

ASX Announcement

18 December 2025

PEOPLEIN DIVESTS FIRST CHOICE CARE AND EDMEN FOR FOCUSED SECTOR GROWTH

Key Highlights

- Divestment of First Choice Care and Edmen for \$20.25 million (6.2 times FY25 earnings) to Healthcare Australia (HCA).
- HCA is the ideal buyer, having the scale and market position to enable further growth and provide future opportunities for our people.
- The divestment will further strengthen PeopleIN's financial position, with net debt projected to fall to zero on completion.
- Capital will be deployed to pursue accretive acquisitions in the Defence, Engineering, Trades and Labour sectors.

PeopleIN Limited (ASX: PPE) today announces that it has entered into a binding share sale agreement to divest subsidiaries operating its health and aged care staffing business, First Choice Care, and Youth and Disability staffing business, Edmen, to Healthcare Australia Pty Ltd (HCA). The combined sale price for both divisions is \$20.25 million payable on completion (on a cash-free debt fee basis), representing 6.2 times FY25 earnings on a pre AASB16 basis. The transaction is subject to customary conditions and is expected to complete by 31 December 2025.

The transaction strengthens the Group's balance sheet, with its net debt ratio projected to be zero on completion. The capital unlocked will accelerate PeopleIN's focused plan to target accretive acquisitions focused on Engineering, Trades and Labour, Defence/Federal Government, PALM scheme growth and new international staffing platforms.

This strategic deployment of capital, coupled with the strengthening of the balance sheet, will generate sustainable long-term value and maximise returns for shareholders.

A webcast briefing and teleconference will be held at 10am (AEST) / 11am (AEDT) Friday 19th December 2025. The details are outlined below:

Webcast Briefing and Teleconference Details

To pre-register for the webcast, please click on the following link:

<https://webcast.openbriefing.com/ppe-ann-2025/>

To pre-register for the teleconference, please click on the following link:

<https://s1.c-conf.com/diamondpass/10052176-ju7y6t.html>

You will receive a calendar invite which will include a passcode and your unique access PIN which are to be quoted when dialling into the call. The calendar invite will also include a list of toll free numbers to dial.

To ask a question, participants will need to dial “*1” (star, 1) on their telephone keypad.

If you wish to ask a question, you will need to register and dial into the teleconference.

Enquiries – please contact:

PeopleIN Managing Director – Ross Thompson – (07) 3238 0800

About PeopleIN:

PeopleIN is the largest Australian-led workforce solutions company. Servicing over 4,000 businesses, our group harnesses local expertise and market-leading technology to power client success across Australia and New Zealand. PeopleIN's success is underpinned by the diversity of its reach into high-demand and defensive employment sectors including Engineering, Trades and Labour, Food Services and Agriculture, Technology, Finance, Corporate Services, Education and Defence.

www.peoplein.com.au