

APPENDIX 4E  
PRELIMINARY FINAL REPORT  
FLEETPARTNERS GROUP LIMITED  
ACN : 131 557 901

YEAR ENDED 30 SEPTEMBER 2025

1 Details of the reporting period and the prior period

|                |                                    |
|----------------|------------------------------------|
| Current period | 1 October 2024 - 30 September 2025 |
| Prior period   | 1 October 2023 - 30 September 2024 |

2 Results for announcement to the market

|                                                      | Year Ended<br>30 Sep 2025 | Year Ended<br>30 Sep 2024 | Change on<br>Prior Period | Change on<br>Prior Period |
|------------------------------------------------------|---------------------------|---------------------------|---------------------------|---------------------------|
| Financial Performance                                | \$'000                    | \$'000                    | \$'000                    | %                         |
| Revenue from continuing operations                   | 786,231                   | 761,632                   | 24,599                    | 3.2%                      |
| Profit for the year after tax                        | 75,335                    | 77,877                    | (2,542)                   | (3.3%)                    |
| Net profit attributable to members                   | 75,335                    | 77,877                    | (2,542)                   | (3.3%)                    |
| NPATA for the period <sup>1</sup>                    | 84,126                    | 87,712                    | (3,586)                   | (4.1%)                    |
| <b>Earnings per share</b>                            | <b>Cents</b>              | <b>Cents</b>              | <b>Cents</b>              | <b>%</b>                  |
| Statutory earnings per share                         | 33.6                      | 32.4                      | 1.2                       | 3.7%                      |
| Diluted statutory earnings per share                 | 33.1                      | 32.0                      | 1.1                       | 3.4%                      |
| NPATA earnings per share <sup>1</sup>                | 37.5                      | 36.5                      | 1.0                       | 2.7%                      |
| <b>Number of ordinary shares used in calculating</b> | <b>Units</b>              | <b>Units</b>              | <b>Units</b>              | <b>%</b>                  |
| Statutory earnings per share                         | 224,440,665               | 240,352,856               | (15,912,191)              | (6.6%)                    |
| Diluted statutory earnings per share                 | 227,789,072               | 243,544,680               | (15,755,608)              | (6.5%)                    |
| NPATA earnings per share                             | 224,440,665               | 240,352,856               | (15,912,191)              | (6.6%)                    |

1. NPATA for the year is the statutory profit after tax, adjusted for the post tax effect of material one-off items that do not reflect the ongoing operations of the Group, the amortisation of intangible assets and the fair value gain or loss on the ineffective portion of the interest rate hedges.

| Dividends declared                                                                                                                                                                              | Amount per<br>security<br>Cents | Franked amount<br>per security<br>Cents |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------|-----------------------------------------|
| Final unfranked dividend for the year ended 30 September 2025, declared on 14 November 2025. The final dividend will be paid on 16 January 2026 to shareholders registered on 16 December 2025. | 13.6                            | Nil                                     |

|                                                                                                                         |
|-------------------------------------------------------------------------------------------------------------------------|
| <b>Commentary</b>                                                                                                       |
| Refer to the FleetPartners Group Limited Financial report accompanying this Appendix 4E for a more detailed commentary. |

APPENDIX 4E  
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3 Net Tangible Assets Per Security

|                                           | Year Ended<br>30 Sep 2025<br>Cents | Year Ended<br>30 Sep 2024<br>Cents |
|-------------------------------------------|------------------------------------|------------------------------------|
| Net tangible assets per ordinary security | 73.7                               | 60.0                               |

4 Auditor's report

The financial report has been independently audited and an unqualified audit opinion has been issued.

5 Attachments

The Financial report of FleetPartners Group Limited for the year ended 30 September 2025 is attached.

6 Signed



Gail Pemberton  
Chair  
Sydney



Damien Berrell  
Chief Executive Officer and Managing Director  
Sydney

Date: 14 November 2025

**FleetPartners Group Limited**

ACN 131 557 901

**Financial report**

**for the year ended 30 September 2025**

# FleetPartners Group Limited

ACN 131 557 901

## Financial report for the year ended 30 September 2025

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## **Directors' Report**

The Directors present their report on the consolidated entity (referred to hereafter as Group or FleetPartners) consisting of FleetPartners Group Limited (Company) and the entities it controlled at the end of, or during, the year ended 30 September 2025.

### **1. Directors**

The following persons were Directors of the Company during the financial year and up to the date of this report, unless otherwise noted:

#### **GAIL PEMBERTON MA (UTS), FAICD, GCERT FIN**

Chair since 6 May 2021, Independent Non-Executive Director since 26 March 2015.

Gail Pemberton's executive roles have included Chief Operating Officer UK at BNP Paribas Securities Services and CEO and Managing Director, BNP Paribas Securities Services, Australia and New Zealand. Gail joined BNP Paribas after a highly successful career at Macquarie Bank, where she worked for 20 years, holding the role of Group CIO for 12 years and subsequently as COO of the Financial Services Group in her last three years at Macquarie.

In addition to FleetPartners Group, Gail is currently an independent non-executive director of HSBC Bank Australia having been appointed in October 2021, Chair and independent non-executive director of Sydney Metro from April 2019 and Land Services WA & SA from May 2020 and February 2024, respectively. Her previous Non-Executive Director roles have included Symbio Holdings Limited, Link Administration Holdings Limited and Prospa Group Limited, where she also served as Chair.

Gail retired as independent non-executive director of Symbio Holdings Limited (ASX:SYM) in February 2024, where she was a director since September 2020, as independent non-executive director of Link Administration Holdings Limited (ASX:LNK) in May 2024, where she was a director since January 2024, and as Chair of Prospa Group Limited (ASX:PGL) in August 2024, where she was a director since May 2018 and Chair since February 2019.

Gail was awarded the Order of Australia (AO) in the 2018 Australia Day Honours list for distinguished service to the finance and banking industry, to business through a range of roles, as an advocate for technology, and as a mentor to women.

#### **DAMIEN BERRELL BEc, CA, GAICD**

Chief Executive Officer and Managing Director since 31 January 2023.

Damien has over 20 years' experience in the domestic and international non-bank financial institutional space, with the majority of this time in senior leadership roles at successful fleet leasing businesses. Damien joined FleetPartners in 2020 as Chief Financial Officer (CFO), where he was responsible for all aspects of Finance as well as Strategy, M&A, Legal, Investor Relations and Company Secretarial.

Prior to this, Damien served as CFO at Custom Fleet. Here, Damien played a lead role in the sale of the business by General Electric (GE) and repositioning the business in Australia and New Zealand. Damien has also held senior finance positions at GE in Australia, New Zealand, Japan, China and in the US. Damien holds a Bachelor of Economics, Accounting from Macquarie University and is a qualified Chartered Accountant.

#### **RUSSELL SHIELDS FAICD**

Independent Non-Executive Director since 26 March 2015.

Russell Shields has more than 40 years' experience in financial services, including six years as Chair of ANZ Bank, Queensland and Northern Territory.

Prior to joining ANZ, Russell held senior executive roles with HSBC, including Managing Director Asia Pacific - Transport, Construction and Infrastructure and State Manager Queensland, HSBC Bank Australia. He was founding Chairman of Maritime Capital Shipping Ltd, an unlisted public company in Hong Kong, until the business was sold in 2009.

Russell retired as Chair of Aquis Entertainment Ltd (ASX:AQS) in May 2023, he was a director since April 2015.

**1. Directors (continued)**

**FIONA TRAFFORD-WALKER** BEc (HONS) (JCUNQ), MFIN (RMIT), GAICD

Independent Non-Executive Director since 27 July 2021.

Fiona is currently an Independent Non-Executive Director of Perpetual Limited (ASX:PPT) from December 2015 and the Victorian Funds Management Corporation (VFMC). Fiona is also a member of the Investment Committee for the Walter and Eliza Hall Institute.

Fiona was previously an Investment Director at Frontier Advisors, where she was a member of the firm's Investment Committee and Governance Advisory team. She was the inaugural Managing Director at Frontier Advisors and played a critical role in growing the firm.

Fiona retired as an Independent Non-Executive Director of Link Administration Holdings Limited (ASX:LNK) in May 2024, where she was a director since September 2015, and Prosopa Group Limited (ASX:PGL) in August 2024, where she was a director since March 2018.

Fiona has more than 30 years' experience advising institutional asset owners and investors on investment and governance-related issues. In 2013, Fiona was awarded inaugural Woman of the Year in the Money Management/Super Review of Women in Financial Services Awards and was ranked one of the top 10 global Asset Consultants from 2013 to 2016, and again in 2019. In 2016, Fiona was announced as a winner in The Australian Financial Review and Westpac 100 Women of Influence Awards in the Board/ Management category.

**CATHY YUNCKEN** BCOM/LLB (UNSW), GAICD

Independent Non-Executive Director since 27 July 2021.

Cathy is currently an Independent Non-Executive Director of MA Financial Group Limited (ASX:MAF) from March 2025, and a Non-Executive Director of Women and Girls Emergency Centre (WAGEC; Not for Profit) from August 2025.

Cathy has over 30 years commercial and executive leadership experience in the financial services industry, including corporate finance and investment banking roles at Bank of America and Barclays Capital, and executive leadership roles at GE Capital, Commonwealth Bank, and most recently Westpac Group, where she led diverse banking and private wealth businesses for Westpac and its regional banks St George Bank, BankSA and Bank of Melbourne.

**MARK BLACKBURN** Dip of Bus (ACC), GAICD

Independent Non-Executive Director since 15 November 2023.

Mark is currently Independent Non-Executive Director and Chair of the Audit and Risk Committee for Lifestyle Communities Limited (ASX:LIC), director from December 2019, and Independent Non-Executive Director and Chair of the Audit, Business Risk and Compliance Committee for Pro-Pac Packaging Limited (ASX: PPG), director from November 2022.

Mark has over 23 years' experience as a CFO in both listed and unlisted companies in the financial services, manufacturing and mining sectors. Most recently, Mark was CFO of McMillan Shakespeare Limited, an ASX-listed provider of Salary Packaging, Novated Leasing, asset management and related financial products and services.

Mark brings extensive financial and capital management skills and experience with ASX-listed companies, acquisitions and establishing joint ventures, as well as strong industry domain experience particularly in Fleet, Novated Leasing and Salary Packaging.

**ROB McDONALD** BCOM (UoA), FCA, CMInstD

Independent Non-Executive Director since 15 November 2023.

Rob is an experienced Non-Executive Director based in New Zealand and an experienced Chief Financial Officer.

Rob is currently Independent Non-Executive Director and Chair of Contact Energy Limited (ASX/NZX:CEN) and Councillor with the University of Auckland. Rob was appointed an Independent Non-Executive Director of Vero Insurance New Zealand Limited and Vero Liability Limited in March 2025, and became Chair in September 2025.

Rob retired as an Independent Non-Executive Director of Fletcher Building (ASX/NZX:FBU) in June 2024, where he was a director since September 2018.

**FleetPartners Group Limited**  
**Directors' Report**  
**30 September 2025**  
**(continued)**

**1. Directors (continued)**

Rob retired from Air New Zealand in 2018 after 14 years as CFO, where he successfully led the financial function of this international company, during periods of intense adverse market and financial turmoil (including GFC and Christchurch earthquake).

Rob brings extensive experience in financial risk management including the development and execution of treasury policies and multibillion dollar funding programmes and structures, as well as a strong understanding of digital issues and concepts.

**2. Company Secretary**

Lauren Osbich (BA (Hons), LLB) was appointed Company Secretary on 1 February 2023. Lauren is admitted as a practising Solicitor of the Supreme Court of NSW, holds a Bachelor of Arts/Law with Honours in English and a Graduate Diploma in Legal Practice.

Alexandra Payne (LLB (Hons), MBA) was appointed as an additional Company Secretary on 1 September 2025. Alexandra is admitted as a practising Solicitor of the Supreme Court of NSW and the Courts of England and Wales, holds a Bachelor of Law with Honours, a Master of Business Administration and a Graduate Diploma in Legal Practice.

The Company Secretary function is responsible for ensuring the Company complies with its statutory duties and maintains proper documentation, registers and records. The role provides advice to the Directors and officers about corporate governance and legal matters.

**3. Directors' Meetings**

The table below sets out the number of meetings held during the 2025 financial year and the number of meetings attended by each Director. During the year a total of 9 Board meetings, 5 Audit and Risk Committee meetings and 5 People, Culture, Remuneration and Nomination Committee meetings were held.

| Director              | Board              |          | Audit and Risk Committee |          | People, Culture, Remuneration and Nomination Committee |          |
|-----------------------|--------------------|----------|--------------------------|----------|--------------------------------------------------------|----------|
|                       | Eligible to attend | Attended | Eligible to attend       | Attended | Eligible to attend                                     | Attended |
| Gail Pemberton        | 9                  | 9        | 5                        | 5        | 5                                                      | 5        |
| Damien Berrell        | 9                  | 9        | -                        | -        | -                                                      | -        |
| Russell Shields       | 9                  | 9        | 5                        | 5        | -                                                      | -        |
| Fiona Trafford-Walker | 9                  | 9        | 5                        | 5        | 5                                                      | 5        |
| Cathy Yuncken         | 9                  | 9        | 5                        | 5        | 5                                                      | 5        |
| Mark Blackburn        | 9                  | 9        | -                        | -        | 5                                                      | 5        |
| Rob McDonald          | 9                  | 9        | 5                        | 5        | -                                                      | -        |

**4. Principal activities**

The Group is one of the leading providers of fleet management services in Australia and New Zealand. The Group's products include a comprehensive range of motor vehicle fleet services including vehicle acquisition, leasing, in-life fleet management and vehicle remarketing. The Group provides novated leasing and salary packaging services to customers in Australia.

**5. Group financial performance**

The Group measures financial performance adopting the following non-IFRS measures.

- Net operating income (NOI). This represents earnings before tax after direct costs such as interest expense on debt allocated to fleet assets, depreciation and amortisation of fleet assets. NOI also includes end of lease income but excludes the gains and losses associated with the movement in the fair value of ineffective interest rate hedges (hereafter referred to as "hedge gains/losses"). Hedge gains/losses result in volatility of earnings which is not driven by business performance, is not controllable by the Group and is non-cash in nature (being a fair value adjustment of a derivative), accordingly hedge gain/losses have been excluded from the calculation of NOI.
- Earnings before interest, taxes, depreciation and amortisation (EBITDA). This represents NOI before taxes after indirect costs such as wages, occupancy and technology costs. It also includes impairment expenses. EBITDA excludes depreciation and amortisation of non-fleet assets, share-based payments and operating finance costs (interest expense on debt other than debt allocated to fleet assets).
- Net profit after taxes, excluding amortisation (NPATA). This represents the post-tax earnings of the Group after excluding certain items. The items excluded are costs which are non-recurring due to the nature of the expense, amortisation of intangible assets and hedge gains/losses.

**FleetPartners Group Limited**  
**Directors' Report**  
**30 September 2025**  
**(continued)**

**5. Group financial performance (continued)**

The table below reconciles these non-IFRS measures with the statutory profit reported in the Group Statement of Profit or Loss and Other Comprehensive Income.

| <b>\$m</b>                                                   | <b>2025</b>  | <b>2024</b>  |
|--------------------------------------------------------------|--------------|--------------|
| Net operating income as per the statement of profit and loss | 227.8        | 226.5        |
| Add back the hedge loss                                      | 1.0          | 3.5          |
| <b>NOI</b>                                                   | <b>228.8</b> | <b>230.0</b> |
| Bad and doubtful debts                                       | (4.9)        | (3.5)        |
| Operating expenses                                           | (91.5)       | (89.2)       |
| <b>EBITDA</b>                                                | <b>132.4</b> | <b>137.3</b> |
| Depreciation                                                 | (2.8)        | (3.0)        |
| Share based payments                                         | (3.8)        | (3.3)        |
| Operating finance costs                                      | (6.5)        | (6.7)        |
| Tax                                                          | (35.2)       | (36.6)       |
| <b>NPATA</b>                                                 | <b>84.1</b>  | <b>87.7</b>  |
| <b>Reconciling items to statutory profits</b>                |              |              |
| Amortisation of acquired intangibles (post-tax)              | -            | (1.7)        |
| Amortisation and impairment of software (post-tax)           | (6.7)        | (4.4)        |
| Hedge loss (post-tax)                                        | (0.7)        | (2.5)        |
| Non-recurring items (post-tax)                               | (1.4)        | (1.2)        |
| <b>Statutory Profit</b>                                      | <b>75.3</b>  | <b>77.9</b>  |

## 5. Group financial performance (continued)

### NOI

NOI decreased by \$1.2 million compared to the 2024 financial year. The NOI decrease was largely due to:

- A decrease in end-of-lease income as a result of a decrease in the number of vehicles sold and, to a lesser extent lower average income per sold motor vehicle;
- An increase in the provision held for fleet impairment, mainly in relation to a subset of electric vehicles in New Zealand; and
- Lower funding commissions, as a higher proportion of new business writing (NBW) was funded using the Group's warehouse funding structure, rather than through principal and agency funding arrangements. Funding leases through the warehouse funding structure impacted revenue by spreading the revenue over the life of the lease as net interest margin, rather than receiving the revenue at the start of the lease as funding commissions; offset by
- An increase in net interest margin as more leases were financed through the Group's warehouse funding structure; and
- An increase in the principal recovery of operating leases, with a smaller increase in the depreciation expense.

### Bad and doubtful debts

Bad and doubtful debts increased by \$1.4 million compared to the 2024 financial year. The increase in bad and doubtful debts for Australia largely relates to incremental provisions being raised associated with administrative arrears which were as a result of the system migration associated with the Accelerate program. New Zealand provisions increased as the level of arrears increased and the ageing of the arrears increased, largely driven by overall economic conditions in New Zealand.

The Group wrote-off \$2.7 million (2024: \$1.4 million) and holds credit provisions of \$11.6 million (2024: \$9.4 million).

### Operating expenses

Operating expenses increased by \$2.3 million compared to the 2024 financial year. The increase was driven by higher employee costs (including targeted investment in capability), consultant costs associated with non-recurring engagements and increased overhead costs, partially offset by cost benefits from the Accelerate program.

### Reconciling items to statutory profit

The major reconciling items between NPATA and statutory profit include:

#### *Amortisation of acquired intangibles (post-tax)*

The amortisation of acquired intangibles (post-tax) represents the amortisation of customer relationships. Customer relationships were fully amortised in the 2024 financial year.

#### *Amortisation and impairment of software (post-tax)*

The amortisation and impairment of software (post-tax) represents the amortisation and impairment of purchased and in-house developed software. For the 2025 financial year, the Group recognised a post-tax impairment of \$1.4 million (2024: \$0.2 million) for software; this related to existing software that was deemed to be impaired following the implementation of the Accelerate program. Software amortisation has also increased following the go-live of the new system following completion of the Accelerate program.

#### *Non-recurring items*

Non-recurring items recognised for the 2025 and 2024 financial years included costs associated with employee redundancy payments and legal costs the company incurred in relation to its defence against the shareholder class action.

### Segment performance

#### *Australia Commercial*

| (\$m)                  | 2025        | 2024        |
|------------------------|-------------|-------------|
| NOI                    | 135.0       | 142.0       |
| Bad and doubtful debts | (3.4)       | (2.8)       |
| Operating expenses     | (62.5)      | (61.2)      |
| <b>EBITDA</b>          | <b>69.1</b> | <b>78.0</b> |

The Australia Commercial segment specialises in fleet leasing and management. It operates under the trading name of FleetPartners. The Group retired the FleetPlus brand as part of the Accelerate program.

## 5. Group financial performance (continued)

NOI decreased by \$7.0 million compared to the 2024 financial year largely as a result of lower end-of-lease income of \$9.0 million due to lower average income per sold vehicle and a lower number of vehicles sold. This was partially offset by increased lease income as a result of growth in the lease portfolio, despite a decrease in NBW due to the impacts of the Accelerate system cutover (now resolved).

Bad and doubtful debts had a \$0.6 million negative impact when compared to the year ended 30 September 2024. This was largely as a result of incremental provisions held associated with administrative arrears which were as a result of the system migration associated with the Accelerate program.

Operating expenses increased by \$1.3 million largely as a result of higher employee costs, consultant costs associated with non-recurring engagements and increased overhead costs.

EBITDA within the Australia Commercial segment was \$69.1 million and decreased by \$8.9 million compared to the 2024 financial year, as a result of the above factors.

### *Novated*

| (\$m)                  | 2025        | 2024        |
|------------------------|-------------|-------------|
| NOI                    | 39.4        | 33.0        |
| Bad and doubtful debts | -           | (0.1)       |
| Operating expenses     | (13.6)      | (12.7)      |
| <b>EBITDA</b>          | <b>25.8</b> | <b>20.2</b> |

The Novated segment specialises in novated leasing and salary packaging. It operates under the trading name of FleetPartners. The Group retired the FleetPlus brand as part of the Accelerate program.

NOI increased by \$6.4 million compared to the year ended 30 September 2024 as a result of the growth in the lease portfolio. NBW for the Novated segment in the 2025 financial year was impacted by the Accelerate system cutover (now resolved), the lease portfolio continued to grow.

Growth in the lease portfolio has been partly driven by the increase in demand for and supply of electric vehicles, where eligible electric cars are exempt from Fringe Benefits Tax. The Fringe Benefits Tax exemption for plug-in hybrid electric vehicles ceased on 31 March 2025 and the exemption for battery electric vehicles will be reviewed by the Federal Government by mid-2027.

The Novated segment recognised an improvement in actual bad debt write-offs of \$0.1 million when compared to the year ended 30 September 2024.

Operating expenses increased by \$0.9 million largely as a result of higher employee costs.

EBITDA within the Novated segment was \$25.8 million and increased by \$5.6 million compared to the 2024 financial year, as a result of the above factors.

### *New Zealand Commercial*

| (\$m)                  | 2025        | 2024        |
|------------------------|-------------|-------------|
| NOI                    | 54.5        | 55.0        |
| Bad and doubtful debts | (1.5)       | (0.6)       |
| Operating expenses     | (15.5)      | (15.3)      |
| <b>EBITDA</b>          | <b>37.5</b> | <b>39.1</b> |

The New Zealand Commercial segment specialises in fleet leasing and management. It operates under the trading name of FleetPartners.

NOI decreased by \$0.5 million compared to the 2024 financial year largely as a result of an increase of \$1.1 million in the provision held for a specific cohort of electric vehicles in New Zealand which was partially offset by an increase in the maintenance margin and an increase in the principal recovery net of depreciation expenses for the operating leases as the portfolio seasons.

## 5. Group financial performance (continued)

Bad and doubtful debts had a \$0.9 million negative impact when compared to the year ended 30 September 2024. This was largely a result of increased arrears and an increase in the ageing of arrears, driven by overall economic conditions in New Zealand.

Operating expenses increased by \$0.2 million primarily as a result of higher operating costs.

EBITDA within the New Zealand Commercial segment was \$37.5 million and decreased by \$1.6 million compared to the 2024 financial year, as a result of the above factors.

## 6. Financial position

### Inventory

Inventory was \$13.3 million as at 30 September 2025 which was a decrease of \$2.3 million compared to 30 September 2024. Inventory levels have decreased due to a decrease in the number of vehicles being returned at end of lease.

### Finance leases

Finance leases were \$657.6 million as at 30 September 2025, which was an increase of \$102.7 million compared to 30 September 2024, driven by growth in the Novated lease portfolio.

### Operating leases reported as property, plant and equipment

Operating leases were \$1,164.8 million as at 30 September 2025, which was an increase of \$43.8 million compared to 30 September 2024. The increase was driven by the Group's strategy of funding a higher portion of leases through its warehouse funding structures.

### Borrowings and funding

As at 30 September 2025, gross borrowings included an amount of \$75.0 million drawn against the corporate debt facilities. This represents a \$15.0 million increase to the 30 September 2024 balance. After deducting cash and cash equivalents, the corporate net cash position as at 30 September 2025 was \$27.9 million, representing a \$3.4 million decrease to the corporate net cash balance at 30 September 2024.

The remaining borrowings of \$1,743.8 million relate to funding directly associated with finance and operating leases that the Group provides to its customers, along with the inventory of vehicles in the process of being sold. This funding is provided by a combination of warehouse and asset-backed securitisation funding structures.

Warehouse facilities are so-called because they can be drawn and repaid on an ongoing basis up to an agreed limit, subject to conditions. A group of assets funded via a warehouse facility can be pooled together and refinanced via the creation of special purpose asset-backed securitisation vehicles (backed by the assets initially financed via the warehouse) which issue debt securities to wholesale investors, such as domestic and international banks and institutional investors.

The Group aims to optimise its funding with committed funding facilities to cater for expected business growth. At 30 September 2025, the Group had undrawn corporate debt facilities of \$65.0 million and undrawn warehouse facilities of \$515.0 million.

| Total Group assets and liabilities (\$m) | As at             |                   | % change   |
|------------------------------------------|-------------------|-------------------|------------|
|                                          | 30 September 2025 | 30 September 2024 |            |
| Inventory                                | 13.3              | 15.6              | (15%)      |
| Finance leases                           | 657.6             | 554.9             | 19%        |
| Operating leases                         | 1,164.8           | 1,121.0           | 4%         |
|                                          | 1,835.7           | 1,691.5           | 9%         |
| Other assets                             | 896.2             | 839.1             | 7%         |
| <b>Total assets</b>                      | <b>2,731.9</b>    | <b>2,530.6</b>    | <b>8%</b>  |
| Borrowings                               | 1,818.8           | 1,656.4           | 10%        |
| Other liabilities                        | 280.8             | 251.3             | 12%        |
| <b>Total liabilities</b>                 | <b>2,099.6</b>    | <b>1,907.7</b>    | <b>10%</b> |

## **6. Financial position (continued)**

### **Cash flow**

The Group's cash and cash equivalents, including restricted cash, increased by \$34.6 million (2024: \$26.9 million) during the 2025 financial year. The increase was driven by EBITDA, and a tax shield in Australia from the Temporary Full Expensing measure introduced by the Federal Government for eligible assets purchased between 7:30 pm AEDT on 6 October 2020 and 30 June 2023. These factors were partially offset by the share buy-back.

As at 30 September 2025, the Group held \$102.9 million of unrestricted cash and \$205.7 million of restricted cash.

### **Assets Under Management or Financed (AUMOF)**

The Group's AUMOF increased 1.7% during the 2025 financial year. The increase was driven by NBW during the year. NBW was impacted by the Accelerate system cutover that occurred in February 2025, which limited the Group's ability to deliver and activate new leases for a period of time and resulted in some operational backlogs, primarily in the Novated segment. The Group has cleared these operational backlogs and continues to focus on customer service and enhancing product offerings to drive growth.

## **7. Going concern**

This financial report has been prepared on the basis that the Group is a going concern.

The Group has considered its ability to continue as a going concern using projected cash flow forecasts and other Group metrics and information for at least the next 12 months from the approval of these financial statements. This assessment assumes the Group will be able to continue trading and realise assets and discharge liabilities in the ordinary course of business beyond this period.

## **8. Business strategic objectives**

The Accelerate program was delivered in the 2025 financial year. The objective of the program was to consolidate multiple operating systems, thereby removing duplication of brands, systems and processes to enhance profitability and improve the platform for growth. The program has delivered operating expense savings in excess of \$6 million on an annualised basis, at a total capitalised cost of \$31.5 million.

## 9. Key risks

The following key risks represent those where the Board and the Executive Leadership Team are focusing their efforts. This is not an exhaustive list and the Board and the Executive Leadership Team actively manage other risks and have processes for identifying emerging risks.

| Key risk                                                                                                                                                       | Mitigating factors                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The Group may inaccurately set or forecast vehicle residual values or there may be unexpected falls in used vehicle prices                                     | <ul style="list-style-type: none"> <li>• The Group performs a monthly portfolio revaluation using market information on all assets where the Group is exposed to residual value risk and any impairment identified is recognised.</li> <li>• The Group has multiple disposal channels for vehicles returned at the end of the lease, allowing the Group to minimise any losses on vehicles where the residual value is above the market value.</li> <li>• Residual values setting is reviewed regularly, and adjusted based on market and actual performance, by a dedicated asset risk team independent from sales.</li> <li>• The Group utilises data from both vehicle auctioneers and third party residual valuation service providers as part of its twice a year residual value review process which is applied to all vehicle types including electric vehicles.</li> <li>• The Group has a diversified funding platform which includes access to private and public securitisation markets (i.e. warehouses and asset-backed securitisation), bank loan markets and principal and agency funding lines via a number of different funding partners. The Group has the ability to shift funding in circumstances where specific funding lines are constrained.</li> <li>• The Group has a well-developed risk appetite framework which monitors various Group risk metrics, including access to liquidity.</li> <li>• The Board and the Audit and Risk Committee has oversight of the funding strategy, funding risks and funding performance and receive regular reporting on this.</li> <li>• Funding margins are negotiated and agreed on an annual basis for the warehouse facilities, while margins for the asset-backed securitisation and corporate debt facilities are fixed for their respective terms.</li> <li>• The Group has the ability to price any funding margin increase into NBW.</li> <li>• The Group mitigates interest rate risk by hedging the portfolio at point of origination and funding is provided based on the contractual maturity of the lease. The securitisation and principal and agency receivables funding structures contain no bullet maturity risks.</li> </ul> |
| The Group may not be able to obtain funding from banks and/or capital markets and/or be exposed to increased funding costs due to changes in market conditions | <ul style="list-style-type: none"> <li>• The Group has a dedicated credit team independent from sales, that assesses credit risk, drawing on formal qualifications and deep financial analysis and operating experience, a wealth of proprietary data (including customer credit performance, arrears management, loss rates, and recovery rates), and external credit reporting data from local credit bureaus.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| The Group is exposed to credit risk                                                                                                                            | <ul style="list-style-type: none"> <li>• The Group's NBW is comprised of leases for a diverse mix of vehicles, including passenger vehicles, light commercial vehicles and heavy commercial vehicles. This mitigates exposure to one vehicle segment.</li> <li>• The Group has exposure to multiple drivetrains of internal combustion engines, battery electric vehicles and hybrid vehicles. The Group monitors exposure to the vehicle drivetrains and the changing market factors including legislation to ensure they can meet market demands.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| The Group is exposed to changes in the supply and mix of new vehicles sold                                                                                     | <ul style="list-style-type: none"> <li>• The Group has processes in place to identify, develop and retain key talent. Key staff are incentivised through short-term and long-term incentive plans. Incentive plans are reviewed regularly to ensure they appropriately reward individuals for achievements and align with shareholder outcomes.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Attracting and retaining a high-quality team and investment in learning and development provided                                                               | <ul style="list-style-type: none"> <li>• The Group has a "Work Health, Safety and Wellbeing Policy" where there is a commitment to provide a safe environment to all employees.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

## 9. Key risks (continued)

| Key risk                                                                           | Mitigating factors                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Exposure to risk of cyber-attacks                                                  | <p>Cyber attacks present an ongoing threat of business disruption and data loss. We take key actions to monitor, detect, contain and secure our technical environment including:</p> <ul style="list-style-type: none"> <li>• A 24/7/365 Security Operations Centre that actively monitors the Group's technical environment for malicious activity and acts upon findings.</li> <li>• Maintaining our ISO 27001 Information Security Management System (ISMS).</li> <li>• Enterprise-wide backup and system recovery solution.</li> <li>• Policies and procedures in place to manage customer records and the appropriate handling of personal information.</li> <li>• Data classification and handling framework to support and improve the processes that enable the management of data quality as well as the retention and disposal of data appropriately.</li> <li>• Penetration and Disaster Recovery testing on critical systems and crisis simulation exercises.</li> <li>• Education and awareness program to ensure increased awareness and vigilance of team members.</li> </ul> |
| Environmental and climate risk                                                     | <ul style="list-style-type: none"> <li>• The Group holds a carbon neutral certification from Climate Active for its Australian business operations.</li> <li>• The Group holds a Net Carbon Zero certification from Toitū Envirocare for its New Zealand operations.</li> <li>• The Group has a structured program to support customers to transition to electric vehicles.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| The Group is exposed to changes in the regulatory environment in which it operates | <ul style="list-style-type: none"> <li>• The Group is actively involved with industry bodies where changes to the regulatory environment are discussed, reviewed and actioned by the industry and its members as appropriate.</li> <li>• The Group has governance structures in place to identify risks and opportunities, with the appropriate actions required and oversight from the Audit and Risk Committee.</li> <li>• The Group has external relationships with experts in their field who proactively advise the Group of changes to the regulatory environment.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Operational and compliance risk                                                    | <ul style="list-style-type: none"> <li>• The Group's Non-Financial Risk framework allows for the identification, assessment, management, monitoring and reporting of operational risks and compliance obligations.</li> <li>• The framework sets out how to assess the Group's operational risk profile and helps establish and define policies, processes, procedures and controls used to manage and mitigate operational risks.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

## 10. Subsequent events

On 14 November 2025, the Directors declared an unfranked dividend of 13.6 cents per ordinary share payable on 16 January 2026; the dividend will replace the share buy-back program.

Except for the matter disclosed above, there were no other matters or circumstances that occurred since the end of the reporting period that may materially affect the Group's operations, the results of those operations or the Group's state of affairs in future financial years.

## 11. Contingent liability

On 8 November 2023, the Group received a statement of claim relating to a shareholder class action filed in the Victorian Supreme Court. The claim was expressed to be made on behalf of shareholders who acquired an interest in the Group, then named Eclix Group Limited, during the period between 8 November 2017 and 20 March 2019. The claim alleges during this period, the Group made statements regarding its financial performance in the 2017 and 2018 financial years, and provided guidance to its future earnings for the 2018 and 2019 financial years, and subsequently withdrew, revised or restated this information, and that this involved misleading representations and non-compliance with continuous disclosure obligations. The Group is defending the claim. The financial effect of this claim cannot be estimated as at the date of this financial report.

## 12. Changes in state of affairs

During the financial year, there was no significant change to the state of affairs of the Group other than that referred to in the Directors' report, financial statements or notes thereto.

## 13. Environmental factors

The Group is not subject to any significant environmental regulation under Australian Commonwealth, State or Territory law. The Group recognises its obligations to its stakeholders being customers, shareholders, employees, and the community, to operate in a way that lowers the impact both it and its customers have on the environment.

## 14. Dividends and share buybacks

On 14 November 2025, the Directors declared an unfranked final dividend for the year ended 30 September 2025 of 13.6 cents per ordinary share, to be paid on 16 January 2026 to eligible shareholders on the register as at 16 December 2025. This equates to a total estimated dividend of \$29.4 million based on the number of ordinary shares on issue as at 30 September 2025. The financial effect of dividends declared after the reporting date are not reflected in the September 2025 financial statements and will be recognised in subsequent financial statements.

No dividends were declared for the year ended 30 September 2024.

During the year ended 30 September 2025, the Group executed a \$55.3 million (2024: \$59.4 million) share buy-back program. The shares bought back were subsequently cancelled.

## 15. Share options

At the date of this report the Group has no options.

## 16. Indemnification of Directors and Officers

The Directors and Officers of the Group are indemnified against liabilities pursuant to agreements with the Group. The Group has entered into insurance contracts with third party insurance providers, in accordance with normal commercial practices. Under the terms of the insurance contracts, the nature of the liabilities insured against, and the amount of premiums paid, are confidential.

## 17. Non-audit services

KPMG, the external auditor of the Group provided no non-audit services during the 2025 financial year. The role of the external auditor is to provide an independent opinion that the financial reports are true and fair and that they comply with applicable regulations. The Audit and Risk Committee has implemented processes and procedures to review the independence of the external auditors and to ensure that they may only provide services that are not conflicting with their role of external auditor.

The fees paid or payable to KPMG were as follows.

|                                          | 2025<br>\$m | 2024<br>\$m |
|------------------------------------------|-------------|-------------|
| <b>Audit and assurance services</b>      |             |             |
| Audit and review of financial statements | 1.1         | 1.1         |
| <b>Assurance services</b>                |             |             |
| Regulatory assurance services            | 0.1         | 0.1         |
| <b>Total remuneration for KPMG</b>       | <u>1.2</u>  | <u>1.2</u>  |

A copy of the auditor's independence declaration is set out on page 15 of this financial report, and forms part of the Directors Report.

**FleetPartners Group Limited**  
**Directors' Report**  
**30 September 2025**  
**(continued)**

**18. Rounding of amounts**

The Company is of a kind referred to in ASIC Corporations (Rounding in Financial/Directors' Reports) Instrument 2016/191, issued by the Australian Securities and Investments Commission, relating to the "rounding off" of amounts in the Directors' Report and the Financial Report. Amounts, unless otherwise stated, have been rounded off to the nearest whole number of thousands of dollars.

This Directors' Report is signed on 14 November 2025 on behalf of the Directors in accordance with the resolution of Directors made pursuant to section 298(2) of the Corporations Act 2001.



**Gail Pemberton**  
*Chair*

Sydney  
14 November 2025



**Damien Berrell**  
*Chief Executive Officer and Managing Director*

Sydney



# Lead Auditor's Independence Declaration under Section 307C of the Corporations Act 2001

To the Directors of FleetPartners Group Limited

I declare that, to the best of my knowledge and belief, in relation to the audit of FleetPartners Group Limited for the financial year ended 30 September 2025 there have been:

- i. no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.

KPMG

KPMG

A handwritten signature in blue ink that reads 'Luke Sullivan'.

Luke Sullivan  
*Partner*

Melbourne  
14 November 2025

# Remuneration Report

## 1 Who is covered by this Report?

This Report details remuneration outcomes for the Group’s key management personnel (KMP), who are the team responsible for determining and implementing the Group’s strategy. For the year ended 30 September 2025, the KMP were as follows.

| Name                  | Position                                                 | Term as KMP |
|-----------------------|----------------------------------------------------------|-------------|
| Executive KMP         |                                                          |             |
| Damien Berrell        | Chief Executive Officer and Managing Director (CEO & MD) | Full Year   |
| James Owens           | Chief Financial Officer                                  | Full Year   |
| Non-Executive KMP     |                                                          |             |
| Gail Pemberton        | Independent Chair                                        | Full Year   |
| Mark Blackburn        | Independent Non-Executive Director                       | Full Year   |
| Rob McDonald          | Independent Non-Executive Director                       | Full Year   |
| Russell Shields       | Independent Non-Executive Director                       | Full Year   |
| Fiona Trafford-Walker | Independent Non-Executive Director                       | Full Year   |
| Cathy Yuncken         | Independent Non-Executive Director                       | Full Year   |

## 2 FY25 at a glance – Remuneration Outcomes

### 2.1 Fixed Remuneration

The Group’s Fixed Remuneration strategy is designed to offer market competitive rates to attract and retain top talent in our Executive Team and across the Group. Remuneration levels are set based on role responsibility, complexity and leadership accountability. They are benchmarked externally using Mercer salary data, and ASX peer data for comparable roles in the fleet management, salary packaging and non-bank financial institutions industries.

During FY25, the Fixed Remuneration of CEO and MD Damien Berrell was increased by 4% to \$750,000, in line with salary increases across the group. CFO James Owens’ Fixed Remuneration was increased by 6% to \$500,000, inclusive of salary and superannuation contributions, pursuant to our annual benchmarking exercise. Both increases were effective 27 November 2024.

### 2.2 FY25 Short Term Incentive (STI) balanced scorecard assessment

The Executive KMP balanced scorecard assesses the achievement of the Executive KMPs’ annual performance objectives and informs determination of their overall STI award for the performance year. The Executive Leadership team shares the same performance objectives as KMP to create alignment on strategy and business performance across the organisation.

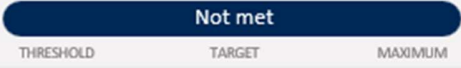
In early FY25, the Board considered and approved the financial and non-financial Key Performance Indicators (KPIs) for Executive KMP as set out in the table below.

Delivery of an STI Award under the Group's STI Plan is subject to satisfaction of a risk gateway test. The risk gateway is based on the Board's judgement of a number of factors during the performance period including the Group's overall financial performance, compliance with the Group's Code of Conduct and no material deviations from the Board Risk Appetite Statement.

The Board reviewed the risk management performance of the CEO and MD Damien Berrell, and the CFO James Owens, and determined that they satisfied the risk gateway test throughout FY25 and were thereby deemed eligible for an STI award for FY25.

Individual STI outcomes reflect business performance against the STI balanced scorecard, individual contribution to these results, ways of working, and alignment with our core values. Executive KMP have a maximum STI opportunity of 130% of their target STI.

The table below provides a summary of Executive KMP financial and non-financial objectives, and performance outcomes relative to targets set at the start of FY25 for each KPI.

| OBJECTIVE                  | MEASURE                                                                            | WEIGHTING | OUTCOME                                                                              |
|----------------------------|------------------------------------------------------------------------------------|-----------|--------------------------------------------------------------------------------------|
| <b>FINANCIAL (60%)</b>     |                                                                                    |           |                                                                                      |
| Group Financial Targets    | NPATA (pre EOL) Target<br>FY25 outcome was 9% up on pcp                            | 30%       |   |
|                            | AUMOF Target<br>FY25 outcome was 2% up on pcp                                      | 15%       |  |
|                            | Operating expenses / average AUMOF Target<br>FY25 outcome was 15bps lower than pcp | 15%       |  |
| <b>NON-FINANCIAL (40%)</b> |                                                                                    |           |                                                                                      |
| Customer                   | Net promoter score<br>FY25 outcome was 43% lower than pcp                          | 20%       |  |
| People and Culture         | Employee engagement score<br>FY25 outcome was 3% lower than pcp                    | 10%       |  |
| Sustainability             | EV portfolio penetration<br>FY25 outcome was 36% up on pcp                         | 10%       |  |
| Overall                    |                                                                                    |           | Overall STI outcome 71% of target and 54% of maximum                                 |

Note: Financial targets represent the annual budget and non-financial targets reflect the annual operating plan.

The Board's performance review considered the balanced scorecard outcomes and endorsed the awarding of an STI award to the CEO at the scorecard outcome of 71% of target, being 54% of his maximum opportunity for FY25. For the CFO, the Board considered the balanced scorecard outcome and in recognition of the critical role he played during FY25 in the Accelerate business transformation program, approved the awarding of 80% of target, being 62% of his maximum STI opportunity for FY25.

The STI awards will be granted entirely in Performance Rights, following disclosure of the FY25 results in November 2025. In accordance with the Group's Plan rules, the vesting of these awards will be deferred until the conclusion of FY26. The CEO's Performance Rights issue will be subject to shareholder approval, to be sought at the Group's Annual General Meeting in January 2026.

## 2.3 FY25 STI awards

| Executive KMP  | Target STI Opportunity  | Maximum STI Opportunity | % of Maximum STI Opportunity Awarded | % of Maximum STI Opportunity Forfeited | Value of STI Awarded – 100% Performance Rights | Deferral Amount | Deferral Duration |
|----------------|-------------------------|-------------------------|--------------------------------------|----------------------------------------|------------------------------------------------|-----------------|-------------------|
| Damien Berrell | \$750,000<br>100% of FR | \$975,000<br>130% of FR | 54%                                  | 46%                                    | \$529,786                                      | 100%            | 12 months         |
| James Owens    | \$275,000<br>55% of FR  | \$357,500<br>72% of FR  | 62%                                  | 38%                                    | \$220,000                                      | 100%            | 12 months         |

## 2.4 FY23 LTI Grant Outcomes

The FY23 LTI Performance Rights awarded to the CEO and CFO were tested as at 30 September 2025 against the EPS Growth (75% of the award) and the Return on Invested Capital (ROIC) of the Accelerate business transformation program (25% of the award) performance hurdles. The following table sets out the FY23 LTI Plan outcomes for the three-year performance period ended 30 September 2025.

| Metric                                               | Threshold | Maximum | Actual | % of FY23 LTI Plan award that vested |
|------------------------------------------------------|-----------|---------|--------|--------------------------------------|
| EPS Growth CAGR<br>(FY22 to FY25)                    | 5.0%      | 6.5%    | (0.2)% | nil                                  |
| Accelerate program Return on Invested Capital (ROIC) | 22%       | 25%     | 29%    | 100%                                 |

The Board therefore determined that 25% of the FY23 LTI award qualified for vesting in accordance with the terms of the FY23 LTI Plan, as a result of which the following performance rights will vest for Executive KMP.

| Executive KMP  | Performance Rights Granted | % Qualified for Vesting | Performance Rights Qualified for Vesting |
|----------------|----------------------------|-------------------------|------------------------------------------|
| Damien Berrell | 383,261                    | 25%                     | 95,815                                   |
| James Owens    | 68,218                     | 25%                     | 17,055                                   |

## 3 Executive KMP Remuneration Strategy and Framework

### 3.1 Link between business strategy and remuneration framework

#### Our remuneration strategy

The remuneration strategy of the Group seeks to attract, retain and motivate key talent, fostering business performance that aligns with our business strategy to deliver sustainable long-term value creation.

#### Our business strategy

The Group's strategic objectives for each target market are summarised in the graphic below.



The strategy focuses on developing sales, distribution and service capabilities to drive further penetration into these markets.

A key enabler of the Group's business strategy was the Accelerate business transformation program. Implementation commenced in FY23 and was completed in FY25. The Accelerate transformation consolidated the Group's Australian brands, systems and processes on the Miles platform, in line with our New Zealand operations. Migrating the Australian business to Miles will realise material customer experience benefits, enhance operating agility, and simplify and standardise systems and processes, thereby establishing a strong foundation for increased digitisation and scalability. In line with project targets, Accelerate has delivered operating expense reduction at an annualised run rate of \$6 million.

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**Our Purpose: Empowering tomorrow's destination, today.**

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Over the past five years, KMP remuneration outcomes have reflected company performance, with variable remuneration components closely tied to metrics including financial performance, non-financial performance and shareholder value.

The table below summarises key financial performance metrics over the last five years.

|                                            | FY21   | FY22    | FY23   | FY24   | FY25   |
|--------------------------------------------|--------|---------|--------|--------|--------|
| NPATA <sup>1</sup> (\$'000)                | 84,905 | 108,105 | 88,324 | 87,712 | 84,126 |
| NPATA pre EOL Income <sup>2</sup> (\$'000) | 36,078 | 43,113  | 36,400 | 37,910 | 41,214 |
| Cash EPS (cents)                           | 27.6   | 37.6    | 33.4   | 36.5   | 37.5   |
| Statutory EPS (cents)                      | 24.7   | 35.9    | 30.7   | 32.4   | 33.6   |
| Share price at the end of the year         | \$2.47 | \$2.25  | \$2.74 | \$3.09 | \$2.89 |
| Total dividend paid (cents)                | –      | –       | –      | –      | –      |
| Share buy-back (\$'000)                    | 27,587 | 63,301  | 75,366 | 59,393 | 55,286 |

- 1) NPATA for FY21, FY22 and FY23 has been restated to remove the profit and loss impact of the ineffective portion of the hedge loss (after tax). The Group previously reported FY21 NPATA of \$85,149,000, FY22 NPATA of \$110,824,000 and FY23 NPATA of \$87,976,000. These periods have been adjusted as they related to the base years for the measure of EPS growth metric for the FY22 LTI Plan, FY23 LTI Plan and FY24 LTI Plan.
- 2) End of lease income.
- 3) Cash EPS for FY21, FY22 and FY23 has been restated to reflect the restated NPATA figures for those periods.

### 3.2 Our remuneration principles



#### ALIGNMENT TO PERFORMANCE

Support the business strategy and shareholder alignment



#### MARKET COMPETITIVE

Attract, motivate and retain highly capable executives



#### SIMPLE AND TRANSPARENT

A remuneration framework that is easy to communicate



#### EQUITABLE

Balanced approach with a significant portion of remuneration at risk



#### CULTURE

Drive a culture of rewarding high performance and engagement



#### RISK MANAGEMENT

Clear practices in place to minimise potential conflicts of interest and enable effective decision making

### 3.3 FY25 Executive KMP Remuneration Framework

The Board undertakes a detailed review of the Executive KMP remuneration framework on an annual basis, to ensure its continued alignment with the Group's objectives and purpose. Following its review in 3Q24, the Board resolved to make no changes to the overall Executive KMP remuneration framework in FY25, which is summarised below.

|                                  | Fixed Remuneration (FR)                                                                      | Short-Term Incentive (STI)                                                                                                                          | Long-Term Incentive (LTI)                                                                                                                                    | Minimum Shareholding Requirement (MSR)                                                                                                                                                                                                                                                                                                                                |
|----------------------------------|----------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| What is it?                      | Base salary, non-monetary benefits and superannuation                                        | Performance Rights tested at the end of the financial year (100% of the award is deferred for twelve months)                                        | Performance Rights allocated using a face value methodology                                                                                                  | Executive KMP are required to hold equity / shares equivalent in value to Fixed Remuneration as follows: <ul style="list-style-type: none"> <li>• CEO: 100% of FR (at the time of appointment)</li> <li>• CFO: 50% of FR (at the time of appointment)</li> </ul> KMP have five years from the implementation of MSR (or appointment as a KMP) to meet the requirement |
| Purpose                          | Attract and retain key talent based on capability and experience to deliver strategy         | Motivate, retain and reward Executive KMP, focusing on near-term actions designed to deliver sustainable long-term performance and strategic goals  | Motivate, retain and reward Executive KMP focusing on sustainable long-term performance, and providing participants with exposure to the Group's share price | Retain and align Executive KMP with shareholder interest                                                                                                                                                                                                                                                                                                              |
| Link to performance              | Set based on the individual's experience, capability and the value they bring to the Group   | Performance assessed annually by reference to risk outcomes and performance outcomes achieved relative to balanced scorecard performance objectives | Will only deliver value to participant where shareholder value is created as assessed by reference to LTI metrics                                            |                                                                                                                                                                                                                                                                                                                                                                       |
| Alignment with business strategy | Attract and retain based on comparable roles in companies with similar market capitalisation | Linked to company's strategic goals                                                                                                                 | Rewards individuals for delivering business performance that creates shareholder value                                                                       | Aligning the long-term interests of Executive KMP with those of shareholders                                                                                                                                                                                                                                                                                          |

### 3.4 FY25 Executive KMP remuneration mix

The remuneration components for each Executive KMP are expressed as a percentage of their total 'face value' target remuneration opportunity, and maximum remuneration opportunity, as illustrated in the following graphic.

|                       | Fixed<br>Remuneration | STI<br>Opportunity | LTI<br>Opportunity | Total       |                              |
|-----------------------|-----------------------|--------------------|--------------------|-------------|------------------------------|
| <b>Damien Berrell</b> |                       |                    |                    |             |                              |
| Target                | \$750,000             | \$750,000          | \$750,000          | \$2,250,000 | FR 33.3% STI 33.3% LTI 33.3% |
| Maximum               | \$750,000             | \$975,000          | \$750,000          | \$2,475,000 | FR 30.3% STI 39.4% LTI 30.3% |
| <b>James Owens</b>    |                       |                    |                    |             |                              |
| Target                | \$500,000             | \$275,000          | \$150,000          | \$925,000   | FR 54.1% STI 29.7% LTI 16.2% |
| Maximum               | \$500,000             | \$357,500          | \$150,000          | \$1,007,500 | FR 49.6% STI 35.5% LTI 14.9% |

### 3.5 FY25 STI Award

Key terms of the FY25 STI award issued under the STI plan are outlined in the following table.

| Elements                | How the STI works                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |           |        |           |           |  |     |                         |                        |     |              |     |                                           |     |               |  |     |          |                    |     |                    |                           |     |                |                          |     |
|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|--------|-----------|-----------|--|-----|-------------------------|------------------------|-----|--------------|-----|-------------------------------------------|-----|---------------|--|-----|----------|--------------------|-----|--------------------|---------------------------|-----|----------------|--------------------------|-----|
| Purpose                 | To reward the achievement of annual performance targets aligned with FleetPartners’ business strategy and objectives that deliver sustainable stakeholder outcomes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |           |        |           |           |  |     |                         |                        |     |              |     |                                           |     |               |  |     |          |                    |     |                    |                           |     |                |                          |     |
| Performance period      | 12 months ended 30 September                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |           |        |           |           |  |     |                         |                        |     |              |     |                                           |     |               |  |     |          |                    |     |                    |                           |     |                |                          |     |
| Gateway                 | A risk gateway must be satisfied for any STI award to be made. The risk gateway is based on compliance with the Group’s Risk Appetite Statement, ensuring that appropriate governance and risk tolerance levels are met, and no material breaches occur during the performance period.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |           |        |           |           |  |     |                         |                        |     |              |     |                                           |     |               |  |     |          |                    |     |                    |                           |     |                |                          |     |
| Maximum STI opportunity | The maximum STI opportunity for the CEO is 130% of Fixed Remuneration, and for the CFO is 72% of Fixed Remuneration.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |           |        |           |           |  |     |                         |                        |     |              |     |                                           |     |               |  |     |          |                    |     |                    |                           |     |                |                          |     |
| Group scorecard         | <p>Group performance is measured against a scorecard comprising financial (60%) and non-financial metrics (40%). The performance metrics used in the FY25 STI Group scorecard are outlined below.</p> <table><tr><th>Objective</th><th>Metric</th><th>Weighting</th></tr><tr><td colspan="2">Financial</td><td>60%</td></tr><tr><td rowspan="3">Group Financial Targets</td><td>NPATA (pre EOL) target</td><td>30%</td></tr><tr><td>AUMOF target</td><td>15%</td></tr><tr><td>Operating expenses / average AUMOF target</td><td>15%</td></tr><tr><td colspan="2">Non-financial</td><td>40%</td></tr><tr><td>Customer</td><td>Net promoter score</td><td>20%</td></tr><tr><td>People and Culture</td><td>Employee engagement score</td><td>10%</td></tr><tr><td>Sustainability</td><td>EV portfolio penetration</td><td>10%</td></tr></table> | Objective | Metric | Weighting | Financial |  | 60% | Group Financial Targets | NPATA (pre EOL) target | 30% | AUMOF target | 15% | Operating expenses / average AUMOF target | 15% | Non-financial |  | 40% | Customer | Net promoter score | 20% | People and Culture | Employee engagement score | 10% | Sustainability | EV portfolio penetration | 10% |
| Objective               | Metric                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Weighting |        |           |           |  |     |                         |                        |     |              |     |                                           |     |               |  |     |          |                    |     |                    |                           |     |                |                          |     |
| Financial               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 60%       |        |           |           |  |     |                         |                        |     |              |     |                                           |     |               |  |     |          |                    |     |                    |                           |     |                |                          |     |
| Group Financial Targets | NPATA (pre EOL) target                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 30%       |        |           |           |  |     |                         |                        |     |              |     |                                           |     |               |  |     |          |                    |     |                    |                           |     |                |                          |     |
|                         | AUMOF target                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 15%       |        |           |           |  |     |                         |                        |     |              |     |                                           |     |               |  |     |          |                    |     |                    |                           |     |                |                          |     |
|                         | Operating expenses / average AUMOF target                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 15%       |        |           |           |  |     |                         |                        |     |              |     |                                           |     |               |  |     |          |                    |     |                    |                           |     |                |                          |     |
| Non-financial           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 40%       |        |           |           |  |     |                         |                        |     |              |     |                                           |     |               |  |     |          |                    |     |                    |                           |     |                |                          |     |
| Customer                | Net promoter score                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 20%       |        |           |           |  |     |                         |                        |     |              |     |                                           |     |               |  |     |          |                    |     |                    |                           |     |                |                          |     |
| People and Culture      | Employee engagement score                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 10%       |        |           |           |  |     |                         |                        |     |              |     |                                           |     |               |  |     |          |                    |     |                    |                           |     |                |                          |     |
| Sustainability          | EV portfolio penetration                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 10%       |        |           |           |  |     |                         |                        |     |              |     |                                           |     |               |  |     |          |                    |     |                    |                           |     |                |                          |     |
| Performance assessment  | <p>Performance against the Group STI scorecard for Executive KMP is assessed by the People, Culture, Remuneration &amp; Nomination Committee and approved by the Board.</p> <p>The Board takes a robust approach to determining Executive KMP remuneration outcomes, using business judgement and oversight, and considers the range of quantitative factors laid out in the scorecard, supported by qualitative considerations when making decisions.</p>                                                                                                                                                                                                                                                                                                                                                                                   |           |        |           |           |  |     |                         |                        |     |              |     |                                           |     |               |  |     |          |                    |     |                    |                           |     |                |                          |     |
| Instrument              | <p>100% of the FY25 STI award will be delivered in the form of Performance Rights to acquire Group shares (at no cost to the participant), which will vest 12 months after grant, subject to the Executive KMP’s continued employment with the Group.</p> <p>The number of Performance Rights granted is based on the FY25 STI awarded and the face value of a Performance Right (calculated as the VWAP for the five trading days following announcement of the Group’s FY25 full-year results).</p> <p>The FY25 STI Performance Rights will be satisfied using shares already purchased on market and held as part of the ESOP trust.</p>                                                                                                                                                                                                  |           |        |           |           |  |     |                         |                        |     |              |     |                                           |     |               |  |     |          |                    |     |                    |                           |     |                |                          |     |
| Malus                   | In the event of fraud, dishonest conduct or breach of duty or obligation owed to the Group by the participant, the Board has the discretion to cancel all Performance Rights.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |           |        |           |           |  |     |                         |                        |     |              |     |                                           |     |               |  |     |          |                    |     |                    |                           |     |                |                          |     |

### 3.6 FY25 LTI Grant

Key terms of the FY25 LTI grant issued under the LTI plan are outlined in the following table.

| Elements                                               | How the LTI works                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                         |                          |            |     |         |     |                       |                                                     |                  |      |
|--------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|--------------------------|------------|-----|---------|-----|-----------------------|-----------------------------------------------------|------------------|------|
| Overview                                               | Awards granted under the FY25 LTI plan will vest at the end of the three-year performance period subject to achievement of the performance hurdles relating to EPS growth and Return on Assets (ROA).                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                         |                          |            |     |         |     |                       |                                                     |                  |      |
| Instrument                                             | <p>The FY25 LTI grant was provided in the form of Performance Rights to acquire Group shares (at no cost to the participant), subject to the achievement of performance hurdles based on growth in EPS over a three-year performance period and ROA in FY27. The Rights are also subject to the Executive KMP's continued employment with the Group.</p> <p>The number of FY25 Performance Rights granted was determined by the Board based on a percentage of the Executive KMP's Fixed Remuneration and the face value of a Right (calculated as the VWAP for the five trading days following announcement of the Group's FY24 full-year results).</p> |                                         |                          |            |     |         |     |                       |                                                     |                  |      |
| Maximum LTI opportunity                                | <p>CEO – 100% of Fixed Remuneration</p> <p>CFO – 30% of Fixed Remuneration</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                         |                          |            |     |         |     |                       |                                                     |                  |      |
| Performance period                                     | 1 October 2024 – 30 September 2027                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                         |                          |            |     |         |     |                       |                                                     |                  |      |
| LTI Metric 1<br>EPS Growth<br>75% weighting            | <p>The following table sets out the normalised EPS growth targets for the FY25 LTI grant. Targets have been set, and performance will be measured, after adjusting for elevated end of lease income, and holding shares on issue constant.</p> <table> <tr> <th>Normalised EPS CAGR (from FY24 to FY27)</th><th>% of FY25 LTI that vests</th></tr> <tr> <td>Below 5.5%</td><td>Nil</td></tr> <tr> <td>At 5.5%</td><td>50%</td></tr> <tr> <td>Between 5.5% and 7.0%</td><td>Straight line pro-rata vesting between 50% and 100%</td></tr> <tr> <td>At or above 7.0%</td><td>100%</td></tr> </table>                                                       | Normalised EPS CAGR (from FY24 to FY27) | % of FY25 LTI that vests | Below 5.5% | Nil | At 5.5% | 50% | Between 5.5% and 7.0% | Straight line pro-rata vesting between 50% and 100% | At or above 7.0% | 100% |
| Normalised EPS CAGR (from FY24 to FY27)                | % of FY25 LTI that vests                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                         |                          |            |     |         |     |                       |                                                     |                  |      |
| Below 5.5%                                             | Nil                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                         |                          |            |     |         |     |                       |                                                     |                  |      |
| At 5.5%                                                | 50%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                         |                          |            |     |         |     |                       |                                                     |                  |      |
| Between 5.5% and 7.0%                                  | Straight line pro-rata vesting between 50% and 100%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                         |                          |            |     |         |     |                       |                                                     |                  |      |
| At or above 7.0%                                       | 100%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                         |                          |            |     |         |     |                       |                                                     |                  |      |
| LTI Metric 2<br>Return on Asset (ROA)<br>25% weighting | <p>The following table sets out the ROA targets for the FY25 LTI grant. Targets have been set, and performance will be measured, after adjusting for the elevated end of lease income. An adjustment will only be made if the Board considers it necessary to normalise NPATA for any elevated EOL earnings.</p> <table> <tr> <th>ROA for FY27</th><th>% of FY25 LTI that vests</th></tr> <tr> <td>Below 2.7%</td><td>Nil</td></tr> <tr> <td>At 2.7%</td><td>50%</td></tr> <tr> <td>Between 2.7% and 2.8%</td><td>Straight line pro-rata vesting between 50% and 100%</td></tr> <tr> <td>At or above 2.8%</td><td>100%</td></tr> </table>                | ROA for FY27                            | % of FY25 LTI that vests | Below 2.7% | Nil | At 2.7% | 50% | Between 2.7% and 2.8% | Straight line pro-rata vesting between 50% and 100% | At or above 2.8% | 100% |
| ROA for FY27                                           | % of FY25 LTI that vests                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                         |                          |            |     |         |     |                       |                                                     |                  |      |
| Below 2.7%                                             | Nil                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                         |                          |            |     |         |     |                       |                                                     |                  |      |
| At 2.7%                                                | 50%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                         |                          |            |     |         |     |                       |                                                     |                  |      |
| Between 2.7% and 2.8%                                  | Straight line pro-rata vesting between 50% and 100%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                         |                          |            |     |         |     |                       |                                                     |                  |      |
| At or above 2.8%                                       | 100%                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                         |                          |            |     |         |     |                       |                                                     |                  |      |
| Malus                                                  | In the event of fraud, dishonest conduct or breach of duty or obligation owed to the Group by the participant, the Board has the discretion to cancel all FY25 LTI Performance Rights.                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                         |                          |            |     |         |     |                       |                                                     |                  |      |

## 4 FY26 Executive Remuneration Framework

The Board undertook a comprehensive review of its remuneration strategy and framework in FY25, which included the commissioning of an independent external benchmarking review of Executive KMP remuneration. Following this review, the Board resolved to make the following changes:

### 4.1 FY26 STI Award

A change was made to the delivery mechanism for the FY26 STI award, of which 100% was formerly delivered in the form of Performance Rights vesting 12 months after the grant. For the FY26 STI Plan, 50% of any FY26 STI award delivered to Executive KMP will be delivered in cash, with the remaining 50% delivered in the form of Performance Rights to acquire Group shares (at no cost to the participant), to vest 12 months after award, subject to the Executive KMP's continued employment with the Group.

### 4.2 FY26 LTI Grant

With respect to the FY26 LTI grant, the Board reviewed the measures it would use to evaluate the Group's performance at the end of the three-year performance period (FY26 to FY28) and resolved to retain the EPS growth and ROA measures adopted in the FY25 LTI program, weighted at 75% and 25%, respectively.

The Board has determined that for the purpose of calculating both LTI Plan performance measures in the FY26 LTI Plan, that NPATA pre EOL income will be used as the earnings measure. The adjustment of NPATA used in prior years, where current year EOL Income was substituted with FY19 end of lease profit, is no longer a relevant adjustment. The Board believes that removing the volatility of EOL from NPATA is the most effective measurement of growth in the core business.

To incentivise and reward executive KMP for delivery of business growth and outperformance above target performance ranges agreed for the LTI award opportunity, the Board also resolved to introduce an additional outperformance award opportunity to the FY26 LTI Grant.

#### EPS growth metric (75% weighting)

In calculating EPS growth achieved for the FY26 LTI grant, earnings growth over the performance period will be calculated by reference to NPATA pre EOL income and average Shares on Issue (SOI).

Following careful consideration by the Board, the FY25 to FY28 EPS CAGR targets have been set as follows:

- LTI award opportunity: a minimum threshold of 4.8% up to a target of 5.8%.
- Outperformance award opportunity: from 5.8% up to a maximum of 6.8%.

#### Return on Assets metric (25% weighting)

The ROA metric reflects the efficiency of the business in generating returns on the assets under management and will be measured by dividing FY28 NPATA pre EOL by the average AUMOF for the FY28 period.

The FY25 to FY28 ROA targets have been set as follows:

- LTI award opportunity: a minimum threshold ROA of 1.7%, up to a target of 1.8%.
- Outperformance award opportunity: from 1.8% up to a maximum of 1.9%.

Vesting for both EPS and ROA will be straight line from 50% to 100% across the range from threshold to target, and straight line from 100% to 130% across the range from target to outperformance.

## 5 Executive Service Agreements

### 5.1 Executive service agreements

The table below details the key individual terms and conditions of employment applying to Executive KMP.

|                                                     | Damien Berrell                              | James Owens              |
|-----------------------------------------------------|---------------------------------------------|--------------------------|
| Notice period                                       | 12 months by either party                   | 6 months by either party |
| Termination entitlement when initiated by the Group | 12 months                                   | 6 months                 |
| Serious misconduct                                  | Immediate termination                       |                          |
| Restraint of Trade                                  | 12 months following expiry of notice period |                          |

## 6 Non-Executive Director Remuneration

### 6.1 Overview

Non-Executive Directors (NEDs) receive base Board member fees and Committee membership fees, inclusive of statutory superannuation. Fees are reviewed and set annually by the Board.

NEDs do not participate in any variable remuneration plans.

In FY25, there was a 4% increase to Board member fees and Committee membership fees. This increase was made recognising there had been no Board fee increases for over six years, was in line with the overall salary increase awarded to employees for FY25 and was supported by external benchmarking.

The table below outlines the Board fee structure. Fees in FY25 are within the approved aggregate Board fee pool of \$1.4 million.

| Committee                                            | Chair fees (\$) | Member fees (\$) |
|------------------------------------------------------|-----------------|------------------|
| Board                                                | 260,000         | 130,000          |
| Audit & Risk Committee                               | 26,000          | 13,000           |
| People, Culture, Remuneration & Nomination Committee | 26,000          | 13,000           |

NEDs may participate in the Share Rights Contribution Plan, under which shareholder-approved NEDs may elect to sacrifice up to 50% of base fees (excluding Committee fees) to acquire shares on a pre-tax basis. The following key terms apply to the Share Right Contribution Plan.

- Share Rights are not subject to performance conditions.
- If a participant ceases to hold office before their Share Rights convert to shares, all Share Rights will lapse, and the fee amount sacrificed under the Share Rights Contribution Plan will be returned to the participant.

During FY25, NEDs did not elect to sacrifice a proportion of their base Board fees to acquire Share Rights.

## 6.2 FY25 remuneration

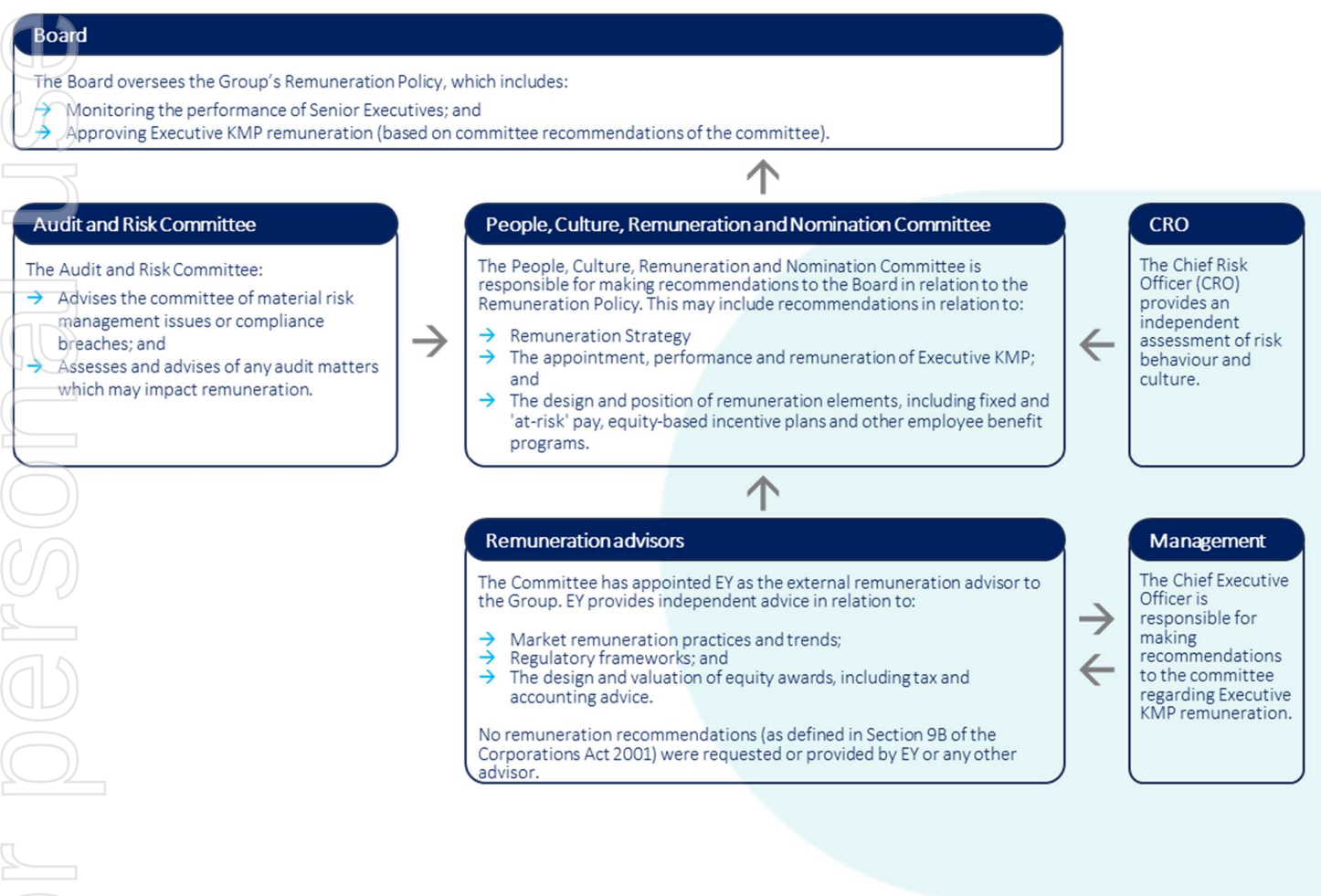
The following table shows the statutory remuneration received by NEDs in FY25.

| NED                             | Year | Salary and fees |                                              | Short-term benefits | Post-employment benefits | Share-based payments | Total (\$) |
|---------------------------------|------|-----------------|----------------------------------------------|---------------------|--------------------------|----------------------|------------|
|                                 |      | Cash (\$)       | Fees sacrificed to acquire share rights (\$) | Non-monetary (\$)   | Superannuation (\$)      | Equity-settled (\$)  |            |
| Gail Pemberton<br>(Board Chair) | FY25 | 284,942         | —                                            | —                   | -                        | —                    | 284,942    |
|                                 | FY24 | 273,909         | —                                            | —                   | 1,091                    | —                    | 275,000    |
| Mark Blackburn                  | FY25 | 142,471         | —                                            | —                   | -                        | —                    | 142,471    |
|                                 | FY24 | 115,341         | —                                            | —                   | 5,765                    | —                    | 121,106    |
| Rob McDonald                    | FY25 | 127,623         | —                                            | —                   | 14,849                   | —                    | 142,471    |
|                                 | FY24 | 108,957         | —                                            | —                   | 12,149                   | —                    | 121,106    |
| Russell Shields                 | FY25 | 127,623         | —                                            | —                   | 14,849                   | —                    | 142,471    |
|                                 | FY24 | 123,746         | —                                            | —                   | 13,754                   | —                    | 137,500    |
| Fiona<br>Trafford-Walker        | FY25 | 168,375         | —                                            | —                   | -                        | —                    | 168,375    |
|                                 | FY24 | 160,023         | —                                            | —                   | 2,477                    | —                    | 162,500    |
| Cathy Yuncken                   | FY25 | 150,827         | —                                            | —                   | 17,548                   | —                    | 168,375    |
|                                 | FY24 | 146,245         | —                                            | —                   | 16,255                   | —                    | 162,500    |

## 7 Remuneration Governance

The People, Culture, Remuneration and Nomination Committee (the Committee) assists the Board in relation to the Group's remuneration arrangements. The Board makes all final decisions in relation to these arrangements.

The Committee may seek the advice of a professional remuneration advisor or expert if considered necessary to carry out its duties and responsibilities. During FY25, the Committee considered remuneration data, trends and other relevant governance matters with the support of experienced remuneration consultants. No remuneration recommendations as defined in the Corporations Act 2001 (Cth) were provided to the Committee during FY25.



## 8 Statutory Disclosures

### 8.1 Executive KMP statutory remuneration

The following Executive KMP remuneration table has been prepared in accordance with the accounting standards and has been audited. The values in the table below align with the amounts expensed in the Group's financial statements.

| KMP            | Year | Short-term benefits |                                |                   | Long-term benefits                   |                      |                                        | Total (\$) | Proportion of remuneration performance related |
|----------------|------|---------------------|--------------------------------|-------------------|--------------------------------------|----------------------|----------------------------------------|------------|------------------------------------------------|
|                |      | Salary (\$)         | Non-monetary (\$) <sup>1</sup> | Annual leave (\$) | Long service leave (\$) <sup>2</sup> | Super-annuation (\$) | Share-based payments (\$) <sup>3</sup> |            |                                                |
| Damien Berrell | FY25 | 717,037             | 2,653                          | (9,511)           | 28,851                               | 30,067               | 1,203,103                              | 1,972,201  | 61%                                            |
|                | FY24 | 692,499             | 3,434                          | 29,138            | 15,381                               | 28,032               | 870,744                                | 1,639,228  | 53%                                            |
| James Owens    | FY25 | 466,021             | 2,653                          | (10,042)          | 7,331                                | 30,067               | 373,850                                | 869,880    | 43%                                            |
|                | FY24 | 437,033             | 3,434                          | 5,727             | 2,882                                | 28,120               | 304,199                                | 781,395    | 39%                                            |

1) Amount represents motor vehicle, car parking, and fringe benefits tax.

2) Amount represents long service leave provision movements.

3) In accordance with the accounting standards, remuneration includes a proportion of the fair value of the Options and Rights awarded under the LTI program from current and prior years. The fair value is determined as at grant date and is progressively allocated over the vesting period. The amount included in remuneration above may not be indicative of the benefit (if any) that KMP may ultimately realise should the equity instrument vest.

## 8.2 Outstanding awards

The maximum value of awards that may vest that will be recognised as share-based payments in future years is set out in the table below. The table includes the number and value of awards that have been exercised during the period. The amount reported is the value of share-based payments calculated in accordance with AASB2 Share-Based Payments over the vesting period.

| KMP                   | Plan                          | Award type | Performance condition | Number of awards granted | Grant date | Fair value per instrument | Total fair value of award at grant date | Expected vesting date | Number of awards exercised | Value of awards exercised | Expiry date            |
|-----------------------|-------------------------------|------------|-----------------------|--------------------------|------------|---------------------------|-----------------------------------------|-----------------------|----------------------------|---------------------------|------------------------|
| <b>Damien Berrell</b> | FY25 LTI – Performance Rights | Rights     | 75% EPS<br>25% ROA    | 235,228                  | 23 Jan-25  | \$3.06                    | \$719,798                               | 23 Nov-27             | -                          | -                         | 23 Jan-30              |
|                       | FY24 STI Rights               | Rights     | Service               | 214,706                  | 23 Jan-25  | \$3.19                    | \$684,569                               | 24 Nov-25             | -                          | -                         | 31 Jan-28              |
|                       | FY24 LTI – Performance Rights | Rights     | 75% EPS<br>25% ROA    | 260,119                  | 25 Jan-24  | \$3.06                    | \$795,964                               | 24 Nov-26             | -                          | -                         | 25 Jan-29 <sup>1</sup> |
|                       | FY23 STI Rights               | Rights     | Service               | 220,014                  | 25 Jan-24  | \$2.77                    | \$609,438                               | 24 Nov-24             | 220,014                    | \$705,947                 | 25 Jan-27 <sup>1</sup> |
|                       | FY23 LTI – Performance Rights | Rights     | 75% EPS<br>25% ROIC   | 383,261                  | 1 Feb-23   | \$2.06                    | \$789,518                               | 21 Nov-25             | -                          | -                         | 1 Feb-28 <sup>1</sup>  |
|                       | FY22 LTI – Performance Rights | Rights     | 100% EPS              | 78,431                   | 23 Nov-21  | \$2.20                    | \$172,548                               | 22 Nov-24             | 78,431                     | \$254,901                 | 23 Nov-26              |
| <b>James Owens</b>    | FY25 LTI – Performance Rights | Rights     | 75% EPS<br>25% ROA    | 47,105                   | 11 Dec-24  | \$3.04                    | \$143,199                               | 23 Nov-27             | -                          | -                         | 11 Dec-29              |
|                       | FY24 STI Rights               | Rights     | Service               | 63,136                   | 11 Dec-24  | \$3.19                    | \$201,303                               | 24 Nov-25             | -                          | -                         | 11 Dec-27              |
|                       | FY24 LTI – Performance Rights | Rights     | 75% EPS<br>25% ROA    | 101,083                  | 24 Nov-23  | \$2.73                    | \$275,957                               | 24 Nov-26             | -                          | -                         | 24 Nov-28              |
|                       | FY23 STI Rights               | Rights     | Service               | 60,968                   | 24 Nov-23  | \$2.77                    | \$168,881                               | 24 Nov-24             | 60,968                     | \$195,535                 | 24 Nov-26              |
|                       | FY23 LTI – Performance Rights | Rights     | 75% EPS<br>25% ROIC   | 68,218                   | 21 Nov-22  | \$2.00                    | \$136,095                               | 21 Nov-25             | -                          | -                         | 20 Nov-27              |
|                       | FY22 LTI – Performance Rights | Rights     | 100% EPS              | 23,639                   | 21 Nov-22  | \$2.00                    | \$47,160                                | 22 Nov-24             | 23,639                     | \$76,827                  | 20 Nov-27              |

1. The expiry dates for denoted awards have been restated to correct for administrative errors, there has been no impact on the fair value per instrument or the total fair value of the award at grant date.

### 8.3 Equity instruments

Equity instruments held by Non-Executive Directors (Non-Executive KMP) and Executive KMP as at 30 September 2025 are set out in the table below.

|                          | Held as at 30 September 2024 |         | Net change <sup>1</sup> |         | Held at 30 September 2025 |           | MSR <sup>2</sup> |
|--------------------------|------------------------------|---------|-------------------------|---------|---------------------------|-----------|------------------|
|                          | Shares                       | Rights  | Shares                  | Rights  | Shares                    | Rights    |                  |
| <b>Non-Executive KMP</b> |                              |         |                         |         |                           |           |                  |
| Gail Pemberton (Chair)   | 450,221                      | —       | —                       | —       | 450,221                   | —         | Met              |
| Russell Shields          | 335,647                      | —       | —                       | —       | 335,647                   | —         | Met              |
| Cathy Yuncken            | 27,500                       | —       | —                       | —       | 27,500                    | —         | Met              |
| Fiona Trafford-Walker    | 36,132                       | —       | —                       | —       | 36,132                    | —         | Met              |
| Mark Blackburn           | 11,940                       | —       | 10,989                  | —       | 22,929                    | —         | Met              |
| Rob McDonald             | 11,000                       | —       | 14,000                  | —       | 25,000                    | —         | Met              |
| <b>Executive KMP</b>     |                              |         |                         |         |                           |           |                  |
| Damien Berrell           | 472,075                      | 941,825 | 149,222                 | 151,489 | 621,297                   | 1,093,314 | Met              |
| James Owens              | 42,483                       | 253,908 | 42,304                  | 25,634  | 84,787                    | 279,542   | Met              |

1) Net change reflects equity instruments granted or acquired during the period, less those sold, exercised or forfeited.

2) Minimum shareholding requirements (MSR) are outlined in the Company's Remuneration Policy.

### 8.4 Loans

There were no employee loans issued or settled during FY25.

**FleetPartners Group Limited**  
**Statement of Profit or Loss and Other Comprehensive Income**  
**For the year ended 30 September 2025**

|                                                                              | Notes | Consolidated          |                       |
|------------------------------------------------------------------------------|-------|-----------------------|-----------------------|
|                                                                              |       | 2025<br>\$'000        | 2024<br>\$'000        |
| Revenue and income from continuing operations                                | 2.2   | 786,231               | 761,632               |
| Cost of revenue and income                                                   | 2.2   | (462,244)             | (450,217)             |
| Lease finance costs                                                          | 2.3   | (96,119)              | (84,892)              |
| <b>Net operating income before operating expenses and impairment charges</b> |       | <b>227,868</b>        | <b>226,523</b>        |
| Impairment expense on loans and receivables                                  |       | (4,951)               | (3,477)               |
| Software Impairment                                                          | 3.7   | (1,929)               | (267)                 |
| <b>Total impairment</b>                                                      |       | <b>(6,880)</b>        | <b>(3,744)</b>        |
| Employee benefit expense                                                     |       | (73,023)              | (71,962)              |
| Depreciation and amortisation expense                                        | 2.3   | (10,350)              | (11,329)              |
| Operating overheads                                                          | 2.3   | (24,316)              | (22,342)              |
| <b>Total overheads</b>                                                       |       | <b>(107,689)</b>      | <b>(105,633)</b>      |
| Operating finance costs                                                      | 2.3   | (6,541)               | (6,713)               |
| <b>Profit before income tax</b>                                              |       | <b>106,758</b>        | <b>110,433</b>        |
| Income tax expense                                                           | 2.5   | (31,423)              | (32,556)              |
| <b>Profit for the year</b>                                                   |       | <b>75,335</b>         | <b>77,877</b>         |
| <b>Other comprehensive income</b>                                            |       |                       |                       |
| <i>Items that may be reclassified to profit or loss</i>                      |       |                       |                       |
| Changes in the fair value of cash flow hedges                                |       | (5,337)               | (24,842)              |
| Exchange differences on translation of foreign operations                    |       | (7,141)               | (3,456)               |
| <b>Other comprehensive income for the year</b>                               |       | <b>(12,478)</b>       | <b>(28,298)</b>       |
| <b>Total comprehensive income for the year</b>                               |       | <b>62,857</b>         | <b>49,579</b>         |
| Profit attributable to:                                                      |       |                       |                       |
| Owners of FleetPartners Group Limited                                        |       | 75,335                | 77,877                |
| Total comprehensive income for the year attributable to:                     |       |                       |                       |
| Owners of FleetPartners Group Limited                                        |       | 62,857                | 49,579                |
|                                                                              |       | <b>2025<br/>Cents</b> | <b>2024<br/>Cents</b> |
| <b>Earnings per share</b>                                                    |       |                       |                       |
| Basic earnings per share                                                     | 2.4   | 33.6                  | 32.4                  |
| Diluted earnings per share                                                   | 2.4   | 33.1                  | 32.0                  |

The above Statement of Profit or Loss and Other Comprehensive Income should be read in conjunction with the accompanying notes.

**FleetPartners Group Limited**  
**Statement of Financial Position**  
**As at 30 September 2025**

|                                                            |      | Consolidated     |                  |
|------------------------------------------------------------|------|------------------|------------------|
|                                                            | Note | 2025<br>\$'000   | 2024<br>\$'000   |
| <b>ASSETS</b>                                              |      |                  |                  |
| Cash and cash equivalents                                  | 4.3  | 102,869          | 91,298           |
| Restricted cash and cash equivalents                       | 4.3  | 205,691          | 182,705          |
| Trade receivables and other assets                         | 3.4  | 103,008          | 79,145           |
| Inventory                                                  |      | 13,285           | 15,577           |
| Finance leases                                             | 3.3  | 657,586          | 554,895          |
| Operating leases reported as property, plant and equipment | 3.1  | 1,164,836        | 1,120,966        |
| Property, plant and equipment                              | 3.1  | 6,018            | 3,495            |
| Right-of-use assets                                        | 3.2  | 5,758            | 3,782            |
| Intangibles                                                | 3.7  | 472,830          | 478,720          |
| <b>Total assets</b>                                        |      | <b>2,731,881</b> | <b>2,530,583</b> |
| <b>LIABILITIES</b>                                         |      |                  |                  |
| Trade and other liabilities                                | 3.5  | 125,666          | 138,092          |
| Provisions                                                 |      | 8,690            | 8,397            |
| Derivative financial instruments                           | 4.4  | 14,667           | 5,727            |
| Borrowings                                                 | 4.1  | 1,818,757        | 1,656,446        |
| Lease liabilities                                          | 3.6  | 9,801            | 5,738            |
| Deferred tax liabilities                                   | 2.5  | 122,006          | 93,251           |
| <b>Total liabilities</b>                                   |      | <b>2,099,587</b> | <b>1,907,651</b> |
| <b>Net assets</b>                                          |      | <b>632,294</b>   | <b>622,932</b>   |
| <b>EQUITY</b>                                              |      |                  |                  |
| Contributed equity                                         | 4.5  | 389,825          | 444,679          |
| Reserves                                                   | 6.1  | 152,221          | 163,340          |
| Retained earnings                                          |      | 90,248           | 14,913           |
| <b>Total equity</b>                                        |      | <b>632,294</b>   | <b>622,932</b>   |

*The above Statement of Financial Position should be read in conjunction with the accompanying notes.*

**FleetPartners Group Limited**  
**Statement of Changes in Equity**  
**For the year ended 30 September 2025**

| Note                                                         | Attributable to owners of<br>FleetPartners Group Limited |                    |                                |                           |
|--------------------------------------------------------------|----------------------------------------------------------|--------------------|--------------------------------|---------------------------|
|                                                              | Contributed<br>equity<br>\$'000                          | Reserves<br>\$'000 | Retained<br>earnings<br>\$'000 | Total<br>equity<br>\$'000 |
| <b>Consolidated</b>                                          |                                                          |                    |                                |                           |
| Balance at 30 September 2023                                 | 503,668                                                  | 194,980            | (62,964)                       | 635,684                   |
| Profit for the year                                          | -                                                        | -                  | 77,877                         | 77,877                    |
| Cash flow hedges                                             | -                                                        | (24,842)           | -                              | (24,842)                  |
| Foreign currency translation                                 | -                                                        | (3,456)            | -                              | (3,456)                   |
| <b>Total comprehensive income for the year</b>               | <b>-</b>                                                 | <b>(28,298)</b>    | <b>77,877</b>                  | <b>49,579</b>             |
| <b>Transactions with owners in their capacity as owners:</b> |                                                          |                    |                                |                           |
| Net movement in employee share schemes                       | 6.1                                                      | - 2,331            | -                              | 2,331                     |
| Movement in treasury reserve                                 | -                                                        | (714)              | -                              | (714)                     |
| Acquisition of treasury shares                               | -                                                        | (4,555)            | -                              | (4,555)                   |
| On market share buy-back                                     | -                                                        | (59,393)           | -                              | (59,393)                  |
| Cancellation of shares                                       | (58,989)                                                 | 58,989             | -                              | -                         |
| <b>Balance at 30 September 2024</b>                          | <b>444,679</b>                                           | <b>163,340</b>     | <b>14,913</b>                  | <b>622,932</b>            |
| <b>Balance at 30 September 2024</b>                          | <b>444,679</b>                                           | <b>163,340</b>     | <b>14,913</b>                  | <b>622,932</b>            |
| Profit for the year                                          | -                                                        | -                  | 75,335                         | <b>75,335</b>             |
| Cash flow hedges                                             | -                                                        | (5,337)            | -                              | <b>(5,337)</b>            |
| Foreign currency translation                                 | -                                                        | (7,141)            | -                              | <b>(7,141)</b>            |
| <b>Total comprehensive income for the year</b>               | <b>-</b>                                                 | <b>(12,478)</b>    | <b>75,335</b>                  | <b>62,857</b>             |
| <b>Transactions with owners in their capacity as owners:</b> |                                                          |                    |                                |                           |
| Net movement in employee share schemes                       | 6.1                                                      | - 3,798            | -                              | <b>3,798</b>              |
| Movement in treasury reserve                                 | -                                                        | (7)                | -                              | <b>(7)</b>                |
| Acquisition of treasury shares                               | -                                                        | (2,000)            | -                              | <b>(2,000)</b>            |
| On market share buy-back                                     | -                                                        | (55,286)           | -                              | <b>(55,286)</b>           |
| Cancellation of shares                                       | (54,854)                                                 | 54,854             | -                              | -                         |
| <b>Balance at 30 September 2025</b>                          | <b>389,825</b>                                           | <b>152,221</b>     | <b>90,248</b>                  | <b>632,294</b>            |

The above Statement of Changes in Equity should be read in conjunction with the accompanying notes.

**FleetPartners Group Limited**  
**Statement of Cash Flows**  
**For the year ended 30 September 2025**

|                                                                                              | Note | Consolidated    |                  |
|----------------------------------------------------------------------------------------------|------|-----------------|------------------|
|                                                                                              |      | 2025<br>\$'000  | 2024<br>\$'000   |
| <b>Cash flows from operations</b>                                                            |      |                 |                  |
| Receipts from customers                                                                      |      | 1,000,686       | 906,640          |
| Payments to suppliers and employees                                                          |      | (480,808)       | (453,524)        |
| <b>Cash generated from operations before interest, tax and investment in lease portfolio</b> |      | <b>519,878</b>  | <b>453,116</b>   |
| Income tax paid                                                                              |      | (8,357)         | (6,940)          |
| Interest received                                                                            |      | 10,967          | 11,385           |
| Interest paid                                                                                |      | (99,237)        | (85,954)         |
| <b>Cash generated from operations before investment in lease portfolio</b>                   |      | <b>423,251</b>  | <b>371,607</b>   |
| Purchase of items reported under operating leases reported as property, plant and equipment  |      | (424,678)       | (459,970)        |
| Purchase of items reported under finance leases                                              |      | (295,576)       | (320,427)        |
| Proceeds from sales of inventory                                                             |      | 224,510         | 240,921          |
| <b>Net cash outflow from operating activities</b>                                            | 6.6  | <b>(72,493)</b> | <b>(167,869)</b> |
| <b>Cash flows from investing activities</b>                                                  |      |                 |                  |
| Purchase of property, plant and equipment and intangibles                                    |      | (12,713)        | (18,549)         |
| <b>Net cash outflow from investing activities</b>                                            |      | <b>(12,713)</b> | <b>(18,549)</b>  |
| <b>Cash flows from financing activities</b>                                                  |      |                 |                  |
| Proceeds from borrowings                                                                     |      | 737,165         | 731,996          |
| Repayments of borrowings                                                                     |      | (554,631)       | (450,518)        |
| Payment of lease liabilities                                                                 |      | (2,076)         | (2,315)          |
| Payments on settlement of long term incentive plans                                          |      | -               | (990)            |
| On market share buy-back                                                                     |      | (55,286)        | (59,393)         |
| Purchase of treasury shares                                                                  |      | (2,000)         | (4,555)          |
| <b>Net cash inflow from financing activities</b>                                             |      | <b>123,172</b>  | <b>214,225</b>   |
| <b>Net increase in cash and cash equivalents</b>                                             |      | <b>37,966</b>   | <b>27,807</b>    |
| Cash and cash equivalents at the beginning of the financial year, net of overdraft           |      | 274,003         | 247,092          |
| Exchange rate variations on New Zealand cash and cash equivalent balances                    |      | (3,409)         | (896)            |
| <b>Cash and cash equivalents at end of the year, net of overdraft</b>                        | 4.3  | <b>308,560</b>  | <b>274,003</b>   |

*The above Statement of Cash Flows should be read in conjunction with the accompanying notes.*

## **1.0 INTRODUCTION TO THE REPORT**

### **Statement of compliance**

These general purpose financial statements of the consolidated results of FleetPartners Group Limited (ACN 131 557 901) have been prepared in accordance with the Accounting Standards and Interpretations issued by the Australian Accounting Standards Board and the Corporations Act 2001. The consolidated financial statements comply with International Financial Reporting Standards (IFRS) adopted by the International Accounting Standards Board (IASB).

The financial report was authorised for issue by the Board of Directors on 14 November 2025.

### **Basis of preparation**

These financial statements have been prepared under the historical cost convention, except for the financial assets and liabilities (including derivative instruments) at fair value through profit or loss.

The Statement of Financial Position is prepared with assets and liabilities presented in order of liquidity.

Where necessary, comparative figures have been reclassified to conform to changes in presentation in the current year.

### **Rounding of amounts**

The Company is of a kind referred to in ASIC Corporations (Rounding in Financial/Directors' Reports) Instrument 2016/191, issued by the Australian Securities and Investments Commission, relating to the 'rounding off' of amounts in the financial statements. Amounts in the financial statements have been rounded off in accordance with that Instrument to the nearest thousand dollars, or in certain cases, the nearest dollar.

### **Critical accounting estimates and assumptions**

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Group's accounting policies.

### **Material accounting policies**

The accounting policies that are material to the Group are set out below. Other material accounting policies are contained in the notes to the financial report to which they relate. The financial statements are for the Group consisting of FleetPartners Group Limited (Company) and its controlled entities.

#### **(i) Principles of consolidation**

The consolidated financial statements incorporate the assets and liabilities of all controlled entities of FleetPartners Group Limited as at 30 September 2025 and the results of all controlled entities for the year then ended. FleetPartners Group Limited and its controlled entities together are referred to in this financial report as the Group or the consolidated entity.

The Company controls an entity if it is exposed, or has rights, to variable returns from its involvement with the controlled entity and has the ability to affect those returns through its power over the controlled entity. All controlled entities have a reporting date of 30 September.

Profit or loss and other comprehensive income of controlled entities acquired or disposed of during the year are recognised from the effective date of acquisition, or up to the effective date of disposal, as applicable. In preparing the financial report, all intercompany balances, transactions and unrealised profits arising within the consolidated entity are eliminated in full.

## 1.0 INTRODUCTION TO THE REPORT (continued)

### Material accounting policies (continued)

#### (ii) Foreign currency translation

##### *Functional and presentation currency*

The consolidated financial statements are presented in Australian dollars (AUD), which is also the functional currency of the Company.

##### *Foreign currency transactions and balances*

Foreign currency transactions are translated into the functional currency of the respective Group entity, using the exchange rates prevailing at the dates of the transactions (spot exchange rate). Foreign exchange gains and losses resulting from the settlement of such transactions and from remeasurement of monetary items at year end exchange rates are recognised in profit or loss.

Non-monetary items are not retranslated at year-end and are measured at historical cost (translated using the exchange rates at the date of transaction), except for non-monetary items measured at fair value which are translated using the exchange rates at the date when fair value was determined.

##### *Foreign operations*

In the Group's financial statements, all assets, liabilities and transactions of Group entities with a functional currency other than AUD are translated into AUD upon consolidation. The functional currency of the entities in the Group has remained unchanged during the reporting period.

On consolidation, assets and liabilities have been translated into AUD at the closing rate at the reporting date. Goodwill and fair value adjustments arising on the acquisition of a foreign entity have been treated as assets and liabilities of the foreign entity and translated into AUD at the closing rate. Income and expenses have been translated into AUD at the average rate over the reporting period. Exchange differences are charged or credited to other comprehensive income and recognised in the currency translation reserve in equity. On disposal of a foreign operation, the cumulative translation differences recognised in equity are reclassified to profit or loss and recognised as part of the gain or loss on disposal.

##### *Going concern*

This financial report has been prepared on the basis that the Group is a going concern.

The Group has considered its ability to continue as a going concern, using projected cash flow forecasts and other Group metrics and information for at least the next 12 months from the approval of these financial statements. This assessment assumes the Group will be able to continue trading and realise assets and discharge liabilities in the ordinary course of business beyond this period.

At 30 September 2025, the Group held unrestricted cash reserves of \$102.9 million, and undrawn capacity under its corporate debt facilities of \$65.0 million.

##### *Changes in material accounting policies*

Except for the changes below, the Group has consistently applied the accounting policies set out in the notes to the financial statements to all periods presented in these consolidated financial statements.

##### *New and revised standards and interpretations not yet adopted by the Group*

A number of new standards are issued, but not yet effective. Early application is permitted; however the Group has not early adopted the new or amended standards in preparing the financial statements.

##### *New Australian Accounting Standards and amendment standards that are effective in the current period*

The Group has adopted all of the new, revised or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ("AASB") that are mandatory for the current reporting period. The adoption of these Accounting Standards and Interpretations did not have any significant impact for the full financial year ending 30 September 2025. Any new, revised or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

## 2.0 BUSINESS RESULT FOR THE YEAR

This section provides the information that is most relevant to understanding the financial performance of the Group during the financial year and, where relevant, the accounting policies applied and the critical judgements and estimates made.

- 2.1 Segment information
- 2.2 Revenue and income
- 2.3 Expenses
- 2.4 Earnings per share
- 2.5 Taxation

### 2.1 Segment information

#### Identification of reportable segments

An operating segment is a component of an entity that engages in business activities from which it may earn revenue and incur expenses, whose operating results are reviewed regularly by the Group's Chief Operating Decision Maker in assessing performance and in determining the allocation of resources.

The Group has identified three business segments, Australia Commercial, Novated (based in Australia) and New Zealand Commercial. The segments have been identified based on how the Chief Operating Decision Maker (i.e. Chief Executive Officer and Chief Financial Officer) monitors performance and allocates resources.

The segment information for the reportable segments for the year ended 30 September 2025 is as below.

#### 2025

|                                                                       | Australia<br>Commercial<br>\$'000 | Novated<br>\$'000 | New<br>Zealand<br>Commercial<br>\$'000 | Total<br>\$'000 |
|-----------------------------------------------------------------------|-----------------------------------|-------------------|----------------------------------------|-----------------|
| Net operating income before operating expenses and impairment charges | 134,804                           | 39,216            | 53,848                                 | 227,868         |
| Add back hedge loss                                                   | 189                               | 149               | 635                                    | 973             |
| <b>NOI</b>                                                            | <b>134,993</b>                    | <b>39,365</b>     | <b>54,483</b>                          | <b>228,841</b>  |
| Bad and doubtful debts                                                | (3,419)                           | (34)              | (1,498)                                | (4,951)         |
| Operating expenses                                                    | (62,450)                          | (13,573)          | (15,497)                               | (91,520)        |
| <b>EBITDA</b>                                                         | <b>69,124</b>                     | <b>25,758</b>     | <b>37,488</b>                          | <b>132,370</b>  |
| Depreciation, amortisation and impairment                             | (7,888)                           | (2,279)           | (2,112)                                | (12,279)        |
| Share based payments                                                  | (2,135)                           | (709)             | (954)                                  | (3,798)         |
| Holding company debt interest                                         | (5,015)                           | (658)             | (868)                                  | (6,541)         |
| Non-recurring items*                                                  | (1,992)                           | -                 | (29)                                   | (2,021)         |
| Hedge loss                                                            | (189)                             | (149)             | (635)                                  | (973)           |
| Tax                                                                   | (15,628)                          | (6,588)           | (9,207)                                | (31,423)        |
| <b>Statutory net profit after tax</b>                                 | <b>36,277</b>                     | <b>15,375</b>     | <b>23,683</b>                          | <b>75,335</b>   |
| Post-tax add-back of non-recurring items                              | 1,394                             | -                 | 21                                     | 1,415           |
| Post tax add back of hedge loss                                       | 133                               | 104               | 457                                    | 694             |
| <b>Cash net profit after tax including amortisation of software</b>   | <b>37,804</b>                     | <b>15,479</b>     | <b>24,161</b>                          | <b>77,444</b>   |
| Post-tax add-back of software amortisation and impairment             | 4,240                             | 1,408             | 1,034                                  | 6,682           |
| <b>NPATA</b>                                                          | <b>42,044</b>                     | <b>16,887</b>     | <b>25,195</b>                          | <b>84,126</b>   |

\* Non-recurring items relate to restructuring and class action legal costs.

## 2.0 BUSINESS RESULT FOR THE YEAR (continued)

### 2.1 Segment information (continued)

#### Identification of reportable segments (continued)

2024

|                                                                          | Australia<br>Commercial<br>\$'000 | Novated<br>\$'000 | New<br>Zealand<br>Commercial<br>\$'000 | Total<br>\$'000 |
|--------------------------------------------------------------------------|-----------------------------------|-------------------|----------------------------------------|-----------------|
| Net operating income before operating expenses and impairment charges    | 141,308                           | 32,436            | 52,779                                 | 226,523         |
| Add back hedge loss                                                      | 733                               | 560               | 2,201                                  | 3,494           |
| <b>NOI</b>                                                               | 142,041                           | 32,996            | 54,980                                 | 230,017         |
| Bad and doubtful debts                                                   | (2,756)                           | (141)             | (580)                                  | (3,477)         |
| Operating expenses                                                       | (61,206)                          | (12,671)          | (15,331)                               | (89,208)        |
| <b>EBITDA</b>                                                            | 78,079                            | 20,184            | 39,069                                 | 137,332         |
| Depreciation, amortisation and impairment                                | (6,032)                           | (903)             | (2,214)                                | (9,149)         |
| Share based payments                                                     | (2,032)                           | (374)             | (915)                                  | (3,321)         |
| Holding company debt interest                                            | (5,117)                           | (679)             | (917)                                  | (6,713)         |
| Amortisation and impairment of acquired intangibles                      | (2,067)                           | (380)             | -                                      | (2,447)         |
| Non-recurring items*                                                     | (1,686)                           | -                 | (89)                                   | (1,775)         |
| Hedge loss                                                               | (733)                             | (560)             | (2,201)                                | (3,494)         |
| Tax                                                                      | (18,204)                          | (5,187)           | (9,165)                                | (32,556)        |
| <b>Statutory net profit after tax</b>                                    | 42,208                            | 12,101            | 23,568                                 | 77,877          |
| Post-tax add-back of amortisation and impairment of acquired intangibles | 1,446                             | 266               | -                                      | 1,712           |
| Post-tax add-back of non-recurring items                                 | 1,181                             | -                 | 64                                     | 1,245           |
| Post tax add back of hedge loss                                          | 610                               | 287               | 1,585                                  | 2,482           |
| <b>Cash net profit after tax including amortisation of software</b>      | 45,445                            | 12,654            | 25,217                                 | 83,316          |
| Post-tax add back of software amortisation and impairment                | 2,806                             | 516               | 1,074                                  | 4,396           |
| <b>NPATA</b>                                                             | 48,251                            | 13,170            | 26,291                                 | 87,712          |

\* Non-recurring items relate to restructuring and class action legal costs.

## **2.0 BUSINESS RESULT FOR THE YEAR (continued)**

### **2.2 Revenue and income**

#### **Recognition and measurement**

Revenue is recognised when the Group satisfies its obligations in relation to the provision of goods and services to its customers in the ordinary course of business. Revenue is measured at an amount that reflects the consideration to which the Group expects to be entitled in exchange for performing these obligations. The Group's revenue is disaggregated by the nature of the product or service.

#### ***Finance income***

For finance leases, the Group purchases vehicles to lease to customers and earns a spread, or net interest income, being the difference between the interest component of the lease rental income (finance income) it receives from customers and its cost of funds. The Group recognises finance income over the life of the lease. Finance income from finance lease contracts is recognised using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the future asset. Payments collected from the lease are allocated between reducing the net investment in the lease and recognising interest income.

#### ***Operating lease rentals***

The Group purchases vehicles to lease to customers and collects rentals in relation to these operating leases. The operating lease instalments (or rental income) are recognised in the financial statements in their entirety on a straight-line basis over the lease term. The instalments are classified and presented in 'Operating lease rentals'.

#### ***Maintenance and management income***

Income related to maintenance and management services is recognised over the term of the lease contract based on the percentage of completion method. The allocation of maintenance income over the term is based on a maintenance profile supported by market data of expected service costs and intervals. The difference between the amounts received and amounts recognised as income is accounted for as deferred revenue disclosed within trade and other liabilities. Deferred maintenance income amounted to \$11.1 million (2024: \$11.5 million) and will be recognised over the remaining term of the respective lease contracts.

#### ***Related products and services income***

The Group earns income from the provision of related products and services. Revenue is recognised when the right to receive payment is established and the performance obligation has been satisfied.

#### ***Brokerage income***

The Group earns fees for the origination of financing from third party banks and financial institutions. Revenue is recognised when the related service has been provided. This is deemed to be at settlement date.

#### ***End of lease income - vehicle sales***

The Group earns income on the sale of vehicles from terminated lease contracts. The Group acts as the principal in these transactions and proceeds are recognised on a gross basis. Revenue is recognised at the point in time the vehicle is sold and there are no remaining performance obligations.

#### ***End of lease income - other***

The Group earns other end of lease income for variations in contractual terms related to early termination, mileage and excessive wear and tear of the vehicle. The fees are recognised at a point in time, upon termination of the lease contract.

## 2.0 BUSINESS RESULT FOR THE YEAR (continued)

### 2.2 Revenue and income (continued)

#### Recognition and measurement (continued)

##### Sundry income

The Group earns sundry income which includes commissions from finance and after-market product referrals; and short term flexible rentals to customers. Revenue is recognised when the service has been provided. This is deemed to be at settlement date for product referrals; and over time for short term rental vehicles.

|                                                            | Consolidated   |                |
|------------------------------------------------------------|----------------|----------------|
|                                                            | 2025           | 2024           |
|                                                            | \$'000         | \$'000         |
| <b>Revenue and income from continuing operations:</b>      |                |                |
| Finance income                                             | 68,382         | 54,267         |
| Maintenance and management income <sup>*(1)</sup>          | 105,606        | 103,779        |
| Related products and services income <sup>*(2)</sup>       | 45,276         | 46,370         |
| Operating lease rentals                                    | 319,856        | 287,643        |
| Brokerage income <sup>*(2)</sup>                           | 2,546          | 5,279          |
| Sundry income <sup>*(2)</sup>                              | 2,538          | 3,031          |
| End of lease income - vehicle sales <sup>*(2)</sup>        | 223,057        | 241,617        |
| End of lease income - other <sup>*(2)</sup>                | 18,970         | 19,646         |
| <b>Total revenue and income from continuing operations</b> | <b>786,231</b> | <b>761,632</b> |

\* The above amounts for 2025 totalling \$397,993,000 (2024: \$419,722,000) represent the Group's revenue derived from contracts with customers, in accordance with AASB15. This is disaggregated based on timing of revenue recognition as follows:

(1) revenue transferred over time of \$105,606,000 (2024: \$103,779,000); and  
(2) revenue transferred at a point in time of \$292,387,000 (2024: \$315,943,000).

##### Net interest income

As part of the analysis of the revenues and direct cost of revenue FleetPartners also considers net interest income as a relevant metric for financial reporting purposes. Operating lease rentals reported under Revenue from continuing operations of \$319,856,000 (2024: \$287,643,000) include an interest component of \$100,499,000 (2024: \$90,287,000). The net interest income recognised for operating and finance leases is presented below.

|                                   | Consolidated  |               |
|-----------------------------------|---------------|---------------|
|                                   | 2025          | 2024          |
|                                   | \$'000        | \$'000        |
| Operating lease – interest income | 100,499       | 90,287        |
| Finance income                    | 68,382        | 54,267        |
| Lease finance costs               | (96,119)      | (84,892)      |
| <b>Net interest income</b>        | <b>72,762</b> | <b>59,662</b> |

## 2.0 BUSINESS RESULT FOR THE YEAR (continued)

### 2.2 Revenue and income (continued)

#### *Cost of revenue and income*

Cost of revenue and income comprises the cost associated with providing the service components of the lease. Cost of revenue and income is recognised as it is incurred.

|                                                        | Consolidated   |                |
|--------------------------------------------------------|----------------|----------------|
|                                                        | 2025<br>\$'000 | 2024<br>\$'000 |
| <b>Cost of revenue and income:</b>                     |                |                |
| Maintenance and management expense                     | 49,316         | 47,926         |
| Related products and services expense                  | 17,978         | 16,931         |
| Cost of vehicles sold                                  | 181,238        | 190,646        |
| Impairment expense/(release) on operating lease assets | 710            | (655)          |
| Depreciation on operating leased assets                | 213,002        | 195,369        |
| <b>Total cost of revenue and income</b>                | <b>462,244</b> | <b>450,217</b> |

### 2.3 Expenses

#### **Recognition and measurement**

##### *Depreciation*

Depreciation on assets is calculated using the straight line method to allocate their cost, net of their residual values, over their estimated useful lives, as follows:

- Motor vehicles: 2-10 years;
- Furniture and fittings: 3-10 years;
- Plant and equipment: 3-10 years; and
- Right-of-use asset: over term of the lease.

##### *Operating finance costs*

Facility finance costs and lease liability interest is recognised in the statement of profit or loss and other comprehensive income using the effective interest method.

Facility finance restructure costs are recognised in the statement of profit or loss and other comprehensive income as and when they are incurred.

##### *Amortisation*

Costs incurred in developing products or systems and costs incurred in acquiring software and licenses that will contribute to future period financial benefits through revenue generation and/or cost reduction are capitalised to software and systems. Costs capitalised include external direct costs of materials and service and direct payroll and payroll related costs of employees' time spent on the project. Amortisation is calculated on a straight line basis over periods generally ranging from three to five years for non-core system software, and seven to ten years for core system software.

## 2.0 BUSINESS RESULT FOR THE YEAR (continued)

### 2.3 Expenses (continued)

|                                                                           | Consolidated  |               |
|---------------------------------------------------------------------------|---------------|---------------|
|                                                                           | 2025          | 2024          |
|                                                                           | \$'000        | \$'000        |
| <b>Profit before income tax includes the following specific expenses:</b> |               |               |
| <i>Depreciation and amortisation</i>                                      |               |               |
| Plant and equipment - fixture and fittings                                | 1,329         | 1,338         |
| Other intangible assets                                                   | -             | 2,447         |
| Software                                                                  | 7,576         | 5,972         |
| Right-of-use assets                                                       | 1,445         | 1,572         |
| <b>Total depreciation and amortisation expense</b>                        | <b>10,350</b> | <b>11,329</b> |
| <i>Lease finance costs</i>                                                |               |               |
| Interest and finance charges - third parties                              | 95,146        | 81,398        |
| Hedge loss                                                                | 973           | 3,494         |
| <b>Total lease finance costs</b>                                          | <b>96,119</b> | <b>84,892</b> |
| <i>Operating finance costs</i>                                            |               |               |
| Facility finance costs                                                    | 6,165         | 6,362         |
| Lease liabilities interest (where the Group is the lessee)                | 376           | 351           |
| <b>Total operating finance costs</b>                                      | <b>6,541</b>  | <b>6,713</b>  |
| <i>Operating overheads</i>                                                |               |               |
| Premises costs                                                            | 1,217         | 1,250         |
| Technology costs                                                          | 7,960         | 7,898         |
| Restructuring costs                                                       | 1,775         | 569           |
| Other overheads                                                           | 13,364        | 12,625        |
| <b>Total operating overheads</b>                                          | <b>24,316</b> | <b>22,342</b> |

## 2.0 BUSINESS RESULT FOR THE YEAR (continued)

### 2.4 Earnings per share

#### Basic earnings per share

Basic earnings per share is calculated by dividing the profit attributable to equity holders of the Company, excluding any costs of servicing equity other than ordinary shares, by the weighted average number of fully paid ordinary shares outstanding during the financial year and excluding treasury shares.

#### Diluted earnings per share

Diluted earnings per share adjusts the figures used in the determination of basic earnings per share to take into account the after income tax effect of interest and other financing costs associated with dilutive potential ordinary shares and the weighted average number of additional ordinary shares that would have been outstanding assuming the conversion of all dilutive potential ordinary shares.

#### Profit attributable to the ordinary shareholders

|                                                                                                                                               | Consolidated  |               |
|-----------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------|
|                                                                                                                                               | 2025          | 2024          |
|                                                                                                                                               | \$'000        | \$'000        |
| Profit attributable to the ordinary equity holders of the company used in calculating basic earnings per share and diluted earnings per share |               |               |
| Profit from continuing operation                                                                                                              | 75,335        | 77,877        |
| <b>From continuing operations</b>                                                                                                             | <b>75,335</b> | <b>77,877</b> |

#### Weighted average number of shares used as the denominator

|                                                                                                              | Consolidated |             |
|--------------------------------------------------------------------------------------------------------------|--------------|-------------|
|                                                                                                              | 2025         | 2024        |
|                                                                                                              | Number       | Number      |
| Weighted average number of ordinary shares used as the denominator in calculating basic earnings per share   | 224,440,665  | 240,352,856 |
| Weighted average number of ordinary shares used as the denominator in calculating diluted earnings per share | 227,789,072  | 243,544,680 |

#### Earnings per share

|                            | Consolidated |       |
|----------------------------|--------------|-------|
|                            | 2025         | 2024  |
|                            | Cents        | Cents |
| Basic earnings per share   | 33.6         | 32.4  |
| Diluted earnings per share | 33.1         | 32.0  |

## 2.0 BUSINESS RESULT FOR THE YEAR (continued)

### 2.5 Taxation

#### Recognition and measurement

##### **Current tax**

Current tax assets and liabilities are measured at the amount of income taxes payable or recoverable in respect of the taxable profit or tax loss for the period. It is calculated using tax rates and tax laws that have been enacted or substantively enacted by the reporting date.

##### **Deferred tax**

Deferred tax is accounted for in respect of temporary differences arising from differences between the carrying amount of assets and liabilities and the corresponding tax base.

Deferred tax liabilities are recognised for all taxable temporary differences. Deferred tax assets are recognised for all deductible temporary differences, unused tax losses and tax offsets, to the extent that it is probable that sufficient future taxable profits will be available to utilise them.

However, deferred tax assets and liabilities are not recognised for:

- taxable temporary differences that arise from initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit or loss;
- temporary differences between the carrying amount and tax bases of investments in controlled entities where the parent entity is able to control the timing of the reversal of the temporary differences and it is probable that the differences will not reverse in the foreseeable future; and
- taxable temporary differences arising from goodwill.

Deferred tax assets and liabilities are measured using the tax rates and tax laws that are expected to apply the year when the asset is utilised or liability is settled, based on tax rates and tax laws that have been enacted or substantively enacted at the reporting date.

Income taxes relating to items recognised directly in equity are recognised directly in equity and not in the statement of profit or loss and other comprehensive income.

##### **Offsetting deferred tax balances**

Deferred tax assets and liabilities are offset when they relate to income taxes levied by the same taxation authority and the Group intends to settle its current tax assets and liabilities on a net basis.

##### **Tax consolidation legislation**

FleetPartners Group Limited and its wholly owned Australian controlled entities are part of a tax-consolidated group under Australian taxation law. FleetPartners Group Limited is the head entity in the tax-consolidated group. Entities within the tax-consolidated group have entered into a tax funding arrangement and a tax sharing agreement with the head entity. Under the terms of the tax funding arrangement, FleetPartners Group Limited and each of the entities in the tax-consolidated group have agreed to pay (or receive) a tax equivalent payment to (or from) the head entity, based on the current tax liability or current tax asset of the entity.

## 2.0 BUSINESS RESULT FOR THE YEAR (continued)

### 2.5 Taxation (continued)

#### (i) Reconciliation of income tax expense

|                                                                                         | Consolidated   |                |
|-----------------------------------------------------------------------------------------|----------------|----------------|
|                                                                                         | 2025<br>\$'000 | 2024<br>\$'000 |
| Profit from continuing operations before income tax expense                             | 106,758        | 110,433        |
|                                                                                         | <b>106,758</b> | <b>110,433</b> |
| Prima facie tax rate of 30% (2024: 30%)                                                 | <b>32,027</b>  | 33,130         |
| New Zealand tax rate differentials                                                      | <b>(732)</b>   | (759)          |
| Tax effect of amounts which are not deductible/(taxable) in calculating taxable income: |                |                |
| Others                                                                                  | <b>128</b>     | 185            |
| <b>Income tax expense</b>                                                               | <b>31,423</b>  | <b>32,556</b>  |
| <b>Income tax expense comprises:</b>                                                    |                |                |
| Current tax                                                                             | <b>6,380</b>   | 9,429          |
| Deferred tax                                                                            | <b>25,043</b>  | 23,127         |
|                                                                                         | <b>31,423</b>  | <b>32,556</b>  |
| <b>Income tax expense is attributable to:</b>                                           |                |                |
| Profit from continuing operations                                                       | <b>31,423</b>  | 32,556         |
| <b>Income tax expense</b>                                                               | <b>31,423</b>  | <b>32,556</b>  |
| Effective tax rate                                                                      | 29%            | 29%            |

## 2.0 BUSINESS RESULT FOR THE YEAR (continued)

### 2.5 Taxation (continued)

#### (ii) Movement of deferred tax

#### 2025

Doubtful debt provision  
Derivative financial instruments  
Accruals, employee provisions and other  
Leasing adjustments  
Transaction costs  
Right-of-use assets  
Lease liabilities  
Intangible assets

| Opening<br>balance<br>\$'000 | Charged to<br>profit or loss<br>\$'000 | Charged to<br>other<br>comprehensive<br>income and<br>equity<br>\$'000 | Reclassification<br>between<br>current tax and<br>deferred tax<br>\$'000 | Closing<br>balance<br>\$'000 | Deferred tax<br>asset<br>\$'000 | Deferred tax<br>liability<br>\$'000 |
|------------------------------|----------------------------------------|------------------------------------------------------------------------|--------------------------------------------------------------------------|------------------------------|---------------------------------|-------------------------------------|
| 2,848                        | 652                                    | -                                                                      | -                                                                        | 3,500                        | 3,500                           | -                                   |
| 1,599                        | 441                                    | 2,136                                                                  | -                                                                        | 4,176                        | 4,176                           | -                                   |
| 54,638                       | (42,500)                               | -                                                                      | (5,848)                                                                  | 6,290                        | 8,120                           | (1,830)                             |
| (153,999)                    | 15,737                                 | -                                                                      | -                                                                        | (138,262)                    | -                               | (138,262)                           |
| 20                           | 1                                      | -                                                                      | -                                                                        | 21                           | 21                              | -                                   |
| (1,098)                      | (603)                                  | -                                                                      | -                                                                        | (1,701)                      | -                               | (1,701)                             |
| 1,682                        | 1,229                                  | -                                                                      | -                                                                        | 2,911                        | 2,911                           | -                                   |
| 1,059                        | -                                      | -                                                                      | -                                                                        | 1,059                        | 1,059                           | -                                   |
| (93,251)                     | (25,043)                               | 2,136                                                                  | (5,848)                                                                  | (122,006)                    | 19,787                          | (141,793)                           |
|                              |                                        |                                                                        |                                                                          |                              | (19,787)                        | 19,787                              |
| Set off DTL against DTA      |                                        |                                                                        |                                                                          |                              |                                 |                                     |
| Net tax liabilities          |                                        |                                                                        |                                                                          |                              | (122,006)                       | (122,006)                           |

## 2.0 BUSINESS RESULT FOR THE YEAR (continued)

### 2.5 Taxation (continued)

|                                         | Opening<br>balance<br>\$'000 | Charged to<br>profit or loss<br>\$'000 | Charged to<br>other<br>comprehensive<br>income and<br>equity<br>\$'000 | Reclassification<br>between<br>current tax<br>and deferred<br>tax<br>\$'000 | Closing<br>balance<br>\$'000 | Deferred tax<br>asset<br>\$'000 | Deferred tax<br>liability<br>\$'000 |
|-----------------------------------------|------------------------------|----------------------------------------|------------------------------------------------------------------------|-----------------------------------------------------------------------------|------------------------------|---------------------------------|-------------------------------------|
| <b>2024</b>                             |                              |                                        |                                                                        |                                                                             |                              |                                 |                                     |
| Doubtful debt provision                 | 2,171                        | 677                                    | -                                                                      | -                                                                           | 2,848                        | 2,848                           | -                                   |
| Deferred revenue                        | 1,063                        | (1,063)                                | -                                                                      | -                                                                           | -                            | -                               | -                                   |
| Derivative financial instruments        | (9,926)                      | 1,133                                  | 10,392                                                                 | -                                                                           | 1,599                        | 1,599                           | -                                   |
| Accruals, employee provisions and other | 107,705                      | (47,317)                               | (714)                                                                  | (5,036)                                                                     | 54,638                       | 56,579                          | (1,941)                             |
| Leasing adjustments                     | (176,502)                    | 22,503                                 | -                                                                      | -                                                                           | (153,999)                    | -                               | (153,999)                           |
| Transaction costs                       | 166                          | (146)                                  | -                                                                      | -                                                                           | 20                           | 20                              | -                                   |
| Right-of-use assets                     | (1,141)                      | 43                                     | -                                                                      | -                                                                           | (1,098)                      | -                               | (1,098)                             |
| Lease liabilities                       | 1,311                        | 371                                    | -                                                                      | -                                                                           | 1,682                        | 1,682                           | -                                   |
| Intangible assets                       | 387                          | 672                                    | -                                                                      | -                                                                           | 1,059                        | 1,059                           | -                                   |
|                                         | (74,766)                     | (23,127)                               | 9,678                                                                  | (5,036)                                                                     | (93,251)                     | 63,787                          | (157,038)                           |
| Set off DTL against DTA                 |                              |                                        |                                                                        |                                                                             |                              | (63,787)                        | 63,787                              |
| Net tax liabilities                     |                              |                                        |                                                                        |                                                                             | (93,251)                     | -                               | (93,251)                            |

## 2.0 BUSINESS RESULT FOR THE YEAR (continued)

### 2.5 Taxation (continued)

#### (iii) Franking credits

|                                                                                                     | Consolidated |        |
|-----------------------------------------------------------------------------------------------------|--------------|--------|
|                                                                                                     | 2025         | 2024   |
|                                                                                                     | \$'000       | \$'000 |
| <i>Franked dividends (Australia)</i>                                                                |              |        |
| Franking credits available for subsequent financial years based on a tax rate of 30%<br>(2024: 30%) | 7            | 4      |
|                                                                                                     | 7            | 4      |

#### Key estimate and judgement: Taxation

The Group is subject to income taxes in Australia and New Zealand. Significant judgement is required in determining the provision for income taxes. There are many transactions and calculations undertaken during the ordinary course of business for which the ultimate tax determination is uncertain. The Group recognises liabilities for anticipated tax based on estimates. Where the final tax outcome of these matters is different from the amounts that were initially recorded, such differences will impact the current and deferred tax provisions in the period in which such determination is made.

### 3.0 OPERATING ASSETS AND LIABILITIES

This section provides information relating to the operating assets and liabilities of the Group.

#### 3.1 Property, plant and equipment

##### Recognition and measurement

##### *Property, plant and equipment*

Property, plant and equipment are stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Cost may also include transfers from equity of any gains/losses on qualifying cash flow hedges of foreign currency purchases of property, plant and equipment.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. The carrying amount of the replaced part is derecognised. All other repairs and maintenance are charged to the statement of profit or loss and other comprehensive income during the reporting period in which they are incurred.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These are included in the statement of profit or loss and other comprehensive income.

##### *Leased property (Motor vehicles and equipment)*

Leased property is stated at cost less accumulated depreciation and impairment. Cost includes initial direct costs incurred in negotiating and arranging the operating lease contract. In the event that the settlement of all or part of the purchase consideration is deferred, cost is determined by discounting the amounts payable in the future to their present value at the date of acquisition.

Depreciation is brought to account on leased property. Depreciation is calculated on a straight line basis so as to write off the net cost of each asset over its expected useful life (being the term of the related lease contract) to its estimated residual value. The assets' residual values and useful lives are revised, and adjusted if appropriate, at the end of each reporting period.

Residual values are assessed for impairment and in the event of a shortfall, an impairment charge is recognised in the current period.

| Consolidated                            | Plant and<br>equipment<br>\$'000 | Fixture and<br>fittings<br>\$'000 | Motor vehicles<br>and equipment<br>\$'000 | Total<br>\$'000  |
|-----------------------------------------|----------------------------------|-----------------------------------|-------------------------------------------|------------------|
| <b>2025</b>                             |                                  |                                   |                                           |                  |
| Opening net book amount                 | 1,657                            | 1,838                             | 1,120,966                                 | 1,124,461        |
| Additions                               | 1,403                            | 2,474                             | 424,678                                   | 428,555          |
| Transfers to inventory                  | -                                | -                                 | (143,607)                                 | (143,607)        |
| Impairment charge                       | -                                | -                                 | (710)                                     | (710)            |
| Depreciation charge                     | (692)                            | (637)                             | (213,002)                                 | (214,331)        |
| Foreign exchange variation              | (3)                              | (22)                              | (23,489)                                  | (23,514)         |
| <b>Closing net book amount</b>          | <b>2,365</b>                     | <b>3,653</b>                      | <b>1,164,836</b>                          | <b>1,170,854</b> |
| <b>2025</b>                             |                                  |                                   |                                           |                  |
| Cost                                    | 21,003                           | 10,297                            | 1,697,761                                 | 1,729,061        |
| Accumulated depreciation and impairment | (18,638)                         | (6,644)                           | (532,925)                                 | (558,207)        |
| <b>Net book amount</b>                  | <b>2,365</b>                     | <b>3,653</b>                      | <b>1,164,836</b>                          | <b>1,170,854</b> |

### 3.0 OPERATING ASSETS AND LIABILITIES (continued)

#### 3.1 Property, plant and equipment (continued)

| Consolidated                            | Plant and equipment<br>\$'000 | Fixture and fittings<br>\$'000 | Motor vehicles and equipment<br>\$'000 | Total<br>\$'000  |
|-----------------------------------------|-------------------------------|--------------------------------|----------------------------------------|------------------|
| <b>2024</b>                             |                               |                                |                                        |                  |
| Opening net book amount                 | 518                           | 1,380                          | 996,519                                | 998,417          |
| Reclassifications                       | 1,380                         | -                              | -                                      | 1,380            |
| Additions                               | 448                           | 1,118                          | 459,970                                | 461,536          |
| Transfers to inventory                  | -                             | -                              | (133,379)                              | (133,379)        |
| Impairment reversal                     | -                             | -                              | 655                                    | 655              |
| Depreciation charge                     | (688)                         | (650)                          | (195,369)                              | (196,707)        |
| Foreign exchange variation              | (1)                           | (10)                           | (7,430)                                | (7,441)          |
| <b>Closing net book amount</b>          | <b>1,657</b>                  | <b>1,838</b>                   | <b>1,120,966</b>                       | <b>1,124,461</b> |
| <b>2024</b>                             |                               |                                |                                        |                  |
| Cost                                    | 19,805                        | 7,924                          | 1,630,742                              | 1,658,471        |
| Accumulated depreciation and impairment | (18,148)                      | (6,086)                        | (509,776)                              | (534,010)        |
| <b>Net book amount</b>                  | <b>1,657</b>                  | <b>1,838</b>                   | <b>1,120,966</b>                       | <b>1,124,461</b> |

|                                                                                               | Consolidated     |                  |
|-----------------------------------------------------------------------------------------------|------------------|------------------|
|                                                                                               | 2025<br>\$'000   | 2024<br>\$'000   |
| <b>Motor vehicle and equipment operating leases reported as property, plant and equipment</b> |                  |                  |
| Operating leases terminating within 12 months                                                 | 245,580          | 241,328          |
| Operating leases terminating after more than 12 months                                        | 919,256          | 879,638          |
|                                                                                               | <b>1,164,836</b> | <b>1,120,966</b> |
| <b>Net book amount of property, plant and equipment</b>                                       |                  |                  |
| Plant and equipment                                                                           | 2,365            | 1,657            |
| Fixture and fittings                                                                          | 3,653            | 1,838            |
|                                                                                               | <b>6,018</b>     | <b>3,495</b>     |
| <b>Total property, plant and equipment</b>                                                    | <b>1,170,854</b> | <b>1,124,461</b> |

#### Key estimate and judgement: Leased property (Motor vehicles and equipment)

The Group owns assets where the residual value of the asset and useful life of the asset needs to be assessed at each reporting date. The residual value of the asset is impacted by the condition, age, usage of the asset and the demand for the asset at the end of its useful life. The Group uses internal and external data to calculate the residual value of the asset and the expected useful life of the asset. The residual value and useful life of the asset is used to calculate the depreciation and net book value of the asset. The actual value to be realised on the final disposal of the asset will impact the profit and loss on sale of the asset in the period that the sale occurs.

### 3.0 OPERATING ASSETS AND LIABILITIES (continued)

#### 3.2 Right-of-use assets

##### Recognition and measurement

The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred and an estimate of costs to dismantle and remove the underlying asset or restore the underlying asset or the site on which it is located, less any lease incentives received. The right-of-use asset is subsequently depreciated using the straight-line method over the term of the lease.

##### (i) Movements in net book value of right-of-use assets

| Consolidated                              | Buildings<br>\$'000 | Equipment<br>\$'000 | Total<br>\$'000 |
|-------------------------------------------|---------------------|---------------------|-----------------|
| Balance at 1 October 2024                 | 3,651               | 131                 | 3,782           |
| Depreciation charge for the year          | (1,398)             | (47)                | (1,445)         |
| Additions to right-of-use assets          | 3,417               | 171                 | 3,588           |
| Derecognition of right-of-use assets      | -                   | (101)               | (101)           |
| Net foreign currency exchange differences | (66)                | -                   | (66)            |
| <b>Balance at 30 September 2025</b>       | <b>5,604</b>        | <b>154</b>          | <b>5,758</b>    |

| Consolidated                              | Buildings<br>\$'000 | Equipment<br>\$'000 | Total<br>\$'000 |
|-------------------------------------------|---------------------|---------------------|-----------------|
| Balance at 1 October 2023                 | 3,765               | 191                 | 3,956           |
| Depreciation charge for the year          | (1,512)             | (60)                | (1,572)         |
| Additions to right-of-use assets          | 1,429               | -                   | 1,429           |
| Net foreign currency exchange differences | (31)                | -                   | (31)            |
| <b>Balance at 30 September 2024</b>       | <b>3,651</b>        | <b>131</b>          | <b>3,782</b>    |

|                                             | 2025<br>\$'000 | 2024<br>\$'000 |
|---------------------------------------------|----------------|----------------|
| Leases amortising within 12 months          | 1,432          | 1,275          |
| Leases amortising after more than 12 months | 4,326          | 2,507          |
|                                             | <b>5,758</b>   | <b>3,782</b>   |

#### 3.3 Finance leases

##### Recognition and measurement

Amounts due from lessees under finance leases are recorded as receivables. Finance lease receivables are initially recognised at amounts equal to the present value of the minimum lease payments receivable plus the present value of any guaranteed residual value expected to accrue at the end of the lease term. Finance lease payments are allocated between interest revenue and reduction of the lease receivable over the term of the lease in order to reflect a constant periodic rate of return on the net investment outstanding in respect of the lease.

Assets leased under finance leases are classified and presented as lease receivables.

|                                                           | Consolidated   |                |
|-----------------------------------------------------------|----------------|----------------|
|                                                           | 2025<br>\$'000 | 2024<br>\$'000 |
| Gross investment                                          | 786,794        | 671,742        |
| Unearned income                                           | (121,866)      | (109,854)      |
| Expected credit loss provision                            | (7,342)        | (6,993)        |
|                                                           | <b>657,586</b> | <b>554,895</b> |
| Amount expected to be recovered within 12 months          | 193,542        | 160,396        |
| Amount expected to be recovered after more than 12 months | 464,044        | 394,499        |
|                                                           | <b>657,586</b> | <b>554,895</b> |

The future undiscounted lease payments under non-cancellable leases are disclosed in note 4.6(a).

### 3.0 OPERATING ASSETS AND LIABILITIES (continued)

#### 3.4 Trade receivables and other assets

##### Recognition and measurement

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment. Trade receivables are generally due for settlement within 30 days.

Collectability of trade receivables is disclosed as part of credit risk. Refer to note 4.2.

|                                                 | Consolidated   |               |
|-------------------------------------------------|----------------|---------------|
|                                                 | 2025           | 2024          |
|                                                 | \$'000         | \$'000        |
| <b>Net trade receivables</b>                    |                |               |
| Trade receivables                               | 99,613         | 62,987        |
| Expected credit loss provision                  | (4,296)        | (2,400)       |
|                                                 | <u>95,317</u>  | <u>60,587</u> |
| <br>Sundry debtors                              | <br>2,945      | <br>14,070    |
| Prepayments                                     | 4,746          | 4,488         |
| <b>Total trade receivables and other assets</b> | <u>103,008</u> | <u>79,145</u> |

A significant portion of the above amounts are expected to be recovered within 12 months. The net carrying value of trade receivables is considered a reasonable approximation of fair value.

#### 3.5 Trade and other liabilities

##### Recognition and measurement

These amounts represent liabilities for goods and services provided to the Group prior to the end of financial year which are unpaid.

|                                          | Consolidated   |                |
|------------------------------------------|----------------|----------------|
|                                          | 2025           | 2024           |
|                                          | \$'000         | \$'000         |
| Trade payables                           | 51,437         | 57,532         |
| Accrued expenses                         | 13,274         | 11,548         |
| Current tax liabilities                  | 443            | 3,630          |
| Maintenance income received in advance   | 8,806          | 5,429          |
| Other payables                           | 40,001         | 48,468         |
| Deferred revenue                         | 11,705         | 11,485         |
| <b>Total trade and other liabilities</b> | <u>125,666</u> | <u>138,092</u> |

|                                                | Consolidated   |                |
|------------------------------------------------|----------------|----------------|
|                                                | 2025           | 2024           |
|                                                | \$'000         | \$'000         |
| Amount expected to be settled within 12 months | 125,666        | 138,092        |
| <b>Total trade and other liabilities</b>       | <u>125,666</u> | <u>138,092</u> |

### 3.0 OPERATING ASSETS AND LIABILITIES (continued)

#### 3.6 Lease liabilities

##### Recognition and measurement

Lease liabilities are measured at the present value of the lease payments to be made over the lease term as at the commencement of the lease. The present value is calculated by discounting the lease payments using the lessee's incremental borrowing rate.

The incremental borrowing rate is the rate that the Group would have to pay to borrow funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment, with similar terms, security and conditions. Application of the incremental borrowing rate is adopted where the interest rate implicit in the lease cannot be readily determined, which is generally the case for leases in the Group.

Lease payments due within the next 12 months are recognised within current lease liabilities; payments due after 12 months are recognised within non-current lease liabilities. Interest on the lease liability in each period during the lease term shall be the amount that produces a constant periodic rate of interest on the remaining balance of the lease liability. Interest expense on the lease liability is a component of finance cost and presented in the statement of profit or loss.

The Group leases buildings and equipment. Lease liabilities include the net present value of the following lease payments:

- Fixed payments, less any lease incentives receivable; and
- Payments of penalties for the termination of the lease, if the lease term reflects the lessee exercising that option.

##### (i) Maturity analysis - contractual undiscounted cash flow

|                                                             | 2025<br>\$'000 | 2024<br>\$'000 |
|-------------------------------------------------------------|----------------|----------------|
| Less than one year                                          | 2,656          | 2,164          |
| One to five years                                           | 8,480          | 4,219          |
| More than five years                                        | -              | 36             |
| <b>Total undiscounted lease liabilities as 30 September</b> | <b>11,136</b>  | <b>6,419</b>   |

##### (ii) Lease liabilities included in the statement of financial position at 30 September

|                                              |              |              |
|----------------------------------------------|--------------|--------------|
| Lease payments due within 12 months          | 2,127        | 1,900        |
| Lease payments due after more than 12 months | 7,674        | 3,838        |
|                                              | <b>9,801</b> | <b>5,738</b> |

##### (iii) Amounts recognised in profit or loss

|                            |       |       |
|----------------------------|-------|-------|
| Lease liabilities interest | (376) | (351) |
|----------------------------|-------|-------|

##### (iv) Amounts recognised in statement of cash flow

|                                                                                   |              |              |
|-----------------------------------------------------------------------------------|--------------|--------------|
| Financing cash outflow relating to the principal portion of lease payments        | 2,076        | 2,315        |
| Operating cash outflow relating to the interest expense portion of lease payments | 386          | 366          |
| <b>Total cash outflow for leases</b>                                              | <b>2,462</b> | <b>2,681</b> |

### 3.0 OPERATING ASSETS AND LIABILITIES (continued)

#### 3.7 Intangibles

##### Recognition and measurement

##### *Goodwill*

Goodwill represents the excess of the cost of an acquisition over the fair value of the net identifiable assets of the acquired controlled entities at the date of acquisition. Goodwill on acquisitions of controlled entities is included in intangible assets. Goodwill is not amortised. Instead, goodwill is tested for impairment annually, or more frequently if events or changes in circumstances indicate that it might be impaired, and is carried at cost less accumulated impairment losses. Gains and losses on the disposal of an entity include the carrying amount of goodwill relating to the entity sold.

Goodwill is allocated to a cash-generating unit (CGU) for the purpose of impairment testing. The allocation is made to those CGUs that are expected to benefit from the business combination in which the goodwill arose.

##### *Customer relationships*

Other intangible assets include customer relationships acquired as part of business combinations and recognised separately from goodwill. Customer relationships are amortised over 10 years on a straight line basis.

##### *Software*

Software costs include only those costs directly attributable to the development phase and are only recognised following completion of technical feasibility and where the Group has an intention and ability to use the asset.

|                            | Software<br>\$'000 | Goodwill<br>\$'000 | Total<br>\$'000 |
|----------------------------|--------------------|--------------------|-----------------|
| <b>2025</b>                |                    |                    |                 |
| Opening net book amount    | 39,028             | 439,692            | 478,720         |
| Additions                  | 8,836              | -                  | 8,836           |
| Amortisation charge        | (7,576)            | -                  | (7,576)         |
| Impairment charge          | (1,929)            | -                  | (1,929)         |
| Foreign exchange variation | (66)               | (5,155)            | (5,221)         |
| Closing net book amount    | 38,293             | 434,537            | 472,830         |

|                                         |          |         |          |
|-----------------------------------------|----------|---------|----------|
| <b>2025</b>                             |          |         |          |
| Cost                                    | 125,504  | 434,537 | 560,041  |
| Accumulated amortisation and impairment | (87,211) | -       | (87,211) |
| Net book amount                         | 38,293   | 434,537 | 472,830  |

|                            | Customer<br>relationships<br>\$'000 | Software<br>\$'000 | Goodwill<br>\$'000 | Total<br>\$'000 |
|----------------------------|-------------------------------------|--------------------|--------------------|-----------------|
| <b>2024</b>                |                                     |                    |                    |                 |
| Opening net book amount    | 2,447                               | 29,717             | 441,337            | 473,501         |
| Reclassifications          | -                                   | (1,380)            | -                  | (1,380)         |
| Additions                  | -                                   | 16,983             | -                  | 16,983          |
| Amortisation charge        | (2,447)                             | (5,972)            | -                  | (8,419)         |
| Impairment charge          | -                                   | (267)              | -                  | (267)           |
| Foreign exchange variation | -                                   | (53)               | (1,645)            | (1,698)         |
| Closing net book amount    | -                                   | 39,028             | 439,692            | 478,720         |

|                                         |          |          |         |           |
|-----------------------------------------|----------|----------|---------|-----------|
| <b>2024</b>                             |          |          |         |           |
| Cost                                    | 29,342   | 118,280  | 439,692 | 587,314   |
| Accumulated amortisation and impairment | (29,342) | (79,252) | -       | (108,594) |
| Net book amount                         | -        | 39,028   | 439,692 | 478,720   |

### 3.0 OPERATING ASSETS AND LIABILITIES (continued)

#### 3.7 Intangibles (continued)

##### (i) Impairment of assets

For the year ended 30 September 2025, the Group recognised impairments of \$1.9 million (2024: \$0.3 million) against software upon impairment review. This related to existing software that was deemed to be impaired following the implementation of the Accelerate program.

Goodwill and intangible assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they might be impaired. Other assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash inflows which are largely independent of the cash inflows from other assets or groups of assets (CGUs). Non-financial assets other than goodwill that suffered impairment are reviewed for possible reversal of the impairment at the end of each reporting period.

For the purpose of annual impairment testing, goodwill is allocated to the following CGUs, which are the units expected to benefit from the synergies of the business combinations in which the goodwill arises.

|                                     | <b>Consolidated</b> |               |
|-------------------------------------|---------------------|---------------|
|                                     | <b>2025</b>         | <b>2024</b>   |
|                                     | <b>\$'000</b>       | <b>\$'000</b> |
| Australia Commercial                | <b>282,493</b>      | 282,493       |
| Novated                             | <b>46,475</b>       | 46,475        |
| New Zealand Commercial              | <b>105,569</b>      | 110,724       |
| Goodwill allocation at 30 September | <b>434,537</b>      | 439,692       |

The recoverable amount of each of the Group's CGUs was determined based on value-in-use calculations, consistent with the methods used as at 30 September 2024. These calculations require the use of assumptions, which includes each business unit's approved budget and three-year projected cash flows.

Goodwill is reviewed on an annual basis or more frequently if events or changes in circumstances indicate a potential impairment.

The impairment test is applied consistently to all CGUs that have goodwill allocated. The value in use is determined by discounting projected future cash flows. Cash flows are projected based on budgets approved by the Board, with an extrapolation of expected cash flows into perpetuity using the growth rates determined by management.

The following table sets out the key assumptions for each of the Group's CGUs.

|                        | <b>30 September 2025</b>    |                |                               | <b>30 September 2024</b>    |                |                               |
|------------------------|-----------------------------|----------------|-------------------------------|-----------------------------|----------------|-------------------------------|
|                        | <b>Australia Commercial</b> | <b>Novated</b> | <b>New Zealand Commercial</b> | <b>Australia Commercial</b> | <b>Novated</b> | <b>New Zealand Commercial</b> |
| Long term growth rate  | 2.5%                        | 2.5%           | 2.0%                          | 2.5%                        | 2.5%           | 2.0%                          |
| Post-tax discount rate | 11.50%                      | 12.00%         | 13.50%                        | 11.20%                      | 11.80%         | 12.87%                        |

Growth rates are reviewed based on data available in the market and adjusted based on forecast expectations of the industry performance, historical data and risks to these expectations. Long term growth rates are based on target rates of the Reserve Bank of Australia and Reserve Bank of New Zealand.

Based on the methodology outlined above, the recoverable amount in New Zealand Commercial, Australia Commercial and Novated CGUs were higher than the carrying amount of those CGUs and therefore no impairment was recognised.

#### **Key estimate and judgement: Impairment of goodwill**

The testing of goodwill requires management to make estimates as to the future cash flows of the CGUs. Where the actual cash flows of the CGU are lower than the estimated cash flows, the Group may recognise an impairment on goodwill. To address this risk, management tests for likely scenarios which could impact the cash flows of the CGUs and makes an assessment on the likelihood of this to occur based on internal and external data.

## 4.0 CAPITAL MANAGEMENT

This section provides information relating to the Group's capital structure and its exposure to financial risk, how they affect the Group's financial position and performance, and how the risks are managed. The capital structure of the Group consists of debt and equity.

### 4.1 Borrowings

#### Recognition and measurement

Borrowings are initially recognised at fair value, net of transaction costs incurred. Borrowings are subsequently measured at amortised cost. Any difference between the proceeds (net of transaction costs) and the redemption amount is recognised in the statement of profit or loss and other comprehensive income over the period of the borrowings using the effective interest method.

Borrowings are classified as current liabilities unless the Group has an unconditional right to defer settlement of the liability for at least 12 months after the end of the reporting period. Fair value approximates carrying value in relation to borrowings except for the fixed term loan (refer to note 4.2 for details).

The secured borrowings may be drawn at any time and is subject to annual review. Subject to the continuance of satisfactory credit ratings, the borrowing facilities may be drawn at any time and have an average maturity of 14 months (2024: 12 months).

|                                                         | <b>Consolidated</b> |               |
|---------------------------------------------------------|---------------------|---------------|
|                                                         | <b>2025</b>         | <b>2024</b>   |
|                                                         | <b>\$'000</b>       | <b>\$'000</b> |
| Bank loans                                              | <b>75,000</b>       | 60,000        |
| Notes payable                                           | <b>1,746,467</b>    | 1,598,646     |
| Borrowing costs                                         | <b>(2,710)</b>      | (2,200)       |
| Total secured borrowings                                | <b>1,818,757</b>    | 1,656,446     |
|                                                         |                     |               |
| Amount expected to be settled within 12 months          | <b>356,159</b>      | 362,228       |
| Amount expected to be settled after more than 12 months | <b>1,462,598</b>    | 1,294,218     |
|                                                         | <b>1,818,757</b>    | 1,656,446     |

#### Bank loans

Bank loans are secured by fixed and floating charge over the assets of the Company and all wholly owned subsidiaries. The carrying amount of assets pledged as security was \$225,180,000 (2024: \$189,515,000).

The Group repaid its \$30.0 million fixed interest rate loan on the scheduled maturity date, 31 July 2025. On 24 September 2025, the Group refinanced its remaining bank loans. The refinancing increased limits on the term facility by \$20.0 million and extended the maturity date to 1 October 2030; and increased limits on the revolving facility by \$1.0 million with a maturity date of 1 October 2028. The new facility of \$143.0 million consists of a revolving facility of \$100.0 million, a term facility of \$40.0 million and a letter of credit facility of \$3.0 million.

#### Notes payable

Notes payable are secured by fixed and floating charge over the motor vehicles and equipment that are leased to customers. The carrying amount of assets pledged as security was \$2,028,114,000 (2024: \$1,858,566,000). During the year, the Group obtained waivers in relation to certain portfolio performance related triggers under the warehouse funding arrangements, due to the administrative matters arising from system migration. As a result, there was no impact to the warehouse facilities.

## 4.0 CAPITAL MANAGEMENT (continued)

### 4.1 Borrowings (continued)

#### Financing arrangements

The Group had access to the following undrawn borrowing facilities at the end of the reporting period.

|                                          | Consolidated     |                  |
|------------------------------------------|------------------|------------------|
|                                          | 2025             | 2024             |
|                                          | \$'000           | \$'000           |
| Loan facilities used at reporting date   | 1,821,467        | 1,658,646        |
| Loan facilities unused at reporting date | 579,999          | 556,880          |
| <b>Total loan facilities available</b>   | <b>2,401,466</b> | <b>2,215,526</b> |

#### Financial covenants

The Group has complied with financial covenants of its borrowing facilities during the 2025 and 2024 reporting periods. Bank loans are subject to maintenance of certain financial thresholds for shareholders' equity, interest coverage and leverage ratios that are tested semi-annually using a rolling twelve months of historical earnings for earnings based measures. The Group operated with significant headroom against all of its bank loan covenants for the year ended 30 September 2025.

#### Reconciliation of movements of liabilities to cash flows arising from financing activities

##### Liabilities arising from financing activity

|                                             | Consolidated       |                    |
|---------------------------------------------|--------------------|--------------------|
|                                             | 2025               | 2024               |
|                                             | \$'000             | \$'000             |
| <b>Borrowing balance at 1 Oct</b>           | <b>(1,656,446)</b> | <b>(1,379,810)</b> |
| Proceeds from borrowings                    | (737,165)          | (731,996)          |
| Repayments of borrowings                    | 554,631            | 450,518            |
| <b>Non cash movements</b>                   |                    |                    |
| Foreign exchange                            | 22,283             | 6,632              |
| Amortisation of capitalised borrowing costs | (2,060)            | (1,790)            |
| <b>Borrowing balance 30 Sep</b>             | <b>(1,818,757)</b> | <b>(1,656,446)</b> |

## 4.0 CAPITAL MANAGEMENT (continued)

### 4.2 Financial risk management

This note explains the Group's exposure to financial risks and how these risks could affect the Group's future financial performance. Current year profit or loss information has been included where relevant to add further context.

#### Risk management

The Group's risk management program focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the financial performance of the Group. The Group is exposed to a variety of financial risks: market risk (this includes foreign exchange risk and interest rate risk), credit risk and liquidity risk. The Group uses different methods to measure different types of risk to which it is exposed. These methods include sensitivity analysis in the case of interest rate and foreign exchange risk, and ageing analysis for credit risk.

#### Market risk

##### (i) Foreign exchange risk

The Group operates in Australia and in New Zealand and is exposed to foreign exchange risk arising primarily with respect to the New Zealand dollar (NZD).

Foreign exchange risk arises from future commercial transactions and recognised assets and liabilities denominated in a currency that is not the entity's functional currency and net investments in foreign operations. The Group manages its exposures to the NZD by ensuring that its assets and liabilities in New Zealand are predominantly in NZD.

For sensitivity measurement purposes, a +/- 10% (2024:10%) sensitivity in foreign exchange rates to the AUD has been selected as this is considered realistic given the current levels of exchange rates, the recent levels of volatility and market expectations for future movements in exchange rates. Based on the financial instruments held at 30 September 2025, had the AUD weakened/strengthened by 10% (2024:10%) against the NZD compared to year-end rates, with other variables held constant, the consolidated entity's after-tax profits for the year and equity would have been \$2,625,298 (2024: \$2,720,525) higher/lower, as a result of exposure to exchange rate fluctuations of foreign currency operations. All foreign exchange risk is due to the translation of the New Zealand entities on consolidation.

##### (ii) Interest rate risk

|                                                 | 2025                                            |                | 2024                                            |                |
|-------------------------------------------------|-------------------------------------------------|----------------|-------------------------------------------------|----------------|
|                                                 | Weighted average interest rate as at year end % | Balance \$'000 | Weighted average interest rate as at year end % | Balance \$'000 |
| <b>Borrowings</b>                               |                                                 |                |                                                 |                |
| - Fixed interest rate                           | -                                               | -              | 7.100%                                          | 30,000         |
| - Floating interest rate                        | 5.115%                                          | 1,821,467      | 6.594%                                          | 1,628,646      |
| Interest rate swaps (notional principal amount) | 3.676%                                          | (1,762,844)    | 3.629%                                          | (1,625,563)    |
| Unhedged variable debt                          |                                                 | <u>58,623</u>  |                                                 | <u>3,083</u>   |

Interest rate risk results principally from repricing risk from the Group lease portfolio and borrowings. The Group's lease receivables are fixed rate lease contracts. The interest rate is fixed for the life of the contract. Lease contracts are typically originated with an average maturity of between four to five years.

The borrowings to fund the leases are variable rate borrowings where the rates are regularly reset to current market rates. Interest rate risk is managed by entering into interest rate swaps, whereby the Group pays fixed rate and receives floating rate.

The Group settles monthly net interest receivable or payable. The Group remeasures the hedging instruments at fair value and recognises a gain or loss in other comprehensive income and deferred to the hedging reserve, where the hedge is effective. Ineffective portions are recognised immediately in the profit or loss. Amounts deferred in the hedging reserve are transferred to the profit or loss in the period in which the hedged forecast transaction takes place. When a hedging instrument expires or is sold or terminated, or when the hedge no longer meets the criteria for hedge accounting, any cumulative gain or loss existing in the hedge reserve at that time remains in equity and is reclassified to profit or loss in the period in which the hedged item affects profit or loss. When a forecast transaction is no longer expected to occur, the cumulative gain or loss that was reported in the hedging reserve is reclassified immediately to the profit or loss. For the year ended 30 September 2025, nil expense was reclassified into profit or loss (2024: nil). The Group recognised a loss on hedge ineffectiveness of \$1.0 million (2024: \$3.5 million loss).

The Group hedges 100% of the lease book that is financed through the Group's funding structures. This 100% hedging strategy results in hedge ineffectiveness where the Group provides funding and no external borrowing is used, because the notional amount of hedging instruments exceeds the amount of hedged items.

## 4.0 CAPITAL MANAGEMENT (continued)

### 4.2 Financial risk management (continued)

#### Market risk (continued)

#### (ii) Interest rate risk (continued)

##### Interest rate sensitivity analysis

The sensitivity analysis below has been determined based on the exposure to interest rates at the reporting date and assuming that the rate change occurs at the beginning of the financial year and is then held constant throughout the reporting period.

The selected basis points (bps) increase or decrease represents the Group's assessment of the possible change in interest rates. A positive number indicates a before-tax increase in profit and equity and a negative number indicates a before-tax decrease in profit and equity.

Sensitivities have been based on an increase in interest rates by 100 bps (2024: 100 bps) and a decrease by 100 bps (2024: 100 bps) across the yield curve.

#### 2025

|                                  | Carrying<br>amount<br>\$'000 | Interest rate risk<br>-100 bps<br>Profit/equity<br>\$'000 | +100 bps<br>Profit/equity<br>\$'000 |
|----------------------------------|------------------------------|-----------------------------------------------------------|-------------------------------------|
| <i>Financial assets</i>          |                              |                                                           |                                     |
| Cash and cash equivalents        | 308,560                      | (3,086)                                                   | 3,086                               |
| Finance leases                   |                              |                                                           |                                     |
| - Fixed interest rate            | 657,586                      | -                                                         | -                                   |
| <b>Total (decrease)/increase</b> | <b>966,146</b>               | <b>(3,086)</b>                                            | <b>3,086</b>                        |
| <i>Financial liabilities</i>     |                              |                                                           |                                     |
| Borrowings                       |                              |                                                           |                                     |
| - Floating rate                  | 1,821,467                    | 18,215                                                    | (18,215)                            |
| Trade and other liabilities      | 125,666                      | -                                                         | -                                   |
| Derivatives used for hedging     | 14,667                       | (17,628)                                                  | 17,628                              |
| <b>Total increase/(decrease)</b> | <b>1,961,800</b>             | <b>587</b>                                                | <b>(587)</b>                        |

## 4.0 CAPITAL MANAGEMENT (continued)

### 4.2 Financial risk management (continued)

#### Market risk (continued)

#### (ii) Interest rate risk (continued)

#### Interest rate sensitivity analysis (continued)

2024

|                                  | Carrying<br>amount<br>\$'000 | Interest rate risk<br>-100 bps<br>Profit/ Equity<br>\$'000 | +100 bps<br>Profit/ Equity<br>\$'000 |
|----------------------------------|------------------------------|------------------------------------------------------------|--------------------------------------|
| <i>Financial assets</i>          |                              |                                                            |                                      |
| Cash and cash equivalents        | 274,003                      | (2,740)                                                    | 2,740                                |
| Finance leases                   |                              |                                                            |                                      |
| - Fixed interest rate            | 554,895                      | -                                                          | -                                    |
| <b>Total (decrease)/increase</b> | <b>828,898</b>               | <b>(2,740)</b>                                             | <b>2,740</b>                         |
| <i>Financial liabilities</i>     |                              |                                                            |                                      |
| Borrowings                       |                              |                                                            |                                      |
| - Fixed interest rate            | 30,000                       | -                                                          | -                                    |
| - Floating rate                  | 1,628,646                    | 16,286                                                     | (16,286)                             |
| Trade and other liabilities      | 138,092                      | -                                                          | -                                    |
| Derivatives used for hedging     | 5,727                        | (16,256)                                                   | 16,256                               |
| <b>Total increase/(decrease)</b> | <b>1,802,465</b>             | <b>30</b>                                                  | <b>(30)</b>                          |

#### Credit risk

The recoverability of finance lease receivables and trade and other receivables is reviewed on an ongoing basis. A loss allowance account (provision for impairment) is recognised when there is a difference between all contractual cash flows that are due to the Group in accordance with the contract and all the cash flows the Group expects to receive (i.e. all cash shortfalls), discounted at the original effective interest rate.

To manage credit risk, the Group has a credit assessment process. Leases are provided to novated and commercial customers. Credit underwriting typically includes the use of either an application scorecard and credit bureau report or a detailed internal risk profile review, including a review of the customer against a comprehensive credit database. Internal credit review and verification processes are also used depending on the applicant.

The credit risk function is independent of sales and consists of dedicated credit employees who apply the Group's credit and underwriting policy within specific approval authorities. The credit risk team monitors the performance of the portfolio and considers the macro environment to manage exposure to specific clients and specific sectors. The Group has a specialist collections function, which manages all delinquent accounts.

The provision for impairment under AASB 9: *Financial Instruments* applies to the Group's net investment in finance lease receivables and trade and other receivables. The Group will recognise provision for impairments using the simplified approach and record lifetime expected credit losses, as allowed under AASB 9 for lease receivables and trade and other receivables.

#### Measurement

To measure the expected credit loss (ECL), the Group uses a credit loss model developed at a product level based on shared risk characteristics. The key model inputs used in measuring the ECL include:

- Exposure at Default (EAD): represents the calculated exposure in the event of a default. The EAD for finance leases is the principal amount outstanding at reporting date;
- Probability of Default (PD): the development of PDs is developed at a product level considering shared credit risk characteristics. In calculating the PD, 24 months of historical delinquency transition matrices are used to develop a point in time PD estimate; and
- Loss Given Default (LGD): the LGD is the magnitude of the ECL in a default event. The LGD is estimated using historical recovery experience.

## 4.0 CAPITAL MANAGEMENT (continued)

### 4.2 Financial risk management (continued)

#### Credit risk (continued)

##### Macroeconomic scenarios

The assessment of credit risk, and the estimation of ECL, will be unbiased and probability weighted, and incorporate all available information relevant to the assessment, including information about past events, current conditions and reasonable and supportable information about future events and economic conditions at the report date. The Group has established a process whereby forward-looking macroeconomic scenarios and probability weightings are developed for ECL calculation purposes. The final probability weighted ECL amount will be calculated from a baseline, an upside scenario and a downside scenario.

The weightings of each scenario as applied for 2025 and 2024 are as below:

| Scenario  | Expectation                                                                                      | Weighting 2025 | Weighting 2024 |
|-----------|--------------------------------------------------------------------------------------------------|----------------|----------------|
| Base Case | This scenario is reflective of the economy as-is with minor volatility.                          | 60%            | 60%            |
| Upside    | This scenario is reflective of a positive economic period as compared to the base case scenario. | 20%            | 20%            |
| Downside  | This scenario is reflective of an adverse economic period as compared to the base case scenario. | 20%            | 20%            |

In calculating an ECL, the Group includes forward looking information. The Group considers a number of key indicators, the most significant of which are unemployment rate, gross domestic product, interest rates and inflation. The predicted relationships between these key indicators and the key model inputs in measuring the ECL have been developed by analysing historical data as part of the model build, calibration and validation process. These indicators are assessed semi-annually. Three possible scenarios are applied: Base Case, Upside and Downside. The forward-looking inputs are applied to the macroeconomic scenarios.

#### Definition of default

Default is generally defined as the point when the borrower is unlikely to pay its credit obligations in full or the borrower is more than 90 days past due.

#### Write-off

Balances are written off, either partially or in full, against the related allowance when there is no reasonable expectation of recovery. For all balances, write-off takes place only at the completion of collection procedures, or where it no longer becomes economical to continue attempts to recover. Subsequent recoveries of amounts previously written off decrease the amount of impairment losses recorded in the profit or loss.

#### Impairment provisions

The Group's total impairment provisions from 1 October 2024 to 30 September 2025 are set out below, reconciling the opening loss allowance to the closing loss allowance. No significant changes to estimation techniques or assumptions were made during the reporting period, however adjustments have been made to address the impacts of the administrative arrears. The maximum exposure to credit risk for finance lease receivables, trade and other receivables is the carrying amount.

The increase in loss allowance largely relates to incremental provisions being raised associated with administrative arrears which were as a result of the system migration associated with the Accelerate program. However, the closing loss allowance represented 1.5% of the gross exposure at 30 September 2025, compared to 1.5% at 30 September 2024. Write-offs in relation to finance lease receivables (which primarily relate to Novated leases) amounted to \$1,282,000 for the 2025 financial year, increased from \$154,000 in the prior year. Write-offs for trade and other receivables amounted to \$1,373,000 for the 2025 financial year, increased from \$1,200,000 in the prior year.

## 4.0 CAPITAL MANAGEMENT (continued)

### 4.2 Financial risk management (continued)

#### Credit risk (continued)

|                                                       | Net investment in<br>finance lease<br>receivables<br>\$'000 | Trade and other<br>receivables<br>\$'000 |
|-------------------------------------------------------|-------------------------------------------------------------|------------------------------------------|
| <b>Opening loss allowance as at 1 October 2023</b>    | <b>4,934</b>                                                | <b>2,252</b>                             |
| Increase in loss allowance                            | 2,213                                                       | 1,348                                    |
| Write-offs                                            | (154)                                                       | (1,200)                                  |
| <b>Opening loss allowance as at 1 October 2024</b>    | <b>6,993</b>                                                | <b>2,400</b>                             |
| Increase in loss allowance                            | 1,631                                                       | 3,269                                    |
| Write-offs                                            | (1,282)                                                     | (1,373)                                  |
| <b>Closing loss allowance as at 30 September 2025</b> | <b>7,342</b>                                                | <b>4,296</b>                             |

The Group experienced an increase in the arrears as a result of administrative impacts of the system migration. The provision or loss allowance has been calculated to address the administrative issues impacting the ageing, however the gross exposure reflects the unadjusted ageing of the portfolio based on the credit terms. This is the main reason for the decrease in the weighted average expected loss rate when compared to the prior period.

The ageing of the receivables and allowance for expected credit losses provided for are as follows.

|              | Weighted average expected<br>loss rate |           | Gross exposure |                | Loss allowance |                |
|--------------|----------------------------------------|-----------|----------------|----------------|----------------|----------------|
|              | 2025<br>%                              | 2024<br>% | 2025<br>\$'000 | 2024<br>\$'000 | 2025<br>\$'000 | 2024<br>\$'000 |
| Current      | 0.85%                                  | 0.98%     | 575,985        | 576,853        | 4,912          | 5,630          |
| 1 - 30 days  | 0.93%                                  | 2.80%     | 112,356        | 20,933         | 1,044          | 586            |
| 31 - 60 days | 2.06%                                  | 5.99%     | 30,935         | 5,656          | 636            | 339            |
| 61 - 90 days | 4.70%                                  | 11.33%    | 26,147         | 1,792          | 1,230          | 203            |
| Over 90 days | 22.14%                                 | 53.13%    | 17,238         | 4,960          | 3,816          | 2,635          |
|              |                                        |           | <b>762,661</b> | <b>610,194</b> | <b>11,638</b>  | <b>9,393</b>   |

## 4.0 CAPITAL MANAGEMENT (continued)

### 4.2 Financial risk management (continued)

#### Liquidity risk

Prudent liquidity risk management implies maintaining sufficient cash and marketable securities and the availability of funding through an adequate amount of committed credit facilities to meet obligations when due and to close out market positions. To mitigate against liquidity risk, the Group maintains cash reserves and committed undrawn credit facilities to meet anticipated funding requirements for new business. In addition, the Group can redraw against its committed credit limits if the principal outstanding is reduced by the contractual amortisation payments. Details of unused available loan facilities are set out in note 4.1.

Management monitors rolling forecasts of the Group's liquidity reserve (comprising the undrawn borrowing facilities) and cash and cash equivalents on the basis of expected cash flows. In addition, the Group's liquidity management policy involves projecting cash flows and considering the level of liquid assets necessary to meet these, monitoring balance sheet liquidity ratios against internal and external regulatory requirements and maintaining debt financing plans.

Amounts due to funders are repaid directly by rental and repayments received from the Group's customers.

A strong liquidity position was maintained throughout the 2025 financial year, with key metrics and ratios remaining above the Group's minimum requirements. The Group held undrawn capacity under its corporate debt facilities of \$65.0 million and unrestricted cash reserves of \$102.9 million at 30 September 2025.

The table below analyses the Group's contractual financial liabilities into relevant maturity groupings. The amounts disclosed below are the contractual undiscounted cash flows. Balances due within 12 months equal their carrying balances as the impact of discounting is not significant. For interest rate swaps, the cash flows have been estimated using forward interest rates applicable at the end of the reporting period.

| Contractual maturities of financial liabilities 2025 | Less than 1 year<br>\$'000 | Between 1 and 2 years<br>\$'000 | Between 2 and 5 years<br>\$'000 | Over 5 years<br>\$'000 | Total contractual cash flows<br>\$'000 | Carrying amount<br>\$'000 |
|------------------------------------------------------|----------------------------|---------------------------------|---------------------------------|------------------------|----------------------------------------|---------------------------|
| <i>Non-derivatives</i>                               |                            |                                 |                                 |                        |                                        |                           |
| Trade and other liabilities                          | (125,666)                  | -                               | -                               | -                      | (125,666)                              | (125,666)                 |
| Borrowings                                           | (435,385)                  | (427,287)                       | (1,139,388)                     | (26,985)               | (2,029,045)                            | (1,818,757)               |
| Provisions                                           | (5,156)                    | (3,534)                         | -                               | -                      | (8,690)                                | (8,690)                   |
| <b>Total non-derivatives</b>                         | <b>(566,207)</b>           | <b>(430,821)</b>                | <b>(1,139,388)</b>              | <b>(26,985)</b>        | <b>(2,163,401)</b>                     | <b>(1,953,113)</b>        |

|                          |                |                |                |            |                 |                 |
|--------------------------|----------------|----------------|----------------|------------|-----------------|-----------------|
| <i>Derivatives</i>       |                |                |                |            |                 |                 |
| Interest rate swaps      | (8,213)        | (5,676)        | (1,360)        | 151        | (15,098)        | (14,667)        |
| <b>Total derivatives</b> | <b>(8,213)</b> | <b>(5,676)</b> | <b>(1,360)</b> | <b>151</b> | <b>(15,098)</b> | <b>(14,667)</b> |

| Contractual maturities of financial liabilities 2024 | Less than 1 year<br>\$'000 | Between 1 and 2 years<br>\$'000 | Between 2 and 5 years<br>\$'000 | Over 5 years<br>\$'000 | Total contractual cash flows<br>\$'000 | Carrying amount<br>\$'000 |
|------------------------------------------------------|----------------------------|---------------------------------|---------------------------------|------------------------|----------------------------------------|---------------------------|
| <i>Non-derivatives</i>                               |                            |                                 |                                 |                        |                                        |                           |
| Trade and other liabilities                          | (138,092)                  | -                               | -                               | -                      | (138,092)                              | (138,092)                 |
| Borrowings                                           | (455,381)                  | (386,519)                       | (1,042,490)                     | (21,810)               | (1,906,200)                            | (1,656,446)               |
| Provisions                                           | (5,151)                    | (3,246)                         | -                               | -                      | (8,397)                                | (8,397)                   |
| <b>Total non-derivatives</b>                         | <b>(598,624)</b>           | <b>(389,765)</b>                | <b>(1,042,490)</b>              | <b>(21,810)</b>        | <b>(2,052,689)</b>                     | <b>(1,802,935)</b>        |

|                          |              |                |                |           |                |                |
|--------------------------|--------------|----------------|----------------|-----------|----------------|----------------|
| <i>Derivatives</i>       |              |                |                |           |                |                |
| Interest rate swaps      | 4,715        | (6,191)        | (5,088)        | 94        | (6,470)        | (5,727)        |
| <b>Total derivatives</b> | <b>4,715</b> | <b>(6,191)</b> | <b>(5,088)</b> | <b>94</b> | <b>(6,470)</b> | <b>(5,727)</b> |

## 4.0 CAPITAL MANAGEMENT (continued)

### 4.2 Financial risk management (continued)

#### Fair value risk

This section explains the judgements and estimates made in determining the fair values of the assets and liabilities that are recognised and measured at fair value in the financial statements. To provide an indication about the reliability of the inputs used in determining fair value, the Group has classified its assets and liabilities into the three levels prescribed under the accounting standards.

The fair value of assets and liabilities that are not traded in an active market (for example, over-the-counter derivatives) is determined using valuation techniques which maximise the use of observable market data and rely as little as possible on entity-specific estimates. If all significant inputs required to fair value an asset or liability are observable, these are included in level 2.

|                                    | Level 1<br>\$'000 | Level 2<br>\$'000 | Level 3<br>\$'000 | Total<br>\$'000 |
|------------------------------------|-------------------|-------------------|-------------------|-----------------|
| <b>2025</b>                        |                   |                   |                   |                 |
| <i>Financial liabilities</i>       |                   |                   |                   |                 |
| Derivatives used for hedging       | -                 | (14,667)          | -                 | (14,667)        |
| <b>Total financial liabilities</b> | -                 | (14,667)          | -                 | (14,667)        |
| <b>2024</b>                        |                   |                   |                   |                 |
| <i>Financial liabilities</i>       |                   |                   |                   |                 |
| Derivatives used for hedging       | -                 | (5,727)           | -                 | (5,727)         |
| <b>Total financial liabilities</b> | -                 | (5,727)           | -                 | (5,727)         |

There were no transfers between levels for recurring fair value measurements during the year. With the exception of the fixed term loan, fair value of financial liabilities and financial assets approximates the carrying value.

There was no fixed term loan as at 30 September 2025 as it was fully paid out during the year. As at 30 September 2024, the The fixed term loan had a carrying value of \$30,000,000 and a fair value of \$29,363,000.

#### Valuation techniques used to determine fair values

The fair values of interest rate swaps were calculated as the present value of the estimated future cash flows based on observable yield curves. The fair value of interest rates swaps are included in level 2. No other assets or liabilities held by the Group are measured at fair value.

## 4.0 CAPITAL MANAGEMENT (continued)

### 4.3 Cash and cash equivalents

#### Recognition and measurement

For the purpose of presentation in the statement of cash flows, cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities in the statement of financial position. Restricted cash, that represents cash held by the entity as required by funding arrangements, is disclosed separately on the statement of financial position and combined for the purpose of presentation in the statement of cash flows.

|                                                          | Consolidated   |                |
|----------------------------------------------------------|----------------|----------------|
|                                                          | 2025<br>\$'000 | 2024<br>\$'000 |
| <b>Unrestricted</b>                                      |                |                |
| Operating accounts                                       | 102,869        | 91,298         |
|                                                          | <b>102,869</b> | <b>91,298</b>  |
| <b>Restricted</b>                                        |                |                |
| Collections accounts                                     | 99,507         | 76,876         |
| Liquidity reserve accounts                               | 20,310         | 28,314         |
| Vehicle servicing and maintenance reserve accounts       | 85,874         | 77,515         |
| <b>Cash at bank</b>                                      | <b>205,691</b> | <b>182,705</b> |
| <b>Total as disclosed in the statement of cash flows</b> | <b>308,560</b> | <b>274,003</b> |

The weighted average interest rate received on cash and cash equivalents for the year was 3.81% (2024: 4.54%).

Liquidity reserve, maintenance reserve, vehicle servicing, collateral and customer collection accounts represent cash held by the entity as required under the funding arrangements and are not available as free cash for the purposes of operations of the Group until such time as the obligations of each trust are settled. Term deposit accounts are also not available as free cash for the period of the deposit.

## 4.0 CAPITAL MANAGEMENT (continued)

### 4.4 Derivative financial instruments

#### Recognition and measurement

Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently remeasured to their fair value. The method of recognising the resulting gain or loss depends on whether the derivative is designated as a hedging instrument, and if so, the nature of the item being hedged. The Group designates certain derivatives as hedges of highly probable forecast transactions (cash flow hedges).

The Group documents at the inception of the hedging transaction the relationship between hedging instruments and hedged items, as well as its risk management objective and strategy for undertaking various hedge transactions. The Group also documents its assessment, both at hedge inception and on an ongoing basis, of whether the derivatives that are used in hedging transactions have been and will continue to be highly effective in offsetting changes in fair values or cash flows of hedged items.

#### (i) Cash flow hedges

The effective portion of changes in the fair value of derivatives that are designated and qualify as cash flow hedges is recognised in other comprehensive income and accumulated in reserves in equity. The gain or loss relating to the ineffective portion is recognised immediately in profit or loss.

Amounts accumulated in equity are recycled in the statement of profit or loss and other comprehensive income in the periods when the hedged item will affect profit or loss (for instance, when the forecast sale that is hedged takes place). However, when the forecast transaction that is hedged results in the recognition of a non-financial asset (for example, inventory) or a non-financial liability, the gains and losses previously deferred in equity are transferred from equity and included in the measurement of the initial cost or carrying amount of the asset or liability.

When a hedging instrument expires or is sold or terminated, or when a hedge no longer meets the criteria for hedge accounting, any cumulative gain or loss existing in equity at that time remains in equity and is recognised when the forecast transaction is ultimately recognised in profit or loss. When a forecast transaction is no longer expected to occur, the cumulative gain or loss that was reported in equity is immediately reclassified to profit or loss.

#### (ii) Derivatives that do not qualify for hedge accounting

Where a derivative instrument does not qualify for hedge accounting or hedge accounting has not been adopted, changes in the fair value of these derivative instruments are recognised immediately in the statement of profit or loss and other comprehensive income.

#### (iii) Derivatives

Derivatives are only used for economic hedging purposes (to hedge interest rate risk) and not as trading or speculative instruments. The Group has the following derivative financial instruments:

|                                                          | Consolidated    |                |
|----------------------------------------------------------|-----------------|----------------|
|                                                          | 2025<br>\$'000  | 2024<br>\$'000 |
| Interest rate swaps - cash flow hedges                   | (14,667)        | (5,727)        |
| <b>Total derivative financial instrument liabilities</b> | <b>(14,667)</b> | <b>(5,727)</b> |
| Amount expected to be settled within 12 months           | (8,040)         | 4,697          |
| Amount expected to be settled after more than 12 months  | (6,627)         | (10,424)       |
| <b>Total derivative financial instrument liabilities</b> | <b>(14,667)</b> | <b>(5,727)</b> |

## 4.0 CAPITAL MANAGEMENT (continued)

### 4.4 Derivative financial instruments (continued)

#### Recognition and measurement (continued)

##### (iii) Derivatives (continued)

The following shows the maturity profile of hedging instruments (i.e. notional amount of interest rate swaps).

|                     | Less than 1<br>year<br>\$'000 | Between 1<br>and 2 years<br>\$'000 | Between 2<br>and 5 years<br>\$'000 | Over 5 years<br>\$'000 |
|---------------------|-------------------------------|------------------------------------|------------------------------------|------------------------|
| <b>2025</b>         |                               |                                    |                                    |                        |
| <i>Derivatives</i>  |                               |                                    |                                    |                        |
| Interest rate swaps | 449,994                       | 483,239                            | 805,674                            | 23,937                 |
| <b>2024</b>         |                               |                                    |                                    |                        |
| <i>Derivatives</i>  |                               |                                    |                                    |                        |
| Interest rate swaps | 413,090                       | 416,256                            | 772,057                            | 24,160                 |

The amount relating to hedged items and hedging instruments at the year end are as follows.

| Financial<br>Year | Items designated as hedged<br>items                           | Hedged risk                                                                           | Items designated as<br>hedging instruments                                                         | Hedging<br>instruments -<br>nominal amount<br>('000)                                                                  | Carrying amount<br>('000)                                         |
|-------------------|---------------------------------------------------------------|---------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| 2025              | Borrowings - notes payable                                    | Interest rate                                                                         | Interest rate swaps                                                                                | 1,762,844                                                                                                             | (14,667)                                                          |
| 2024              | Borrowings - notes payable                                    | Interest rate                                                                         | Interest rate swaps                                                                                | 1,625,563                                                                                                             | (5,727)                                                           |
|                   | Decrease in fair<br>value of hedging<br>instruments<br>('000) | Decrease in fair<br>value of hedged<br>item, recorded in<br>hedging reserve<br>('000) | Hedge ineffectiveness<br>loss recognised in<br>profit or loss via<br>Lease Finance Costs<br>('000) | Swap interest income<br>accrual recognised as<br>interest and finance<br>charges via Lease<br>Finance Costs<br>('000) | Changes due to<br>movements in foreign<br>exchange rate<br>('000) |
| 2025              | (8,939)                                                       | 7,473                                                                                 | 973                                                                                                | 717                                                                                                                   | (224)                                                             |
| 2024              | (39,771)                                                      | 35,234                                                                                | 3,494                                                                                              | 239                                                                                                                   | 804                                                               |

## 4.0 CAPITAL MANAGEMENT (continued)

### 4.5 Contributed equity

#### Recognition and measurement

Ordinary fully paid shares are classified as equity. Incremental costs directly attributable to the issue of new shares or options are shown in equity as a deduction, net of tax, from the proceeds.

|                                | 2025<br>Shares     | 2024<br>Shares     | 2025<br>\$'000 | 2024<br>\$'000 |
|--------------------------------|--------------------|--------------------|----------------|----------------|
| <b>Share capital</b>           |                    |                    |                |                |
| Fully paid ordinary shares     | 213,818,505        | 232,536,677        | 389,825        | 444,679        |
| <b>Other equity securities</b> |                    |                    |                |                |
| Treasury shares                | 2,437,724          | 2,920,087          | -              | -              |
| <b>Total issued equity</b>     | <b>216,256,229</b> | <b>235,456,764</b> | <b>389,825</b> | <b>444,679</b> |

#### Movements in ordinary share capital

|                                         | Shares       | \$'000   |
|-----------------------------------------|--------------|----------|
| Opening balance 1 October 2024          | 232,536,677  | 444,679  |
| Shares utilised to settle equity grants | 1,341,933    | -        |
| Shares acquired to settle equity grants | (702,043)    | -        |
| On-market share buy-back                | (19,358,062) | (54,854) |
| Balance 30 September 2025               | 213,818,505  | 389,825  |

#### Treasury shares

Treasury shares are shares in FleetPartners Group Limited that are held by FleetPartners Group Limited Employee Share Trust. These shares are issued under the FleetPartners Group Limited Employee Share scheme and the Executive LTI plan.

| Details                                 | Number of<br>shares<br>2025 | Number of<br>shares<br>2024 |
|-----------------------------------------|-----------------------------|-----------------------------|
| Opening balance                         | 2,920,087                   | 5,710,659                   |
| Shares utilised to settle equity grants | (1,341,933)                 | (4,758,025)                 |
| Shares acquired to settle equity grants | 702,043                     | 1,835,530                   |
| On-market share buy-back                | 19,358,062                  | 18,061,987                  |
| Shares cancelled                        | (19,200,535)                | (17,930,064)                |
| Closing balance                         | 2,437,724                   | 2,920,087                   |

## 4.0 CAPITAL MANAGEMENT (continued)

### 4.6 Commitments

#### a. Lease commitments: Group as lessor

##### i. Finance leases

Future undiscounted lease payments due to the Group under non-cancellable leases, are as follows.

|                                                                      | Consolidated   |                |
|----------------------------------------------------------------------|----------------|----------------|
|                                                                      | 2025           | 2024           |
|                                                                      | \$'000         | \$'000         |
| Commitments in relation to finance leases are receivable as follows: |                |                |
| Less than one year                                                   | 238,143        | 197,281        |
| One to two years                                                     | 203,334        | 171,425        |
| Two to three years                                                   | 169,437        | 141,030        |
| Three to four years                                                  | 117,525        | 97,945         |
| Four to five years                                                   | 58,355         | 64,048         |
| More than five years                                                 | -              | 13             |
|                                                                      | <b>786,794</b> | <b>671,742</b> |

##### ii. Operating leases

Lease payments receivable on leases of motor vehicles are as follows.

|                                                                                                                                           | Consolidated   |                |
|-------------------------------------------------------------------------------------------------------------------------------------------|----------------|----------------|
|                                                                                                                                           | 2025           | 2024           |
|                                                                                                                                           | \$'000         | \$'000         |
| Lease payments under non-cancellable operating leases of motor vehicles not recognised in financial statements are receivable as follows: |                |                |
| Within one year                                                                                                                           | 357,933        | 362,741        |
| One to two years                                                                                                                          | 266,870        | 257,491        |
| Two to three years                                                                                                                        | 161,224        | 164,505        |
| Three to four years                                                                                                                       | 73,343         | 74,380         |
| Four to five years                                                                                                                        | 20,391         | 22,907         |
| More than five years                                                                                                                      | 10,239         | 9,657          |
|                                                                                                                                           | <b>890,000</b> | <b>891,681</b> |

#### b. Contractual commitments for the acquisition of property, plant or equipment

The Group had contractual commitments for the acquisition of property, plant or equipment totalling \$141,458,946 (2024: \$115,077,741). These commitments are not recognised as liabilities as the relevant assets have not yet been received.

### 4.7 Dividends

#### Recognition and measurement

Provision is made for the amount of any dividend declared, being appropriately authorised and no longer at the discretion of the entity, before or at the end of the financial year but not distributed at balance date.

On 14 November 2025, the Directors declared an unfranked final dividend for the year ended 30 September 2025 of 13.6 cents per ordinary share, to be paid on 16 January 2026 to eligible shareholders on the register as at 16 December 2025. This equates to a total estimated dividend of \$29.4 million based on the number of ordinary shares on issue as at 30 September 2025. The financial effect of dividends declared after the reporting date are not reflected in the September 2025 financial statements and will be recognised in subsequent financial statements.

There were no dividends paid or proposed during the financial year (2024: nil).

## 5.0 EMPLOYEE REMUNERATION AND BENEFITS

### Recognition and measurement

#### Long service leave

The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service.

#### Retirement benefit obligations

The Group makes payments to employees' superannuation funds in line with the relevant superannuation legislation. Contributions made are recognised as expenses when they arise. A total of expense of \$5.7 million (2024: \$5.6 million) was recognised in the financial year.

#### Termination benefits

Termination benefits are payable when employment is terminated before the normal retirement date, or when an employee accepts voluntary redundancy in exchange for these benefits. The Group recognises termination benefits when it is demonstrably committed to either terminating the employment of current employees according to a detailed formal plan without possibility of withdrawal or to providing termination benefits as a result of an offer made to encourage voluntary redundancy. Benefits falling due more than 12 months after the end of the reporting period are discounted to present value.

#### Bonus plans

The Group recognises a liability and an expense for bonuses on a formula that takes into consideration the profit attributable to the Company's shareholders after certain adjustments. The Group recognises a provision where contractually obliged or where there is a past practice that has created a constructive obligation.

### 5.1 Share based payments

#### Share based payments

Share based compensation benefits are provided to employees via the FleetPartners Group LTI and STI plan.

The fair value of options and rights granted under the FleetPartners Group LTI and STI plan is recognised as an expense with a corresponding increase in equity. The fair value is measured at grant date and recognised over the period during which the employees become unconditionally entitled to the options and rights (vesting period).

Non-market and service based vesting conditions are included in the assumptions about the number of options that are expected to become exercisable. At the end of each reporting period, the Group revises its estimate of the number of options that are expected to become exercisable.

The employee benefit expense recognised each period takes into account the most recent estimate. The impact of the revision to original estimates, if any, is recognised in the statement of profit or loss and other comprehensive income, with a corresponding adjustment to equity.

In the event a share scheme is cancelled, the remaining unexpensed fair value of the original grant for those options still vesting at the date of cancellation is taken as a charge to the statement of profit or loss and other comprehensive income.

Rights are subject to performance hurdles, as set out in the Remuneration Report.

## 5.0 EMPLOYEE REMUNERATION AND BENEFITS (continued)

### 5.1 Share based payments (continued)

#### Options

The fair value at grant date is determined using a Black-Scholes Option Pricing Model that takes into account the exercise price, term of the option, share price at grant date, expected volatility of the underlying share, expected dividend yield and the risk free interest rate for the term of the option.

Options do not carry a right to receive any dividends. If options vest and are exercised to receive shares, these shares will be eligible to receive any dividends.

#### Rights

The fair value at grant date is the difference between the spot price of the underlying asset less the expected present value of the future dividends over the expected life.

Rights do not carry a right to receive any dividends. If rights vest and are exercised to receive shares, these shares will be eligible to receive any dividends.

#### (i) *Long Term Incentive and Short Term Incentive Plans*

As at the year ended 30 September 2025, the following awards were provided under the following employee share ownership plans:

#### Options and rights

The awards granted will be subject to continuation of service and testing against the relevant performance hurdle(s).

## 5.0 EMPLOYEE REMUNERATION AND BENEFITS (continued)

### 5.1 Share based payments (continued)

#### (i) Long Term Incentive and Short Term Incentive Plans (continued)

Set out below are summaries of options granted under each plan:

##### Options

| Grant date               | Expected vesting date | Exercise price | Weighted average exercise price | Balance at start of the year<br>Number | Granted during the year<br>Number | Forfeited during the year<br>Number | Exercised during the year<br>Number | Unvested balance at end of the year<br>Number | Vested not exercised<br>Number |
|--------------------------|-----------------------|----------------|---------------------------------|----------------------------------------|-----------------------------------|-------------------------------------|-------------------------------------|-----------------------------------------------|--------------------------------|
| <b>2025</b><br>Nil       |                       |                |                                 |                                        |                                   |                                     |                                     |                                               |                                |
| <b>2024</b><br>27-Nov-19 | 27-Nov-22             | \$1.63         | \$1.63                          | 6,645,222                              | -                                 | -                                   | (6,645,222)                         | -                                             | -                              |

The weighted-average share price at the date of exercise for share options exercised in 2025 was nil (2024 : \$3.39).

## 5.0 EMPLOYEE REMUNERATION AND BENEFITS (continued)

### 5.1 Share based payments (continued)

#### (i) Long Term Incentive and Short Term Incentive Plans (continued)

| Rights      | Grant date | Expected vesting date | Balance at start of the year<br>Number | Granted during the year<br>Number | Exercised during the year<br>Number | Unvested balance at the end of year | Vested not exercised<br>Number |
|-------------|------------|-----------------------|----------------------------------------|-----------------------------------|-------------------------------------|-------------------------------------|--------------------------------|
| <b>2025</b> |            |                       |                                        |                                   |                                     |                                     |                                |
|             | 23-Nov-21  | 22-Nov-24             | 335,605                                | -                                 | (262,865)                           | -                                   | 72,740                         |
|             | 23-Nov-21  | 22-Nov-22             | 2,647                                  | -                                 | -                                   | -                                   | 2,647                          |
|             | 18-Feb-22  | 22-Nov-24             | 183,007                                | -                                 | (183,007)                           | -                                   | -                              |
|             | 21-Nov-22  | 21-Nov-24             | 51,090                                 | -                                 | (51,090)                            | -                                   | -                              |
|             | 21-Nov-22  | 21-Nov-23             | 86,093                                 | -                                 | (69,725)                            | -                                   | 16,368                         |
|             | 21-Nov-22  | 21-Nov-25             | 526,487                                | -                                 | -                                   | 526,487                             | -                              |
|             | 01-Feb-23  | 21-Nov-25             | 383,261                                | -                                 | -                                   | 383,261                             | -                              |
|             | 24-Nov-23  | 24-Nov-23             | 124,736                                | -                                 | (106,177)                           | -                                   | 18,559                         |
|             | 24-Nov-23  | 24-Nov-24             | 318,306                                | -                                 | (274,042)                           | -                                   | 44,264                         |
|             | 24-Nov-23  | 24-Nov-26             | 746,933                                | -                                 | -                                   | 746,933                             | -                              |
|             | 25-Jan-24  | 24-Nov-24             | 220,014                                | -                                 | (220,014)                           | -                                   | -                              |
|             | 25-Jan-24  | 24-Nov-26             | 260,119                                | -                                 | -                                   | 260,119                             | -                              |
|             | 03-Dec-24  | 24-Nov-25             | -                                      | 253,873                           | -                                   | 253,873                             | -                              |
|             | 03-Dec-24  | 03-Dec-24             | -                                      | 190,739                           | (136,008)                           | -                                   | 54,731                         |
|             | 03-Dec-24  | 22-Nov-27             | -                                      | 329,269                           | -                                   | 329,269                             | -                              |
|             | 23-Jan-25  | 24-Nov-25             | -                                      | 214,706                           | -                                   | 214,706                             | -                              |
|             | 23-Jan-25  | 22-Nov-27             | -                                      | 235,228                           | -                                   | 235,228                             | -                              |
|             | 24-Mar-25  | 22-Nov-27             | -                                      | 52,045                            | -                                   | 52,045                              | -                              |
|             | 12-May-25  | 22-Nov-27             | -                                      | 42,561                            | -                                   | 42,561                              | -                              |
|             | 12-May-25  | 22-Nov-26             | -                                      | 24,221                            | -                                   | 24,221                              | -                              |

## 5.0 EMPLOYEE REMUNERATION AND BENEFITS (continued)

### 5.1 Share based payments (continued)

#### (i) Long Term Incentive and Short Term Incentive Plans (continued)

| Grant date  | Expected vesting date | Balance at start of the year<br>Number | Granted during the year<br>Number | Forfeited during the year<br>Number | Exercised during the year<br>Number | Unvested balance at end of the year<br>Number | Vested not exercised<br>Number |
|-------------|-----------------------|----------------------------------------|-----------------------------------|-------------------------------------|-------------------------------------|-----------------------------------------------|--------------------------------|
| <b>2024</b> |                       |                                        |                                   |                                     |                                     |                                               |                                |
| 23-Nov-21   | 22-Nov-24             | 335,605                                | -                                 | -                                   | -                                   | 335,605                                       | -                              |
| 23-Nov-21   | 22-Nov-22             | 2,647                                  | -                                 | -                                   | -                                   | -                                             | 2,647                          |
| 18-Feb-22   | 22-Nov-24             | 183,007                                | -                                 | -                                   | -                                   | 183,007                                       | -                              |
| 21-Nov-22   | 21-Nov-24             | 51,090                                 | -                                 | -                                   | -                                   | 51,090                                        | -                              |
| 21-Nov-22   | 21-Nov-23             | 1,082,175                              | -                                 | -                                   | (996,082)                           | -                                             | 86,093                         |
| 21-Nov-22   | 21-Nov-25             | 575,586                                | -                                 | (49,099)                            | -                                   | 526,487                                       | -                              |
| 01-Feb-23   | 21-Nov-23             | 90,426                                 | -                                 | -                                   | (90,426)                            | -                                             | -                              |
| 01-Feb-23   | 21-Nov-25             | 383,261                                | -                                 | -                                   | -                                   | 383,261                                       | -                              |
| 24-Nov-23   | 24-Nov-23             | -                                      | 257,341                           | -                                   | (132,605)                           | -                                             | 124,736                        |
| 24-Nov-23   | 24-Nov-24             | -                                      | 318,306                           | -                                   | -                                   | 318,306                                       | -                              |
| 24-Nov-23   | 24-Nov-26             | -                                      | 815,525                           | (68,592)                            | -                                   | 746,933                                       | -                              |
| 25-Jan-24   | 24-Nov-24             | -                                      | 220,014                           | -                                   | -                                   | 220,014                                       | -                              |
| 25-Jan-24   | 24-Nov-26             | -                                      | 260,119                           | -                                   | -                                   | 260,119                                       | -                              |

## 5.0 EMPLOYEE REMUNERATION AND BENEFITS (continued)

### 5.1 Share based payments (continued)

#### (i) Long Term Incentive and Short Term Incentive Plans (continued)

##### (i) Fair value of instruments granted

The model inputs for rights granted during FY25 and FY24 are as follows.

| Grant date                | 12-May-25 | 12-May-25 | 24-Mar-25 | 23-Jan-25 | 23-Jan-25 | 03-Dec-24 | 03-Dec-24 | 03-Dec-24 | 25-Jan-24 | 25-Jan-24 | 24-Nov-23 | 24-Nov-23 | 24-Nov-23 |
|---------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Award type                | Rights    | Rights    | Rights    | Rights    | Rights    | Rights    | Rights    | Rights    | Rights    | Rights    | Rights    | Rights    | Rights    |
| Expected vesting date     | 22-Nov-27 | 22-Nov-26 | 22-Nov-27 | 22-Nov-27 | 24-Nov-25 | 22-Nov-27 | 24-Nov-25 | 03-Dec-24 | 24-Nov-26 | 24-Nov-24 | 24-Nov-26 | 24-Nov-24 | 24-Nov-23 |
| Share price at grant      | \$3.04    | \$3.04    | \$2.67    | \$3.06    | \$3.06    | \$3.13    | \$3.13    | \$3.13    | \$3.06    | \$3.06    | \$2.73    | \$2.73    | \$2.73    |
| Exercise price            | Nil       | Nil       | Nil       | Nil       | Nil       | Nil       | Nil       | Nil       | Nil       | Nil       | Nil       | Nil       | Nil       |
| Dividend yield (p.a)      | Nil       | Nil       | Nil       | Nil       | Nil       | Nil       | Nil       | Nil       | Nil       | Nil       | Nil       | Nil       | Nil       |
| Fair value per instrument | \$3.04    | \$3.04    | \$2.67    | \$3.06    | \$3.19    | \$3.13    | \$3.19    | \$3.19    | \$3.06    | \$2.77    | \$2.73    | \$2.77    | \$2.77    |

## 5.0 EMPLOYEE REMUNERATION AND BENEFITS (continued)

### 5.1 Share based payments (continued)

#### (ii) *Expenses arising from share based payment transactions*

Total expenses arising from share based payment transactions recognised during the period as part of employee benefit expense were as follows.

|                                                                             | Consolidated |        |
|-----------------------------------------------------------------------------|--------------|--------|
|                                                                             | 2025         | 2024   |
|                                                                             | \$'000       | \$'000 |
| Awards currently issued to employees of controlled entities during the year | 3,798        | 3,322  |

#### (iii) *Terms and conditions of Share Schemes*

The share based payments issued are subject to vesting conditions described above. Refer to the remuneration report for details of these vesting conditions.

### 5.2 Key management personnel disclosure

|                              | Consolidated     |                  |
|------------------------------|------------------|------------------|
|                              | 2025             | 2024             |
|                              | \$               | \$               |
| Short-term employee benefits | 2,170,672        | 2,139,029        |
| Post-employment benefits     | 107,379          | 111,993          |
| Long-term employee benefits  | 36,182           | 18,263           |
| Share based payments         | 1,576,953        | 1,174,943        |
|                              | <b>3,891,186</b> | <b>3,444,228</b> |

## 6.0 OTHER

### 6.1 Reserves

#### Recognition and measurement

##### *Share based payment reserve*

The share based payment reserve is used to recognise:

- the fair value of options and rights issued to Directors and employees but not exercised;
- the fair value of shares issued to Directors and employees; and
- other share-based payment transactions.

##### *Cash flow hedge reserve*

The hedging reserve is used to record gains or losses on a hedging instrument in a cash flow hedge that are recognised in other comprehensive income. Amounts are reclassified to profit or loss when the associated hedge transaction affects profit or loss.

##### *Treasury reserve*

The treasury reserve is used to record the acquisition and transfer of treasury shares in FleetPartners Group Limited. Treasury shares are acquired as part of the on market share buy-back program and are transferred as a reduction to contributed equity on cancellation. Treasury shares are also acquired to satisfy share based payment obligations (refer to note 5.1).

##### *Foreign currency translation reserve*

The foreign currency translation reserve is used to recognise exchange differences arising from translation of the financial statements of foreign operations to AUD.

##### *Dividend reserve*

The earnings generated by the Group prior to the write offs and losses on disposal have been transferred to the dividend reserve.

#### Reconciliation of reserves

|                                        | Consolidated   |                |
|----------------------------------------|----------------|----------------|
|                                        | 2025<br>\$'000 | 2024<br>\$'000 |
| Hedging reserve - cash flow hedges (a) | (9,595)        | (4,258)        |
| Treasury reserve                       | (29,691)       | (27,252)       |
| Foreign currency translation reserve   | (7,950)        | (809)          |
| Share based payments reserve (b)       | 41,251         | 37,453         |
| Dividend reserve (c)                   | 158,206        | 158,206        |
| <b>Total reserve</b>                   | <b>152,221</b> | <b>163,340</b> |

#### Movements in reserves

##### *(a) Hedging reserve - cash flow hedges*

|                                   |                |                |
|-----------------------------------|----------------|----------------|
| Balance at 1 October              | (4,258)        | 20,584         |
| Change in fair value              | (7,473)        | (35,234)       |
| Deferred tax                      | 2,136          | 10,392         |
| <b>Balance as at 30 September</b> | <b>(9,595)</b> | <b>(4,258)</b> |

##### *(b) Share based payments reserve*

|                                                                   |               |               |
|-------------------------------------------------------------------|---------------|---------------|
| Balance at 1 October                                              | 37,453        | 35,122        |
| Awards issued to employees of controlled entities during the year | 3,798         | 3,322         |
| Awards subsequently cash settled                                  | -             | (991)         |
| <b>Balance at 30 September</b>                                    | <b>41,251</b> | <b>37,453</b> |

##### *(c) Dividend reserve*

|                                |                |                |
|--------------------------------|----------------|----------------|
| Balance at 1 October           | 158,206        | 158,206        |
| <b>Balance at 30 September</b> | <b>158,206</b> | <b>158,206</b> |

## 6.0 OTHER (continued)

### 6.2 Parent entity information

#### (i) Summary financial information

The individual financial statements for the parent entity show the following aggregate amounts:

|                                        | Consolidated |           |
|----------------------------------------|--------------|-----------|
|                                        | 2025         | 2024      |
|                                        | \$'000       | \$'000    |
| <b>Statement of financial position</b> |              |           |
| Current assets                         | 16           | 14        |
| Non-current assets                     | 264,212      | 303,310   |
| Total assets                           | 264,228      | 303,324   |
| Current liabilities                    | (397)        | (620)     |
| Non-current liabilities                | (86,081)     | (71,325)  |
| Total liabilities                      | (86,478)     | (71,945)  |
| <b>Shareholders equity</b>             |              |           |
| Issued share capital                   | 389,825      | 444,679   |
| Treasury reserve                       | (29,826)     | (27,252)  |
| Share based payments reserve           | 41,251       | 37,453    |
| Dividend reserve                       | 96,610       | 96,610    |
| Retained earnings                      | (320,110)    | (320,111) |
|                                        | 177,750      | 231,379   |
| Profit for the year                    | 1            | -         |

#### (ii) Guarantees entered into by the parent entity

As at 30 September 2025 there were cross guarantees given by FleetPartners Group Limited, Pacific Leasing Solutions (Australia) Pty Limited, Leasing Finance (Australia) Pty Limited, Fleet Holding (Australia) Pty Limited, PLS Notes (Australia) Pty Limited, Fleet Partners Pty Limited, Fleet Aust Subco Pty Limited, Fleet Partners Franchising Pty Limited, Car Insurance Pty Limited, FleetPlus Holdings Pty Limited, Fleet Choice Pty Ltd, FleetPlus Pty Limited, FleetPlus Novated Pty Limited, PackagePlus Australia Pty Limited, Eclix Insurance Pty Ltd, CarInsurance.com.au Pty Ltd, Leasing Finance Services Pty Ltd and Accident Services Pty Ltd.

No liability was recognised by the parent entity or the consolidated entity in relation to the above guarantee as the fair value of the guarantee is immaterial.

#### (iii) Contingent liabilities of the parent entity

On 8 November 2023, the Company received a statement of claim for a shareholder class action filed in the Supreme Court of Victoria. The claim was expressed to be made on behalf of shareholders who acquired an interest in shares in the Company, then named Eclix Group Limited, during the period 8 November 2017 to 20 March 2019 inclusive. The claim alleges during this period, the Company made statements regarding the Groups financial performance in the 2017 and 2018 financial years, and provided guidance to its future earnings for the 2018 and 2019 financial years, and subsequently withdrew, revised or restated this information, and that this involved misleading representations and non-compliance with continuous disclosure obligations. The Company is defending the claim. The financial effects of the claim cannot be estimated as at the date of this financial report.

Except for the contingent liability disclosed above the parent entity did not have any other contingent liabilities as at 30 September 2025 or 30 September 2024. For information about guarantees given by the parent entity, see above.

## 6.0 OTHER (continued)

### 6.3 Related party transactions

#### (i) Controlling entity

The parent entity of the Group is FleetPartners Group Limited.

#### (ii) Interest in other entities

The controlled entities of the Group listed below were wholly owned during the current and prior year, unless otherwise stated:

##### Australia

|                                   |                                               |
|-----------------------------------|-----------------------------------------------|
| Fleet Aust Subco Pty Ltd          | Pacific Leasing Solutions (Australia) Pty Ltd |
| PLS Notes (Australia) Pty Ltd     | Leasing Finance (Australia) Pty Ltd           |
| Fleet Holding (Australia) Pty Ltd | Fleet Partners Franchising Pty Ltd            |
| Fleet Partners Pty Ltd            | Eclix Insurance Pty Ltd                       |
| Car Insurance Pty Ltd             | CarInsurance.com.au Pty Ltd                   |
| FleetPlus Holdings Pty Limited    | FleetPlus Pty Ltd                             |
| FleetPlus Novated Pty Ltd         | PackagePlus Australia Pty Ltd                 |
| Fleet Choice Pty Ltd              | Accident Services Pty Ltd                     |
| Leasing Finance Services Pty Ltd  | Equipment Finance Holdings Pty Ltd            |
| FP Turbo Warehouse Trust 2021-1   | FP Turbo EV Warehouse Trust 2021-1            |
| FP Turbo Series 2024-1 Trust      | FP Turbo Series 2023-1 Trust                  |
| FP Turbo Series 2025-1 Trust      |                                               |

##### New Zealand

|                                        |                                      |
|----------------------------------------|--------------------------------------|
| FleetPlus Ltd                          | Fleetpartners NZ Trustee Ltd         |
| FleetPartners NZ Limited               | Truck Leasing Ltd                    |
| Fleet NZ Limited                       | FP Ignition Trust 2011-1 New Zealand |
| Pacific Leasing Solutions (NZ) Limited | FleetPartners Holding (NZ) Limited   |
| Leasing Finance (NZ) Limited           | PLS Notes (NZ) Ltd                   |

#### (iii) Transactions with other related parties

Except for the matters disclosed above, there were no material transactions with other related parties.

### 6.4 Remuneration of auditors

During the year the following fees were paid or payable for services provided by the auditor of the Group.

|                                          | Consolidated     |                  |
|------------------------------------------|------------------|------------------|
|                                          | 2025             | 2024             |
|                                          | \$               | \$               |
| <b>(a) Audit and review services</b>     |                  |                  |
| KPMG Australian firm:                    |                  |                  |
| Audit and review of financial statements | 1,138,500        | 1,088,540        |
| <b>(b) Assurance services</b>            |                  |                  |
| KPMG Australian firm:                    |                  |                  |
| Regulatory assurance services            | 80,980           | 74,600           |
| <b>Total remuneration for KPMG</b>       | <b>1,219,480</b> | <b>1,163,140</b> |

## 6.0 OTHER (continued)

### 6.5 Deed of cross guarantee

FleetPartners Group Limited, Pacific Leasing Solutions (Australia) Pty Limited, Leasing Finance (Australia) Pty Limited, Fleet Holding (Australia) Pty Limited, PLS Notes (Australia) Pty Limited, Fleet Partners Pty Limited, Fleet Aust Subco Pty Limited, Fleet Partners Franchising Pty Limited, Car Insurance Pty Limited, FleetPlus Holdings Pty Limited, Fleet Choice Pty Ltd, FleetPlus Pty Limited, FleetPlus Novated Pty Limited, PackagePlus Australia Pty Limited, Eclix Insurance Pty Ltd, CarInsurance.com.au Pty Ltd, Leasing Finance Services Pty Ltd and Accident Services Pty Ltd are parties to a deed of cross guarantee under which each company guarantees the debts of the others. By entering into the deed, pursuant to ASIC Corporations (Wholly Owned Companies) Instrument 2016/785, the wholly owned entities have been relieved from the Corporations Act 2001 requirements for preparation, audit and lodgement of financial reports, and Directors' reports.

The above companies represent a 'Closed Group' for the purposes of the Class Order, and as there are no other parties to the deed of cross guarantee that are controlled by FleetPartners Group Limited, they also represent the 'Extended Closed Group'. Set out below is a statement of profit or loss and other comprehensive income for the year of the Closed Group.

|                                                                              | Consolidated    |                 |
|------------------------------------------------------------------------------|-----------------|-----------------|
|                                                                              | 2025            | 2024            |
|                                                                              | \$'000          | \$'000          |
| <b>Statement of profit or loss and other comprehensive income</b>            |                 |                 |
| Revenue and income from continuing operations                                | 609,229         | 496,655         |
| Cost of revenue and income                                                   | (283,601)       | (277,609)       |
| Lease finance costs                                                          | (64,266)        | (52,209)        |
| <b>Net operating income before operating expenses and impairment charges</b> | <b>261,362</b>  | <b>166,837</b>  |
| Impairment losses on loans and receivables                                   | (3,453)         | (2,897)         |
| Software Impairment                                                          | (1,929)         | (267)           |
| <b>Total impairment</b>                                                      | <b>(5,382)</b>  | <b>(3,164)</b>  |
| Employee benefit expense                                                     | (61,434)        | (60,389)        |
| Depreciation and amortisation expense                                        | (8,231)         | (9,112)         |
| Operating overheads                                                          | (17,087)        | (15,106)        |
| <b>Total overheads</b>                                                       | <b>(86,752)</b> | <b>(84,607)</b> |
| Operating finance costs                                                      | (6,430)         | (6,576)         |
| <b>Profit before income tax</b>                                              | <b>162,798</b>  | <b>72,490</b>   |
| Income tax expense                                                           | (21,072)        | (21,816)        |
| <b>Profit for the year, net of tax</b>                                       | <b>141,726</b>  | <b>50,674</b>   |
| Other comprehensive income, net of tax                                       | (2,090)         | (12,659)        |
| <b>Total comprehensive income for the year</b>                               | <b>139,636</b>  | <b>38,015</b>   |

## 6.0 OTHER (continued)

### 6.5 Deed of cross guarantee (continued)

Set out below is a consolidated statement of financial position as at reporting date of the Closed Group.

|                                                            | <b>Consolidated</b> |                  |
|------------------------------------------------------------|---------------------|------------------|
|                                                            | <b>2025</b>         | <b>2024</b>      |
|                                                            | <b>\$'000</b>       | <b>\$'000</b>    |
| <b>ASSETS</b>                                              |                     |                  |
| Cash and cash equivalents                                  | 79,176              | 66,902           |
| Restricted cash and cash equivalents                       | 161,086             | 131,404          |
| Trade and other receivables                                | 92,775              | 67,822           |
| Inventory                                                  | 4,056               | 4,986            |
| Finance leases                                             | 652,717             | 549,755          |
| Operating leases reported as property, plant and equipment | 675,896             | 613,069          |
| Property, plant and equipment                              | 5,495               | 2,723            |
| Receivables - advances to related parties                  | 43,302              | 7,111            |
| Right-of-use assets                                        | 4,457               | 1,967            |
| Intangibles                                                | 364,146             | 362,494          |
| Derivative financial instruments                           | -                   | 251              |
| <b>Total assets</b>                                        | <b>2,083,106</b>    | <b>1,808,484</b> |
| <b>LIABILITIES</b>                                         |                     |                  |
| Trade and other liabilities                                | 66,023              | 72,425           |
| Provisions                                                 | 7,757               | 7,526            |
| Borrowings                                                 | 1,338,040           | 1,170,319        |
| Derivative financial instruments                           | 3,470               | -                |
| Lease liabilities                                          | 8,314               | 3,747            |
| Payable - advances from related parties                    | 23,274              | 26,772           |
| Deferred tax liabilities                                   | 82,943              | 55,022           |
| <b>Total liabilities</b>                                   | <b>1,529,821</b>    | <b>1,335,811</b> |
| <b>Net assets</b>                                          | <b>553,285</b>      | <b>472,673</b>   |
| <b>EQUITY</b>                                              |                     |                  |
| Contributed equity                                         | 389,825             | 444,679          |
| Reserves                                                   | 149,998             | 156,258          |
| Retained earnings                                          | 13,462              | (128,264)        |
| <b>Total equity</b>                                        | <b>553,285</b>      | <b>472,673</b>   |

## 6.0 OTHER (continued)

### 6.6 Reconciliation of cash flow from operating activities

|                                                                                    | Consolidated |           |
|------------------------------------------------------------------------------------|--------------|-----------|
|                                                                                    | 2025         | 2024      |
|                                                                                    | \$'000       | \$'000    |
| Profit after tax for the year                                                      | 75,335       | 77,877    |
| Depreciation and amortisation                                                      | 223,353      | 206,695   |
| Amortisation of capitalised borrowing costs                                        | 2,060        | 1,790     |
| Credit impairment provision expense                                                | 4,951        | 3,477     |
| Impairment expenses                                                                | 1,929        | 267       |
| Share based payments expense                                                       | 3,798        | 3,322     |
| Fleet and stock impairment expense/(release)                                       | 710          | (655)     |
| Hedging loss                                                                       | 973          | 3,494     |
| Exchange rate variations on New Zealand cash and cash equivalents                  | 3,409        | 896       |
| Net cash inflow from operating activities before changes in assets and liabilities | 316,518      | 297,163   |
| Change in operating assets and liabilities:                                        |              |           |
| Increase in trade and other receivables                                            | (23,429)     | (589)     |
| Increase in operating leases and finance leases                                    | (353,922)    | (444,083) |
| Settlement of Inventory                                                            | (28,624)     | (45,162)  |
| Increase in deferred tax liabilities                                               | 28,755       | 18,485    |
| Increase/(Decrease) in trade and other liabilities                                 | (13,547)     | 4,064     |
| Increase in current provisions                                                     | 293          | 660       |
| Increase in other current liabilities                                              | 1,463        | 1,593     |
| Net cash outflow from operating activities                                         | (72,493)     | (167,869) |

### 6.7 Contingent liability

On 8 November 2023, the Group received a statement of claim for a shareholder class action filed in the Supreme Court of Victoria. The claim was expressed to be made on behalf of shareholders who acquired an interest in shares in the Group, then named Eclix Group Limited, during the period 8 November 2017 to 20 March 2019 inclusive. The claim alleges during this period, the Group made statements regarding its financial performance in the 2017 and 2018 financial years, and provided guidance to its future earnings for the 2018 and 2019 financial years, and subsequently withdrew, revised or restated this information, and that this involved misleading representations and non-compliance with continuous disclosure obligations. The Group is defending the claim. The financial effects of the claim cannot be estimated as at the date of this financial report.

### 6.8 Events occurring after the reporting period

On 14 November 2025, the Directors declared an unfranked dividend of 13.6 cents per ordinary share payable on 16 January 2026; the dividend will replace the share buy-back program.

Except for the matter disclosed above, there were no other matters or circumstances that occurred since the end of the reporting period that may materially affect the Group's operations, the results of those operations or the Group's state of affairs in future financial years.

**FleetPartners Group Limited**  
**Consolidated Entity Disclosure Statements**  
**As at 30 September 2025**

| Entity name                                       | Entity type    | Place of Incorporation | FPR ownership interest | Country of Tax Residency |                      |
|---------------------------------------------------|----------------|------------------------|------------------------|--------------------------|----------------------|
|                                                   |                |                        |                        | Australian or foreign    | Foreign Jurisdiction |
| FleetPartners Group Limited (Parent Entity)       | Body corporate | Australia              | -                      | Australia                | N/A                  |
| Fleet Aust Subco Pty Limited                      | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| Pacific Leasing Solutions (Australia) Pty Limited | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| Leasing Finance (Australia) Pty Limited           | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| PLS Notes (Australia) Pty Limited                 | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| Fleet Holding (Australia) Pty Limited             | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| Fleet Partners Pty Limited                        | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| FleetPlus Holdings Pty Limited                    | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| FleetPlus Pty Limited                             | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| FleetPlus Novated Pty Limited                     | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| PackagePlus Australia Pty Limited                 | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| Equipment Finance Holdings Pty Ltd                | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| Fleet Partners Franchising Pty Limited            | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| Eclix Insurance Pty Ltd                           | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| CarInsurance.com.au Pty Ltd                       | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| Car Insurance Pty Ltd                             | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| Fleet Choice Pty Ltd                              | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| Accident Services Pty Ltd                         | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| Leasing Finance Services Pty Ltd                  | Body corporate | Australia              | 100%                   | Australia                | N/A                  |
| FP Turbo EV Warehouse Trust 2021-1                | Trust          | Australia              | 100%                   | Australia                | N/A                  |
| FP Turbo Warehouse Trust 2021-1                   | Trust          | Australia              | 100%                   | Australia                | N/A                  |
| FP Turbo Series 2023-1 Trust                      | Trust          | Australia              | 100%                   | Australia                | N/A                  |
| FP Turbo Series 2024-1 Trust                      | Trust          | Australia              | 100%                   | Australia                | N/A                  |
| FP Turbo Series 2025-1 Trust                      | Trust          | Australia              | 100%                   | Australia                | N/A                  |
| Fleet NZ Limited                                  | Body corporate | New Zealand            | 100%                   | Foreign                  | New Zealand          |
| FleetPartners NZ Limited                          | Body corporate | New Zealand            | 100%                   | Foreign                  | New Zealand          |
| FleetPartners Holding (NZ) Limited                | Body corporate | New Zealand            | 100%                   | Foreign                  | New Zealand          |
| Pacific Leasing Solutions (NZ) Limited            | Body corporate | New Zealand            | 100%                   | Foreign                  | New Zealand          |
| Leasing Finance (NZ) Limited                      | Body corporate | New Zealand            | 100%                   | Foreign                  | New Zealand          |
| PLS Notes (NZ) Limited                            | Body corporate | New Zealand            | 100%                   | Foreign                  | New Zealand          |
| FleetPlus Limited                                 | Body corporate | New Zealand            | 100%                   | Foreign                  | New Zealand          |
| Fleetpartners NZ Trustee Limited                  | Body corporate | New Zealand            | 100%                   | Foreign                  | New Zealand          |
| Truck Leasing Limited                             | Body corporate | New Zealand            | 100%                   | Foreign                  | New Zealand          |
| FP Ignition Trust 2011-1 New Zealand              | Trust          | New Zealand            | 100%                   | Foreign                  | New Zealand          |

**Basis of Preparation**

This Consolidated Entity Disclosure Statement (CEDS) has been prepared in accordance with the *Corporations Act 2001*. It includes certain information for each entity that was part of the consolidated entity at the end of the financial year. None of the entities included above was a trustee of a trust within the consolidated group.

**Determination of Tax Residency**

Section 295 (3A) of the *Corporations Act 2001* defines tax residency as having the meaning in the *Income Tax Assessment Act 1997*. The determination of tax residency involves judgement as there are currently several different interpretations that could be adopted, and which could give rise to a different conclusion on residency.

In determining tax residency, the consolidated entity has applied the following interpretations:

(a) Australian tax residency

The consolidated entity has applied current legislation and judicial precedent, including having regard to the Tax Commissioner's public guidance in Tax Ruling TR 2018/5.

(b) Foreign tax residency

Where necessary, the consolidated entity has used independent tax advisers in foreign jurisdictions to assist in determining tax residency and ensure compliance with applicable foreign tax legislation.

(c) Trusts

Australian tax law does not contain specific residency tests for trusts. However, tax residency is determined based on Section 295 (3B) (c) of the *Corporations Act 2001*.

**FleetPartners Group Limited**

**For the year ended 30 September 2025**

**Directors' Declaration**

In the opinion of the Directors of FleetPartners Group Limited (Group):

- (a) The consolidated financial statements and notes of the Group that are set out on pages 32 to 83 are in accordance with the Corporations Act 2001, including:
  - (i) Giving a true and fair view of the Group's financial position as at 30 September 2025 and of its performance for the financial year ended on that date; and
  - (ii) Complying with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Corporations Regulations 2001*;
- (b) The Consolidated Entity Disclosure Statement as at 30 September 2025 set out on page 84 is true and correct.
- (c) There are reasonable grounds to believe that the Group will be able to pay its debts as and when they become due and payable.
- (d) There are reasonable grounds to believe that the Group and the Group entities identified in Note 6.5 will be able to meet any obligations or liabilities to which they are or may become subject to by virtue of the Deed of Cross Guarantee between the Company and those Group entities pursuant to ASIC Corporations (Wholly owned Companies) Instrument 2016/785.
- (e) The Directors have been given the declarations required by Section 295A of the Corporations Act 2001 from the Chief Executive Officer and Chief Financial Officer for the financial year ended 30 September 2025.
- (f) The Directors draw attention to note 1 of the consolidated financial statements which includes a statement of compliance with International Financial Reporting Standards.

Signed in accordance with a resolution of the Directors:



**Gail Pemberton**  
*Chairperson*

Sydney  
14 November 2025



# Independent Auditor's Report

To the shareholders of FleetPartners Group Limited

## Report on the audit of the Financial Report

### Opinion

We have audited the **Financial Report** of Fleet Partners Group Limited (the Company).

In our opinion, the accompanying Financial Report of the Company gives a true and fair view, including of the **Group's** financial position as at 30 September 2025 and of its financial performance for the year then ended, in accordance with the *Corporations Act 2001*, in compliance with *Australian Accounting Standards* and the *Corporations Regulations 2001*.

The **Financial Report** comprises:

- Consolidated statement of financial position as at 30 September 2025
- Consolidated statement of profit or loss and other comprehensive income, Consolidated statement of changes in equity, and Consolidated statement of cash flows for the year then ended
- Consolidated entity disclosure statement and accompanying basis of preparation as at 30 September 2025
- Notes, including material accounting policies
- Directors' Declaration.

The **Group** consists of the Company and the entities it controlled at the year end or from time to time during the financial year.

### Basis for opinion

We conducted our audit in accordance with *Australian Auditing Standards*. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report.

We are independent of the Group in accordance with the *Corporations Act 2001* and the ethical requirements of the *Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the Financial Report in Australia. We have fulfilled our other ethical responsibilities in accordance with these requirements.

## Key Audit Matters

The **Key Audit Matters** we identified are:

- Valuation of goodwill
- Setting of vehicle residual values
- Revenue recognition in relation to maintenance income

**Key Audit Matters** are those matters that, in our professional judgement, were of most significance in our audit of the Financial Report of the current period.

These matters were addressed in the context of our audit of the Financial Report as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

### Valuation of goodwill (\$434.5m)

Refer to Note 3.7 to the Financial Report

| The key audit matter                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | How the matter was addressed in our audit                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>A key audit matter was the Group's annual testing of goodwill for impairment, given the size of the balance (being 15.9% of total assets) and the estimation uncertainty relating to the level of new business writings and how they translate into cashflows. Key judgements included significant forward-looking assumptions the Group applied in their value in use models and include:</p> <ul style="list-style-type: none"> <li>• forecast cash flows and associated growth rates – the Group has experienced some interruptions to business operations due to Project Accelerate as well as the continued weakness in New Zealand economic conditions. These circumstances represented an increased level of management judgement associated with forecasting the future pipeline of orders in each market which increases the estimation uncertainty in the impairment assessment; and</li> <li>• discount rates, which are complex in nature and may vary according to the conditions and the environment the specific CGUs are subject to from time to time.</li> </ul> <p>We involved valuation specialists to supplement our senior audit team members in assessing this Key Audit Matter.</p> | <p>Our procedures included:</p> <ul style="list-style-type: none"> <li>• We assessed the Group's determination of CGUs for consistency with the assumptions used in the forecast cash flows and the requirements of the accounting standards.</li> <li>• We considered the appropriateness of the value in use method applied by the Group to perform the annual test of goodwill for impairment against the requirements of the accounting standards.</li> <li>• We assessed the integrity of the value in use models used, including the accuracy of the underlying calculation formulas.</li> <li>• We met with management and those charged with governance to understand the factors that impact the level of new business writings and how they translate into cashflows.</li> <li>• We compared the forecast cash flows contained in the value in use model to the Group's budget approved by the Board.</li> <li>• Using our knowledge of the Group, its past performance and its industry, we challenged the Group's cash flow forecast and growth assumptions, including those relating to the ability to write new business going forward and the impact that second hand car prices has on end-of-lease income by performing sensitivity analysis and comparing forecast earnings multiples to those of a group of comparative companies.</li> </ul> |

|                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                                                                                                                                                                             | <ul style="list-style-type: none"> <li>• We assessed the accuracy of previous Group forecasts to inform our evaluation of forecasts incorporated in the model by comparing actual performance with forecasts.</li> <li>• We considered the sensitivity of the model to variances in key assumptions, such as forecast growth rates and discount rates within a reasonably possible range. We considered the interdependencies of key assumptions when performing the sensitivity analysis and what the Group consider to be reasonably possible. We did this to identify the assumptions that had the largest impact on the models and to focus our procedures on those assumptions we consider to have a higher risk of bias or uncertainty in application.</li> <li>• Working with our valuation specialists we challenged the Group's growth assumptions. We compared forecast growth rates and terminal growth rates to authoritative published studies of market trends and expectations and considered differences for the Group's operations.</li> <li>• Working with our valuation specialists we independently developed a discount rate range using publicly available market data for comparable entities, adjusted by risk factors specific to the Group and the industry it operates in and compared this to the actual discount rates used by the Group.</li> <li>• We assessed the disclosures in the financial report using our understanding of the Group obtained from our testing against the requirements of the relevant accounting standards.</li> </ul> |
| <b>Setting of vehicle residual values</b>                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>The key audit matter</b>                                                                                                                                                                                                                                                                 | <b>How the matter was addressed in our audit</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <p>Residual value setting relating to leased vehicles is a Key Audit Matter due to:</p> <ul style="list-style-type: none"> <li>• the significant audit effort required and the high degree of judgement applied by us in assessing the Group's determination of residual values;</li> </ul> | <p>Our procedures included:</p> <ul style="list-style-type: none"> <li>• Understanding the process by which residual values are set by the Group and testing a sample of key controls over the Group's residual valuation process, such as the monthly review and approval of residual value changes by senior management.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

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|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• residual value is an input into certain accounts and estimates, namely depreciation and impairment assessment of vehicles included in Operating leases reported as property, plant and equipment; and</li> <li>• the timing of revenue recognition across the term of a lease may be affected by setting different residual values as it impacts the level of revenue recognised during the term of the lease compared to at the end of the lease.</li> </ul> <p>We considered the Group's judgements used in the vehicle impairment model. The key judgement in this model is the expected forecast residual value at the end of the lease term used to estimate end-of-lease cashflows, in particular how the impact of changes in second hand vehicle prices may alter expected forecast cashflows</p>                                                                                                                                    | <ul style="list-style-type: none"> <li>• Comparing a sample of manually approved residual value changes to the residual values recorded in the lease system.</li> <li>• Assessing the Group's ability to forecast vehicle residual values by selecting a statistical sample of vehicles disposed of during the year. We compared the sale price achieved to the sales invoice, and also compared it to the recorded written down value as estimated in prior periods, enabling us to understand management's estimation accuracy.</li> <li>• Comparing a sample of the current recorded residual value of vehicles against the current market value of comparable vehicles sourced from external, third party data sources such as vehicle sales platforms.</li> </ul>                                                                                                                                                                                    |
| <b>Revenue recognition in relation to maintenance and management income (\$105.6m)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Refer to Note 2.2 Revenue and income to the Financial Report                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>The key audit matter</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | <b>How the matter was addressed in our audit</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <p>Maintenance income, which is a component of maintenance and management income presented in the financial report, includes a high level of estimation uncertainty and accounting complexity. This area is a Key Audit Matter due to increased audit effort arising from the percentage of completion accounting method which inherently requires judgement by the Group to determine the cost profile of lifetime maintenance services, along with potential re-estimations of total lifecycle maintenance.</p> <p>In particular, we focused on the:</p> <ul style="list-style-type: none"> <li>• Estimation uncertainty in forecasting the timing and cost of lifetime maintenance services.</li> <li>• Judgement applied by the Group in relation to the key assumptions in the percentage of completion model including: <ul style="list-style-type: none"> <li>- Proxy vehicle types used for assessing maintenance cost profiles for vehicle categories</li> </ul> </li> </ul> | <p>Our procedures included:</p> <ul style="list-style-type: none"> <li>• Assessing the Group's revenue recognition policy against relevant accounting standards.</li> <li>• Assessing the integrity of the percentage of completion model, including checking the mathematical accuracy of the underlying formulas.</li> <li>• Recalculating the application of the percentage of completion output from the model to the expected lease lifetime maintenance income and checked the amount apportioned to the current year.</li> <li>• For a sample of maintenance lease assets, checking the average age and usage assumptions in the model for consistency with the actual servicing and maintenance cost profile, which is based on internal lease portfolio statistics of the vehicle type.</li> <li>• Challenging the Group's key assumptions by evaluating the vehicle categories and proxy vehicle types used in the model against the</li> </ul> |

|                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>- Expected lifetime maintenance cost estimates for proxy vehicle types, which are influenced by the age and usage of the vehicle. This is a critical input to the percentage of completion model to apportion expected lifetime maintenance income to vehicles based on the provision of maintenance services.</li> </ul> | <p>composition of the Group's fleet, and comparing the average cost of lifetime maintenance activities expected to be performed based on the age and usage of the vehicle to publicly available vehicle servicing costs.</p> <ul style="list-style-type: none"> <li>• Assessing the disclosures in the financial report against the requirements of the accounting standards.</li> </ul> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## Other Information

Other Information is financial and non-financial information in FleetPartners Group Limited's annual report which is provided in addition to the Financial Report and the Auditor's Report. The Directors are responsible for the Other Information.

The Other Information we obtained prior to the date of this Auditor's Report was the Directors' Report, and the Remuneration Report. The Chair and Chief Executive Officer Letter; Letter from Chair of People, Culture, Remuneration and Nomination Committee; Company Directory; Shareholder Information and the Sustainability Report. are expected to be made available to us after the date of the Auditor's Report.

Our opinion on the Financial Report does not cover the Other Information and, accordingly, we do not and will not express an audit opinion or any form of assurance conclusion thereon, with the exception of the Remuneration Report and our related assurance opinion.

In connection with our audit of the Financial Report, our responsibility is to read the Other Information. In doing so, we consider whether the Other Information is materially inconsistent with the Financial Report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

We are required to report if we conclude that there is a material misstatement of this Other Information, and based on the work we have performed on the Other Information that we obtained prior to the date of this Auditor's Report we have nothing to report.

## Responsibilities of the Directors for the Financial Report

The Directors are responsible for:

- preparing the Financial Report in accordance with the *Corporations Act 2001*, including giving a true and fair view of the financial position and performance of the Group, and in compliance with *Australian Accounting Standards* and the *Corporations Regulations 2001*
- implementing necessary internal control to enable the preparation of a Financial Report in accordance with the *Corporations Act 2001*, including giving a true and fair view of the financial position and performance of the Group, and that is free from material misstatement, whether due to fraud or error
- assessing the Group and Company's ability to continue as a going concern and whether the use of the going concern basis of accounting is appropriate. This includes disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the Group and Company or to cease operations, or have no realistic alternative but to do so.



## Auditor's responsibilities for the audit of the Financial Report

Our objective is:

- to obtain reasonable assurance about whether the Financial Report as a whole is free from material misstatement, whether due to fraud or error; and
- to issue an Auditor's Report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with *Australian Auditing Standards* will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error. They are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Financial Report.

A further description of our responsibilities for the audit of the Financial Report is located at the *Auditing and Assurance Standards Board* website at:

[https://auasb.gov.au/media/bwvjcgre/ar1\\_2024.pdf](https://auasb.gov.au/media/bwvjcgre/ar1_2024.pdf)

This description forms part of our Auditor's Report.

## Report on the Remuneration Report

### Opinion

In our opinion, the Remuneration Report of FleetPartners Group Limited for the year ended 30 September 2025, complies with *Section 300A* of the *Corporations Act 2001*.

### Directors' responsibilities

The Directors of the Company are responsible for the preparation and presentation of the Remuneration Report in accordance with *Section 300A* of the *Corporations Act 2001*.

### Our responsibilities

We have audited the Remuneration Report included in pages 16 to 31 of the Directors' report for the year ended 30 September 2025.

Our responsibility is to express an opinion as to whether the Remuneration Report complies in all material respects with *Section 300A* of the *Corporations Act 2001*, based on our audit conducted in accordance with *Australian Auditing Standards*.

KPMG

Luke Sullivan  
Partner

Melbourne  
14 November 2025