



ASX Announcement
9 May 2022

Attachment to Appendix 3G dated 9 May 2022

Eureka Group Holdings Limited (ASX: EGH) (Eureka) advises that this ASX Announcement is referred to in the Appendix 3G lodged by Eureka on 9 May 2022 and provides further information on the terms of the Performance Rights which could not otherwise be included in the Appendix 3G electronic form.

This announcement was approved and authorised for release by Eureka's Executive Chairman.

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

Any other information the entity wishes to provide about the securities the subject of this notification

Grant Date	4 May 2022										
Exercise Price	N/A										
Performance Hurdles	<p>The Rights will vest on the Last Vesting Date in accordance with the following TSR CAGR hurdles, with TSR CAGR to be tested on the Last Vesting Date:</p> <table border="1"> <thead> <tr> <th>TSR CAGR</th> <th>% of Rights to vest</th> </tr> </thead> <tbody> <tr> <td>Less than 7% per annum</td> <td>0%</td> </tr> <tr> <td>At least 7% but less than 10%</td> <td>50%</td> </tr> <tr> <td>At least 10% but less than 15%</td> <td>70% to 100% on a straight-line basis</td> </tr> <tr> <td>At least 15%</td> <td>100%</td> </tr> </tbody> </table> <p>where:</p> <ul style="list-style-type: none"> • Base VWAP means the volume weighted average price of Shares on ASX over the five Trading Days (as that term is defined in the Listing Rules) immediately after (but not including) the First Results Release Date; • First Results Release Date means the date of release of Eureka's FY20-21 financial results, being 30 August 2021; • Second Results Release Date means the date of release of Eureka's FY23-24 financial results, expected to be on or about 30 August 2024; • Share Price Appreciation means the difference between the Base VWAP and Vesting VWAP; • TSR CAGR means the TSR compound annual growth rate as against the Base VWAP; • TSR means the total return of a Share to a shareholder of Eureka, inclusive of Share Price Appreciation, capital returns, and dividends; and • Vesting VWAP means the volume weighted average price of Shares on ASX over the five Trading Days (as that term is defined in the Listing Rules) immediately after (but not including) the Second Results Release Date. 	TSR CAGR	% of Rights to vest	Less than 7% per annum	0%	At least 7% but less than 10%	50%	At least 10% but less than 15%	70% to 100% on a straight-line basis	At least 15%	100%
TSR CAGR	% of Rights to vest										
Less than 7% per annum	0%										
At least 7% but less than 10%	50%										
At least 10% but less than 15%	70% to 100% on a straight-line basis										
At least 15%	100%										

Service Conditions	The Eligible Participant must remain employed by Eureka (in the position which the Eligible Participant holds at the date of this Letter) from the Grant Date until the Last Vesting Date
Exercise Conditions	Nil
Last Vesting Date	30 September 2024
First Exercise Date	The earliest date on which the Rights may be exercised is the Last Vesting Date
Last Exercise Date	The latest date on which the Rights may be exercised is 30 September 2026, at which time the Rights expire and lapse
Any other terms and conditions relating to the issue of the Rights	<p>In accordance with rule 16.5 of the Plan Rules, the Board will retain the discretion to adjust the Rights held by the Eligible Participant in the event of a re-organisation of Eureka's issued Share capital, subject only to compliance with the Listing Rules and the Corporations Act</p> <p>The Rights are otherwise governed by the terms and conditions set out in the Plan Rules (including but not limited to those in relation to transferability and restrictions on dealings)</p>