

ASX Announcement

Appointment of Chief Executive Officer

Key Points

- Experienced mining services executive, Mr Geoff Newman to join the Company as group Chief Executive Officer
- Mr Newman has over 22 years of relevant executive experience
- Strategic focus on sustainable shareholder returns

Dynamic Group Holdings Limited (ASX: DDB) ("Dynamic Group" or the "Company") is pleased to advise that highly experienced mining services executive Mr Geoff Newman will join the Company as group Chief Executive Officer ("CEO") from March 2023.

Mr Newman has operated at an executive level within the contracting and mining services sector for over 22 years. Most recently Geoff has performed various executive level roles within Emeco Holdings Ltd (ASX: EHL) since 2013. Prior to Mr Newman's time with Emeco, he was CEO for a water drilling business which provided similar services to Dynamic Group's wholly owned Welldrill subsidiary. Mr Newman has also held another executive position within a drilling business.

Mr Newman holds a Bachelor of Engineering (Hons) from the University of Western Australia and has strong commercial acumen complementing his technical and operational skill set.

Mr Newman has held several international and national appointments and has relevant executive positions through growth phases driven organically and via acquisition.

Dynamic Group Chairman Mr Garret Dixon said:

"Geoff's decision to join the Dynamic Group is pleasing as he has recognised the potential for significant value to be enabled through the application of his experience, capabilities, and enthusiasm to the group. We welcome Geoff on-board and will be providing the support to Geoff to focus on generating shareholder returns in the most efficient and effective manner, he is an exceptional addition to the team."

Mr Newman has proven capability to hold financial and operational accountability for large and complex contracting and mining services businesses, including the preparation and execution of growth strategies.

After listing on the ASX in August of 2020, the Dynamic Group has grown from A\$15m of revenue in FY20 to A\$74m in revenue in FY22, EBITDA has grown from A\$2.2m in FY20 to A\$17.1m in FY22, and net assets have grown from A\$0.52m in FY20 to A\$36.6m in FY22¹. The business has grown to a fleet of 47 drill rigs and around 300 people who enable the successful operation of the business.

¹ Refer to FY 20 and FY22 Company Annual Reports lodged on the ASX on 30 September 2020 and 31 August 2022

7 December 2022

ASX Announcement

The Company provides a hugely prospective platform for continued growth with the addition of Mr Newman to the capable, complimentary, and experienced executive leadership team.

Incoming Group CEO Mr Geoff Newman said:

"My contracting background provides the platform for me to draw on previous experience to focus on the optimisation of the Dynamic Group, whilst remaining focussed on creating shareholder value in a safe, efficient and sustainable manner. I look forward to joining the team in March 2023, where we can work together to optimise operations, identify growth opportunities and the development of strategic plans."

The key terms of Mr Geoff Newman's employment terms are set out in Annexure A.

-ENDS-

This announcement has been authorised by the Board of Dynamic Group Holdings Limited.

Company Secretary
James Bahen
Dynamic Group Holdings Ltd
info@dynamicdrillandblast.com.au
+61 8 6555 2950

Investor and Media Enquiries:
Matt Freedman
Dynamic Group Holdings Ltd
info@dynamicdrillandblast.com.au
+61 8 6404 2798

About Dynamic Group Holdings Limited

Dynamic Group Holdings Limited (the "Company") is a supplier of various specialised drilling services as well as blasting services to clients in the mining and construction sectors in Western Australia. The Company operates under three entities, Dynamic Drill & Blast Pty Ltd ("Dynamic"), Orlando Drilling Pty Ltd ("Orlando") and Welldrill.

The Company's significant project pipeline is based around medium to long term contracts and has a highly experienced executive management team focused on quality service provision, employee safety and providing solutions.

The Company is committed to business and quality management systems that provide the framework for its personnel to achieve its customer's measurable objectives, while using continual improvement initiatives to strive for best practice performance.

Since incorporation, the Company has developed comprehensive policies, procedures and processes that aid the safe, effective and efficient provision of services.

Dynamic Drill & Blast is a supplier of drilling and blasting services to clients in the mining and construction sectors in Western Australia. Dynamic focuses on mining and construction projects within a range of commodity sectors, including iron ore, lithium and gold. Dynamic also undertakes short term specialised drilling and blasting projects.

Orlando Drilling Pty Ltd (is a wholly owned subsidiary of the Company. Orlando is a Western Australian based company providing grade control, exploration and resource definition drilling services to the mining industry since 2007, utilising its fleet of AC, RC and diamond drill rigs and experienced personnel.

Welldrill (consists of two entities: PDC Drilling Pty Ltd; and Delmoss Nominees Pty Ltd) is a wholly owned subsidiary of the Company, providing water related drilling and services.

Forward-Looking Statements

This document may include forward-looking statements. Forward-looking statements include, but are not limited to, statements concerning Dynamic Group Holdings Limited's planned work and other statements that are not historical facts. When used in this document, the words such as "could," "plan," "estimate," "expect," "intend," "may", "potential", "should," and similar expressions are forward-looking statements. Although Dynamic Group Holdings Limited believes that its expectations reflected in these forward-looking statements are reasonable, such statements involve risks and uncertainties and no assurance can be given that actual work will be consistent with these forward-looking statements.

ASX Announcement

Annexure A - Summary of Key Terms of Employment:

Key Terms	Details
Position	Chief Executive Officer of Dynamic Group Holdings Ltd
Employment Agreement	Executive Services Agreement
Commencement Date	March 2023
Term	Mr Newman will be appointed for an ongoing term, subject to termination by either party (see below).
Salary	\$310,000 per annum (exclusive of superannuation). Mr Newman is eligible for the Company Employee Share Incentives Plan ("ESIP"). A vehicle or an allowance in lieu will be provided.
Equity Incentives	<p>A. 500,000 Performance Rights (vesting on the 30-day VWAP of the Company's shares reaching \$0.50 during FY2024).</p> <p>B. 500,000 Performance Rights (vesting on the 30-day VWAP of the Company's shares reaching \$0.75 during FY2025).</p> <p>C. 500,000 Performance Rights (vesting on the 30-day VWAP of the Company's shares reaching \$1.00 during FY2026).</p> <p>All Performance Rights subject to a 12-month retention period of continued employment following assessment.</p>
Termination and Notice	<p>Either party may terminate Mr Newman's engagement by giving 6 months' notice (unless under specific termination triggers as per the Executive Services Agreement as is customary).</p> <p>Employment restraints following employment in place.</p>