

EXECUTIVE APPOINTMENTS

Cleanaway Waste Management Limited (ASX:CWY) today announces key leadership appointments as the company positions for further growth opportunities and the benefits of increased scale.

Tracey Boyes has been appointed to the role of Executive General Manager, Solid Waste Services. She will lead a business that operates Australia's largest solid waste and recycling collections fleet, integrated with leading resource recovery and post-collections facilities, including the Sydney post-collection assets that were recently acquired from Suez. Ms Boyes joins Cleanaway from Origin Energy where she is currently General Manager, Future Fuels and Future Growth.

Ms Boyes is an accomplished executive with broad experience managing large scale operations with particular expertise in corporate strategy, innovation and new technologies, sustainability, and stakeholder management. In her current role Ms Boyes is responsible for Origin's renewable fuels, carbon management and future growth activities.

Commenting on the appointment, Cleanaway CEO and Managing Director Mark Schubert said, "I'm delighted to welcome Tracey to Cleanaway. She is a highly capable and talented executive with deep operational experience and a diverse range of skills that will be a great asset to the Cleanaway leadership team as we enter the next phase in the growth of the Company. Her background in driving value creation and innovation will be particularly useful for the next phase of our growth strategy."

Michele Mauger has been appointed Chief People Officer. Ms Mauger is currently the Chief People Officer at Incitec Pivot and has broad ranging experience across major organisations in sectors including natural resources, engineering, construction and hospitality. She will lead the human resources functions across the entire organisation and support the CEO and business unit leaders in driving a high performance and inclusive culture at Cleanaway.

"Michele comes to Cleanaway with a broad range of experiences across different companies and sectors, many of which operate in complex environments with diverse workforces. She will help ensure we are an employer of choice that is recognised for its values and vision. Our people are fundamental to our success. Michele will have a key role in ensuring that our people and culture, throughout the Company and down to our frontline operators, are connected and aligned with our strategy."

Ms Boyes and Ms Mauger will report to the Cleanaway CEO and be members of the Executive Committee.

The appointments follow the resignations of Mark Crawford as Executive General Manager, Solid Waste Services and Johanna Birgersson, Executive General Manager, Human Resources. Mr Crawford and Ms Birgersson will be available through the first quarter of 2022 to assist in an orderly transition to Ms Boyes and Ms Mauger, respectively.

Mr Schubert said, "I would like to thank Mark and Johanna for their significant contributions over many years to Cleanaway. Mark has led the Solid Waste Services business since 2016 and hands over a business that has a strong operational track record and delivery focus, and one which is set for continued growth.

Johanna has played a key role in the development of the organisation since taking on the role in late 2015, a period in which the Cleanaway workforce more than doubled. I wish them all the very best in their future endeavours.”

Ms Boyes and Ms Mauger will separately commence at Cleanaway early in the new calendar year.

Brendan Gill postponed his previously announced retirement to take on the role of Chief Operating Officer in early 2021 to support the CEO transition and to see the acquisition of Suez assets in Sydney through to completion. He will now retire towards the end of the first quarter of 2022.

Mr Schubert said, “I would like to thank Brendan for the support that he has provided me over the last few months and the significant contributions he has made to Cleanaway. Brendan took on the CFO role in 2014 and played a key role in our Footprint 2025 strategy, which has set Cleanaway up to be ready for its next stage of growth. We wish him well in his retirement.”

Biographies for Ms Boyes and Ms Mauger are available in the appendix.

This announcement has been authorised for release by the Board of Cleanaway.

Enquiries

Richie Farrell
Head of Investor Relations
Tel: +61 409 829 014
Email: richie.farrell@cleanaway.com.au

Appendix

Biography Tracey Boyes

Tracey Boyes is an accomplished executive with a track record of successfully leading large-scale organisations and projects. She is currently General Manager, Future Fuels and Future Growth at Origin Energy, supporting customers through the energy transition. During her time with Origin, Tracey has worked across the energy value chain, including upstream exploration and development, generation, LPG and retail. Prior to working at Origin, Tracey held senior roles in New Zealand with Contact Energy, one of New Zealand's largest integrated energy companies engaged in gas, hydro and geothermal electricity generation, and retail.

Biography Michele Mauger

Michele has more than 30 years of international experience in human resources, working across a range of industries including mining, engineering, construction, and hospitality. She is currently the Chief People Officer at Incitec Pivot. Michele has held a number of global executive leadership roles, including Executive General Manager, People Capability and Communications at Thiess, Group People Director for global engineering company Worley and Head of People at Grocon. Michele is a Board Member of Arts Project Australia, a not-for-profit organisation supporting artists with disabilities.

Cleanaway Waste Management Limited is Australia's leading total waste management, industrial and environmental services company. Our team of more than 6,000 highly trained staff are supported by a fleet of over 4,000 specialist vehicles working from approximately 250 locations across Australia. With the largest waste, recycling and liquids collections fleets on the road - and supported by a network of recycling facilities, transfer stations, engineered landfills, liquids treatment plants and refineries - we are working hard to deliver on our mission of making a sustainable future possible for all our stakeholders.