MADER

BUILDING A UNIQUE BUSINESS

EUROZ HARTLEY'S ROTTNEST CONFERENCE
MADER GROUP LIMITED | 11 MARCH 2025

YEARS STRONG

WHO WE ARE

HEAVY MOBILE EQUIPMENT

FIXED INFRASTRUCTURE

POWER GENERATION & MARINE

TRANSPORT & LOGISTICS

ENERGY SECTOR

GLOBAL WORKFORCE
3,500+
SKILLED EMPLOYEES

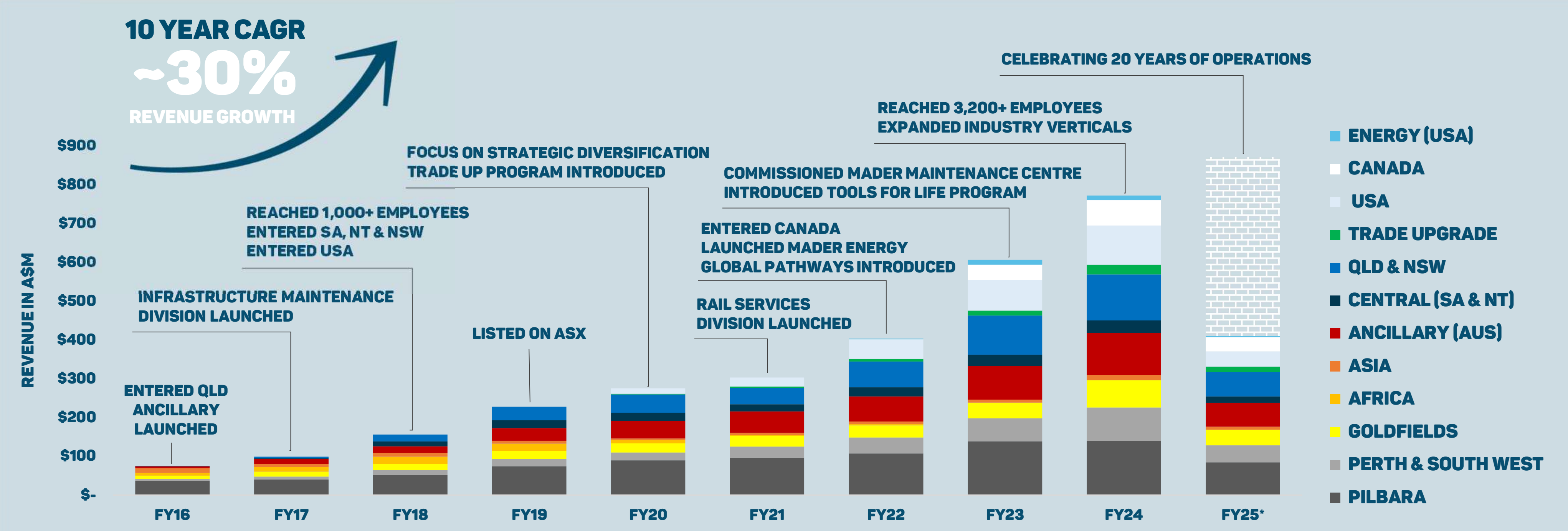
SERVICE VEHICLES
1,800
WORLDWIDE

WIDE NETWORK
540+
LOCATIONS

SUPPORTED
400+
CUSTOMERS

OPERATED IN
9 COUNTRIES

ORGANIC GROWTH



DIVERSIFIED ACROSS MULTIPLE INDUSTRIES

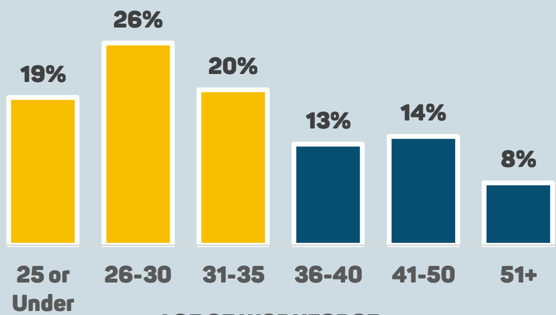
LAUNCHED FULLY **ORGANIC START UPS** IN NEW MARKETS

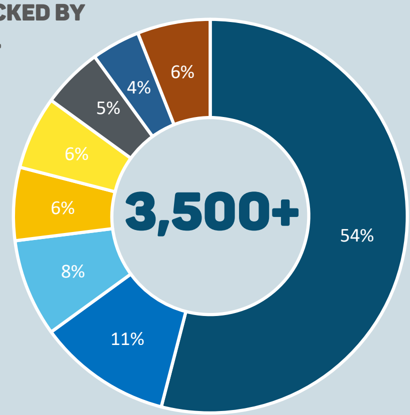
BROADENED SUITE OF **TRADES**

10 YEAR COMPOUNDING ANNUAL **REVENUE GROWTH** OF 30%

SPECIALISED WORKFORCE

WE LEAD THE MARKET IN DELIVERING SAFE AND HIGH-QUALITY EXPERTISE. OUR PURSUIT OF QUALITY IS BACKED BY YEARS OF INVESTMENT IN OUR PEOPLE AND CULTURE.





BREAKDOWN OF TEAM:

- HEAVY DUTY DIESEL MECHANICS
- AUTO & HV ELECTRICIANS
- HRT & LV MECHANICS
- APPRENTICES
- FABRICATORS & WELDERS
- FIXED PLANT & INFRASTRUCTURE
- TRADE ASSISTANTS/SERVICEPEOPLE
- OTHER

AWARD RECOGNITION

LARGE BUSINESS OF THE YEAR
2024 FINALIST
WA BUSINESS AWARDS

EMPLOYER OF CHOICE
2024 FINALIST
AUSTRALIAN HR AWARDS

LARGE EMPLOYER OF THE YEAR
2024 FINALIST
WA TRAINING AWARDS

LARGE EMPLOYEE OF THE YEAR
2024 FINALIST
TAFE QUEENSLAND AWARDS

SAFETY INITIATIVE
2024 FINALIST
BOWEN BASIN MINING CLUB AWARDS

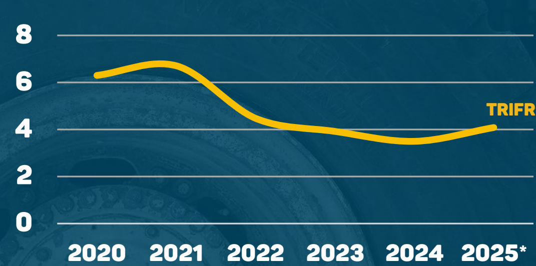
GEARED FOR SAFETY

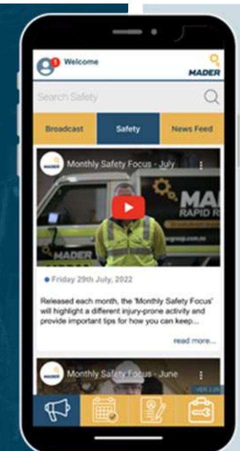
GEARED FOR SAFETY

"Our dedication to safety and excellence continues to be central to all operations. Education, innovation and investment in our 'Geared for Safety' culture is crucial to ongoing improvement."

Justin Nuich
Executive Director and CEO

INJURY FREQUENCY RATES





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

TOGETHER, WE ARE GEARED FOR SAFETY.

BUILDING A DIFFERENT BUSINESS

MADER GROUP LIMITED

20 YEARS STRONG

A UNIQUE CULTURE

“...GIVING OUR EMPLOYEES THE FREEDOM TO SHAPE THEIR CAREERS”

“At Mader, we foster a unique culture that offers variety, flexibility, and opportunity. Our people enjoy diverse roles, exposure to different industries, and the freedom to shape their careers. With a dynamic and supportive environment, we make every workday engaging and rewarding.”

JUSTIN NUICH
CEO & EXEC. DIRECTOR

UNLOCKING A GLOBAL WORKFORCE

GLOBAL PATHWAYS IS A PROGRAM THAT CONNECTS SKILLED TECHNICIANS WITH INCREDIBLE OPPORTUNITIES ACROSS THE WORLD.

ACCESS TO INTERNATIONAL TALENT POOLS AND THE BEST TECHNICIANS WORLDWIDE

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

TWO-WAY TRANSFERS BETWEEN AUSTRALIA ⇄ NORTH AMERICA UNDERWAY

THREE GEARS

OUR INTERNAL ADVENTURE DIVISION

219
FISH CAUGHT

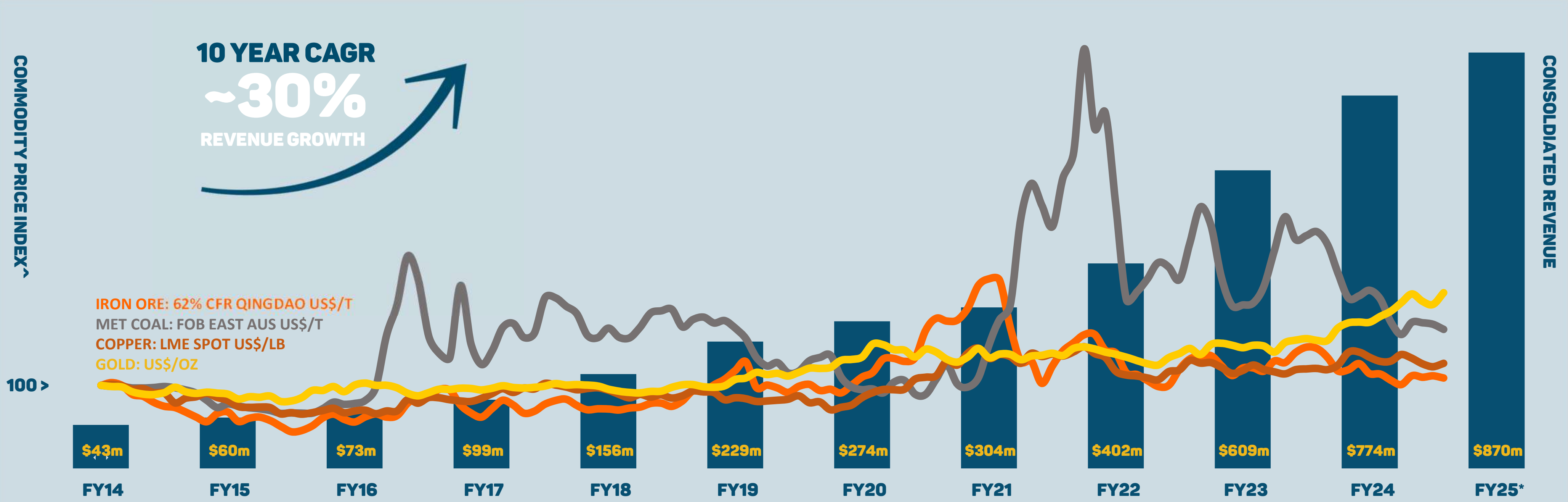
435
SWAGS PITCHED

574
TUBES DRIFTED DOWN RIVERS

5,178KM
HIKED ACROSS SCENIC TERRAINS

628KM
ZIP-LINED THROUGH PICTURESQUE LANDSCAPES

A RESILIENT BUSINESS MODEL



^ Individual commodity prices re-based to 100 as at 30 June 2014. Base prices as follows: Iron Ore US$93/t, Coal US$116/t, Copper US$7,041/lb, Gold US$1,313/oz. Source: Access Economics. *Based on FY25 financial guidance of at least $870m of revenue.

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

BUILDING A STRONGER BUSINESS

MADER GROUP LIMITED

OUR 5 YEAR STRATEGIC PLAN

"Implemented in FY22, the Board of Mader laid the foundation for our future as a publicly listed business by setting the first five-year strategic plan. This blueprint has focused our growth ambitions and reinforces our commitment to creating continued long-term sustainable returns for shareholders."

Justin Nuich, Executive Director & CEO

THE FOUR PILLARS OF THE STRATEGIC PLAN:

- GEOGRAPHICAL DIVERSIFICATION
- SERVICE LINE DIVERSIFICATION
- EXPAND INDUSTRY VERTICALS
- SCALE THE EXISTING BUSINESS

YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5
FY22 NPAT TARGET:	FY23 NPAT TARGET:	1H FY25 NPAT TARGET:	FY25 NPAT TARGET:	FY26 NPAT TARGET:
$24M	$32M	$40M	$51M	$65M

DEVELOPING OUR PEOPLE

THE BUILDING BLOCKS FOR SUCCESS

"Strategic investment in our people ensures a strong talent pool of homegrown, highly capable talent, ready to tackle the next expansion. We envision this to result in long-term growth, innovation, and a stronger global platform."

LUKE MADER
EXECUTIVE CHAIRMAN

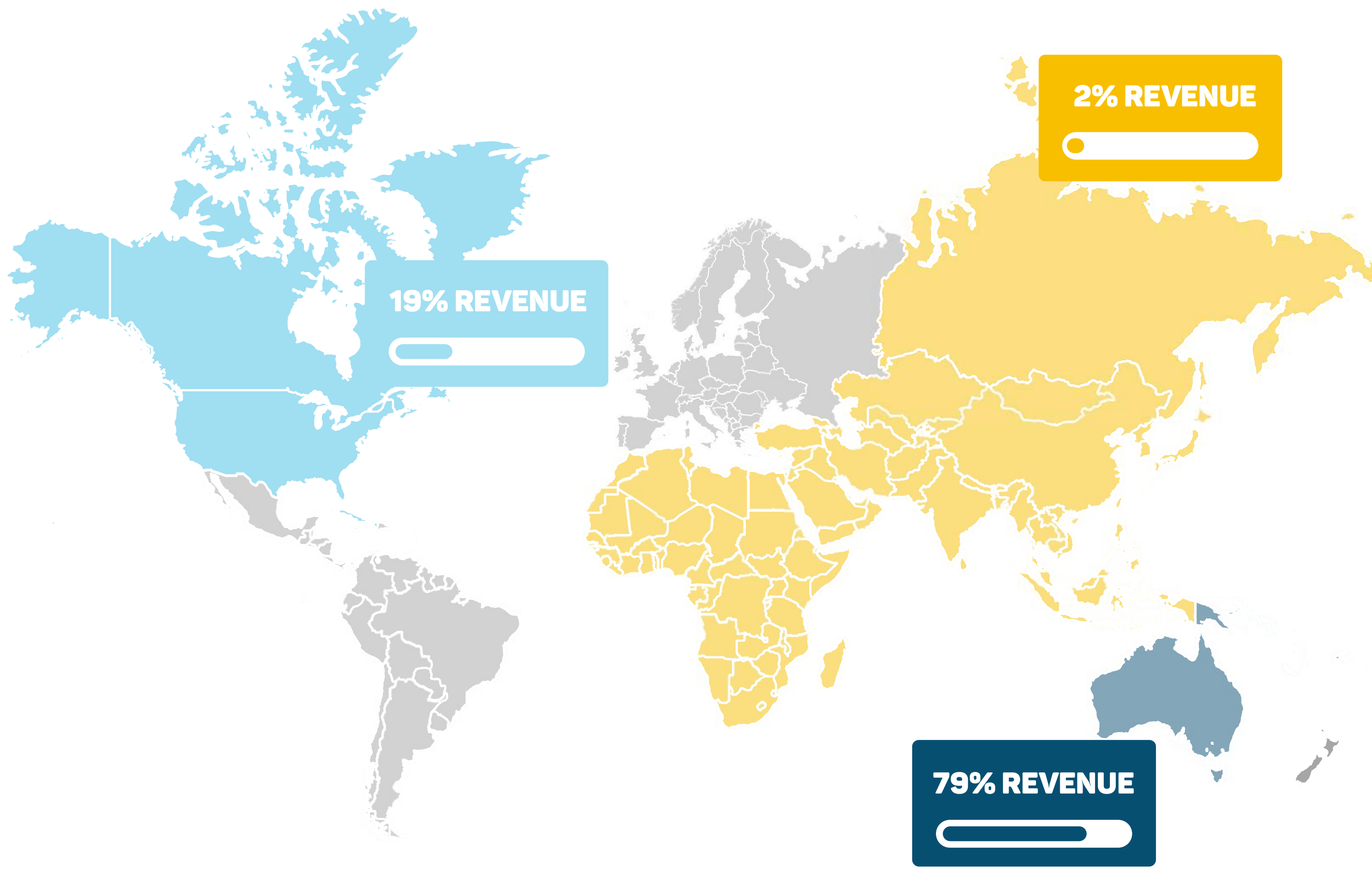
MULTIPLE BEACHHEADS TO TARGET GROWTH

MADER

AUSTRALIA
320+ Customers
2,920+ Employees

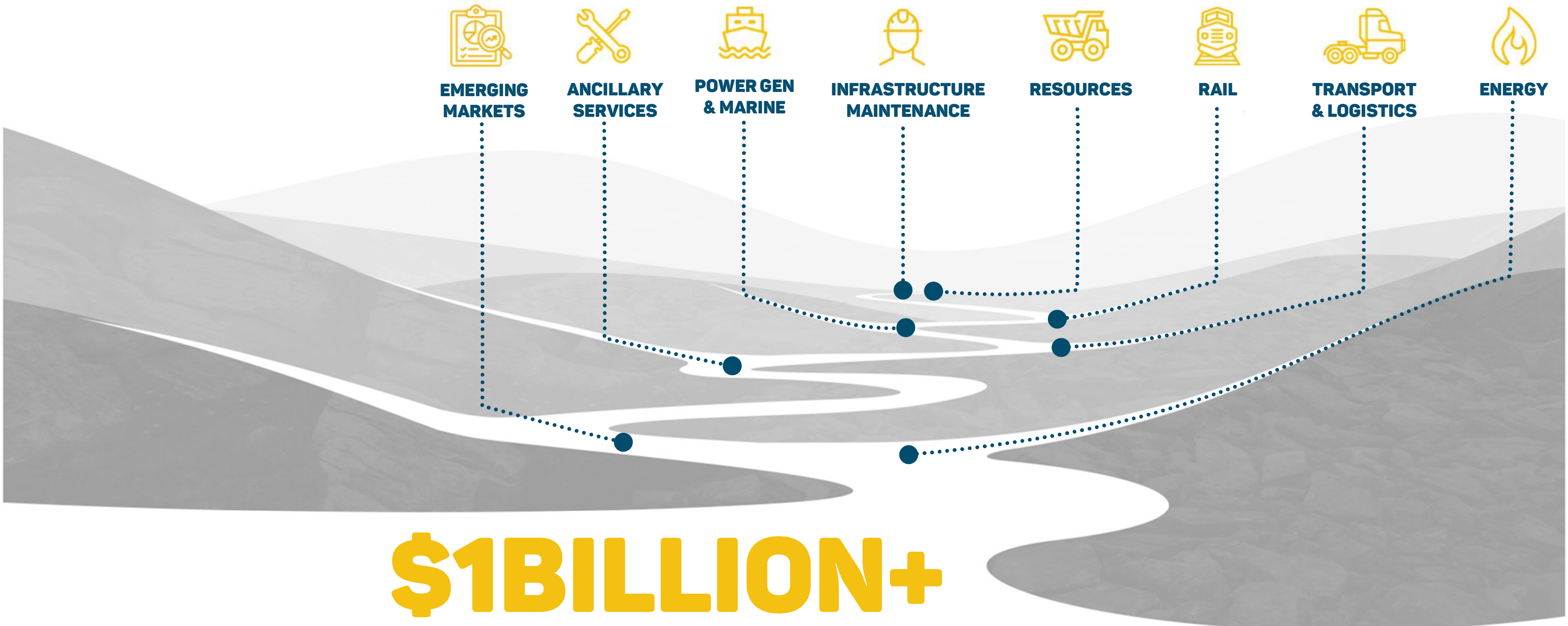
NORTH AMERICA
80+ Customers
520+ Employees

REST OF WORLD
9 Customers
60+ Employees



*Figures have been rounded.

WELL ADVANCED



$1BILLION+

TARGETED FY26 ANNUAL REVENUE*

*Targeted Annual Revenue of $1B+ is an internal stretch target linked to the Company's five-year strategic plan. It is based on the continued replication of Mader's proven business model in large addressable markets.

OUTLOOK

MADER GROUP LIMITED

YEARS STRONG

STRATEGIC PLAN PROGRESS

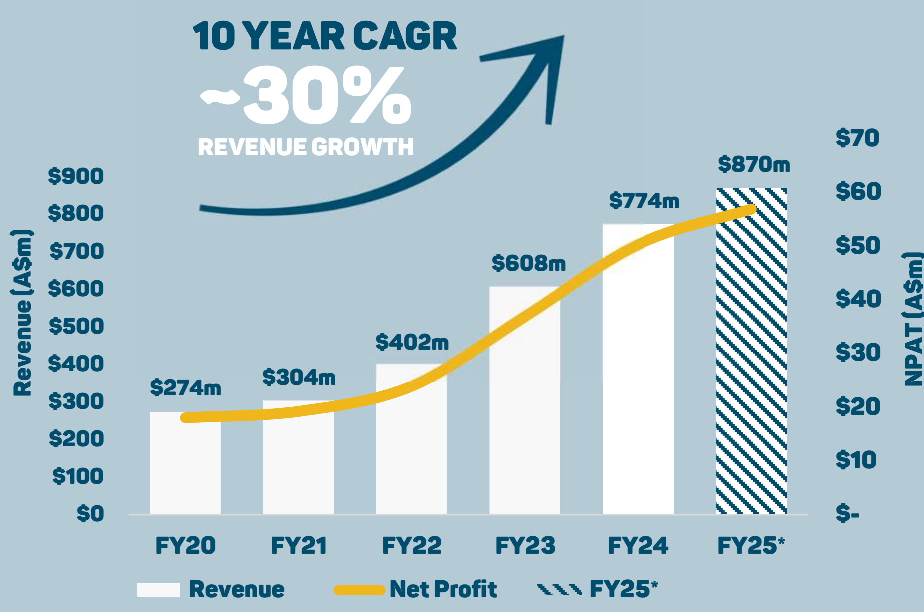
"As we enter the final year of our current five-year strategic plan, we are more determined than ever to achieve the ambitious goals we set out four years ago."

Justin Nuich
Executive Director & CEO

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 GUIDANCE: $57M	
EXCEEDED	EXCEEDED	EXCEEDED	ON TRACK	
+44% PCP	+38% PCP	+31% PCP	46% 46% ACHIEVED BY 31 DEC	

HIGH GROWTH AGENDA

REVENUE GUIDANCE FOR FY25 IS EXPECTED TO BE AT LEAST $870M, DELIVERING AN NPAT OF AT LEAST $57M



*Based on delivery of the Group's FY25 revenue and NPAT guidance.

PATHWAY TO NET CASH

TARGETING NET CASH POSITION IN THE SHORT TERM

TARGETED GROWTH IN NORTH AMERICA

A SIGNIFICANT PILLAR IN OUR LONG-TERM GROWTH STRATEGY

GEOGRAPHICAL DIVERSIFICATION

TARGETING NEW REGIONS AROUND THE WORLD

SERVICE DIVERSIFICATION

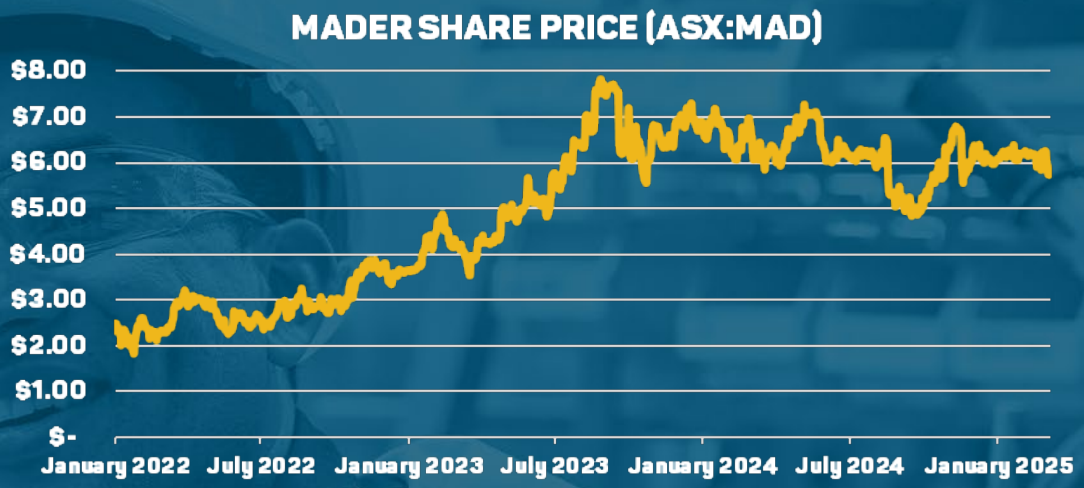
TARGETING NEW MARKETS AND SERVICE OFFERINGS

INVESTMENT CASE

MARKET CAP
$1.17B
AT MARKET CLOSE
10 MARCH 2025

SHARES
202M
ON ISSUE*

SHARE PRICE
$5.80
AT MARKET CLOSE
10 MARCH 2025



- **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**

*Capital Structure excludes 1.8m vested but unexercised FY24 Share Appreciation Rights and 7.84m FY26 Performance Rights.

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