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ASX code: YPB

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ASX: YPB

ASX/MEDIA ANNOUNCEMENT  
7 April 2016

## Summary of the material terms of CEO employment agreement

### Term

There is no set term for this appointment.

### Remuneration

There are 3 components to Mr Michels' remuneration. They are:

#### *Fixed salary*

Mr Michel will be paid a fixed base salary of US\$360,000 per annum. This amount is reviewable by the Board each year.

#### *Sign-on payment*

Mr Michel will receive a grant, at no cost with no hurdles, of the following Option and Performance Rights package.

Options:

- 1,500,000 unlisted options with an exercise price of \$0.50 and an expiry of 36 months.
- 1,500,000 unlisted options with an exercise price of \$0.75 and an expiry of 36 months.

Performance Rights:

- 1,000,000 Performance Rights in accordance with the Company's Performance Rights Plan.

#### *Short term incentive*

Mr Michel will be entitled to annual short term incentive payment with such being paid in the form of Performance Rights. The year 1 short term incentive will be capped at US\$100,000.

The actual short term incentive awarded (if any) will be determined at the discretion of the Board after assessing the performance of YPB and the performance of Mr Michel against performance targets and priorities agreed annually.

### Termination

Mr Michel's employment may be terminated by either party on 6 months' notice. Employment is terminable in the event of serious misconduct or a non-rectified material breach.

### General

Mr Michels' employment agreement also contains terms which are usual in employment agreements covering for example confidentiality, restraint upon termination and leave.

**For further information please contact;**

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**About YPB**

YPB Group (ASX: YPB) is a pioneer in advanced brand protection solutions. Listed on the Australian Securities Exchange, we are expanding our global footprint with an established presence in China, USA, Australia and South East Asia.

YPB's patented anti-counterfeit technology combined with its security packaging solutions, consulting and forensic services enables businesses to protect their high value brands from the risks of counterfeit and product diversion.

YPB's full range of services will give businesses the ability to cost effectively protect their brands, easily detect counterfeits and give them the opportunity to connect with their consumers about the authenticity of their brand.

**PROTECT**

**Security print packaging and labeling**

YPB offers a wide range of intelligent security packaging and labeling solutions that can be included into almost any material and is a cost effective brand protection solution for companies wanting to protect the integrity and value of their brands in high-risk markets.

**IP solutions & forensic services**

YPB's IP solution specialists will work with quality brands and Governments, to develop personalised brand protection strategies and solutions that will deliver real protection and safety for brands, products and consumers.

**DETECT**

**Scanner and tracer protection solutions**

YPB's patent protected state-of-the art tracer technology is invisible, cannot be copied or destroyed. Brand owners that include YPB's tracers in their packaging can use YPB's scanners to verify their product's authenticity. If a counterfeit is detected YPB's forensic services will consult with a brand owner to develop strategic solutions to protect the brand counterfeiting and product diversion.

**CONNECT**

**Smartphone applications to detect and connect**

YPB's sophisticated, user friendly and powerful smartphone applications allow brand owners and consumers to identify and report suspected counterfeit or divergent products and allows brands to connect and engage with consumers via QR codes, near field communication, track and trace, product scanning and consumer engagement. Giving brand owners valuable and actionable "big data" about their consumers and products through a powerful data analytics capability.