

		Short-Term Benefits	Post-Employment Benefits
		Fixed Salary Paid ¹	Voluntary Contribution Superannuation ⁵
Non-Executive Directors (GTS)			
Mr Nick Panayiaris	2023	\$ 67,045	\$ 0
	2022	\$ 67,045	\$ 335
Ms Linda Jenkinson	2023	\$ 131,648	\$ 0
	2022	\$ 112,557	\$ 563
Ms Keri Pratt	2023	\$ 84,054	\$ 0
	2022	\$ 85,227	\$ 426
Mr Mario Pirone	2023	\$ 71,822	\$ 0
	2022	Not Applicable	Not Applicable

		Short-Term Benefits		Long-Term Benefits		Post-Employment Benefits	Termination Benefits
		Fixed Salary Paid ¹	Annual Incentives (STI) Paid ²	Long-Term Incentive (LTI) Granted ³	Long-Term Incentive (LTI) Paid ⁴	Voluntary Contribution Superannuation ⁵	Contractual and non-contractual payments ⁶
Executive Officers							
Mr Paul Cassidy Managing Director	2023	\$ 168,689	\$ 57,600	\$ 86,400 ⁷	\$ 29,925	\$ 662	\$ 0
	2022	\$ 21,758	\$ 5,175	\$ 7,243	\$ 3,763	\$ 197	\$ 0
Mr Chris Sandhu	2023	\$ 19,877	Not Applicable	Not Applicable	Not Applicable	\$ 0	\$ 54,551
	2022	\$ 65,131	\$ 11,875	\$ 11,875	\$ 6,250	\$ 292	\$ 0
Mr Greg Everett	2023	\$ 286,729	\$ 59,850	\$ 89,775	\$ 55,000	\$ 0	\$ 0
	2022	\$ 278,847	\$ 54,900	\$ 91,500	\$ 43,605	\$ 0	\$ 0
Ms Yen Ping Fong	2023	\$ 106,800	\$ 20,000	\$ 20,000	\$ 6,000	\$ 0	\$ 0
	2022	\$ 93,289	\$ 19,000	\$ 10,000	Not Applicable	\$ 518	\$ 0
Ms Rena Padman	2023	\$ 142,974	\$ 9,240	Not Applicable	Not Applicable	\$ 2,184	\$ 0
	2022	\$ 139,223	\$ 11,760	Not Applicable	Not Applicable	\$ 8,088	\$ 0
Ms Krupa Steffanoni	2023	\$ 198,480	\$ 26,000	\$ 26,000	Not Applicable	\$ 0	\$ 0
	2022	\$ 209,964	\$ 34,600	\$ 34,600	Not Applicable	\$ 1,135	\$ 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.

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

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

³ 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.

⁴ 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 FY21 performance is paid October 2023. In accordance with scheme rules, cash amounts paid out may be reduced (or payment delayed) only in exceptional circumstances to safeguard the company.

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

⁶ Termination benefits paid on cessation of employment.

⁷ 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.