

## Change of CEO

### Highlights:

- Atomos today announces that Estelle McGeachie's appointment as Chief Executive Officer (CEO) has concluded
- Trevor Elbourne, who has spent the last six years as Atomos' Chief Technology Officer, has been appointed as interim CEO
- Atomos reconfirms its FY22 guidance for revenue of \$95m+ and EBITDA margins of 12-15%
- The business looks forward to the announcement of new products ahead of the NAB Trade Show in Las Vegas (23-27 April)
- Webinar to be held at 9:15am to introduce Trevor

Atomos Limited (**ASX: AMS**, '**Atomos**' or the '**Company**') today provides an update on changes to its senior leadership team. Estelle McGeachie's appointment as CEO of Atomos has concluded, primarily because she has not yet relocated to Australia. The Company has always indicated that it requires the CEO to be based in its Melbourne headquarters.

Trevor Elbourne, Atomos' Chief Technology Officer (CTO), has been appointed interim CEO and is based in the Company's headquarters in Melbourne. He will shortly launch the Company's new products that he and his team have been developing since 2020.

Trevor is one of Atomos' founding employees, having joined the Company in 2012 to lead product design. Since then, he has played a vital role in determining Atomos' technology strategy and product roadmap. In 2017 Trevor was appointed CTO and oversaw the successful development of Atomos' flagship Ninja V and Shinobi products.

As part of the senior leadership team for over four years, Trevor is uniquely qualified to take on the CEO role in the interim period. The Board will commence a global search process for a permanent appointment. A summary of the terms of Trevor's employment contract are set out in the Schedule.

Atomos reconfirms its FY22 guidance for revenue of \$95m+ as well as an EBITDA margin of 12-15%.

The Company will host a webinar this morning at 9.15am AEST with Chairman, Chris Tait, Interim CEO, Trevor Elbourne and CFO, James Cody. To register for the webinar, please use the following link: <https://us02web.zoom.us/j/84578966127>

Commenting on the change in CEO, Chris Tait, Non-Executive Chair said: *"I would like to thank Estelle for her efforts at Atomos and on behalf of the Board wish her the best in her future endeavours. Trevor is a logical and highly capable appointment as interim CEO given his intimate knowledge of the products and technology that have made Atomos one of the global leaders in video technology today. As the Company embarks on an exciting expansion of our product line-up, the Board is confident Trevor will bring his deep experience in technology innovation to ensure our products continue to meet the changing needs of our growing customer base."*

*Trevor Elbourne, interim CEO, said: "I'm excited to lead Atomos as we take the important next step along our technology roadmap by launching a suite of new products in late April that will improve video production workflows for our customers. It's a great time to be a content creator and we look forward to continuing to empower our highly creative customers with a raft of new products that seamlessly*

*connect to the cloud. We look forward to sharing more details at the National Association of Broadcasters Trade Show.*

Authorised for ASX release by the Atomos Board of Directors.

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**About Atomos:**

Atomos is a global video technology company delivering award-winning, simple to use monitor-recorder content creation products. These products give content creators across the rapidly growing social, pro-video and entertainment markets a faster, higher quality and more affordable production system.

Atomos' range of products take images directly from the sensor of all major camera manufacturers, then enhance, record and distribute them in high-quality formats for content creation using the major video editing software programs. Since being founded in 2010, Atomos has established strategic relationships with key technology providers within the ecosystem including Apple, Adobe, Sony, Canon, Panasonic, Nikon and JVC Kenwood.

Atomos is based in Australia with offices in the USA, UK, Germany, China and Japan and has a worldwide distribution partner network.

For more information please visit [www.atomos.com](http://www.atomos.com)

## SCHEDULE

Summary of material terms of the CEO Employment Agreement between Atomos and Trevor Elbourne ("Executive Services Agreement" or "ESA")

Position	Trevor was appointed as Chief Technology Officer in 2017. Trevor transitioned to the role of interim Chief Executive Officer on 14 April 2022.
Commencement date	1 March 2012.
Term	Trevor Elbourne's employment has no fixed term. Each party's termination rights under the ESA are set out below.
Fixed Annual Remuneration (FAR)	\$335,000 (including superannuation), to be reviewed by Atomos from time to time.
Short Term Incentive (STI) for FY 22	<p>Trevor Elbourne is eligible for an annual STI award up to 30% of the FAR which is payable in cash and equity rights. Of the STI award that is payable 50% will be paid in cash and 50% in equity allocated at the award date with a 12-month retention.</p> <p>The STI award will be weighted between financial and non-financial measures.</p> <p>Trevor Elbourne's ongoing participation in Atomos's STI scheme and terms of the scheme are subject to the discretion of the Board.</p>
Long Term Incentive (LTI) for FY 22	<p>Trevor Elbourne will be eligible to participate in Atomos LTI equity award scheme, with the initial maximum annual LTI award having a face value of 50% of FAR. The LTI share options awarded under the plan are subject to performance determined over a three year performance period.</p> <p>Performance criteria includes absolute Total Shareholder Return targets and Annual Recurring Revenue targets.</p> <p>Trevor Elbourne's ongoing participation in Atomos's LTI scheme and terms of the scheme are subject to the discretion of the Board.</p>
Termination provisions	Atomos may terminate Trevor Elbourne's employment for any reason by giving 6 months' notice and Trevor Elbourne may terminate by giving 3 months' notice.
Post-employment restraint	A 6-month restraint provision applies.