

MONADELPHOUS GROUP LIMITED
A.B.N 28008988547
CONSOLIDATED FINANCIAL REPORT
30 JUNE 2020

The Directors of Mondelphous Group Limited are pleased to report the Company's financial results for the year ended 30 June 2020

Revenue

Mondelphous recorded revenue for the year of \$1,650.8 million¹, a 26 per cent increase on the previous year

The Company's Maintenance and Industrial Services division achieved its third consecutive record annual revenue performance of \$1,098 million. The result was up 51 per cent on the previous period on the back

¹ Includes Mondelphous' share of joint venture revenue - refer page 11 for reconciliation

period The Company's disciplined and prudent financial management practices resulted in a strong cash flow from operations for the financial year A

and assets. The purchase secured a five year contract with Australian Rail Track Corporation (ARTC) for

By year end the Company directly employed 5,579 employees, a decrease of approximately six per cent from 30 June 2019 and 14 per cent from December 2019. Total workforce numbers as at 30 June 2020 including subcontractors were 5,689.

MONDELPHOUS GROUPLIMITED
CHAIRMAN'S REPORT

A review of the Company's performance over the last five years is as follows

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SHARE OPTIONS

Unissued shares

REMUNERATION REPORT (Audited) (continued)

For the year ended 30 June 2019 100 per cent of the award under the CR Plan was made up of 100 per cent of the award

REMUNERATIONREPORT (Audited) (continued)

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REMUNERATION REPORT (Audited) (continued)

Hedging of equity awards

The Company prohibits executives from entering into arrangements to protect the value of unvested equity-based awards. The prohibition includes entering into contracts to hedge their exposure to options awarded as part of their remuneration package.

REMUNERATION REPORT (Audited) (continued)

REMUNERATION REPORT (Audited) (continued)

Additional disclosures relating to options and shares (continued)

Table 7: Options holdings of Key Management Personnel

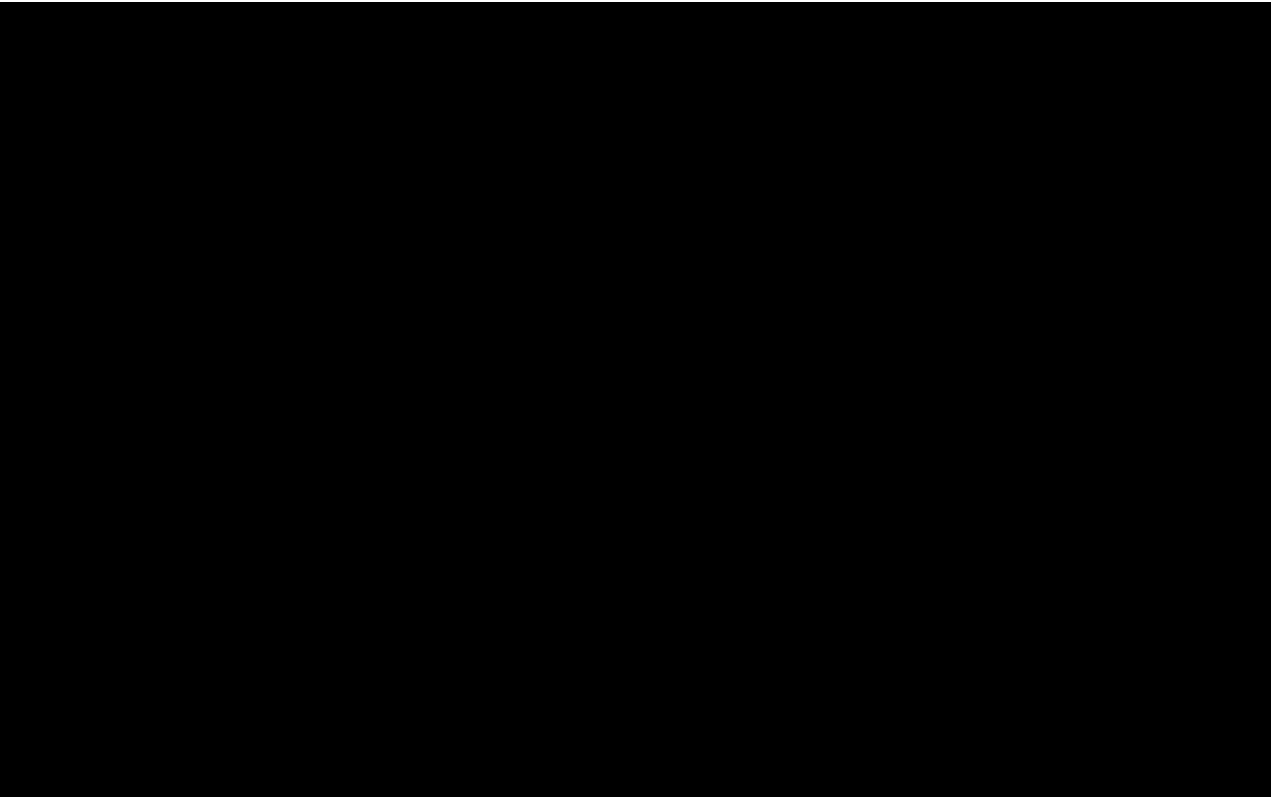
Options held in Monadelphous Group Limited	Balance at Beginning of Period 1 July 2019	Granted as Remuneration	Options Exercised and Lapsed	Net Change Other	Balance at End of a	uAer
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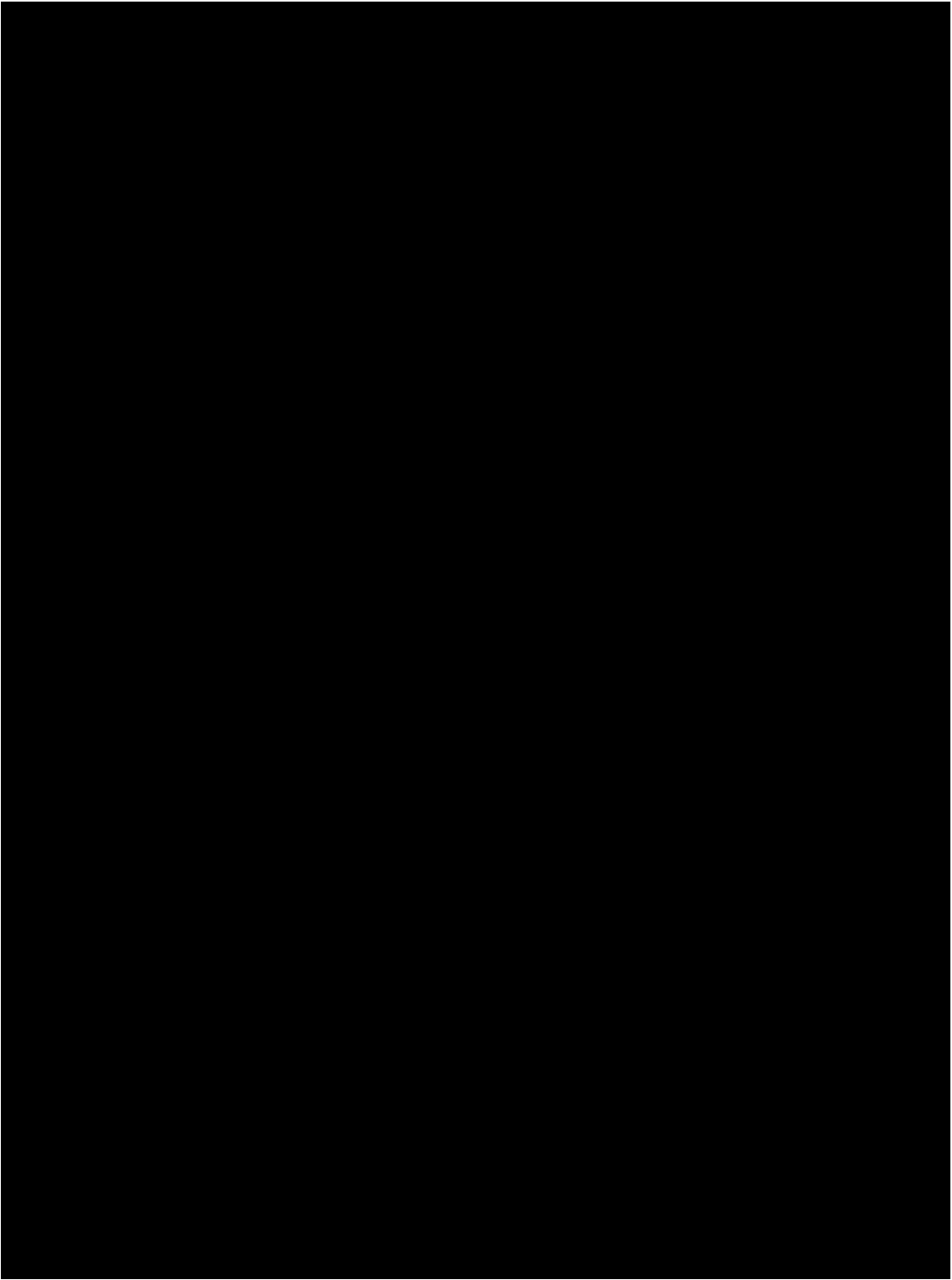
REMUNERATION REPORT (Audited) (continued)

Loans to Key Management Personnel and their related parties

Nil

MONDELPHOUS GROUPLIMITED
DIRECTORS' REPORT (continued)





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24 FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES (continued)

Risk exposures and responses (continued)

Liquidity risk (continued)

25 COMMITMENTS AND CONTINGENCIES (continued)

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