



QUINTIS LTD
ABN 97 092 200 854

6 June 2017

Material Terms of Employment – Chief Executive Officer

In accordance with Listing Rule 3.16.4, Quintis (ASX:QIN, 'the Company') makes the following disclosures in respect of the key terms of employment agreement entered into with its Chief Executive Officer, Mr Julius Matthys.

1. Commencement Date

Mr Matthys was appointed Chief Executive Officer on 3 April 2017.

2. Term of the Appointment

Mr Matthys has been appointed for an ongoing term subject to termination by either party (see section 4 below).

3. Total Remuneration

Mr Matthys' total remuneration mix will be 40% fixed, 40% short-term incentive and 20% long-term incentive.

Fixed remuneration

Mr Matthys is entitled to fixed remuneration of \$600,000 (exclusive of superannuation) per annum. This will be subject to annual review.

Short-term incentive

Mr Matthys is entitled to a short-term cash incentive with a maximum opportunity of up to 100% of fixed remuneration. Payment of any STI will be subject to the financial and non-financial performance of the Company, Mr Matthys' performance against performance targets and priorities set by the Board in consultation with Mr Matthys and relevant market information.

Long-term incentive

Subject to any approval the Company considers necessary or appropriate, Mr Matthys will be entitled to participate in the Quintis executive share-based long-term incentive scheme in accordance with the rules of the scheme and any applicable Quintis policy. Mr Matthys will be entitled to an annual long-term incentive grant valued at 50% of his fixed remuneration.

4. Termination

Quintis may terminate Mr Matthys' employment at any time on 6 months' notice or payment in lieu of notice. Mr Matthys may terminate his employment with Quintis at any time on six months' notice or, at Quintis' election, payment in lieu of notice. Mr Matthys' employment may also be terminated by Quintis in circumstances of his misconduct, illness or poor performance.

5. Restrictive covenant

Mr Matthys will be restrained for up to six months after termination of his employment with Quintis from being engaged in competition with Quintis, and for up to 12 months after termination of his employment with Quintis from soliciting Quintis employees or persuading people who do business with Quintis to cease or reduce their business with Quintis.

ENDS

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