



MODERN SLAVERY STATEMENT

FY 2024/2025



MAAS

MAAS

Maas Group Holdings Limited (ABN 84 632 994 542), on its behalf and on behalf of its Group Companies (collectively, “Maas,” “we” or “our”) makes the following Modern Slavery Statement on slavery and human trafficking, addressing the risks of Modern Slavery in our business, operations and supply chains during the financial year July 1, 2024 – June 30, 2025 (Year). This statement addresses the following:

- 3 STRUCTURE, OPERATIONS AND SUPPLY CHAINS**
- 5 RISKS OF MODERN SLAVERY IN MAAS OPERATIONS AND SUPPLY CHAINS**
- 7 ACTIONS TO ASSESS AND ADDRESS THE RISKS OF MODERN SLAVERY**
- 9 ASSESSING EFFECTIVENESS OF OUR ACTIONS**
- 11 BUILDING A SUSTAINABLE FUTURE**

Disclaimer: This Modern Slavery Statement is currently under consideration for publication and may be subject to updates.

MAAS GROUP COMPANIES

MAAS

**REGIONAL
GROUP AUSTRALIA**

**MACQUARIE
GEO TECH**



AUSTEK ROADS



**A1 EARTHWORX
MINING AND CIVIL**



GARDE

Schwarz

**AMCOR
EXCAVATIONS PTY LTD**

Astley's

PlastaMasta

MAAS DPC



VMS

**JACON
EQUIPMENT**

**COMET
EQUIPMENT**



Pictured: Maas headquarters, Dubbo NSW

STRUCTURE, OPERATIONS AND SUPPLY CHAINS

Maas is an Australian diversified industrial service and real estate business. We provide materials, equipment and services across the property, civil, infrastructure, renewable energy and mining industries. Maas Group Holdings Limited is publicly listed on the Australian Stock Exchange. A full list of subsidiary companies and their locations that were within the group during the Year is contained in Appendix 1.

Maas has a growing team of approximately 2,300 employees located throughout Australasia. We support the operation of strategically located quarries, concrete plants, assets for hire, manufacturing facilities and a portfolio of commercial and residential lots in new and existing markets. Based in Dubbo NSW, Maas operates across Australia, with a strong presence in regional areas and an international presence.

During the financial year, our business was comprised of five key operating segments:

- Construction Materials
- Civil Construction and Hire
- Manufacturing and Equipment Sales
- Residential Real Estate
- Commercial Real Estate

Construction materials segment supplies quarry materials, aggregates, pre-mix concrete, crushing and screening services, asphalt and logistics to the civil infrastructure, renewable energy, building and construction, and mining sectors across the east coast of Australia. We also offer geotechnical services,

including geological engineering, drilling and testing through our Macquarie Geotech business. Our quarries, concrete and asphalt plants are strategically located along the east coast – stretching from Central Queensland to Victoria.

Civil construction and hire segment provides construction and above-ground plant hire as well as electrical transmission and distribution services to major infrastructure and renewable energy projects across Australia. Major infrastructure investment in renewable energy and upgrading transport links continue to provide opportunity for growth of our businesses that operate high demand assets and skilled labour. Our electrical transmission and distribution businesses service renewable energy projects across regional Australia.

Manufacturing and equipment sales segment is headquartered in Brisbane, with a plant in Vietnam and sales and support operations in Australia and Indonesia. This business division is an engineering firm, manufacturer and retailer of industrial machinery, serving both aboveground and below-ground markets. Comet Equipment supplies above-ground machinery, while Jacon Equipment specialises in the rock mining and civil tunnelling sectors. We work with global distributors in key target markets to support equipment sales.

The residential real estate segment portfolio includes assets across Australia, with a current pipeline of 7,500 lots. As well as

traditional greenfield residential masterplan subdivisions, we offer diversified land sales and ready-built homes, medium density lifestyle developments and land lease communities, in addition to our external home construction services.

The commercial real estate segment develops commercial and industrial properties focused on the industrial, self-storage and childcare sectors. Complementing the development business are commercial construction delivery businesses, building supplies and insurance repair building businesses.

The supply chains for all operations include

external casual and permanent labour hire; sub-contractors, particularly trade-qualified; locally sourced construction materials; and plant, equipment and component parts, sourced directly from manufacturers or through global auctions for specialised second hand plant and equipment.

Maas builds and maintains strong community relationships and engages openly and constructively with community stakeholders to share information, hear concerns and solve problems. Our local communities are fundamental to our success and we remain committed to supporting them in meaningful and lasting ways.

Pictured: Cleary Bros Quarry





RISKS OF MODERN SLAVERY IN MAAS OPERATIONS AND SUPPLY CHAINS

The risks of modern slavery in our operations and supply chain are managed through our internal risk management systems. For the Year, we are not aware of any reports of incidences related to modern slavery in our operations or supply chain.

Maas includes operations in Indonesia and Vietnam, which provides geographic expansion for our manufacturing operations. These locations may be at higher risk for modern slavery than operations within Australia. VMS Engineering Company currently has 191 employees in Vietnam, a slight increase from the previous year. Most employees in Vietnam work in our manufacturing facility. Eight Jacon employees are located in Indonesia. These employees are employed in low-risk office-based roles. All employees are permanent.

Operations in Vietnam and Indonesia are closely overseen by our General Director, General Manager Manufacturing, who

reports to our Group Chief Executive Officer. Employees in Vietnam and Indonesia are covered by our Group employment policies, including those relating to health and safety, equal employment opportunity, diversity, training, anti-discrimination and harassment, freedom of association, sustainability, community and more, relevant to their roles. Local requirements related to leave and entitlements are carefully reviewed and followed. Record keeping, such as time sheets, near miss incidents, etc, is conducted locally and reviewed by our General Director.

Maas recognises that modern slavery risks may also be present in our supply chain, particularly external labour hire. We do not use labour hire suppliers for our operations overseas. We believe our construction and manufacturer suppliers do not currently present a risk of modern slavery practices within the first tier of our supply chain (and likely beyond), since our suppliers are large multi-national companies who report on this

issue as required by legislation both in the UK and Australia, or voluntarily. However, we recognise that there may be risks of modern slavery further down our supply chain. We purchase only from certified suppliers in Vietnam. Our due diligence for suppliers includes a thorough examination of the entity, its experience, and procurement history. In accordance with our policies, we act on concerns surrounding the Supplier's

code of conduct, safety and the environment. Suppliers are given a chance to remediate any concerns, but if necessary, we will change suppliers to ensure compliance.

When looking at potential acquisitions and integration, Maas conducts due diligence that includes human rights and modern slavery issues.



Types of exploitation

- Forced labour
- Debt bondage
- Human trafficking
- Child labour
- Migrant worker exploitation
- Unpaid overtime
- Poor working conditions
- Subcontractor exploitation
- Contractual rights risk
- Cultural and language barriers



Risk indicators

- Reported exploitation by independent agencies
- Foreign workers
- Opaque supply chains
- Non-transparent recruitment strategies
- High rates of injuries or health complaints or inconsistencies in reporting
- Use of unskilled or temporary labour
- Child labour in hazardous conditions
- Lack of evidence of subcontractor due diligence
- Short term contracts or outsourcing
- Unclear dispute resolution processes



Inherent modern slavery risks

- Entity**
 - Acquisition due diligence
 - Screening of new suppliers
 - New market analysis
- Sector/Industry**
 - Labour hire
 - Building, equipment, maintenance and repair services
 - Security services
 - Cleaning, janitorial
 - Travel and accommodation
- Supply chain**
 - Multi-tier supply chains
 - Low-cost labour
 - Changing labour demographics
- Geographic regions**
 - Migration flows
 - Socio-economic factors
 - Weak rule of law
 - Poor governance

Pictured: Formation at Yan Yan, Schwarz

ACTIONS TO ASSESS AND ADDRESS THE RISKS OF MODERN SLAVERY

Maas is committed to conducting business in line with our values of trust, teamwork, commitment to customers, ownership, leadership and candour.

The Audit and Risk Committee is responsible for reviewing the effectiveness of initiatives to strengthen supply chain transparency and traceability, including to reduce the risk of modern slavery, and reviewing and endorsing for Board approval the annual Modern Slavery Statement. In FY25, to support the Board, the Audit and Risk Committee monitored governance policies, oversaw the comprehensive insurance program, improved quality of reporting systems and thorough due diligence processes to ensure the risk management framework continues to evolve and be scaled to the growth of the business.

The Health, Safety, Environment, and Sustainability Committee, and the People and Culture Committee, in conjunction with the Audit and Risk Committee, supported the Board in ensuring sustainability matters, including modern slavery, are identified, monitored, addressed and reviewed regularly, and are given significant importance by the Company.

Maas requires employees to uphold high standards of personal, professional and business behaviour, particularly when entering into contractual arrangements with third parties and external entities. These standards are clearly outlined in our Code of Conduct and policies. Maas expects all

directors of the Board, as well as all officers, employees, contractors, consultants, other persons that act on behalf of our company, and associates of our company, to act consistently with our Code of Conduct. Maas ensures that employees, business partners and third parties are informed of our expectations and offered training (regularly for key personnel). The Code of Conduct includes the aspects that address human rights-related issues, such as discrimination, bullying, harassment, vilification, illegal and unethical activity, and so on. The Code is available on the Maas website. Any breach of human rights laws and principles by employees is regarded as serious misconduct, leading to disciplinary action.

All employees, officers, contractors, and associates of Maas have a responsibility to help detect, prevent and report instances wrongdoing. Maas is committed to providing a safe reliable and confidential way of reporting misconduct. Our whistleblower policy is designed to ensure disclosure is safe, secure, protected and supported and that potential wrongdoing is dealt with appropriately. The results of any formal investigation into misconduct will be recorded in writing in a formal internal report and the outcome reported to the Board.

Modern slavery is also included in the Non-Conformance or Risk Register, which is reviewed by executive management and the Board, along with other issues that may impact human rights, such as health

and safety, environmental impacts, foreign operations, misconduct and fraud, diversity, industrial relations and climate change.

Agreements with clients and suppliers include modern slavery considerations. For example, modern slavery clauses are included within both upstream and downstream contracts. This may extend to the ability to audit our supply chain.

Maas cares about our people and believes all workers should return home safely at the end of the day. This belief drives a solid commitment to our workers' health, safety and well-being, supported by robust work health and safety management systems. Our consultative risk management framework aims to deliver a targeted risk-based approach, engaged leaders, empowered workers and a positive safety culture. Business units maintain accredited work, health and safety (WHS) management systems. We have a risk-based approach to controls and defences that mitigate unsafe practices and behaviours in the workplace. Critical risk standards are identified through policies and procedures and managed by our leadership team. Through ongoing evaluations and continuous improvement, our WHS management systems continue to evolve to support the business into the future.

Maas currently offers an employee assistance program (EAP) to all employees in Australia and their families. The EAP offers confidential

telephone counselling and psychological assistance.

Human rights and the environment are intertwined – human rights cannot be enjoyed without a safe, clean and healthy environment. Maas is committed to managing our environmental footprint and minimising any environmental impact. We appreciate that responsible environmental management in the resources and infrastructure sector significantly ensures sustainability across Australia. As such, we recognise that proper care of the environment is a fundamental part of our corporate responsibility and integral to our long-term success. Our environmental management systems ensure environmental obligations are identified and management strategies implemented across our operations, from planning to operational stages.

Maas is committed to ensuring that internal control systems and procedures are subject to regular audits and reviews to provide assurance that they are effective. The Board, through the Audit and Risk Committee, continues to work with management and review and evaluate the effectiveness of current risk management and internal controls.

For the Year, we are not aware of any reports of incidences related to modern slavery in our operations or supply chain.

Pictured: Maas workshop, Dubbo





ASSESSING THE EFFECTIVENESS OF OUR ACTIONS

Maas has adopted the ASX Corporate Governance Principles and Recommendations (4th edition) to the extent appropriate for the size, nature and maturity of the Group's operations. Maas has prepared a statement that sets out the corporate governance practices that were in operation during the year and have identified any of the recommendations which have not been followed and, where appropriate, provides reasons for not following these. The Group's Corporate Governance Statement and policies are available on our website. In addition, we report on sustainability, including material environmental, climate, social and governance risks in our annual report.

To ensure that our practices and policies are appropriate, we conduct regular internal reviews. From time to time Maas also engages

independent third parties to conduct relevant reviews and assessments, including corporate lawyers and external investor relations consultants to comment on, or improve on, aspects of our policies.

Independent certification to international standards is held throughout our operations. Certification covers various aspects, depending on the standard, and includes those related to customer focus; leadership; engagement of people; process approach; improvement; evidence-based decision making; and relationship management. These contribute to better risk management and identification of possible modern slavery risks. Certification involves independent audit of the operations by a third party and is reviewed annually.

Management certifications held during the Year included:

ISO 9001	ISO 14001	ISO 45001
MAAS Civil Pty Ltd	MAAS Civil Pty Ltd	MAAS Civil Pty Ltd
AI Earthworx Mining and Civil Pty Ltd	AI Earthworx Mining and Civil Pty Ltd	AI Earthworx Mining and Civil Pty Ltd
JLE Electrical	JLE Electrical	JLE Electrical
JLE Mining and Tunnelling	JLE Mining and Tunnelling	JLE Mining and Tunnelling
Garde Services Pty Ltd	Garde Services Pty Ltd	Garde Services Pty Ltd
VMS Engineering Company Limited	VMS Engineering Company Limited (gained this certification)	VMS Engineering Company Limited (gained this certification)
Stanaway Pty Ltd T/A David Payne Constructions	Stanaway Pty Ltd T/A David Payne Constructions	Stanaway Pty Ltd T/A David Payne Constructions
Schwarz Excavations and Civil Pty Ltd	Schwarz Excavations and Civil Pty Ltd	Schwarz Excavations and Civil Pty Ltd
Regional Quarries & Concrete Pty Ltd	Regional Quarries & Concrete Pty Ltd	Regional Quarries & Concrete Pty Ltd
Macquarie Geotechnical Pty Ltd	Macquarie Geotechnical Pty Ltd	Macquarie Geotechnical Pty Ltd
Austek Asphalt Services Pty Ltd	Austek Asphalt Services Pty Ltd	Austek Asphalt Services Pty Ltd
Austek Spray Seal Pty Ltd	Austek Spray Seal Pty Ltd	Austek Spray Seal Pty Ltd
Austek Asphalt Production Pty Ltd	Austek Asphalt Production Pty Ltd	Austek Asphalt Production Pty Ltd
Austek Roads (Victoria) Pty Ltd T/A R&C Asphalt Paving	Austek Roads (Victoria) Pty Ltd T/A R&C Asphalt Paving	Austek Roads (Victoria) Pty Ltd T/A R&C Asphalt Paving
Southern Asphalt Services Pty Ltd T/A Capital Asphalt	Southern Asphalt Services Pty Ltd T/A Capital Asphalt	Southern Asphalt Services Pty Ltd T/A Capital Asphalt
Regional Concrete Australia Pty Ltd		



BUILDING A SUSTAINABLE FUTURE FOR ALL

Maas is focused on the long term, and we want to be an industry leader in sustainable business operations. We believe that the best companies deliver real and lasting benefits for shareholders, their workers, and the broader community. We will always act with integrity in all our dealings, meet our customer's needs, look after our team, take care of the environment and support the community.

Maas strives to build and maintain strong relationships with our communities. We acknowledge that we have a collective and individual role to play in ensuring our projects and corporate operations contribute to the social, environmental and economic future of the places we work and live in. We engage openly and constructively with community stakeholders, including peak industry bodies, to share information, hear concerns and solve problems. We proudly support many charities, initiatives and community groups.

We aim to help create better, more sustainable, and thriving communities - both for today and for future generations. We invest in shared spaces and community facilities that bring people together. Maas distributes financial and in-kind sponsorship, strategic partnership arrangements and charitable donations. We have a sponsorship policy that enables us to take a strategic approach to sponsorship agreements and donations



and ensure that both our community and organisation are benefiting from involvement in different initiatives. It is important that our sponsorship has the greatest impact possible and is reflective of the diversity of both our organisation and the communities in which we operate.

Our focus in FY25 has been on supporting children's and mental health charities, grassroots sporting and community groups, and programs that drive local social and economic outcomes. During the Year, we provided support for Dollys Dream, Dubbo Regional Theatre and Convention Centre, Starlight, Dubbo Macquarie Titan Mud run and other community sport and clubs in the communities we operate.

APPENDIX 1: MAAS COMPANIES AS AT 30 JUNE 2025

Entity name	Entity type	Body Corporate - Place formed / Country of incorporation	Body Corporate - Ownership interest %	Australian Resident	Foreign jurisdic- tion(s) in which the entity is a resident for tax purposes (according to the law of the foreign jurisdiction)
Al Earthworx Mining & Civil Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Amcor Excavations Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Amcor Quarries & Concrete Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Asphalt Operators Australia Pty Limited	Body Corporate	Australia	75%	Yes	N/A
Astley's Building Supplies Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Austek Asphalt Services Pty Limited	Body Corporate	Australia	75%	Yes	N/A
Austek Plant Hire Pty Limited	Body Corporate	Australia	75%	Yes	N/A
Austek Production Pty Limited	Body Corporate	Australia	75%	Yes	N/A
Austek Roads (Victoria) Pty Limited	Body Corporate	Australia	75%	Yes	N/A
Austek Roads Pty Limited	Body Corporate	Australia	75%	Yes	N/A
Austek Spray Seal Pty Limited	Body Corporate	Australia	75%	Yes	N/A
Azure Asphalt Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
B&B Asphalt Services Pty Limited	Body Corporate	Australia	75%	Yes	N/A
Bizitay Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Blackwater Quarries Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Brett Harvey Constructions Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Casacir Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Casey Concrete Pty Limited	Body Corporate	Australia	100%	Yes	N/A
CB Admin Pty Ltd	Body Corporate	Australia	100%	Yes	N/A
CM Admin Pty Ltd	Body Corporate	Australia	100%	Yes	N/A
Comet Equipment Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Comet Equipment UK Pty Limited	Body Corporate	United Kingdom	100%	No	United Kingdom
Dandy Premix Quarries Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Dawson Quarries Pty Limited	Body Corporate	Australia	100%	Yes	N/A
DPG Civil Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Dubbo Parts Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Elbac Pty Limited	Body Corporate	Australia	100%	Yes	N/A
EMS Admin Pty Limited	Body Corporate	Australia	100%	Yes	N/A
EMS Equipment Hire Pty Limited	Body Corporate	Australia	100%	Yes	N/A
EMS Group Pty Limited	Body Corporate	Australia	100%	Yes	N/A
EMS Labour Hire Pty Limited	Body Corporate	Australia	100%	Yes	N/A
EMS Power Solutions UK Limited	Body Corporate	United Kingdom	100%	No	United Kingdom
Eykan Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Garde Services Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Gracemere Property Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Gracemere Property Unit Trust	Trust	Australia		Yes	N/A

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Entity name	Entity type	Body Corporate - Place formed / Country of incorporation	Body Corporate - Ownership interest %	Australian Resident	Foreign jurisdic- tion(s) in which the entity is a resident for tax purposes (according to the law of the foreign jurisdiction)
Gunnedah Land Holdings Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Gunnedah Property Unit Trust	Trust	Australia		Yes	N/A
Hamcon Civil Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Haydos Pty Limited	Body Corporate	Australia	75%	Yes	N/A
Jacon Equipment Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Jacon Equipment Pty Limited	Body Corporate	South Africa	100%	No	South Africa
JLE Electrical Assets Pty Limited (formerly JLE Group Holdings Pty Limited)	Body Corporate	Australia	100%	Yes	N/A
JLE Electrical Group Pty Limited (formerly JLE Manufacturing Pty Limited)	Body Corporate	Australia	100%	Yes	N/A
JLE Electrical Operations Pty Limited (formerly JLE Electrical Projects Pty Limited)	Body Corporate	Australia	100%	Yes	N/A
JLE Manufacturing & Hire Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Kuruma Traders Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Large Industries Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Local Pastoral Services Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Administration Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Building Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Buildings Materials Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas CCH Service Co Pty Limited (formerly JLE Utilities Services Pty Limited)	Body Corporate	Australia	100%	Yes	N/A
Maas Civil Assets Pty Limited (formerly JLE Engineering Pty Limited)	Body Corporate	Australia	100%	Yes	N/A
Maas Civil Construction and Hire Pty Limited (formerly Maas Group Pty Limited)	Body Corporate	Australia	100%	Yes	N/A
Maas Civil Group Pty Limited (formerly JLE Admin Pty Limited)	Body Corporate	Australia	100%	Yes	N/A
Maas Civil Operations Pty Limited (formerly JLE Hire Pty Limited)	Body Corporate	Australia	100%	Yes	N/A
Maas Civil Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Bennetts Green Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Bennetts Green Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Bennetts Green Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Bultje Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Bultje Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Bultje Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Capital Dr Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A

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Maas Commercial Capital Dr Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Capital Dr Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Childcare No1. Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Childcare No.1 Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Childcare No1. Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Childcare No2. Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Childcare No.2 Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Childcare No2. Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Cobbora Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Cobbora Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Cobbora Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Developments Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Eagle View Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Eagle View Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Eagle View Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Fitzroy Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Fitzroy Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Fitzroy Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Gurwood Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Gurwood Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Gurwood Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Leeds Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Leeds Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Leeds Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Luddenham Road Holdings Pty Ltd	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Luddenham Road Pty Ltd*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Luddenham Road Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Maria Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Maria Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Maria Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Oliver House Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Oliver House Pty Limited*	Body Corporate	Australia	100%	Yes	N/A

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Maas Commercial Oliver House Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Parafield Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Parafield Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Parafield Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Property Management Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Rural Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Rural Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Rural Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Shopping Centre Southlakes Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Shopping Centre Southlakes Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Shopping Centre Southlakes Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Southern Cross Dr Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Southern Cross Dr Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Southern Cross Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Southlakes Child Care Centre No2 Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Southlakes Child Care Centre No2 Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Southlakes Child Care Centre No2 Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Tringa Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Tringa Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Tringa Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial West High St Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial West High St Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial West High St Unit Trust	Trust	Australia		Yes	N/A
Maas Commercial Western Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Yarrandale Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Yarrandale Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Commercial Yarrandale Unit Trust	Trust	Australia		Yes	N/A
Maas Constructions (Dubbo) Pty Limited	Body Corporate	Australia	100%	Yes	N/A

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Maas Group Construction Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Developments Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Holdings Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Hotels Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties 103 Prince Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties 103 Prince Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Arcadia Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Bombira Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Bombira Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Bunglegumbie East Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Collina Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Bunglegumbie East Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Collina Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Durham Park Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Eagle View Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Ellida Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Highlands Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Killarney Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Leeds Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Liberal Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Liberal Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Liberal Unit Trust	Trust	Australia		Yes	N/A
Maas Group Properties Logan Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Magnolia Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Miriam Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties RAAF Residential Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties RBD Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties RBD Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties RBD Unit Trust	Trust	Australia		Yes	N/A
Maas Group Properties Sheraton View Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Southlakes Pty Limited	Body Corporate	Australia	100%	Yes	N/A

APPENDIX 1: MAAS COMPANIES AS AT 30 JUNE 2025

Entity name	Entity type	Body Corporate - Place formed / Country of incorporation	Body Corporate - Ownership interest %	Australian Resident	Foreign jurisdic- tion(s) in which the entity is a resident for tax purposes (according to the law of the foreign jurisdiction)
Maas Group Properties Ulan Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Veravista Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Group Properties Westwinds Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Homes Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas International Investments Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Investment Properties No1 Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Investment Properties No1 Unit Trust	Trust	Australia		Yes	N/A
Maas Investment Properties No2 Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Investment Properties No2 Unit Trust	Trust	Australia		Yes	N/A
Maas Investments Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Investments No1 Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Investments No1 Unit Trust	Trust	Australia		Yes	N/A
Maas Investments Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Plant & Equipment Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Plant Hire Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Plumbing Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Professional Services Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Property Management Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Repairs Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Residential Developments Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Self Storage (Western) Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Self Storage (Canberra) Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Self Storage (Eastern) Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Self Storage (Eastern) Unit Trust	Trust	Australia		Yes	N/A
Maas Self Storage (Southern) Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Self Storage (Western) Unit Trust	Trust	Australia		Yes	N/A
Maas Self Storage Investment Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Maas Self Storage Investments Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Maas Self Storage Investments Unit Trust	Trust	Australia		Yes	N/A
Maas Self Storage Southern Unit Trust	Trust	Australia		Yes	N/A
Machinery Sales Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Macquarie Geotechnical Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Millers Metals Pty Limited	Body Corporate	Australia	100%	Yes	N/A
PT JTECH JASA Pertambangan	Body Corporate	Indonesia	100%	No	Indonesia
PWE Quarry Services Pty Limited	Body Corporate	Australia	100%	Yes	N/A
R Maas Investments Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Regional Concrete (Tamworth) Pty Limited*	Body Corporate	Australia	100%	Yes	N/A

APPENDIX 1: MAAS COMPANIES AS AT 30 JUNE 2025

Entity name	Entity type	Body Corporate - Place formed / Country of incorporation	Body Corporate - Ownership interest %	Australian Resident	Foreign jurisdic- tion(s) in which the entity is a resident for tax purposes (according to the law of the foreign jurisdiction)
Regional Concrete Australia Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Regional Concrete Tamworth Unit Trust	Trust	Australia		Yes	N/A
Regional Concrete Victoria Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Regional Crushing and Screening Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Regional Demolition Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Regional Group Australia Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Regional Group Resources Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Regional Hardrock (Dubbo) Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Regional Hardrock (Forbes) Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Regional Hardrock (Gilgandra) Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Regional Hardrock (Gilgandra) Unit Trust	Trust	Australia		Yes	N/A
Regional Hardrock (Inverell) Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Regional Hardrock (Inverell) Unit Trust	Trust	Australia		Yes	N/A
Regional Hardrock (Orange) Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Regional Hardrock (West Wyalong) Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Regional Hardrock (West Wyalong) Unit Trust	Trust	Australia		Yes	N/A
Regional Hardrock (Willowtree) Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Regional Hardrock (Willowtree) Unit Trust	Trust	Australia		Yes	N/A
Regional Hardrock Clermont Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Regional Hardrock Clermont Unit Trust	Trust	Australia		Yes	N/A
Regional Hardrock Dandy Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Regional Hardrock Dandy Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Regional Hardrock Dandy Unit Trust	Trust	Australia		Yes	N/A
Regional Hardrock Forbes Unit Trust	Trust	Australia		Yes	N/A
Regional Hardrock Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Regional Hardrock Unit Trust	Trust	Australia		Yes	N/A
Regional Hardrock Yatala Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Regional Hardrock Yatala Unit Trust	Trust	Australia		Yes	N/A
Regional Precast Australia Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Regional QC One Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Regional QC One Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Regional QC One Unit Trust	Trust	Australia		Yes	N/A
Regional Quarries & Concrete Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Regional Quarries Allendale Pty Limited (formerly Regional Concrete Monaro Pty Limited)*	Body Corporate	Australia	100%	Yes	N/A
Regional Quarries Allendale Unit Trust (formerly Regional Concrete Monaro Unit Trust)	Trust	Australia		Yes	N/A

APPENDIX 1: MAAS COMPANIES AS AT 30 JUNE 2025

Entity name	Entity type	Body Corporate - Place formed / Country of incorporation	Body Corporate - Ownership interest %	Australian Resident	Foreign jurisdic- tion(s) in which the entity is a resident for tax purposes (according to the law of the foreign jurisdiction)
Regional Quarries Australia Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Regional Quarries Carrington Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Regional Quarries Carrington Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Regional Quarries Carrington Unit Trust	Trust	Australia		Yes	N/A
Regional Quarries South East Resources Holdings Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Regional Quarries South East Resources Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Regional Recycling (Victoria) Pty Ltd	Body Corporate	Australia	100%	Yes	N/A
Regional Sands (Dubbo) Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Regional Sands Dubbo Unit Trust	Trust	Australia		Yes	N/A
S Maas Investments Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Sand Quarries Australia Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Schwarz Excavations Pty Limited	Body Corporate	Australia	100%	Yes	N/A
South East Resources Unit Trust	Trust	Australia		Yes	N/A
Southern Asphalt Productions Pty Limited	Body Corporate	Australia	75%	Yes	N/A
Southern Asphalt Services Holdings Pty Limited	Body Corporate	Australia	75%	Yes	N/A
Southern Asphalt Services Pty Limited	Body Corporate	Australia	75%	Yes	N/A
Southern Pavement Services Holdings Pty Limited	Body Corporate	Australia	75%	Yes	N/A
Southern Pavement Services Pty Limited	Body Corporate	Australia	75%	Yes	N/A
Southlakes Child Care Centre No1 Pty Limited*	Body Corporate	Australia	100%	Yes	N/A
Southlakes Child Care Centre No1 Unit Trust	Trust	Australia		Yes	N/A
Spacey Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Spacey Storage Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Stanaway Pty Limited	Body Corporate	Australia	100%	Yes	N/A
Comet Equipment USA LLC	Body Corporate	United States of America	100%	No	United States of America
VMS Engineering Co	Body Corporate	Vietnam	100%	No	Vietnam

* The entity is a Trustee of a trust within the consolidated entity



