

18 December 2020

Suspension of Employee Share Plans

ASX Announcement

E&P Financial Group Limited (**Company, E&P or EP1**) today announces that the Board has reviewed the Company's remuneration framework in light of current market circumstances. To ensure E&P remains a competitive, attractive employer of choice the Company does not presently intend to grant further deferred equity to E&P employees under the Company's Loan Funded Share Plan or Option / Rights Plan (together the **Employee Share Plans or ESP**) as part of the Company's annual discretionary bonus awards, although it reserves the right to do so in the future.

The Company does not presently intend to amend any terms of the securities issued under the ESP (both vested and unvested) which remain outstanding. Nevertheless, E&P reserves the right to grant at any time deferred equity securities to employees in selected circumstances or generally at any time in the future. For the avoidance of doubt, any employees with contractual entitlements to participate in the ESP will continue to be eligible to receive such entitlements.

Due to the requirements in the AASB accounting standards to recognise both amortisation of prior year equity awards and current year cash bonuses, the impact of the suspension of the ESP on reported FY21 EBITDA and NPATA could be material. However ultimately the extent of the impact will depend on the size of the employee bonus pool, which is yet to be determined.

This announcement has been authorised for release by the Board of E&P Financial Group Limited.

Investors:

Paul Ryan
+ 61 3 9631 9866
paul.ryan@eap.com.au

Media Enquiries:

Sue Cato
+ 61 419 282 319
cato@catoandclive.com

About E&P Financial Group Limited

E&P Financial Group is an Australian Securities Exchange listed financial services group. In E&P Wealth we service approximately 9,200 clients, representing \$20.1 billion in funds under advice. In E&P Capital we are an advisor to many leading Australian institutions through the provision of research, institutional sales and trading, corporate advisory, equity capital market and debt capital market services. In E&P Funds, we manage \$6.7 billion of assets across a diverse range of asset classes.