

CHAIRMAN'S ADDRESS & MANAGING DIRECTOR'S PRESENTATION TO 2025 ANNUAL GENERAL MEETING

Good morning ladies and gentlemen.

My name is Simon High, Chairman of GenusPlus Group. On behalf of the Company's Board, I'd like to welcome you to our 2025 Annual General Meeting.

Introduction of the Board and Others

Ladies and gentlemen, I'm satisfied a quorum is present and so I declare the meeting open. I propose to take the Notice of Meeting as read. I'd now like to introduce my fellow Directors.

Here with me today are:

- Genus Managing Director & CEO, Mr David Riches.
- Our Non-Executive Director Mr Paul Gavazzi.
- Our Non-Executive Director, Mr José Martins.
- I'd also like to welcome Tony Narvaez to this AGM. As covered in our most recent ASX announcement Tony will be joining the Genus Board effective from tomorrow, the 21st November. Tony has extensive leadership in energy and infrastructure across Australia and overseas. His experience in renewable energy and major infrastructure delivery aligns directly with our strategic priorities, adds additional skills to our current board and will strengthen our ability to create long-term value for shareholders and stakeholders. I very much look forward to Tony joining and participating in the board.
- I am joined by our Chief Financial Officer & Joint Company Secretary, Mr Damian Wright; and General Counsel & Joint Company Secretary, Mr Strati Gregoriadis.
- Also present today are Brent Steedman and Jade Brockett from Grant Thornton, the Company's Auditors.

Meeting Format

As you will be aware from the Notice of Meeting, there are some items of business to be discussed when we move into the formal part of the meeting.



Resolutions include:

1. Adoption of the Company's 2025 Remuneration Report;
2. The re-election of Mr Simon High as a Director; and
3. Approval to issue Contingent Consideration Shares to Mr David Riches & Mr Matthew Riches (or their nominee) under the Partum transaction.

Before we move to this formal part of the meeting, I'll make some comments about our record performance over the last financial year; and update you on the Company's strategic direction and outlook.

While votes are collated for each resolution, David Riches will present further detail on the Company's strategic priorities; as well as an overview of some current business activities. We will then be happy to take any questions that shareholders may have.

Chairman's Remarks

[Opening]

Good morning everyone, and thank you once again for joining us today at our Annual General Meeting for 2025.

It's a pleasure to be here with you today, reflecting on what has been a truly remarkable year for our company. I'd like to begin by acknowledging the dedication of our people, the trust of our shareholders, and the strength of our partnerships - all of which have been instrumental in driving our success.

[Strength & Resilience]

This year, Genus has demonstrated the power of a strong, diversified and resilient foundation that has been many years in the making. We've delivered record financial results, driven by increased activity across all segments of our business. Our Total Share Holder Return (TSR) over the 12 month reporting period was 101%, which is exceptional by any measure. Our cash position at year-end reached an unprecedented \$161 million, up nearly 60% from last year - and our net cash rose to \$113.5 million, a 47% increase. These aren't just numbers - they represent the fruits of a lot of hard work by Dave Riches and his team and provide a further solid foundation from which we can continue to grow, invest, pay a dividend and have confidence in our long-term future.



[Momentum & Growth]

Our momentum created this year is real and measurable. Revenue climbed to \$751 million, a 36% increase. Normalised EBITDA rose 49% to \$67.4 million, and NPAT surged 84% to \$35.4 million. These results reflect solid performances across all segments of our business and the successful delivery of landmark projects. Genus in conjunction with various Joint Venture partnerships, have been shortlisted for a number of significant Transmission infrastructure projects including Gippsland Offshore Wind Transmission Project, Western Renewables Link, New England Renewable Energy Zone (REZ) and Hunter Transmission Project totaling circa \$10 billion.

Our East Coast operations now contribute 42% of group revenue - a testament to our strategic expansion in renewable infrastructure. With a robust pipeline of transmission and renewables projects, we're well-positioned to continue this growth and expect our East Coast operations to be in excess of 50% of group revenue during the 2025/26 financial year.

[Strategy & Scale]

Our strategy remains clear: build a comprehensive, coast-to-coast service offering across Infrastructure, Energy & Engineering, and Services. We've proven that scale doesn't have to compromise agility. Genus continues to deliver complex, multi-region infrastructure projects with speed, precision, and innovation.

Over the past year, we've made strategic acquisitions that enhance our end-to-end capabilities - from in-house engineering and communications to rail infrastructure and vegetation management. These moves strengthen our control over delivery and reinforce our mission to build a truly integrated, nationally-scaled business.

[Key Projects & Wins]

We're proud to be involved in some of the major projects that are fundamental in achieving the "Re-wiring the Nation" renewable energy strategy.. This year, we secured major contracts including:

- TasNetworks' NWTD Stage 1 in Tasmania – a key part of the transformative Project Marinus.
- A \$270 million contract with Western Power for the Clean Energy Link North Project.
- A \$140 million upgrade project with Ausgrid in NSW.

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📍 Level 1, 63-69 Abernethy Road, Belmont WA 6104
www.genus.com.au

- A \$130 million contract with nbn® Australia for WA's FTTN network upgrade.

After year-end, we were awarded additional work on the Clean Energy Link – North and Pilbara Decarbonisation Projects for Western Power and Fortescue, respectively. We also expanded our Battery Energy Storage System portfolio with projects at Merredin in WA for Atmos Renewables and Reeves Plains for Alinta Energy in South Australia, further supporting Australia's energy transition.

[Shareholder Value & Safety]

We remain committed to delivering value to our shareholders. The Board has declared a fully franked final dividend of 3.6 cents per share, up from 2.5 cents last year, whilst still maintaining a strong balance sheet to support our continued growth strategy.

Safety of course continues to be a core focus. Our TRIFR stands at 3.1, reflecting ongoing improvements and a strong safety culture. With well over 1,600 employees, including 100 apprentices and graduates, we're investing in the future of our workforce and fostering an inclusive, supportive environment.

[Looking Ahead]

FY2025 set a new benchmark for our Group, we have had a strong start to the financial year and are tracking towards the upper end of the forecast previously provided in the Financial Results Release for FY2025 of 20- 25% growth in EBITDA in FY2026.

[Closing]

I want to thank each and every member of the GenusPlus team for their hard work, commitment and dedication throughout the year. Additionally, to our shareholders - thank you for your continued support and belief in our vision.

With that, we will now move to the formal business items.





2025 ANNUAL GENERAL MEETING

20 November 2025

Grant Thornton
Level 43
152-158 St Georges Terrace
Perth, Western Australia



**CONNECTING
THE FUTURE**

MEETING AGENDA



1. Welcome & Introduction
2. Chairman's Address
3. Formal Business
4. Managing Director's Presentation
5. Results of Poll
6. Closing



ITEMS OF BUSINESS

- 1. Financial Statements & Reports**
- 2. Resolution 1** – Adoption of the Renumeration Report
- 3. Resolution 2** – Re-election of Director – Simon High
- 4. Resolution 3** – Approval to issue Contingent Consideration Shares to Mr David Riches and Mr Matthew Riches (or their nominee) under the Partum Transaction



Resolution 1:

Remuneration Report

To consider and, if thought fit, to pass with or without amendment, as a non-binding ordinary resolution the following:

'That, the Remuneration Report be adopted by Shareholders, on the terms and conditions in the Explanatory Memorandum.'

Resolution 1	For	Open¹	Against	Abstain
Remuneration Report (Non-Binding)	34,853,973 97.2%	148,423 0.4%	866,896 2.4%	429 -

Note: Open votes in favour of the Chairman will be voted in favour of the resolution.

Resolution 2:

Re-election of Director – Simon High

To consider and, if thought fit, to pass with or without amendment, as an ordinary resolution the following: 'That, Simon High, who retires in accordance with Rule 6.1(f) of the Constitution, Listing Rule 14.4 and for all other purposes, retires and, being eligible and offering himself for re-election, is re-elected as a Director, on the terms and conditions in the Explanatory Memorandum.

Resolution 2	For	Open	Against	Abstain
Re-election of Mr Simon High	30,316,991	150,398	5,598,399	8,100
	84.1%	0.4%	15.5%	-



Mr Simon High

Simon High is the Non-Executive Chairman of the Group. Simon is a qualified Civil Engineer, Fellow of the Institute of Engineers Australia and Fellow of the Australian Institute of Company Directors. Simon has over 45 years' experience globally in the Oil & Gas, Mining and Industrial Infrastructure industries. Simon held Senior Executive roles with Kvaerner Oil & Gas, United Construction, Clough Ltd., Southern Cross Electrical Engineers and Ausgroup Ltd.

Note: Open votes in favour of the Chairman will be voted in favour of the resolution.

Resolution 3:

Approval to issue Contingent Consideration Shares.

To consider and, if thought fit, to pass with or without amendment, as an ordinary resolution the following: 'That, for the purposes of Listing Rule 10.11 and for all other purposes, Shareholders approve the issue of up to 357,277 Contingent Consideration Shares at a deemed issue price of \$5.0381 each per Contingent Consideration Share to Mr David Riches and Mr Matthew Riches (or their nominee) jointly in satisfaction of the contingent component of consideration payable by the Company to Mr David Riches and Mr Matthew Riches as (amongst others) vendors under the Partum Transaction, on the terms and conditions set out in the Explanatory Memorandum.'

Resolution 3	For	Open	Against	Abstain
Approval to issue Contingent Consideration Shares	35,862,767	174,396	32,271	4,454
	99.4%	0.5%	0.1%	-

Note: Open votes in favour of the Chairman will be voted in favour of the resolution.



MANAGING DIRECTOR'S PRESENTATION

2025 Annual General Meeting
20 November 2025



CONNECTING
THE FUTURE

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SEGMENTS & GROUP SNAPSHOT



GENUSPLUS GROUP

Consolidated Revenue FY25
\$751.3m

Up 36% on PCP

GenusPlus Group is a specialist infrastructure and services provider operating across Australia. With years of practical experience, we design, build and maintain infrastructure networks across energy, communications and rail.



INFRASTRUCTURE

Segment Revenue FY25
\$415.6m

Up 30% on PCP

Bringing together industry-leading expertise and sector experience, we deliver comprehensive services across the entire infrastructure lifecycle. From planning, design, and construction to testing, maintenance, and decommissioning, we provide reliable, future-ready solutions tailored to the evolving needs of infrastructure networks.



ENERGY & ENGINEERING

Formerly Industrial Services
Segment Revenue FY25
\$234.5m

Up 54% on PCP

We deliver end-to-end Engineering, Procurement, and Construction (EPC) solutions, offering a comprehensive range of in-house design capabilities across communications and energy assets. Our expertise spans from concept and design through to construction and commissioning—ensuring seamless integration, efficiency, and quality in every phase.



SERVICES

Formerly Communications
Segment Revenue FY25
\$123.2m

Up 38% on PCP

From constructing state-of-the-art communication networks to asset management on utilities and upgrading existing power infrastructure, our solutions span the asset lifecycle; from feasibility, engineering, design, site acquisition, logistics, procurement, construction, and integration to vegetation management, operations and maintenance.

HIGHLIGHTS



Genus are proud to report a record-breaking year, achieving exceptionally strong growth across all areas of the business.

→ **Infrastructure**

Awarded 3 contracts as part of Fortescue's decarbonisation plan in Western Australia

→ **Infrastructure**

Awarded further additional works for Western Power's Clean Energy Link – North project awarded in January 2025

→ **Energy & Engineering**

Awarded contract to complete the delivery of Alinta Energy's Wagerup Battery Project in South-West WA

→ **Infrastructure**

The acquisition of MGC provides an entry into the high-growth rail sector, enabling Genus to deliver asset-critical services. This addition enhances and aligns closely with our current Infrastructure Segment.

→ **Energy & Engineering**

Acquired Partum Engineering and CommTel Network Solutions into the segment to provide a diversified Energy & Engineering segment

→ **Services**

Integration of Geopage and Classic Tree Services is underway, with Environmental Services now a strategic service offering within the group.



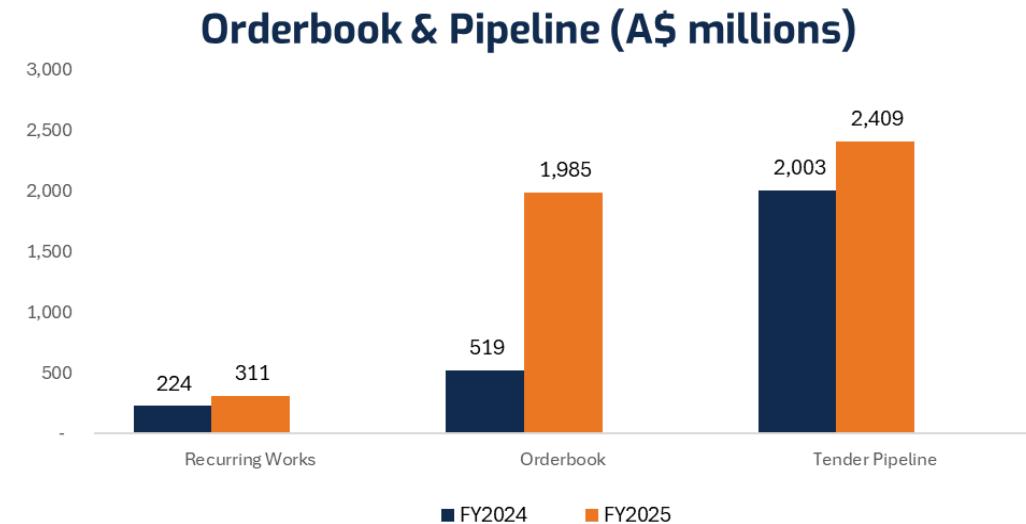
OUTLOOK



FY2026

- Genus has had a strong start to the financial year and is tracking towards the upper end of the forecast previously provided in the Financial Results Release for FY2025 of 20- 25% growth in EBITDA in FY2026.
- Genus in conjunction with various Joint Venture partnerships, have been shortlisted for a number of significant Transmission infrastructure projects including Gippsland Offshore Wind Transmission Project, Western Renewables Link, New England Renewable Energy Zone (REZ) and Hunter Transmission Project totaling circa \$10 billion.
- With a record **orderbook*** of **\$2.0 billion** (excluding recurring revenue), this provides a solid base to support the guided earnings growth in FY2026, **Recurring revenue** in FY2025 of \$311 million up 39%** and forecast to **grow at circa 20%** in FY2026.
- Genus continues to see significant opportunities and are well placed to capitalise on the transition of energy networks and the decarbonisation of the Australian energy industry.
- **Well positioned for organic growth and targeted strategic acquisitions,** focused on expanding our delivery capabilities.

Orderbook & Pipeline (A\$ millions)



INFRASTRUCTURE



THE ENERGY TRANSITION IS GAINING MOMENTUM

- The momentum of new energy projects connecting to the National Electricity Market (NEM) continues to build.
- In the September 2025 Quarter 8 projects (1.8 GW) received application approval, 10 projects (2.2 GW) were registered, and 6 projects (1.6 GW) reached full output across the NEM.
- The projected 10,000km of transmission projects by 2050 are projected to reduce costs for consumers by delivering benefits that would recoup their \$16 billion investment costs, save consumers a further \$18.5 billion in avoided costs, and deliver emissions reductions valued at \$3.3 billion.

 **Storage capacity to increase significantly**

Batteries, virtual power plants, pumped hydro



 **Grid-scale wind and solar to increase 7-fold**



 **Distributed solar PV to increase 4-fold**

Rooftop solar, other distributed solar



 **Electricity consumption from the grid to nearly double**



 **Gas-powered generation to increase**

While current mid-merit plants will all retire within that period



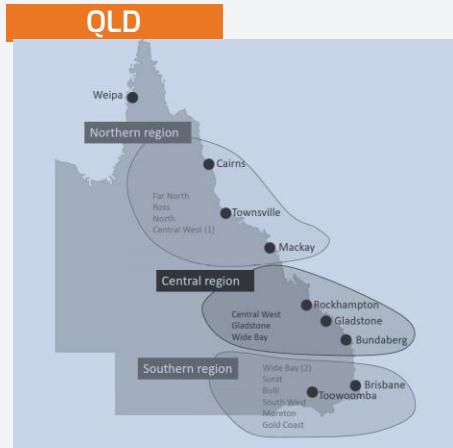
 **Coal generation to be withdrawn**

Capacity to be retired by:

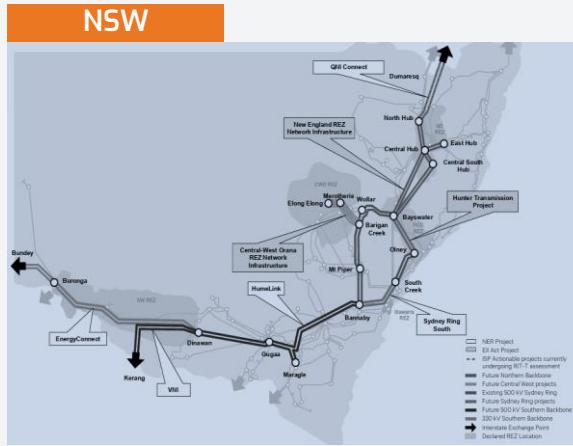


AUSTRALIA'S ENERGY NETWORKS ARE EVOLVING.

WE'RE READY.



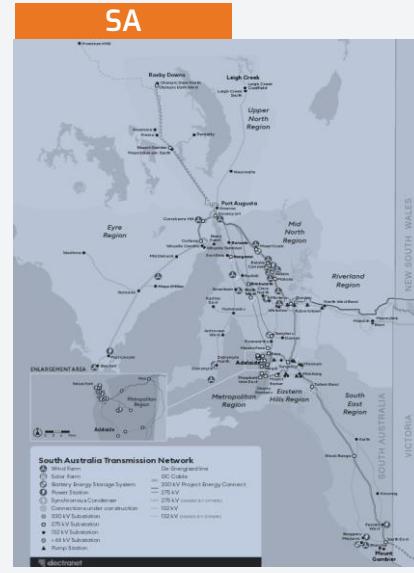
Source: PowerLink Annual Planning Report - 2025



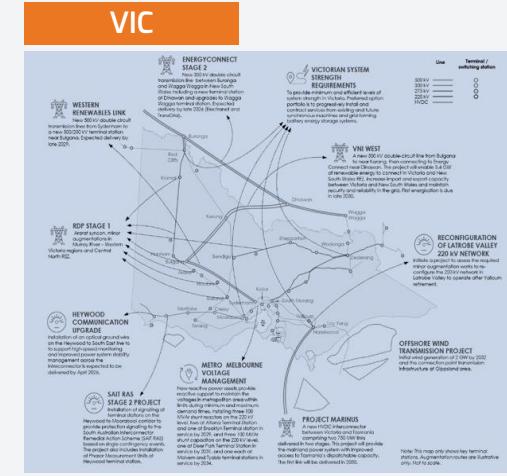
Source: Major Network Developments, Transgrid. Transmission Annual Planning Report - 2025



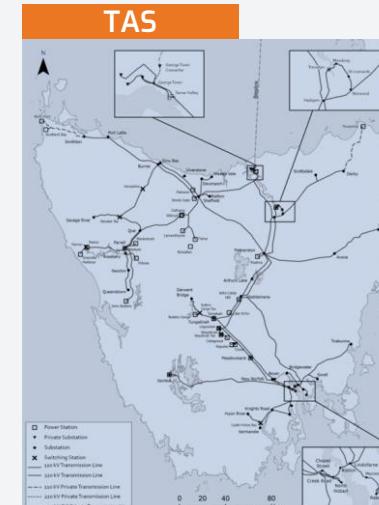
Source: SWIS Development Assessment



Source: ElectraNet. 2025 Transmission Annual Planning Report (TAPR).



Source: AEMO. Victorian Annual Planning Report 2025



Source: TasNetworks, Annual Planning Report 2025

 GENUS

ENERGY & ENGINEERING



Capitalising on Market Growth:

Leveraging the rapid expansion of the energy sector by aligning our capabilities and resources to meet increasing demand. Through targeted investment and strategic workforce expansion, we are strengthening our position as a leading provider of EPC, engineering services, remote monitoring solutions, and operations & maintenance in the Utility and energy market.



Strong Client Partnerships & Value Creation:

By building strong relationships and consistently delivering value, we are proud to work with a growing number of return clients. Leveraging our capabilities across EPC, engineering services, remote monitoring, and operations & maintenance, we continue to support our clients beyond project delivery.

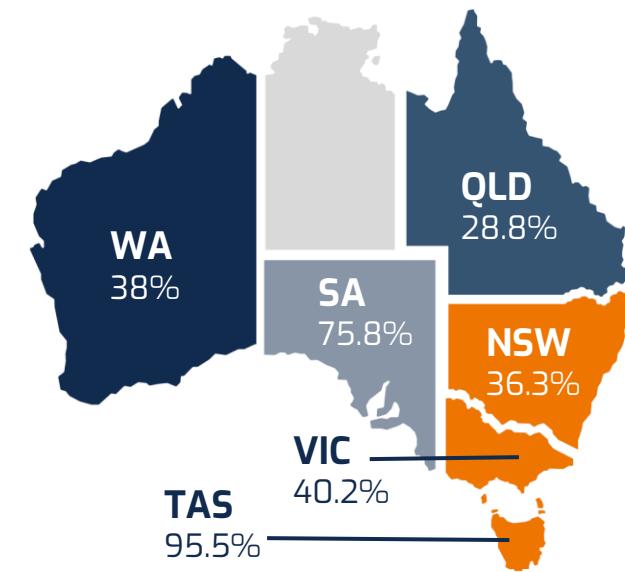


Proven Execution & Long-Term Value:

With proven execution and a focus on long-term value, we have built strong relationships with return clients who trust us to deliver. Combining EPC expertise with engineering, remote monitoring, and operations & maintenance, we provide lifecycle support that ensures performance, reliability, and sustainable outcomes, strengthening our position as a trusted partner in the renewable energy market.

Renewable energy penetration by state as proportion of generation

National
40%



Source: Clean Energy Australia Report 2025

SERVICES



- Genus PFA's strong capabilities in asset inspection and management continue to grow with strategically targeted expansion across the country, leveraging our National footprint.
- Genus Environmental are targeting national expansion through our existing customer network .
- Continued growth in Wireless construction for 5G with 6G development underway.
- Expansion of Black Spot and Emergency Wireless construction to meet population growth and increasing data consumption demands.
- Increased demand for network maintenance following completion of NBN construction and increased Wireless network coverage.





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