

A message from our CEO

Dear Customers and Partners,

I would like to share some important news with you. After an extraordinary 29-year career with Cromarty Automation, Richard Grant has decided to retire from full time employment. Richard will, however, be engaged with Cromarty Automation on a casual basis.

Many of you will know Richard as a cornerstone of our journey. Over the years he has held a range of roles—Senior Project Engineer, Senior Principal Engineer, Board Chair, Managing Director, and most recently Principal Electrical Engineer. His leadership and deep technical expertise have been central to our success, guiding major infrastructure projects across Australia and internationally, from Tasmanian irrigation schemes to a landmark project in China.

Equally significant has been Richard's generosity in sharing his knowledge. He has championed UTAS STEM students, mentored countless Cromarty graduates, and inspired the next generation of engineers. His support has helped to foster the culture of collaboration and excellence that continues to define Cromarty today.

Richard's last day as a full-time team member will be Friday, 5 October, though he will remain connected with us on a casual basis to support critical projects in the months ahead.

As Richard steps into retirement, he is looking forward to spending more time with his family and indulging his passion for sailing *Magellan*. While we will deeply miss his presence in the office, Richard's influence and legacy will continue to be felt across Cromarty for many years to come.

On behalf of our entire team, I want to sincerely thank Richard for his remarkable contribution, leadership, and friendship, and invite you to join me in wishing him every happiness in this exciting next chapter of his life.

Warm regards,



John Watts
Chief Executive Officer
09 September 2025

