



ASX Release

17 December 2024

360 Capital Group (ASX:TGP)

Cancellation of 12m TGP FY2023 LTI securities

Changes to STI program in line with Group's funds management growth strategy

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360 Capital Group (ASX:TGP) (**Group**) announces that it has undertaken a review of the LTI and STI programs for the Group and in consultation with the KMP's has resolved to make the following changes to better align the 360 Capital team with the Group's strategy to grow its funds management platform.

LTI Program

Further to the announcement by the Group on 12 September 2024 regarding cancellation of the 6.0 million FY2023 LTI securities, the Group will cancel the remaining 12.0 million securities issued under the FY2023 LTI program.

A separate Appendix 3C will be lodged updating the forfeiture of securities issued under the Executive Incentive Plan.

The only remaining LTI securities on issue comprise 3.9 million retention LTI equity rights on issue.

STI Program Changes

The independent directors have resolved to amend the Group performance measures under the STI program to be more aligned to growing the Group's revenue from third party capital and funds management activities and increase the weighting to measurable financial outcomes. The program has also been updated into two separate sections across real estate equity funds management activities and real estate credit funds management activities creating a separate STI pool for each aligned to the annual growth as follows:

80% weighting to financial measures, comprising;

- Growing Funds management activities and long-term value of the Group's funds management business as follows:
 - **Real estate equity measures**
 - 20% of acquisition fees in any one year to STI pool
 - 75% of the growth¹ only of recurring base fees in real estate equity funds from one financial year to the following financial year to STI pool
 - **Real estate credit measures**
 - 20% of establishment fees in any one year to STI pool
 - 75% of the growth² only of recurring base fees in real estate credit funds from one financial year to the following financial year to STI pool

20% weighting to non-financial measures, comprising;

- Implementation of key strategic initiatives: To ensure performance incentives are aimed at achieving the Group's strategy any key business objectives.
- Compliance and risk management & ESG: To ensure performance measures encourage the maintenance of an effective compliance and risk management culture and focus on ESG.



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The total STI pool will be capped at 100% of the total pool's participants base salaries (including superannuation).

The above STI program is forecast to be accretive to the Group earnings per security as it is predominantly driven from the growth of the Group's funds management activities.

The Group will be releasing its HY25 results in late February 2025 and it will provide further updates on Group earnings and activities at this time.

Authorised for release by Glenn Butterworth, Company Secretary.

More information on the Group can be found on the ASX's website at www.asx.com.au using the Group's ASX code "TGP", on the Group's website www.360capital.com.au, by calling the 360 Capital investor enquiry line on 1300 082 130 or by emailing investor.relations@360capital.com.au

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- 1 Growth in base fees in equity real estate strategy measured as at 30 June total FUM at the end of a financial year multiplied by base fees on that FUM less the 30 June total FUM at the end of the previous financial year multiplied by base fees on that corresponding FUM
- 2 Growth in base fees in credit real estate strategy is the audited base management fees earned during a financial year less the audited base management fees earned during the previous financial year.

About 360 Capital Group (ASX: TGP)

360 Capital Group is an ASX-listed, investment and funds management group, focused on strategic and active investment management of real estate assets. Led by a highly experienced team, the Group operates in Australian investing across real estate equity and credit opportunities. We partner with our stakeholders to identify, invest and realise on opportunities.
