



ASX Announcement

30 August 2024

CEO Revised Engagement Agreement Terms

Sydney, Australia; 30 August 2024: Cambium Bio Limited (ASX:CMB) (**Cambium Bio** or **Company**), a clinical-stage regenerative medicine company focusing on the development of innovative biologics for ophthalmology and tissue repair applications, is pleased to announce that it has agreed revised terms of engagement with Karolis Rosickas as Chief Executive Officer. Below is a summary of the key material terms of Karolis' revised engagement agreement.

Effective Date	1 July 2024.
Term	No fixed term.
Total fixed remuneration (TFR)	USD\$325,000 p.a., based on 4 days per week.
Short Term Incentive (STI)	An STI of an aggregate of up to 220% of total fixed remuneration is payable over the next 3 years, subject to achievement of specified key performance indicators.
Retention Incentive	Karolis is eligible to receive a further short-term incentive if he remains engaged by the Company on 5 October 2025 in the amount of US\$150,000.
Leave	Karolis is entitled to 4 weeks leave per year, together with public holidays in the location where the services are provided (currently Singapore).
Termination of Agreement	Karolis may terminate the Agreement at any time by giving 3 months' notice in writing to the Board. Cambium Bio may terminate Karolis' Agreement by giving 3 months' notice in writing. If Cambium Bio terminates the Agreement, Cambium Bio must pay to Karolis an additional amount equal to six (6) months fixed remuneration as severance pay. Cambium Bio may terminate Karolis' Agreement with immediate effect for serious misconduct.
Restraints	Karolis is restrained from undertaking certain actions for a maximum period of 12 months after termination of the Agreement. The enforceability of the restraint clause is subject to all usual legal requirements.

About Cambium Bio Limited (formerly named Regeneus Ltd)

Cambium Bio Limited (ASX:CMB) is a Sydney-based clinical-stage regenerative medicine company focusing on the development of innovative biologics for ophthalmology and tissue repair applications. The Company's proprietary technology, based on human platelet lysate, is being leveraged to create a pipeline of novel therapeutics, with a primary focus on ophthalmology. Cambium Bio's lead product candidate, Elate Ocular®, is being developed to address significant unmet medical needs in the treatment of dry eye disease. In addition, the Company's stem cell platform, Progenza™, is being applied to the development of therapies for knee osteoarthritis and other tissue repair indications. Cambium Bio is committed to advancing its pipeline through clinical development and commercialization, with the goal of providing transformative treatments to improve patient outcomes. For more information about the Company and its programs, please visit www.cambium.bio

Authorisation & Additional information

This announcement was authorised by the Board of Directors of Cambium Bio Limited.