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Delivering more sustainable future
for our clients and their customers.

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FY2026 Results Highlights

Revenue
Continuing Operations
$118.5m
▲ 52%
FY2025: $77.9m

Adjusted EBITDA
Continuing Operations
$8.7m
▲ 47%
FY2025: $5.9m

NPAT(A)
Continuing Operations
$4.2m
▲ 107%
FY2025: $2.0

Cash & Cash Equivalents
Including cash term deposits
$20.2m
▲ 182%
FY2025: $7.1m

Net Cash
Including cash term deposits
$11.7m
▲ 421%
FY2025: $2.3m

FY2026 Dividend
Interim 0.1cps; Final 0.15cps
0.25cps
▲ 150%
FY2025: 0.1cps

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Who is Verbrec

Verbrec is an integrated engineering and digital transformation company providing services across Australia, New Zealand and the Pacific.

Growth Phase

Verbrec has successfully completed its turnaround and is entering into its next growth phase as a stronger, larger and more diversified business.

Market Trends

Verbrec is positioned where Australia’s infrastructure spend is expected to grow.

Delivering on our commitments

From turnaround story to diversified growth platform

Commitment	Source	Outcome	Status
Divest the unprofitable parts of the training business	Chair Letter 2023	Divestment completed November 2023. Substantial operational savings realised.	**Delivered** ✓
Return the Company to profitability in 2024	Chair Letter 2023	Total comprehensive profit of $2.0 million in FY2024.	**Delivered** ✓
Recapitalise the balance sheet to fund recovery	Chair Letter 2024	Approximately $4.0 million raised before fees in late 2023 in an oversubscribed placement.	**Delivered** ✓
Grow the proportion of revenue from core relationship clients	CEO Letter 2024	Relationship-client revenue rose from 64.4% (FY2023) to 68.2% (FY2024) to 69.9% (FY2025).	**Delivered** ✓
Protect and improve gross margins	CEO Letter 2024	Gross margin improved for a fourth consecutive year, reaching 35.5% in FY2026.	**Delivered** ✓
Restore a net cash position and pass all banking covenants	CEO Letter 2024	All covenants unconditionally passed. Net cash restored in FY2025. $11.7 million FY2026.	**Delivered** ✓
Reintroduce a dividend to shareholders	Chair Letter 2024	Fully franked final dividend of 0.1 cents per share declared for FY2025. First dividend in over 10 years.	**Delivered** ✓
Consider acquisitions aligned with strategy	Chair Letter 2025	Alliance Automation and DLM Automation acquired from Telstra in December 2025.	**Delivered** ✓
Release capital from non-core assets	Release 2025	Competency Training sold to RelyOn Australia for $11.2 million in December 2025	**Delivered** ✓
Grow revenues in FY2026 and deliver against guidance	Release 2025	Revenue from continuing operations of $118.5 million, up 52%, and adjusted EBITDA of $8.7 million, up 47%. Both within the guided range.	**Delivered** ✓

Investment Case

A growing, cash generative, integrated services provider with aligned management and market tailwinds

01

Growing Revenues and Profitability

52% revenue growth year on year to $118.5m (FY2025: $77.9m)

47% adjusted EBITDA growth year on year to $8.7m (FY2025: $5.9m)

02

Strong Pipeline & FY2027 Guidance

Opportunity Pipeline grows 111% to $277m. Work in Hand grows 77% to $78 million.

FY2027 Guidance: revenue $140 - $160 million. Adjusted EBITDA $10m - $12m.

03

Market Trends

Verbrec is positioned where Australia's infrastructure spend is expected to grow.

Energy Sovereignty, Gas Market Transition, Water Treatment, Industrial Automation, Cyber Security for Operating Assets and Machine Learning.

04

Growth Strategy & Acquisitions

Alliance Automation acquired in 2025 expanding core services offering and revenues.

Cash position grows 182% to $20.2m, allowing flexibility to fuel growth through balance sheet.

05

Repeatable & Recurring Revenues

50% of FY2026 repeating revenues from multi-year Panel Agreements and recurring revenues from O&M contracts.
Annuity style revenue generation a result of Verbrec's relationship client model.

06

Margin Expansion & Cross Selling

Verbrec is now a stronger, larger and more diversified business.

Cross sell to existing client base increasing. Broader offering enables services to support larger and more complex contracts.

Verbrec's go to market strategy

LAND	Enter early through advisory, audit, feasibility and front-end engineering.
EMBED	Embed teams as client relationship partners to genuinely understand their drivers and the problems they are looking to solve.
EXPAND	Cross sell capabilities across the life of the asset, helping clients realise value, enhance operational outcomes and efficiencies.
COMPOUND	Convert into multi-year recurring revenues through panel and operations agreements.

Company Overview

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Introduction to Verbrec

Verbrec is positioned where Australia's infrastructure spend is expected to grow.

How we Add Value

Verbrec provides services across the **entire lifecycle of an asset**.

1 Advisory, Audit & Cyber Security

Advise.
Plan.
Secure.

2 Engineering

Design.
Engineer.
Value.

3 Automation & Control

Control.
Automate.
Integrate.

4 Construct, Operate & Maintain

Build.
Commission.
Operate.

5 Asset Management

Improve.
Optimise.
Extend.

6 End of Life

Decommission.
Re-purpose.
Close out.

Our Growth Markets

Gas Market Transition

Supply gap.
Ageing assets.
New infrastructure.

Electrification & Energy Storage

Grid buildout.
Data centre demand.
Capital inflow.

Water Treatment & Storage

Population growth.
Ageing plant.
Regulated investment.

Critical Minerals & Efficient Mining

Strategic demand.
Energy / water needs.
New projects.

Cyber Security for Operating Assets

Rising threat.
Regulated obligation.
Specialist market.

Automation & Machine Learning

Technology upgrades.
Asset efficiency.
Data for decisions.

Verbrec Brand & Services

Verbrec provides integrated, full-lifecycle services to sectors across Australia and New Zealand

verbrec engineering services

Multi-discipline engineering and project delivery across the full asset lifecycle - from concept and FEED through to EPC construction and commissioning.

- Power systems, electrical & HV engineering
- Process plant design & optimization
- Pipeline engineering (oil, gas, water, slurry)
- Project management & EPCM
- Automation & control systems
- Safety instrumented systems (SIS/SIL)

verbrec asset management

Asset management advisory and services that improve efficiency, reduce cost and extend asset life. Specialist SAP and data-management capability.

- Maintenance & reliability engineering
- Asset integrity management
- Shutdown & turnaround planning
- Materials, inventory & spares mgmt
- Operational readiness programs
- SAP services & asset data management

verbrec operations & maintenance

Long-term operations and maintenance of critical gas infrastructure. Operates 2,000+ km of pipelines and associated compression and process plant facilities.

- Gas pipeline operations & maintenance
- Compression & process plant O&M
- EPC construction for pipeline assets
- Cathodic protection & integrity mgmt
- Brownfield station modifications
- Asset lifecycle and end-of-life services

alliance automation – a verbrec company

Australia's leading independent industrial automation and electrical engineering firm. Founded 2010; acquired by Verbrec Dec 2025. ~300 staff, 11+ offices nationally.

- Industrial automation solutions & SCADA
- OT cyber security & infrastructure
- Electrical engineering & instrumentation
- Digital transformation & Industry 4.0
- Machine learning & artificial intelligence
- Programme & project management

StacksOn – a verbrec company

Specialist digital twin software for mining stockyard management. Licensed SaaS product deployed at every BHP iron ore mine and port in Western Australia.

- Digital twin for stockyard operations
- Licensed software (SaaS model)
- Real-time stockyard inventory tracking
- Blending optimisation analytics
- Ongoing technical support & updates
- Consultancy & implementation studies

Top Clients

Santos | SA Water | Australian Government Defence | BHP | PowerWater | arrow energy | origin

Defence · Energy · Infrastructure · Manufacturing · Mining · Water

Alliance Automation (acquired in Dec 2025)

Strong Revenue Growth converting to YoY EBITDA expansion

Verbrec is a more diversified and stronger business with Alliance Automation

Alliance Automation was acquired by Verbrec in 2025 and brings capability to Verbrec, including:

- Industrial Automation & Control
- Cyber Security for Operating Assets
- Data and Machine Learning
- Electrical, Instrumentation & Control execution
- Project & Program Management

Alliance Automation produced $39.4m revenue in the seven months the group was owned by Verbrec in FY2026.

Verbrec is realising margin improvement already with margins increased from 1.1% in FY2025 prior to Verbrec's ownership to 4.8% in the seven months of Verbrec ownership.

Verbrec expects to continue to grow the margins of the group and realise integration benefits to increase group margins to 8-10% over time.

High Demand

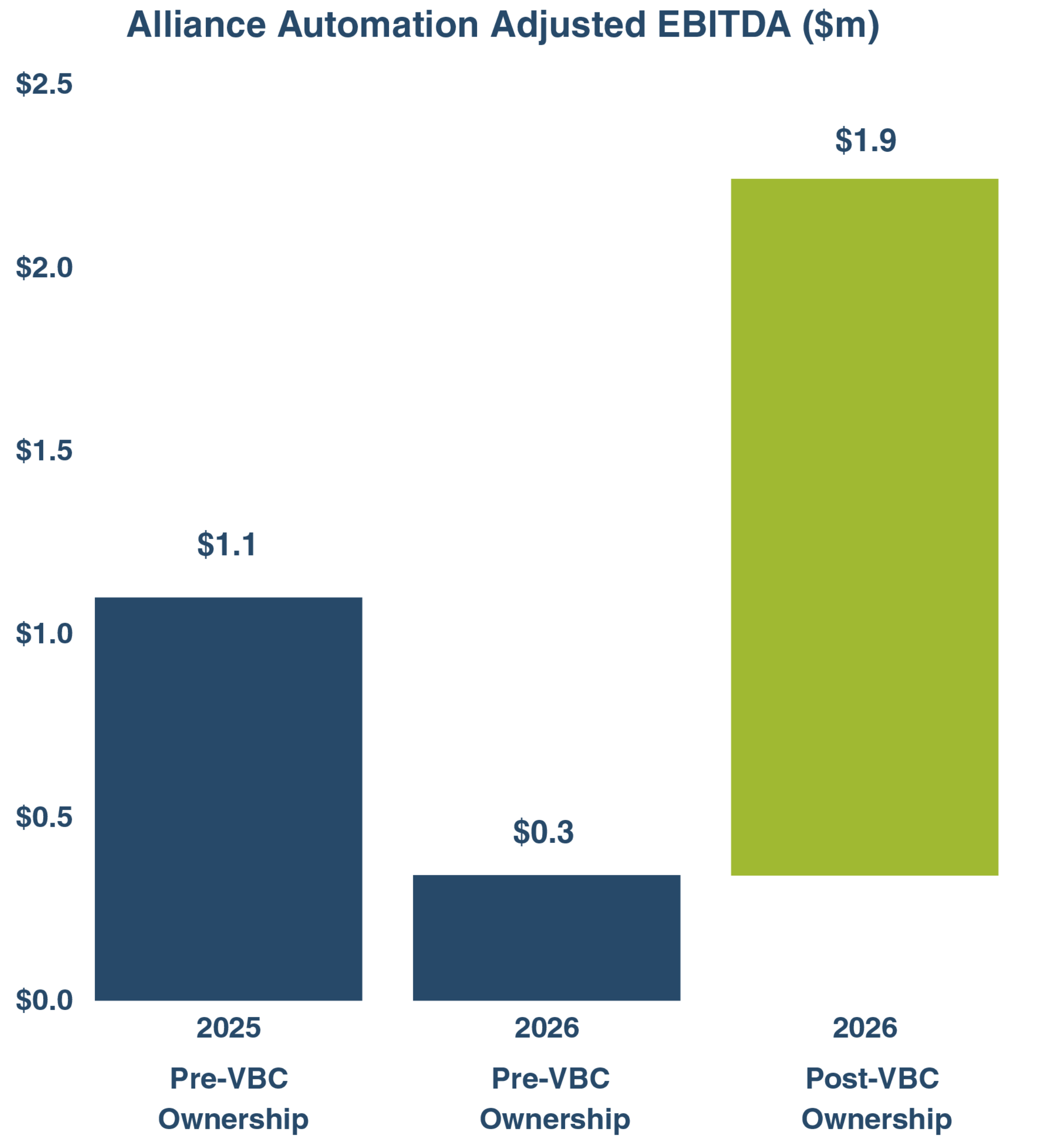
Industrial Automation, Cyber Security for Operating Asset, Data and Machine Learning in high-demand as technology upgrades required by asset owners.

Increasing Margins

Alliance Automation EBITDA margins increased from 1.1% in FY2025 to 4.8% in the seven months of Verbrec ownership.

Integration Benefits

The revenue base and size of the acquisition allows Verbrec to realise integration benefits over time.



Notes:

- Alliance Automation contributed 7 months revenue to Verbrec's group results in FY2026.
- Period 'Pre-VBC Ownership' have been estimated using pre-ownership management accounts and are not specifically audited.

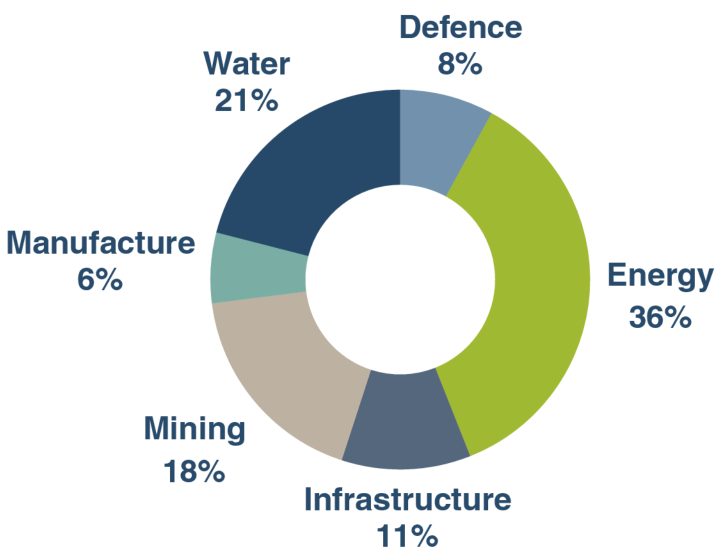
Relationship Clients & Contracts

20 Key Accounts | 87 Panel Agreements | 15 Multi-Year Operations & Maintenance Contracts

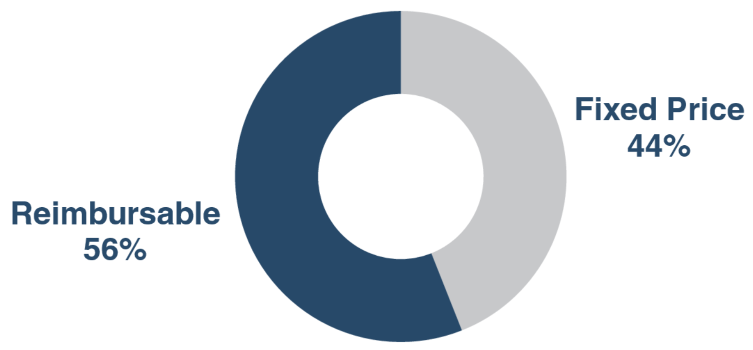
20	87	15	61%	50%
Key Accounts Blue-chip relationships	Panel Agreements Multi-year	O&M Contracts Multi-year operations	Revenue from Relationship Clients	Multi-Year Agreement Revenue

Revenue Source Statistics - % of Group Revenue

By Sector

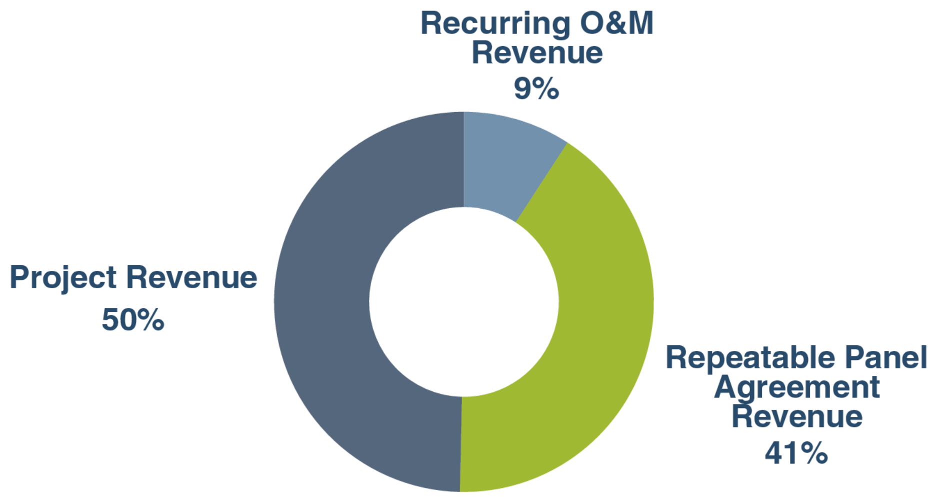


By Commercial Model



Top 20 Relationship Client Revenue

Multi-Year Revenue Sources



Geographic Footprint & Client Base

14
Regional Locations
Australia, New Zealand & Papua New Guinea

700
Team Members

2,000KM
Pipelines operated
Across Queensland, Victoria, Northern Territory & Western Australia

Blue Chip
Client Base
In every state of Australia and across NZ & PNG

Project Case Studies

Australia's energy security, energy transition and digital transformation trend creates a multi-decade engineering services opportunity

01

PWC Bi-Directional Upgrade Beetaloo Basin

Verbrec has been awarded the McArthur River Pipeline Bi-Directional Upgrade Project with an approximate value of $21 million in July 2026.

The Project will help unlock first commercial gas from the Beetaloo sub-basin and materially strengthen the security of gas supply in the Northern Territory. Verbrec is supporting one of the most significant new gas developments in Australia.

02

Northern Star KCGM ('Super Pit') DCS Modernisation Project

Alliance Automation has been engaged to undertake the modernisation of the Distributed Control System (DCS) at Kalgoorlie Consolidated Gold Mine (KCGM)..

This is recognised as one of the largest automation modernisation projects within Australia's gold sector.

The project aims to upgrade legacy automation infrastructure to enhance operational reliability and integration across mining and processing systems.

03

SA Water Regional Desalination

A model of engineering excellence, providing sustainable potable water to remote communities in Oodnadatta, Marla and Maree.

- Site wide electrical design.
- Supply electrical switch boards and control panels.
- Balance of plant control systems.
- Integration to SA Water SCADA system via Satellite and 4G backup.

Financial Performance

Financial Highlights

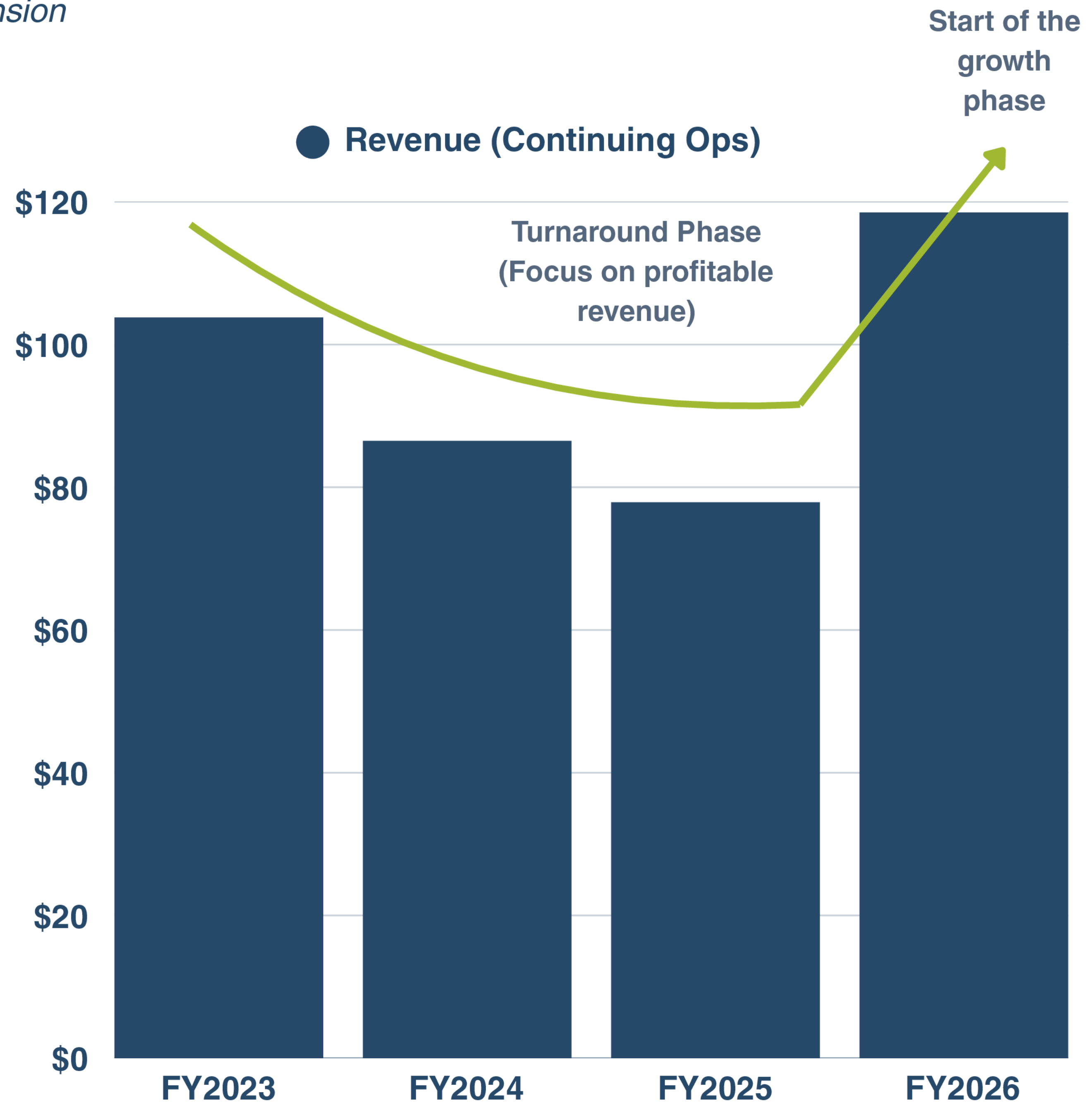
Strong Revenue Growth converting to YoY EBITDA expansion

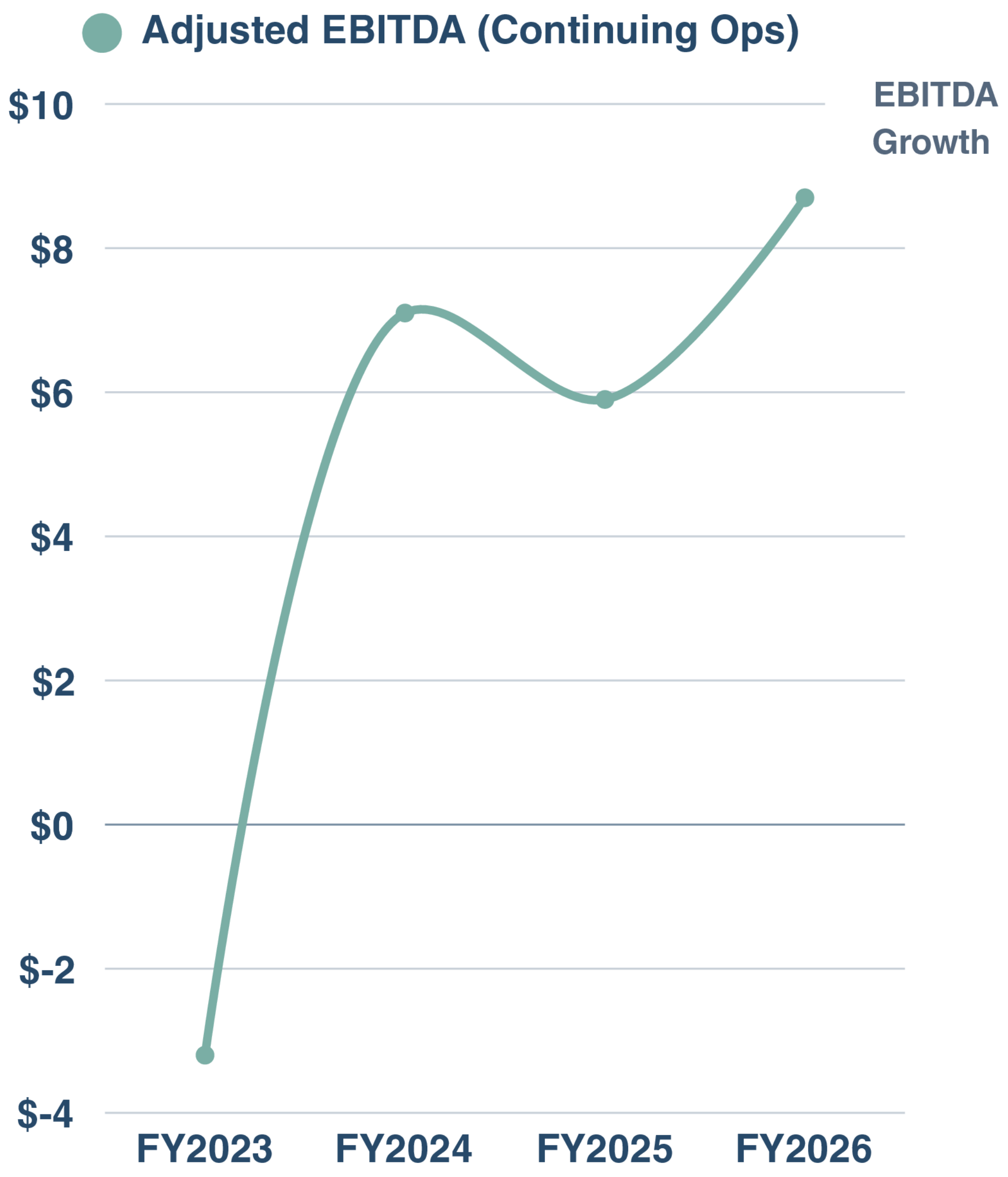
From turnaround to growth phase

Verbrec has been on a journey from turnaround and repair from FY2023 - FY2025 to the start of a growth phase in FY2026.

Completion of the acquisition of Alliance Automation expected to generate minimum of $60 million annualised revenues.

Divestment of Competency Training bolstered Verbrec's balance sheet and cash position.





$118.5m Revenue
Continuing Operations
52% increase from prior period

$8.7m Adjusted EBITDA
Continuing Operations
47% increase from prior period

$4.2m NPAT(A)
Continuing Operations
107% increase from prior period

1.1c EPS
Basic - Continuing Operations
155% increase from prior period

Financial Highlights

Strong balance sheet and cash position, ready for deployment for growth and margin expansion

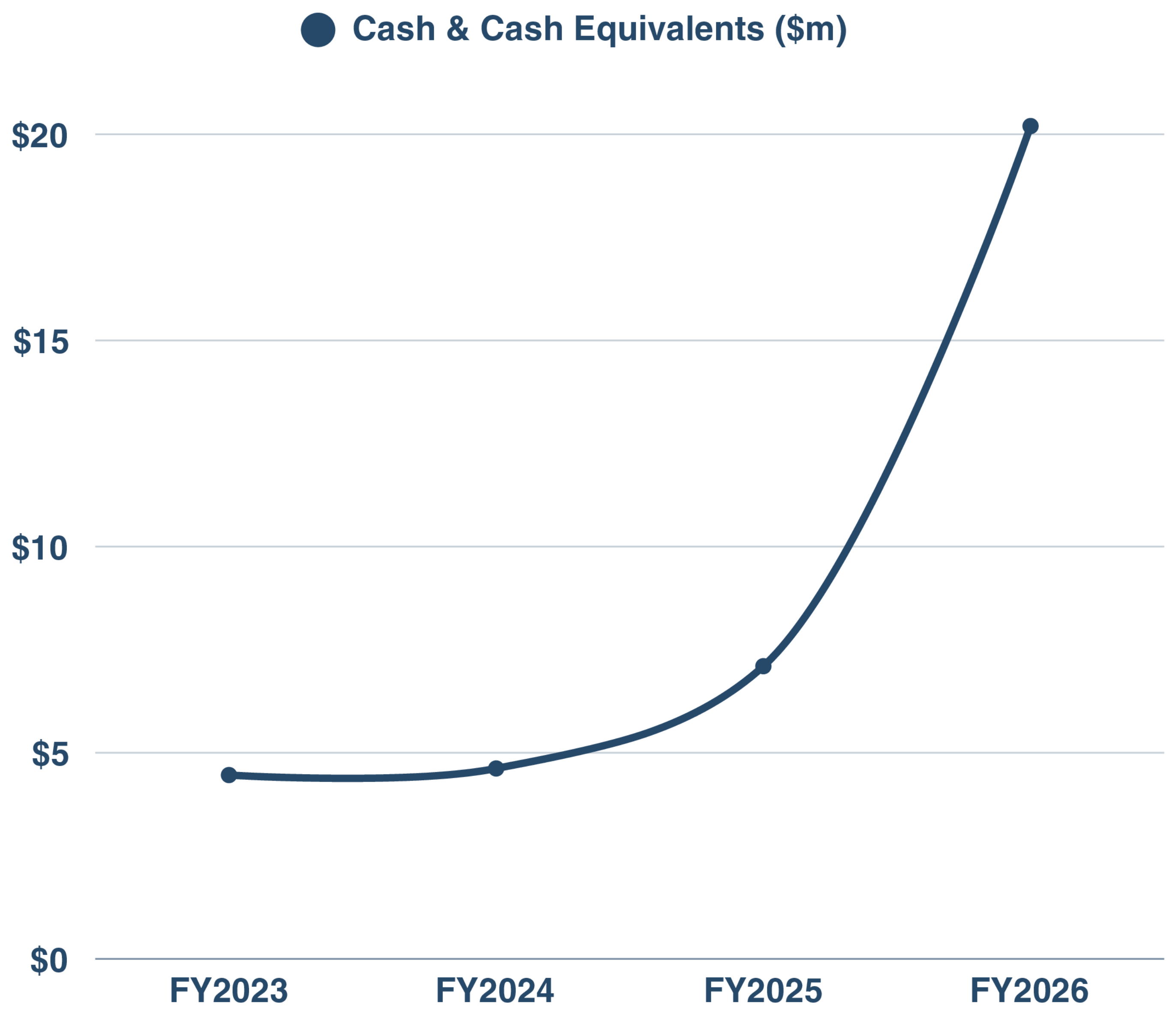
Strengthened cash position for deployment and reinvestment

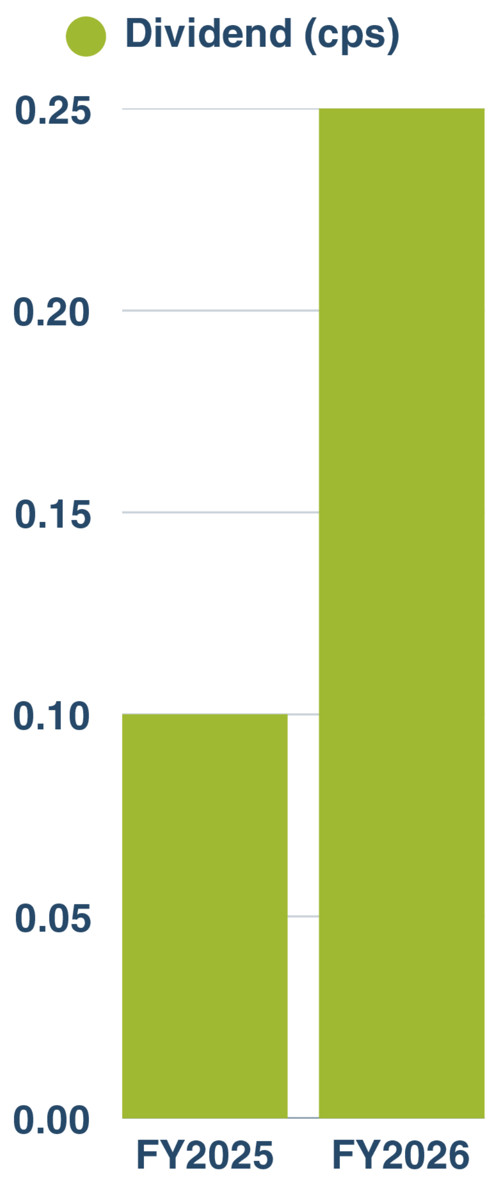
The divestment of Competency Training and the profitability of the group has strengthened Verbrec's net-cash position from $2.3 million in June 2025 to $11.7 million in June 2026.

Total cash and cash equivalents has risen from $7.1 million in June 2025 to $20.2 million in June 2026. These figures include cash held in high interest term deposits.

Verbrec intends to deploy capital in the pursuit of integration benefits, organic growth initiatives, acquisitions and periodic interim and final dividends.

Verbrec's acquisition strategy is focused on bolt-on acquisitions which improve the Company's capability, expand its geographic reach or introduce a technical overlay.





$20.2m Cash & CE
182% increase from prior period
Including cash term deposits

$11.7m Net Cash Position
421% increase from prior period
Including cash term deposits

$34.6m Net Assets
45% increase from prior period

0.25 cps FY2026 dividend
150% increase from prior period
Interim (0.1cps) + Final (0.15cps)

Continuing Operations P&L

Verbrec continues to grow revenues and improve profitability

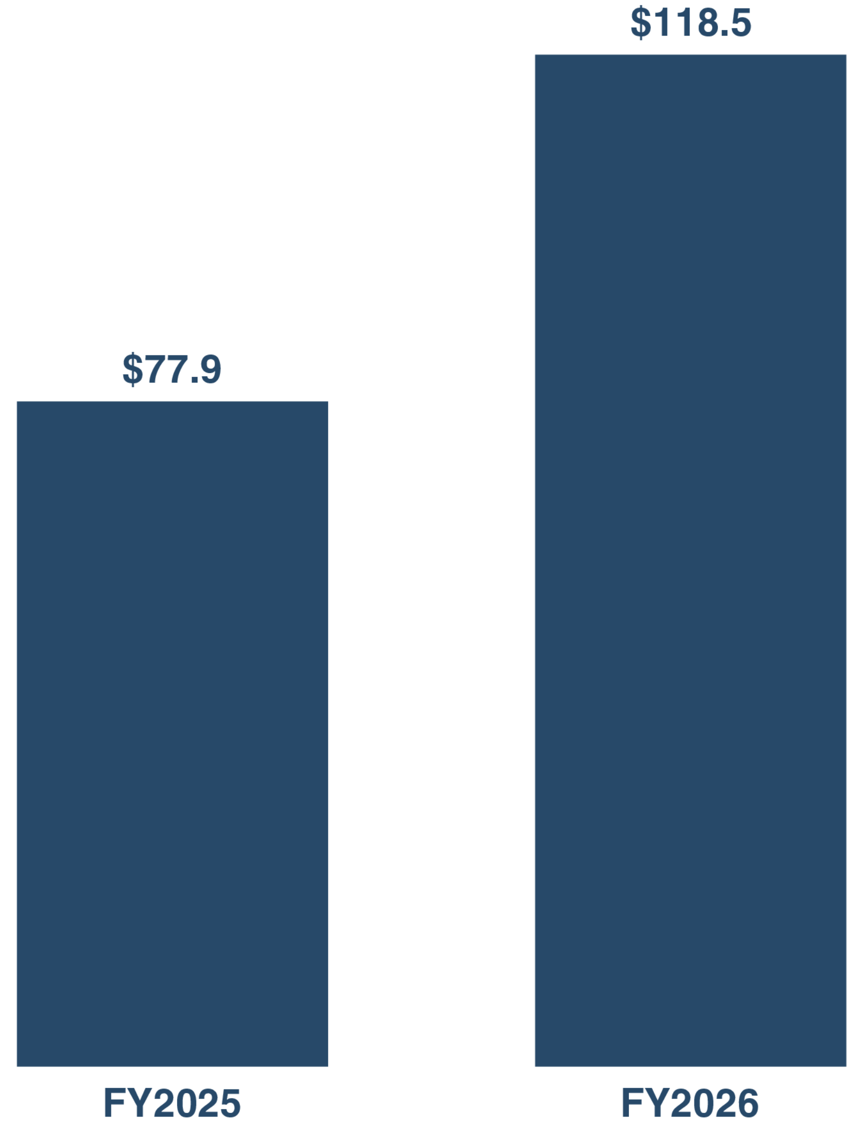
52%

Revenue Growth
FY2025 v FY2026
Continuing Operations

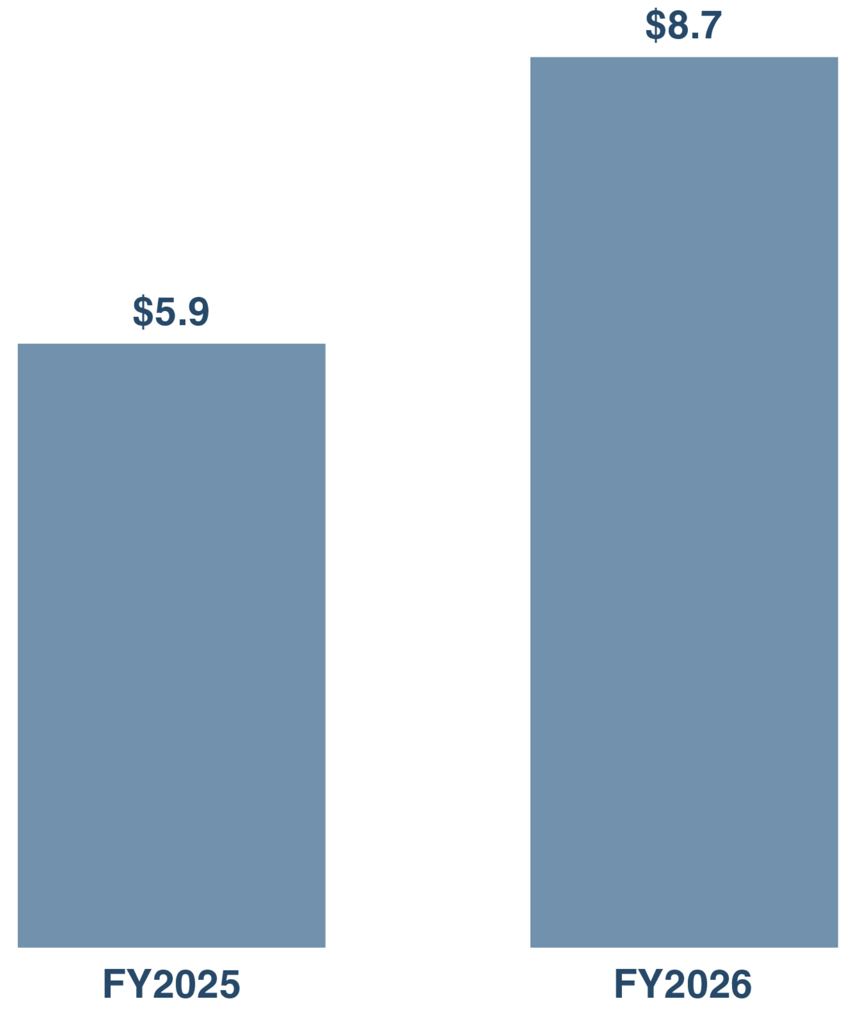
47%

Adjusted EBITDA Growth
FY2025 v FY2026
Continuing Operations

Revenue ($m) - Continuing Operations



Adjusted EBITDA ($m) - Continuing Operations



PROFIT & LOSS - CONTINUING OPERATIONS
($'000)

	2026	2025
Revenue	118,466	77,856
Gross Profit	42,077	27,104
Gross Margin (%)	35.5%	34.8%
NPAT	**3,332**	**1,269**
Amortisation of intangibles	850	748
NPAT(A)	**4,182**	**2,017**
Depreciation	3,501	2,483
Finance Expense	504	735
Tax Benefit	(83)	(233)
EBITDA	**8,104**	**5,002**
Reversal of one-off gain on acquisition	(1,784)	-
Reversal of acquisition & divestment expense	1,715	-
Adjustment for share based rights expense	644	907
Adjusted EBITDA	**8,679**	**5,909**
Adjusted EBITDA Margin (%)	**7.3%**	**7.6%**

Statutory P&L

Verbrec continues to grow revenues and improve profitability

94%

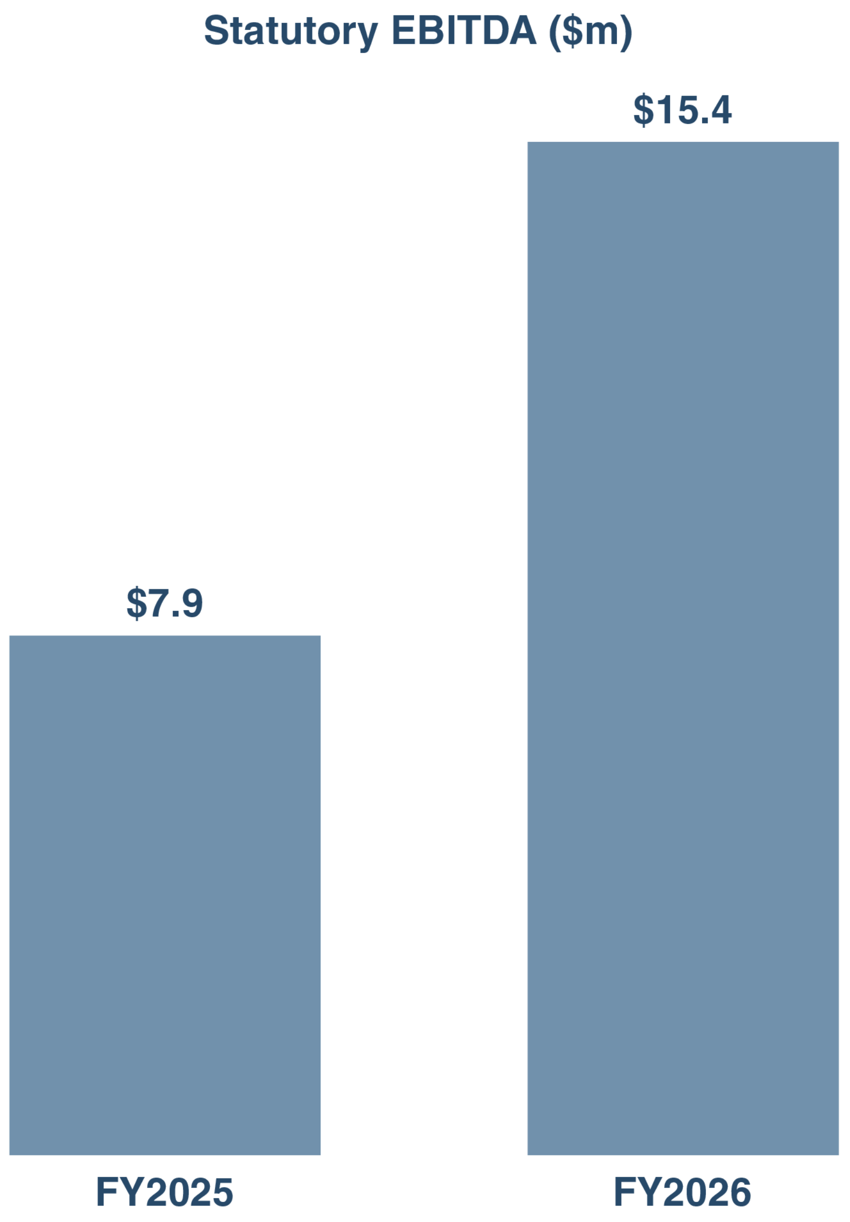
Statutory EBITDA Growth

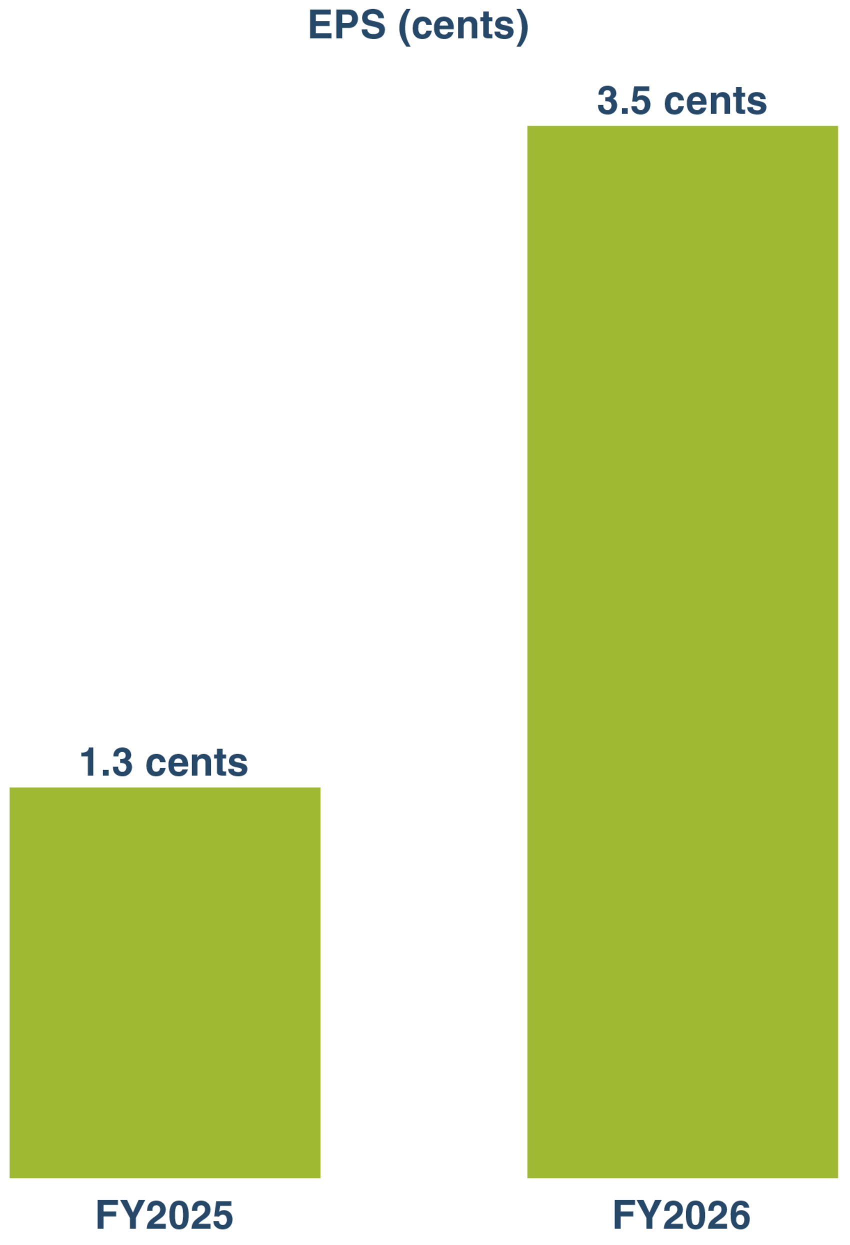
FY2025 v FY2026

171%

EPS Growth

FY2025 v FY2026





PROFIT & LOSS
($'000)

	2026	2025
Revenue (Continuing Operations)	118,466	77,856
Gross Profit (Continuing Operations)	42,077	27,104
EBITDA (Continuing Operations)	**8,104**	**5,002**
Consideration received for divestment	11,314	-
Carrying amount of assets and liabilities disposed	(516)	-
Carrying amount of goodwill disposed	(3,827)	-
Costs incurred from sale of business	(93)	-
FX reclassification	(36)	-
Gain from Sale of Competency Training	**6,842**	-
Profit from discontinued business operations	245	2,466
Discontinued operations Tax Expense	-	-
Discontinued operations Finance Expense	54	37
Discontinued operations D&A	192	437
Discontinued Operations EBITDA	**491**	**2,940**
EBITDA (STATUTORY)	**15,437**	**7,942**
Depreciation	(3,693)	(2,911)
Amortisation	(850)	(757)
Finance Expense	(558)	(772)
Tax Benefit	83	233
NPAT	**10,419**	**3,735**
Basic Earnings per Share (cents)	**3.5 cents**	**1.3 cents**

Balance Sheet

Verbrec's strong balance sheet positioned for acquisitions and funding growth

421%

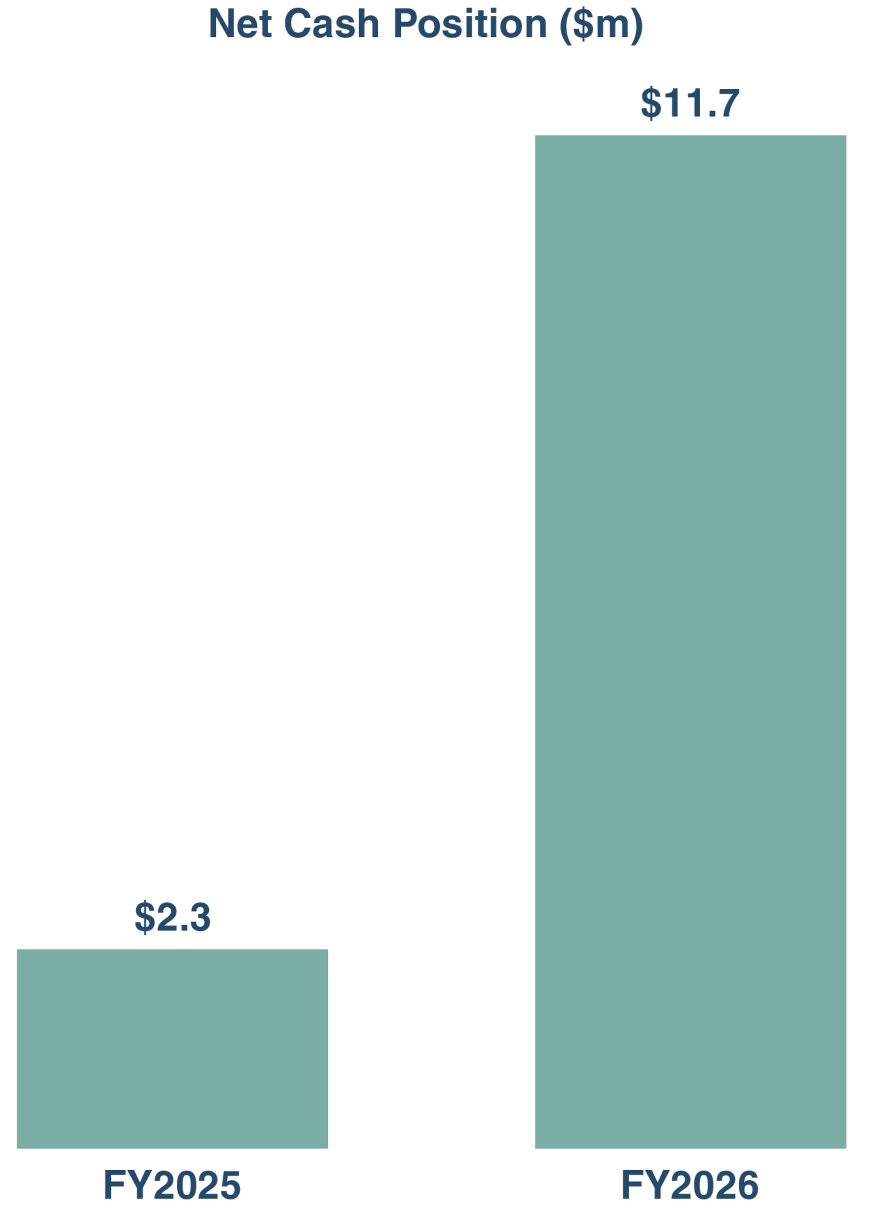
Net Cash Position Growth

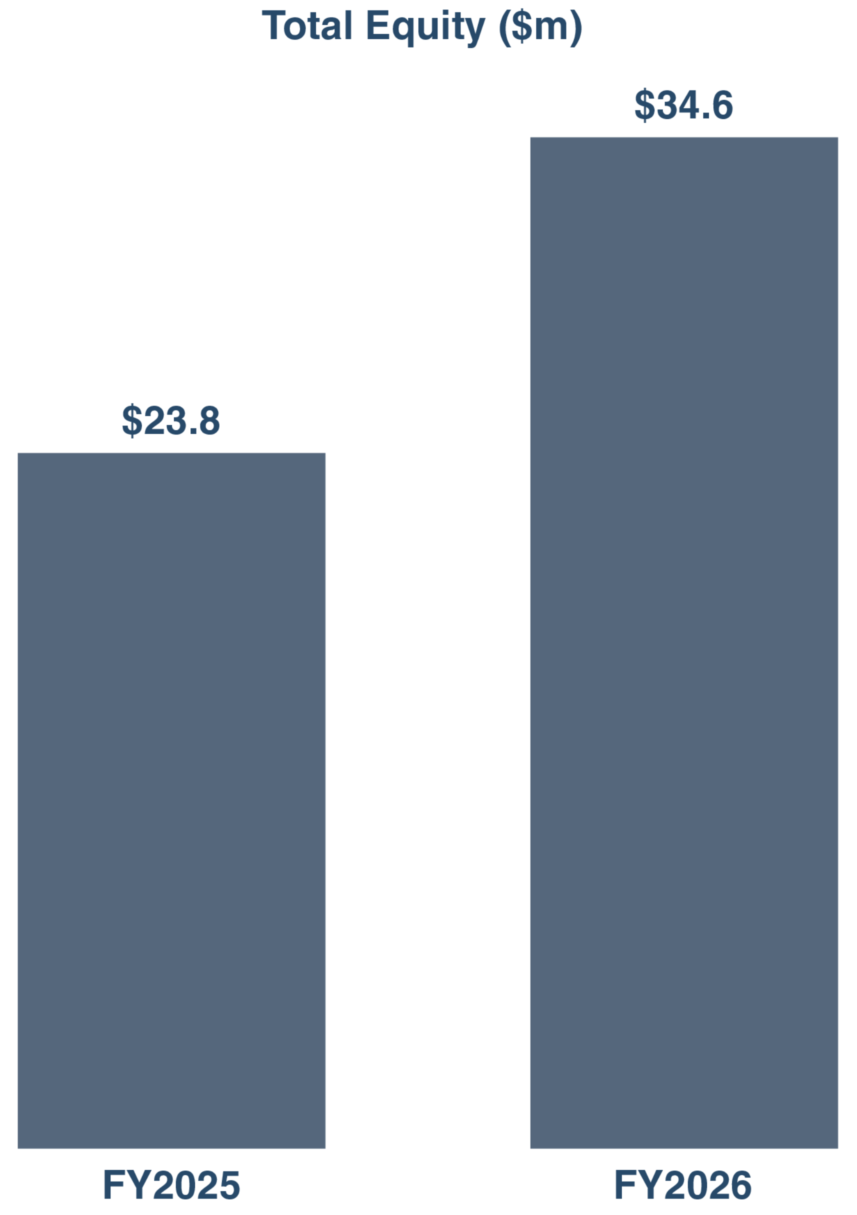
FY2025 v FY2026
(including cash term deposits)

45%

Total Equity Growth

FY2025 v FY2026



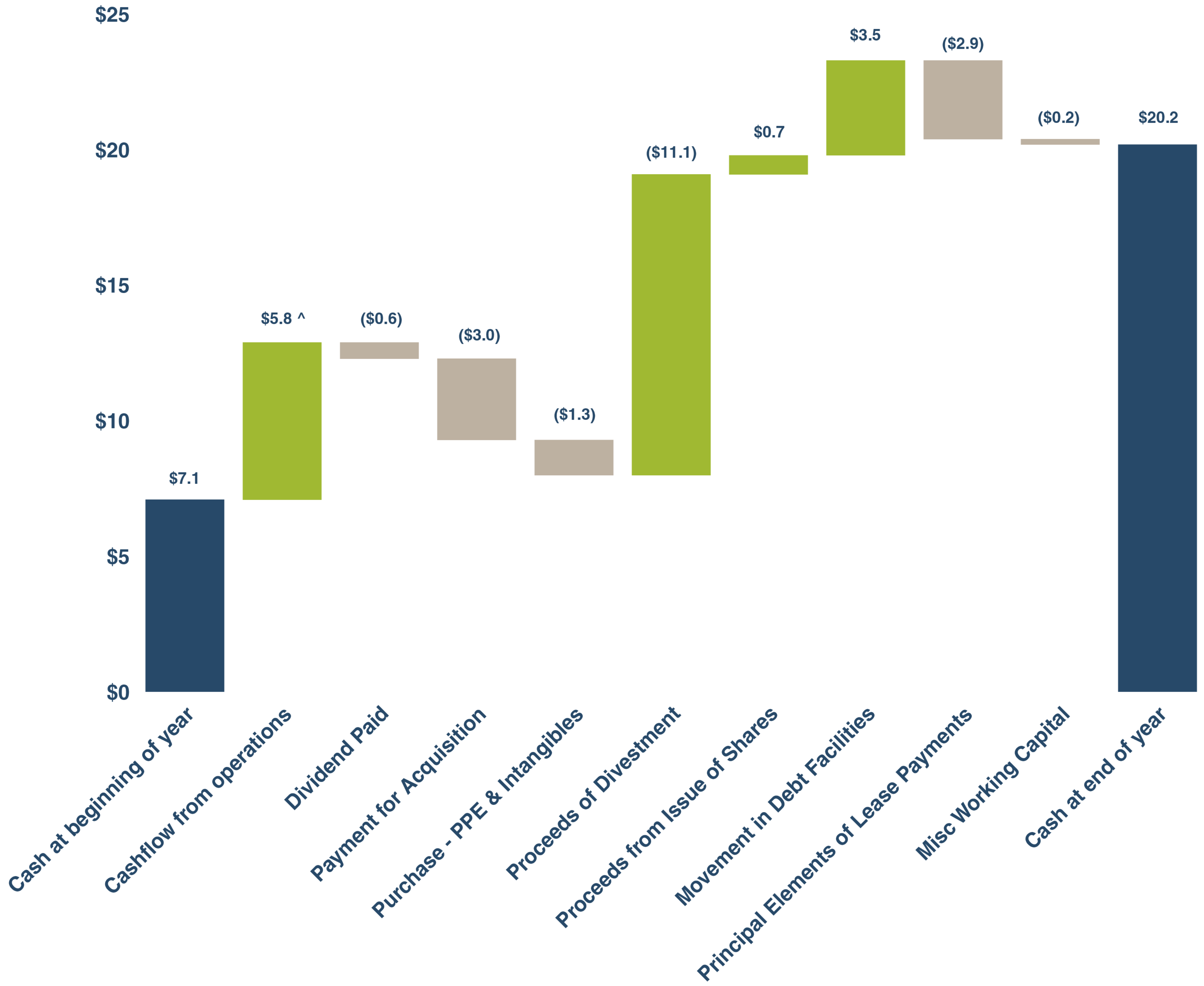


BALANCE SHEET
($'000)

	2026	2025
Cash and cash equivalents	15,656	7,137
Short Term Investments (cash term deposit)	4,500	-
Trade and other receivables	21,340	14,489
Prepayments	2,408	1,456
Contract assets	5,084	2,932
Current tax assets	0	3
Total current assets	**48,988**	**26,017**
Property, plant and equipment	1,940	1,087
Right-of-use assets	12,674	4,049
Deferred tax assets	10,705	8,452
Intangible assets	7,787	9,803
Total non-current assets	**33,106**	**23,391**
TOTAL ASSETS	**82,094**	**49,408**
Trade and other payables	11,727	7,351
Contract liabilities	4,185	3,491
Borrowings	1,602	1,128
Lease liabilities	2,098	2,472
Employee benefits	7,378	3,817
Provisions	194	469
Total current liabilities	**27,184**	**18,728**
Employee benefits	1,958	542
Borrowings	6,809	3,753
Lease liabilities	11,411	2,217
Provisions	159	326
Total non-current liabilities	**20,337**	**6,838**
TOTAL LIABILITIES	**47,521**	**25,566**
TOTAL EQUITY	**34,573**	**23,842**

Cash Flows

Positive cash flows from operations, investing and financing activities



STATEMENT OF CASH FLOWS
($'000)

	2026	2025
Receipts from customers	133,986	93,260
Payments to suppliers and employees	(127,809)	(85,912)
Interest received	139	69
Interest paid	-540	-932
Income taxes refunded	3	15
CASH FLOW FROM OPERATIONS ^	**5,779**	**6,500**
Dividends paid to shareholders	(598)	-
Increase in term deposits	(4,500)	-
Proceeds from sale of property, plant and equipment	100	-
Proceeds related to sale of CT business, net of cash disposed	11,129	-
Payment for acquisition of subsidiary, net of cash acquired	(3,024)	-
Acquisition of PP&E and intangibles	(1,393)	(762)
CASH FLOW FROM INVESTING ACTIVITIES	**1,714**	**(762)**
Proceeds from issue of shares	712	-
Proceeds from borrowings	7,526	2,185
Repayment of borrowings	(3,996)	(2,754)
Principal elements of lease payments	(2,931)	(2,665)
CASH FLOW FROM FINANCING ACTIVITIES	**1,311**	**(3,234)**
Net increase in cash and cash equivalents	8,804	2,504
Cash and cash equivalents at the beginning of the year	7,137	4,618
Effects of exchange rate changes	(285)	15
CASH & CASH EQUIVALENTS AT END OF YEAR	**15,656**	**7,137**
High interest cash term deposits	4,500	-
CASH & CASH EQUIVALENTS AT END OF YEAR (including term deposits)	**20,156**	**7,137**

^ Excluding the external costs of the Competency Training divestment and the Alliance Automation acquisition, operating cash inflow was $6.8 million.

Company Outlook

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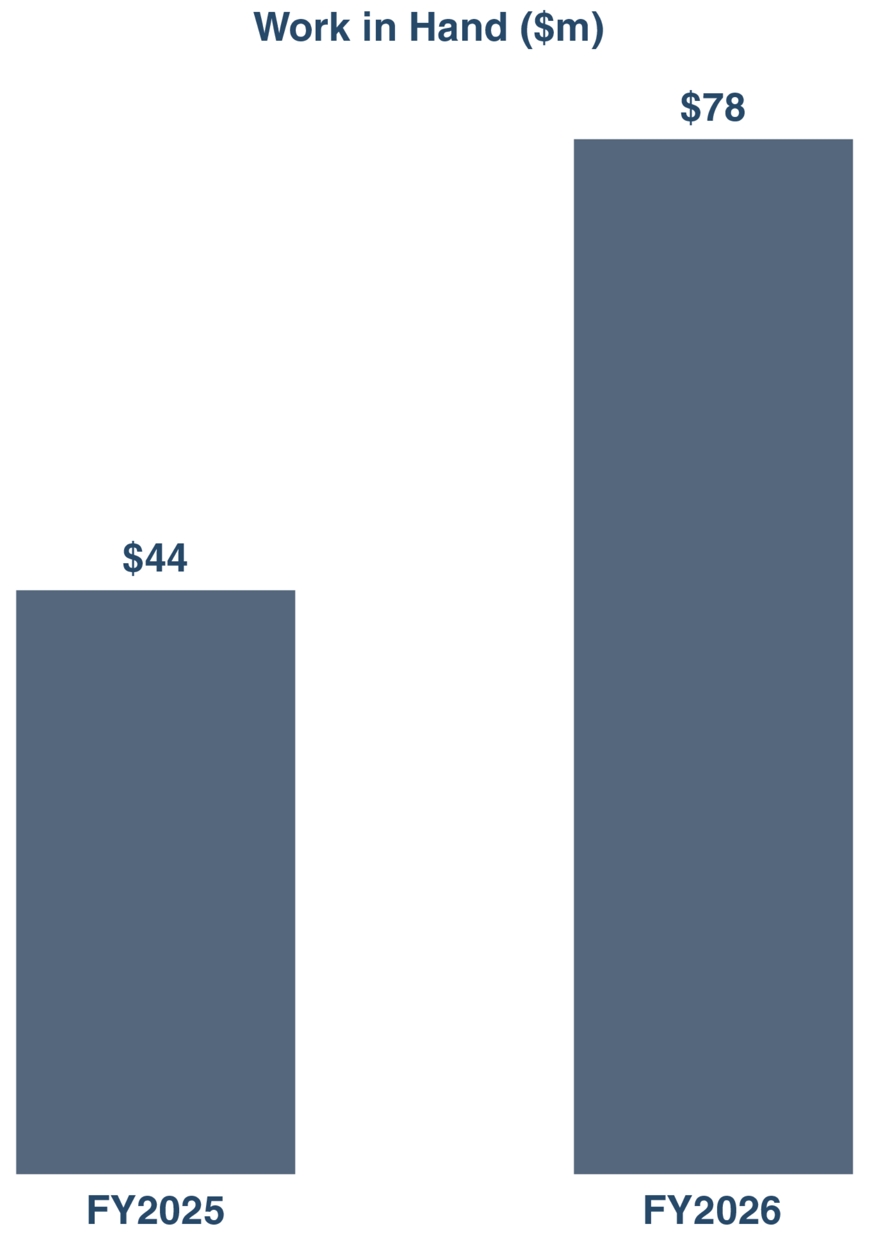
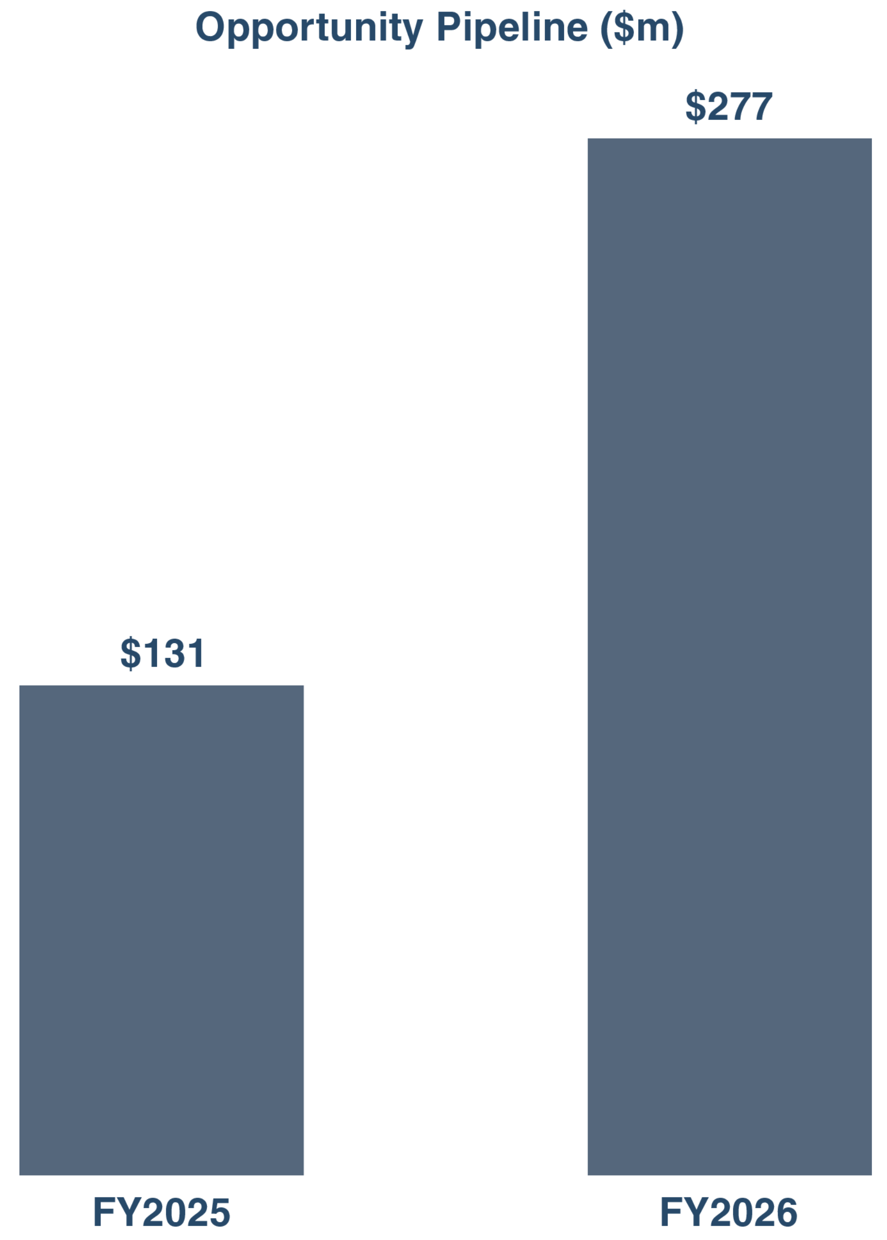
Order Book & Pipeline

Revenue visibility, contracted work and opportunity pipeline

$78m
Work in Hand
12 month lookahead
As at 30 June 2026

$277m
Opportunity Pipeline
Tender win rate = 34%
As at 30 June 2026





Work in Hand

- Work in Hand on a forward 12 month lookahead basis increased by 77% from $44 million at 30 June 2025 to $78 million at 30 June 2026.
- Strong growth the result of the acquisition of Alliance Automation and the leveraging of cross sell opportunities between the groups.

Opportunity Pipeline

- Opportunity Pipeline increased by 111% from $131 million at 30 June 2025 to $277 million at 30 June 2026.
- The strong increase is a result of leveraging combined group capabilities and jointly developing proposals for clients in-common.
- Verbrec reports only opportunities with an active and submitted proposal with it's clients in the opportunity pipeline.

Prospects Pipeline

- Prospects and leads are tracked internally, but not reported on.

FY2027 Guidance

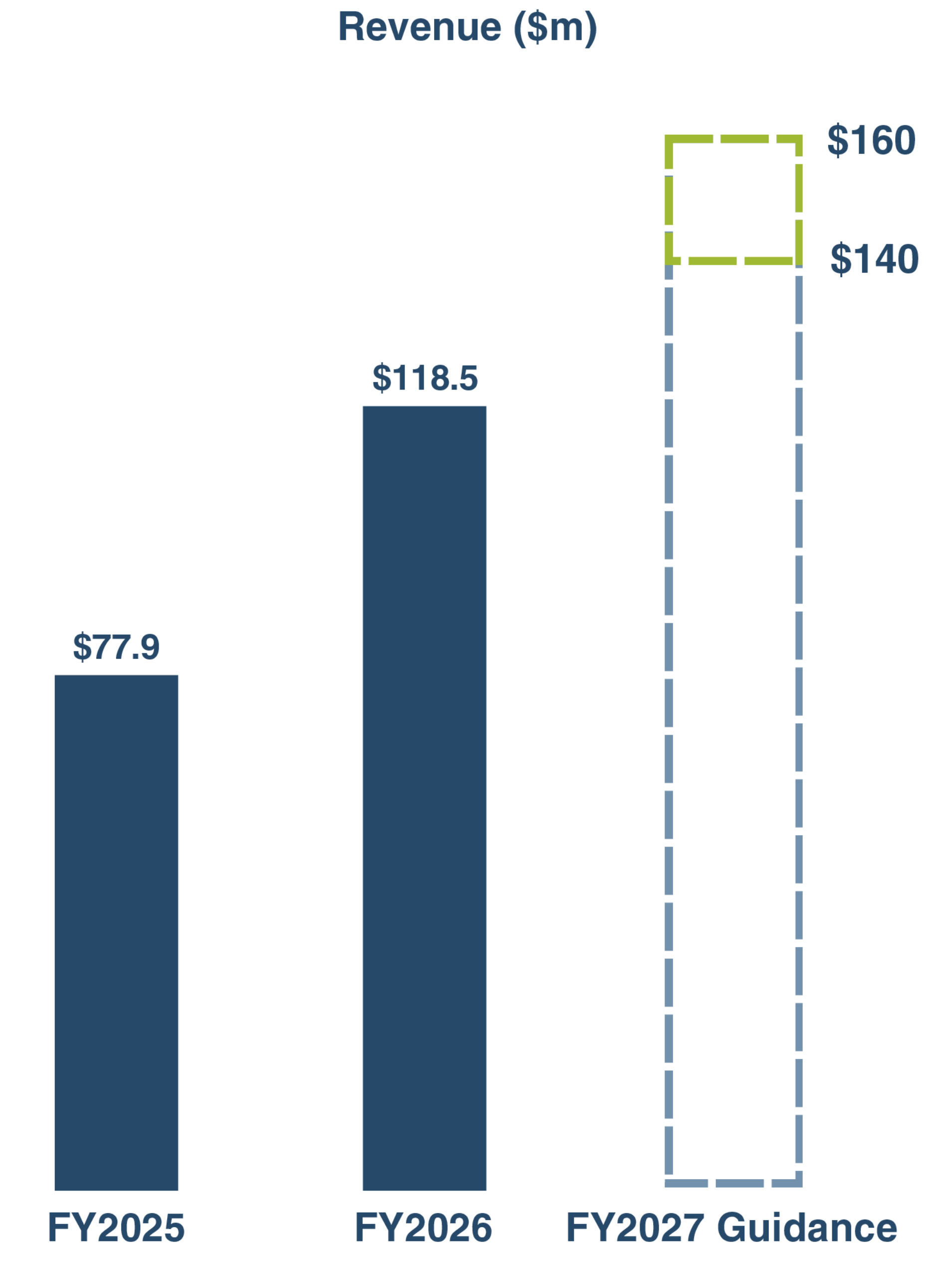
Revenue visibility, contracted work and opportunity pipeline

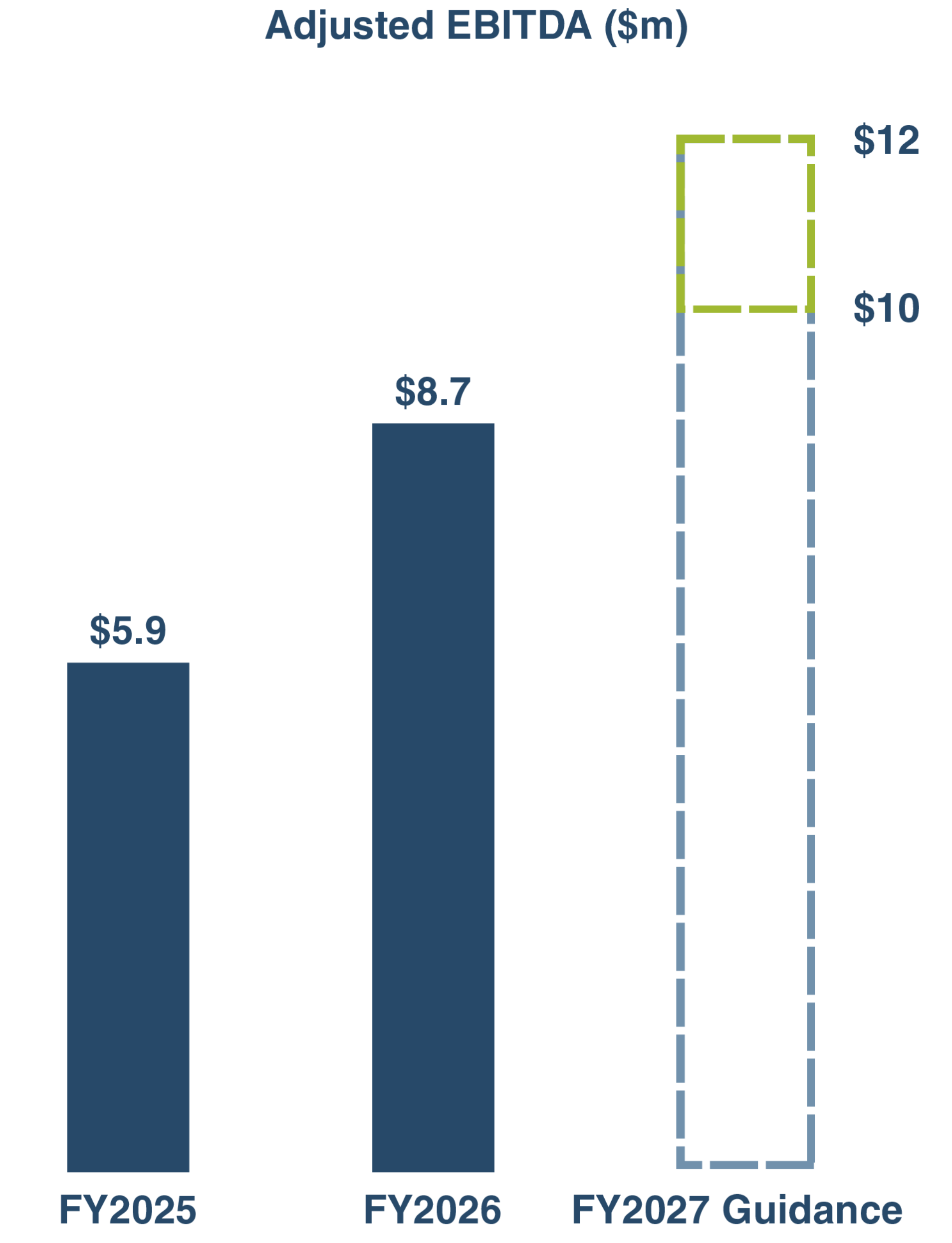
$140m - $160m

Revenue Guidance
FY2027
Continuing Operations

$10m - $12m

Adjusted EBITDA Guidance
FY2027
Continuing Operations





FY2026 Guidance Met

The Company met its guidance expectations for the full year ended 2026 producing $118.5 million revenue (guided $110m - $120m) and $8.7m EBITDA (guided $8m - $10m).

FY2027 Revenue Guidance

- The Company expects revenues in FY2027 of $140 million to $160 million.
- This implies 39% compounded growth from FY2025 to FY2027.
- The growth will be a result of a full year contribution from Alliance Automation and improvements to cross selling of services to common clients.

FY2027 EBITDA Guidance

- The Company expects Adjusted EBITDA in FY2027 of between $10 million and $12 million.
- At the mid-point of guidance, this implies compounded growth of 35% from FY2025 to FY2027.
- The growth will be a result of additional revenues across a less variable overheads base and margin improvements from synergies and integration activities.

Market Tailwinds

Australia's energy security, energy transition and digital transformation trend creates a multi-decade engineering services opportunity

01

Energy Security & Sovereignty

- Energy sovereignty priority for Australia
- Beetaloo Basin development a high priority area for Verbrec
- Gas pipeline investment as energy mix evolves
- Engineering and EPC contracts for new gas infrastructure

02

Electrification & Energy Storage

- Grid upgrades at unprecedented scale nationally
- AEMO predicts East Coast Australia energy shortage by 2029
- Data centre development likely to require mix of traditional and renewable energy and battery storage

03

Smart Mining and Critical Minerals

- Automation & Control Systems, Instrumentation, Artificial Intelligence to optimise mining assets & supply chains
- Long term asset maintenance support to boost efficiencies and product yield
- Materials handling and stockpile audits to enhance productivity and increase materials yield
- Slurry pipeline solutions for transportation of metals and magnetite.

04

Water, Desalination and Wastewater

- Verbrec and Alliance Automation have relationships with majority of water authorities in Australia
- Opportunity to move up the value chain. Traditionally support electrical, instrumentation and control
- Critical infrastructure owners seeking to modernise and secure assets.

Recurring

Revenues from 2000KM of pipelines operated by Verbrec across Australia.

$36m

Energy contracts announced in July & August FY2027.

Cross-sell

Verbrec and Alliance Automation secure additional Olympic Dam services with combined capability.

Growing

Water accounted for 21% of FY2026 revenue. Expected to rise with rising infrastructure investment

Technological Overlay

Verbrec's technology businesses (Alliance Automation & StacksOn) are not standalone product businesses. We create competitive differentiation across the group by enabling digital outcomes that pure-play engineering firms cannot deliver. Technology drives margin premium and provides pathways to recurring revenues.

01

Industrial Automation & Machine Learning

- The capability the Alliance Automation acquisition was built to secure
- Completes the asset lifecycle, advisory through to automation, operations and asset management
- Anchors Verbrec's position in water, mining and manufacturing, diversifying away from energy
- Industry 4.0 demand driven by labour cost, safety and productivity pressure

02

Digital Twins & StacksOn

- Proven Verbrec IP
- Deployed at every BHP iron ore mine and port in WA
- Licensed software revenue with minimal carrying value on the balance sheet
- Global reseller agreement with Datamine extends reach without adding headcount
- Digital twin thinking now extends beyond stockyards into process and pipeline assets
- Demonstrates Verbrec can build and commercialise technology

03

Cyber Security for Operating Assets

- Mandated SOCI Act requirement.
- Verbrec can operate the critical infrastructure it secures.
- Securing of 24/7 support contracts
- Assessment work opens the door to remediation, monitoring and ongoing services
- Protects the assets underpinning Australia's critical infrastructure

04

Cloud, AI & Data Analytics

- Turns operational data our clients already own into decisions they can act on
- Recurring, higher-margin revenue that isn't tied to a capital cycle
- Alliance Automation's developing AI capability, applied across 700 people and a tier-one client base
- Positions Verbrec above the PLC layer. Advisory and analytics, not just integration
- Same clients, new spend. No new relationships required to sell

Acquisition

Alliance Automation acquired in December 2025 bringing new capability and geographic reach for Verbrec.

Deployed

Revenues from StacksOn with all BHP mines and ports under contract, extended an additional 3 years in 2026.

Growing

Cyber Security for Operating Assets a growing market for Verbrec and Alliance Automation.

Emerging

Capability for Verbrec to empower clients to make better decisions with their data.

Corporate Overview

verbrec

evolution engineered

Company Snapshot

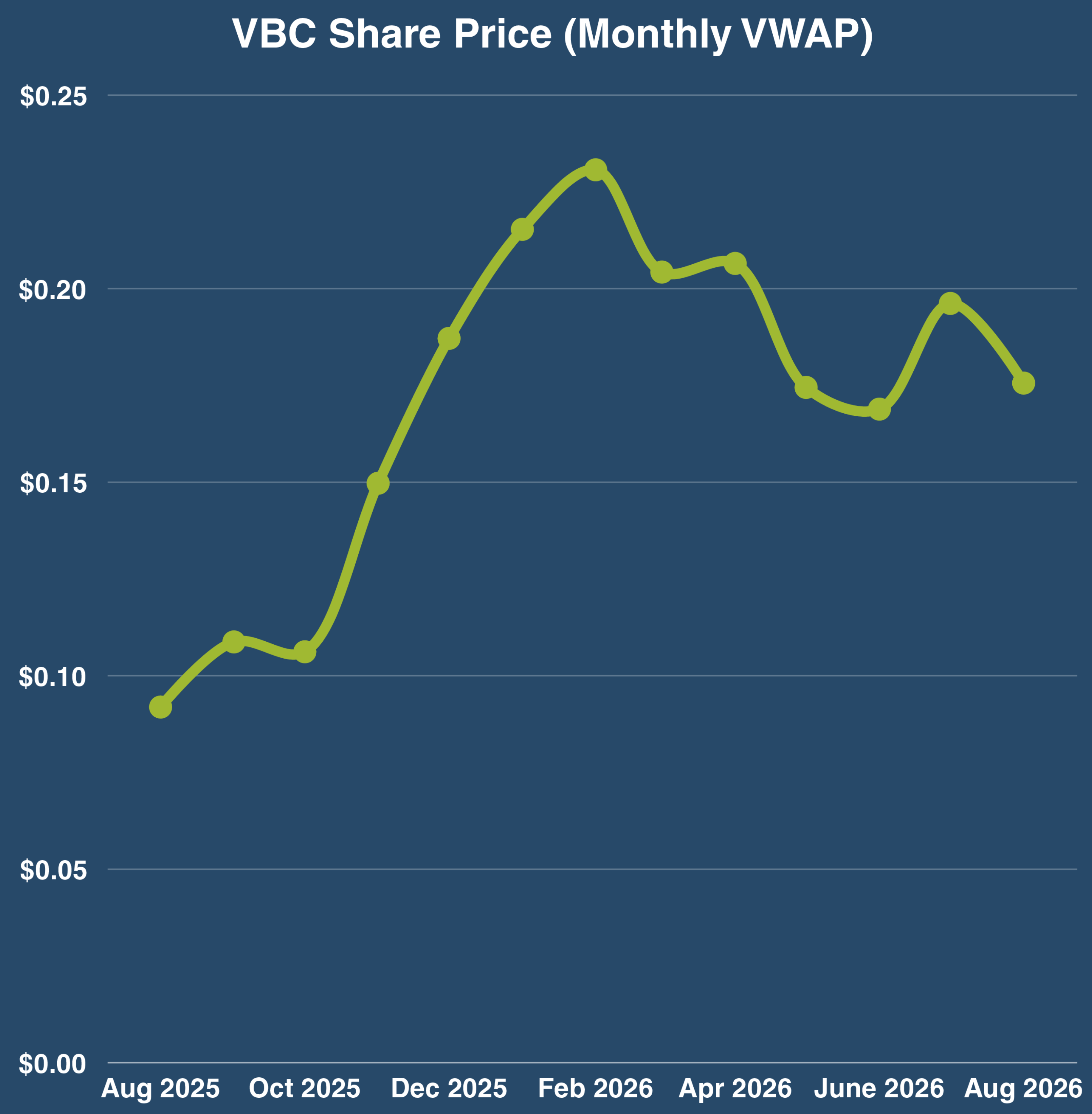
Strong cash position, disciplined allocation and annual dividend

Capital Structure

ASX Code	**VBC**
Shares on Issue	**306.2m**
Share Price (28 August 2026)	**$0.19**
Market Capitalisation	**$58.2m**
Cash & cash equivalents (incl. cash term deposits)	$20.2m
Current Borrowings	$1.6m
Non-Current Borrowings	$6.8m
Net Cash Position (incl. cash term deposits)	$11.7m
Enterprise Value (approx.)	**$46.5m**

Substantial Shareholders

Brian Patrick O'Sullivan	21.14%
Thorney Holdings Pty Ltd & TIGA Trading Pty Ltd	16.75%
Candyblossom Pty Ltd & Bloemhof Pty Ltd	13.20%
DMX Asset Management Ltd	6.15%
Total	**57.24%**
Top 20 Shareholders	**67.56%**



Capital Management & Alignment

Disclplined allocation, increasing dividend and owner-aligned management

01

Organic Growth

Reinvestment in people, capability and technology.
Invest in the growing, high-margin parts of the business to further expand profitability and capitalise on growth opportunities.

02

Synergies

Realise multi-year synergies, integration benefits and margin improvements across the group.

03

Acquisitions

Disciplined bolt-on acquisition strategy to expand capability, geographic expansion and technological overlay.
Strong balance sheet to fund value accretive acquisitions without material dilution.

04

Management Alignment

25.6% of shares on issue held by Board and executive team.
Insider alignment with incentives tied directly to shareholder value creation.

$58.2m

Market capitalisation

8 - 10%

Stated goal for EBITDA margin of group over time.

$11.7m

Net cash position (incuding term deposits) for reinvestment and dividends.

57.2%

of register held by top substantial holders.