

**ASX Announcement | 29 August 2023
Vioneering Technologies (ASX:VTI)**

VTI Announces Appointment of Industry Veteran and Myopia Management Expert as CEO and Executive Director

- Dr. Juan Carlos Aragón appointed as Chief Executive Officer and Executive Director
- Dr. Aragón brings over 30 years of experience, including extensive senior leadership in the vision care industry
- Dr. Aragón is an internationally known and respected myopia thought leader

Atlanta, Georgia, USA: US-based medical device company and producer of the NaturalVue® Multifocal 1 Day Contact Lenses, [Vioneering Technologies, Inc. \(ASX:VTI\)](#) ('Vioneering', 'VTI' or 'the Company') today announced the appointment of Dr. Juan Carlos Aragón as Chief Executive Officer and Executive Director, effective 1 October 2023.

Dr. Aragón brings over 30 years of leadership in the vision care industry to VTI. His experience includes senior executive leadership positions in several large international vision care companies, and managing divisions for the Americas, Asia Pacific, and Europe.

Most recently, he was President of CooperVision ("CV") Specialty EyeCare, which incorporates CV's soft custom and rigid gas permeable contact lens product offerings, including orthokeratology, scleral lenses, and myopia management products for global markets, including China. In the previous 23 years, Dr. Aragón has held several senior positions within CooperVision and a predecessor company. He also held positions within CIBA Vision, a predecessor company to Alcon, and with Bausch + Lomb.

On behalf of the Board of Directors, Vioneering's Chairman, Dr. David J. Mazzo, said:

"We are delighted and extremely fortunate to have Dr. Aragón join the VTI team to help lead the Company through the next phase of its growth. With his background leading global businesses, expertise working with myopia management, and extensive experience with the China vision care market, he is ideally suited to propel Vioneering to future success. JC, as he is known by many, is well-recognized as a leader in the global vision care industry. We expect his reputation and extensive contacts will contribute greatly to creating new opportunities for VTI."

Dr. Aragón further affirmed the potential commercial growth and opportunities at VTI:

"I have known VTI since its initial commercialization in 2016. In my view, NaturalVue Multifocal is an extraordinary product for managing both myopia and presbyopia. I have been impressed by the success to date of the highly capable team at VTI and very much look forward to working with them to achieve VTI's full potential in existing markets and new territories, especially in China. With the interim 1-year results of the PROTECT Clinical Study to be released in the coming months, I feel fortunate to have the opportunity to take the helm at VTI at this pivotal time for the Company."

Dr. Aragón earned his optometry degree from the Superior School of Medicine of the National Polytechnic Institute in Mexico City.

Dr. Aragón is a former board member and former Chair of the Global Myopia Awareness Coalition (GMAC), a diverse group of leading companies working together to protect children from the effects of myopia. His leadership in and service to GMAC highlights Dr. Aragón's dedication to vision care and the respect the industry has for his capabilities. He also volunteers as Chairman of the Board of Optometry Giving Sight and has been a board member of the Brien Holden Foundation, the International Agency for the Prevention of Blindness, and Vision Aid Overseas (now Vision Action). He was also a Board Member of Sight Glass Vision, now a Joint Venture of CooperVision and Essilor/Luxottica.

Summary of material terms of Dr. Aragón's executive employment agreement

For the purposes of ASX Listing Rule 3.16.4, a summary of the material terms of Dr. Aragón's Executive Employment Agreement is included in Appendix A.

Ends

This release was authorized by the COO and CFO, Brian Lane.

For more information, please contact:

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About Visioneering Technologies

Visioneering Technologies Inc. (ASX:VTI) is an innovative eye care company committed to redefining vision. A pioneer in myopia management, VTI merges advanced engineering with a relentless drive to achieve superior results for patients and practitioners. VTI's flagship product is the NaturalVue® (etafilcon A) Multifocal 1-Day Contact Lens, an extended depth of focus lens that is one of the most significant innovations in the eye care industry in more than 20 years. For more information, please visit www.vtvision.com or call +1 844-884-5367, ext. 104.

Foreign ownership restrictions

VTI's CHES Depositary Interests (**CDIs**) are issued in reliance on the exemption from registration contained in Regulation S of the US Securities Act of 1933 (**Securities Act**) for offers that are made outside the US. Accordingly, the CDIs have not been, and will not be, registered under the Securities Act or the laws of any state or other jurisdiction in the US. As a result of relying on the Regulation S exemption, the CDIs are 'restricted securities' under Rule 144 of the Securities Act. This means that you are unable to sell the CDIs into the US or to a US person for the foreseeable future except in very limited circumstances after the expiration of a restricted period, unless the re-sale of the CDIs is registered under the Securities Act, or an exemption is available. To enforce the above transfer restrictions, all CDIs issued bear a 'FOR US' designation on the Australian Securities Exchange (**ASX**). This designation restricts any CDIs from being sold on ASX to US persons. However, you are still able to freely transfer your CDIs on ASX to any person other than a US person. In addition, hedging transactions with regard to the CDIs may only be conducted in accordance with the Securities Act.

Forward-Looking Statements

This announcement contains or may contain forward-looking statements that are based on management's beliefs, assumptions and expectations and on information currently available to management.

All statements that address operating performance, events or developments that we expect or anticipate will occur in the future are forward-looking statements. These include, without limitation, U.S. commercial market acceptance and U.S. sales of our product, as well as our expectations with respect to our ability to develop and commercialize new products.

Given the current uncertainties regarding the on-going impact of COVID-19 on the trading conditions impacting VTI, the financial markets and the health services world-wide, there can be no assurance that future developments will be in accordance with VTI's expectations or that the effect of future developments on VTI will be those anticipated.

Management believes that these forward-looking statements are reasonable when made. You should not place undue reliance on forward-looking statements because they speak only as of the date when made. VTI does not assume any obligation to publicly update or revise any forward-looking statements, whether as a result of new information, future events or otherwise. VTI may not actually achieve the plans, projections or expectations disclosed in forward-looking statements. Actual results, developments or events could differ materially from those disclosed in the forward-looking statements.

VTI-IR-ASX83

**Appendix A –
Summary of Material Terms of the Executive Employment Agreement of
Dr. Juan Carlos Aragón**

Item	Term
1. Position	Chief Executive Officer and Executive Director
2. Commencement Date	1 October 2023
3. Term	No fixed term, ongoing until terminated by either party in accordance with the Executive Employment Agreement (“EEA”).
4. Fixed Remuneration	US\$400,000 per annum, subject to annual review.
5. Initial Long-Term Grant	<p>Subject to stockholder approval, Dr. Aragón will receive 850,000 Restricted Stock Units (“RSUs”) under VTI’s 2017 Equity Incentive Plan.</p> <ul style="list-style-type: none"> Up to 50% of the RSUs will vest upon achievement of certain strategic goals that will be set in an agreement between Dr. Aragón and the Board of Directors within 90 days of Dr. Aragón’s date of hire; and Up to 50% of the RSUs will vest on 1 October 2026, subject to the increase in the Company’s CDIs from the 10-day volume weighted average price (“VWAP”) of the Company’s CDIs for the 10 days preceding this announcement to the 30-day VWAP on 1 October 2026. Vesting will be achieved for 141,667 RSUs if the CDI price doubles; for 283,334 RSUs if the CDI price triples; and for 425,000 RSUs if the CDI price quadruples.
6. Short-Term Incentive	Dr. Aragón will be eligible to participate in the Company’s Short-Term Incentive (“STI”) plan. The Company generally pays cash bonuses for attainment under the STI plan. Dr. Aragón’s target STI is based on 50% of his fixed remuneration. For 2023, he is eligible to participate in the STI plan on a pro-rated basis. Attainment under the STI is based on the achievement of corporate goals established by the Board of Directors.
7. Long-term Incentive	Dr. Aragón will be eligible to participate in the Company’s Long-Term Incentive (“LTI”) plan beginning in calendar year 2024. The Company generally pays LTI bonuses through the issue of incentive stock options and / or restricted stock units. Dr. Aragón’s target LTI is based on 40% of his fixed remuneration. Attainment under the LTI is based on the achievement of corporate goals established by the Board of Directors at the beginning of each year and the issue of any equity in respect of the LTI is subject to stockholder approval.
8. Termination	Dr. Aragón will be an “at will” employee meaning that the Company may terminate his employment at any time, with or without cause. In the event Dr. Aragón is terminated without cause or resigns for good reason, he will be eligible to receive

	a severance package consisting of twelve months of continued payments of his applicable base salary and healthcare coverage, as well as accelerated vesting of all nonvested stock options, restricted stock units and other equity incentives.
9. Other	The EEA contains other standard terms and conditions for agreements of this nature, including restrictive covenants.