



11 August 2023

ASX RELEASE

Employee Securities Incentive Plan details and remuneration update

11 August 2023 Brisbane, Australia: The Calmer Co. International Limited (ASX:CCO), a health and wellness company focussing on natural products that promote calmness, support mind & muscle relaxation and improve sleep advises shareholders of the following details of the previously approved Employee Securities Incentive Plan and directors remuneration terms update.

- The Employee Securities Incentive Plan approved by shareholders in EGM held on the 22nd June will be applied as per the table below.

Employee	Milestone	Incentive Plan Shares	Milestone 2	Incentive Plan Shares
Zane Yoshida* Founder & COO	FY24 Audited Revenue of \$3.5m	20,000,000	FY25 Audited Revenue of \$7m	20,000,000
Anthony Noble* CEO	FY24 Audited Revenue of \$3.5m	15,000,000	FY25 Audited Revenue of \$7m	15,000,000
Pravinesh Lala CFO	FY24 Audited Revenue of \$3.5m	10,000,000	FY25 Audited Revenue of \$7m	10,000,000
Managing Director (Fiji)	FY24 Audited Revenue of \$3.5m	5,000,000	FY25 Audited Revenue of \$7m	5,000,000

*Subject to Shareholder Approval to be sought at the Annual General Meeting

- The Plan Rules of the Loan Funded Share Plan remunerating Mr James Dack, have been agreed to be updated, such that a transfer of shares from Mr James Dack to the James Dack R/E ATF Super Fund would be permitted in that plan. No other changes to Mr Dack's remuneration package have been made.
- The 12-month period of a salary sacrifice of \$40,000 (salary paid as shares and subject to shareholder approval) for Anthony Noble and Zane Yoshida ends on 15 August 2023. There are no other changes to the remuneration or employment conditions of Dr Noble or Mr Yoshida.

This release has been approved by the Board of Directors

ends



For further information

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About The Calmer Co.

The Calmer Co. International Limited (ASX:CCO), provides natural solutions to calm nerves, support mind and muscle relaxation and induce sleep. The product range includes drinking powders, teas, shots, concentrates and capsules. Sold under our house of brands: Fiji Kava, Taki Mai and Danodan Hempworks in markets including USA, Australia, China New Zealand and Fiji.

Forward Looking Statements

This ASX release includes certain forward-looking statements that are based on information and assumptions known to date and are subject to various risks and uncertainties. Actual results, performance or achievements could be significantly different from those expressed in, or implied by, these forward-looking statements. Such forward-looking statements are not guarantees of future performance and involve known and unknown risks, uncertainties and other factors, many of which are beyond the control of Fiji Kava. These factors may cause actual results to differ materially from those expressed in the statements contained in this announcement.