

		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	2022	\$	67,045	\$	335
	2021	\$	63,693	\$	318
Ms Linda Jenkinson	2022	\$	112,557	\$	563
	2021	\$	106,929	\$	535
Ms Keri Pratt	2022	\$	85,227	\$	426
	2021	\$	80,966	\$	405

		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	2022	\$	206,368	\$	213,200	\$	213,200 <sup>7</sup>	\$	496,041	\$	0	\$	0
	2021	\$	230,421	\$	149,760	\$	112,320 <sup>7</sup>	Not Applicable	\$	0	\$	0	
Mr Paul Cassidy	2022	\$	21,758	\$	5,175	\$	7,243	\$	3,763	\$	197	\$	0
	2021	Not Applicable		Not Applicable		Not Applicable		Not Applicable		Not Applicable		Not Applicable	
Mr Chris Sandhu	2022	\$	65,131	\$	11,875	\$	11,875	\$	6,250	\$	292	\$	0
	2021	\$	55,837	\$	8,750	\$	7,500	Not Applicable	\$	267	\$	0	
Mr Greg Everett	2022	\$	278,847	\$	54,900	\$	91,500	\$	43,605	\$	0	\$	0
	2021	\$	264,932	\$	48,000	\$	55,000	\$	59,850	\$	3,301	\$	0
Ms Yen Ping Fong	2022	\$	93,289	\$	19,000	\$	10,000	Not Applicable	\$	518	\$	0	
	2021	\$	87,208	\$	12,000	\$	6,000	Not Applicable	\$	448	\$	0	
Ms Elisabet Wreme	2022	\$	27,038	\$	5,447	\$	0	\$	12,120	\$	79	\$	0
	2021	\$	56,666	\$	10,110	\$	9,000	\$	13,500	\$	0	\$	0
Ms Rena Padman	2022	\$	139,223	\$	11,760	Not Applicable	Not Applicable	\$	8,088	\$	0	\$	0
	2021	\$	161,719	\$	8,000	Not Applicable	Not Applicable	\$	818	\$	0	\$	0
Ms Krupa Steffanoni	2022	\$	209,964	\$	34,600	\$	34,600	Not Applicable	\$	1,135	\$	0	
	2021	\$	186,933	\$	20,000	Not Applicable	Not Applicable	\$	1,023	\$	0	\$	0
Ms Melinda Di Vita	2022	\$	15,281	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$	697	\$	96,268	\$	0
	2021	\$	196,023	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$	1,023	\$	0	\$	0
Mr John Robinson	2022	\$	78,142	Not Applicable	Not Applicable	Not Applicable	Not Applicable	\$	485	\$	21,910	\$	0
	2021	\$	210,341	\$	21,250	\$	20,000	\$	27,000	\$	1,250	\$	0

## 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 FY20 performance is paid October 2022. 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  $[\text{Latest GNA} - \text{Initial GNA}] / \text{Initial GNA}$ .