

# ASX Announcement

15 January 2026

## Change to Chief Executive Officer's Remuneration

Generation Development Group Limited (**ASX: GDG**) ("**Company**") advises in accordance with ASX Listing Rule 3.16.4 that the remuneration arrangements for Mr Grant Hackett, CEO have been revised.

Following a benchmarking review against ASX-listed peers of similar scale and complexity, the Board has approved an adjustment to the CEO's remuneration structure to ensure market alignment and support the Group's expanded operating scope.

The changes reflect the increased scale and complexity of GDG, including the strengthening of regulatory and risk capabilities, rationalisation of the Group's technology architecture, and the establishment of a scalable operating model to support growth following the Lonsec and Evidentia acquisitions. This multi-year integration and transformation program is expected to realise synergies and deliver durable, high-quality returns for shareholders.

Total remuneration continues to be materially weighted towards performance-based at-risk components and linked to financial, synergy and integration outcomes determined by the Board. There are no changes to Mr Hackett's contractual terms, termination provisions or change-of-control arrangements.

A summary of the material revised terms is set out in Annexure A to this ASX announcement.

*Authorised for release by the Board of Generation Development Group Limited.*

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Annexure A

**Updated material remuneration arrangements**

	<b>Grant Hackett</b>
<b>Appointment</b>	CEO
<b>Term</b>	No change. The appointment is on an ongoing basis. Termination upon 6 months' notice by either party. In limited prescribed circumstances, the Company may terminate upon giving 30 days' notice.
<b>Fixed remuneration</b>	\$900,000 (inclusive of superannuation), effective 1 January 2026, subject to review in July of each year, together with previously issued loan funded shares.  (an increase of \$200,000)
<b>Short Term Incentive</b>	Up to \$1,100,000 upon satisfying performance hurdles set by the Board each year, effective 1 July 2025.  (an increase of up to \$500,000)
<b>Long Term Incentive</b>	Current holder of indeterminate performance rights previously granted.  Further grant of no less than \$1,300,000 worth of performance rights at Board's discretion, effective 1 July 2026.  (an increase of \$300,000)

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