FY26 FINANCIAL RESULTS

MADER GROUP LIMITED | 25 AUGUST 2026

MADER

WHO WE ARE

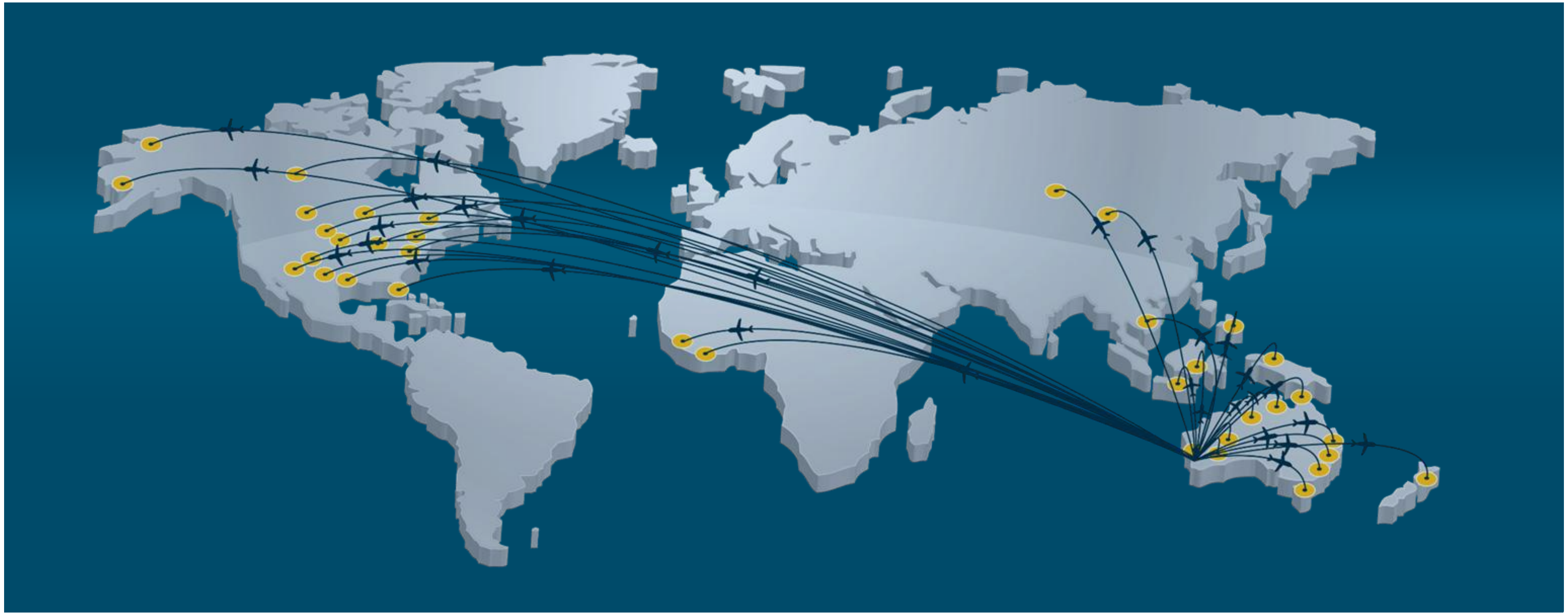
HEAVY MOBILE EQUIPMENT

FIXED INFRASTRUCTURE

POWER GENERATION & MARINE

TRANSPORT & LOGISTICS

ENERGY SECTOR



GLOBAL WORKFORCE
4,500+
SKILLED EMPLOYEES

SERVICE VEHICLES
2,000+
WORLDWIDE

WIDE NETWORK
685+
LOCATIONS

SUPPORTED
520+
CUSTOMERS

OPERATED IN
10
COUNTRIES

THE MADER JOURNEY SO FAR

MADER

2005 MADER LAUNCHED 1 MAN, 1 UTE

2015 ENTERED QLD

2017 INFRASTRUCTURE MAINTENANCE DIVISION LAUNCHED

2018 REACHED 1,000+ EMPLOYEES

ENTERED SA, NT & NSW

ENTERED USA

2019 LISTED ON ASX

2021 TRADE UP PROGRAM LAUNCHED

2021 RAIL SERVICES DIVISION LAUNCHED

2021 ENTERED CANADA

LAUNCHED MADER ENERGY

GLOBAL PATHWAYS INTRODUCED

2022 COMMISSIONED MADER MAINTENANCE CENTRE

INTRODUCED TOOLS FOR LIFE PROGRAM

2024 REACHED 3,200+ EMPLOYEES

EXPANDED INDUSTRY VERTICALS

2025 CELEBRATING 20 YEARS OF OPERATIONS

RE-ENTERED AFRICA

2026 ENTERED NEW ZEALAND

EXCEEDED 4,500+ EMPLOYEES

2026 **$1 BILLION REVENUE**

NB: Not to scale

Mader was founded in 2005 by Executive Chairman, Luke Mader. Identifying an underserviced niche in the industry, Luke started providing flexible maintenance solutions to customers with only a ute, some tools and a vision.

4,500+ EMPLOYEES

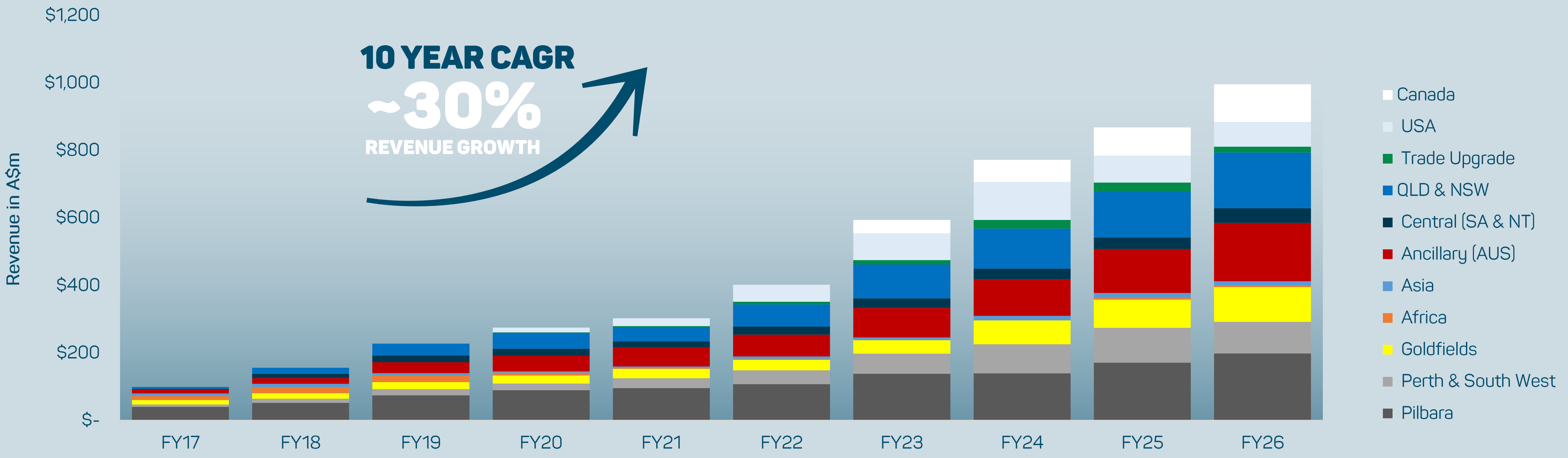
2,000+ VEHICLES

685+ LOCATIONS

520+ CUSTOMERS

10 COUNTRIES

ORGANIC GROWTH



DIVERSIFIED ACROSS MULTIPLE INDUSTRIES

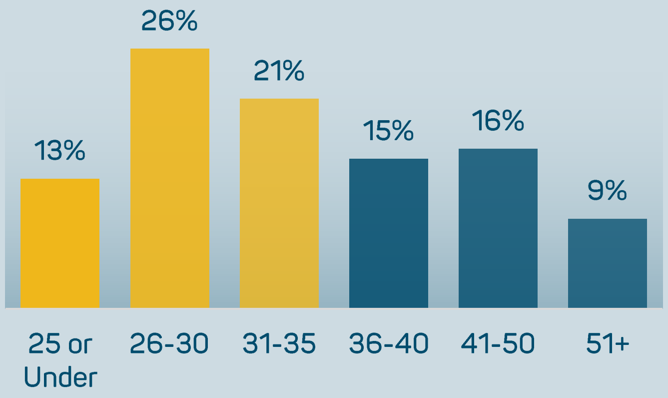
LAUNCHED FULLY ORGANIC START UPS IN NEW MARKETS

BROADENED SUITE OF TRADES

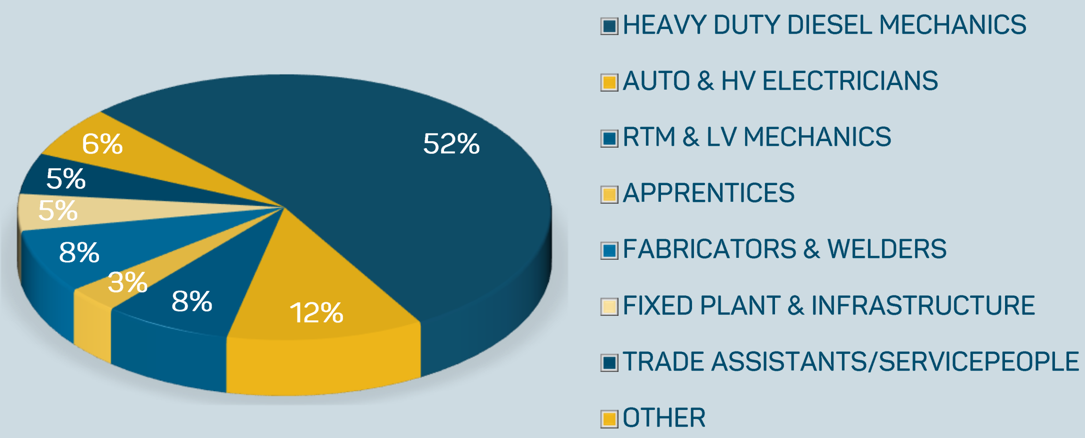
10 YEAR COMPOUNDING ANNUAL REVENUE GROWTH OF 30%

SPECIALISED WORKFORCE

AGE OF WORKFORCE



4,500+ EMPLOYEES WORLDWIDE



AWARD RECOGNITION

WA BUSINESS OF THE YEAR
2025 WINNER
WA BUSINESS AWARDS

EMPLOYER OF THE YEAR
2025 WINNER
WA BUSINESS AWARDS

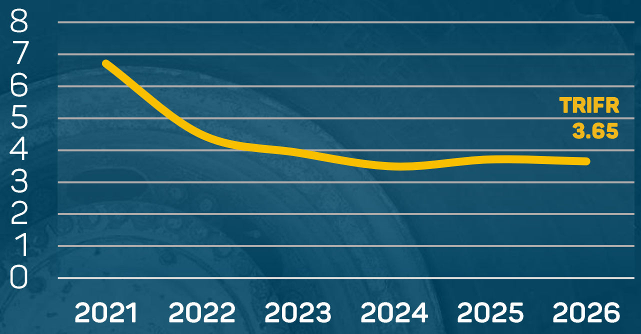
GEARED FOR SAFETY

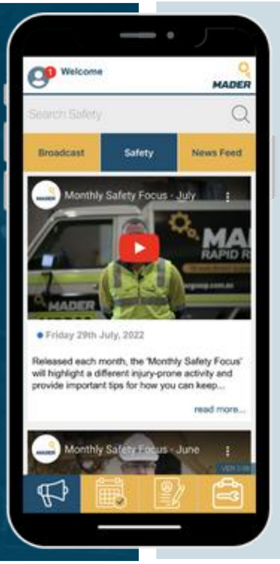
GEARED FOR SAFETY

"Safety remains a cornerstone of everything we do. Our continued investment in *Geared for Safety* strengthens our performance and drives improvement throughout the Group."

Justin Nuich
Executive Director and CEO

INJURY FREQUENCY RATES



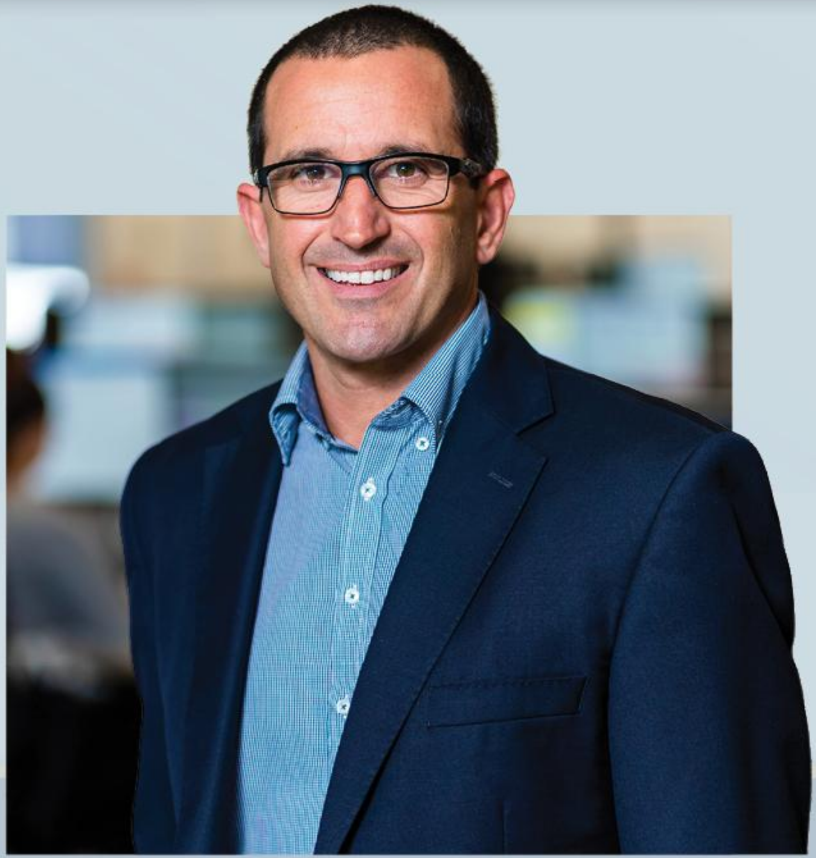


AT MADER, SAFETY ISN'T A CHOICE; IT'S PART OF OUR DNA AND INGRAINED IN OUR CULTURE. IT'S A SHARED RESPONSIBILITY THAT EXTENDS TO OUR PEOPLE, CUSTOMERS AND LEADERSHIP TEAM.

TOGETHER, WE ARE GEARED FOR SAFETY.

EXECUTIVE OVERVIEW

JUSTIN NUICH | EXECUTIVE DIRECTOR & CEO



FY26 HIGHLIGHTS

MADER

RECORD REVENUE
$1,001.1M UP 15% FROM $872.2M PCP

SOLID MARGINS
NPAT OF $65.4M AT 6.5%, UP 15% VS PCP OF $57.1M AT 6.6%

BALANCE SHEET STRENGTHENED
NET CASH AT $35.7M, UP FROM $8.3M NET DEBT PCP

NET HEADCOUNT GROWTH
INCREASED 600+ GLOBALLY

CUSTOMER DEMAND IMPROVING

NORTH AMERICA INCREASING GROWTH

DELIVERED 5 YEAR STRATEGIC PLAN

EXCEEDED FY26 GUIDANCE

FY26 SEGMENT HIGHLIGHTS

MADER

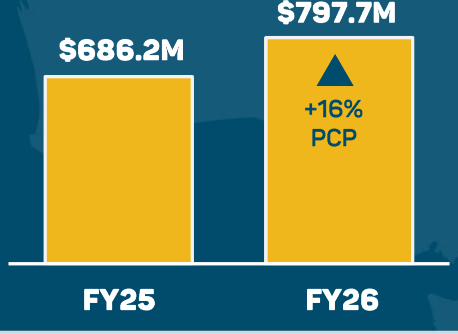
AUSTRALIA

REVENUE
16%
GROWTH VS PCP

ANCILLARY
37%
REVENUE GROWTH VS PCP

INFRASTRUCTURE
45%
REVENUE GROWTH VS PCP

REVENUE (A$)



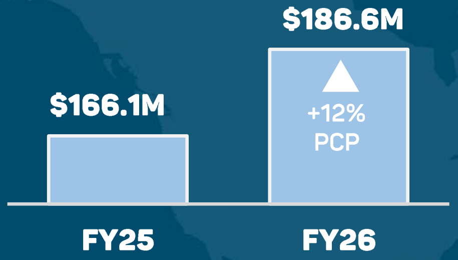
NORTH AMERICA

REVENUE
17%
GROWTH ON A CONSTANT CURRENCY BASIS

RECORD HEADCOUNT
660+
SUPPORTING OUR US & CANADIAN CUSTOMERS

GLOBAL MOBILITY
240+
HIGHLY-SKILLED TECHNICIANS DEPLOYED THIS FY

REVENUE (A$)



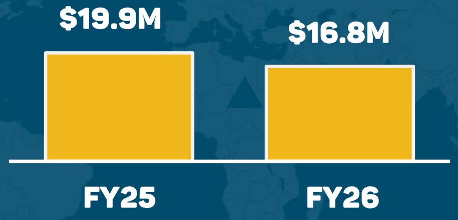
REST OF WORLD

REVENUE
$16.8M
REVENUE FOR FY26

COUNTRIES
7
ACTIVE IN AFRICA, ASIA & OCEANIA REGIONS IN FY26

GLOBAL MOBILITY
~50
HIGHLY-SKILLED TECHNICIANS DEPLOYED

REVENUE (A$)



FINANCIAL REVIEW

PAUL HEGARTY | CFO

FINANCIAL PERFORMANCE

MADER

A$'000	FY25	FY26
REVENUE	872,202	**1,001,140**
GROSS PROFIT	164,041	**195,651**
GROSS MARGIN	18.8%	**19.5%**
EBITDA	109,533	**120,718**
EBITDA MARGIN	12.5%	**12.1%**
EBIT	83,997	**95,016**
EBIT MARGIN	9.6%	**9.5%**
NPAT	57,147	**65,373**
NPAT MARGIN	6.6%	**6.5%**
EARNINGS PER SHARE (CENTS)	28.35	**32.18**
DIVIDENDS PER SHARE (CENTS)	8.80	**0.00**

HIGHLIGHTS

GROUP REVENUE GROWTH
15% VS PCP

EARNINGS GROWTH
14% VS PCP

IMPROVED EARNINGS PER SHARE
14% VS PCP

STABLE MARGIN PROFILE
0.6%
NPAT MARGIN DIFFERENTIAL OVER LAST 5 YEARS

FINANCIAL POSITION

MADER

A$'000	FY25	FY26
CASH & CASH EQUIVALENTS	24,263	39,499
TRADE & OTHER RECEIVABLES	165,006	184,777
PROPERTY, PLANT & EQUIPMENT	129,204	132,919
OTHER ASSETS	28,515	33,056
TOTAL ASSETS	346,988	390,251
TRADE & OTHER PAYABLES	72,270	89,824
TAX LIABILITIES	13,155	12,174
PROVISIONS	9,922	11,707
BORROWINGS	32,559	3,828
OTHER	6,773	5,254
TOTAL LIABILITIES	134,679	122,787
NET ASSETS	212,309	267,464

HIGHLIGHTS

RETURN ON INVESTED CAPITAL
25%
FY25: 25%, FY24: 25%

DAY SALES OUTSTANDING
67 DAYS
2% IMPROVEMENT ON FY26

RETURN ON ASSETS
18%
FY25: 17% FY24: 17%

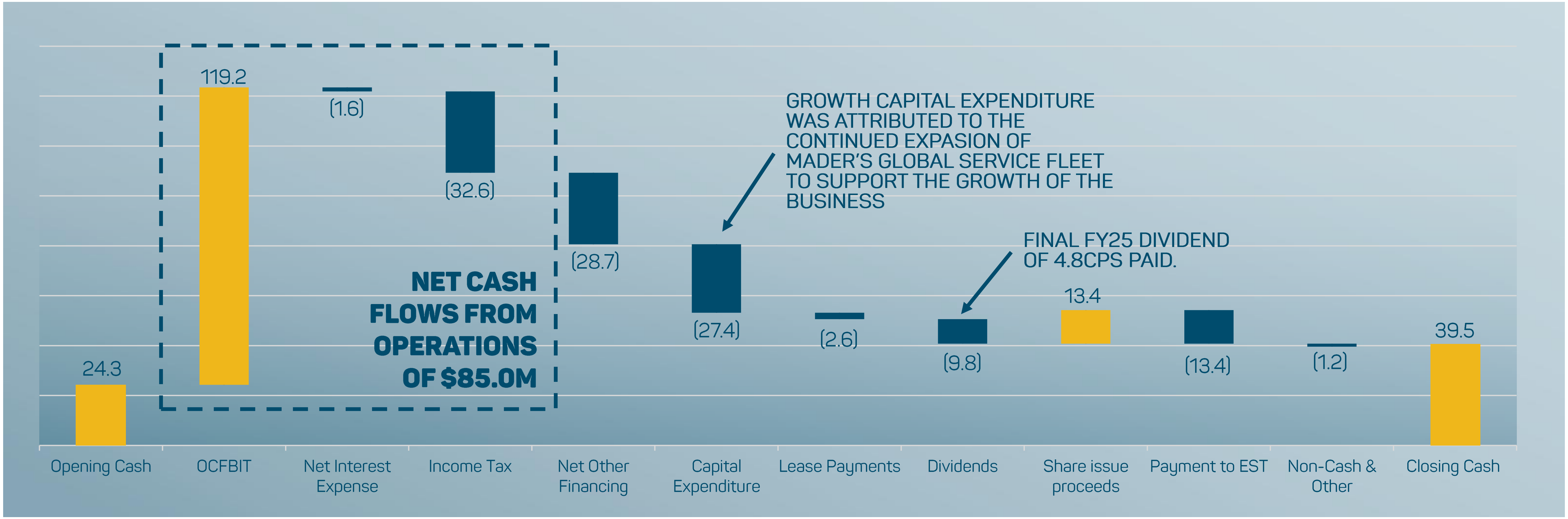
NET CASH
$35.7M
IMPROVEMENT FROM 8.3M NET DEBT IN FY25

RETURN ON EQUITY
27%
FY25: 31% FY24: 36%

FUNDING FLEXIBILITY
$100M+
AVAILABLE GROWTH FACILITIES

CASH FLOW

MADER



SOLID OPERATING CASH FLOWS

$85.0M

STRONG CASH CONVERSION

99% OPERATING CASH FLOW BEFORE INTEREST AND TAX TO EBITDA

FREE CASHFLOW GENERATION

57.5M 35% INCREASE VS PCP

BUILDING A UNIQUE BUSINESS

MADER GROUP LIMITED

FUTURE PROOFING GENERATIONAL GROWTH

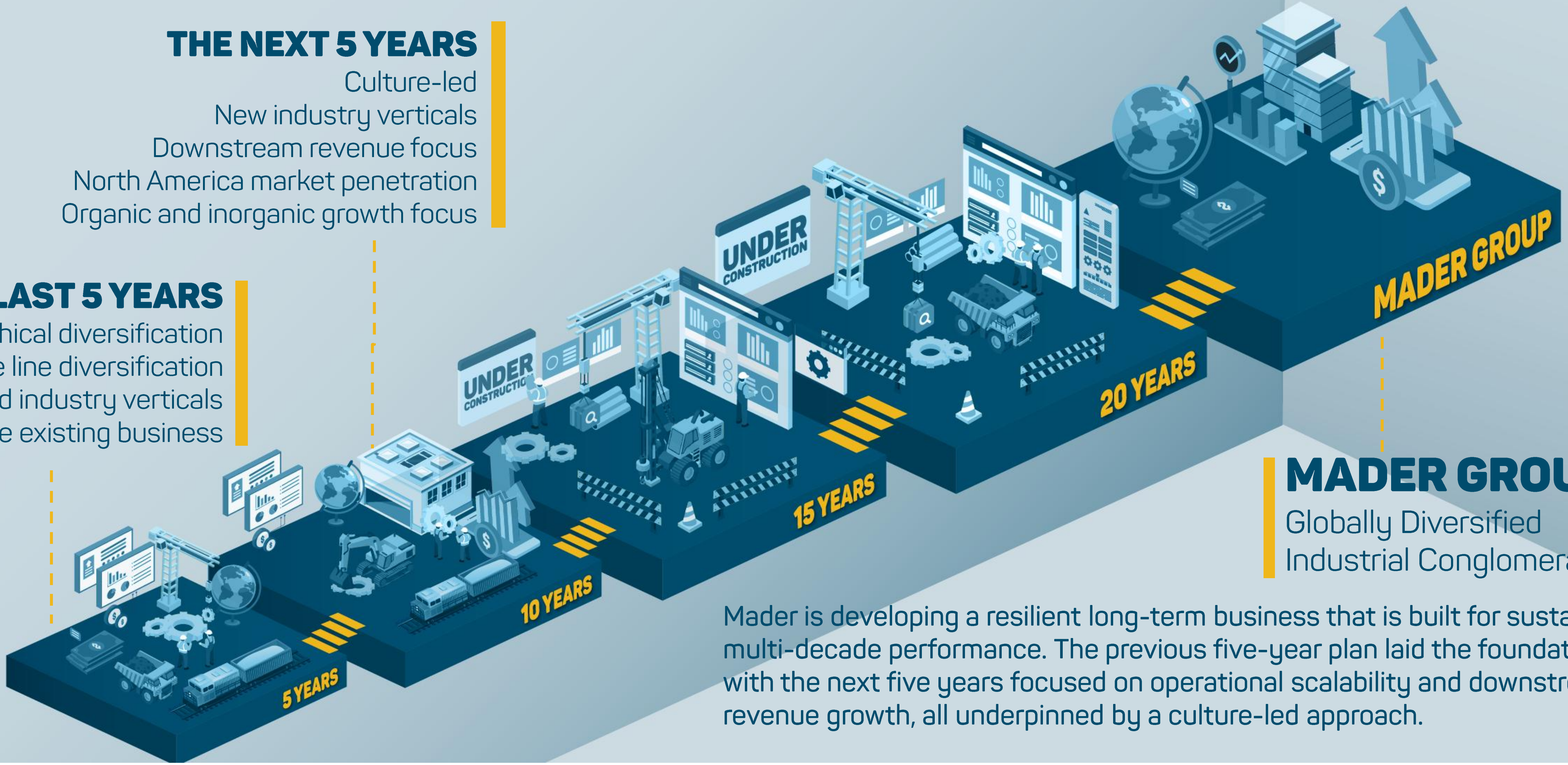
MADER

THE NEXT 5 YEARS

Culture-led
New industry verticals
Downstream revenue focus
North America market penetration
Organic and inorganic growth focus

THE LAST 5 YEARS

Geographical diversification
Service line diversification
Expand industry verticals
Scale the existing business



MADER GROUP

Globally Diversified
Industrial Conglomerate

Mader is developing a resilient long-term business that is built for sustainable, multi-decade performance. The previous five-year plan laid the foundations, with the next five years focused on operational scalability and downstream revenue growth, all underpinned by a culture-led approach.

THE NEXT FIVE YEARS

MADER

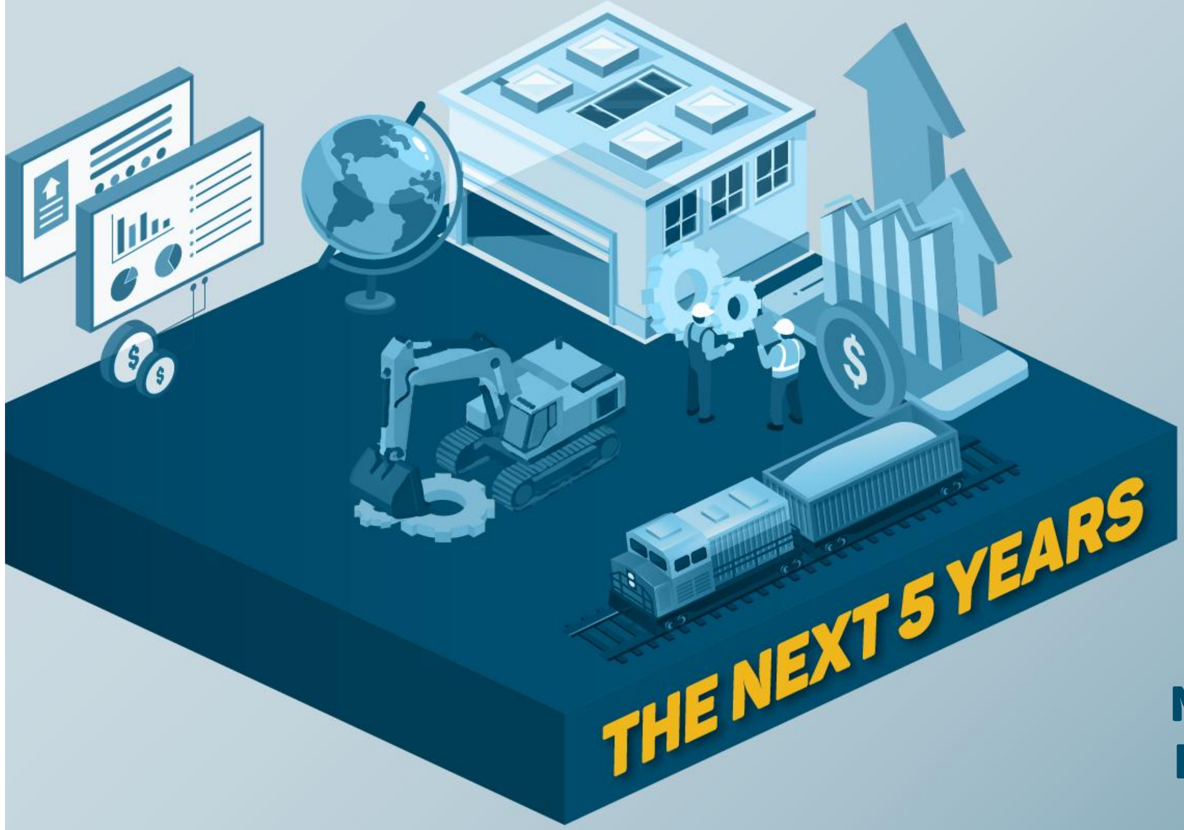
Over the next five years, Mader will activate accelerated growth in new service verticals as part of its global expansion strategy.

This will be achieved by replicating the successful HME Maintenance model, at scale, across other verticals within the business.

CULTURE
The foundation on which Mader is built.

WHAT'S COMING UP

MADER



~15% EPS GROWTH PER ANNUM

MAINTAIN EXISTING STRONG MARGINS

$30-$50M CAPITAL INVESTMENT PER ANNUM

NEW MARKET EXPANSIONS

MEASURED LEVERAGE POSITION

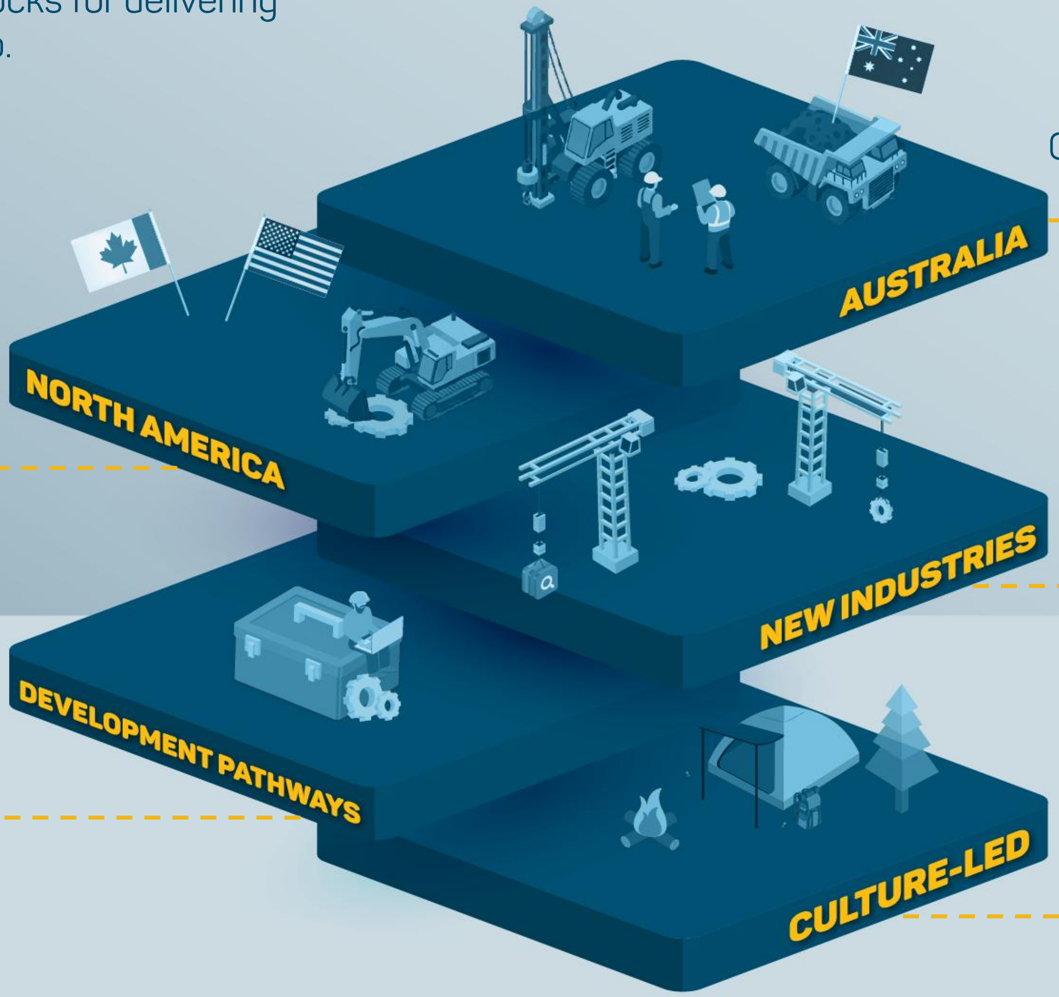
MARKET LEADING RETURN ON CAPITAL

HOW WE'RE GETTING THERE

Outlined below are the core building blocks for delivering the next phase of growth for the Group.

INCREASED NORTH AMERICAN MARKET PENETRATION
Expanding the local footprint into new verticals and trades

DEVELOPMENT PATHWAYS
Strengthening workforce capability through training and leadership



CONTINUED AUSTRALIAN INDUSTRY EXPANSION
Capitalising on downstream revenue and unlocking value in untapped markets

ADDING NEW VERTICALS
Exploring opportunities beyond existing service lines to drive global growth

CULTURE-LED APPROACH
A highly engaged workforce anchored by community and mateship

CULTURE-CODED, DEVELOPMENT FOCUSED

MADER GROUP LIMITED

UNIQUE WORKFORCE: GLOBAL TEAM

Mader delivers a culture-coded specialist workforce that is supported by global opportunities, structured career pathways and long-term leadership development.

HIGHLY SKILLED TEAM
Employing a technically advanced workforce that delivers a premium service offering

THREE GEARS
Mader's adventure partner and employee retention initiative that builds culture from the ground up

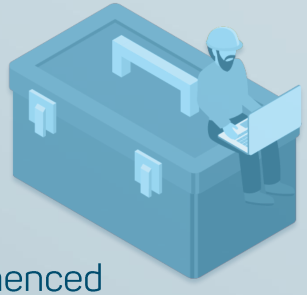
GLOBAL PATHWAYS INITIATIVE
Creating career pathways that bridge borders and can take you anywhere in the world

DEVELOPING LEADERSHIP CAPABILITY
Strengthening frontline leaders to deliver strong operational performance

INVESTING IN OUR PEOPLE

WE INVEST IN GROWTH THROUGH MENTORING AND DEVELOPMENT. THIS SUPPORTS CAREER PROGRESSION, BUILDS LEADERSHIP DEPTH WITHIN MADER'S TEAMS, AND ENABLES TECHNICIANS TO TRANSITION FROM FIELD ROLES INTO MANAGEMENT WITHIN THE BUSINESS.

89% Mader Management team that commenced their career as a technician.



82% Executives and General Managers that commenced their career as a technician.

11 YEARS Executives and General Managers have been the with business for an average tenure of 11 years.

UNLOCKING GLOBAL OPPORTUNTIES

THE GLOBAL PATHWAYS INITIATIVE CONNECTS SKILLED TECHNICIANS WITH INCREDIBLE OPPORTUNITIES ACROSS THE WORLD.

SIGNIFICANT NUMBER OF EMPLOYEES HAVE ALREADY SIGNED UP TO OVERSEAS ADVENTURES!

TWO-WAY TRANSFERS BETWEEN AUSTRALIA ⇄ NORTH AMERICA UNDERWAY

ACCESS TO INTERNATIONAL TALENT POOLS AND THE BEST TECHNICIANS WORLDWIDE

NEW WORKFORCE DEMAND

MADER

There has been a significant, structural underinvestment in trades in Australia.

Over the next 10 years, ~44% of all new jobs created will require a trade or technical background.[1]

24,500+

Additional VET qualified workers are required by 2035 to meet Australia's mining and resources needs.[2]

Source 1: Jobs and Skills Australia Employment Projections 2025
Source 2: Jobs and Skills Australia Current Skills Shortage

"Half of the nation's technician and trade occupations are in a persistent national shortage."[2]

TRAINING AND UPSKILLING

MADER

Our Trade Upgrade program is designed to help bridge the skills gap and ensure our workforce is equipped to meet the future needs of our customers. Through this initiative, we work closely with our industry partners to develop and supply high-quality tradespeople across Western Australia, Queensland, New South Wales and Canada.

Investment into training remains a priority for Mader as it drives team development, addresses skills shortages, and delivers a technically advanced workforce that can be deployed across multiple industries.

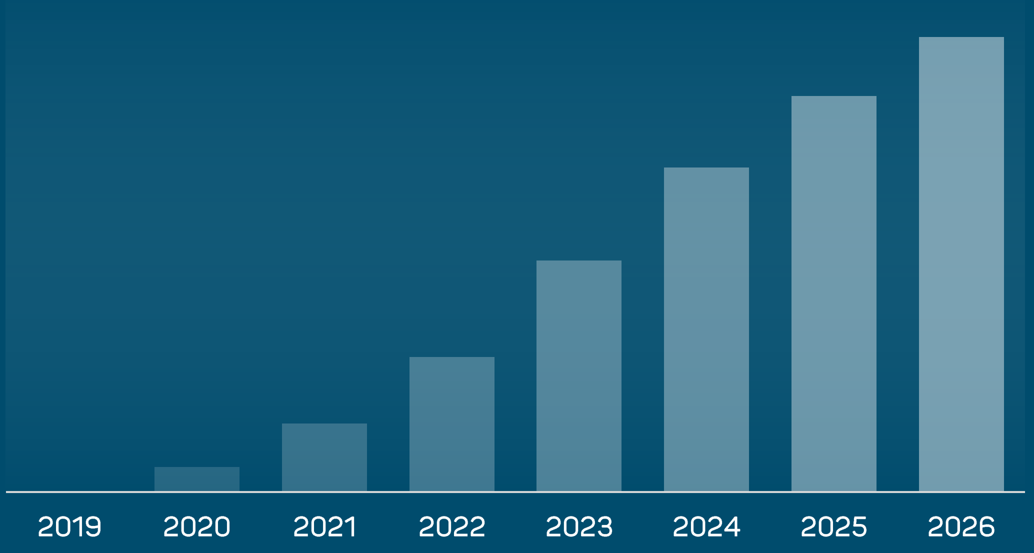
NEXT-GENERATION LEARNING

INVESTMENT INTO VOCATIONAL TRAINING TO SUPPORT A LONG-TERM LABOUR FORCE

UPSKILLING TRADES TO STRENGTHEN TECHNICAL CABAILITY IN EMERGING INDUSTRIES

524+

APPRENTICES GRADUATED TO DATE



TRADE UPGRADE GRADUATES

MULTIDIMENSIONAL RECRUITMENT

MADER

DRIVING GROWTH THROUGH A MULTI-CHANNEL TALENT ACQUISITION STRATEGY.

MATES OF MADER REFERRAL PROGRAM
Organically driving word-of-mouth recruitment

NEW, UNTAPPED TALENT POOLS
Unlocking new talent pools to grow at scale

GLOBAL PATHWAYS INITIATIVE
Access to a workforce with international mobility for a global footprint with a local feel

CENTRALISED SURGE RECRUITMENT CAPACITY
Rapid mobilisation to respond quickly to short-term demand

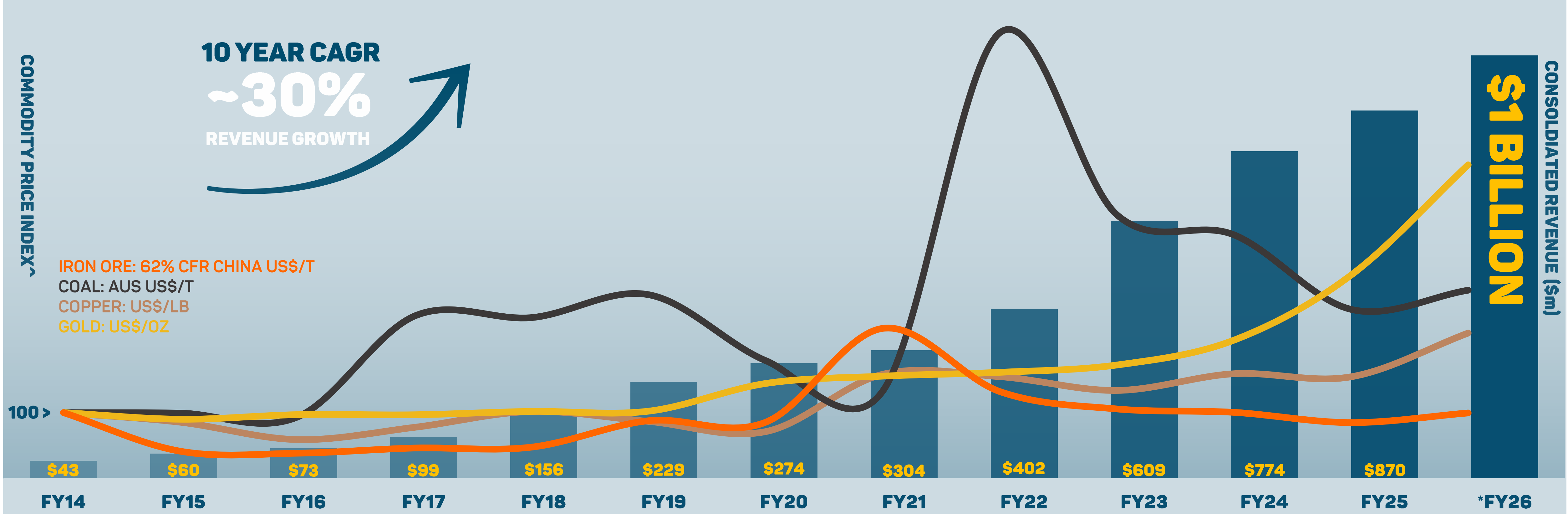
DECENTRALISED RECRUITMENT TEAMS
Hiring done by the people who know the job best, tailored to fit the team's needs

TARGETED PROJECT RECRUITMENT
Ability to scale workforce to ensure flexibility

AUSTRALIA: GROW TIME

MADER GROUP LIMITED

A RESILIENT BUSINESS MODEL



^ Individual commodity prices re-based as depicted to 100 and 1000 at April 2015. Base prices: Iron Ore US$122/t, Coal US$88/t, Copper US$7,291/t, Gold US$1,245/oz. Source: Macquarie..

REACTIVE SERVICE MODEL PROVIDES GROWTH OPPORTUNITIES THROUGHOUT COMMODITY CYCLES

EMPLOYMENT MODEL PROVIDES UPSIDE TO EMPLOYEES & MARGIN DOWNSIDE PROTECTION TO MADER

DIVERSIFICATION OF SERVICE OFFERINGS DOWNSTREAM OF PRIMARY EXTRACTION INCREASES ADDRESSABLE MARKETS

AUSTRALIAN MARKET OPPORTUNITY

MADER

INFRASTRUCTURE MAINTENANCE

PROCESSING INFRASTRUCTURE
CRUSHERS, SCREENS, CONVEYORS, STACKERS

NON-PROCESSING INFRASTRUCTURE
WORKSHOPS, MINING CAMPS, PROJECT MANAGEMENT

600+ TOTAL ONGOING MINES & MAJOR PROECTS

$1T+ CONSTRUCTION PROJECT PIPELINE OVER NEXT 5 YEARS

DIVERSIFIED SECTOR DEMAND

IM EXPENDITURE BY INDUSTRY

- UTILITIES 16%
- BUILDINGS 62%
- RESOURCES 5%
- TRANSPORT 17%

Source 1: Mines & Projects Database – Global Data, 2024.
Source 2 Infrastructure Market Capacity 2025 Report, November 2025

TRANSPORT & LOGISTICS

253B TONNE KILOMETRES OF FREIGHT MOVED BY ROAD IN AUSTRALIA

80% DOMESTIC RAIL FREIGHT OF IRON ORE & COAL

31,212KM KILOMETRES OF OPEN RAILWAY ACROSS AUSTRALIA

CARRIED BY ROAD AND RAIL

- LIVESTOCK
- PETROLEUM PRODUCTS
- BULK CARTAGE
- MINED MATERIALS

Source 1: Australian Infrastructure and Transport Statistics Yearbook 2025
Source 2: Australia Rail Freight Transport Market Analysis, Mordor Intelligence, 2025
Source 3: Bureau of Infrastructure and Transport Research Economics, 2025.

DEFENCE SECTOR

$887B BUDGET ALLOCATED OVER THE NEXT DEDADE

CURRENT DEFENCE STRATEGY REQUIRES HIGH, ONGOING MAINTENANCE ACROSS BOTH MARITIME AND LAND ASSETS

NON-CYCLICAL REVENUE STREAM

HIGH DEMAND FOR MOBILE WORKFORCE

THE SECTOR HAS RISING DEMAND FOR INFRASTRUCTURE AND EQUIPMENT UPKEEP

Source 1: Australian Ministry of Defence Budget Announcement 2026
Source 2: Australian National Audit Office, Performance Audit 2017
Source 3: "Australia Defense Market Size and Trends, Budget Allocation, Regulations, Key Acquisitions, Competitive Landscape and Forecast, 2025–30

ENDLESS OPPORTUNITIES, NEW HORIZONS

MADER

Mining maintenance expenditure in Australia is estimated at $14.3b[1] per annum. Of Mader's Infrastructure Maintenance & Road Transport operations within the sector, **93% of Group revenue is generated** through services delivered in the excavation and extraction portion of the process. This unlocks a significant opportunity to capitalise on downstream revenue in other areas of the mining process.

~93% OF GROUP REVENUE (FY26: $929m)

~7% OF GROUP REVENUE (FY26: $72m)

1. Source: Oxford Economics (November 2025)

NORTH AMERICA, THE LAND OF OPPORTUNITY

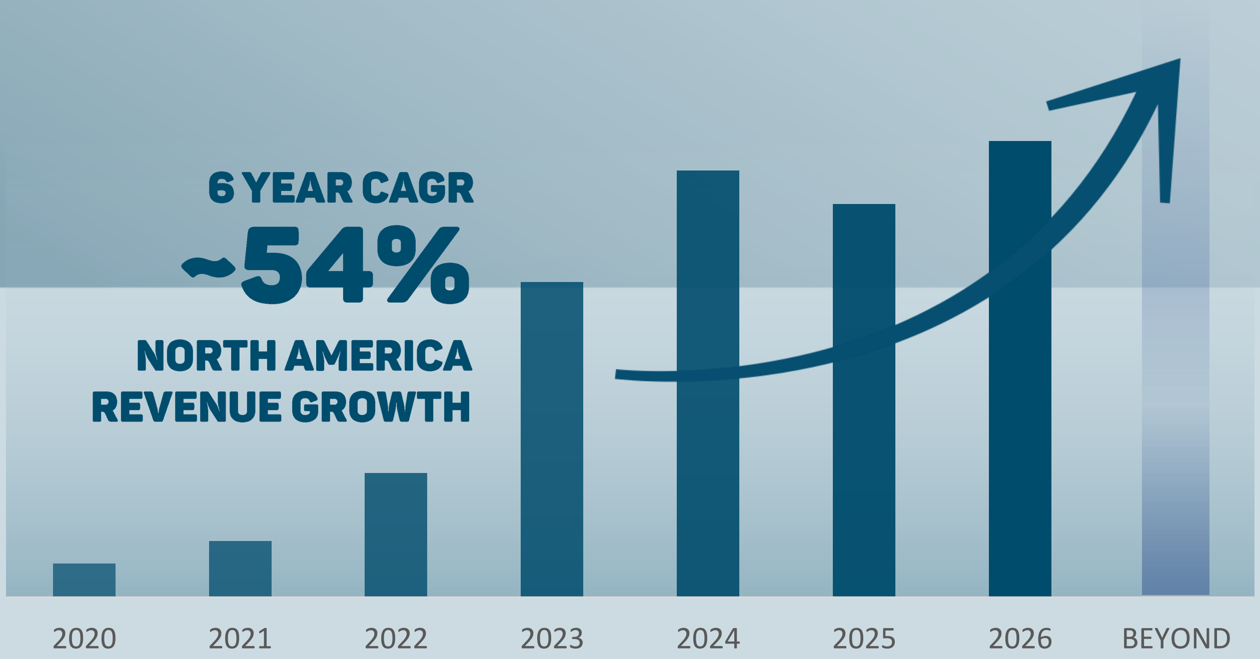
MADER GROUP LIMITED

NORTH AMERICA: READY FOR GROWTH

MADER

REPLICATING AUSTRALIA'S SUCCESSFUL REVENUE MODEL ON A GLOBAL SCALE THROUGH FURTHER SERVICE LINE AND VERTICAL DIVERSIFICATION.

CAGR has been strong since entering the market, however, Mader's footprint in the region remains in its early stages with the market primed for expansion.



*2026 revenue figures based on full year

NORTH AMERICA: ADDRESSABLE MARKET

MADER

Australia is Mader's mature market, currently performing ~4x the revenue of North America. With the addressable market size still largely untapped, the North American segment has significant opportunity to scale.

AUSTRALIA

+27M POPULATION

2.3B ROM

900 MINES & PROJECTS ACTIVE

+6M TJ GAS PRODUCED ANNUALLY

+610K TJ OIL PRODUCED ANNUALLY

$800M REVENUE DELIVERED IN FY26

*Revenue figures for Australia and North America segments as of 1H FY26
Source 1: ABS National State and Territory Population 2025
Source 2: Geoscience Australia's Energy Commodity Resources Oil & Gas 2025
Source 3: PWC Aussie Mine 2025 Report
Source 4: Mines & Projects Database – Global Data, 2024

OPPORTUNITY FOR GROWTH

NORTH AMERICA

+621M POPULATION

6.9B ROM

3,500 MINES & PROJECTS ACTIVE

+40M TJ GAS PRODUCED ANNUALLY

+39M TJ OIL PRODUCED ANNUALLY

$190M REVENUE DELIVERED IN FY26

*Revenue figures for Australia and North America segments as of 1H FY26
Source 1: USA Census Bureau Population 2024 and Canada Census of Population 2021
Source 2: International Energy Agency North America Natural Gas & Oil Production 2023
Source 3: Mines & Projects Database – Global Data, 2024
TJ - A terajoule (TJ) is a unit of energy equal to one trillion (10^{12}) joules

NORTH AMERICA: JUST GETTING STARTED

MADER

Tapping into international labour is critical for supporting the North American workforce, where skill shortages are being driven by an ageing workforce and reduced trade retention. A comparison with the established Australian operation highlights a clear pathway to scale through further service expansion and trade diversification.

AUSTRALIA

NORTH AMERICA

MARKET MATURITY
DIVERSIFICATION OF TRADES
MULTIPLE SERVICE VERTICALS

MARKET IN ITS INFANCY
HIGH CONCENTRATION OF MECHANICAL TRADES
GROWING SERVICE OFFERING

Mechanical & HD Technicians   All Other Employees

Figures for Australia and North America segments as at the close of FY26

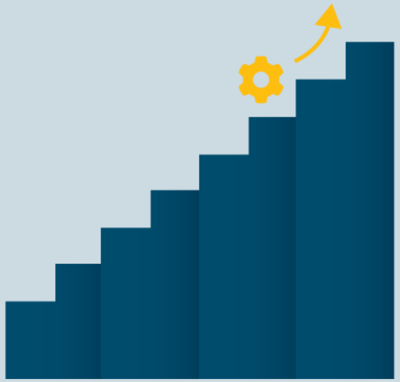
PRIORTY ONE: ORGANIC

MADER GROUP LIMITED

PRIORITISING ORGANIC GROWTH

Mader's growth into new markets comes down to a strong reputation, solid technical capability, and a safety-first approach. We've built the business through hard work and consistently delivering for our customers, and we carry this into every new sector we enter. As we continue to expand globally, organic growth remains a focus, however, small acquisitions will be considered where they add value and opportunity to scale quickly.

Justin Nuich
Executive Director and CEO



ACQUIRE SMALL, SCALE HARD.

Mader Group has been driven by organic growth opportunities for more than two decades, leveraging technical skill, industry reputation and disciplined execution to expand into new markets. This approach continues to support growth across existing regions, while also identifying opportunities in emerging markets.

ACCELERATING GROWTH THROUGH ACQUISITIONS

Mader is reviewing small business acquisitions in relevant new markets that provide accelerated entry timelines. These opportunities are focused on supporting sustained growth and strengthening revenue stability across the Group.

Inorganic growth provides the following benefits to the Group:

ACCELERATES VERTICAL LAUNCH & REVENUE TIMELINES

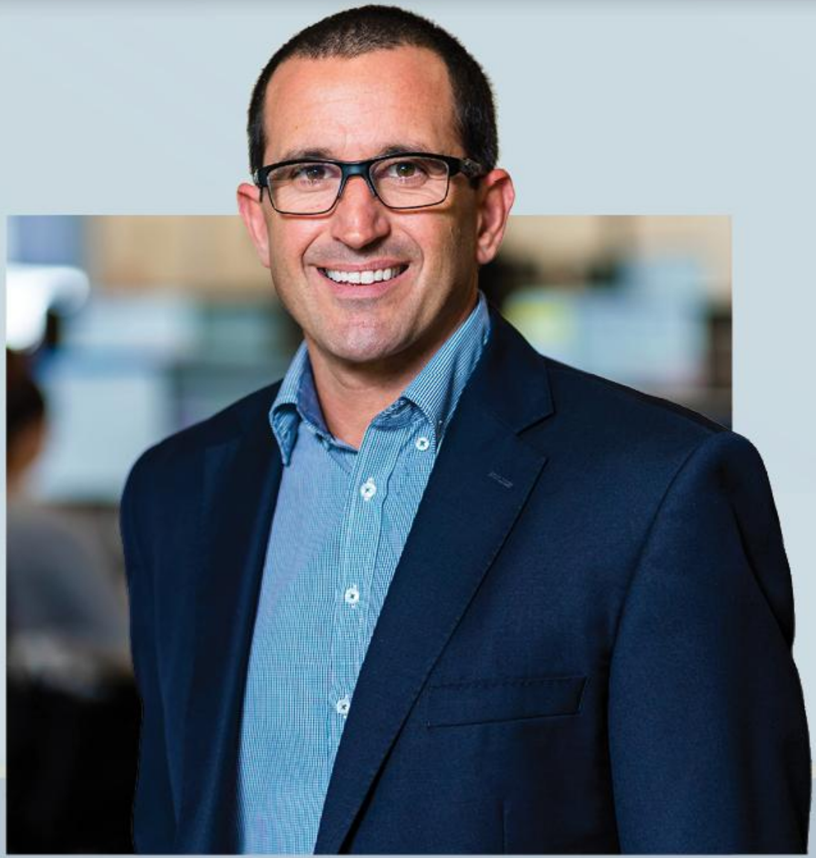
TAPS INTO AN EXISTING CUSTOMER BASE & MARKET CREDIBILITY

ELIMINATES BARRIERS TO ENTRY

FAST-TRACKS CERTIFICATIONS

FY27 OUTLOOK

JUSTIN NUICH | EXECUTIVE DIRECTOR & CEO



STRATEGIC PLAN ONE: DELIVERED

MADER

YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
NPAT TARGET: $24M	NPAT TARGET: $32M	NPAT TARGET: $40M	NPAT TARGET: $51M	NPAT TARGET: $65M
FY22 ACTUAL: $28M	FY23 ACTUAL: $39M	FY24 ACTUAL: $50M	FY25 ACTUAL: $57M	FY26 ACTUAL: $65M
EXCEEDED	EXCEEDED	EXCEEDED	EXCEEDED	EXCEEDED
+44% PCP	+38% PCP	+31% PCP	+13% PCP	+15% PCP

OUR NEW STRATEGIC DELIVERABLES

BUILDING A GLOBALLY DIVERSIFIED INDUSTRIAL CONGLOMERATE

"Our growth has always been driven by our people, and as we look to the future, the opportunity before us is significant. With the strength of our team, culture and foundations, we are well positioned to continue building a diversified business that pushes boundaries and delivers long-term value for our team, customers and shareholders."

Luke Mader
Executive Chairman & Founder

~15% EPS GROWTH PER ANNUM

MAINTAIN EXISTING STRONG MARGINS

$30M-$50M CAPITAL INVESTMENT PER ANNUM

NEW MARKET EXPANSION

MEASURED LEVERAGE POSITION

MARKET LEADING RETURN ON CAPITAL

FY27 GUIDANCE

BUILDING A GLOBALLY DIVERSIFIED INDUSTRIAL CONGLOMERATE

"FY27 is a year of significant early investment in high-growth opportunities, laying the foundation for accelerated growth while enabling us to pursue multiple addressable market opportunities simultaneously."

Justin Nuich

Executive Director & Chief Executive Officer

FY27 REVENUE OF AT LEAST $1.13B

INVEST HEAVILY IN HIGH-GROWTH OPPORTUNITIES

FY27 NPAT OF AT LEAST $72.5M

NEW MARKET EXPANSION

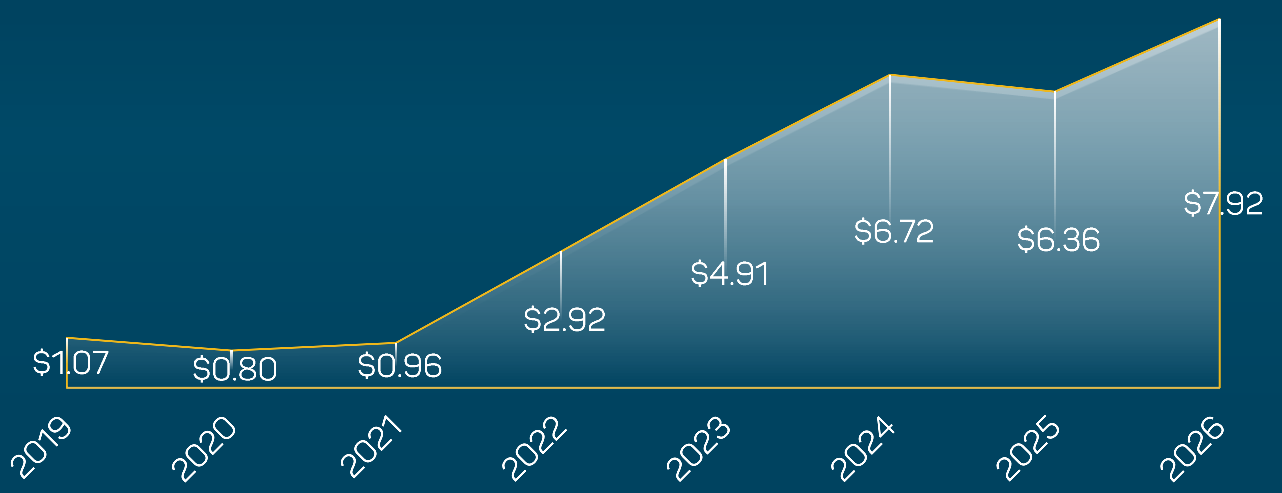
BUILD OPPORTUNITY WARCHEST

MARKET LEADING RETURN ON CAPITAL

INVESTMENT CASE

MADER

SHARE PRICE (30 JUNE)



MARKET CAP
$1.47B^

ISSUED CAPITAL
203M*

SHARE PRICE
$7.24^

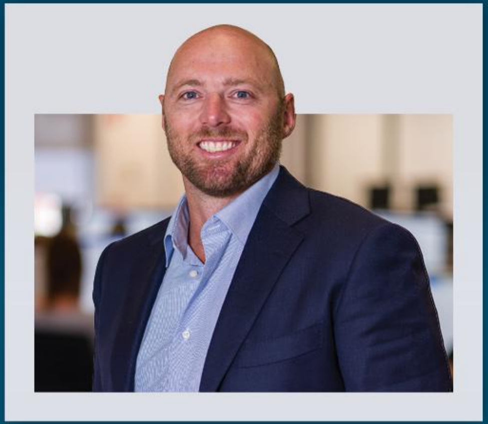
^ As at market close on 24 August 2026.
* Capital Structure excludes 7.97m FY26 Performance Rights.

- **PROVEN TRACK RECORD**
- **DISRUPTIVE BUSINESS MODEL**
- **UNIQUE WORKPLACE CULTURE**
- **SUSTAINABLE GROWTH PROSPECTS**
- **LARGE ADDRESSABLE MARKETS**
- **POSITIVE INDUSTRY TRENDS**
- **CAPITAL LIGHT OPERATIONS**
- **SIMPLE BALANCE SHEET & FINANCIAL FLEXIBILITY**

APPENDICES

MADER GROUP LIMITED

BOARD OF DIRECTORS



LUKE MADER

FOUNDER & EXECUTIVE CHAIR

Founder of Mader, Luke has over 26 years of experience in the mining services industry. Luke leads Mader's strategic growth and development and has built Mader into a leading provider of specialist technical services across multiple industries.

JUSTIN NUICH

EXECUTIVE DIRECTOR & CHIEF EXECUTIVE OFFICER

Justin has over 25 years experience in the mining and energy industries in Australia and globally. Currently Mader's Executive Director and CEO, Justin has a deep understanding of the business, having served on the Board since January 2019.

PATRICK CONWAY

EXECUTIVE DIRECTOR & DIRECTOR OF EMERGING BUSINESSES

Formally the CEO and CFO of Mader, Patrick has been with the company for over 10 years and has a background in Public Practice Accounting and Business Advisory. Patrick plays a pivotal role in influencing the Group's strategic direction as the Director of Emerging Businesses.

CRAIG BURTON

NON-EXECUTIVE DIRECTOR

Craig is a venture capital investor in emerging projects and businesses. He has a track record of providing finance backing and strategic advice to successful management teams and start-up entrepreneurs.

OUR SERVICES

MADER

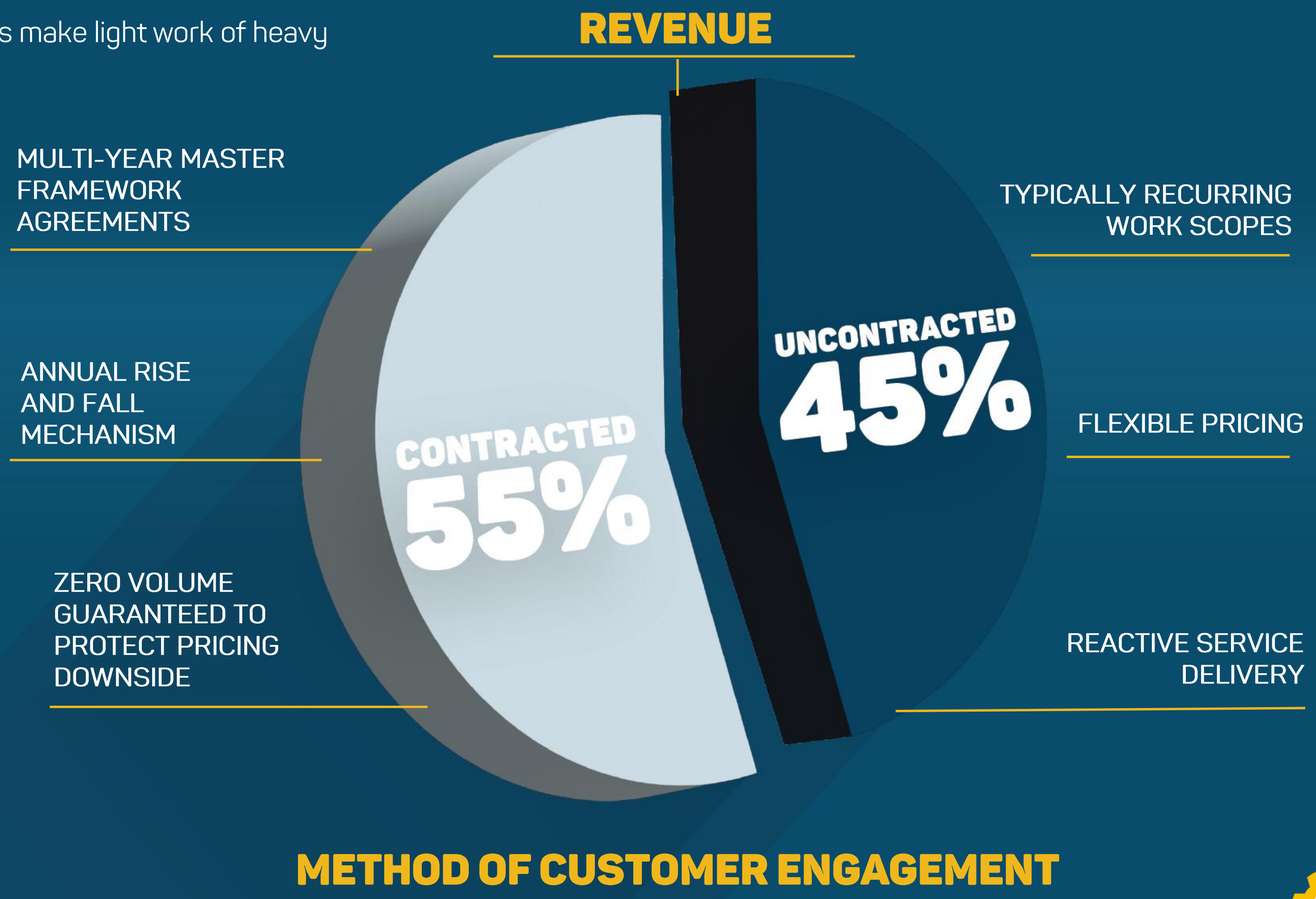
Our selection of specialist services are designed to help customers make light work of heavy equipment maintenance.

CORE MECHANICAL SERVICES

- Mobile plant maintenance
- Rapid response teams
- Excavator support teams
- Drill support teams
- Equipment shutdown teams
- Maintenance projects
- Training and mentoring
- Rostered support

GROWTH STRATEGY

- Infrastructure maintenance
- Fabrication and line boring
- Electrical maintenance
- Marine and power generation
- Rail maintenance
- Clean team
- Oil and gas industries
- Road transport maintenance
- Research and development into emerging markets



FUTURE PLANNING

MADER TRADEUP

Our award-winning Trade Upgrade program aims to bridge the skills gap. We are proud to have inducted 738 apprentices into our Trade Upgrade program since inception in 2019.

GEAR-UP

Mader's female traineeship program, Gear Up, is designed to support greater participation of women in field-based mining roles.

DUAL TRADE

Mader's Dual Trade program helps employees expand their qualifications and build skills for emerging industry opportunities and career pathways.

SUPERVISOR TRAINING

Mader's newly introduced Supervisor Training program aims to strengthen frontline leadership capability across mining, resources, transport and rail.

TOOLS FOR LIFE

SPONSORSHIPS

Mader's naming rights sponsorship of the Mader Port to Pub reflects our commitment to community wellbeing whilst continuing to support the Perth Children's Hospital Foundation.

CHARITY

Proud eight-year partnership with Ronald McDonald House Charities through participation in Home for Dinner giving experiences globally.

TOOLS FOR LIFE

Hosted WA College of Agriculture students at the Mader Maintenance Centre, introducing them to diverse career opportunities in the industry.

With laser focus on supporting disadvantaged groups and empowering the next generation, Mader's 'Tools for Life' program reaches every corner of the world. We are committed to creating a brighter future for the communities we operate in, equipping them with the tools they need to succeed in life.

GLOSSARY

CAGR	COMPOUNDING ANNUAL GROWTH RATE
TRIFR	TOTAL RECORDABLE INJURY FREQUENCY RATE PER ONE MILLION HOURS WORKED
HV ELECTRICIAN	HIGH VOLTAGE ELECTRICIAN
LV MECHANIC	LIGHT VEHICLE MECHANIC
RT MECHANIC	ROAD TRANSPORT MECHANIC
PCP	THE PRIOR CORRESPONDING PERIOD, BEING FY24
EBITDA	EARNINGS BEFORE INTEREST, TAX, DEPRECIATION AND AMORTISATION
EBIT	EARNINGS BEFORE INTEREST AND TAX
NPAT	NET PROFIT AFTER TAX
NET LEVERAGE	NET DEBT / ANNUALISED EBITDA
EPS	EARNINGS PER SHARE
CPS	CENTS PER SHARE
FY26	THE PERIOD 1 JULY 2025 TO 30 JUNE 2026
FY25	THE PERIOD 1 JULY 2024 TO 30 JUNE 2025
FY24	THE PERIOD 1 JULY 2023 TO 30 JUNE 2024
OCFBIT	OPERATING CASH FLOW, BEFORE INTEREST AND TAX
ROIC	RETURN ON INVESTED CAPITAL
ROA	RETURN ON ASSETS
ROE	RETURN ON EQUITY

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