



**Phoslock
Environmental
Technologies**

ASX ANNOUNCEMENT

Wednesday 27 November 2019

CEO Employment Terms

Mr Lachlan McKinnon was appointed PET Chief Executive Officer on 27 November, 2019. The major terms of his employment contract are:

Base Salary: \$475,000 pa

Short Term Incentive: 30% Base Salary (maximum) pa subject to achieving a range of KPI's determined by the PET Board.

Long Term Incentive:

1,500,000 Performance Options

Exercise Price - \$1.25 per option (convert into one share)

Vesting Date – 31 December 2021

Expiry Date – 31 December 2022

Vesting Conditions – PET Sales for FY2020 and FY2021 > \$120 million

1,500,000 Performance Options

Exercise Price - \$1.35 per option (convert into one share)

Vesting Date – 31 December 2022

Expiry Date – 31 December 2023

Vesting Conditions – PET Sales for FY2020; FY2021 and FY2022 > \$200 million

Notice Period: The Executive – 6 months' notice; The Company – 12 months' notice.

Mr Laurence Freedman AM
Chairman

Mr Robert Schuitema
Managing Director



ASX Code: **PET**

Share Price: **A\$0.94**

52 Week High: **A\$1.60**

52 Week Low: **A\$0.32**

Issued Shares: **564.4m**

Market Cap: **A\$530m**

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PHK BLOG on Water Issues:

www.phoslock.com.au

PHOSLOCK ENVIRONMENTAL TECHNOLOGIES LIMITED (PET)

Phoslock Environmental Technologies Limited is listed on the Australian Stock Exchange (ASX Code: PET).

Phoslock Environmental Technologies Limited (ASX: PET) is an international environmental company specialising in engineering solutions and water treatment products to remediate polluted lakes, rivers, canals and drinking water reservoirs.

PET has its headquarters in Sydney, Australia with offices in Brisbane, Beijing & Changxing, China; and Manchester, UK. PET is represented by licensees, distributors and agents in ten other countries including SePRO Corporation in the United States and HidroScience in Brazil. PET has a number of marketing and co-operation agreements in China with various environmental companies and government agencies.

In 2017 Phoslock (Beijing) was formed to help remediate the massive Chinese algae and water pollution problem. This 100% owned subsidiary undertakes design, engineering, and implementation of rivers, canals, reservoirs and lakes, along with construction of wetland areas. The significant broadening of the historical PET business allows for work on a greatly increased array of projects both in China and elsewhere.

PET owns the patent for Phoslock[®], a unique water treatment product that permanently binds excess phosphorus in the water column and sediments. This in turn inhibits the growth of Harmful Algal Blooms (HAB) that lead to detrimental effects to both aquatic and human life.

Phoslock[®] is certified to be used in drinking water in North America, Europe, UK, Brazil, Australia and China.

Along with Phoslock[®] PET also supplies:

- 1) Zeolites - a porous, natural material that can be applied to heavily polluted water to absorb nutrients such as nitrogen. Nitrogen is an important food source for the growth of harmful algae.
- 2) Bacteria. - Specialised types of bacteria can break down contaminants and organic matter that pollute water and cause human and water-borne diseases.

PET has a large multi-purpose factory in Changxing, Zhejiang province, China, 150km inland from Shanghai, which manufactures its patented technology, Phoslock[®], along with nutrient binding materials zeolites and bacteria. It also has an engineering and physical water management division.

The Changxing Factory recently received ISO accreditation from TUV Rheinland, a German engineering accreditation agency for:

ISO 9001 – Quality Control and Documentation Certification;
ISO 14000 – Environmental Management Standards Certification; and
OSHA 18000 - Health and Safety Management Systems.

PET has secured the exclusive global licence to manufacture, sell and distribute a unique new product which, after removing phosphorus from polluted water, can be reused. PET has established a development team to advance the product to full commercialisation. It is anticipated that commercial quantities of the new product will be available by mid-2020.

For more information on the company, recent news and blogs, please visit our website:
www.PHOSLOCK.com.au