



THE STAR

## ASX Announcement

1 June 2022

### ACTING CHIEF EXECUTIVE OFFICER EMPLOYMENT TERMS

The Star Entertainment Group Limited (ASX code: SGR) (**The Star**) refers to its announcement of 23 May 2022 which advised that Mr Geoff Hogg will assume the position of Acting Chief Executive Officer from 1 June 2022 (subject to any regulatory approvals).

Remuneration arrangements and a summary of the key terms of Mr Hogg's employment as Acting Chief Executive Officer are attached.

As previously advised, The Star is conducting a search for a permanent CEO.

#### Authorised by:

Board of Directors

#### For more information contact:

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**Summary of the key terms of employment agreement  
between The Star and Mr Geoff Hogg for the role of Acting Chief Executive Officer**

	<b>Employment Agreement Key Terms</b>
<b>Commencement and Term</b>	<p>Proposed commencement date is 1 June 2022, subject to receipt of any required regulatory approvals.</p> <p>Appointment term is ongoing, subject to termination by either party on one months' notice (including when a permanent Chief Executive Officer has been appointed).</p> <p>It is intended that Mr Hogg will return to his role of Chief Casino Officer once the term of the Acting Chief Executive Officer role finishes.</p>
<b>Remuneration</b>	<p>Mr Hogg's remuneration package for his former role of Chief Casino Officer QLD was set out in The Star's 2021 Annual Report.</p> <p>The same structure will continue to apply to his appointment as Acting Chief Executive Officer with the following amounts being effective from the date of Mr Hogg's appointment to the role (expected to be 1 June 2022, subject to receipt of any required regulatory approvals):</p> <ul style="list-style-type: none"> <li>• <b>Fixed remuneration</b> – \$1,000,000 per annum (including superannuation).</li> <li>• <b>Short-Term Incentive (STI)</b> – potential target short-term incentive of \$600,000.</li> <li>• <b>Long-Term Incentive (LTI)</b> – potential annual long-term incentive award valued at \$600,000.</li> </ul> <p>The STI and LTI amounts above will be pro-rated to reflect that Mr Hogg is being appointed to the Acting Chief Executive Officer role part way through the year.</p> <p>The performance measures which apply to the STI and LTI components of Mr Hogg's remuneration were described in The Star's 2021 Annual Report.</p>
<b>Cessation of Acting CEO position</b>	<p>Either party may terminate the arrangement at any time on one month's notice, including when a permanent Chief Executive Officer has been appointed.</p>
<b>Termination</b>	<p>The Star may terminate Mr Hogg's employment immediately (without payment in lieu of notice) in circumstances of misconduct, if Mr Hogg breaches certain obligations under his employment agreement, is disqualified from holding office with the company or otherwise engages in any act or omission which would justify summary dismissal.</p> <p>The employment agreement does not provide for any termination payments, other than payment in lieu of notice (if applicable) and statutory entitlements.</p>
<b>Restrictive Covenant</b>	<p>Mr Hogg is subject to non-compete obligations for up to 12 months after termination of his employment with The Star from being engaged in any business or activity in Australia which competes with or is substantially similar to the business of The Star.</p>