

22 May 2015

Company Announcements Office  
Australian Securities Exchange  
20 Bridge Street  
SYDNEY NSW 2000

**ASX Announcement:** By: e-lodgement (ASX code: EGL)

### **Appointment Group Chief Executive Officer and Non-Executive Director**

The Directors of EGL Group (ASX: EGL) are pleased to announce the following executive appointments:

#### **Appointment of Non-Executive Director – Lynn Richardson**

Lynn's background and experience.

Prior to the sale of Baltec to EGL, Lynn was a member of the Executive Committee of Baltec, during which time she utilised her experience in general management and provided strategic leadership, contributing towards the growth of the company. Lynn is well qualified with an MBA, Graduate Certificate in Accounting and is a member of the Australian Institute of Company Directors.

The board welcomes Lynn back and looks forward to her contribution at the group level.

#### **Appointment of Group Chief Executive Officer – Henk van Kruining**

Henk comes with a wealth of experience in Australia, Asia Pacific and globally having worked in senior positions in organisations including 3 years at Sinclair Knight Consulting Engineers, 13 years at Dow Chemical as well as 9 years at Linatex Limited as Managing Director for Asia Pacific and Global Marketing Director. Henk's exposure to engineering projects in the petrochemical, mining services, industrial and water/wastewater markets are particularly relevant to EGL's businesses and his experience in successfully leading the development and implementation of growth strategies over many years augers well for the Development of EGL.



## The Environmental Group Limited

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EGL Group Chairman Mr David Cartney said that, “the search for a new Group CEO was extensive and Henk’s skills and experience stood out in a field of strong talent. I believe that Henk is an excellent fit for the Company. The board looks forward to working with Henk and seeing him apply his leadership experience to improve our business.”

Henk noted “I’m delighted to have this opportunity to work with the team at EGL. The Company’s success is well regarded and I look forward to contributing towards its further growth and development both domestically and internationally.”

The Group CEO role is a newly created position and will report to the Executive Director Ellis Richardson and through him to the Board.

Henk will commence his employment with EGL on 25 May 2015

A summary of the key terms of the employment agreement appointing Lynn Richardson and Mr Henk Van Kruining is included in the Appendix:

### Appendix

#### 1) Terms of Employment Agreement with CEO

In accordance with ASX Listing Rule 3.16.4, AJ The Environmental Group Limited makes the following disclosures in respect of the key terms of the employment agreement entered into with its Chief Executive Officer and, Mr Henk Van Kruining

##### Term of the Appointment

Mr van Kruining has been appointed Chief Executive Officer from 25 May 2015 with no fixed term.

##### Remuneration

The remuneration payable to Mr van Kruining will be:

1. A total fixed remuneration of \$250,000 per annum plus superannuation in accordance with statutory requirements.
2. A potential Short Term Incentive opportunity of up to a maximum of \$50,000, subject to meeting a Board approved EBIT target of \$1.6M for the financial year 2015/16.

##### Termination

Either party may terminate the employment relationship on 3 months’ written notice.

Mr van Kruining’s remuneration package will be reviewed after 6 months thereafter annually at the Board’s discretion.



**EGL**

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## **2) Terms of Employment Agreement Non-Executive Director**

### **Term of the Appointment**

Ms Richardson has been appointed as a non-executive director from 21 May 2015 with no fixed term.

### **Remuneration**

The remuneration payable to Ms Richardson will be:

1. A total fixed fee \$48,000 per annum.

David Cartney  
Chairman