

ASX Announcement

15 November 2016

CARDNO ANNOUNCES TRANSITION TO A SINGLE INTERIM CEO

Cardno Limited (ASX:CDD) today announced its transition to a single interim Chief Executive Officer (CEO) – Neville Buch.

Following the then CEO Richard Wankmuller's resignation from Cardno at the end of August, Cardno moved to a joint interim CEO structure on a temporary basis with two Non-Executive Directors, Neville Buch and Gary Jandegian, moving to an executive role. This structure was put in place for 12 weeks.

With that period ending, Cardno will now transition to a single interim CEO until a permanent CEO is appointed.

Neville Buch will take on this role from the end of November with a handover by Gary Jandegian over the next few weeks taking place in regards to the US business.

Gary Jandegian will move back to a Non-Executive Director role at the end of November while also maintaining his existing consulting arrangement with the Company as previously disclosed.

The Board does not envisage that a search will commence for a permanent CEO until after Q1 calendar 2017.

Details of Neville Buch's remuneration arrangements are outlined in the attachment.

– ENDS –

For all media enquiries please contact:

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About Cardno: Cardno is a professional infrastructure and environmental services company, with specialist expertise in the development and improvement of physical and social infrastructure for communities around the world. Cardno's team includes leading professionals who plan, design, manage and deliver sustainable projects and community programs. Cardno is an international company, listed on the Australian Securities Exchange [ASX: CDD]. www.cardno.com.

SUMMARY OF KEY TERMS OF EMPLOYMENT CONTRACT – NEVILLE BUCH, INTERIM CHIEF EXECUTIVE OFFICER

1. APPOINTMENT

The appointment is to the position of Interim Chief Executive Officer.

2. TERM

The appointment commences on 30 November, 2016.

3. DUTIES

The duties of Mr Buch are those expected of an Interim Chief Executive Officer reporting to the Chairman.

4. REMUNERATION

Mr Buch's remuneration will be AUD \$12,000 per week while Interim CEO, with no additional short or long term remuneration.

In the period that Mr Buch is Interim Chief Executive Officer his non-executive director's fees will not be levied or paid.