



ASX Announcement

19 October 2017
NRW Holdings Limited
181 Great Eastern Highway
Belmont, 6104, Western Australia

Australian Securities Exchange
Perth

The Board of NRW Holdings Limited has determined that following the successful acquisition of Golding, the CEO, Mr. Jules Pemberton's remuneration package will be amended as below, to recognise the expanded business and additional management challenges and opportunities that the significantly enlarged business presents.

The CEO's remuneration was last reviewed in January 2016, which resulted in a reduction in fixed remuneration from \$1,350,000 to \$800,000.

The proposed remuneration structure is;

- Fixed remuneration to increase from \$800,000 to \$950,000 per annum (including superannuation)
- STI % to remain at 50% of fixed remuneration, (no change)
- LTI% to increase to 180% of fixed remuneration (previously 100%)

All other terms and conditions remain as stated in in the 2017 Annual Report.

Kim Hyman
Company Secretary

About NRW Holdings Limited:

NRW Holdings Limited is a diversified provider of contract services to the resources, energy, civil infrastructure and urban development sectors in Australia and internationally. NRW's geographical diversification combined with a comprehensive service capability supports an enhanced delivery platform to a wide range of Tier 1 clients and projects.

NRW's latest images can be accessed via the 'investors and media' and 'media info' tab on our website – www.nrw.com.au

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