

AEERIS LTD

1 April 2026

APPOINTMENT OF EXECUTIVE CHAIRMAN

Aeeris Ltd (**Aeeris** or the **Company**) is pleased to announce the appointment of Mr. Henrik Thorup as Executive Chairman, effective today.

Mr. Thorup brings significant experience as both Chairman and Chief Executive Officer, with an established history of guiding companies toward high performance through strategic leadership, commercial acumen, and robust governance. His global career spans more than 30 years, encompassing publicly listed and large private companies across Australia, New Zealand, Scandinavia, Europe, the United States, Japan, and broader Asia.

Most recently, Mr. Thorup served as Chairman of EasyPark ANZ for three years, where he helped advance urban mobility initiatives and oversaw its acquisition by Arrive Group in July 2025. Previously, he was Chief Executive Officer of ASX listed Hancock & Gore Ltd for seven years during which time he chaired ten portfolio companies. Prior to that, Mr. Thorup was Chairman of Pandora ANZ for four years playing a key role in Pandora's successful market expansion until its divestment to Axcel Group and subsequent listing on NASDAQ. He holds a Bachelor of Science Diploma in Business Economics and is a graduate of the Australian Institute of Company Directors.

As Executive Chairman, Mr. Thorup will provide operational leadership while working closely with the Board and management team to execute the Company's strategy. The material terms of his appointment are set out in Annexure A.

Commenting on the appointment, Mr. Bryce Reynolds said:

"We are delighted to welcome Henrik at this important stage of Aeeris' growth journey. He brings outstanding experience and credentials to the Executive Chairman role, and we are confident he will be a transformational leader for the Company."

To facilitate a seamless transition, Mr. Reynolds will step down as Chairman and continue as a Non-Executive Director of the Board, ensuring valuable experience and ongoing continuity.

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

Direct Enquiry

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Public Relations

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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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Appendix A

The key terms of the Agreement between Mr. Thorup and the Company are:

Agreement	Executive Services Agreement between Aeeris Ltd and Henrik Thorup.
Contract Commencement Date	1 April 2026
Employment Commencement Date:	1 April 2026
Term	Indefinite
Base Salary	\$100,000 (plus superannuation) from conclusion of the Initial Period (being 12 months from Commencement)
Long Term Incentive	<p>Participation in the Company's Employee Incentive Plan is the primary form of remuneration during the Initial Period, as follows:</p> <p>Tranche 1:</p> <p>(a) 6,000,000 Performance Rights</p> <ul style="list-style-type: none"> a. 1,000,000 Performance Rights will vest subject to the Company exceeding total annual audited revenue of \$5 million in any 12 month period within a three (3) year period of grant; b. 1,000,000 Performance Rights will vest subject to the Company exceeding total annual audited revenue of \$6 million in any 12 month period within a three (3) year period of grant; c. 1,000,000 Performance Rights will vest subject to the Company exceeding total profit before tax of \$500,000 in any 12 month period within a three (3) year period of grant; d. 1,000,000 Performance Rights will vest subject to the Company achieving a share price equal of greater than a ten (10) day volume weighted average price of \$0.15 per share within a three (3) year period of grant; e. 1,000,000 Performance Rights will vest subject to the Company exceeding total annual audited revenue of \$7 million in any 12 month period within a four (4) year period of grant;

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	<p>f. 1,000,000 Performance Rights will vest subject to the Company exceeding total profit before tax of \$1,000,000 in any 12 month period within a four (4) year period of grant.</p> <p>(b) 2,000,000 Unlisted Options issued at \$0.0001 per Options, exercisable at \$0.13 and expiring 42 months (3.5 years) from the date of issue</p> <p>Tranche 2 (subject to Shareholder approval)</p> <p>(a) 3,000,000 Performance Rights</p> <p>(i) 1,500,000 Performance Rights will vest subject to the Company exceeding total annual audited revenue of \$8.5 million in any 12 month period within a five (5) year period of grant;</p> <p>(ii) 1,500,000 Performance Rights will vest subject to the Company exceeding total profit before tax of \$1,500,000 in any 12 month period within a five (5) year period of grant;</p> <p>(b) 1,000,000 Unlisted Options issued at \$0.0001 per Options, exercisable at \$0.20 and expiring five years from issue</p> <p>subject to the terms of the Employee Securities Incentive Plan.</p>
<p>Notice Period</p>	<p>Either party may terminate the Executive's employment for any reason by giving six (6) months' written notice. Nil notice is required in the case of serious misconduct.</p>
<p>Other provisions</p>	<p>The agreement also contains general provisions regarding duties, leave entitlements, confidential information, intellectual property rights and restrictions.</p>

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