

24th February 2020

Company Announcements Office
ASX Limited
Level 4, 20 Bridge Street
Sydney, NSW 2000

Appointment of CEO

The Board of the Environmental Group Limited (**EGL**) is pleased to announce the appointment of Mr Andrew Arapakis as CEO of the Company effective as at 6th April 2020.

Mr Arapakis has held senior leadership positions for over 25 years across a variety of engineering, industrial and environmental service enterprises. He was most recently a member of the Executive Leadership Team, and Head of Sales for National Accounts with Cleanaway. Prior to joining Cleanaway Mr Arapakis was CEO of Krueger Transport Equipment Pty Ltd and previously, Managing Director at Delphi Automotive Systems Australia Ltd.

Mr Arapakis has a Bachelor of Engineering from Swinburne Institute of Technology.

EGL Chairman, Ms Lynn Richardson, stated that “The Company is delighted to have obtained the services of a highly experienced engineering executive with a demonstrated track record in leadership, contract negotiation and delivering strong revenue growth.”

Mr Arapakis will work closely with Mr Dean Dowie, who remains as Managing Director to 30 June 2020 prior to reverting to his previous role of non-executive director as the Company seeks to deliver increased sales and operational performance across its business portfolio.

The material terms of the employment agreements are appended to this announcement.

This announcement has been authorised for release by the Board.

For further information please contact
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Company Secretary
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About EGL

EGL has four business units, all committed to the protection of the environment by improving air quality, reducing carbon emissions, enhancing waste to energy production and lifting water quality.

- **Total Air Pollution Control** has a range of technologies which reduce dust, odours and harmful gasses from the environment.
- **Baltec IES** produces inlet and exhaust systems for gas turbines, which are used to complement and augment solar and wind energy production, without the use of rare mineral battery resources.
- **Tomlinson Energy Service** division is an essential link in our strategy to build a bio/waste to energy platform.
- **EGL Water** division continues to develop our patented technologies in conjunction with Victoria University. EGL recognises that one of the world's most valuable assets is water and will persist in our vision to reduce water pollution, leading to an improved environment, through low cost technology solutions.

Topic	Description
Full name:	Andrew Christopher Arapakis
Employment type:	Full time, ongoing standard employment agreement
Role title:	CEO
Base Remuneration:	\$340,000 including superannuation
Short Term Incentives (STIs):	20% - 40% of Base remuneration based on achievement of annual KPI's as determined by the Board
Termination Clause:	With 3 months' notice by either party
Other:	Other clauses as per a standard employment agreement

Topic	Description
Full name:	Dean Malcolm Dowie
Employment type:	Fixed Term Contract until 30-6-20
Role title:	Managing Director
Contract Fees:	\$1,400 per day inclusive of all on costs paid to Dowie International Business Advisors Pty Ltd (excluding standard non-executive directors fees)
Short Term Incentives (STIs):	N/A
Termination Clause:	N/A
Other:	Other clauses as per a standard consulting agreement