

AEERIS LTD

1 September 2025

CEO and Director Retirement

The Board of Aeeris Ltd (**Aeeris** or **Company**) (ASX: AER) wishes to announce that Mr. Kerry Plowright has retired from his role as Chief Executive Officer and Executive Director of the Company, effective 31st of August 2025.

Kerry founded Early Warning Network Pty Ltd (a fully owned subsidiary of Aeeris) and has been the driving force behind the Company since its inception in 2007. Under his leadership, Early Warning Network Pty Ltd pioneered early warning systems and location-based intelligence solutions that have helped businesses and communities across Australia and New Zealand to better manage risk and respond to extreme weather and climate events.

For more than 18 years, Kerry has dedicated himself tirelessly to building the business, developing its technology platforms, and guiding its growth. His vision and commitment have laid the foundation for the Company's ongoing success and have positioned Aeeris as a leader in climate risk and resilience solutions.

On behalf of the Board, staff, and shareholders, we sincerely thank Kerry for his extraordinary contribution, leadership, and dedication. We wish him every success in his retirement and future endeavours.

The Board will update the market in due course regarding succession planning and leadership transition. James Harris, the Chief Operating Officer, will directly report to the Board in the interim.

This announcement has been approved and authorised for release by the Board of Aeeris Ltd.

Direct Enquiry

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About Aeeris

Aeeris Ltd (ASX: AER) is a leading Environmental Services company specialising in the delivery of weather and climate intelligence through its subsidiaries, Early Warning Network (EWN) and Climatics. The Company's mission is to excel in early environmental warnings and pioneering hazard reduction technologies, empowering asset owners and managers across diverse industries to proactively mitigate risk and safeguard life. Aeeris unites the strengths of EWN and Climatics to deliver cutting-edge services are at the forefront of innovation and renowned for their unwavering accuracy.

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