



15 March 2023

ASX Announcement

RESIGNATION OF CEO MR TIM MORAN AND APPOINTMENT OF MR CAMERON JUDSON AS EXECUTIVE DIRECTOR

Ignite Limited [ASX:IGN] wishes to announce that Tim Moran has tendered his resignation as Chief Executive Officer. Tim's final employment date will be 31 March 2023.

Following Tim's decision to step down as CEO, Ignite has appointed Cameron Judson as Executive Director to lead the business until at least the release of Ignite's full year results in August 2023. Cameron will assume all CEO responsibilities effective 15 March 2023 as well as managing the outgoing CEO transition.

Ignite Chairman Garry Sladden said, "Cameron has been a Non-Executive Director of the Board since March 2022, and brings with him a wealth of leadership experience in the recruitment industry here in Australia. He was part of the senior executive team at Chandler Macleod Group Limited that grew Revenue from \$400M to \$1.4B and EBITDA from \$12M to \$40M between 2005 and 2015 to create one of Australia's largest and most successful recruitment organisations."

Cameron is a highly experienced and respected senior executive, who from 2005 until 2015, held a variety of senior executive roles at the previously ASX-listed recruitment company, Chandler Macleod Group Limited, including that of CEO and Managing Director. Cameron holds a Master of Business Administration as well as a Bachelor of Arts and is a member of the Australian Institute of Company Directors. He has also held CEO and Managing Director roles in other B2B and B2C services businesses.

The Board believes the appointment of Cameron Judson as Executive Director provides strong and highly experienced leadership designed to support profitable growth into the future.

Cameron's remuneration arrangements were approved by the Board on 15 March 2022, and are equivalent to the outgoing CEO's total fixed remuneration (namely, a base salary of \$350,000 per annum) on a pro rata basis for the period that Cameron holds office as Executive Director. At this stage and until further notice, Cameron will not be eligible for any short or long term incentives. While acting as Executive Director, Cameron will cease to receive a non-executive director fee.

Cameron said, "Having now spent 12 months on the Board of Ignite, I have a greater understanding of the various opportunities within the business, and Specialist Recruitment in particular. Together with new appointments to the leadership team, the business is now focussed on profitable growth."

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Ignite Limited
ABN 43 002 724 334

Level 2
55 Wentworth Street
Kingston ACT 2604
www.igniteco.com

About Ignite

Ignite Limited [ASX: IGN] (Ignite) is a company limited by shares, incorporated and domiciled in Australia and listed on ASX.

For more than 30 years Ignite has been using its deep industry expertise and extensive relationships to unite permanent, contract and temporary workers with government, non-government entities and private clients of all sizes through its Specialist Recruitment, On Demand IT Services and Technology Solutions divisions throughout Australia.

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