

		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 George Venardos Chair	2018	\$ 76,828	\$ 352
	2017	\$ 71,850	\$ 357
Mr Trent Twomey <sup>16</sup>	2018	\$ 4,411	\$ 22
	2017	Not applicable	Not applicable
Mr Stephen Somogyi	2018	\$ 25,479	\$ 127
	2017	\$ 23,834	\$ 119
Mr Nick Panayiaris <sup>17</sup>	2018	\$ 4,429	\$ 40
	2017	Not applicable	Not applicable
Mr Andrew Bloore	2018	\$ 18,788	\$ 93
	2017	\$ 14,955	\$ 74
Mr John Dowling	2018	\$ 12,965	\$ 65
	2017	\$ 14,298	\$ 71
Mr Ian Todd <sup>14</sup>	2018	\$ 10,683	\$ 1,172
	2017	\$ 16,836	\$ 1,995
Mr Timothy Logan <sup>13</sup>	2018	\$ 9,353	\$ 47
	2017	\$ 14,261	\$ 71
Ms Linda Jenkinson	2018	\$ 18,788	\$ 93
	2017	\$ 14,955	\$ 74

		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 <sup>9</sup> Managing Director	2018	\$ 231,988	\$ 215,914	\$ 165,534 <sup>7</sup>	\$ 138,018 <sup>8</sup>	\$ 301	\$ 0
	2017	\$ 78,508	\$ 67,620	\$ 44,100	\$ 77,558	\$ 600	\$ 0
Mr Shane Jackson	2018	\$ 58,654	\$ 8,430	\$ 8,430	\$ 5,700	\$ 326	\$ 0
	2017	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Mr Sam Horskins <sup>11</sup>	2018	\$ 75,542	\$ 0	\$ 0	\$ 0	\$ 127	\$ 0
	2017	\$ 51,955	\$ 7,434	\$ 11,151	\$ 6,240	\$ 0	\$ 0
Mr Greg Everett	2018	\$ 251,267	\$ 41,500	\$ 62,300	\$ 0	\$ 1,002	\$ 0
	2017	\$ 39,289	Not Applicable	Not Applicable	Not Applicable	\$ 0	\$ 0
Mr Antony Jarvis <sup>9</sup>	2018	\$ 77,180	\$ 14,680	\$ 7,340	\$ 0	\$ 401	\$ 0
	2017	\$ 39,320	\$ 6,300	\$ 3,150	\$ 0	\$ 223	\$ 0
Ms Elisabet Wreme <sup>18</sup>	2018	\$ 14,060				\$ 37	
	2017	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Ms Sharon McNeill <sup>10</sup>	2018	\$ 69,508	\$ 0	\$ 0	\$ 0	\$ 432	\$ 116,601
	2017	\$ 160,165	\$ 18,000	\$ 18,000	\$ 8,000	\$ 873	\$ 0
Mr David Frost <sup>12</sup>	2018	\$ 132,824	\$ 0	\$ 0	\$ 0	\$ 592	\$ 113,138
	2017	\$ 203,162	\$ 19,350	\$ 19,350	\$ 15,000	\$ 1,117	\$ 0
Ms Melinda Di Vita <sup>19</sup>	2018	\$ 34,015	\$ 0	\$ 0	\$ 0	\$ 169	\$ 0
	2017	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Mr John Robinson <sup>15</sup>	2018	\$ 61,073	\$ 10,000	\$ 0	\$ 0	\$ 304	\$ 0
	2017	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Mr Todd Johnson	2018	\$ 173,606	\$ 34,500	\$ 29,500	\$ 0	\$ 861	\$ 0
	2017	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Ms Rena Padman	2018	\$ 140,559	\$ 9,600	\$ 0	\$ 0	\$ 699	\$ 0
	2017	\$ 128,095	Not Applicable	Not Applicable	Not Applicable	\$ 639	\$ 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, in October following end of financial year.
  - <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 FY16 performance is paid October 2018. 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.
  - <sup>8</sup> Mr Mario Pirone's FY16 LTI have vested but not exercised. See notation 7 for further detail.
  - <sup>9</sup> Mr Mario Pirone and Antony Jarvis's remuneration have increased reflecting time spent on the Guild Superannuation business in FY17/18.
  - <sup>10</sup> Ms Sharon McNeil was appointed on 19 January 2015 and redundant on 30 November 2017.
  - <sup>11</sup> Mr Sam Horskins was appointed on 11 March 2008 and resigned 1 December 2017.
  - <sup>12</sup> Mr David Frost was appointed on 6 October 2014 and redundant on 31 January 2018.
  - <sup>13</sup> Mr Tim Logan was appointed on 1 January 2013 retired on 7 March 2018.
  - <sup>14</sup> Mr Ian Todd was appointed on 1 January 2015 retired on 7 March 2018.
  - <sup>15</sup> Mr John Robinson was appointed on 13 March 2018.
  - <sup>16</sup> Mr Trent Twomey was appointed on 7 March 2018
  - <sup>17</sup> Mr Nick Panayiaris was appointed on 7 March 2018.
  - <sup>18</sup> Ms Elisabet Wreme was appointed on 3 April 2018.
  - <sup>19</sup> Ms Melinda Di Vita was appointed on 1 May 2018.