of each financial year above to vest.
Expiry	All unexercised options will expire on 30 June 2027

The Company will lodge an Appendix 3G regarding the Options. The Options will be issued under the Company's available placement capacity under ASX Listing Rule 7.1.

Amendment to First Year Incentive Bonus

The Company also refers to the announcement released on 1 June 2023, which sets out the material terms of the CEO's remuneration and advises that it has agreed to extend the time in which the CEO may qualify for the 'First Year Incentive Bonus' to 30 June 2025. All other terms remain the same.

The Board has considered the CEO's current remuneration and the Company's circumstances and determined that the above variations represent an appropriate alignment of the CEO's personal interests with those of shareholders.

—ENDS—

This announcement was approved for release by the board of Tinybeans.

For more information, please contact:

Chantale Millard
Chair

E: investors@tinybeans.com