



**ASX / Media Release**

**27 June 2013**

## **FKP Appoints Geoff Grady as CEO**

FKP Property Group (ASX: FKP) today announced that the Board of Directors has appointed Geoff Grady as FKP's Chief Executive Officer. Mr Grady's appointment will formally commence on Monday, 1 July 2013. Mr Grady will also be appointed as an Executive Director to the Board of FKP at that time. Mr Grady will be based in Sydney.

Mr Grady's career commenced at KPMG in 1986 prior to joining Mulpha Australia as Chief Executive Officer of Sanctuary Cove in 2002. Mr Grady then joined FKP in March 2009 as the Group's Chief Operating Officer, the position he has held to date. Mr Grady's appointment follows an extensive search.

With the appointment of the new CEO, Mr Seng Huang Lee will relinquish his role as Executive Chairman which he assumed in August 2012. Mr Lee will resume his role as Non-Executive Chairman of FKP.

Mr Lee said: "The Board has conducted a search over the past 10 months to identify the ideal candidate to lead the Group into its next phase. We were unanimous in our view that Geoff is that candidate given his experience in the business and energy to lead the Group as we progress our strategy of becoming a pure play retirement business."

Mr Lee continued: "Geoff has extensive experience in senior leadership roles and has a strong understanding of the retirement sector. He is well-suited to execute and communicate the Group's strategy of streamlining and focusing the business on its retirement operations - a strategy that has been in place since August last year."

Mr Grady said: "It is an exciting time for FKP, with a significant opportunity to build securityholder value as we focus on our retirement operations. We have solid foundations in place that have been set by the Executive Chairman over the past 10 months and I am honoured to have been selected to complete FKP's transformation."

As previously stated, the Board and Management team's overriding priority is to close the gap between FKP's current security price and NTA.

### **Attachments:**

- Biographical details of Geoff Grady
- Key terms of employment for incoming Chief Executive Officer

**ENDS**

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### **About FKP**

With more than 30 years' experience in the Australian property industry, FKP Property Group (FKP) is one of Australia's leading diversified property and investment companies. FKP successfully operates an integrated business model which includes retirement, property investment and funds management, land development, property development (incorporating residential, retail, industrial and commercial) and construction across Australia and New Zealand. FKP is an ASX top 200 company.

**Issued by** FKP Property Group (ASX: FKP) comprising FKP Limited ABN 28 010 729 950 and FKP Funds Management Limited ABN 17 089 800 082, AFSL No. 222273 as Responsible Entity for the FKP Property Trust ARSN 099 648 754.  
[www.fkp.com.au](http://www.fkp.com.au)

### **Biographical details of Geoff Grady:**

Geoff Grady joined FKP Property Group in March 2009 as Chief Operating Officer and has led a national team including Executive General Managers, Development Managers, Fund Managers, Asset Managers, Project Managers and sales personnel across FKP's Sydney, Melbourne, Brisbane, Adelaide and regional offices.

Since July 2011, Mr Grady's responsibilities have been entirely focused on FKP's Retirement business leading the Retirement Executive team through a re-engineering of the platform.

From September 2012, Mr Grady has been a Director on the Board of Metlifecare Limited, a pure play retirement group with a market capitalisation in excess of NZ\$650 million listed on the New Zealand Securities Exchange (NZX: MET). In addition, Mr Grady has been the CEO of Retirement Villages Group (RVG) since December 2011. RVG is a \$400 million retirement focused wholesale-fund and Metlifecare's largest shareholder.

Prior to joining FKP, from 2002 to 2009, Mr Grady was the CEO of Mulpha Sanctuary Cove and was instrumental in leading the evolution of this \$1 billion masterplanned development into a thriving community. Mulpha Sanctuary Cove is the developer of Sanctuary Cove Resort, located in South East Queensland. Mr Grady's major achievements during his tenure included the development of a masterplan for the resort after a ten year hiatus; the development and sale of a land bank of approximately 1,900 lots; and realty sales of \$600 million over six years.

Prior to joining Mulpha in 2002, Mr Grady was at KPMG for over 16 years. As a Partner of the firm for 9 years, he specialised in property market transactions and corporate restructures.

Mr Grady is a Bachelor of Commerce and a Bachelor of Law (Honours), the University of Queensland. He is a Solicitor of Supreme Court of Queensland and an Associate Member of the Institute of Chartered Accountants in Australia.

### **Key terms of employment for incoming Chief Executive Officer:**

The structure of Mr Grady's remuneration is designed to reward the achievement of strategic objectives and achieve the broader outcome of long-term value creation for securityholders.

The key arrangements are:

- A fixed remuneration of \$550,000 per annum inclusive of statutory superannuation;
- A Short Term Incentive target of 75% of fixed remuneration with 50% of the target paid in securities and deferred for one year;
- A Long Term Incentive participation of 50% of fixed remuneration, subject to performance hurdles; and
- A Notice Period of six months.