

25 August 2015

Company Announcements Office
Australian Securities Exchange Limited
20 Bridge Street
Sydney NSW 2000

Summary of Key Terms of Executive Services Agreement

In accordance with ASX Listing Rule 3.16.4, Icon Energy advises the key terms of Dr Kevin Jih's Executive Services Agreement, which has been renewed for another five year term, expiring in August 2020.

The key terms of Dr Jih's employment arrangements are summarised in the following attachment.

Yours sincerely



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Summary of key terms of appointment

The key terms of Dr. Jih's employment arrangements are summarised below.

TERM OF EMPLOYMENT

Engagement

The Company agrees to employ the Executive and the Executive agrees to be employed as the Company Secretary and Chief Financial Officer of the Company and of the Group. The Executive shall be responsible for discharging all obligations and duties necessary to perform the duties of a Company Secretary and Chief Financial Officer, including the Executive's Duties during the Term.

Term

Dr. Jih's employment is effective from 11 August 2015 for a period of five (5) years unless it is terminated in accordance with the employment agreement.

REMUNERATION PACKAGE

The Executive's remuneration package comprises a Base Salary, possible incentive benefits under the Performance Rights Plan, a car allowance and modest fringe benefits including professional association memberships and phone and Internet services.

Base Salary

The Executive's Base Salary and shall be reviewed annually with a minimum increase in the Base Salary of the CPI Index for Brisbane or as agreed by the Directors. The Executive's remuneration does not otherwise include any provision for overtime payments, rostered days off or other allowances unless specified in writing.

The Base Salary from the Operative Date shall be \$399,500 per annum plus superannuation. Fixed annual remuneration includes salary package and compulsory superannuation contributions.

Performance Rights Plan

Variable annual remuneration comprised of:

- short term incentive (STI) may earn up to 40% of fixed annual remuneration;
- long term incentive (STI) may earn up to 40% of fixed annual remuneration¹.

¹ The Icon Energy Board has decided not to make any awards under either a short-term incentive or long-term incentive structure in respect of the 2014/2015 financial year.

The Icon Energy Limited Performance Rights Plan ("Plan") was presented and approved by shareholders at the Annual General Meeting held on 22 April 2010, under which the Company is able to grant appropriately structured short and long-term incentives to employees (including Executive Directors) in addition to their fixed remuneration. The structure of the STI and LTI plans and achievement of predefined STI and LTI targets is reviewed by the Board, and modified where appropriate, on an annual basis. In accordance with ASX listing rule 7.2 Exception 9 the Plan was resubmitted to shareholders for approval and was approved at the 2014 AGM.

TERMINATION

Notice of Termination

The Executive's employment may be terminated by:

- The Company giving twelve months written notice to the Executive; or
- The Executive giving six months' written notice to the Company; or
- Such other period of notice as may be agreed by the parties in writing.

If the Directors terminate the Executive's employment on notice, the Executive may be required to remain in the Company's service for all or part of the notice period; be paid at the Executive's Base Salary Package rate in lieu of all or part of the notice period; or be paid at the Executive's Base Salary Package rate for the notice period but not required to attend for work during all or part of the notice period. This will be determined by the Directors following consultation with the Managing Director and the Executive.

OTHER PROVISIONS

The agreement contains appropriate restraint provisions as well as other provisions of the type that would be expected in an agreement of this type, including in relation to confidential information and intellectual property, association memberships.
