

## Highlights 2025

### Financial highlights<sup>1</sup>

#### Revenue

**\$3.9bn**

2024: \$3.8bn  
+2.8%<sup>2</sup> / +2.3%<sup>3</sup>

#### EBITDA (pre-exceptional)

**\$499.1m**

2024: \$551.3m  
-9.5%<sup>2</sup> / -9.4%<sup>3</sup>

#### Adjusted earnings per share ("EPS")

**134.93 \$c**

2024: 140.03 \$c  
-3.6%<sup>2</sup> / -3.4%<sup>3</sup>

#### Profit after tax

**\$183.3m**

2024: \$164.7m  
increase of \$18.6m

#### Operating cash flow ("OCF") conversion

**91.0%**

2024: 88.0%  
increase of 300bps

#### Basic EPS

**73.16 \$c**

2024: 63.21 \$c  
+15.7%<sup>2</sup> / +19.7%<sup>3</sup>

#### Return on capital employed ("ROCE")

**11.3%**

2024: 12.4%  
decrease of 110bps

#### Net debt

**\$526.0m**

2024: \$436.0m  
increase of \$90.0m

### Non-financial highlights

#### Health and safety: lost time incident rate ("LTIR")

**0.6**

improved performance versus 2024

#### Scope 1 & 2 greenhouse gas ("GHG") emissions

**8.8%**

reduction versus 2024

#### Employee engagement score

**69 pts**

decrease of 4 points versus 2024

1. Definitions and explanation of the key performance indicators ("KPIs") and non-International Financial Reporting Standards ("IFRS") performance measures can be found in the key performance indicators and glossary sections on pages 24-25 and 292-300.

2. Reported currency.

3. Constant currency.

4. Average over a period of three years.