8 June 2023

APPOINTMENT OF ELIE AYOUB AS AN EXECUTIVE DIRECTOR

- Elie is one of the co-Managing Directors of Nexgen – Spirit's Communication and Collaboration Business and has been appointed onto the Spirit Board as an Executive Director, effective immediately.
- Elie continues to oversee Spirit's Communication and Collaboration business growth strategy.
- Michelle Bendschneider, Non-Executive Director, has advised that she intends on stepping down as a Non-Executive Director of the Company, due to other business commitments, once the full-year financial statements (Appendix 4E) have been finalised and announced. Spirit has commenced a search for a new independent Non-Executive Director.

Spirit Technology Solutions ("Spirit" ASX:ST1) announces that Elie Ayoub has been appointed as an Executive Director, effective immediately.

Elie co-founded Nexgen in 2009 and has been jointly responsible for the growth and direction of the Company.

Elie has 25 years' of experience in the telecommunications industry across the SME, residential, corporate and government customer segments.

Prior to co-founding Nexgen, Elie held roles at Digitel, One.tel, Macquarie Telecom and Axis Telecom. Elie has broad experience managing a number of telecommunications functions including, provisioning, project management, network solutions, billing, finance, service, sales and marketing.

Elie has been instrumental in building, developing and maintaining Nexgen's sales, marketing, HR and operational processes, and in managing strategic partnerships and vendor relationships.

As co-Managing Director of Nexgen, Elie continues to oversee Spirit's Communication and Collaboration business growth strategy.

A summary of the key terms of Elie's existing remuneration arrangements in his role as co-Managing Director of Nexgen are attached. Elie won't receive any additional fees in relation to his role as a Director.

Also, Michelle Bendschneider has advised that she intends on stepping down from the Spirit Board, due to other business commitments, once the full-year financial statements (Appendix 4E) have been finalised and announced.

Spirit Chairman, James Joughin said: *"The Board is very pleased to finalise the appointment of Elie as an Executive Director. Elie brings a broad range of skills and experience to the Spirit Board, and we look forward to Elie's contributions in the next stage of the Company's strategy. "Michelle has been an integral board member for the past year. Her expansive background in building growth businesses in the Technology, Professional Services and Telecommunications* *sectors have been valued over her tenure. The Board is grateful for Michelle's input and enthusiasm over her time on the board, and we thank Michelle and wish her all the best for her future endeavours. The Board looks forward continuing to work with Michelle over the next few months."*

Elie Ayoub said "*I am very pleased to be joining the Board of Directors at Spirit Technology Solutions. As someone who is passionate about Spirit, I look forward to working more closely with Julian Challingsworth and the board, as we assist our customers in achieving their business outcomes. It's also a great opportunity to work with an experienced board led by James Joughin, as we continue to transform Spirit into Australia's leading provider of innovative IT&T managed services, cyber security and collaboration and communication platforms, building modern secure digital workplaces for Australian businesses."*

- ENDS –

This announcement is authorised for release to the market by the Board of Directors of Spirit Technology Solutions Ltd.

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Key terms of Mr Elie Ayoub's existing remuneration arrangements:

Term	On-going
Base Salary (current)	$335,000 per annum (excluding superannuation)
Base Salary (effective from 1 July 2023)	$380,000 per annum (excluding superannuation)
Termination – Notice by Company	3 months
Termination – Notice by Executive	3 months