



Eureka Group Holdings Ltd

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For immediate release to the market

Eureka Group Holdings Limited

ASX Code: EGH

24 May 2017

Market Update

Appointment of Chief Financial Officer

Eureka Group Holdings (ASX: EGH) has appointed **Mr Paul Cochrane** as its Chief Financial Officer (CFO). Mr Cochrane is a highly experienced financial and commercial executive with proven experience in the aged care sector, ASX companies and the property industry at a senior level. Mr Cochrane starts in the role on Wednesday, 28 June, 2017, with the associated terms and conditions as per appendix one of this release and will report to CEO Jeff Weigh.

Mr Cochrane began his career with Price Waterhouse serving in the audit Division in Brisbane, followed by tenure in Hong Kong and London. He spent three years as CFO and Company Secretary at Ariadne Australia Ltd, followed by 7 years in a variety of senior roles at Lend Lease Ltd, including 3 years as Project Director of Springfield Lakes.

Paul also spent three years as General Manager – Finance at Aveo Ltd, a full service property group with a principal focus on retirement living. He was also CFO for Devine Ltd for 5 years, ultimately assuming the role of Company Secretary as well.

Mr Cochrane holds a Bachelor of Commerce from University of Queensland, is a Member of the Institute of Chartered Accountants and holds an REIQ Real Estate License.

For further information, contact Robin Levison (Chairman) on 07 5568 0205.

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Appendix One

FAR (Fixed Annual Remuneration) \$275,000 per annum excluding Superannuation

- Super @ 9.5%
- Carpark & other tools of trade including laptop, tablet, phone
- FAR is not directly linked to Group performance. It is set regarding the individual's role, responsibilities and performance and remuneration levels for similar positions in the market.

STI (Short-Term Incentive) up to 35% of FAR

- KPIs to be determined for FY 2018 and advised to market in 2017 Annual Report - Remuneration Section when compared to ASX Small ordinaries performance (The S&P/ASX Small Ordinaries index is used as an institutional benchmark for small cap Australian equity portfolios). The index covers approximately 7% of Australian equity market capitalization.

LTI (Long Term Incentive Plan)

- LTI to be agreed by Remuneration Committee and will require Shareholder approval when next meeting called but not later than the 2016 AGM to be held in November 2017.
- External consultant to be appointed to advise on plan advice and preparation.

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