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## Lucio Della Martina appointed Nexus CEO

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The Board of Nexus Energy Limited (**Nexus**) has appointed Mr Lucio Della Martina as its Chief Executive Officer.

Mr Della Martina will take up his appointment with Nexus mid-May and will be relocating from Perth to Melbourne. Following a short handover period, Executive Directors, Michael Fowler and Ian Boserio will resume the positions of Non-executive Chairman and Non-executive Director respectively.

Mr Della Martina's most recent position was Executive Vice President - Australia Business with Woodside Energy Ltd (**Woodside**) and he has led the Pluto project development since the field was discovered in 2005.

Mr Della Martina comes to Nexus with more than 20 years of experience across refining technology, international oil trading, gas business development, LNG marketing and LNG supply planning. He held various positions within Woodside including General Manager of Gas Business Development, General Manager of LNG Marketing and Vice President, ALNG (the marketing arm of the North West Shelf Venture). Mr Della Martina was employed by Shell from 1980 to 1991 in roles covering refining technology, operations, economics, planning and international oil trading.

The remuneration package for Mr Della Martina will include a market based salary, short-term and long-term incentives. In addition, Mr Della Martina will receive a sign-on fee comprising of ordinary shares and performance rights. The focus of the package is performance based, aimed at increasing shareholder value. The long-term incentive is based on market conditions immediately prior to the announcement.

Mr Della Martina commented, "Nexus Energy is in a very strong position to take its key assets forward towards development and has the opportunity to capture very substantial shareholder value along the way. I look forward to joining the team at Nexus."

Nexus Chairman, Michael Fowler said "On behalf of the Board, I welcome Lucio to the Company and look forward to working with one of the recognised leaders of the Australian petroleum industry as we work to crystallise the value of our assets for shareholders."

**Susan Robutti**  
Company Secretary

**For further information:**  
**Michael Fowler - Chairman**  
Ph: +61 3 9660 2500

### Lucio Della Martina - Employment history

<b>2012</b>	<b><i>Nexus Energy Limited</i></b> <i>Chief Executive Officer, Melbourne</i>
<b>1995-2012</b>	<b><i>Woodside Energy Ltd</i></b> <i>Executive Vice President, Australia Business, Perth (2011 to present)</i> <i>Executive Vice President, Pluto Business, Perth (2008 to 2011)</i> <i>Senior Vice President, Pluto Business, Perth (2007 to 2008)</i> <i>Director, Pluto LNG Project, Perth (2005 to 2007)</i> <i>General Manager Business Development, Perth (1995 to 2005)</i> <i>NWS Product and Business Coordinator, Karratha (1994 to 1995)</i> <i>NWS Project, LNG Planning and Coordination, Melbourne (1991 to 1994)</i>
<b>1989-1991</b>	<b><i>Shell International Trading Co,</i></b> <i>Trader, Refinery Processing Group, London</i>
<b>1986-1989</b>	<b><i>Shell Stanlow</i></b> <i>Distillation BU Manager, United Kingdom</i> <i>Economics and Scheduling Manager, United Kingdom</i> <i>Oil Movements Technologist, United Kingdom</i>
<b>1986-1989</b>	<b><i>Sapref</i></b> <i>Luboil Production Manager</i>

## Summary of key terms of employment

The key terms of the employment arrangements are summarised below. They are in line with industry practice and ASX corporate governance guidelines. They have been developed with the benefit of expert external advice and information on Australian peer company benchmarks.

The remuneration package is designed to ensure alignment of reward with achievement of corporate objectives as determined by the board and with returns for shareholders.

### *Remuneration*

Mr Della Martina will be provided with the following elements of remuneration:

- Fixed annual base salary of \$600,000 including superannuation
- Short-term incentive, up to 42% of base salary
- Long-term incentive, up to 67% of base salary

### *Short-term incentive*

An annual short term incentive in the form of a cash bonus as determined by the Board's assessment of the CEO's performance against agreed key performance indicators and the Company's performance.

### *Long-term incentive*

Issue of 2,000,000 options (performance rights) with three year vesting period from date of grant. Vesting of the options will be subject to ongoing employment at the time of vesting as well as a performance test of Total Shareholder Return (TSR) of Nexus ordinary shares relative to the TSR of a comparative group of other oil and gas companies and the ASX Energy Index over the vesting period.

### *Sign-on fee*

Issue of 3,000,000 fully paid ordinary shares and 2,500,000 options (performance rights) with three year vesting period from date of grant. Vesting of the options will be subject to ongoing employment at the time of vesting as well as a performance test of TSR of Nexus ordinary shares relative to the TSR of a comparative group of other oil and gas companies and the ASX Energy Index over the vesting period.

### *Term and termination*

Three year term, three months' notice is required to terminate and entitled to six months fixed remuneration in prescribed circumstances including redundancy.