

Employee Share Plan Product Suite



Our full suite of services supports your company's remuneration strategy with an innovative, best-fit approach

Plan design and administration

Our Employee Share Plans team help increase employee engagement and retention to drive performance



We provide employee share plan services to listed and unlisted global companies including over 40% of the ASX200



More than 20 years of experience in employee share plan services

Link Group's premium global Employee Share Plan service offering incorporates the full lifecycle of plan management:

- Inception
- Implementation
- Ongoing administration
- Regular review and re-design
- and exit

Our focus on technology, expertise in employee engagement and ongoing plan analysis ensures your plans continue to meet your business needs and are an effective retention and motivation tool for employees.

Plan Design, Review, Retention and Reward

We guide you through all aspects of detailed plan design and offer process through to implementation.

Employee Plan Administration

Plan administration to fit your needs with our value-add expert advice, detailed insights and innovative technology platforms.

Legal and Regulatory Advice

Partnering with you to provide specialised expertise in all Employee Share Plan legal and regulatory documentation services.



Innovative Share Plan Management

Our innovative tools support and enhance shareholder engagement whilst improving the overall user experience

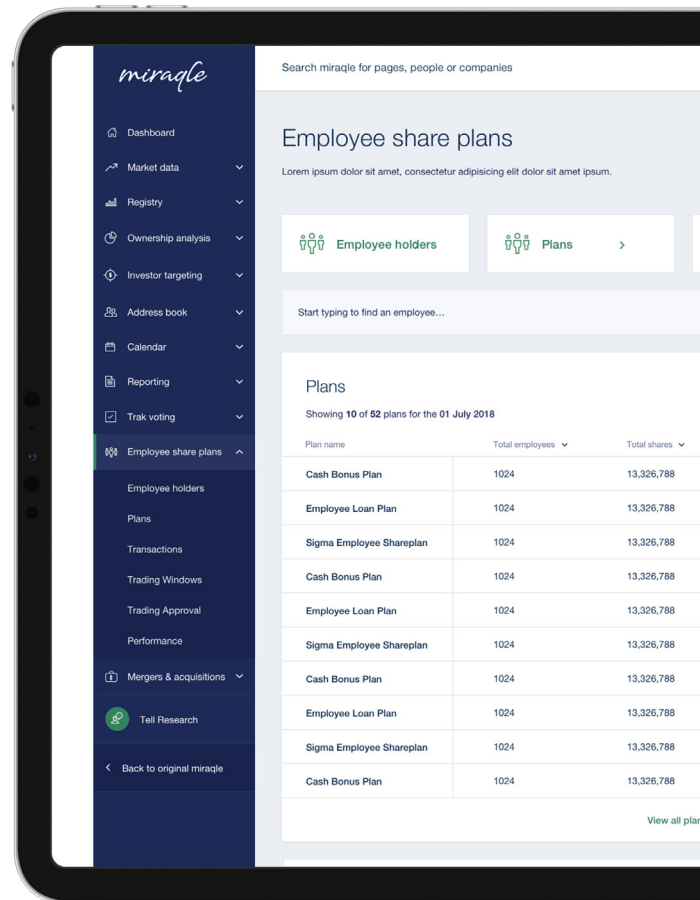


Link Group administers global share plans for companies operating in over 100 countries, managing 500,000+ employee equity holdings



More than 500 listed companies worldwide use our Investor Centre platform

Link Group operates two key share plan management platforms, Investor Centre and miracle.



miracle

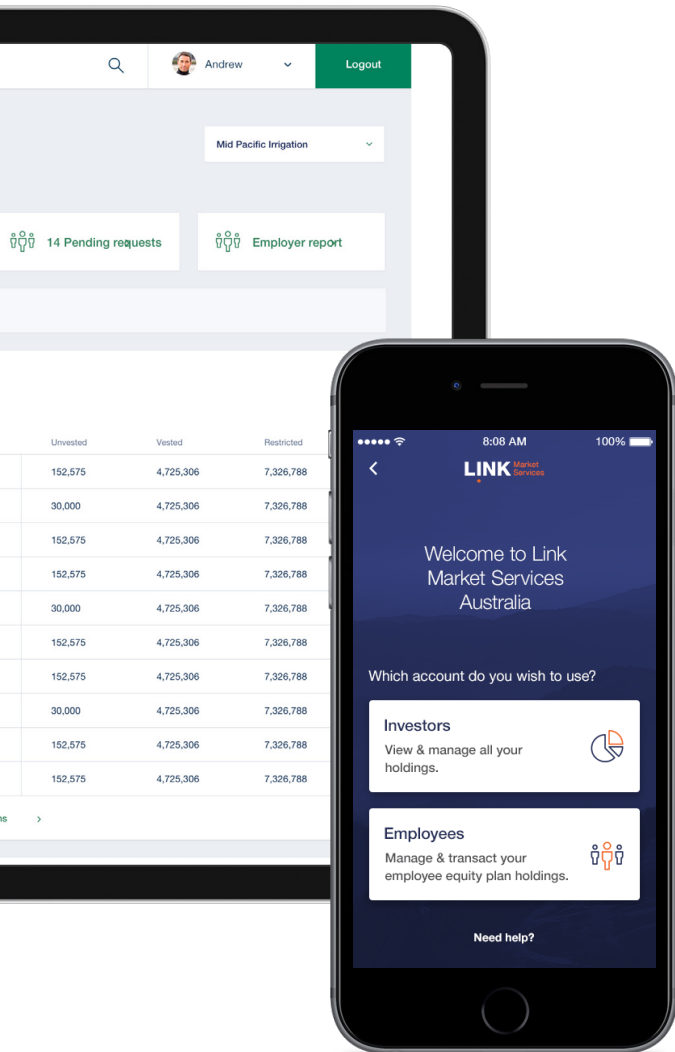
Our administrator website that allows companies to quickly analyse their share plans and create customised reporting.

Key features of the platform as part of the visual:

- Performance tracking
- Trading control
- Key plan information
- Employee Dashboards

Trustee Services

Link Group's expert team provides efficient and compliant management and safeguarding of your assets



Over \$1 billion in assets under custody



Manages 120+ employee plan trust structures



Processes 250,000+ transactions annually

Link Group is dedicated to providing our well respected trustee, custody and related services ensuring the efficient management and safeguarding of your assets as well as strict compliance with legislation, listing rules and trust terms.

Investor Centre

Our customisable platform allows employees to view, action and manage their holdings all in one place and includes a fully native mobile app for convenient and secure access on the go.

Key features of the platform:

- View and accept offers
- Sell shares
- Exercise awards
- View dividend information
- Vote in company meetings

Trustee Services

We hold an Australian Financial Services License and specialise in the establishment and management of a wide variety of trustee relationships encompassing all accounting and reporting, compliance and legal drafting services.

Custodial Services

Custodian specialising in custodial arrangements in Australia and across multiple jurisdictions for various asset classes.

Escrow Services

We are a trusted escrow agent with the ability to execute any corporate transaction, regardless of complexity or size.

Valuation and Reporting

Our suite of solutions known as miracle metrics, offers accurate, transparent and independent analysis, advice and reporting



Market leader in quantitative analysis



Trusted adviser to more than 20 ASX Top 50 companies

miracle metrics is a specialist division of Link Group and a market leader in quantitative analysis for employee performance plans.

Our services comply with Australian Accounting Standard Board – Share-based Payment, Related Party Disclosures and International Financial Reporting Standards through use of applicable valuation methodology.

Remuneration advisory service

Analysis and advice on the best-fit plan design, performance conditions and measures as well as forecasting.

Equity Award Valuation services

Clear, easy to understand reporting that highlights the valuation as well as the justification.

Analytical Services

Remuneration performance analytics to assist with data analysis as well as calculations to determine security prices and for the adjustment of equity awards following corporate actions.



Contact us to learn more

Link Market Services, part of Link Group
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www.linkmarketservices.com.au

Link Group administers financial ownership data and drives user engagement, analysis and insight through technology. We deliver complete solutions for companies, large asset owners and trustees across the globe. Our commitment to market-leading client solutions is underpinned by our investment in people, processes and technology.