

ASX Announcement

30th April 2024

## LEADERSHIP TRANSITION AT GENETIC SIGNATURES

Genetic Signatures Limited (ASX:GSS), an Australian-based, global molecular diagnostics company (**Genetic Signatures** or the **Company**) today announces that Dr. John Melki has stepped down from his role as CEO of the Company and from the Board of Directors. Dr. Melki has been an integral part of Genetic Signatures since joining in 2003. Under his leadership, the Company has achieved several significant milestones including the successful launch of various commercial products, its ASX listing, and positioned the Company for the prospective launch of its first FDA-approved product in the US.

The Board of Directors is grateful and appreciative of Dr. Melki's dedication and leadership during his tenure. "Dr. John Melki's departure from Genetic Signatures signifies the completion of a significant chapter in our Company's history." said Dr. Nick Samaras, Chairman of Genetic Signatures. "His scientific and executive leadership have been pivotal in enabling the Company to successfully transition from a research and development company to a commercial organisation. We sincerely thank Dr. Melki for this and wish him the very best in his future endeavours."

With the anticipated launch of the Company's first **3base®** product in the US expected later this year, the Board has initiated a search process to recruit its next CEO who will lead Genetic Signatures into its next phase of commercial growth. This will include a key focus on the significant commercial opportunities in the US market as well as expanding our existing customer base. Dr Neil Gunn, a highly experienced diagnostics executive and current Board member, is to assume the interim CEO position while we finalise the appointment of the new CEO. Please refer to Appendix A for details of Dr Neil Gunn's remuneration in relation to the interim appointment.

Dr. Melki will act as an adviser to the CEO during this transition.

Genetic Signatures remains committed to its mission of providing innovative molecular diagnostic solutions and looks forward to continuing its growth trajectory under new leadership.

– ENDS –

### Authorisation and Additional Information

This announcement was authorised by the Board of Directors of Genetic Signatures Limited.

For further information, see our website ([www.geneticsignatures.com](http://www.geneticsignatures.com)) or contact us as below:

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Chief Financial and Operating Officer  
and Company Secretary

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**About Genetic Signatures Limited:** Genetic Signatures is a specialist molecular diagnostics (MDx) company focused on the development and commercialisation of its proprietary platform technology, **3base®**. Genetic Signatures designs and manufactures a suite of real-time Polymerase Chain Reaction (PCR) based products for the routine detection of infectious diseases under the *EasyScreen™* brand. Genetic Signatures' proprietary MDx **3base®** platform technology provides high-volume hospital and pathology laboratories the ability to screen for a wide array of infectious pathogens, with a high degree of specificity, in a rapid throughput (time-to-result) environment. Genetic Signatures' current target markets are major hospitals and pathology laboratories undertaking infectious disease screening. Genetic Signatures is leveraging strong COVID-19 related sales of its *EasyScreen™* respiratory kits and the growing interest in its gastroenteritis products to further commercialise its **3base®** technology to rapidly and cost effectively screen for a wide array of infectious pathogens including antibiotic resistant bacteria, sexually transmitted infections, meningitis and mosquito borne viral diseases.

APPENDIX A

The material terms of Dr Gunn’s employment as Interim Chief Executive Officer are summarised below:

KEY TERMS	DETAILS
Appointment and commencement date	Dr Gunn will be appointed as Interim Chief Executive Officer of the company commencing on 30 April 2024.
Term	Dr Gunn’s appointment as Interim Chief Executive Officer will continue until the day the new and permanent Chief Executive Officer commences employment with the company ( <b>Termination Date</b> ), unless otherwise terminated sooner.
Position	Dr Gunn will remain a director of the Company while he is acting in this role but will not be considered as an independent director during this time.
Fixed remuneration	Total fixed remuneration (TFR) of A\$400,000 per annum will be paid on a pro-rata basis through the period of appointment. The TFR is inclusive of Dr Gunn’s existing Non-Executive board fee of US\$60,000 per annum.
Termination	Either party may terminate the engagement on 2 days’ notice prior to the Termination Date. Otherwise, the appointment will automatically terminate on the Termination Date.

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Grant of options	<p data-bbox="475 374 1347 488">Subject to shareholder approval being obtained, Dr Gunn will be granted 500,000 Options under the Genetic Signatures Limited Equity Incentive Plan (EIP).</p> <p data-bbox="475 521 1382 600">The key terms of the options to be put to approval by Shareholders at a future general meeting are below:</p> <p data-bbox="475 633 1347 712">Exercise price – \$0.68 – 30 day VWAP immediately preceding 30 April 2024</p> <p data-bbox="475 745 730 779">Vesting conditions</p> <table border="1" data-bbox="480 813 1406 1216"> <thead> <tr> <th data-bbox="485 819 788 925">Tranche</th> <th data-bbox="788 819 1098 925">% of Options available to vest</th> <th data-bbox="1098 819 1401 925">Vesting date</th> </tr> </thead> <tbody> <tr> <td data-bbox="485 925 788 992">Tranche 1</td> <td data-bbox="788 925 1098 992">25%</td> <td data-bbox="1098 925 1401 992">30 April 2025</td> </tr> <tr> <td data-bbox="485 992 788 1059">Tranche 2</td> <td data-bbox="788 992 1098 1059">25%</td> <td data-bbox="1098 992 1401 1059">30 April 2026</td> </tr> <tr> <td data-bbox="485 1059 788 1126">Tranche 3</td> <td data-bbox="788 1059 1098 1126">25%</td> <td data-bbox="1098 1059 1401 1126">30 April 2027</td> </tr> <tr> <td data-bbox="485 1126 788 1193">Tranche 4</td> <td data-bbox="788 1126 1098 1193">25%</td> <td data-bbox="1098 1126 1401 1193">30 April 2028</td> </tr> </tbody> </table> <p data-bbox="475 1249 1414 1395">Once vested, Options must be exercised within 15 years of the award of the Options. In the event of cessation as Director, Dr Gunn will have up to 30 days to exercise any vested Options, otherwise all unexercised vested Options and unvested Options are forfeited.</p> <p data-bbox="475 1417 1414 1518">If Dr Gunn ceases to be a Director pro-rata vesting as to service provided between the most recent vesting date and the date of cessation.</p>	Tranche	% of Options available to vest	Vesting date	Tranche 1	25%	30 April 2025	Tranche 2	25%	30 April 2026	Tranche 3	25%	30 April 2027	Tranche 4	25%	30 April 2028
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