



06 FEBRUARY 2026

MANAGING DIRECTOR TRANSITION TO EMPLOYMENT CONTRACT

Aureka Limited (**ASX: AKA**) (**Aureka** or **the Company**) advises that it has entered into an employment agreement with Managing Director James Gurry, transitioning his engagement from a consultancy arrangement to an employment arrangement.

There is no material change to Mr Gurry's base remuneration as a result of this transition. The change relates solely to the form of the engagement.

The material terms of James Gurry's employment are set out at Annexure A.

-End-

The Company's website can be accessed at www.aureka.com.au

This announcement has been approved for release by the Board of Directors.

For further information, please visit www.aureka.com.au, or contact:

James.Gurry@aureka.com.au

Ph: (03) 9692 7222

Annexure A

Summary of material items of employment agreement:

Name:	James Gurry
Position:	Managing Director
Commencement Date:	1 January 2026
Term:	No fixed term. Ongoing until terminated by either party (see below)
Fixed Remuneration:	\$285,000 per annum (Base Salary), plus statutory superannuation
Short Term Incentive (STI):	50% of base remuneration depending on the achievement of KPIs paid be cash (or elected to be taken in shares however subject to shareholder approval), as approved by the Board
Long Term Incentive (LTI):	The Executive may, at the Board's discretion, be invited to participate in long-term incentive arrangements from time to time, with no entitlement and subject to amendment or withdrawal by the Company without compensation.
Other non-cash benefits:	As agreed with the Executive from time to time including a vehicle.
Termination of Employment:	Where notice of termination is given by either party due to a Change in Control Event, 180 days. In all other cases, 90 days.
Post Employment Restraint:	6 months