



9 December 2019  
NZX/ASX Market Release

## Interim CEO – Material terms of employment

Further to the announcement advising that former Managing Director Geoffrey Babidge has agreed to assume the position of Interim CEO, the material terms of Geoffrey's employment are as follows:

Key Terms	Details
Commencement Date	9 December 2019
Term	No fixed term. Ongoing until terminated by either Geoffrey or a2MC
Total Fixed Remuneration	AUD 1,600,000 per annum, including superannuation (being equivalent to the outgoing CEO)
Short Term Incentive (STI)	A bonus in the amount of between 20% and 40% of Total Fixed Remuneration, payable entirely at the discretion of the Board at the end of Geoffrey's tenure as Interim CEO

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