



Pepper Money Limited
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ASX Announcement

28 April 2022

Pepper Money (ASX:PPM)

Pepper Money Limited Annual General Meeting - Address and Presentation

Attached are the following documents to be presented at the Company's Annual General Meeting being held today:

- Address from the Chair, Mr Michael Culhane;
- Address from the CEO, Mr Mario Rehayem;
- AGM Presentation Slides; and
- Proxies received on each resolution.

The announcement has been authorised for release by the Company Secretary.

For further information:

Company Secretary
John Williams
Pepper Money Limited
T: +61 (2) 7227 3811
jwilliams@pepper.com.au

ENDS

About Pepper Money

Pepper Money is one of Australia and New Zealand's leading non-bank lenders. It was established in 2000 as a specialist residential home loan lender in Australia with a focus on providing innovative home loan solutions to customers that were being underserved by traditional lenders. Pepper Money today has a broad product offering of residential home loans, asset finance commercial real estate and novated leases in Australia and residential home loans in New Zealand. For more information visit <https://www.pepper.com.au>

ASX Release

28 April 2022

**Pepper Money Limited
Chair Address
And
Chief Executive Officer's Update
Annual General Meeting**

Thursday 28 April 2022, at 2.00pm

CHAIR'S ADDRESS TO SHAREHOLDERS

It is my pleasure to speak to you today about the achievements of Pepper Money in calendar year 2021.

Despite the challenging circumstances of the past 18 months, our team has delivered strong results in our first-year listing on the ASX.

Pepper Money's purpose is to "help people succeed" and we look to put our customers at the heart of everything we do. We believe it is that focus which helps distinguish us from our competitors.

During 2021 we helped a further 59,780 customers with their financing needs bringing the total number of customers Pepper Money has helped to more than 288,900 from 2014 to the end of 2021.

This result sets, sets us up well to meet our target of helping 500,000 customers by the end of calendar year 2023.

Importantly, we were able to deliver this customer growth while maintaining our industry leading turn-around times and our customer satisfaction ratings. Pepper Money leads the market when compared to banks and non-banks for customer satisfaction with 69% of our home loan customers, and 4 out of 5 of our asset finance and personal loan customers, highly satisfied.

2021 also saw the Company continue to grow our distribution footprint and we now have over 18,000 accredited brokers in our mortgage business and 2,092 accredited distribution partners in our asset finance business.

The growth in calendar year 2021 saw us achieve record originations of \$8.5 billion dollars for calendar year 2021 with our highest ever annual total originations for both Mortgages and Asset Finance.

These combined achievements resulted in a strong financial result for the year and saw Pepper Money deliver Pro-forma Net Profit After Tax of \$141.9 million dollars. This result was a 34% increase on the prior comparable period and exceeded our IPO forecast by \$21.2 million, or 18%.

Given the strength of these results your Board was pleased to announce a full year dividend to shareholders of 9 cents a share, which was at the top end of the range we disclosed in our Prospectus.

The recently announced deal to acquire a majority stake in Stratton Finance will give us an additional platform to drive originations growth in the coming years. Mario will provide more detail about the Stratton opportunity in his CEO Update.

We continue to strengthen our Environmental, Social and Governance Framework to provide a quantifiable guide for our people and stakeholders on the standards we seek to uphold. Pepper Money has built strong foundations of supporting the community, embedding good corporate governance, and lending responsibly to our customers.

Our Green Bond program, our market leading position in Pepper Money Electric Vehicle lending, and our community out-reach programs which we support via our Pepper Giving initiative are just part of the way that we seek to have a positive impact on our key stakeholders and the environment.

Diversity and inclusion has always been part of Pepper Money's DNA and I am proud of how our diversity and inclusion strategy is supported by our guiding principles of Allyship, Celebrate, & Educate. These principles and our commitment to diversity and inclusion translates directly into our employee profile as demonstrated by our workforce as at 31 December 2021:

- our team is 53% female, 47% male;
- 18% of our employees identify as part of the LGBTQIA+ community;
- they come from 24 cultures and speak 57 languages; and
- they practice 22 different religions.

Before I conclude, I would like to take this opportunity to thank my fellow Directors for their support over the last twelve months. I have very much enjoyed working with them in our first year since listing and appreciate the diverse skills and insights each of them brings to our deliberations. As a Board we believe that we have a good mix of skills and experience to set the strategy for the business, and to assist management to deliver on that strategy.

I look forward to collaborating with each of them over the rest of calendar year 2022 and beyond.

As you know from our Notice of Meeting, I am standing for re-election today along with my fellow Director, Justine Turnbull, who is also the Chair of our Remuneration and Nomination Committee. I will ask Justine to say a few words when we come to the formal part of the meeting.

I would also like to thank Mario, his Executive team and all of our employees across Australia, New Zealand and the Philippines who have contributed to the success that the Company has achieved over the last 12 months, particularly in light of the challenges presented by the COVID-19 pandemic. It is through our people first and foremost that we are able to deliver on our strategy.

Finally, I would also like to thank you our shareholders, for investing in Pepper Money and continuing to support the growth we have seen in 2021. We appreciate your support and look forward to delivering on our strategy.

I will now hand over to Mario, CEO, to give his address.

CEO UPDATE: MARIO REHAYEM

Thank you, Mike and good afternoon to everyone joining us today.

I would also like to acknowledge the Traditional Owners of the lands from where we are joining this webcast today, and pay my respects to Elders past, present and emerging.

It is hard to believe that the business has not yet celebrated its first anniversary of listing on the ASX - given all that has been achieved since then, particularly given the challenges we have all faced from global pandemic to the recent extreme rains, resulting in floods. To our partners and customers who have been impacted by these events know we stand to support you.

Today I am very pleased to report on Pepper Money's strong performance across all metrics in calendar year 2021 and the team's delivery of our results.

As you have heard me say, at Pepper Money our mission is simple – it's to help people succeed.

We focus on creating financial inclusion, by challenging the way loans are designed and distributed.

We focus on customers of all walks of life including the underserved and undervalued – those customers that traditional banks do not best serve.

Our values provide the guide to how we do business and how we interact with our customers, stakeholders, and each other.

The strength of Pepper Money's calendar year 2021 financial results is down to our ability to deliver on our strategy.

Through our ongoing focus on helping the underserved customer we continue to seek ways to deliver a better experience for our partners and their customers. We do this through our purpose-built technology platform and digital tools, and our ability to leverage data to manage credit risk and identify business opportunities, all supported by our diverse sources of funding supporting our growth.

In calendar year 2021 we continued to deliver on our strategy which has supported our ability to drive profitable growth.

Key highlights for calendar year 2021 include:

- Pepper Money welcomed 59,780 new customers – a growth of 48% on 2020; and
- in line with our commitment to help the underserved, 50% of new customers were self-employed and small business owners;
- Mortgage originations of \$6.4 billion a growth of 89% on the prior comparable period - or PCP - and Asset Finance originations of \$2.1 billion a growth of 70% on PCP:
 - the investment made in technology for scaled growth has enabled us to deliver record originations across all our products;
 - in a period of intense competitive activity and record low interest rates our Mortgage business in Australia delivered 2.6 times systems growth in the second half of calendar year 2021 following our strong first half systems growth of 2.3 times; and.

- Asset Finance growth outpaced the market with 8.2 times system growth in the second half of calendar year 2021 following systems growth of 4.3 times in the first half.
- This above systems growth saw us close calendar year 2021 with Lending AUM of \$15.8 billion.
 - Mortgages increased +15% to \$12.3 billion; and
 - Asset Finance increased +33% to a record \$3.5 billion.
- Total AUM closed at \$17.0 billion up 13% on PCP.
- Our strong volume growth saw the business grow Total Operating Income by 18% to \$375.8 million.
- Our investment in technology continues to support efficient scaled growth. When coupled with our disciplined approach to cost management Pro-forma Discretionary Expenses only increased by 4% year on year.
- We have a broad and deep investor base of both domestic and global debt investors supporting us. This allowed us to increase our warehouse capacity by \$2.4 billion taking our total capacity to \$9.9 billion, up 31% on calendar year 2020 giving us significant scope to fund our aspirations for growth across both Mortgages and Asset Finance.
- With our volume growth ahead of system, coupled with positive business mix and ongoing productivity gains plus our disciplined cost management saw Pepper Money deliver NPAT growth on a Pro-forma basis of 34% to \$141.9 million and on a Statutory basis NPAT has increased 31% to \$130.7 million.

And of course, we are only able to achieve these results because of our people. Their “Can Do” attitude has seen the business rise to face the challenges presented, and to always go one step beyond to support our customers, partners, and communities.

People are at the heart of our business. Part of what makes Pepper Money successful is a culture that is driven by living our core values. In calendar year 2021 over 95% of our employees participated in our annual engagement survey. Our overall engagement score of 80 places us in the top 10% of high performing companies globally.

The contribution by our people continues to be recognised by our partners and the customers we serve – seen through the multiple awards we continue to win including Best Non-Bank Lender.

Our focus on sustainability has seen Pepper Money become a leader in Electric Vehicle lending as well as funding homes and properties that have saved 27% in Co2 emissions through our Green Bond program.

Now I would like to turn and provide a brief update on how the business has performed in the first quarter of calendar year 2022.

The strong performance demonstrated by Pepper Money over calendar year '21 has continued into the first quarter of 2022, with total originations at \$2.6 billion delivering a 60% increase on PCP and Q1 2022 closing AUM of \$16.8 billion up 24% on PCP. Growth was strong across both asset classes:

- with Mortgage originations of \$1.9 billion increasing 54% on PCP and March calendar year 2022 closing AUM of \$13.0 billion up 20% on PCP, and
- our Asset Finance business Quarter 1 originations of \$700 million were 78% higher than PCP, with March 2022 closing AUM at \$3.9 billion up 39% on PCP.

Our commitment to creating financial inclusion, by challenging the way loans are designed and distributed, saw us launch our new Mortgage solution: Near Prime Clear - which offers a competitive price point and greater flexibility for a growing customer segment with a generally clean credit history, that sits just outside the traditional Prime lending space. The feedback from our brokers and customers is very positive with testimonies, from our partners such as Mathew Spiteri, Director of Engaged Finance commenting:

"Pepper provides great BDM support and a level of certainty with their new product. Near Prime Clear gives more finance options to good people"

Alongside Near Prime Clear our Fixed Rate mortgage product range for Australia will start to be released by end of Quarter 2.

Turning to our strategic pillar of business - we continue to build on our digital capabilities to make it easier for our partners and customers to succeed. Examples of this include:

- in Mortgages we have implemented automated valuations and electronic valuations for applications with eligible securities – further streamlining our application process and reducing the time to yes for brokers and customers;
- in Asset Finance, as we continue to roll out our in-house purpose-built platform, Solana. This has seen loans that are being auto-approved in under 2 seconds increase from 27% - as reported at the end of calendar year 2021 - to 37% at the end of Quarter 1 2022. We are already over halfway to our estimate of 60% by Q4 2022. Solana has also supported 22% of our Asset Finance Q1 originations being delivered through API integration;
- in Operations, we continue to make it easier for customers to connect and manage their financials through the rollout of mypeppermoney.com.au. We initiated the first rollout to our Asset Finance- consumer customers, and since mid-February 44% of our customers have been onboarded and activated via their online account. As at the end of March we are seeing on average 300 unique customer logins per day. We will continue the drive to make it easier to do business with us, as we continue the rollout of mypeppermoney to all customers over 2022.

Pepper Money's ability to fund its strong growth continues to be demonstrated over the first quarter of this year with the business completing two public securitisations - Pepper Prime 2022-1 at \$1 billion for Prime Mortgages, which included a \$330 million Green Bond, and PRS32 at \$500 million for Non-Conforming Mortgages. For Auto, our SPARKZ 5 at \$600 million was mandated April 26th and is on track for settlement in May. Our Prime warehouse capacity increased in April by a further \$650 million - and now all 4 major banks in Australia are supporting the business.

And I am very proud to announce that Pepper Money has recently been awarded the Canstar Inaugural Green Excellence Award for our Electric Vehicle loan - supporting our ongoing commitment to lending to support environment and sustainability - the judges noting:

"Pepper Money's EV loan impressed judges across the board, particularly in the Consumer Empowerment criteria. With a market-leading rate and a number of initiatives such as free public charging up to 12,000 km over the course of a year, the judges recognise Pepper Money is enabling consumers to purchase green by reducing some key barriers to EV ownership"

Before closing out with an overview of the Stratton Finance acquisition, I am proud to present our record start to calendar year 2022, the strong momentum generated in Q4 2021 has continued:

- total Applications at \$4.3 billion for Q1 2022 grew 35% on PCP and 53% on Q1 2020, with Mortgages growing 25% and 42% and Asset Finance 72% and 94% on Q1 2021 and 2020 respectively;
- Quarter 1 calendar year 2022 Total Originations at \$2.6 billion represents a growth of 60% on PCP;
- and Lending AUM closed in March 2022 at \$16.8 billion - up 24% against calendar year 2021 March close with Mortgages up 20% to \$13.0 billion and Asset Finance now at \$3.9 billion a growth of 39% on PCP.

Now turning to Stratton.

On April 4th we announced we are acquiring 65% of Stratton Finance - one of Australia's largest online asset finance brokers. This acquisition brings together two companies who have a long - and strong - working relationship.

The acquisition is expected to accelerate origination volumes for both Pepper Money and Stratton and extends our distribution reach in areas such as direct to consumer mortgages and personal loans.

This acquisition:

- broadens our distribution footprint by leveraging Pepper Money's established infrastructure and shared service operations;
- continues to deepen Pepper Money's distribution footprint through Stratton's well established broker base and franchise network;
- delivers growth opportunities by providing the Stratton network access to all of Pepper Money's products across mortgages, personal loans and commercial real estate loans;
- provides Pepper Money access to Stratton's customer data and insights that will further enhance Pepper Money's product development pipeline.

And on top of the revenue synergies, there are supporting efficiencies and cost synergies in areas such as vendor and other optimisation.

Stratton is a business that is strongly aligned with Pepper Money's core values and its purpose-built technology already connects with Pepper Money's Asset Finance Solana platform, positioning us to continue to drive strong business growth.

I am very excited by the opportunities that this acquisition presents for us to accelerate growth and extend further our market position. The acquisition is subject to FIRB approval and other conditions precedent, but we hope to complete in Quarter 3 2022, at which time we can provide a further update.

On that note I will now hand back to our Chair, Mike Culhane.



Pepper Money Limited

Annual General Meetings

28 APRIL 2022

Pepper Money Limited

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We acknowledge the traditional custodians of the land on which we meet today, the **Gadigal people** of the **Eora Nation**. We pay our respects to each of their Elders, past, present, and emerging.

JOHN WILLIAMS

General Counsel & Company Secretary



Chairs Address

ONLINE PLATFORM GUIDE

www.pepper.com.au/investors/shareholders

ONLINE PLATFORM SUPPORT

+61 2 9290 9600, or

1300 737 760

ONLINE PLATFORM USER GUIDE

To view/listen to proceedings please select the **'Broadcast'** bar, then press **play** to begin the presentation.

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You will find this in the **'Broadcast'** bar. The broadcast can be minimised, audio will continue to play.



MICHAEL CULHANE

Chair & Shareholder Representative



CEO Update

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MARIO REHAYEM

Chief Executive Officer



CEO Update

LISTED 25 MAY 2021

Pepper Money is one of Australia and New Zealand's largest non-bank lenders and our mission is to help people succeed.



Helping customers succeed

288,900

Customers now helped by Pepper Money¹



Record originations
\$8.5bn

peppermoney

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Record results

AUM

\$17.0bn

↑ 13% YoY

Lending AUM up 19% to \$15.8bn



Total Operating income

\$375.8m

↑ 18%

Record NPAT

Pro-forma

\$141.9m

↑ 34%



Statutory

\$130.7m

↑ 31%

Funding – supporting growth

Funding capacity

\$9.9bn

up 31%

Deep and diversified investor base, with over 100 local and offshore



Investing in
Pepper Money

New platforms
& processes

ISO27001 compliant

Digital tools supporting record volumes PPS and Pepper Resolve.

Strong dividend yield

5.5%

annualised²



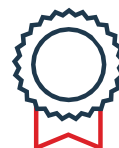
Our People

Engagement

+80

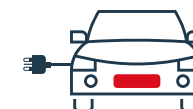
Top 10% of high performing companies globally

Diversity F|M - 53|47



Recognised by our Partners

Non-bank of the Year
& Best Specialist Lender



One of Australia's largest electric vehicle lender

Facilitating more than 3,800 tonnes reduction of greenhouse gas emissions



Supporting our communities

Assisting families by funding properties that have saved 27% in CO₂ emissions through our Green Bond program

1. Cumulative customers helped from 2014 to 31 December 2021.

2. Dividend yield based on average share price from time of IPO to year end (25 May – 31 December 2021).

CEO Update



HIGHLIGHTS

Quarter 1
CY2022

peppermoney

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CUSTOMER

Originations of \$2.6bn
Up **60%** on PCP¹

Lending AUM of \$16.8bn
Up **24%** on PCP

Near Prime Clear: launched
Fixed Rate: launching Q2

BUSINESS

EASY TO DO BUSINESS WITH

Mortgages
Automated and Electronic valuations
E-sign documents: customer and brokers

Asset Finance
37% loans² auto-approved in 2 seconds up 10pp **on Q4**
22% settlements³ via API

Customer Operations
mypeppermoney.com.au launched to Asset Finance (Consumer) – 44% active users³

FUNDING

\$1.0bn Prime RMBS
incl. \$330m Green Bond

\$0.5bn Non Conforming RMBS

\$0.6bn ABS
SPARKZ 5 (May 2022)

BRAND

Canstar Inaugural Green Excellence Award
Electric Vehicle Loan



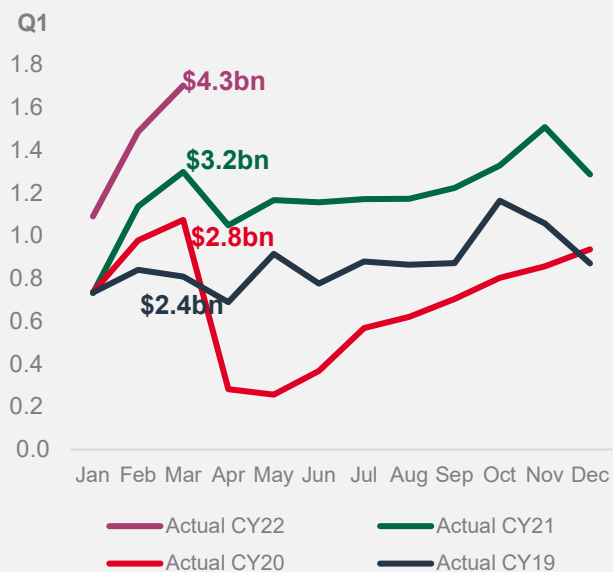
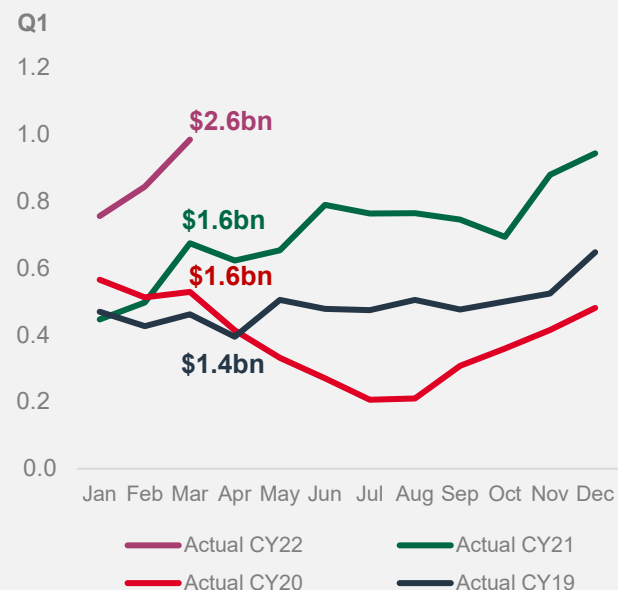
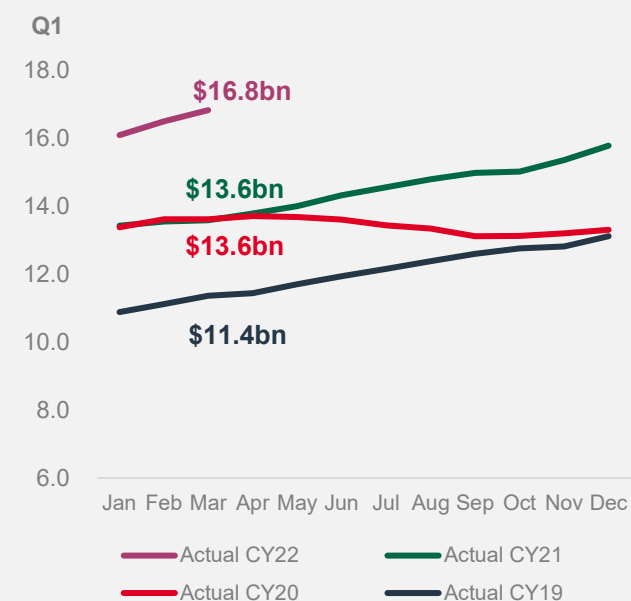
1. All references to PCP (prior comparable period) are to quarter ending 31 March 2021. 2. Based on applications from January – March 2022.

2. Based on settlements from January – March 2022. 3. Implemented 17th February. By 31 March 2022 44% of Asset Finance consumer customers have been onboarded and activated their online account

CEO Update

Pepper Money has continued to deliver strong growth over Q1 CY2022

TOTAL LENDING

Applications^{1 2} (\$bn)Originations² (\$bn)AUM² (\$bn)

Quarter 1
Applications

CY2022
\$4.3bn

CY2021
\$3.2bn

CY2020
\$2.8bn

CY2019
\$2.4bn



Quarter 1 applications in CY2022 were **35%** above CY2021, and **53%** above CY2020.

CEO Update

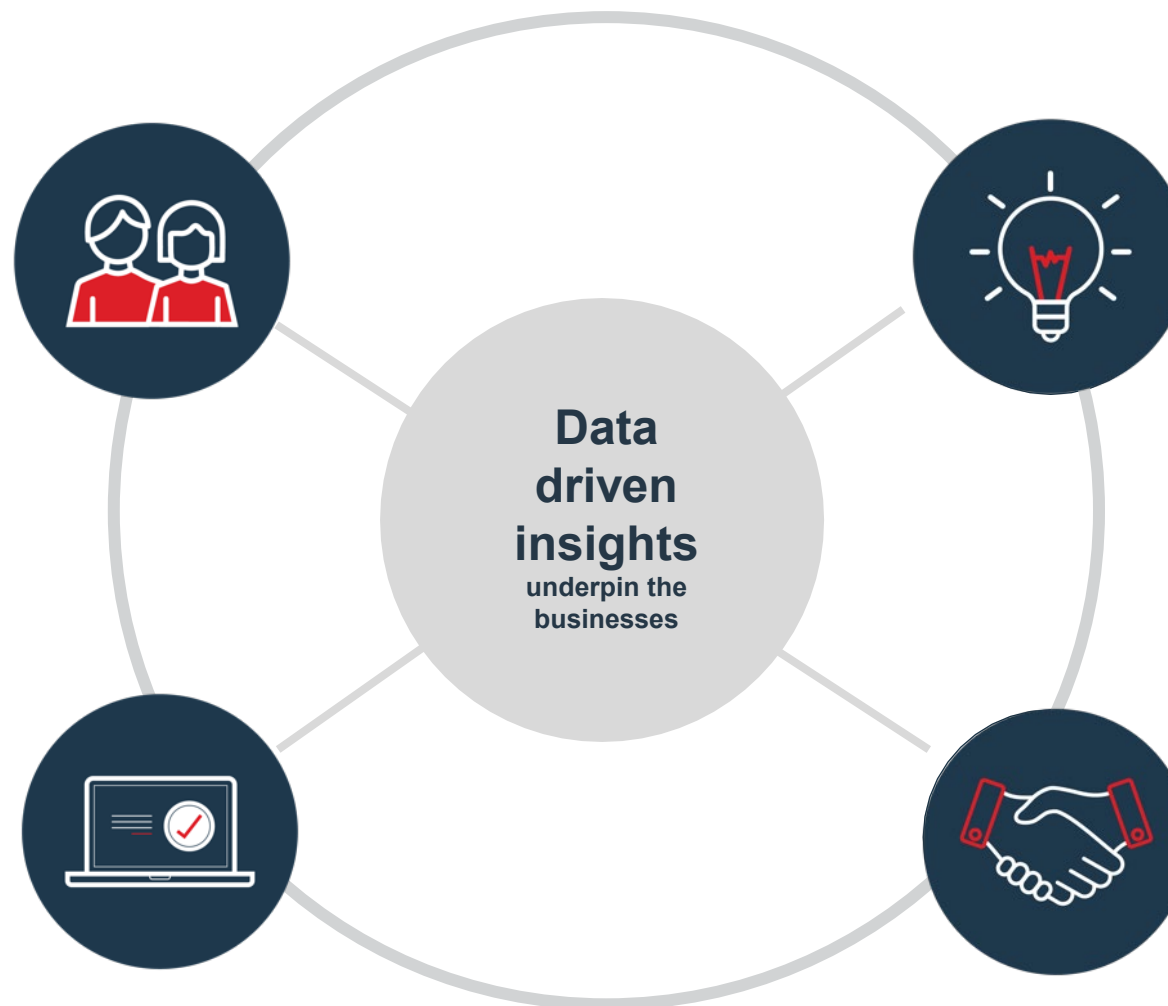
Pepper Money & Stratton Opportunity summary

DIRECT TO CONSUMER

- Stratton gives Pepper Money **the insights of D2C in scale**
- Stratton's **1.3m+** contact data base
- Stratton lead generating capabilities – will benefit from **Pepper Money's product manufacturing** capabilities
 - platform for originating wide range of asset finance products, residential and small balance commercial loans, plus personal loans

CONNECTED TECHNOLOGY

Closer connection will increase already strong integration levels and **improve operating efficiency** for each of Stratton and Pepper Money



PRODUCT & INNOVATION

- Increase insights into what customers want and **need** in asset finance products and **where** there are areas of **underserved** demand
- Combined **business helps to better refine** product offering to borrowers and introducers making Pepper Money loans the **best choice** for more borrowers

BROKER DISTRIBUTION

- Brokers continue to be **key focus** for Pepper Money
- Stratton provides the opportunity to build on relationships and to deliver **further product and technology opportunities**

Formal Business

Pepper Money Limited Board



Des O'Shea

Non Executive
Director & Shareholder
Representative

Mike Cutter

Independent Non
Executive Director

Michael Culhane

Chair & Shareholder
Representative

Justine Turnbull

Independent Non
Executive Director

Akiko Jackson

Independent Non
Executive Director

Mario Rehayem

Chief Executive
Officer

Rob Verlander

Independent Non
Executive Director

Agenda Item 1: Company Financial Report ended 31 December 2021

**To receive the Company's
Financial Report for the
financial year ended 31
December 2021**



Resolution 1: Adoption of Remuneration Report

To consider and, if thought fit,
to pass the following resolution
as an ordinary resolution:



That, for the purposes of section 250R(2) of the Corporations Act and for all other purposes, the **Remuneration Report** of the Company for the financial year ended 31 December 2021 as disclosed in the Directors' Report be adopted.



Resolution 1: Proxy

Resolution details		Instructions given to validly appointed proxies (as at proxy close)			
Resolution	Resolution Type	For	Against	Proxy's Discretion	Abstain
Resolution 1. Adoption of Remuneration Report	Ordinary	378,546,413	230,032	70,736	3,134,381

Resolution 2: Re-election of Michael Culhane as a Director

To consider and, if thought fit,
to pass the following resolution
as an ordinary resolution:



That **Michael Culhane**, retiring as a Director of the Company in accordance with rule 6.2(c) of the Company's constitution and who has consented to stand for re-election (and being eligible), be re-elected as a Director of the Company in accordance with rule 6.3(a)(i) of the Company's constitution.



Resolution 2: Proxy

Resolution details		Instructions given to validly appointed proxies (as at proxy close)			
Resolution	Resolution Type	For	Against	Proxy's Discretion	Abstain
Resolution 2. Re-election of Michael Culhane as a Director	Ordinary	360,224,237	21,270,788	72,661	3,136,381

Resolution 3: Re-election of Justine Turnbull as a Director

To consider and, if thought fit,
to pass the following resolution
as an ordinary resolution:



That **Justine Turnbull**, retiring as a Director of the Company in accordance with rule 6.2(c) of the Company's constitution and who has consented to stand for re-election (and being eligible), be re-elected as a Director of the Company in accordance with rule 6.3(a)(i) of the Company's constitution.



Resolution 3: Proxy

Resolution details		Instructions given to validly appointed proxies (as at proxy close)			
Resolution	Resolution Type	For	Against	Proxy's Discretion	Abstain
Resolution 3. Re-election of Justine Turnbull as a Director	Ordinary	381,281,724	212,955	73,007	3,136,381

Resolution 4: Approval of Executive Rights Plan

To consider and, if thought fit,
to pass the following resolution
as an ordinary resolution:



That, for the purpose of ASX Listing Rule 7.2 (Exception 13) and for all other purposes, approval is given to maintain the Company's **Executive Rights Plan** on the terms and conditions described in the Explanatory Memorandum accompanying this Notice of Meeting and for the issue of securities pursuant to the Executive Rights Plan as an exception to ASX Listing Rule 7.1.



Resolution 4: Proxy Voting

Resolution details		Instructions given to validly appointed proxies (as at proxy close)			
Resolution	Resolution Type	For	Against	Proxy's Discretion	Abstain
Resolution 4. Approval of Executive Rights Plan	Ordinary	377,278,312	138,604	72,661	3,148,657

Resolution 5: Approval of Short-Term Variable Remuneration Plan

To consider and, if thought fit,
to pass the following resolution
as an ordinary resolution:



That, for the purpose of ASX Listing Rule 7.2 (Exception 13) and for all other purposes, approval is given to maintain the Company's **Short-Term Variable Remuneration Plan** on the terms and conditions described in the Explanatory Memorandum accompanying this Notice of Meeting and for the issue of securities pursuant to the Short-Term Variable Remuneration Plan as an exception to ASX Listing Rule 7.1.



Resolution 5: Proxy

Resolution details		Instructions given to validly appointed proxies (as at proxy close)			
Resolution	Resolution Type	For	Against	Proxy's Discretion	Abstain
Resolution 5. Approval of Short-Term Variable Remuneration Plan	Ordinary	377,036,911	145,734	74,470	3,148,381

Resolution 6: Approval of Share Save Plan

To consider and, if thought fit,
to pass the following resolution
as an ordinary resolution:



That, for the purpose of ASX Listing Rule 7.2 (Exception 13) and for all other purposes, approval is given to maintain the Company's **Share Save Plan** on the terms and conditions described in the Explanatory Memorandum accompanying this Notice of Meeting and for the issue of securities pursuant to the Share Save Plan as an exception to ASX Listing Rule 7.1.



Resolution 6: Proxy

Resolution details		Instructions given to validly appointed proxies (as at proxy close)			
Resolution	Resolution Type	For	Against	Proxy's Discretion	Abstain
Resolution 6. Approval of Share Save Plan	Ordinary	377,062,836	139,234	69,045	3,134,381

Resolution 7: Approval of Employee Rights Plan

To consider and, if thought fit,
to pass the following resolution
as an ordinary resolution:



That, for the purpose of ASX Listing Rule 7.2 (Exception 13) and for all other purposes, approval is given to maintain the Company's **Employee Rights Plan** on the terms and conditions described in the Explanatory Memorandum accompanying this Notice of Meeting and for the issue of securities pursuant to the Employee Rights Plan as an exception to ASX Listing Rule 7.1.



Resolution 7: Proxy

Resolution details		Instructions given to validly appointed proxies (as at proxy close)			
Resolution	Resolution Type	For	Against	Proxy's Discretion	Abstain
Resolution 7. Approval of Employee Rights Plan	Ordinary	379,820,122	104,453	69,045	3,134,381

Resolution 8: Approval of NED Equity Plan

To consider and, if thought fit,
to pass the following resolution
as an ordinary resolution:



That for the purpose of ASX Listing Rule 7.2 (Exception 13) and for all other purposes, approval is given to maintain the Company's **NED Equity Plan** on the terms and conditions described in the Explanatory Memorandum accompanying this Notice of Meeting and for the issue of securities pursuant to the NED Equity Plan as an exception to ASX Listing Rule 7.1.



Resolution 8: Proxy

Resolution details		Instructions given to validly appointed proxies (as at proxy close)			
Resolution	Resolution Type	For	Against	Proxy's Discretion	Abstain
Resolution 8. Approval of Non-Executive Directors (NED) Equity Plan	Ordinary	378,614,758	153,950	70,736	3,142,118

Resolution 9: Issue of Performance Rights under the Executive Rights Plan to Mario Rehayem

To consider and, if thought fit, to pass the following resolution as an ordinary resolution:



That for the purposes of ASX Listing Rule 10.14 and for all other purposes, approval is given to grant 1,111,722 **Performance Rights** to the Chief Executive Officer of the Company, **Mario Rehayem**, in respect of his long-term variable remuneration component for CY22, in accordance with the relevant **Executive Rights Plan** rules and on the terms and conditions described in the Explanatory Memorandum accompanying this Notice of Meeting.



Resolution 9: Proxy

Resolution details		Instructions given to validly appointed proxies (as at proxy close)			
Resolution	Resolution Type	For	Against	Proxy's Discretion	Abstain
Resolution 9. Issue of Performance Rights under the Executive Rights Plan to Mario Rehayem	Ordinary	381,344,705	138,604	70,736	3,150,022

Resolution 10: Issue of Restricted Rights under the STVR Plan to Mario Rehayem

To consider and, if thought fit, to pass the following resolution as an ordinary resolution:



That for the purposes of ASX Listing Rule 10.14 and for all other purposes, approval is given to grant 197,457 **Restricted Rights** to the Chief Executive Officer of the Company, **Mario Rehayem**, in respect of his short-term variable remuneration component for CY22, in accordance with the relevant **STVR Plan rules** and on the terms and conditions described in the Explanatory Memorandum accompanying this Notice of Meeting.



Resolution 10: Proxy

Resolution details		Instructions given to validly appointed proxies (as at proxy close)			
Resolution	Resolution Type	For	Against	Proxy's Discretion	Abstain
Resolution 10. Issue of Restricted Rights under the STVR Plan to Mario Rehayem	Ordinary	381,329,705	153,604	70,736	3,150,022

Thank you

on behalf of the Board
of Pepper Money
Limited



Disclaimer

Summary information

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