



12 December 2011

## CEO Employment Terms

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Further to the recent announcement on the appointment of Dr Anthony Poiner as Chief Executive Officer, Hyro Limited (ASX: HYO) advises that a summary of the key terms of his Employment Agreement are as follows:

### 1. Commencement Date

Dr Poiners' appointment to the position of Chief Executive Officer commenced on 5 December 2011. He was also appointed to the Board of Directors of Hyro Limited on this date.

### 2. Term

Dr Poiner has been appointed for a period three years, subject to termination by either party (see point 4 below).

### 3. Remuneration

#### (a) Fixed Remuneration

Dr Poiners' base salary is \$450,000 per annum inclusive of superannuation.

#### (b) Short-Term Incentive

Dr Poiner will be entitled to a maximum potential short-term incentive of \$200,000 for the 2012 year subject to the financial performance of the Group.

#### (c) Long-Term Incentive

Subject to any shareholder approval required by the ASX, Dr Poiner will be entitled to participate in a share-based long-term incentive scheme linked to the Company's share price performance.

### 4. Termination

The Employment Agreement between Dr Poiner and the Company can be terminated early by either party providing four months written notice.

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For further information call:

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