

ASX Announcement

Medibio Limited – 24 APR 2017



Medibio appoints experienced US based med-tech CFO

Sydney, Australia – 24 April 2017: Medibio Limited (MEB or the Company) is pleased to announce the appointment of US-based Brian L. Mower, CPA, as CFO, effective the 24th of April 2017.

Brian Mower will help drive delivery of the strategy that will place Medibio as the leader in objective mental health technology. Key milestones around product development, clinical trials, CE mark and FDA clearance are the Company's critical focus for 2017.

Mr. Mower is an active CPA and has over 20 years of professional finance and executive leadership, including the past 17 years in medical device technology companies. Prior to joining Medibio, Mr. Mower was VP, Finance and International Operations of Torax Medical, Inc., a venture capital funded firm, from 2009 to 2017. Mr. Mower helped lead Torax from early stage clinical research through regulatory approvals, venture capital fund raising, market development, multiple product launches, sales of its implantable medical devices in 8 countries, and finally the firm's recent sale to Johnson & Johnson's Ethicon division. Other notable roles and background information include:

- 2 years as VP, Finance of Empi, Inc., a private equity backed medical device firm, where he helped expand sales and profitability through merger and acquisition integration efforts;
- Over 7 years at Iomed, Inc. (AMEX: IOX), a medical device and drug delivery technology firm, where as CFO he helped lead sales expansion through the launch of innovative iontophoresis technology products and the firm's sale to ReAble Therapeutics, Inc.
- Audit and consulting experience in the public accounting firm of KPMG LLP.

Mr. Mower's appointment follows an extensive search conducted by Medibio, for a suitable CFO to help lead the company through its next phase of regulatory approvals and into commercialization. Mr. Mower's home base of Minnesota is in the heart of the USA's leading medical technology community. Brian's background will assist Medibio with expansion of its existing partnerships and alignment of the company with new strategic partnerships, with health providers, as well as payers globally.

Medibio CEO, Jack Cosentino said, "***We are thrilled to have Brian join Medibio. His leadership and experience creating strategic value and commercializing innovative medical technologies will be a great asset as we focus on leading the global market around mental and behavioural health and autonomic nervous system dysfunction. Brian also has deep rooted experience in health economics as well as global reimbursement which is critical as we begin to moving Medibio into the commercialisation phase.***"

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Summary of Key Terms of CFO Contract

In accordance with ASX Listing Rule 3.16.4, the material terms of the employment agreement are as follows:

- (a) Term: Commencing 24 April 2017 with no probationary period.
- (b) Salary: US\$250,000 annually with a US\$1,200 monthly health stipend.
- (c) Incentive Scheme
 - (i) Short term Incentive (STI) 40% of base annual salary payable in shares on performance milestones to be agreed
 - (ii) Long term Incentive (LTI) 5 million Options exercisable at A\$0.45 with a 5-year term. One million options to vest each year, accelerated in the event of a change in control transaction.
- (d) Review: The Company will review performance and remuneration annually.
- (e) Termination without cause:
 - (i) By the Company: Three months' written notice (or payment in lieu).
 - (ii) By the Executive: Three months' written notice.

– ENDS –

Further Information:		Website: www.medibio.com.au
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About Medibio Limited

Medibio (ASX: MEB), is a medical technology company that has developed an objective test to assist in the diagnosis of depression, chronic stress and other mental health disorders. Based on research conducted over 15 years at the University of Western Australia, this test utilizes patented (and patent pending) circadian heart rate variability and cloud based proprietary algorithms delivering a quantifiable measure to assist in clinical diagnosis. Medibio's depression diagnostic is being validated in clinical studies undertaken by Johns Hopkins University School of Medicine and The University of Ottawa, among others. The clinical trials will support Medibio's application to become the first FDA approved, objective, and evidence based approach to the diagnosis of mental health disorders. Medibio's technology also provides an objective method for the assessment of stress and mental wellbeing that can be translated to the workplace stress/wellbeing market, wearable technology and App market. Located in Melbourne (Vic) Medibio is listed on the Australian Securities Exchange Ltd.

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