

1 October 2021

Company Announcements Office  
Australian Securities Exchange Limited  
20 Bridge Street  
SYDNEY NSW 2000

## CHANGE IN MANAGING DIRECTOR & CEO REMUNERATION

In accordance with Listing Rule 3.16.4, Seven Group Holdings Limited ("Company" or "SGH") (ASX: SVW) announces that the fixed remuneration of SGH Managing Director & CEO, Mr Ryan Stokes AO has today been increased from \$1,600,000 to \$1,900,000 per annum, effective from 1 August 2021.

Mr Ryan Stokes' fixed remuneration has previously remained unchanged since his appointment in June 2015. During that time, SGH has changed considerably with greater diversification and increase in the size and complexity of the SGH portfolio, and market capitalisation increasing from just over \$2bn to approximately \$8bn.

The change to fixed remuneration is aligned with the Company's policy to position total remuneration for executives principally within a competitive range of a peer group which includes Australian listed companies with characteristics most like SGH when compared against a set of financial and qualitative metrics.

The terms of Mr Ryan Stokes' employment are otherwise unvaried and, as detailed in the 2021 Annual Report, include a 100% on-target Short Term Incentive Plan ("STIP") opportunity and a 100% on-target Long Term Incentive Plan ("LTIP") opportunity, the structure of which links a significant proportion of Mr Stokes' total remuneration to performance-based outcomes aligning with shareholders' interests. Details of the Company's STIP and LTIP are set out in SGH's 2021 Annual Report.

This release has been authorised to be given to ASX by the Board of SGH.

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**Seven Group Holdings Limited** is a leading Australian diversified operating and investment group with market leading businesses and investments in industrial services, media and energy. In industrial services, WesTrac Group is the sole authorised Caterpillar dealer in Western Australia, New South Wales and the Australian Capital Territory. WesTrac is one of Caterpillar's top dealers globally (by sales value). SGH owns Coates, Australia's largest nationwide industrial and general equipment hire business. SGH also has a 69.9% shareholding in Boral, an international building products and construction materials group. In energy, SGH has a 30.0% shareholding in Beach Energy and has interests in oil and gas projects in Australia and the United States. In media, SGH has a 39.19% shareholding in Seven West Media, one of Australia's largest multiple platform media companies, including the Seven Network, 7plus and The West Australian.

**WesTrac**

**Coates**

**BORAL**

**7plus**

**SGH | Energy**

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