

18<sup>th</sup> July 2025

**ASX RELEASE**

## Remuneration Update

**HyTerra Limited (ASX: HYT) (HyTerra or the Company)** has recently undertaken a review of its executive management remuneration policies and incentive structures for Mr Avon McIntyre, Executive Director and CTO.

The Board recently undertook a review of the Company's remuneration structure against comparator companies. As a result of this review and to reflect current market conditions and the demands placed on him to adequately perform his duties given the rapid expansion in the scope of the Company's activities, the Board has resolved to adjust Mr McIntyre's total fixed remuneration to \$275,000 per annum, effective 1 January 2025.

The adjustment to Mr McIntyre's remuneration takes into account the executives increased workload to roll out the Company's hydrogen exploration strategy. The adjustment also reflects the exceptional growth in the Company's market capitalisation over the last year which has resulted from Mr McIntyre's outstanding contributions.

A summary of the key terms of the agreement with Mr McIntyre is set out in the annexure to this announcement.

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**This announcement has been authorised for release by the Board of Directors.**

**For more information:**

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Executive Director  
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Avon McIntyre  
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## Annexure

## Summary of the key terms of the executive consulting agreements

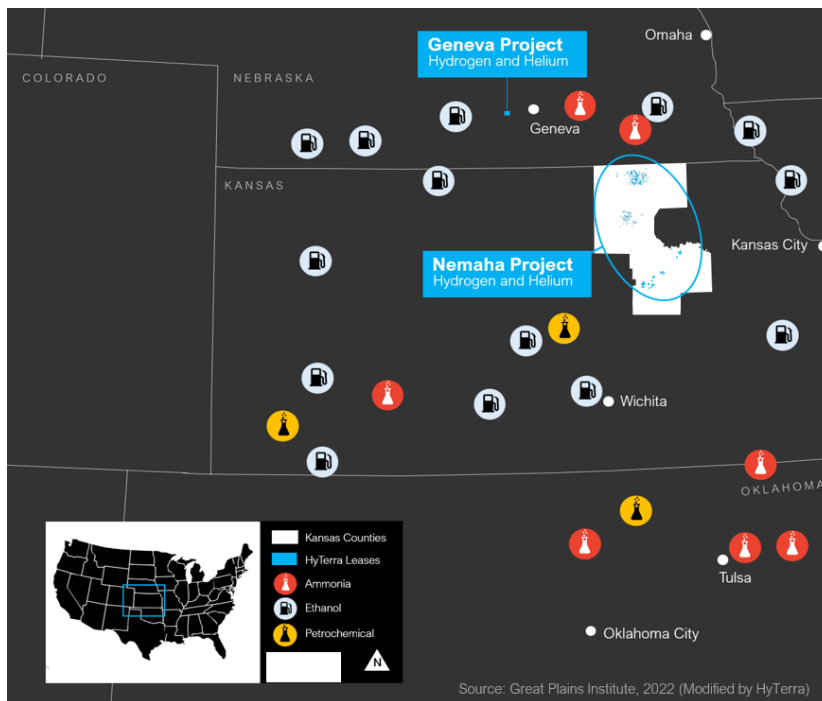
## Mr Avon McIntyre, Executive Director and CTO

Effective Date:	1 January 2025
Term:	Ongoing until terminated in accordance with provisions for termination in the agreement.
Termination and Notice:	The Company or Mr McIntyre may terminate the agreement by providing no less than three (3) months written notice.
Base Fee:	\$275,000 per annum inclusive of superannuation.
Performance Based Bonus:	At the Boards absolute discretion.
Other Terms:	Mr McIntyre's agreement otherwise contains standard terms and conditions for agreements of its nature.

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## HyTerra. A World of Opportunity.

**Exploring for natural hydrogen and helium resources near major industrial hubs.** White hydrogen's potential as a low-carbon feedstock or fuel has spurred millions in new investment and created a world rich with opportunities for first movers.



HyTerra was the first company to list on the ASX with a focus on white hydrogen, which is generated naturally by the Earth. White hydrogen potentially has much lower production costs and carbon emissions than man-made hydrogen.

Our Nemaha Project in Kansas, USA, holds 100% owned and operated leases across the emerging Nemaha Ridge natural hydrogen and helium play fairway. Our Geneva Project in Nebraska, USA, is a 16% earn-in interest in a Joint Development with Natural Hydrogen Energy LLC targeting natural hydrogen and helium.

Both projects could be connected via existing transport infrastructure to multiple nearby off-takers, including ammonia manufacturers, and petrochemical plants.

For more information please see the latest corporate presentation: [www.hyterra.com](http://www.hyterra.com)

### Forward Looking Statements:

This release may contain forward-looking statements. These statements relate to the Company's expectations, beliefs, intentions or strategies regarding the future. These statements can be identified by the use of words like "anticipate", "believe", "intend", "estimate", "expect", "may", "plan", "project", "will", "should", "seek" and similar words or expressions containing same. These forward-looking statements reflect the Company's views and assumptions with respect to future events as of the date of this release and are subject to a variety of unpredictable risks, uncertainties, and other unknowns. Actual and future results and trends could differ materially from those set forth in such statements due to various factors, many of which are beyond our ability to control or predict. These include, but are not limited to, risks or uncertainties associated with the discovery and development subsurface gas reserves, cash flows and liquidity, business and financial strategy, budget, projections and operating results, gas prices, amount, nature and timing of capital expenditures, including future development costs, availability and terms of capital and general economic and business conditions. Given these uncertainties, no one should place undue reliance on any forward-looking statements attributable to HyTerra, or any of its affiliates or persons acting on its behalf. Although every effort has been made to ensure this release sets forth a fair and accurate view, we do not undertake any obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise.