

ASX Announcement

26 March 2018

Superloop scales up executive and strategic firepower

Superloop Limited (**ASX: SLC**) is pleased to announce the appointment of Drew Kelton as Chief Executive Officer, effective 1 July 2018 as Bevan Slattery steps into an Executive Director role allowing him to focus on strategic priorities for Superloop.

Non-Executive Chairman, Michael Malone, said Superloop will benefit from the continued strategic firepower of one of Australia's most successful tech minds, while adding the respected Drew Kelton as Chief Executive Officer as Superloop continues the expansion of its capability and networks across the Asia-Pacific region.

"Bevan has been a terrific CEO and as the core integration effort with BigAir is nearing completion it was becoming increasingly clear to him that his greatest value add was focusing on the strategic opportunities for Superloop. As the founder of Superloop, no-one has invested as much expertise and time as Bevan to get the company to where it is today. Bevan continues to have a shareholding of approximately 26.8% in Superloop."

Commenting on Drew's appointment, Mr Malone said: "We are excited to have Drew join as Superloop's next CEO. On behalf of the Board, I welcome Drew to the team. He brings to the company extensive executive leadership experience across the UK, Europe, Asia and the US. He has a global perspective and significant understanding of ICT and telecommunications infrastructure. In addition, his experience integrating acquisitions, developing new income streams, and incorporating technological change and disruption into industries and business models, will help drive Superloop through its next growth phase."

Mr Kelton comes to Superloop with more than 25 years' experience in CEO and senior leadership roles at DocuSign, T-Mobile Business, Bharti Airtel, Telstra International, Saturn Global and IXNET.

In addition to his operational background, Mr Kelton is also an experienced public company director and is currently the Non- Executive Chair of cloud security company Firstwave Limited (ASX: FXT) and Non-Executive Director of Megaport Limited (ASX: MP1) and Impelus Limited (ASX: IMS). Mr Kelton will be reviewing his Board commitments prior to his commencement on 1 July 2018.

Mr Kelton has hands-on experience leading B2B companies with e-commerce, cloud and IT infrastructure, platforms and applications, that provided customised solutions for clients and created value for stakeholders. This experience ideally positions him to lead Superloop through its next integration and growth phase to become the most trusted enabler of connectivity and managed services in the Asia-Pacific region.

Commenting on the leadership evolution at Superloop, Bevan Slattery said: "Having started the Company less than 5 years ago and heading towards completion of the integration of BigAir, I'm delighted that we're now moving into the next phase of growth, with me stepping into an Executive Director's role freeing my up to focus on driving strategy and having a great CEO like Drew join the team to drive the performance of the business."

Commenting on his appointment as CEO, Mr Kelton said: "I am extremely excited to be joining Superloop and to be working with Bevan. The Company has quickly built a strong reputation for disruptive innovation in designing, constructing and operating telecommunications networks and other critical infrastructure for wholesale carriers and global content providers that require infinitely scalable and reliable connectivity. The needs of these types of customers continually evolve over time. This requires solutions that not only work today, but can also scale into the future, so it's an ideal fit for a 'professional entrepreneur' like me.

"I look forward to working with the fantastic team at Superloop to further grow the business, leverage the capability of our recent strategic acquisitions, and continue to build on our technical leadership, expanding our microwave and fibre optic networks to offer customers a

fully meshed pan-Asian network.”

Mr Kelton has a BSc with commendation/Electrical and Electronic engineering from University of Western Scotland. He is a Chartered Engineer and member of the Institute of Electrical & Electronic Engineers.

A summary of Mr Kelton’s employment contract is included as an Appendix to this announcement.

FOR FURTHER INFORMATION PLEASE CONTACT:

Corporate and Investors:

Michael Malone

Chairman

P: +61 7 3905 2400

E: investor@superloop.com

About Superloop

Superloop’s vision is to be the most trusted enabler of connectivity and managed services in Asia Pacific.

The Group owns and operates over 640 km of carrier-grade metropolitan fibre networks in Australia, Singapore and Hong Kong, connecting more than 275 of the region’s key data centres and commercial buildings.

Superloop has constructed a core network in Singapore connecting major data centres, key enterprise buildings and cable landing stations. The network includes a low-latency, diverse loop to the Singapore Stock Exchange (SGX) for secure, real-time data transactions. It is continually expanding with further diverse connections to strategic sites being constructed.

In Hong Kong, Superloop has established a 110 km fibre optic network to initially connect 30 strategic sites including the Hong Kong Stock Exchange data centre. The Company has constructed TKO Express, the first submarine cable to connect the traditional carrier hotels located in Chai Wan on Hong Kong Island and the data centre campus located at Hong Kong Science and Technology Park’s Tseung Kwan O Industrial Estate on the mainland, providing much needed physical diversity and a low latency path between Hong Kong’s major finance and technology hubs. TKO Express is the world’s largest fibre core count subsea cable system.

Superloop also owns and operates an advanced, large-scale fixed wireless broadband network, including more than 300 wireless PoPs, delivering business-grade services at speeds up to 1Gbps.

Submarine cable infrastructure provider, SubPartners, will expand Superloop’s trans-Australian and international capacity, giving the Company ownership of international submarine cable capacity as a member of the INDIGO consortium which is constructing the INDIGO West cable system (Singapore to Perth) and the INDIGO Central cable system (Perth to Sydney).

Superloop+ provides a diverse range of ICT services to small-to-medium enterprises, government, retail, mining and education customers across Australia. Services include communications, network infrastructure, Cloud-based solutions and managed services. The segment includes CyberHound, a provider of cyber safety solutions to primary and secondary schools.

Superbb provides residential and campus broadband services including residential fixed wireless and NBN internet services as well as connectivity services for hotels, student accommodation sites and schools.

For more information, visit: www.superloop.com

Appendix

Material terms of Drew Kelton's appointment as CEO of Superloop

Key terms	Detail
Commencement date	1 July 2018.
Term	Ongoing until terminated by Superloop or the Employee
Notice Period	<p>Either party may terminate without cause on providing 3 month's written notice within the first 12 months of employment. Thereafter the notice period is 6 month's written notice.</p> <p>The Employee may be terminated immediately for serious misconduct.</p>
Base salary	Fixed salary of \$500,000 per annum, including superannuation.
Short Term Incentive (STI)	Up to \$250,000 per annum in the form of an annual cash bonus based on achieving yearly objectives including budgeted EBITDA and operational targets as approved from time to time by the Board.
Long Term Incentive (LTI)	<p>3,000,000 Options to acquire Ordinary shares in Superloop Limited allocated in equal tranches over 3 financial years commencing 1 July 2018 based on achieving yearly objectives including annual EBITDA, revenue and earnings per share targets and other long term strategic objectives determined by the Board to support the long-term growth of the Company. In the event that the Employee ceases employment with the Company prior to the 3 year vesting period, the minimum vesting period for the Options is 2 years, provided that the Board has determined that the Employee is eligible to receive the Options and has met the yearly objectives for the applicable tranches. Otherwise, the vesting period is 3 years with an expiry date of 1 December 2021.</p> <p>Exercise prices for each tranche of Options is \$2.00 (Year 1), \$2.50 (Year 2) and \$3.00 (Year 3)</p>
Payments on termination	An amount equal to one month's salary including superannuation for each month during the Restraint Period.
Restraint period	6 months.
Other terms	The employment agreement contains standard terms and conditions for agreements of its nature, including confidentiality, retention of intellectual property and leave.