



Impelus Ltd (ASX:IMS)
ABN 24 089 805 416
t +612 9360 3385
info@impelus.com
Level 23 100 William St
East Sydney NSW 2011
Australia
impelus.com

17 September 2019

ASX Release

UPDATE – EMPLOYEE INCENTIVE SCHEME

Impelus Limited (**ASX: IMS**) (**Impelus** or **Company**) is pleased to advise that a long-term incentive plan is being implemented for employees, to ensure that the existing pool of talent and expertise within the Company is retained and motivated.

The Company's Board has authorised the grant of up to 15 million options to employees under the Employee Share / Option Plan, with each option entitling the holder, upon vesting, to apply for one ordinary share in the Company. Vesting of the options is to occur in two equal tranches, with the first tranche to vest 12 months from the issue date, with an exercise price of \$0.02 and the second tranche to vest 24 months from the issue date, at an exercise price of \$ 0.03. The options are issued at no cost to the employees.

Brendan Birthistle, Impelus Chairman, said: "We are pleased to be able to align the interests of our employees with those of shareholders, and look forward to being able to reward option holders over time. These equity awards will allow employees to achieve ownership of a significant stake in the Company, further aligning staff interests with those of all shareholders, and encouraging the ongoing pursuit of value creation for all stakeholders".

For further information, please contact:

Neil Wiles

CEO & Managing Director