

22 August 2025

## Leadership transition

### Highlights

- **As part of LaserBond's succession planning, Wayne Hooper will commence the transition process with a new CEO.**
- **Experienced executive Rob Freeman appointed as CEO, effective from 1 September 2025.**
- **Wayne will remain as Executive Director and continue in a technical and advisory role.**
- **To support the proper reporting structure for the incoming CEO, the CFO and Company Secretary, Matt Twist, will step down from the Board as Executive Director.**

**LaserBond Limited (ASX: LBL) ("LaserBond" or the "Company")**, a specialist advanced surface engineering company, announces that as part of its succession plans, Wayne Hooper will transition from his role as CEO and be succeeded by experienced executive Rob Freeman, effective 1 September 2025. Wayne will continue as Executive Director in an advisory role, bringing years of experience and technical knowledge to guide the Company's new CEO. The collaboration period of the retiring and new CEO allows the leveraging of perspectives, valuable insights, and the navigation of major decisions around their combined experience and technical knowledge.

Rob brings over two decades of executive leadership experience across mining, energy, logistics, and industrial services, and has previously consulted for LaserBond. As a CEO and company director, he has worked extensively with boards and shareholders in both private and listed companies.

Most recently, Rob served as CEO of Sime Darby Industrial Services (formerly Haynes Group), overseeing significant revenue growth through customer-focused solutions and enterprise-wide efficiency and innovation initiatives. He also served as a Strategic Advisor at Sime Darby Industrial and held an executive role at Mine Energy Solutions, an innovative energy solutions provider for large-scale mining customers. Rob was previously General Manager – Supply & Distribution at Z Energy Ltd, and earlier in his career, he held various roles at Shell during an 11-year period.

As part of the leadership transition, Matthew Twist will step down from his role on the Board as Executive Director. Matt will remain as the Company's Chief Financial Officer and Company Secretary.

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**Wayne Hooper, said,** "I have been considering this transition for some time, working closely with the Board to formulate a comprehensive succession plan.

"Since joining our family business more than 31 years ago, it has been incredibly rewarding to see LaserBond grow and evolve into the global leader in surface engineering that it is today. I would like to sincerely thank my family members, our dedicated team, loyal customers, and supportive shareholders who have been instrumental in LaserBond's success.

"I have complete confidence in Rob's appointment as CEO. His proven executive leadership and strong industry knowledge make him the ideal candidate to lead LaserBond through its next phase of growth. I look forward to supporting him and the team in a technical and advisory capacity as Executive Director.

"As a substantial shareholder, I remain highly confident in LaserBond's long-term prospects and in Rob's leadership to continue delivering strong growth and value for all stakeholders."

**Chair of the Board, Phil Suriano, said,** "We are excited to appoint Rob to the role of CEO, a transition that reflects the Board's planned succession strategy and ensures continuity in LaserBond's strategic direction. Rob's extensive experience across manufacturing industries and his familiarity with our business position him well to lead the company in its next phase of growth.

"On behalf of the Board, I would like to thank Wayne for his outstanding leadership over more than three decades. His vision and expertise have helped shape LaserBond into the respected company it is today. Wayne's contribution to the business over the last 30+ years is immeasurable and the business is indebted to him. We are delighted that Wayne will continue as Executive Director in an advisory role, supporting a smooth transition and providing valuable guidance to Rob and the leadership team.

"Wayne's ongoing involvement, combined with Rob's leadership, provides strong continuity for our stakeholders as LaserBond continues to build on its market position and long-term growth opportunities."

**Rob Freeman said,** "LaserBond's commitment to innovation and sustainability in surface engineering is world-class. I see strong market potential to expand our reach, deepen customer partnerships, and accelerate innovation across all our service offerings.

"LaserBond is a standout Australian success story, blending technical excellence with a strong values-driven culture. I'm honoured and excited to join the team to continue building on the great foundations and help shape the next chapter."

Approved for release by the Board of LaserBond Limited.

**For Further Information:**

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## About LaserBond

LaserBond is a specialist surface engineering company that was founded in 1992. The Company focuses on the development and application of materials, technologies and methodologies to increase operating performance and wear life of capital-intensive machinery components.

Within these industries, the wear of components can have a profound effect on the productivity and total cost of ownership of their capital equipment. As almost all components fail at the surface, due to material removal through abrasion, erosion, corrosion, cavitation, heat and impact, and any combination of these wear mechanisms, tailored surface metallurgy will extend its life and enhance its performance.

### Summary of Key Terms of Employment for Mr Rob Freeman

Key Terms	Details
Position	Chief Executive Officer
Commencement Date	1 <sup>st</sup> September 2025
Term	No fixed term. Ongoing unless terminated by either party (see below under 'Termination of Employment')
Fixed Remuneration	A base salary of \$395,000 plus superannuation.
Performance Incentive	<p>A short-term incentive (STI) opportunity to a maximum of 25% of total fixed remuneration annually, in the form of cash.</p> <p>A long-term (LTI) incentive opportunity to a maximum value of 25% of total fixed remuneration, in the form of Performance Rights.</p> <p>Both the STI and LTI are at the Board's discretion and subject to approved performance targets.</p>
Reporting	To the Board
Termination of Employment	Subject to clauses related to summary dismissal and dismissal without notice in the Executive Employment Agreement, either party may terminate the employment at any time by giving the other party six months notice.

Effective 1 September 2025, Mr Wayne Hooper will step down as CEO and will remain with the Company as Executive Director. His remuneration package and the material terms of his service agreement are unchanged as part of this transition.

