



ASX ANNOUNCEMENT

6 October 2025

Managing Director and CEO Remuneration Update

Vitrafy Life Sciences Limited (ASX: VFY) (**Vitrafy** or **Company**), an Australian company that has designed and developed an innovative solution for the advancement of cryopreservation, advises that in accordance with ASX Listing Rule 3.16.4 it has updated the remuneration arrangements for its Managing Director and Chief Executive Officer (**CEO**), Brent Owens.

These changes follow a review by the Board and supersede the Short-Term Incentive (**STI**) and Long-Term Incentive (**LTI**) arrangements previously disclosed in the ASX announcement dated 5 August 2025.

Key changes

- **STI:** The CEO is no longer eligible for a Short-Term Incentive, and no STI will be awarded for the current or future periods under the updated remuneration arrangement.
- **LTI:** The CEO's Long-Term Incentive has increased from 60% to 100% of Fixed Annual Remuneration vesting in 3 years, subject to achievement of a long-term Key Performance Indicator and subject to shareholder approval prior to issue.

These amendments align the CEO's remuneration structure more closely with shareholder interests, emphasising sustainable long-term performance.

All other remuneration and termination provisions as announced on 5 August 2025 remain unchanged.

ENDS

This announcement is authorised by the Board of Vitrafy Life Sciences Limited.

For further information contact:

Investor and Media Relations

Simon Martin

Chief Financial Officer

investors@vitrafy.com



About Vitrafy

Vitrafy has developed a proprietary range of smart cryopreservation hardware and Lifechain™, a cloud-based software platform, to offer a complete cryopreservation solution. This integrated system ensures the preservation of biomaterial quality, empowering industries to retain the integrity of sensitive biological samples throughout the storage process. Vitrafy's innovative approach combines cutting-edge technology and seamless software integration to optimise cryopreservation, ensuring reliability and efficiency in maintaining valuable biological assets. Vitrafy is headquartered in Melbourne, Australia, has an ISO13485 accredited Manufacturing Facility and Laboratory in Ballarat, Victoria and is listed on the Australian Securities Exchange (ASX: VFY).

For more information visit [vitrafy.com](https://www.vitrafy.com).

For personal use only