

Awarding of Employee Options and Loan Shares to Management Team

Transformative, predictive cancer diagnostics technology company, Rhythm Biosciences Ltd (ASX: **RHY**) (**Rhythm** or the **Company**) advises the Board has resolved to offer incentive awards to eligible members of the Company's management team under the terms of its Employee Incentive Options Plan (**EIOP**) as approved by shareholders at the AGM held 10 October 2023.

The Board is committed to ensuring staff are fairly and responsibly compensated in accordance with applicable market conditions, statutory obligations, and linking reward to shareholder return. This approach is in keeping with the ASX Corporate Governance Council's Corporate Governance Principles and Recommendations (4th edition). Principle 8 of this cornerstone corporate governance framework states:

A listed entity should pay director remuneration sufficient to attract and retain high quality directors and design its executive remuneration to attract, retain and motivate high quality senior executives and to align their interests with the creation of value for security holders and with the entity's values and risk appetite.

The industry continues to suffer from a skills shortage and attracting and retaining key talent to achieve strategic imperatives and drive shareholder value is a major consideration for all companies in our sector. Accordingly, the remuneration package offered by the Company to its staff needs to be attractive but also related to shareholder value.

Key terms of this year's awards are broadly consistent with those offered to Dr David Atkins as part of his Equity Execution Incentive announced 24 April 2024 and are as follow:

Unlisted Options

- 850,000 vesting 20 August 2025, expire 20 August 2026, exercise price of \$0.20
- 850,000 vesting 20 August 2026, expire 20 August 2028, exercise price of \$0.30

Unlisted Loan Shares

- 800,000 vesting 18 July 2025, price of \$0.10, 4-year non-recourse loan at 0% interest
- 1,200,000 vesting 20 August 2025, price of \$0.10, 4-year non-recourse loan at 0% interest

Appendix 3G's for this year's award of unlisted EIOP securities will be separately lodged.

- ENDS -

Directors

Otto Buttula
Sue MacLeman
Trevor Lockett
Louis Panaccio
David Atkins

Non-Executive Chairman
Non-Executive Deputy Chair
Non-Executive Director
Non-Executive Director
CEO & Managing Director

Authorised for release by the Board.

For further information contact us via investor@rhythmbio.com:

Dr David Atkins Managing Director and Chief Executive Officer	Ms Andrea Steele General Counsel & Joint Company Secretary
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About Rhythm Biosciences

Rhythm Biosciences Ltd (ASX: RHY) is an Australian innovative, medical diagnostics company aimed at delivering simple, affordable blood tests for accurate and early detection of cancers. Rhythm is focused on improving patient outcomes through detection at the earliest possible stage, reducing the global burden of cancer and saving lives.

Rhythm Biosciences is committed to working with likeminded global partners to achieve commercialisation and distribution of these simple solutions.

The Company was founded in 2017 and is headquartered in Melbourne, Australia. For more information, visit rhythmbio.com and follow the Company on LinkedIn and X.

About ColoSTAT®

Colorectal cancer (CRC), also referred to as bowel cancer, is the second leading cause of cancer deaths globally. If diagnosed early, colorectal cancer is curable. The ColoSTAT® Test-Kit is Rhythm Bioscience's simple blood-based test for the detection of CRC. It measures five specific protein biomarkers that indicate the likelihood of CRC. The test is an alternative for individuals who are unable or unwilling to participate in current screening programs. It is being updated to meet the IVDR (In vitro diagnostic medical devices regulation) regulatory standards.

The ColoSTAT® Test-Kit is based on research from Australia's CSIRO and is patent protected internationally. It has the potential to play a key role in reducing the mortality rate and healthcare costs associated with colorectal cancer.