



ASX / JSE ANNOUNCEMENT

13 October 2022

APPOINTMENT OF CHIEF EXECUTIVE OFFICER

DRA Global Limited (ASX / JSE: DRA) ('DRA' or 'the Company') is pleased to announce the appointment of Mr James Smith as Chief Executive Officer ('CEO'), effective on 13 October 2022. James has been acting as Interim CEO since March 2022.

James is a highly experienced and qualified executive with more than 25 years' experience in the mining, industrial and financial sectors. Originally a process engineer in the mining industry, James has since held various consulting, investment advisory and operational leadership positions. He has extensive experience in strategy development and execution, operational excellence, mergers and acquisitions, and organisational leadership within the mining and industrial sectors.

In 2018 James was appointed Executive Vice President of Minopex, DRA's operations and maintenance services business, where he successfully drove DRA's diversification strategy into mechanised mining and advisory services, and oversaw the expansion of Minopex across the EMEA region. Since 2021, James has also been responsible for overseeing DRA's growth in new offerings such as Advisory, Digital and Sustainability services.

Commenting on the announcement, DRA Chairman Peter Mansell said the Board was delighted to appoint Mr Smith into the role.

"For many years, James has proven himself as a strong leader who is highly qualified in every respect," said Mr Mansell.

"James' impressive credentials, coupled with his solid performance as Interim CEO, in-depth knowledge of the business and its operations, and strategic mindset, will be instrumental for DRA and its shareholders. While acting as Interim CEO James has delivered significant outcomes including re-positioning the APAC business with the sale of the G&S business, restructuring the corporate team to better deliver its functions, revising the employee incentive schemes so they are better aligned to the needs of the business, and overseeing new growth strategies in the EMEA and AMER business units."

"With James at the helm, alongside the refreshed executive leadership team, the Board is confident that DRA will continue to successfully navigate its next phase of growth and achieve its strategic objectives," he said.

Commenting on his appointment, Mr Smith said "It's a great honour to take up this role and lead the exceptional group of people that is DRA."

"It's a truly unique business within the global mining industry and I'm excited to take on this opportunity as we redefine the future of mining. I am fortunate to have the Board's support and a strong leadership team behind me and I thank the Board for entrusting me with DRA's next chapter," he said.

Before joining DRA, James held leadership roles within management consulting, private equity and various mid-sized industrial, manufacturing and distribution businesses in Southern Africa. James holds a Bachelor of Science (Chemical Engineering) (cum laude) from the University of Witwatersrand in South Africa.



ASX / JSE ANNOUNCEMENT

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.

- Term: Ongoing under an executive services agreement with no fixed term but subject to periodic performance reviews.
- Fixed Remuneration: R5,500,000 per annum (including South African pension entitlement).
- 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 six months with notice by either party.
- Restraint Clauses: Non-competition and non-solicitation restraints of up to 12 months apply.
- Other Provisions: The agreement contains standard provisions regarding duties, leave entitlements, confidentiality, intellectual property and ancillary clauses.

- ENDS -

This announcement was approved for release by the Board of Directors of DRA Global Limited.

For further information, please contact:

Investor queries:

Ben Secrett

Group Company Secretary

Ph: +61 8 6163 5900

shareholders@draglobal.com

Media enquiries:

Paul Ryan

Citadel-MAGNUS

M: +61 409 296 511

pryan@citadelmagnus.com

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 16 offices across Asia-Pacific, North and South America, Europe, Middle East and Africa.

Physical Level 8, 256 Adelaide Terrace / Perth WA 6000 / Australia // **Postal** PO Box 3130 / East Perth WA 6892 / Australia

Telephone +61 (0)8 6163 5900 // info@draglobal.com // ACN 622 581 935 // ASX: DRA / JSE:DRA



ASX / JSE ANNOUNCEMENT

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 Exchange Services Proprietary Limited