

ASX / MEDIA ANNOUNCEMENT
25 May 2022

INDUSTRY LEADER APPOINTED CEO

- **Rod Heale has been appointed CEO**
- **Interim CEO Vin Vassallo to remain as an executive supporting business over transitional period**

Decmil Group Limited is pleased to announce that it has appointed experienced civil contracting leader Rod Heale as the Company's new Chief Executive Officer. Rod will commence full-time on 20 June 2022.

Mr Heale brings more than 30 years' experience in the building, construction and infrastructure industry across Australia, most recently as Chief Operating Officer John Holland's Australia and Asia business. Prior to this Rod served for more than a decade as a Regional Executive for Thiess, John Holland and CPB Contractors.

As Chief Operating Officer at John Holland Mr Heale was responsible for a business with an annual revenue over \$5 billion, approximately 70 projects and 5,000 staff. Mr Heale was a Board member from 2017 – 2022 as well as a member of the Risk and HSE committees.

Mr Heale previously served on the boards of CPB Contractors for the period 2016-2017, and Roche Thiess Linfox (RTL) Mining and Earthworks (2011-2014) delivering diversified mining services and infrastructure based in the Latrobe Valley in Victoria with revenues over \$150m per annum.

"Our search criteria had a very clear focus on operational experience in our sector combined with excellent customer relationships and Rod absolutely ticked those boxes," said Decmil Chairman Andrew Barclay.

"We were impressed with his determination and plans to help Decmil regain the momentum it had built by winning new contracts and executing our existing work safely and efficiently."

Mr Heale, holds a Bachelor of Engineering (civil) from Monash University and a Master of Construction Law from The University of Melbourne. Mr Heale is also a Fellow of Engineers Australia, a Fellow of the Australian Institute of Company Directors, and a Registered Builder in Victoria and Western Australia.

As part of its transition to the new CEO, interim CEO Vin Vassallo will continue to support Mr Heale in an executive role over the next six-month period and then transition back to his role as a Non-Executive Director.

In accordance with ASX Listing Rule 3.16.4, a summary of the material terms and conditions of Mr Heale's employment arrangements, including remuneration, is included as an annexure to this announcement.

This ASX release was authorised by the Decmil Group Limited Board

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About Decmil

Decmil Group Limited (DGL) offers a diversified range of services to the Australian resources and infrastructure industries. Companies within the group specialise in engineering and construction; accommodation services; and maintenance. Listed on the Australian Securities Exchange (ASX Code: DCG), Decmil's goal is to maximise returns from our operations to deliver value to our shareholders, clients and other stakeholders.

For further information please contact:

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Annexure – Material Contract Terms

Commencement Date: 20 June 2022

Notice period by either party: 6 months

Total Fixed Remuneration (TFR): \$850,000

Short Term Incentive Eligibility: Up to 100% TFR for FY23 onwards, subject to satisfaction of Key Performance Indicators to be set.

Long Term Incentive Entitlement: Up to 100% TFR for FY23 onwards, converted into performance rights, with vesting conditions to be set.

