

# Managing Director remuneration update.

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27 May 2026

Web Travel Group Limited (ASX: WEB) (**Web Travel Group** or the **Company**) today advises that, as part of an ongoing review of the Company's executive remuneration framework for FY27 to ensure it is appropriately aligned with the Company's strategic priorities and long-term value creation objectives, the Company is proposing a number of changes to executive remuneration.

First, the Company and the Managing Director, John Guscic have agreed to recalibrate Mr Guscic's fixed annual remuneration (**FAR**) by adjusting it from \$1,600,000 to \$1,400,000, effective 1 June 2026.

Second, subject to obtaining shareholder approval at the Company's 2026 Annual General Meeting (**AGM**), the Company proposes to make a one-off offer of 3,478,261 options to Mr Guscic under the Company's Long Term Incentive (**LTI**) Plan. The number of options has been calculated by dividing the LTI maximum opportunity amount (being 200% of Mr Guscic's reduced FAR) by the fair value of the options as at 22 May 2026. It is proposed that 30% of the options will vest three years from the date of grant, with the remaining 70% to vest four years from the date of grant. The exercise price of each option will be the 4-month VWAP of the Company's shares from 1 February 2026 to 31 May 2026. For reference, the VWAP of the Company's shares from 1 February 2026 to 22 May 2026 was \$3.00, representing a premium of approximately 26% to the closing share price on 26 May 2026. Other than the proposed grant of options, the Company is not proposing to issue any equity grants to Mr Guscic as part of his FY27 remuneration package.

As part of the executive remuneration review, the Company is also assessing the design of the FY27 short-term incentive and future short-term and long-term incentive arrangements and the appropriateness of performance metrics and hurdles to drive the behaviours and outcomes that support the delivery of the Company's strategy, and will provide a further update in due course.

Mr Guscic has previously disclosed funding arrangements with UBS AG involving Web Travel Group shares, with upcoming maturity dates, which were historically entered into for the purpose of acquiring Web Travel Group shares when they were trading at a significant premium to the current share price. None of these funding arrangements involved any share price-based triggers. Mr Guscic plans to let these expire at or around the scheduled maturity dates and will not enter similar arrangements in the future. Mr Guscic proposes to sell on-market the number of Web Travel Group shares required to fully settle amounts owing to UBS AG. The sale will occur during the open trading window.

Mr Guscic has confirmed his commitment to the Company as Managing Director and his intent to remain a long-term shareholder.

For more information, please contact:

**Investors.**

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This announcement has been authorised for release by the Board of Directors.