

# WHO WE ARE



















SERVICE VEHICLES

1,300

WORLDWIDE



WIDE NETWORK

540+
LOCATIONS



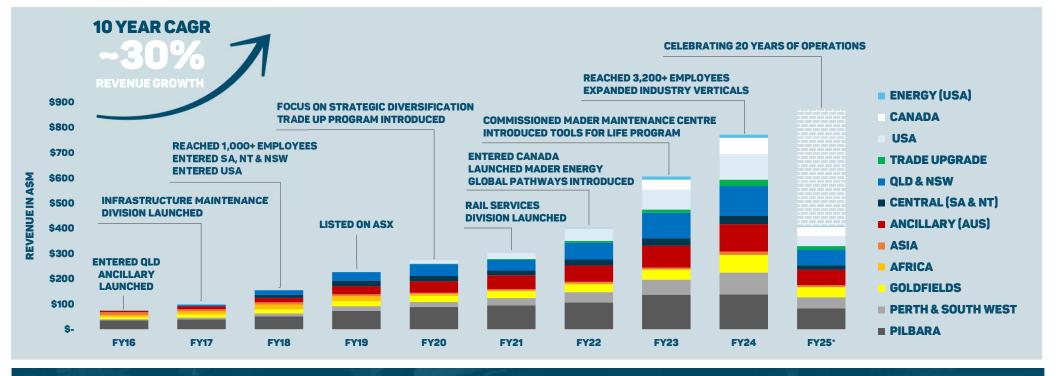
SUPPORTED
400+
CUSTOMERS



**OPERATED IN** 

COUNTRIES

### **ORGANIC GROWTH**







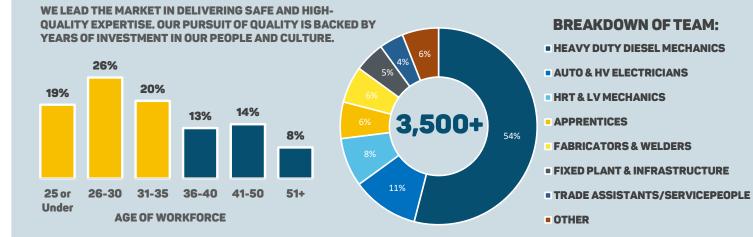




10 YEAR COMPOUNDING ANNUAL REVENUE GROWTH OF 30%



### **SPECIALISED WORKFORCE**



#### **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**

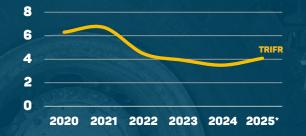
2024 FINALIST BOWEN BASIN MINING CLUB AWARDS

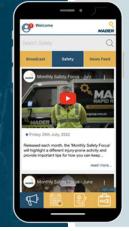
# FOR SAFETY

"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.



### **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** 

SIGNIFICANT NUMBER OF EMPLOYEES HAVE ALREADY SIGNED UP TO OVERSEAS

ADVENTURES!

TWO-WAY TRANSFERS BETWEEN

AUSTRALIA NORTH AMERICA

UNDERWAY

### **THREE GEARS**







219 FISH CAUGHT



435 SWAGS PITCHED



574 TUBES DRIFTED DOWN RIVERS



5,178KM

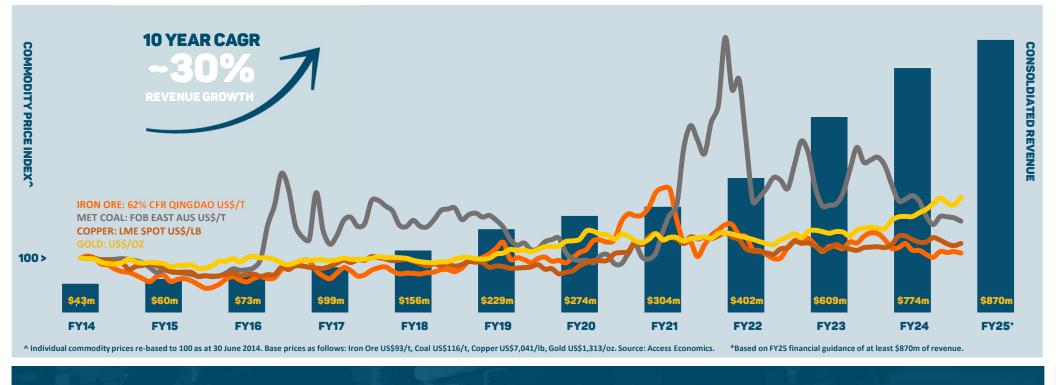
HIKED ACROSS SCENIC TERRAINS



**628KM**ZIP-LINED THROUGH
PICTURESQUE
LANDSCAPES



### **A RESILIENT BUSINESS MODEL**





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



### **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 fiveyear 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

FY22 NPAT TARGET:

\$24M

YEAR 2

FY23 NPAT TARGET:

\$32M

YEAR 3

1H FY25 NPAT TARGET:

\$40M

YEAR 4

FY25 NPAT TARGET:

\$51M

YEAR 5

FY26 NPAT TARGET:

\$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



#### **AUSTRALIA**

320+ Customers 2,920+ Employees

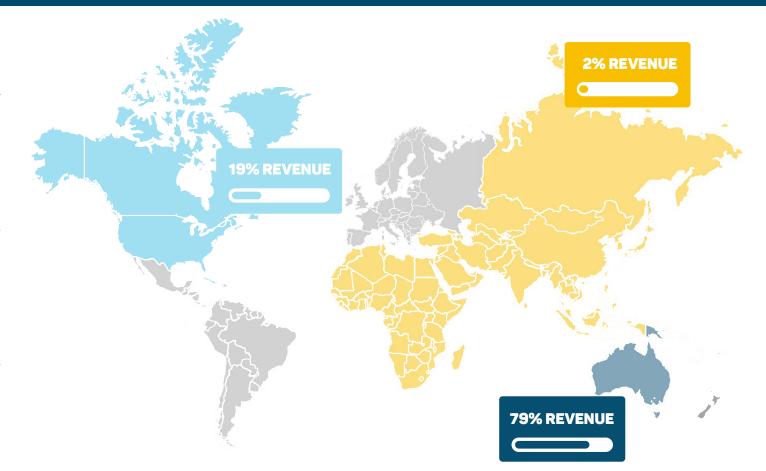
#### **NORTH AMERICA**

80+ Customers 520+ Employees

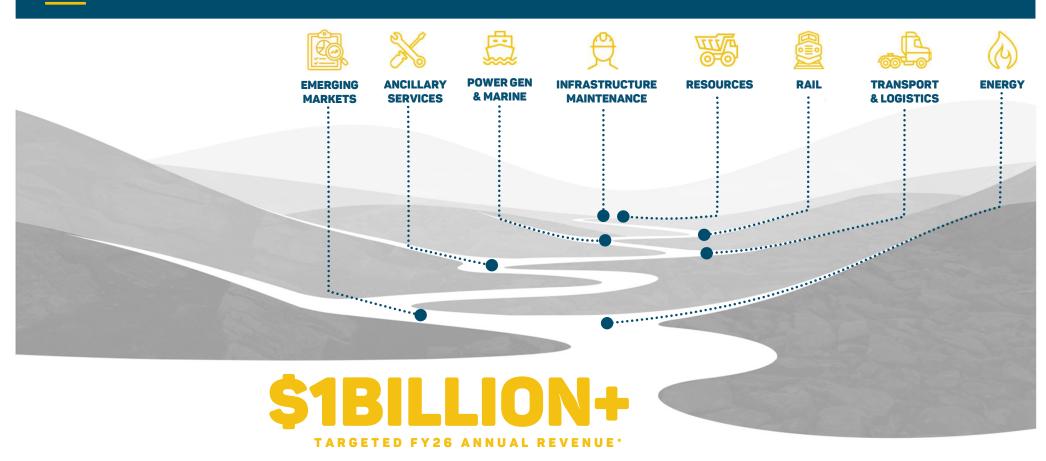
#### **REST OF WORLD**



\*Figures have been rounded.



# **WELL ADVANCED**



\*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.





## **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

YEAR1

**NPAT TARGET:** 

\$24M

**FY22 ACTUAL:** 

\$28M

EXCEEDED

+44% PCP

YEAR 2

**NPAT TARGET:** 

\$32M

**FY23 ACTUAL:** 

**\$39M** 

EXCEEDED

+38% PCP

YEAR 3

**NPAT TARGET:** 

\$40M

**FY24 ACTUAL:** 

\$50M

EXCEEDED

+31% PCP

YEAR 4

**NPAT TARGET:** 

\$51M

**FY25 GUIDANCE:** 

\$57M



46%

46% ACHIEVED BY 31 DEC



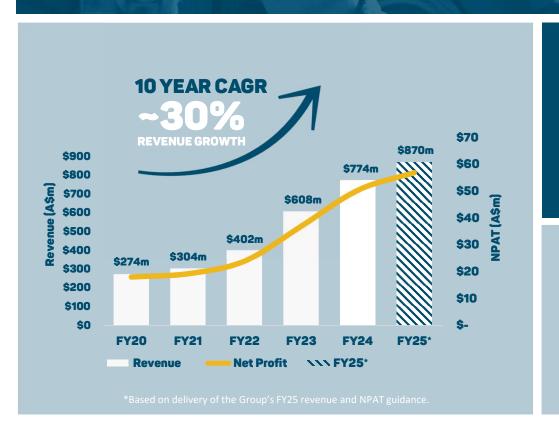
**NPAT TARGET:** 

\$65M



## HIGH GROWTH AGENDA

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



# PATHWAY TO CONTROL OF CONTROL OF

TARGETING NET CASH POSITION IN THE SHORTTERM

# 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 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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