



THE STAR

Minimum Shareholding Policy

Other Executives

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Related Information

- The Star Entertainment Group’s Securities Trading Policy
- Contracts of employment

GENERAL INFORMATION

Purpose

This policy sets out the guidelines relating to minimum shareholding targets for Other Executives of The Star Entertainment Group Limited (***The Star Entertainment Group***).

Rationale

To align the interests of Executives with shareholders generally.

Who the Policy Applies to

This policy applies to **Other Executives** who are defined as employees of The Star Entertainment Group who report directly to the Managing Director and Chief Executive Officer and who are members of the Executive Leadership Team.

This policy is not applicable to Non-Executive Directors or Executive Key Management Personnel as they are respectively covered by separate minimum shareholding policies.

Other Executives who are awaiting receipt of all necessary regulatory approvals prior to the commencement of their employment with The Star Entertainment Group may, subject to The Star Entertainment Group's Securities Trading Policy, acquire shares in The Star Entertainment Group.

DETAILED INFORMATION

Policy

Other Executives are required to acquire and hold ordinary shares in The Star Entertainment Group in accordance with the following guidelines:

- (a) Other Executives are to hold a minimum number of shares which is of equal value to 60% of one year's base salary (excluding superannuation) at the time of their unconditional appointment.
- (b) The minimum number of shares to be held will be calculated using the applicable base salary divided by the share price on the date of unconditional appointment (for new Executives) or on the date of commencement of this policy (for existing Executives).
- (c) The minimum number of shares is to be acquired:
 - (i) progressively over 5 years from the date of unconditional appointment (for new Executives); or
 - (ii) within 5 years from the commencement of this policy (for existing Executives).
- (d) Direct and indirect holdings will count towards the minimum shareholding target.
- (e) Unvested performance rights will not count towards the minimum shareholding target.
- (f) Share purchases are only permitted to be made outside Blackout Periods and in accordance with The Star Entertainment Group's Securities Trading Policy.

Review

Unless the Board determines otherwise, this policy will be reviewed every 2 years by the Board or its delegated committee.