

Change in CEO Remuneration

1 March 2018, Melbourne: Praemium's Board would like to advise that effective 1 March 2018, a revised remuneration structure has been agreed with Praemium's Chief Executive Officer, Michael Ohanessian.

Following Mr Ohanessian's re-appointment as CEO in May 2017, his employment terms have remained under an interim agreement. This revised remuneration structure was based on the Board's review of the CEO's employment contract relative to appropriate market terms and conditions, with the changes as follows:

Item	Previous terms	Current terms
Salary	\$435,000, inclusive of statutory superannuation	\$535,000, inclusive of statutory superannuation
Short Term Incentive	Bonus of 30% of base salary based on achievement of budgeted EBITDA, and up to a maximum of 50% based on outperformance	Bonus of 30% of base salary based on achievement of budgeted EBITDA, and up to a maximum of 70% based on outperformance
Long Term Incentive	<p>Long-term incentives (LTI) are based on participation within Praemium's Directors & Employee Benefits Plan. LTI incentives, based currently on the issue of performance rights, have vesting hurdles of group profitability (EBITDA) targets set by the Board (50% weighted) and Total Shareholder Return (TSR) measurement (50% weighted) over each LTI cycle of 3 years.</p> <p>Further details of the Praemium's Directors & Employee Benefits Plan are outlined on page 19 of the FY2017 Annual Report.</p>	<p>Long-term incentives (LTI) are based on participation within Praemium's Directors & Employee Benefits Plan. LTI incentives, based currently on the issue of performance rights, have vesting hurdles of group profitability (EBITDA) targets set by the Board (50% weighted) and Total Shareholder Return (TSR) measurement (50% weighted) over each LTI cycle of 3 years. A maximum of 150% of LTI's can be achieved based on outperformance.</p> <p>Further details of the Praemium's Directors & Employee Benefits Plan are outlined on page 19 of the FY2017 Annual Report.</p>
Notice Period	1 Month	9 Months

About Praemium (ASX: PPS): Praemium is a global leader in the provision of investment administration, Separately Managed Account (SMA) and financial planning technology platforms. Praemium administers in excess of 475,000 investor accounts covering approximately \$100 billion in funds globally, and currently provides services to approximately 800 financial institutions and intermediaries, including some of the world's largest financial institutions.

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