7 May 2026

Company Announcements Office
Australian Securities Exchange Limited

Vectus appoints Dr Tara Speranza as Chief Executive Officer (CEO) and Chief Technology Officer (CTO)

Vectus Biosystems Limited (ASX:VBS) (Vectus or the Company) announces the appointment of Dr Tara Speranza as its CEO and CTO, effective 7 May 2026. Dr Speranza has been providing consulting work to the Company since August 2025 and, accordingly, is very familiar with VB0004 and Vectus' other compounds.

Dr Speranza brings over two decades of experience spanning scientific research, commercial strategy and capital markets within the healthcare and biotechnology sectors. She has over a decade of experience in academia, holding senior research positions at the University of Sydney and the University of Geneva, where her research focused on novel molecular targets and translational drug development. During this time, Dr Speranza led a successful commercial partnership with global pharmaceutical company, Servier, resulting in the development and commercialisation of the anti-osteoporotic therapy, Protelos. Following her academic career, she held roles across investment, strategic advisory and capital markets, supporting biotechnology and healthcare companies in valuation, capital raising and strategic positioning. Dr Speranza has been directly involved in assessing and progressing investments and partnerships across a range of early- and late-stage healthcare assets, including licensing and transaction processes.

Dr Speranza's combined scientific and commercial expertise, together with her experience in capital markets and strategic transactions, position her well to lead the Company through its next phase of development, including advancing its lead programme on VB0004 into additional clinical studies and engaging further with potential strategic partners.

Vectus' Chairman, Dr Ron Shnier, commented:
"The Board is pleased to appoint Dr Speranza at this important stage for the Company. Her background across scientific research, commercial partnerships and capital markets aligns closely with Vectus' strategy to advance VB0004 and build long-term shareholder value. We believe her combined technical and strategic capabilities will be instrumental in progressing the Company's clinical and commercial objectives."

Dr Speranza commented:
"Vectus has a strong scientific foundation and a clear opportunity to generate meaningful clinical data in fibrosis. I look forward to progressing VB0004 into the next stage of its development, while building momentum through disciplined execution and active engagement with partners and investors."

This announcement has been authorised for release by the Company's Board of Directors.

Vectus Biosystems Limited

Ron Shnier
Chairman

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Summary of Material Terms of Employment Agreement with CEO and CTO
(information required to be disclosed under ASX Listing Rule 3.16.4)

Commencement date: 7 May 2026
Term: No fixed term
Notice period: Three months

Remuneration
Dr Speranza's total initial fixed remuneration will be $150,000 per annum, plus superannuation.

Incentives
Dr Speranza will be granted a total of 1,090,000 performance securities, representing approximately 2% of the Company's issued capital on a fully-diluted basis, as follows:

- 109,000 shares (10%) will be issued as an initial grant.

The remaining 981,000 zero exercise price options (ZEPOs) will be subject to vesting conditions as follows:

Vesting conditions are linked to a combination of:

- share price performance milestones (between 20 and 30 cents); and
- operational milestones, including fundraising, clinical development and potential partnership or licensing outcomes.

The ZEPOs will vest over a period of up to four years, subject to the satisfaction of the relevant milestones and Board discretion. The ZEPOs will expire if not exercised by 7 May 2030.