

1 October 2019

Dear Shareholder,

### **Appointment of Mr Craig Dower as Chief Executive Officer**

I would like to advise shareholders of the retirement of Mr Leon Allen and appointment of Mr Craig Dower to succeed him as Managing Director and Chief Executive Officer of QANTM, effective 9 January 2020.

Leon has expressed a desire to retire as Chief Executive Officer, having overseen the incorporation of the QANTM Group and its listing on the Australian Stock Exchange in August 2016.

Leon has been responsible for the oversight of investment in systems, market and business development activities, and initiatives to ensure the development and career advancement of our professional staff. Leon led the successful acquisition and integration within the Group of Malaysian intellectual property firm, Advanz Fidelis IP. The delivery of recent sets of positive financial results has placed the business in a strong position for future growth and the delivery of shareholder returns.

### **Craig Dower – Chief Executive Officer-elect**

We are fortunate to have secured the services of Craig Dower. The directors consider him well-suited to succeed Leon and an ideal Chief Executive Officer for the next stage of QANTM's development.

Craig commenced his career as a systems engineer, and his professional experience spans more than thirty years across IT consulting, systems integration, professional services and, most recently, intellectual property. He has lived and worked in Asia, the United States and Australia.

Craig's experience and capabilities include:

- Chief Executive Officer of two publicly listed companies, most recently another major, listed company in the intellectual property sector, Xenith IP Group;
- a successful track record leading organisational change and business transformation;
- first-hand knowledge of working in Asia, which provides the basis to build upon QANTM's position in Asia, an area of strategic priority for the Group; and
- a team building and collaborative approach which recognises that, above all, QANTM's business is about people, with the need to invest in the skills and careers of our people the main priority, followed by investment around our clients.

Together with my fellow directors, Leon and members of the broader leadership team, I had the opportunity to spend a considerable amount of time with Craig during the proposed merger process between Xenith and QANTM, earlier this year. This was invaluable for both the directors and Craig in getting to know one another and realising there is a shared approach and mindset to building a leading intellectual property group.

Craig is well equipped to follow through with the Group's focus on the expansion of its business position in Asia as well as the major renewal of business systems and processes across the business that Leon referred to at the time of the full year results. Craig has previously worked closely with Kylie Sprott, QANTM's recently appointed new Chief Transformation Officer.

Craig's LinkedIn profile is here. <https://www.linkedin.com/in/craigdower/>

### Leon Allen's Appointment as Non-executive Director

The Board recognises how important Leon's contribution has been to the formation and early years of QANTM, as its inaugural Managing Director and Chief Executive Officer. Leon is held in the highest regard in the intellectual property industry, and has an in-depth knowledge of the intellectual property services sector, developed over a career as a patent attorney spanning more than 35 years.

The QANTM Board is pleased to announce that Leon will be appointed to the board of directors as a non-executive director at a suitable time following Craig's commencement at QANTM. This appointment will enable QANTM to continue to benefit from Leon's depth of intellectual property knowledge and experience, and will provide continuity for some projects in train, including evaluation of acquisition opportunities in Asia.

I would like to thank our shareholders and other key stakeholders for their support during this important transition phase for QANTM. I am sure Craig will be communicating with shareholders on a regular basis about his priorities and initiatives for the Group.

Yours sincerely,



### Richard England

Chairman  
QANTM Intellectual Property Limited

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### Craig Dower – Recent Executive and non-executive Positions

<b>2017–2019</b>	Chief Executive Officer, Xenith IP Group
<b>2014–2017</b>	Chief Executive Officer, Salmat Limited
<b>2007–2014</b>	President, Avanade Inc, Asia Pacific and China (based in Singapore), previously Managing Director, Australia
<b>2008–2011</b>	Non-Executive Director – Signature Security Group (privately owned)
<b>2015–2017</b>	Non-Executive Director – Local Measure (privately owned)

Craig is a Fellow of the Australian Institute of Management, a Fellow of the Australian Institute of Company Directors, and a Member of the Australian Computer Society.

Craig's main terms and conditions for employment as Managing Director and Chief Executive Officer can be found in the ASX Release issued on 1 October 2019.