



ASX / JSE ANNOUNCEMENT

31 May 2022

TERMS OF INTERIM CEO EMPLOYMENT AGREEMENT

DRA Global Limited (ASX / JSE: DRA) ('DRA' or 'the Company') advises that, further to its announcement dated 11 March 2022, the terms of employment of Mr James Smith as Interim Chief Executive Officer have been agreed.

For the purposes of ASX Listing Rule 3.16.4, DRA advises that the material terms of Mr Smith's employment agreement with DRA are as follows.

- **Role:** Interim Chief Executive Officer
- **Term:** Ongoing until a new permanent Chief Executive Officer commences in the role, at which time Mr Smith will resume his role of Executive Vice President, Operations and Managing Director, Advisory.
- **Fixed Remuneration:** R5,500,000 per annum
- **Variable Remuneration:** Eligible to participate in the Company's short-term bonus scheme and long-term performance incentive scheme.
- **Annual Leave:** 20 working days' annual leave/vacation for each year of service.
- **Termination:** At any time, without notice, if conduct constitutes just cause for summary dismissal, otherwise three months with notice by either party.
- **Restraint Clause:** Restrained from directly or indirectly competing with DRA, amongst other standard restraints, for up to six months.

- ENDS -

This announcement was approved for release by the interim Chief Executive Officer of DRA Global Limited.

For further information, please contact:

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JSE Announcement Disclosures

DRA Global Limited

(Incorporated in Australia under the *Corporations Act 2001* (Cth))

ACN 622 581 935

ASX / JSE Share Code: DRA

ISIN: AU0000155814

("DRA" or "the Company")

JSE Sponsor: Pallidus Capital Proprietary Limited

About DRA Global Limited

DRA Global Limited (ASX: DRA | JSE: DRA) (DRA or the Company) is a multi-disciplinary consulting, engineering, project delivery and operations management group predominantly focused on the mining and minerals resources sector. DRA has an extensive global track record, spanning more than three decades and more than 7,500 studies and projects as well as operations, maintenance and optimisation solutions across a wide range of commodities.

DRA has expertise in mining, minerals and metals processing and related non-process infrastructure including sustainability, water and energy solutions for the mining industry. DRA delivers advisory, engineering and project delivery services throughout the capital project lifecycle from concept through to operational readiness and commissioning as well as ongoing operations, maintenance and shutdown services.

DRA, headquartered in Perth, Australia, services its global customer base through 19 offices across Asia-Pacific, North and South America, Europe, Middle East and Africa.

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