



Attention: Company Announcements
Australian Securities Exchange Limited

20 October 2025

Dear Sir/Madam,

**SUBJECT: CHAIRMAN'S AND CEO'S ADDRESSES – 2025 ANNUAL GENERAL MEETING
("AGM")**

Please find enclosed copies of the Chairman's and CEO's addresses made at today's Globe International Limited AGM.

This release has been authorised by the Board of Globe International Limited.

Yours sincerely,

Samantha Cook

Samantha Cook
Company Secretary
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**GLOBE INTERNATIONAL LIMITED
ANNUAL GENERAL MEETING
MONDAY 20 OCTOBER 2025**

CHAIRMAN'S ADDRESS TO SHAREHOLDERS

Good Morning.

My name is Harry Hodge and on behalf of my fellow Directors, the CEO and the Management team, I welcome you to the Globe International Limited 2025 Annual General Meeting.

Globe International is proudly a “founder led” business. Based on our original guiding principles, Globe’s business mission is to stay true to our roots, remain hardcore and be adaptive in our evolving world.

Globe has a deep heritage through the industry as one of the pioneering businesses to merge the action sports culture of skate, surf and snow while using that foundational base to adapt and evolve over forty years of business to the multi-faceted company we are today, operating in the boardsports, workwear, outdoor and fashion streetwear markets.

As I said in my Chairman’s letter, we remain committed to growth and meeting the evolving needs of our customers, while maintaining our focus on profitability and delivering value to our shareholders.

In 2025 brand highlights included the growth of our global strategic brands, FXD, Salty Crew and Globe footwear.

Profitability of the business remained strong as a result of all three operational entities in Australia, North America and Europe contributing to group profitability.

As a result, we have announced a significant final dividend payout for the 2025 financial year returning \$8.2 million to shareholders.

This will mark our 10-year anniversary of paying a dividend every half year, translating into twenty consecutive dividends.

This achievement, in a difficult global consumer market, is a testament to the entire team’s expertise and passion for our brands, led by the Board of Directors, the CEO and a Management team that are aligned, emotionally invested, and have the business acumen to guide each of our brands to profitability.

Globe is one of the few companies in the action sports industry with active founders still committed to the company and helping to preserve the entrepreneurial culture of the company for the next generation of leaders.



I would like to thank my fellow directors, Peter and Stephen Hill, our CEO, Matt Hill, the Management team and each of our employees around the world for their dedication and commitment.

I would also like to acknowledge the support of our customers and shareholders and look forward to speaking with you at the AGM or on any other occasion when we meet.

I'll now hand over to our CEO, Matt Hill.

End address.



**GLOBE INTERNATIONAL LIMITED
ANNUAL GENERAL MEETING
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AGM 2025**

CEO'S ADDRESS TO SHAREHOLDERS

Good Morning.

2025 was another successful year for Globe International and our shareholders. Amidst a tumultuous year of geopolitical and economic uncertainty, Globe maintained strong financial stability, progressed our key strategies for the growth of our core brands, and most importantly continued strong returns to our shareholders.

To that end, the company posted revenue of \$205.4M and EBIT of \$14.6M which supported issuing fully franked dividend totalling \$0.20 per share for the 2025 financial year.

In addition, our brand mix was further refined as we look to focus on our global core brands as well as fresh emerging brands, while proactively culling non-strategic brands in the portfolio. In 2025 we discontinued several non-strategic brands while focusing on and achieving growth in our core brands of FXD, Salty Crew and Globe footwear.

All three regions contributed positively to our bottom line. Australia continued to be our strongest performer despite facing a tougher retail environment and reduced revenue due to the discontinuation of certain brands. North America performed well despite the challenges of the new tariff charges on imported goods into the USA. Management moved swiftly in North America to address the negative impact of the tariffs which were felt in the last quarter of FY25 and are expected to impact the first half of FY26. It is anticipated that the proactive efforts made by Management will mean the negative impact of tariffs on margins will be fully mitigated by the second half of FY26. Finally, Europe again posted a profitable year while completing the operational overhaul required in the region, setting the foundation for further growth in FY26.

Brand highlights for FY25 included the growth of FXD, Salty Crew and Globe footwear as well as progress in emerging brands X/DMG workwear and Szade eyewear and the launch of two new brands, S/Double clothing and Ritual Vision eyewear.

In short, we delivered in a year that saw immense global change and uncertainty. We stayed on track to execute on our brand strategies and implement necessary regional changes, all while maintaining financial stability and delivering solid financial returns to shareholders.

Looking ahead, following a first quarter of trade that saw revenue growth and a profitable quarter, we expect downward pressure on margins in the first half of the current financial year and then a return to growth in margins in the second half of the financial year. During



the year we expect to continue growing our global core brands and to improve profitability and revenue of those brands around the World. In addition, we will continue to invest in our newer emerging brands.

Globe now has a 40-year track record for successfully developing brands. Over our many years of operation, we continue to move with the changing markets to maintain a portfolio of relevant and lucrative brands, while delivering shareholder returns. This is a record we look forward to continuing to expand upon in the coming decade.

Finally, as always, I am grateful for the efforts of our global teams and proud of the commitment, hard work and creativity of our team. I would like to thank the Board for their support and of course the shareholders. Thank you for your continued support of Globe International Limited and belief in our brands and the future potential of the Company.