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ASX RELEASE

ASX: KYP

Key executives incentivised through issue of securities

Leading Australian "Know Your People" RegTech company, Kinatico Limited (ASX:KYP) (Company or Kinatico) is pleased to announce measures it has taken to secure the long-term retention of key executives responsible for the ongoing transformation and growth of the Company.

Kinatico Chairman, Ivan Gustavino, said,

"I am excited to let the market know that, building on the announcement made last year, Kinatico is taking further steps to appropriately incentivise and reward key members of the executive team in a way that continues to closely align management with the interests of shareholders. The directors of the Company are confident that we have the right people in leadership roles to continue to deliver growth for shareholders. Going forward, we intend to recalibrate the LTI framework in line with the company's growth trajectory and prevailing market practice, with a clear emphasis on long-term shareholder value creation. As a result, future LTI awards are expected to transition from loan-funded shares to more market-aligned instruments such as share options or performance rights."

Loan funded shares

Kinatico has offered securities to selected executives under its Loan Funded Share Plan. Kinatico shares were offered on 27 November 2025 at an acquisition price at which the shares were traded on the ASX immediately preceding the invitation. A total of 5,500,000 Kinatico shares have been offered at an acquisition price of \$0.29.

The securities have been offered as loan funded securities in accordance with the company's loan funded share plan and will not be issued until at least 14 days have elapsed since the invitation in accordance with s1100Y of the Corporations Act.

The loan-funded shares that have been issued are all subject to vesting conditions requiring the participant's ongoing employment with the Company (and continuing satisfactory performance) for three years from the date of issue as well as the Company achieving a minimum share price of 143% of the acquisition price (or \$0.4147) during that period.

This announcement was authorised for release by the Board of Directors of Kinatico Ltd.

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About Kinatico Limited:

Kinatico Limited (ASX: KYP) is a leading provider of know your people solutions. Through its suite of RegTech SaaS solutions, Kinatico simplifies the daily process of managing compliance for organisations. By combining credential management and compliance data, Kinatico solutions enable organisations to mobilise their workforce and power insights for better, safer workplaces.

While you focus on opportunities, Kinatico connects you to insights that lift your capability and mitigate your risk.

To learn more please visit: www.kinatico.com