

## ASX ANNOUNCEMENT

### INVOCARE LIMITED (IVC)

#### CEO FY21 LTI Performance Hurdles

As detailed in the InvoCare Limited (**InvoCare** or the **Company**) 2020 Notice of Annual General Meeting released on 21 April 2021 (**Notice**) the Company is seeking shareholder approval for the grant of performance rights to its Managing Director and CEO, Mr. Chretien, as part of InvoCare's FY21 long term incentive scheme (**LTI Entitlement**).

This announcement provides details of the performance hurdles related to the proposed grant of the LTI Entitlement to Mr. Chretien.

#### CEO FY21 LTI Entitlement - performance hurdles

The following performance hurdles must be satisfied before the LTI Entitlement will vest:

- Of the 50% of the LTI Entitlement based on EPS<sup>1</sup>: a 10% to 15% compound annual growth rate in EPS over the performance period<sup>2</sup> will result in 30% to 100% of that portion of the LTI Entitlement vesting; and
- Of the 50% of the LTI Entitlement based on ROCE<sup>3</sup>: a 10% to 12% average ROCE over the performance period will result in 30% to 100% of that portion of the LTI Entitlement vesting.

For other terms, including vesting conditions, of the LTI Entitlement see the explanatory notes in the Notice.

Heidi Aldred  
Company Secretary  
6 May 2021

**ENDS-**

**The announcement has been authorised by the Board of InvoCare Limited**

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<sup>1</sup> EPS = Operating earnings per share which is calculated by dividing the Operating profit after tax by the weighted average number of shares on issue, excluding Treasury Shares, during the measurement period. For comparative year measurement purposes, FY20 EPS of 24.0cps will be assumed. This has been calculated by adding back the tax effected (assumed at 30%) abnormal operating expenses of \$7million as disclosed in the Group's FY20 Results Presentation on 24th February 2021.

<sup>2</sup> The three year performance period from 1 January 2021 until 31 December 2023.

<sup>3</sup> ROCE = Return on Average Capital Employed\* which is calculated by dividing Operating Earnings before interest and tax (Operating EBIT) by Average Capital Employed\*.

\* Average Capital Employed = the average of the beginning and end of year Total Equity plus Net Debt. Total Equity is as reported in the Group's Financial Statements for each of the relevant financial years. Net Debt comprises the Borrowings of the Group (Current + Non-Current) + Finance Lease liabilities less Cash as reported to the market in the Group's Financial Statements for each of the relevant financial years.

#### BACKGROUND

InvoCare, headquartered in Sydney, is a leading provider of funeral services in Australia, New Zealand and Singapore and operates private memorial parks and crematoria in Australia and New Zealand. It is also a leading provider of Pet Cremation services in Australia.