

7 February 2018

The Manager
ASX Market Announcements
ASX Limited
Level 4, Exchange Centre
20 Bridge Street
SYDNEY NSW 2000

Dear Sir/Madam

**ASX Announcement
InvoCare Limited (IVC)
Appointment of COO and CEO Contract Extension**

Please find attached an announcement titled "InvoCare Appoints New COO and Extends CEO Contract" for release to the market.

For and on behalf of the Board



**Phillip Friery
Company Secretary**

MARKET RELEASE

InvoCare Appoints New COO and Extends CEO Contract

Wednesday, 7 February 2018: The Board of Directors of InvoCare Limited (ASX:IVC) ("InvoCare") is pleased to announce:

- a) The appointment of Damien MacRae as its new chief operating officer for Australia and New Zealand operations ("COO"); and
- b) The extension of the service agreement of Martin Earp, the Managing Director ("CEO") for a further three years.

Damien MacRae

Damien MacRae is an experienced leader in complex, highly distributed businesses of similar scale and size to InvoCare. His most recent role was two years based in Singapore as Chief Operating Officer, Asia Pacific, of Experian, a leading global information services company. For more than twelve years prior, Damien held various senior management roles with Westpac Banking Corporation, including General Manager of Premium Banking Australia and General Manager (NSW/ACT) of Retail & Business Banking Australia. He has also held various management roles in other leading financial services sector organisations. Damien reports to the CEO and is a core member of InvoCare's Group Executive.

Martin Earp

Martin Earp's contract has been extended for a further three years until 30 March 2021. In line with expected increases in remuneration, Martin's total fixed remuneration for 2018 will be \$889,520 per annum and if personal and corporate targets and KPIs are met he will receive a further \$457,213 in cash through the Company's Short Term Incentive Plan and \$756,092 worth of Performance Rights and Options through the Company's Performance Long Term Incentive Plan. Martin has also agreed to a restraint of trade preventing him for one year after he leaves the Company from competing with the InvoCare group.

For immediate release.

For more details, contact Fergus Kelly on (02) 9978 5290, 0412 922 029 or fkelly@invocare.com.au.

Page 1 of 1