

		Short-Term Benefits	Post-Employment Benefits
		Fixed Salary Paid <sup>1</sup>	Voluntary Contribution Superannuation <sup>4</sup>
<b>Non-Executive Directors (GTS)</b>			
Mr Stephen Somogyi Chair <sup>13</sup>	2020	\$ 83,363	\$ 379
	2019	\$ 55,138	\$ 307
Mr Trent Twomey <sup>14</sup>	2020	\$ 16,594	\$ 397
	2019	\$ 16,124	\$ 386
Mr Nick Panayiaris	2020	\$ 16,594	\$ 397
	2019	\$ 16,124	\$ 386
Mr Andrew Bloore <sup>15</sup>	2020	\$ 22,763	\$ 350
	2019	\$ 20,251	\$ 360
Mr John Dowling <sup>16</sup>	2020	\$ 27,884	\$ 428
	2019	\$ 22,727	\$ 536
Ms Linda Jenkinson	2020	\$ 109,146	\$ 496
	2019	\$ 71,619	\$ 419
Ms Keri Pratt <sup>12</sup>	2020	\$ 13,333	\$ 65
	2019	Not applicable	Not applicable

		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	2020	\$ 242,767	Not Applicable	\$ 93,600 <sup>7</sup>	\$ 150,065	\$ 315	\$ 0
	2019	\$ 236,563	\$ 177,410	\$ 137,646	\$ 137,465	\$ 308	\$ 0
Mr Chris Sandhu	2020	\$ 57,512	Not Applicable	\$ 6,250	Not Applicable	\$ 263	\$ 0
	2019	\$ 32,715	Not Applicable	Not Applicable	Not Applicable	\$ 148	\$ 0
Mr Greg Everett	2020	\$ 264,854	Not Applicable	\$ 43,605	\$ 62,300	\$ 1,050	\$ 0
	2019	\$ 258,902	\$ 39,900	\$ 59,850	Not Applicable	\$ 1,027	\$ 0
Mr Antony Jarvis <sup>11</sup>	2020	\$ 76,738	Not Applicable	Not Applicable	Not Applicable	\$ 362	\$ 0
	2019	\$ 83,200	\$ 15,000	\$ 7,500	\$ 6,300	\$ 414	\$ 0
Ms Yen Ping Fong <sup>8</sup>	2020	\$ 73,231*	\$ 6,800	Not Applicable	Not Applicable	\$ 399*	\$ 0
	2019	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Ms Elisabet Wreme	2020	\$ 55,837	Not Applicable	\$ 9,180	Not Applicable	\$ 158	\$ 0
	2019	\$ 54,885	\$ 9,000	\$ 13,500	Not Applicable	\$ 154	\$ 0
Ms Rena Padman	2020	\$ 147,895	\$ 3,000	Not Applicable	Not Applicable	\$ 781	\$ 0
	2019	\$ 142,932	\$ 10,000	Not Applicable	Not Applicable	\$ 9,482	\$ 0
Mr Todd Johnson <sup>10</sup>	2020	\$ 112,811	Not Applicable	Not Applicable	Not Applicable	\$ 577	\$ 0
	2019	\$ 202,358	\$ 35,000	\$ 30,000	Not Applicable	\$ 1,016	\$ 0
Ms Krupa Steffanoni <sup>9</sup>	2020	\$ 173,889*	\$ 5,000	Not Applicable	Not Applicable	\$ 899*	\$ 0
	2019	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Ms Melinda Di Vita	2020	\$ 198,205	\$ 5,000	\$ 10,000	Not Applicable	\$ 1,205	\$ 0
	2019	\$ 197,500	\$ 10,000	Not Applicable	Not Applicable	\$ 4,500	\$ 0
Mr John Robinson	2020	\$ 209,350	\$ 5,000	\$ 22,500	Not Applicable	\$ 1,046	\$ 0
	2019	\$ 204,823	\$ 27,000	\$ 27,000	Not Applicable	\$ 1,064	\$ 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 FY18 performance is paid October 2020. 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> Ms Yen Ping Fong was appointed on 27 April 2020.
- <sup>9</sup> Ms Krupa Steffanoni was appointed on 4 May 2020.
- <sup>10</sup> Mr Todd Johnson was appointed on 21 August 2017 and exited the business on 15 January 2020.
- <sup>11</sup> Mr Antony Jarvis was appointed on 10 September 2014 and exited the business on 24 April 2020.
- <sup>12</sup> Ms Keri Pratt was appointed on 28 April 2020.
- <sup>13</sup> Mr Stephen Somogyi was appointed 1 June 2008 and resigned on 30 June 2020.
- <sup>14</sup> Mr Trent Twomey was appointed 7 March 2018 and resigned on 30 June 2020.
- <sup>15</sup> Mr Andrew Bloore was appointed 1 September 2016 and resigned on 30 June 2020.
- <sup>16</sup> Mr John Dowling was appointed 1 January 2013 and resigned on 30 June 2020.