

17 October 2022

Company Announcements  
Australian Securities Exchange Limited  
Level 4, 20 Bridge Street  
SYDNEY NSW 2000  
AUSTRALIA

Dear Sir / Madam

**RE: BOARD CHANGES**

Please find attached an announcement to be issued today by Monadelphous Group Limited regarding changes to the composition of the Board of Directors which will take effect at the conclusion of the Company's Annual General Meeting on 22 November 2022.

Authorised by



Philip Trueman  
**Company Secretary**

## ASX RELEASE

17 October 2022

### BOARD CHANGES

Engineering company Monadelphous Group Limited (ASX: MND) (“Monadelphous” or “the Company”) today announced changes to the composition of the Board of Directors, in accordance with the Company’s long-term Board succession plan, which will take effect at the conclusion of the Company’s Annual General Meeting (AGM) on 22 November 2022.

#### Retirement of Mr John Rubino - Executive Chairman

After more than 30 years of service, Mr John Rubino, Executive Chairman, will retire as a Director of the Company, and will not be seeking re-election at the AGM for health reasons.

Mr Rubino was appointed to the Board of Monadelphous on 18 January 1991 as Managing Director. On 30 May 2003, John resigned as Managing Director and has continued to loyally serve as Executive Chairman of the Board up to the present day, having dedicated himself to the success of the business.

John was instrumental in transforming Monadelphous from a business which was on the brink of financial collapse when he joined, into a highly regarded engineering services group which provides multidisciplinary construction, maintenance and industrial services to the resources, energy and infrastructure sectors both nationally and internationally.

John has created a business people are proud to work for, that customers value, respect and trust and that suppliers and business partners have confidence in. Under his strategic guidance, the Company now employs almost 8,000 people across its operations in Australia, Chile, China, Mongolia, Papua New Guinea and the Philippines.

In his role as Executive Chairman, John has worked extremely closely with Rob Velletri, Managing Director, as a trusted and respected colleague, confidant and advisor. John’s leadership skills, and his ability to forge long-term trusting and mutually rewarding relationships, have been pivotal to the success of Monadelphous. His thorough knowledge of the industry and the Company, combined with his resolute commitment and dedication, integrity, honesty and loyalty have proved inspirational, and have significantly contributed to the success of the business over the last three decades.

Ms Sue Murphy, Deputy Chair and Lead Independent Non-Executive Director of Monadelphous Group Limited, said “On behalf of the Board of Monadelphous I would like to acknowledge John’s outstanding contribution to our Company, thank him for all his efforts and congratulate him on his success. For so many of us who have had the opportunity to work closely with John, we have enjoyed his wry sense of humour, admired his phenomenal negotiation skills, his generosity of spirit and his willingness to roll up his sleeves and get involved. His strong belief in relationships and values defines us as a company, and Monadelphous has been incredibly fortunate to have spent the past 30 years with John at its helm.”

#### Appointment of Mr Rob Velletri - Executive Chairman

Following Mr Rubino’s retirement, Mr Rob Velletri, Managing Director, will take on the role of Executive Chairman of the Board of Monadelphous Group Limited.

Rob joined Monadelphous in 1989 as Group General Manager after having commenced his career at Alcoa. He was appointed to the Monadelphous Board on 26 August 1992, assuming the role of Managing Director on 30 May 2003. Rob is a mechanical engineer with more than 40 years’ experience in the construction and engineering services industry and is a member of the Institution of Engineers Australia.

Under his guidance as Managing Director over the past 19 years, Monadelphous has become one of the most respected engineering services providers in Australia. The Board unanimously supports Mr Velletri's appointment to the role of Executive Chairman noting his thorough knowledge of the industry, the Company and its stakeholders, his demonstrated commitment and dedication to Monadelphous and the significant and valuable contribution he has made to Monadelphous for in excess of 30 years.

### **Appointment of Mr Zoran Bebic - Managing Director**

Mr Zoran Bebic will take on the role of Managing Director of Monadelphous Group Limited at the conclusion of the 2022 AGM.

Zoran is a highly experienced senior executive, having worked at Monadelphous for almost 30 years across a broad range of operational, financial and management roles. He is a Fellow Certified Practising Accountant and holds a Bachelor of Business with a Double Major in Accounting and Finance.

He commenced his career with Monadelphous in 1993 and has held various corporate and operational roles over that time. In 2009, Zoran was appointed to the position of Chief Financial Officer and Company Secretary, and since 2014 has been the Executive General Manager of the Company's Maintenance and Industrial Services division.

During Zoran's time at the helm of Maintenance and Industrial Services, the division has become a leader in the planning, management and execution of multidisciplinary maintenance services, sustaining works and turnarounds to the resources and energy sector. Through this period, the division has almost doubled sales revenue to over \$1 billion per annum and strategically broadened its scope of services, geographies and customer markets.

The Board unanimously believes that Zoran's personal attributes, Company and industry experience, financial acumen and deep understanding of the markets in which the Company operates makes him the ideal candidate to take on the role of Managing Director, working closely with Mr Velletri.

### **Retirement of Mr Peter Dempsey - Non-Executive Director**

Mr Peter Dempsey has also provided notice of his intention to retire as a Non-Executive Director of Monadelphous, effective at the close of the AGM.

Peter was appointed to the Board of Monadelphous in May 2003 and throughout his 19-year term, he has made a significant contribution to the Company's sustained growth and success. Peter has been a highly valued member of the Board and its subcommittees, including in his role as Deputy Chair / Lead Independent Non-Executive Director of the Board and Chair of the Audit Committee.

Having played an instrumental role on the Board for almost two decades, Peter's strategic leadership and counsel, supported by his extensive knowledge and experience within the construction and engineering services industry, has contributed greatly to the development of the Company's strategy and direction over the course of his time with Monadelphous.

Peter's strength for identifying and managing material business risks, and in guiding the desired culture of the organisation, has ensured Monadelphous continues to meet its strategic and operational objectives and delivers value for all stakeholders.

Mr Rob Velletri, incoming Chairman of Monadelphous Group Limited, said "On behalf of the Board of Monadelphous I would like to sincerely thank Peter for the fantastic contribution he has made to our Company over the last two decades. His loyalty, dedication, commitment, and hard work have been nothing short of remarkable.

I would like to recognise the key role he has played in the Company's success over this time and wish him all the very best in his retirement."

## Further Information

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## About Monadelphous

*With 50 years' experience, Monadelphous Group Limited (ASX: MND) is a leading Australian engineering group providing construction, maintenance and industrial services to the resources, energy and infrastructure sectors. The Company has two operating divisions – Engineering Construction, providing large-scale multidisciplinary project management and construction services, and Maintenance and Industrial Services, specialising in the planning, management and execution of mechanical and electrical maintenance services, shutdowns, fixed plant maintenance services and sustaining capital works.*

*Monadelphous is headquartered in Perth, Western Australia, with a major office in Brisbane, Queensland, and offices, projects, facilities and workshops across Australia and in China, Mongolia, Papua New Guinea, Chile and the Philippines. Please visit [www.monadelphous.com.au](http://www.monadelphous.com.au) for further information.*