

ASX Announcement
14 April 2020

Janison appoints David Caspari as CEO

The Board of Janison Education Group Limited (ASX:JAN) (“Janison” or the “Company”), an education technology pioneer transforming the way people learn, today announced the appointment of David Caspari as the new Chief Executive Officer (CEO) to lead the next phase of growth. The company’s current Managing Director and CEO, Tom Richardson will support David throughout the transition.

Chairman Mike Hill said “David is an outstanding choice to lead the Company on this next phase of accelerated growth and his appointment was the culmination of an extensive international CEO succession planning process. He will be a highly capable successor as we continue to accelerate our FY25 strategy, expand the business internationally, scale up the sales and marketing functions and continue to develop globally leading products”.

David is a highly accomplished Australian and international business leader. Most recently David led Optus’ Enterprise and Government division, and prior to that held senior executive positions at HP and Cisco. Amongst his areas of expertise are technology, software and services businesses, he has a demonstrated growth track record, as well as delivering sustainable business and financial results. David has considerable international and listed experience and is a recognised leader in technology industry and business community. He brings a wealth of commercial expertise in the enterprise and government marketplace and deep passion and experience in the transformation of the education sector.

Commenting on his appointment, David said. “I am honoured to have been given the opportunity to lead this incredible business and would like to thank the Janison Board for having confidence in my ability. I recognise the massive responsibility of leading the business and supporting our people and customers through an unprecedented time. I am also energized by Janison’s vision and the opportunity we have to deliver on our promise and make a truly global impact on transforming the way people learn. I see a pathway to scale into the market opportunity, continue the profitable growth, and work with a wonderful team to achieve the potential of a truly global Australian business.”

Mr Hill said that during his tenure as CEO, Mr Richardson has transformed the business from a regional private business to a focused, global, ASX listed education technology business with a recurring revenue business model and immense international growth potential. The Board is deeply appreciative of the outstanding leadership Tom has provided Janison which has ensured a solid foundation for significant growth, with focused product offerings generating recurring revenue, a world-class leadership team based in the Sydney Head Office, successfully integrated acquisitions and an expanded loyal customer base.

Mr Richardson said: “After 5 years my passion and commitment to this great company is unchanged and I will work closely with the board and David to ensure a smooth transition of responsibilities. To achieve our international growth aspirations would have required extensive travel, which the board and I agreed was going to be too difficult to manage alongside my other commitments including the health and wellbeing of my young family.

In the role as CEO, David will receive a fixed salary of \$335,000pa he will be entitled to receive pro-rated STIP of 40% of base salary and be eligible for the new Janison LTIP. He will be granted 3,178,924 performance rights (equivalent to 1.75% of issued capital) in the LTIP scheme. In addition, he will be granted an outperformance allocation of 700,000 performance rights if the Janison share price exceeds \$1.00 within the first 2 years of his appointment. The new Janison LTIP includes an evenly weighted EPS CAGR target and a Total Shareholder Return (TSR) CAGR target for three years, beginning FY21 providing indeterminate Performance Rights with vesting subject to continuous employment and board approval. Further details can be found in the LTIP scheme announcement, also released today.

The Board looks forward to working closely with David (www.linkedin.com/in/davidcaspari) to accelerate the delivery of our FY25 strategy and ensure sustained profitable growth over the next phase for our customers, communities, suppliers, investors and employees.

This announcement has been authorised by the Board.

For further enquiries, please contact Janison Investor Relations, email: IR@janison.com or the undersigned on +61 421 056 691.

Yours faithfully



Mike Hill
Chair

About Janison Education Group

Janison is an education technology pioneer transforming the way people learn and provides two primary offerings in the education technology industry.

- **Janison Learning** – a leading integrated learning business used by large enterprise and government departments to build capability in their people.
- **Janison Assessment** – a leading global platform for the provision of digital exam authoring, testing and marking which is sold to national education departments, tertiary institutions and independent educational institutions.

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