

19 December 2022

## Ms Jane Norman to become Managing Director and CEO

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In [October 2022](#), Cooper Energy Limited (ASX:COE) announced that Mr David Maxwell intended to retire in 2023 as Managing Director and CEO of Cooper Energy.

Cooper Energy today announced the appointment of Ms Jane Norman as Cooper Energy's CEO and Managing Director, effective 20 March 2023.

Cooper Energy Chairman, Mr John Conde AO said,

*"After a rigorous search, we are delighted Ms Norman has agreed to join Cooper Energy as its new Chief Executive Officer and Managing Director. Jane is a highly experienced energy industry executive who has enjoyed a successful international career in the oil and gas industry, predominantly with Shell and Santos. She has experience also in advisory roles in the energy and natural resources sectors, having worked with Cazenove & Co (now J.P. Morgan Cazenove) and Goldman Sachs in the UK. Jane's extensive experience and leadership style make her the ideal candidate to continue Cooper Energy's journey to become a leading Australian supplier of natural gas and to position the company to succeed in the energy transition."*

Incoming CEO & Managing Director Jane Norman said:

*"I am delighted to be joining Cooper Energy at this important and critical time in the Australian energy markets and look forward to leading the team to build on the legacy created by David Maxwell. There are significant opportunities for Cooper Energy to leverage its strategic asset base as Australia navigates the energy transition."*

Further details about Mr Maxwell's retirement will be released once the transition plans are settled. Mr Maxwell is very supportive of Jane's appointment and said he is looking forward to working with her to ensure a smooth transition.

### **Biography of Jane Norman**

Jane has worked and studied in Australia and the UK and brings 30 years of industry experience in the energy markets. She began her career with Shell International Exploration & Production as a Process Engineer in operations and then as a Commercial Advisor in The Hague, Aberdeen and London.

Subsequently, in London, Jane held corporate finance and equity capital markets roles with Cazenove & Co (now JP Morgan Cazenove) and Goldman Sachs.

Jane returned to Australia to join Santos where she held senior commercial, corporate strategy and Executive Committee roles. She led major strategic initiatives at Santos and played a key role in Santos' growth strategy, in particular the merger with Oil Search.

During her time at Santos Jane helped drive the transformation of company performance - helping to establish the growth strategy focused on cash generation and shareholder returns and, more recently, the company's energy transition strategy.

Jane holds a Bachelor of Science (Pure Mathematics and Chemistry) and Bachelor of Chemical Engineering (Hons) from the University of Sydney and a Graduate Diploma in Management and Economics of Natural Gas (Distinction) from the University of Oxford. Jane is a Graduate of the Australian Institute of Company Directors.

Jane resides in Adelaide and is married with three daughters.



## Summary of key terms of Jane Norman employment agreement

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Commencement Date	20 March 2023.
Total Annual Fixed Remuneration	\$800,000.
Short Term Incentive (STI) Opportunity	A maximum of 125% of Total Fixed Annual Remuneration. Pro-rata amount for FY23.
Long Term Incentive (LTI) Opportunity	125% of Total Fixed Annual Remuneration for FY23, and 100% thereafter.
Sign on Bonus to replace incentives foregone from prior employment	\$800,000 (less applicable tax and superannuation), half payable on commencement and the balance after one year of employment.
Notice	6 months by either party.
Post-Employment Restrictions	12 month non-compete and 12 month non-solicit.

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**Cooper Energy Limited (ASX: COE)** is an exploration and production company which generates revenue from gas supply to south-east Australia and low-cost Cooper Basin oil production. The company holds a portfolio of gas supply contracts and one of the most extensive portfolios of gas-focused acreage and assets in the south-east Australian energy sector, including well located reserves and resources in the Otway and Gippsland basins. These include the Sole gas field in the Gippsland Basin which recently became the first new offshore gas development in south-east Australia to commence production in several years, the Casino Henry operations in the offshore Otway Basin and undeveloped resources such as Manta and Annie.