

ASX Release

22nd May 2018

Asaleo Care Interim Chief Executive Officer Employment Terms

As previously announced Mr. Sid Takla will commence in the position of Interim Chief Executive Officer of Asaleo Care Ltd on 22 May 2018.

A summary of Mr. Takla's remuneration arrangements, as Interim CEO, are set out in the table below.

Term/Condition of Employment	Arrangements
Effective date	22 May 2018
Term	Ongoing until a permanent CEO and Managing Director commences in the position
Total Fixed Remuneration (TFR)	\$750,000 per annum, including superannuation
Executive Incentive Plan (EIP)	100% of TFR if target performance is achieved 150% of TFR if maximum performance is achieved
Performance Measures and weightings	Net Profit After Tax 40% Operational Key Performance Indicators 30% Net Sales Value 20% Safety 10%

Other arrangements as set out in the Remuneration Report continue to apply.

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