

Melbourne, 8<sup>th</sup> July 2015

## **APPOINTMENT OF CEO**

Clean TeQ Holdings Limited (ASX:CLQ) (**Clean TeQ** or **Company**) is pleased to announce the appointment of Mr Sam Riggall as Chairman and Chief Executive Officer (**CEO**) effective 1 July 2015.

Sam joined Clean TeQ as Non-Executive Chairman in June 2013 and was appointed Interim CEO in November 2014.

Sam is a graduate in law and commerce and an MBA from Melbourne University. He was previously Executive Vice President of Business Development and Strategic Planning at Ivanhoe Mines Ltd. Prior to that Sam worked in a variety of roles for Rio Tinto over a decade covering industrial minerals, project generation and evaluation, business development and capital market transactions.

A summary of the material terms of Sam's employment contract is included in Appendix 1. The employment contract remuneration and benefits replace the Director fees which would have otherwise been payable to Sam as the Non-Executive Chairman of the Company.

For more information about Clean TeQ contact:

Melanie Leydin, Company Secretary or Ben Stockdale, CFO +61 3 9797 6700

**About Clean TeQ Holdings Limited (ASX: CLQ)** – Based in Melbourne, Clean TeQ, using its proprietary Clean-iX<sup>®</sup> continuous ion exchange technology, is a world leader in resource recovery and industrial water treatment.

For more information about Clean TeQ please visit the Company's website at <u>www.cleanteq.com</u>.

This release may contain forward-looking statements. The actual results could differ materially from a conclusion, forecast or projection in the forward-looking information. Certain material factors or assumptions were applied in drawing a conclusion or making a forecast or projection as reflected in the forward-looking information.



## Appendix 1 – Summary Material Terms of the Employment Contract of Sam Riggall

Commencement Date	1 July 2015
Total Fixed Remuneration	\$200,000 per annum
Short Term Incentive (see Note 1)	Maximum of \$54,795 per annum
Long Term Incentive – Share Rights (see Note 2)	Performance Rights issued in July each year in accordance with the
	shareholder approved Clean TeQ Holdings Limited Option Plan with a
	face value equal to 60% of Base Salary and based on the Clean TeQ
	VWAP share price in the month prior to grant.
Long Term Incentive – Options (see Note 2)	8,000,000 per annum, granted 1 July each year with a term of 3 years.
	Exercise price for first and second tranche in FY16 is calculated as
	market price on date of contract signing and for subsequent annual
	grants exercise price for first and second tranche is calculated as
	market price on 1 July of each year thereafter. Vesting – 4,000,000
	(first tranche) upon grant, 4,000,000 (second tranche) at 31 December
	following continuation of employment. If there is a change of control
	event all options granted but not vested will vest immediately.
Termination – Notice by Company (see Notes 3 and 4)	3 months
Termination – Notice by Executive (see Note 3)	3 months
Term	Not specified. On-going appointment.

## Notes:

1. Paid in cash or shares at the discretion of the board based on the achievement of performance targets set by the Board each year.

2. Subject to shareholder approval at a meeting of shareholders which will be scheduled at a later date.

3. The Company may pay the Executive in lieu of notice.

4. In the event of redundancy the Executive will be entitled to an additional redundancy benefit equivalent to 6 months base salary.