

ASX : DNA

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2 September 2020

Board appointments and CEO search update

Highlights

- Appointments of new Non-Executive Chairman and CEO
- Two new Independent Non-Executive Directors appointed to the Board
- The Board welcomes the new additions to lead the Company forward

Donaco International Limited (“**Donaco**” or “**the Company**”) is pleased to announce to provide an update on its Board and CEO search process.

Donaco is pleased to announce the appointment of Mr Lee Bug Huy (aka Techatut Sukcharoenkraisri) as Chief Executive Officer (CEO), effective 3 September 2020. Mr Huy will also remain on the Board as an Executive Director of the Company. Mr Huy has extensive experience in gaming and casino management having been Vice President at the Casino at Star Vegas Casino & Resorts Co, and responsible for developing the model for the slot machine business.

Two additional Independent directors have also been appointed to the Donaco Board, Mr Andrew Phillips and Mr Issaraya Intrapaboon as two Australian-based, Non-Executive Directors.

Existing Non-Executive Director Mr Paul Porntat Amatavivadhana has been appointed Non-Executive Chairman of Donaco. The appointments are effective 2 September 2020.

As part of this process, and as outlined previously, Non-Executive Chairman Mel Ashton and Non-Executive Director Simon Vertullo have resigned from the Board.

Mr Amatavivadhana brings considerable experience with public listed companies and is a founding principal and CEO of Infinite Capital, a boutique corporate advisory firm based in Bangkok. His broad expertise spans mergers & acquisitions, corporate restructuring and capital raisings. Mr Amatavivadhana is currently an independent director at Sansiri Plc, one of the largest real estate developers in Thailand.

Non-Executive Director Mr Phillips brings over 25 years’ experience working in senior financial and commercial management positions with both publicly listed companies and multinationals based in Australia and New Zealand. He has a thorough knowledge of international finance and corporate services and has an extensive network of contacts throughout Asia and the Americas. He has held Executive or Non-Executive Directorships with a number of ASX listed companies and is currently Executive Director, CFO and Company Secretary of Lithium Power International Ltd (ASX: LPI), along with acting as an Independent Director for company, Southern Cross Exploration NL (ASX: SXX).

Non-Executive Director Mr Intrapai boon has over 20 years' experience in engineering, operation, maintenance and planning within the water sector. He is currently the Manager Treatment Plants for Unitywater, Australian provider of essential water supply and sewage treatment services, bringing in-depth capability in leading large teams and managing an operational budget of \$20+ million

Non-Executive Chairman Paul Porntat Amatavivadhana commented: "We are focusing on our strategy to move forward and build Donaco to its highest potential.

"I would also like to thank Mel and Simon for their efforts and contribution to Donaco, having both been dedicated Board members providing counsel to senior management during the challenging times of COVID-19. We wish them all the best in the future.

"We are also extremely pleased by the appointment of Lee Bug Huy as our new CEO, who brings considerable expertise in the casino and gaming industries. Lee is highly regarded in the gaming and leisure industry, and we are confident his experience and drive will lead Donaco forward once the casinos will be fully operational, and we welcome him to his new role."

Mr Lee Bug Huy added: "I am delighted to be appointed CEO of Donaco. I would like to thank the Board and I look forward to working with the rest of the team at Donaco to bring the casinos to fully operational post COVID-19 and borders reopening. We will continue to execute our pragmatic cost control strategy while keeping the market updated with future developments."

In accordance with ASX Listing Rule 3.16.4, the key terms of Mr Huy's employment agreement are set out in the attached summary.

[ENDS]

Authorised for release by the Board.

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Summary of Key Terms of CEO Employment Agreement

1. Base Remuneration

USD equivalent of AUD\$300,000 per annum (including the remuneration as Executive Director as set out under the letter of appointment), as at the Commencement Date (and as may be varied from time to time in accordance with the contract)

2. Notice Period

If the notice of termination is given by:

- (a) the Executive, the Notice Period is 6 months; or
 - (b) the Company, the Notice Period is 6 months.
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3. Restraint Period

- (a) 6 months after termination of the Employment, or if that is unenforceable;
 - (b) 3 months after termination of the Employment.
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4. Restraint Area

- (a) Thailand, Cambodia and Vietnam, or if that is unenforceable;
 - (b) 100 kilometres from each place of business of the Group.
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5. Executive Incentive Plan

- 5.1 In addition to the Base Remuneration, the Executive may be entitled, while CEO or such other position as agreed by the Company in writing, to participate in the Executive Incentive Plan, subject to the achievement of certain targets as agreed in writing from time to time between the Executive and the Board (or relevant Board committee) and in accordance with the terms of the Executive Incentive Plan (Executive Incentive Entitlement).
- 5.2 Each Executive Incentive Plan period commences on the beginning of each financial year of the Company and ends at the end of each financial year of the Company, unless otherwise notified in writing to the Executive by the Board (Executive Incentive Plan Period).
- 5.3 The grant of the Executive Incentive Entitlement (if any), will be made as soon as practicable after the Board signs off on the audited accounts for each financial year.
- 5.4 The terms and conditions (and operation) of the Executive Incentive Plan and all payments under it (if any) are at all times at the absolute discretion of the Board. The Board may vary the terms of or

cancel the Executive Incentive Plan at any time, provided that the Executive retains a similar opportunity to earn short term and long term incentives on a similar basis.

5.5 The grant of any awards under the Executive Incentive Plan does not give rise to any entitlement on the part of the Executive to any future incentive grants, which is at the discretion of the Board, provided that the Executive retains a similar opportunity to earn short term and long term incentives on a similar basis.

5.6 At this time, no grant or entitlement pursuant to the Executive Incentive plan has been determined by the Board. An appropriate update will be made should a grant be determined.

6. Other Terms

6.1 All other terms of the Agreement are considered usual for a CEO Employment Agreement