

12 March 2019

## Senior Management Appointment

**Ava Risk Group Limited (ASX:AVA)** today announced that experienced security industry specialist Scott Basham has been appointed Chief Executive Officer. As a proven sales and business development executive, in addition to overseeing our global strategy and operations, Scott will also lead our global technology sales & marketing teams.

Scott is an internationally experienced corporate executive who has a wealth of knowledge and experience of the security industry, gained from almost twenty years of involvement working on major security projects and system integrations across Australasia and the Asia Pacific regions.

Over that time, Scott has formed and led international sales teams and project teams for global technology organisations, working with manufacturing facilities in France, Germany, Italy, Canada and the USA to deliver major projects throughout Australia, New Zealand, and the Asia Pacific region.

Scott's expertise encompasses leadership and general management of multiple ANZ business units, strategic sales and business development, international marketing and communications throughout APAC, as well as commercial, operational and program management.

Ava Chairman, David Cronin, said: "Optimising our team structure and skill set to drive revenue and profits is a key priority of the Board. Scott brings extensive industry experience and a proven track record in strategically developing business opportunities and managing business units to profitability. We welcome Scott and are looking forward to his leadership and contribution to increase and successfully close contracts within our large and increasing global sales pipeline".

During his career, Scott has worked for a number of major global security industry companies, including Smiths Detection (as Vice President & Managing Director Australia & New Zealand, and also as Vice President Strategy & Marketing APAC), Unisys (as APAC Program Manager for Location, Perimeter and Surveillance Security), Morpho Detection (as Sales Director APAC), Rapiscan Systems (as Managing Director Singapore Australia & New Zealand) and Idemia (as Business Development Manager APAC).

Scott has also previously consulted to the Australian Department of Defence, to conduct Security Risk Assessments and then the deployment of Risk Mitigation Measures, at major defence bases around Australia, as part of the Base Security Improvement Program (BSIP).

Scott's expertise and understanding encompasses the breadth of high-end, high-value, integrated detection, inspection and imaging technologies, and their applications in transportation, border protection, critical infrastructure, emergency services, and the military.

A former commissioned officer in the Australian Regular Army, Scott holds a Master of Business Administration and a Masters of Management from the Macquarie Graduate School of Management, as well as a Masters of Commerce from Macquarie University.

Scott will be based in Sydney, Australia.

Appendix A contains key terms of Mr. Basham's contract.

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### **About the Ava Group**

The Ava Group is a market leader in the provision of risk management services and technologies, trusted by some of the most risk conscious commercial, industrial, military and government clients in the world.

The Group features a range of complementary solutions including Future Fibre Technologies (FFT) for intrusion detection for perimeters, pipelines and data networks, BQT Solutions (BQT) for biometric and card access control as well as AVA Global for secure international logistics and storage of high value assets.

Through decades of innovation, the Ava Group continues to build upon a comprehensive portfolio of premium services and technologies for the most complex and demanding markets.

### **Contact**

For more information on this announcement please contact Leigh David, CFO [leigh.davis@theavagroup.com](mailto:leigh.davis@theavagroup.com)

## APPENDIX A

### Key Terms Group Chief Executive Officer Employment Contract

Mr. Scott Basham is employed via an Employment Agreement with Ava Risk Group Limited on a permanent, full-time basis. Scott commences his position as Group Chief Executive Officer on 11 March 2019. His fixed remuneration is A\$265,000 pa (inclusive of superannuation), rising to A\$275,000 pa (inclusive of superannuation) from 1 July 2019. He has a notice period of 2 months.

In addition to his fixed remuneration, Scott is eligible to participate in a performance based bonus scheme and the Company's performance share rights plan (PSR). For the period ending 30 June 2019, his bonus will comprise an STI of up to A\$30,000 based on achievement of forecast EBITDA and sales leadership KPI's. The bonus (if any) will be paid in cash or shares (at Scott's election).

For the 12 month period ending 30 June 2020, Scott will be entitled to a bonus of up to A\$100,000 based on achievement of net profit, operating cashflow and strategic KPI's. The bonus (if any) will be paid 50% as a cash STI (or shares at Scott's election) and 50% as an LTI as PSR vesting equally at 12 and 24 months.