



6<sup>th</sup> December 2023

## Remuneration – CEO, Mr Darren Palfrey

Yojee Limited (**Yojee** or the **Company**) (ASX: **YOJ**), wishes to advise that the Executive Services Agreement (“the **Agreement**”) between Yojee and Mr. Darren Palfrey has now been executed and is effective from the date of his appointment as CEO (26 October 2023). In accordance with ASX Listing Rule 3.16.4, the new terms of Mr Palfrey’s remuneration package are as follows.

- Fixed remuneration is £163,200 per annum with a 3 month notice period.  
The Company has also agreed to issue Darren Palfrey the following performance rights subject to shareholder approval:
    - Class C: 84,655,500 Performance Rights vesting on the Group achieving 140,000 billable customer transactions within any billing month;
    - Class D: 84,655,500 Performance Rights vesting on either, the Group achieving positive EBITDA of at least \$1.00 within any billing month, or, the volume weighted average price of Shares over a period of 20 consecutive ASX trading days on which trades in Shares are recorded on ASX being at least \$0.15; and
- These Performance Rights will expire 5 years from the date of issue and will otherwise be issued subject to the rules of the Company’s employee incentive scheme.
- The fixed remuneration under the Agreement represents a 15% reduction in the cash-based remuneration derived by Mr Palfrey in his prior capacity as Chief Revenue Office.
  - Following recent senior management changes, the Company has implemented cost optimisation measures with respect to its human resources and certain operational areas.

This announcement is authorised by the Board of Yojee Limited.

**-ENDS-**

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**More on Yojee**

[Website](https://www.yojee.com) - [Yojee.com](https://www.yojee.com)

**About Yojee Limited (ASX: YOJ).** Yojee is a company that aims to improve the road freight transportation market in the Asia Pacific region, valued at hundreds of billions of dollars annually. We use technology to connect forwarders and the road freight community on a sustainable, efficient, and transparent platform. Our customers can now easily and efficiently deliver their products with the lowest emissions and highest visibility to happy and informed customers all at the click of a button.