

## ASX Announcement

06 July 2021

### Appointment of Rohan Dhowan as Chief Executive Officer

Invigor Group Limited (ASX: IVO) (“Invigor” or “the Company”) is pleased to announce that the Company has appointed Rohan Dhowan as Chief Executive Officer (“CEO”) of the Company. Gary Cohen is stepping down as CEO but will remain Executive Chairman of the Company.

#### Rohan Dhowan

Rohan Dhowan has been the Sales Director at Invigor for almost 2 years and has played a pivotal role in assisting in the Company’s growth.

Prior to joining Invigor, Rohan had been a successful sales leader with Groupon Australia for over 5 Years, where he led the National sales team and helped grow revenue by double digits YoY. He brought with him valuable insights into the ecommerce retail landscape, with his sales expertise providing dividends to the Company from early on.

Over the last 2 years, Rohan has assisted in streamlining the business operations, its product offering and the sales processes, ensuring the Company is built for long term growth and success. Under Rohan’s leadership, the Company has significantly grown revenue and customers.

The Board is confident that the Company will continue to see a continuation of the current trend of increasing sales and revenue, resulting from a solid qualified pipeline built under Rohan’s leadership.

#### **Schedule 1: Summary of the material terms of the Employment Contract between Invigor Group Limited and Mr Rohan Dhowan.**

<b>Commencement date</b>	1 July 2021
<b>Term</b>	On-going.
<b>Total Fixed Remuneration (TFR) (AUD)</b>	Base Salary \$300,000 plus Super.  Maximum superannuation contribution 10%: \$30,000 for (21-22)
<b>Short- and Long-term Incentives</b>	If Rohan continues to provide sales activity any commission that would be applicable will contribute to a bonus pool irrespective of the other bonus KPI’s being met. However, any commissions payable will be taken off any bonus amounts otherwise accruing.  1. Bonus – subject to meeting plan 100% of base (not incl super) on OTE.

	<p>2. Bonus will commence for the FY 2022 and the existing commission arrangements will remain in place for the FY 2021 year.</p> <p><b>Overachievement:</b></p> <p>Bonus Pool will grow from 100% to 200% for overachievement of reaching all KPI's at 100% and all KPIS reaching a maximum 130% over Targets.</p> <p>Options: 1.1 million options valid for a term of 4 years.</p> <ul style="list-style-type: none"> <li>a. Tranche 1 – 100,000 at 25c vested;</li> <li>b. tranche 2 – 300,000 options at an exercise price of 25c vesting 1 July 2022</li> <li>c. tranche 3 – 300,000 options at an exercise price at 40c vesting 1 July 2023; and</li> <li>d. tranche 4 - 400,000 options at an exercise price of 50c and vesting 1 July 2024.</li> </ul>
<b>Termination Entitlements</b>	Statutory obligations only
<b>Notice Period</b>	3 months
<b>Post-Employment Restraint</b>	Period is 12 months within Australia

**Approved and authorised for release by the Executive Chairman, Gary Cohen**

**For further information, please contact:**

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**About Invigor Group**

Invigor Group (ASX: IVO) is a B2B data intelligence and solutions company that turns data analytics into dollars for the retail and service industries. Invigor's innovation in owned retail platforms and unique cross-channel data ecosystem allows businesses to have a holistic view of their customers and competitive landscape to not only understand, but effectively engage with today's physical and digital consumers. Combined with proprietary data and predictive engines, Invigor Group provides strategic insights and recommendations that empower businesses to successfully influence future customer strategy and increase long-term profitability.

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