



TYMLEZ LEADERSHIP APPOINTMENTS

COMPANY ANNOUNCEMENT

DANIEL O'HALLORAN APPOINTED EXECUTIVE CHAIRMAN AND MACIEK KIERNIKOWSKI APPOINTED AS THE COMPANY'S NEXT CEO

1 September 2022

ASX: TYM

The TYMLEZ Board is pleased to announce that Mr Daniel O'Halloran has been appointed Executive Chairman and Mr Maciek Kiernikowski has been appointed CEO of TYMLEZ, effective today.

Mr O'Halloran's appointment as Executive Chairman follows his two years as CEO, during which time he steered the Company through the unprecedented challenges of the COVID-19 pandemic, transforming the Company and creating strong foundations for growth. Specifically, Mr O'Halloran has helped to achieve the following:

- Strategically shifted the Company's direction to focus on the provision of blockchain enabled solutions to capitalise on the global transition to a zero-carbon future. These solutions fall under three key pillars, namely ESG compliance, Guarantee of Origin and Smart Energy;
- Re-aligned the Company's focus from developer solutions to modular SaaS products;
- Recapitalised the business by attracting new investors and strengthening shareholder confidence by achieving several key milestones. This has included the delivery of the Queensland Government and UON pilot projects, and the signing of TYMLEZ's first commercial agreements with Magnum Mining and Exploration, and Lloyd's Register.

The Lloyd's agreement in particular represents a significant opportunity to establish TYMLEZ as a leader in the Guarantee of Origin of Green Fuel for the maritime sector;

- Relocated the Company's headquarters from Europe to the Gold Coast, Queensland, with the assistance of a government relocation grant;
- Refreshed the Company's Board of Directors and leadership team, exercised strict capital discipline, closed the office in Germany and significantly reduced staff in the Netherlands, all as part of an effort to rebuild an Australian based team with greater operational oversight;
- Created a strategic technology partnership with Hedera which includes a A\$1.4m grant and forward-looking technology platform for the product; and
- Established an office in the US, to support expansion plans into the US market following the announcement earlier this year of SEC guidelines for ESG.

Jason Conroy, Independent Non-Executive Chairman, commented:

"The Board is greatly appreciative of Daniel's contributions and service to TYMLEZ over the past two years as CEO and looks forward to his continued leadership and vision for the Company as he takes on the role of Executive Chairman. A key focus of this new role will be to expand TYMLEZ's presence and customer base in the United States.

"We are excited to welcome Maciek as our new CEO. As a senior IT industry executive with extensive experience in transformation and technology including Blockchain, the Board is confident in Maciek's capabilities to lead the Company to new heights."

Mr Conroy will retain his position as a Non-Executive Director of TYMLEZ.

Daniel O'Halloran, new Executive Chairman, commented:

"I am excited to take on the new role as the Executive Chairman at TYMLEZ. I am grateful for the support of Jason and the Board in helping me to establish the foundations of the Company and to make the required decisions and changes in challenging conditions over the past two years. I want to thank the TYMLEZ team for their hard work in helping to achieve key milestones, as well as our shareholders and partners for their support in getting the Company into such a great position for growth.

"The Board and I invested several months in our global search for a replacement to lead the Company into the next phase and am delighted that we have selected Maciek Kiernikowski as the new CEO of TYMLEZ. Maciek has successfully managed and grown businesses within both corporate and start-up environments. He has the right mix of skills and experience in industry and technology domains and has a trusted network. Maciek and I have discussed the TYMLEZ growth strategy at length and I am confident that he is the best choice to take TYMLEZ forward from here. Maciek's appointment complements the recent arrival of Eglantine Etienne as Non-Executive Director, who also has extensive technical capability and experience. Maciek's appointment complements a world-class Board of Directors and leadership team."

Maciek Kiernikowski, new CEO, commented:

"I am honoured to have the opportunity to lead this innovative company at such a pivotal time and I am humbled to join its impressive leadership team. Daniel has done an exceptional job to pivot and prepare TYMLEZ for growth in the rapidly evolving sustainability solutions market. I have always sought out emerging opportunities where I can apply my industry experience and skills in leading-edge technologies to solve complex and consequential problems.

"TYMLEZ is in an optimal position to make a meaningful contribution to global sustainability challenges, capitalising on the opportunity of being an early innovator with a highly skilled team and world-class technology. I am ready to lead TYMLEZ into its next phase, which will see exciting developments as we continue to pioneer the development of high-tech sustainability solutions globally. I am looking forward to applying my skills and experience to the critical role that TYMLEZ continues to play in the decarbonisation of the planet."

Mr Kiernikowski's appointment as the Company's new CEO is the culmination of a comprehensive global search that involved discussions with several highly qualified external candidates.

As an Executive at IBM Australia for over a decade, Mr Kiernikowski was responsible for managing global sales and delivery teams within IBM Australia's Top 4 accounts. In this role, he supported a tier 1 bank in achieving its strategic goals by embracing innovation such as Blockchain, cloud and AI, which helped to accelerate its transformation and modernise legacy technology.

Maciek Kiernikowski's Short Bio:

Mr Kiernikowski led the IBM Energy and Utilities industry in Australia where he supported complex business and IT transformations in energy retail, generation and transmission organisations. As the former Head of Asia-Pacific for PERSUIT, a software company with an innovative legal technology platform which streamlines legal operations, Mr Kiernikowski was responsible for establishing and accelerating the organisation's global expansion plans into the Asia-Pacific region, leading this business through the company's venture capital funding process.

Mr Kiernikowski has consulted to numerous early-stage start-ups in growth strategy and capital raising. In recent years, he co-founded Comet Infinity and NiFTy Solutions – both of which are high-tech companies specialising in Blockchain and NFTs.

Earlier in his career, Mr Kiernikowski served as Vice President in sales, product strategy and professional services at 80-20 Software, a company specialising in GRC for blue chip companies in highly regulated industries. He was involved in the company's merger with SAI Global, where he remained as a strategic advisor and transformation consultant to manage business transition and US market development.

After studying Engineering at Monash University, Mr Kiernikowski earned a Master of

Business Technology from UNSW Sydney. He has over 25 years of business experience with a focus on innovative and leading-edge technologies in both local and international markets, having worked throughout Australia, New Zealand, USA and across the Asia-Pacific region. He has earned industry recognitions, including being awarded the prestigious Best of IBM award in 2013, 2016 and 2017.

Attachments:

Attachment 1: Summary of key terms of Mr Maciek Kiernikowski's employment arrangements

Attachment 2: Summary of key terms of Mr Daniel O'Halloran's employment arrangements

Authorised by the TYMLEZ Board of Directors.

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ABOUT TYMLEZ

TYMLEZ (ASX: TYM) is a pioneer in the development and delivery of carbon reporting and guarantee of origin solutions built using blockchain technology. TYMLEZ provides companies across the globe with world-class solutions designed to empower them in their decarbonisation journeys.

Visit tymlez.com for more information

ATTACHMENT 1

Summary of Material Terms and Conditions of Employment of Maciek Kiernikowski

1	Name & Position	Maciek Kiernikowski, Chief Executive Officer
2	Commencement Date	1 September 2022
3	Term	No fixed term, ongoing until terminated by either party in accordance with the employment contract
4	Fixed Remuneration	\$350k per annum plus superannuation
5	Short Term Incentive (STI)	N/A
6	Long Term Incentive (LTI)	TYMLEZ will grant Mr Kiernikowski a LTI in the form of an Incentive Options Agreement whereby share options will vest if and when the TYMLEZ share price achieves a VWAP over 15 consecutive trading days of: 0.05c for 4m shares, 0.10c for 4m shares, 0.125c for 4m shares, 0.15c for 4m shares and 0.20c for 4m shares. Strike price calculated as price of 15 day VWAP prior to date of signing.
7	Termination	Either party may terminate the employment agreement by providing six months' notice in writing. TYMLEZ retains the right to terminate immediately without notice in the case of summary dismissal.
8	Post-Employment	Mr Kiernikowski is subject to a post-employment Restraint period of 3, 6, 9 or 12 months, whichever the court considers reasonable in the circumstances, including non-solicitation and non-compete conditions.
9	Other Terms	Mr Kiernikowski's employment agreement otherwise contains standard terms and conditions for agreements of its nature, including confidentiality, retention of intellectual property and leave.

ATTACHMENT 2

Summary of Material Terms and Conditions of Employment of Daniel O'Halloran

1	Name & Position	Daniel O'Halloran, Executive Chairman
2	Commencement Date	1 September 2022
3	Term	No fixed term, ongoing until terminated by either party in accordance with the employment contract
4	Fixed Remuneration	\$250k per annum plus superannuation
5	Short Term Incentive (STI)	N/A
6	Long Term Incentive (LTI)	TYMLEZ will grant Mr O'Halloran a LTI in the form of an Incentive Options Agreement whereby share options will vest if and when the TYMLEZ share price achieves a VWAP over 15 consecutive trading days of: 0.15c for 5m shares, 0.20c for 5m shares. Strike price calculated as price of 15 day VWAP prior to date of signing.
7	Termination	Either party may terminate the employment agreement by providing three months' notice in writing. TYMLEZ retains the right to terminate immediately without notice in the case of summary dismissal.
8	Post-Employment	Mr O'Halloran is subject to a post-employment Restraint period of 3, 6, 9 or 12 months, whichever the court considers reasonable in the circumstances, including non-solicitation and non-compete conditions.
9	Other Terms	Mr O'Halloran's employment agreement otherwise contains standard terms and conditions for agreements of its nature, including confidentiality, retention of intellectual property and leave.