ATOMOS LIMITED (ASX:AMS)
700 SWANSTON STREET
CARLTON VIC 3053
ACN: 139 730 500

ASX Announcement

5 August 2022

Atomos appoints Trevor Elbourne as CEO

Atomos Limited (**ASX: AMS**, '**Atomos**' or the '**Company**') is pleased to announce the appointment of interim Chief Executive Officer (CEO) and Chief Technology Officer (CTO), Trevor Elbourne, to the position of Chief Executive Officer, effective immediately.

Trevor was appointed interim CEO in April 2022 and successfully launched the Company's new cloud-based products and services shortly after that. He is based in the Company's headquarters in Melbourne, Australia.

Trevor, a qualified systems engineer with over 25 years' experience, joined Atomos in 2012 from Canon to lead the Company's product design. He is one of Atomos' founding employees and has been central in crafting Atomos' technology strategy and product roadmap. In 2018 Trevor was appointed CTO and oversaw the successful development of Atomos' flagship Ninja V and Shinobi products.

After a global search process, the Atomos board determined that Trevor's unique skills and experience, including four years in senior management at the Company, and his recent demonstration of leadership as interim CEO, ideally position him to lead the Company as it executes its technology-led growth strategy. A summary of the terms of Trevor's employment contract are set out in the Schedule.

Commenting on Trevor's CEO appointment, **Chris Tait, Non-Executive Chair** said: *"As a global leader in video technology, Atomos needs a CEO who understands how our legacy was created and how we leverage these deep technology smarts into the future. Trevor has been instrumental in the strategic plans for our product roadmap, which are key to the Company's future success."*

***Trevor Elbourne, CEO**, said: "I welcome the opportunity to build on the momentum we have regained since April when we launched Atomos Connect and our new suite of cloud-connected products and services. Having been part of the Atomos success story for a decade, it is gratifying to now drive the Company's vision and strategy as its Chief Executive and I feel confident that our exciting product pipeline will support our future growth prospects. I look forward to executing our plans as we reach and delight more and more customers with Atomos every day."*

Authorised for ASX release by the Atomos Board of Directors.

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For further information please contact:

James Cody
Chief Financial Officer
+61 407 048 514
james@atomos.com

Simon Hinsley
Investor/Media Relations
+61 401 809 653
simon@atomos.com

About Atomos:

Atomos is a global video technology company delivering award-winning, simple to use monitor-recorder content creation products. These products give content creators across the rapidly growing social, pro-video and entertainment markets a faster, higher quality and more affordable production system.

Atomos' range of products take images directly from the sensor of all major camera manufacturers, then enhance, record and distribute them in high-quality formats for content creation using the major video editing software programs. Since being founded in 2010, Atomos has established strategic relationships with key technology providers within the ecosystem including Apple, Adobe, Sony, Canon, Panasonic, Nikon and JVC Kenwood.

Atomos is based in Australia with offices in the USA, UK, Germany, China and Japan and has a worldwide distribution partner network.

For more information please visit **www.atomos.com**

SCHEDULE

Summary of material terms of the CEO Employment Agreement between Atomos and Trevor Elbourne ("Executive Services Agreement" or "ESA")

Position	Trevor was appointed on 20 April 2018 as Chief Technology Officer. Trevor transitioned to the role of interim Chief Executive Officer on 14 April 2022.
Commencement date	3 August 2022
Term	Trevor Elbourne's employment has no fixed term. Each party's termination rights under the ESA are set out below.
Fixed Annual Remuneration (FAR)	$400,000 (including superannuation), to be reviewed by Atomos from time to time.
Short Term Incentive (STI) for FY22	Trevor Elbourne is eligible for an annual STI award up to 50% of the FAR which is payable in cash and equity rights. Of the STI award that is payable 50% will be paid in cash and 50% in equity allocated at the award date with a 12-month retention. The STI award will be weighted between financial and non-financial measures. Trevor Elbourne's ongoing participation in Atomos's STI scheme and terms of the scheme are subject to the discretion of the Board.
Long Term Incentive (LTI) for FY22	Trevor Elbourne will be eligible to participate in Atomos LTI equity award scheme, with the initial maximum annual LTI award having a face value of 100% of FAR. The LTI share options awarded under the plan are subject to performance determined over a three-year performance period. Trevor Elbourne's ongoing participation in Atomos's LTI scheme and terms of the scheme are subject to the discretion of the Board.
Termination provisions	Both Trevor Elbourne and Atomos may terminate Trevor Elbourne's employment for any reason by giving 6 months' notice.
Post-employment restraint	A 6-month restraint provision applies.