

## HANSEN ANNOUNCES STRATEGIC CEO TRANSITION

**June 19<sup>th</sup> 2023** – Hansen Technologies Ltd (ASX:HSN) today wishes to advise that Managing Director and Chief Executive Officer, Andrew Hansen, will transition his operational tasks to Chief Development Officer and former Chief Financial Officer (CFO), Graeme Taylor, who will become the Chief Executive Officer (CEO) effective immediately. Andrew will remain as Managing Director to allow him more time to focus on Hansen's strategic growth activities. Graeme will continue to report to Andrew and through into the Board.

This transition fulfils a well-defined and long-established plan by Andrew and the Board, which enables Andrew to spend more time on global strategies focused on growth, including Hansen's merger and acquisition (M&A) activities, as Graeme oversees the day-to-day operations as CEO. Andrew remains committed to the success of Hansen both as a shareholder and Managing Director.

Graeme is a seasoned technology executive having worked alongside Andrew and the executive management team for almost a decade, including as CFO between 2014 to 2023 and most recently Chief Development Officer when, based in London, he oversaw M&A and other strategic projects across Europe. Graeme has relocated back to Melbourne, Australia, following the successful transition of the CFO function to Richard English announced to the ASX on 22 February 2023.

Graeme brings more than 30 years of experience to the role including a deep understanding of the business from an operational, financial, and commercial perspective both domestically and internationally.

Chairman David Trude said: "The Board has spent significant time planning the leadership transition and we are extremely pleased that Graeme has accepted the position as CEO. The Board strongly endorses Graeme as CEO and believes he is the ideal choice to lead Hansen in its next phase of growth. During his time as CFO, Graeme has had a direct hand in Hansen's strategic decisions, including integrating acquisitions, negotiating customer contracts, and navigating the business through the COVID pandemic. Most recently, Graeme held the role of Chief Development Officer where he oversaw Hansen's strategic projects across Europe – Hansen's largest region by revenue and customer presence.

"In his tenure, Graeme has demonstrated he is an excellent leader and mentor to those he works with and has built close bonds with the entire executive management group. Graeme has fulfilled all of his roles confidently and diligently and is as much a part of the recent success of Hansen as Andrew.

"As Managing Director, Andrew will now undertake a more hands-on role in driving the strategic growth aspirations of Hansen, which includes identifying and integrating acquisition targets. The Board is excited for this next stage in Hansen's history and are confident in the decision to allow Andrew to focus on global growth initiatives, particularly under the trusted guideship of Graeme as CEO."

Mr Trude added: "Both Graeme and Andrew are outstanding leaders and we are pleased that they have already commenced an orderly CEO transition. Hansen is well positioned with a clear strategy, strong balance sheet, profitability and cash flow generation that enables the business to execute its strategic directions that will ultimately benefit our customers, employees and shareholders."

Andrew Hansen said: "This is a very exciting time in the history of Hansen and I am delighted to have the opportunity to work with the global executive team, driving the strategic growth aspects of the business with

Graeme overseeing overall operations. Graeme is an exceptional leader and I thoroughly look forward to working with him in our new roles.”

Graeme Taylor said: “I feel very honoured to have the support of the Board and Andrew to take over as Hansen’s CEO. Hansen is a remarkable company and I am privileged to be supported by a team of extremely talented executives and staff. We have a very exciting future ahead and I am committed to continuing the company’s enviable record of consistent revenue growth and strong profitability.”

Hansen remains on track to achieve its FY23 guidance of organic revenue growth of 3-5% compared to FY22 and underlying EBITDA margin of +30%.

#### **Summary of Key Terms of Graeme Taylor’s Employment Agreement**

<b>Commencement Date:</b>	19 <sup>th</sup> June 2023
<b>Term:</b>	Appointment on an on-going basis until terminated by either party in accordance with the terms and conditions of the employment contract.
<b>Total Fixed Remuneration (TFR):</b>	\$727,500 including statutory superannuation (subject to annual review).
<b>Short term incentive (STI) plan:</b>	The Target award under the STI is 40% of TFR, with a Maximum award capped at 150% on a linear basis of the STI component. Annual awards under the STI are subject to Mr Taylor’s individual performance (including conduct) and Hansen and Mr Taylor achieving Board agreed targets.
<b>Long term incentive (LTI) plan:</b>	The Target award under the LTI is 50% of TFR, with a Maximum award capped at 150% on a linear basis of the LTI component. The LTI is measured against the Hansen KMP LTI performance rights scheme, with a three-year measurement period.
<b>Termination:</b>	Either party may terminate the employment contract by providing six months’ notice. Hansen may terminate Mr Taylor’s contract with immediate effect for cause.
<b>Other:</b>	Mr Taylor’s employment agreement otherwise contains standard terms and conditions for agreements of this nature, including post-employment restraints.

Andrew Hansen’s remuneration package remains as detailed in Hansen’s Annual Report.

**This announcement is authorised by the Board.**

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### **About Hansen Technologies**

Hansen Technologies Ltd (ASX: HSN) is a leading global provider of software and services to the energy, water and communications industries. With its award-winning software portfolio, Hansen serves 600+ customers in over 80 countries, helping them to create, sell, and deliver new products and services, manage and analyse customer data, and control critical revenue management and customer support processes.

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