

ASX ANNOUNCEMENT

2 July 2021

Appointment of Chief Executive Officer

Eureka Group Holdings Limited (ASX: EGH) (Eureka) is pleased to announce the appointment of Cameron Taylor as Chief Executive Officer effective 1 July 2021.

Mr Taylor was appointed Chief Operating Officer in March 2019. During his time in that role he has led a transformation of Eureka which has resulted in improved financial performance and the establishment of an operating framework upon which Eureka is building a sustainable business.

Eureka has a clear commitment to the affordable and independent living sector of the retirement industry. It has undertaken a cultural reset of the business to enhance the “resident-first experience” through its focus on social engagement, care advocacy and providing a safe, secure and compatible living environment for residents.

Murray Boyte continues as Executive Chairman, working with the senior management team on the continuing evolution of the group and strategic development through the growth opportunity channels Eureka has identified.

A summary of the material terms of the Mr Taylor’s employment agreement is attached.

This announcement was approved and authorised for release by Eureka’s Board of Directors.

For further information, contact Murray Boyte, Executive Chairman on 07 5568 0205.

Summary of material terms of CEO employment agreement

Effective Date	1 July 2021
Term	No fixed term
Total fixed remuneration (TFR)	Annual TFR of \$350,000 consisting of base salary, superannuation and motor vehicle allowance. Other benefits include car parking.
Short term incentives (STI)	Eligible to receive STI, with a maximum opportunity of 50% of TFR per annum (at maximum performance levels). The STI will be in the form of an annual cash bonus, subject to achievement of key performance indicators as determined by the Board.
Long term incentives (LTI)	Eligible to be awarded LTI under Eureka's Omnibus Equity Plan, with a maximum opportunity of 50% of TFR per annum. Awards will be determined by the Board and will be subject to vesting conditions as determined by the Board to support the long-term growth of the Company. Full details will be provided in annual remuneration reports.
Notice	Either party may terminate the employment agreement on 2 months' notice.
Restrictive covenant	12 month non-compete and non-solicitation restraints within Australia.
Other terms	Other terms and conditions are considered standard for an agreement of this nature.