

# ASX Release

## Envirosuite appoints COO Jason Cooper as CEO following Peter White's retirement

26 February 2021

### Key Highlights:

- › EVS CEO and MD Peter White to retire, having prepared the company for its next growth phase
- › Current COO Jason Cooper will move to the CEO role effective 1 March 2021
- › Transition consistent with EVS's ongoing succession planning and global business strategy
- › Peter White to remain on EVS Board in non-executive role to assist with the transition
- › Jason Cooper to focus on further driving EVS's sales, products, customer base and leveraging EVS's global reach.

Global leader in provision of environmental intelligence solutions Envirosuite Limited (ASX: EVS) (the Company) wishes to advise its Chief Executive Officer Peter White has decided to retire, with EVS's existing Chief Operating Officer Jason Cooper to replace him in the role.

Both moves are effective from 1 March 2021. Mr. White will become a non-executive director of the Company.

EVS Chairman David Johnstone said: "Peter has dedicated a total of eight years to leading EVS as CEO across two periods. In that time, he has overseen the growth of the company from a small consulting firm to become a global leader in environmental intelligence solutions with 260 employees in 12 countries.

"We are extremely grateful for his efforts and achievements, and wish him well in his future endeavours. We are pleased that he is staying on as a non-executive director to assist with the transition, ensuring his vast knowledge and experience will not be lost to the Company.

"Jason is a highly regarded and well-respected industry leader with more than 20 years' experience in the technology sector. He has had broad experience working in senior executive roles in both multi-national and start-up SaaS environments, including roles in Silicon Valley. He is a great fit for the role, and we expect a smooth transition."

Material terms of Mr Cooper's CEO remuneration package are summarised at Appendix A.

Mr White said: "After eight years as CEO, I am proud to be passing the CEO role to Jason at a time when EVS is perfectly positioned to enter its next and most exciting global growth phase. We have built a leading international environmental technology company with unrivalled solutions and have pioneered the field of Environmental Intelligence. The time is now right to handover to Jason whose energy, sales and product focus combined with his international experience make him the ideal person to lead Envirosuite."

Mr Cooper said: "I am excited to be taking over the CEO role from Peter as part of EVS's succession and growth strategy. I am looking forward to leading the Company at a time when there is growing global awareness and commitment from corporates looking to improve and manage their environmental performance beyond mere compliance. This trend has only been accelerated by the impact of the COVID-19 pandemic and the election of an environmentally focused administration in the USA. I will drive EVS to capitalise on these tailwinds and pursue our aggressive sales and product driven growth ambitions, building world-class SaaS solutions across the aviation, water and industrial sectors."

Authorised for release by the Board of Envirosuite Limited.

**Appendix A**

<b>Commencement Date</b>	1 March 2021
<b>Base salary</b>	\$300,000 plus statutory superannuation entitlements
<b>Short Term Incentive</b>	The CEO will be eligible for a maximum of 30% of base pay, subject to the achievement of company growth targets and personal objectives.
<b>Long term incentive</b>	<p>The CEO will be eligible for the following Long Term Incentives based on tenure with the company and share price growth, for the period 1 March 2021 to 28 February 2024:</p> <p>Tenure/Retention:</p> <ol style="list-style-type: none"> <li>1,000,000 fully paid ordinary shares - with 50% vesting on the first anniversary of employment and 50% vesting on the second anniversary.</li> </ol> <p>Share Price:</p> <ol style="list-style-type: none"> <li>500,000 fully paid ordinary shares that vest in the event that the Company's share price as listed on the Australian Securities Exchange (ASX) reaches \$0.25 per share and remains at or above \$0.25 per share for a continuous period of 30 days thereafter;</li> <li>500,000 fully paid ordinary shares that vest in the event that the Company's share price as listed on the Australian Securities Exchange (ASX) reaches \$0.40 per share and remains at or above \$0.40 per share for a continuous period of 30 days thereafter;</li> <li>1,000,000 fully paid ordinary shares if the Company's share price as listed on the ASX reaches \$0.75 per share and remains at or above \$0.75 per share for a continuous period of 30 days thereafter;</li> <li>1,000,000 fully paid ordinary shares if the Company's share price as listed on the ASX reaches \$1.00 per share and remains at or above \$1.00 per share for a continuous period of 30 days thereafter.</li> </ol>
<b>Notice period</b>	Three months