



ASX Release

19 November 2015

Decimal Appoints Senior Enterprise Software Executive as CEO

- Highly experienced enterprise software executive Nic Pollock to join as CEO
- Global experience across start-ups and major organisations
- Focus on building sales leveraging exceptional usage with early clients and strong pipeline

Decimal Software Limited ("Decimal" or the "Company") is pleased to advise it has appointed Mr. Nic Pollock as Chief Executive Officer, commencing 23 November 2015.

Nic has been operating in the enterprise software and professional services market at senior levels for over 20 years. Commencing in banking technologies for Natwest in London, he then moved quickly to regional and global leadership roles. During this period, he worked with enterprise software leader Oracle and was also Managing Director, Asia Pacific with Gemcom, the world's biggest supplier of resources industry planning and scheduling software. Nic also has experience leading and consulting to emerging technology businesses through to commercialization and rapidly growing sales.

The Board welcomes Nic and looks forward to his leadership with Founder, Jan Kolbusz in driving the commercialization of Decimal to the next level.

- Ends -

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decimal

About Decimal

Decimal is an Australian based company, which has developed the world's first omni-channel, cloud based automated ('robo') advice platform designed to operate with any existing product. The platform, which includes embedded compliance features, enables enterprises to provide consumer-driven automated financial advice and execution to the mass consumer market with global application. Prior to now this has not been viable or technically possible, providing Decimal with a first mover advantage.

Decimal partners with Financial Institutions of all sizes including banks, superfunds, credit unions, insurers, mortgage brokers and dealer groups to enable the execution of Financial Service advice via a seamless omni-channel solution.

For further information www.decimal.com.au

Material terms of Mr Pollock's employment contract

The material terms of Mr. Pollock's remuneration package is as follows:

- a) Cash remuneration of \$200,000 per annum plus statutory superannuation contributions
- b) 4 million unlisted options on the terms set out in the table below:

Amount of options	Expected Issue date	Vesting date	Expiry date	Exercise Price
Tranche1: 1.33 million	23 November 2015	23 November 2016	23 November 2018	18 cents
Tranche2: 1.33 million	23 November 2015	23 November 2017	23 November 2019	35 cents
Tranche3: 1.33 million	23 November 2015	23 November 2018	23 November 2020	60 cents

Note: Vesting and expiry date is based on the expected issue date

c) Termination conditions are as follows:

- On resignation a notice period of twelve weeks and a maximum of twelve weeks payment in lieu of notice. The Board can determine if any vested and/or unvested options are retained.
- If termination is due to serious or willful misconduct there is no notice period or payment accruing following dismissal. All options (vested and unvested) will be forfeited.

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