

		Short-Term Benefits	Post-Employment Benefits
		Fixed Salary Paid ¹	Voluntary Contribution Superannuation ⁵
Non-Executive Directors (GTS)			
Mr Stephen Somogyi Chair	2019	\$ 55,138	\$ 307
	2018	\$ 25,479	\$ 127
Mr George Venardos ¹¹	2019	\$ 37,596	\$ 221
	2018	\$ 76,828	\$ 352
Mr Trent Twomey	2019	\$ 16,124	\$ 386
	2018	\$ 4,411	\$ 22
Mr Nick Panayiaris	2019	\$ 16,124	\$ 386
	2018	\$ 4,429	\$ 40
Mr Andrew Bloore	2019	\$ 20,251	\$ 360
	2018	\$ 18,788	\$ 93
Mr John Dowling	2019	\$ 22,727	\$ 536
	2018	\$ 12,965	\$ 65
Ms Linda Jenkinson	2019	\$ 71,619	\$ 419
	2018	\$ 18,788	\$ 93

		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 Mario Pirone Managing Director	2019	\$ 236,563	\$ 177,410	\$ 137,646 ⁷	\$ 137,465 ⁸	\$ 308	\$ 0
	2018	\$ 231,988	\$ 215,914	\$ 165,534	\$ 138,018	\$ 301	\$ 0
Mr Shane Jackson ⁹	2019	\$ 28,957	\$ 0	\$ 0	\$ 0	\$ 148	\$ 76,475
	2018	\$ 58,654	\$ 8,430	\$ 8,430	\$ 5,700	\$ 326	\$ 0
Mr Chris Sandhu ¹⁰	2019	\$ 32,715	Not Applicable	Not Applicable	Not Applicable	\$ 148	\$ 0
	2018	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Not Applicable
Mr Greg Everett	2019	\$ 258,902	\$ 39,900	\$ 59,850	\$ 0	\$ 1,027	\$ 0
	2018	\$ 251,267	\$ 41,500	\$ 62,300	\$ 0	\$ 1,002	\$ 0
Mr Antony Jarvis	2019	\$ 83,200	\$ 15,000	\$ 7,500	\$ 6,300	\$ 414	\$ 0
	2018	\$ 77,180	\$ 14,680	\$ 7,340	\$ 0	\$ 401	\$ 0
Ms Elisabet Wreme	2019	\$ 54,885	\$ 9,000	\$ 13,500	\$ 0	\$ 154	\$ 0
	2018	\$ 14,060	Not Applicable	Not Applicable	Not Applicable	\$ 37	Not Applicable
Ms Rena Padman	2019	\$ 142,932	\$ 10,000	Not Applicable	Not Applicable	\$ 9,482	\$ 0
	2018	\$ 140,559	\$ 9,600	Not Applicable	Not Applicable	\$ 699	\$ 0
Mr Todd Johnson	2019	\$ 202,358	\$ 35,000	\$ 30,000	\$ 0	\$ 1,016	\$ 0
	2018	\$ 173,606	\$ 34,500	\$ 29,500	\$ 0	\$ 861	\$ 0
Ms Melinda Di Vita	2019	\$ 197,500	\$ 10,000	\$ 0	\$ 0	\$ 4,500	\$ 0
	2018	\$ 34,015	\$ 0	\$ 0	\$ 0	\$ 169	\$ 0
Mr John Robinson	2019	\$ 204,823	\$ 27,000	\$ 27,000	\$ 0	\$ 1,064	\$ 0
	2018	\$ 61,073	\$ 10,000	\$ 0	\$ 0	\$ 304	\$ 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, in October following end of financial year.
- 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 FY17 performance is paid October 2019. 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 $[\text{Latest GNA} - \text{Initial GNA}] / \text{Initial GNA}$.
- ⁸ Mr Mario Pirone's FY17 LTI have vested but not exercised. See notation 7 for further detail.
- ⁹ Mr Shane Jackson was appointed on 4 December 2017 and exited the business on 7 December 2018.
- ¹⁰ Mr Chris Sandhu was appointed on 7 January 2019.
- ¹¹ Mr George Venardos was appointed on 1 January 2009 and retired on 26 February 2019.