



Tax Transparency Report

For the year ended 30 June 2025

Fulton Hogan Group



Introduction

This report provides information on Fulton Hogan's approach to tax governance and strategy, and details tax-related payments made for the year ended 30 June 2025. Fulton Hogan is made up of entities based in New Zealand, Australia and Fiji. Fulton Hogan has chosen to voluntarily disclose this information – our approach is consistent with the Australian Government's efforts to promote tax transparency.

1. Our Business

As we embark on our 93rd year at Fulton Hogan, our purpose remains unchanged: creating, connecting and caring for communities.

Our international team builds the roads, ports, airports, infrastructure and property that help bring people and communities together. We have many great achievements delivering solutions and supporting our customers in the transport infrastructure, water, energy, mining and land development sectors.

We have a strong Australasian footprint, with offices and facilities across New Zealand and Australia being the bases for most of our 10,200 employees. We also operate further afield, delivering key projects in remote locations.

We operate a vertically integrated business, and we feel that this is central to our success and that of our customers. Through our network of quarries, asphalt plants and concrete/precast facilities, we can help ensure integrity of supply and quality, and paired with our self-perform capability we can deliver complex civil projects to our customers.

2. Tax Governance & Strategy

Tax risk management is seen as an integral part of good corporate governance at Fulton Hogan.

Fulton Hogan manages its tax framework and strategy in accordance with the Group's Tax Governance Policy ('Tax Policy'), which has been approved by the Board. The Tax Policy is reviewed and updated annually. All updates must be endorsed by the Audit and Financial Risk Subcommittee of Fulton Hogan and approved by the Board.

The Tax Policy outlines the appropriate course of action required to ensure that all tax risks are managed appropriately and promptly. Fulton Hogan's tax risk appetite is "low" – the company does not engage in any tax avoidance schemes or aggressive tax positions. Fulton

Hogan is committed to ensuring that it is compliant with all statutory tax obligations in the jurisdictions in which it operates.

The company maintains a productive and transparent relationship with revenue authorities, as reflected by the voluntary disclosure of tax information contained in this report.

This is further exemplified by Fulton Hogan receiving a high level of assurance rating from the Australian Taxation Office as a result of their latest combined assurance review conducted as part of the Top 1000 Program.

Inland Revenue also undertakes an annual tax risk review of Fulton Hogan's New Zealand operations and has consistently given Fulton Hogan the lowest possible risk rating available to such a complex business with significant offshore operations.

3. Income Tax Disclosures

Effective Tax Rate (ETR)

The ETR for Fulton Hogan per tax jurisdiction is calculated by dividing the income tax expense by accounting profit before tax. The ETR is calculated solely by reference to corporate income tax and does not include other types of taxes such as GST, payroll tax, FBT, land tax, superannuation contributions, and withholding remitted to the respective Taxation Office on behalf of Fulton Hogan's employees/eligible personnel.

As the ETR is a concept based on accounting profit rather than taxable income, it necessarily differs from a corporation's income tax liability, which is calculated based on local tax legislation that reflects government policies and intent with respect to the taxation of corporations. In most cases, these differences are only of a timing nature as the tax and accounting concepts of income align over time.

	New Zealand	Australia
	2025 NZD \$m	2025 AUD \$m
Total Income Tax Expense	73.0	67.2
ETR	25.36%	29.77%
Local Corporate Tax Rate	28.00%	30.00%

Fulton Hogan's ETR is different to the local corporate tax rate due to a number of different items which are set out in the reconciliation section below.

Reconciliation of Accounting Profit to Income Tax Expense to Income Tax Payable:

Reconciliation of accounting profit to income tax expense:

	New Zealand	Australia
	2025 NZD \$m	2025 AUD \$m
Profit for the year before income tax expense	287.8	225.6
Tax at Local Corporate Rate	80.6	67.7
Non assessable income	2.2	(0.7)
Non-deductible expenses	0.9	1.1
Other adjustments	(4.0)	(1.1)
(Over)/under provision on income tax in previous years	(6.7)	0.2
Total Income Tax Expense	73.0	67.2
ETR	25.36%	29.77%
Local Corporate Tax Rate	28.00%	30.00%

Reconciliation from income tax expense to income tax payable:

	New Zealand	Australia
	2025 NZD \$m	2025 AUD \$m
Opening balance of tax payable	43.6	21.7
Total Income Tax Expense (as per above)	73.0	67.2
Deferred tax (relating to temporary/timing differences)	17.1	4.8
Taxation paid	(106.0)	(72.3)
Closing balance current tax payable/(receivable)	27.7	21.4

4. Tax Contribution Summary

Tax Payments & Collections¹

The following is a list of the key tax payments and collections Fulton Hogan makes on behalf of various governments in each jurisdiction (for year ended 30 June 2025):

	New Zealand	Australia
Taxes and Duties Paid	2025 NZD \$m	2025 AUD \$m
Income Tax	93.1	72.6
Payroll Tax	N/A	38.7
Fringe Benefits Tax	15.6	8.2
Land Tax	N/A	1.9
Total	108.7	121.4

	New Zealand	Australia
Taxes Collected on Behalf of Governments	2025 NZD \$m	2025 AUD \$m
Employee withholding collected (PAYE/PAYG/SRT)	241.3	238.4
Other withholdings ²	12.9	0.1
Net GST	132.1	85.0
Total	386.3	323.5

5. International Related Parties

Fulton Hogan is headquartered in Christchurch, New Zealand.

As is typical of organisations with offshore operations, both Australia and Fiji receive support from the New Zealand Parent, primarily for software/IT services, management services and other strategic services including R&D and back office support.

Separately, the New Zealand Parent also provides intercompany loans to Australia and Fiji as part of the Group's treasury and funding arrangements.

There were no material international related party dealings in 2025; however, it is noted that Fiji operations have

effectively ceased. Fiji operations were previously reported by Fulton Hogan in prior tax transparency reports but did not make payments or returns of taxation material enough for inclusion in this FY25 report.

Fulton Hogan conducts all material international related party dealings in accordance with the OECD arm's length principle and its transfer pricing obligations in each country in which it operates. Fulton Hogan maintains contemporaneous transfer pricing documentation to support the arm's length pricing of these transactions and has an advance pricing agreement in place with New Zealand Inland Revenue in respect of the pricing of offshore related party transactions.

¹ All payments and collection have been disclosed on the basis of cash paid or collected in relation to the year. In the case of income tax paid this differs from the amount disclosed above due to tax credits offset and accrued income tax payables related to the FY25 income tax returns,

² Tax withholding as required by each jurisdiction including resident withholding tax withheld on interest and dividends and non-resident withholding tax on offshore interest dividends and royalties.