IMDEX Limited
ABN 78 008 947 813
216 Balcatta Road, Balcatta WA 6021 Australia
PO Box 1262, Osborne Park WA 6916 Australia

imdexlimited.com
T +61 (0) 8 9445 4010
E imdex@imdexlimited.com

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25 November 2019

Company Announcements Office
ASX Limited
Exchange Centre
20 Bridge Street
SYDNEY NSW 2001

Dear Sir/Madam

IMDEX Announces Mr Paul House as Incoming CEO and Key Contractual Terms

Leading global Mining-Tech company, Imdex Limited (IMDEX or the Company), today announces Mr Paul House will be appointed Chief Executive Officer (CEO), following Mr Bernie Ridgeway's retirement on 1 July 2020.

Mr Ridgeway, who commenced as Managing Director in 2000, announced his intention to retire on 19 August 2019. Since that time IMDEX's Board has undertaken an exhaustive search for the ideal CEO, considering internal and external candidates.

Commenting on the appointment, IMDEX Chairman, Mr Anthony Wooles, said:

"The selection process was extensive and rigorous. Our Board unanimously agree Paul House has the capabilities, attributes and energy, to continue to drive long-term sustainable earnings growth for our shareholders."

Mr House added:

"I am very pleased to accept the position of CEO. IMDEX's Board and Executive Leadership team have developed a strong growth strategy and an exciting portfolio of technologies. I am looking forward to driving the execution of this strategy, while at all times delivering value to our clients."

Mr Wooles highlighted that the Board supports a close link between IMDEX's Executive Leadership salaries and the Company's performance. The key terms of Mr House's employment contract as incoming CEO, effective 1 July 2020, are attached to this announcement.

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Profile – Paul House

Mr House is a senior leader with 28 years' experience in management, operations, strategy and governance across a wide range of markets around the world, including: The USA; Australia; Africa; India; the Middle East and South East Asia.

He joined IMDEX in November 2017 as Chief Executive REFLEX, one of IMDEX's leading global brands. The following year Mr House transitioned to Chief Operating Officer and drove the transition of the business to its One IMDEX model – the Company's integrated value proposition for clients.

Prior to joining IMDEX, Mr House worked for SGS for 14 years. SGS is the world's leading inspection, verification, testing and certification company. The company is listed on the Switzerland Stock Exchange and has a dominant presence within the resources sector through its geochemistry and metallurgy business units. During his time with SGS, Mr House held various roles including Managing Director for the India and South Asia business and the regional Chief Financial Officer role.

Yours faithfully
Imdex Limited



Paul Evans
Company Secretary

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Chief Executive Officer's Key Contractual Terms

Item	Description
Term	• Ongoing (no fixed term)
Commencement	• 1 July, 2020
Fixed Remuneration	• $700,000 Salary per annum (excluding superannuation and other benefits) • Subject to annual review by the Board
Short-term Incentive (at risk) for FY21	• A short-term incentive (STIP) in cash for up to 30% of the salary per annum subject to achieving key performance milestones to be determined by the Board
Long-term Incentive (at risk) for FY21	• A long-term incentive (LTIP) grant up to a maximum of 50% of salary in the form of performance rights in the capital of the Company (Performance Rights)
Post-employment Restraint	• A 12-month restraint provision applies
Notice, Termination and Termination Payments	• 6 month's written notice by either party must be given to terminate the agreement • Additional payment of 4 months' base salary payable on termination by the Company if termination is effected without cause, inclusive of any redundancy payment • 3 months' written notice to terminate due to illness or incapacity • IMDEX may terminate the agreement immediately for cause