

ASX and NZX Release

25 June 2026

Mark Ralston appointed to succeed Dean Banks as Managing Director and Group Chief Executive Officer of Ventia

Ventia Services Group Limited (ASX: VNT) today announced the appointment of Mark Ralston as Managing Director and Group Chief Executive Officer, effective 1 September 2026, following an extensive internal and external succession process.

Mr Ralston is an experienced senior executive with deep knowledge of Ventia's operations, customers and markets, developed through leadership roles across the business. During his 12 years at Ventia, Mark has held multiple executive positions spanning Enterprise Strategy, Mergers and Acquisitions, Telecommunications and, most recently, leading Ventia's largest sector, Defence & Social Infrastructure.

Mr Ralston will work closely with the current Managing Director and Group Chief Executive Officer, Dean Banks, over the coming months to support an orderly and seamless transition ahead of 1 September 2026.

Ventia's Chairman, David Moffatt, said "Mark is a highly capable leader with a deep understanding of Ventia's business, our customers and the sectors in which we operate. He has made a significant contribution to the company's performance and strategy to date and is well positioned to lead Ventia through its next phase. Mark's appointment reflects the strength of our internal leadership and will ensure continuity in the execution of Ventia's strategy and ongoing focus on delivering for our customers and shareholders."

Mr Moffatt added "On behalf of the Board, I would also like to acknowledge Dean's leadership of Ventia over the past five years. Dean has strengthened the business operationally, strategically and culturally, and positioned it strongly for the future. The Board looks forward to continuing to work with him as he supports the leadership transition."

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Incoming Managing Director and Group Chief Executive Officer, Mark Ralston, said "I am honoured to be appointed to lead Ventia at this point in its journey. We have a strong business, a clear strategy and a talented team, and I am excited to lead the next phase of delivery and growth."

Mr Banks said "It has been a privilege to lead Ventia, and I am proud of what we have achieved. I am particularly pleased to see Mark appointed as my successor. He brings deep knowledge of the business, developed through his experience across Ventia, and I am confident he will lead Ventia well into the future".

A summary of Mr Ralston's key employment terms is set out in the attachment to this ASX release.

This announcement has been authorised for release by the Ventia Board.

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About Ventia

Ventia is a leading essential infrastructure services provider in Australia and New Zealand, proudly providing the services that keep infrastructure working for our communities. Ventia has access to a combined workforce of more than 35,000 people, operating in over 400 sites across Australia and New Zealand. With a strategy to redefine service excellence by being customer-focused, innovative and sustainable, Ventia operates across a broad range of industry segments, including defence, social infrastructure, water, electricity and gas, resources, telecommunications and transport.

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APPENDIX

Summary of material terms of employment for incoming Managing Director and Group CEO

Key Terms	Details
Name	Mark Ralston
Position	Managing Director and Group Chief Executive Officer
Commencement date	1 September 2026
Term	Ongoing, with no fixed term
Remuneration	Comprised of fixed remuneration and incentives
Total Fixed Remuneration (TFR)	A\$1,100,000 per annum inclusive of superannuation, subject to annual review (next review 1 January 2028)
Short-term Incentive (STI)	Target annual opportunity 85% of TFR, prorated in FY26 for time served in the role
Long-term Incentive (LTI)	Maximum annual opportunity 120% of TFR, prorated in FY26 for time served in the role. The first LTI grant to Mr Ralston as MD & Group CEO will be put to shareholders at the 2027 Annual General Meeting
Notice period	9 months by either party
Minimum Shareholding Requirement	200% of TFR
Other terms	The employment agreement contains other terms commensurate with the role

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