



ASX Release

13 September 2022

Issue of securities under Executive Incentive Plan

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As part of 360 Capital Group's (ASX:TGP) (the **Group**) annual remuneration review, the Group has undertaken a review of its executive remuneration framework to ensure that the arrangements remain aligned with the Group's business objectives and continued to be an effective tool to incentivise and reward executives for the creation of long-term securityholder value.

As part of the 360 Capital Executive Incentive Plan, the Group has issued a Long-Term Incentive offer (FY2023 LTI) to the Key Management Personal of TGP.

The FY2023 LTI comprises a limited recourse loan for the acquisition of TGP securities at a price of \$0.82 per security. The FY2023 LTI is subject to vesting hurdles as outlined below, over a 3-year performance period commencing 1 July 2022, which may be waived or altered in certain circumstances at the Board's discretion.

	Target	Vesting
Maximum or above	\$250 million or more third party capital raised in Strategic Real Estate Partners	100%
Between threshold and maximum	More than \$100 million less than \$250 million	Pro-rata vesting between 50% to 100%
Threshold	\$100 million	50%
Less than the threshold	Less than \$100 million	0%

Of the 18,000,000 TGP securities issued under FY2023 LTI, 12,000,000 new fully paid ordinary securities were issued and 6,000,000 fully paid ordinary securities were acquired on market for the purposes of satisfying allocations awarded in accordance with the 360 Capital Executive Incentive Plan. Recipients and the number of securities issued under the FY2023 LTI are as follows:

	TGP securities	No. securities	Limited recourse loan
James Storey	New issue	6,000,000	\$4,920,000
Glenn Butterworth	New issue	6,000,000	\$4,920,000
Tony Pitt	On-market acquisition	6,000,000	\$4,920,000
	Total	18,000,000	\$14,760,000

Further detail of the 360 Capital Executive Incentive Plan is available from <https://www.360capital.com.au/tgp-investor-centre>



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Authorised for release by, Kimberley Child, Company Secretary.

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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

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 and New Zealand investing across real estate equity and credit opportunities. We partner with our stakeholders to identify, invest and realise on opportunities.
