

		Short-Term Benefits		Post-Employment Benefits	
		Fixed Salary Paid <sup>1</sup>		Voluntary Contribution Superannuation <sup>5</sup>	
<b>Non-Executive Directors (GTS)</b>					
Mr Nick Panayiaris	2021	\$	63,693	\$	318
	2020	\$	16,594	\$	397
Ms Linda Jenkinson	2021	\$	106,929	\$	535
	2020	\$	109,146	\$	496
Ms Keri Pratt	2021	\$	80,966	\$	405
	2020	\$	13,333	\$	65

		Short-Term Benefits		Long-Term Benefits		Post-Employment Benefits		Termination Benefits					
		Fixed Salary Paid <sup>1</sup>		Annual Incentives (STI) Paid <sup>2</sup>		Long-Term Incentive (LTI) Granted <sup>3</sup>		Long-Term Incentive (LTI) Paid <sup>4</sup>		Voluntary Contribution Superannuation <sup>5</sup>		Contractual and non-contractual payments <sup>6</sup>	
<b>Executive Officers</b>													
Mr Mario Pirone Managing Director	2021	\$	230,421	\$	149,760	\$	112,320 <sup>7</sup>	Not Applicable	\$	0	\$	0	
	2020	\$	242,767	Not Applicable	\$	93,600 <sup>7</sup>	\$	150,065	\$	315	\$	0	
Mr Chris Sandhu	2021	\$	55,837	\$	8,750	\$	7,500	Not Applicable	\$	267	\$	0	
	2020	\$	57,512	Not Applicable	\$	6,250	Not Applicable	\$	263	\$	0		
Mr Greg Everett	2021	\$	264,932	\$	48,000	\$	55,000	\$	59,850	\$	3,301	\$	0
	2020	\$	264,854	Not Applicable	\$	43,605	\$	62,300	\$	1,050	\$	0	
Ms Yen Ping Fong	2021	\$	87,208	\$	12,000	\$	6,000		\$	448	\$	0	
	2020	\$	73,231*	\$	6,800	Not Applicable	Not Applicable	\$	399*	\$	0		
Ms Elisabet Wreme	2021	\$	56,666	\$	10,110	\$	9,000	\$	13,500	\$	0	\$	0
	2020	\$	55,837	Not Applicable	\$	9,180	Not Applicable	\$	158	\$	0		
Ms Rena Padman	2021	\$	161,719	\$	8,000	Not Applicable	Not Applicable	\$	818	\$	0		
	2020	\$	147,895	\$	3,000	Not Applicable	Not Applicable	\$	781	\$	0		
Ms Krupa Steffanoni	2021	\$	186,933	\$	20,000	Not Applicable	Not Applicable	\$	1,023	\$	0		
	2020	\$	173,889	\$	5,000	Not Applicable	Not Applicable	\$	899*	\$	0		
Ms Melinda Di Vita	2021	\$	196,023	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$	1,023	\$	0		
	2020	\$	198,205	\$	5,000	\$	10,000	Not Applicable	\$	1,205	\$	0	
Mr John Robinson	2021	\$	210,341	\$	21,250	\$	20,000	\$	27,000	\$	1,250	\$	0
	2020	\$	209,350	\$	5,000	\$	22,500	Not Applicable	\$	1,046	\$	0	

\*Note annualised amount

## Notes and Footnotes:

- Amounts reported reflect a portion of each individual's overall remuneration package, according to time spent on the Guild Superannuation business, versus time on other company entities that form part of the Guild Group. Increase values reflect significant increase on time spent on the Guild Superannuation business.
- Amounts are in gross dollars, rounded to the nearest dollar and can be taken to apply for the full year unless otherwise indicated.

<sup>1</sup> Fixed salary includes paid absences and salary sacrificed items. Minimum SGC superannuation payments are excluded.

<sup>2</sup> Annual cash bonus (STI) for financial year performance including superannuation, and paid October following end of financial year.

<sup>3</sup> Long Term Incentive (LTI) granted, as a fixed cash amount for financial year performance, and paid out on completion of a further two years of employment with the organisation.

<sup>4</sup> Long Term Incentive (LTI) paid as a fixed cash amount as 100% of amount granted subject to completion of a further two years of employment with the organisation e.g. LTI granted for FY19 performance is paid October 2021. In accordance with scheme rules, cash amounts paid out may be reduced (or payment delayed) only in exceptional circumstances to safeguard the company.

<sup>5</sup> Voluntary superannuation contributions paid from fixed salaries (<sup>1</sup>) which are over and above SGC minimum contribution.

<sup>6</sup> Termination benefits paid on cessation of employment.

<sup>7</sup> Long Term Incentive (LTI) granted for financial year performance in October following end of financial year, capped as a percentage of TEC i.e. base salary + superannuation + salary sacrificed items. Cash value is converted to the same number of LTI options, for payment in the future based on the changing value of Group Net Assets (GNA). Vesting date is upon completion of further two years of employment and may be exercised for up to a maximum of 8 years subject to remaining an employee with the organisation. GNA determines value of options and amount payable when exercised, calculated as [Latest GNA – Initial GNA]/Initial GNA.