



Maali Group Pty Ltd (Administrators Appointed)
ACN 633 182 117
(Maali)

Circular to Employees

This circular is to advise that Linda Smith and I were appointed Voluntary Administrators (**Administrators**) of Maali on the evening of 15 April 2026 (**Appointment Date**).

Background and update

The Administrators were appointed pursuant to section 436C of the Corporations Act 2001 (Cth) (**Act**). The Administrators have therefore assumed control of Maali's affairs and entered into possession of its assets. It is our intention to continue trading on a "business as usual" basis while we undertake an urgent assessment to determine the best course of action for the business, including exploring a potential sale and/or recapitalisation process.

Management has advised that Maali is currently trading profitably and is strongly of the view that the company is solvent, other than the amount it owes to its secured creditor. Management is taking steps to address the outstanding debt to the secured creditor to bring the administration to a close as quickly as possible.

All instructions related to the management of Maali, including instructions to provide ongoing services, will now be issued by the Administrators or by their authorised personnel. A separate communication will be issued to suppliers in respect of actions to be taken in relation to the administration account.

Ongoing employment and wages

Employees are asked to continue their normal duties unless advised further. Your employment will continue as normal throughout the voluntary administration process, unless you are advised otherwise. Wages and entitlements for continued employment during the administration will be paid by the Administrators.

Please continue to refer to your normal managers in relation to day-to-day operations. We will provide appropriate guidance to management to ensure you can continue to perform your work.

Please note that the Administrators do not personally adopt any employment or other contract you may have with Maali.

Pre-appointment entitlements

The Administrators expect to pay payroll as usual next Tuesday (including any pre-appointment portion), subject to adequate funds being available as currently expected. We will advise you if there are any changes to that arrangement.

Claims against Maali for certain categories of employee entitlements, for the period prior to the Administrators' appointment, may receive priority payment under the Act. There may be other higher-ranking payment priorities, and, at this stage, we are not able to confirm whether there will be sufficient assets available to meet employees' pre-appointment claims.

Moving forward

During the administration we will provide regular updates to employees. Please continue to direct your queries through your normal reporting channels and managers.

An initial meeting of creditors, which includes employees, will be held on 28 April 2026. Notice of the meeting time and date will be provided to you shortly.

At the initial meeting, the Administrators will explain the administration process, and creditors will have the opportunity to appoint a creditors committee and nominate an alternative administrator, if they so wish. You are not obliged to attend this meeting in person and not attending this meeting will not impact your entitlements.



A second meeting of creditors will be held in due course, at which time the Administrators will present the results of their investigations into Maali and give our recommendation on the best course of action.

Other matters and contact details

A schedule setting out the responsibilities of employees of a company under administration is enclosed for your guidance. Our authorised personnel will now issue all instructions concerning the management of Maali.

A "Frequently Asked Questions" document is included which may assist if you have any queries about the process.

A copy of the information sheet, "Insolvency information for directors, employees, creditors and shareholders", issued by the Australian Securities & Investments Commission (**ASIC**) is also enclosed for your information.

The Administrators can be contacted via email at maali@mcgrathnicol.com

For further information about the administration specifically, please refer to the Maali creditor page on the McGrathNicol website (www.mcgrathnicol.com/creditors). Otherwise, please direct any operating queries to your normal line manager.

Thank you in advance for your cooperation.

Dated: 16 April 2026

Rob Brauer

Administrator

Enclosures:

- 1 Schedule of responsibilities of officers and employees
- 2 ASIC "Insolvency information for directors, employees, creditors and shareholders" information sheet



Maali Group Pty Ltd (Administrators Appointed)
ACN 633 182 117
(Maali)

Responsibilities of Officers and Employees

The duties and responsibilities of the officers and employees of a company under administration are set out below for your guidance.

- All documents issued by the company must have "(Administrators Appointed)" after the company name where it first appears on the document.
- When a company is placed under administration, the powers of the directors and other officers are suspended. However, under certain circumstances, and only with the consent of the Administrators, those powers may continue. Some obligations of the directors will continue to apply, for example the obligation to lodge Annual Statements with ASIC.
- The Administrators may carry on the business and may employ or remove an officer or employee for this purpose.
- Without the express written authority of the Administrators:
 - No order for goods or services will be placed that has not been signed personally by the Administrators, or a person nominated by the Administrators.
 - No goods will be accepted by the company from any source whatsoever that are not the subject of an order signed by the Administrators, or the nominated representative of the Administrators.
 - No credit will be incurred.
 - No payments will be made.
 - No goods will be returned to any supplier.
- All cash and cheques received will be passed to the Administrators.
- No assets of the company will be removed from the company's custody without the written approval of the Administrators.
- All assets are to be secured against theft, under lock and key.
- The entire assets and undertaking of the company are under the express and sole control and custodianship of the Administrators and may only be dealt with by the Administrators.

If you have any queries, please contact Stephen Messina on (08) 6363 7609.



ASIC
Australian Securities &
Investments Commission

Insolvency information for directors, employees, creditors and shareholders

This information sheet (INFO 39) lists ASIC's information sheets for directors, employees, creditors and shareholders affected by a company's insolvency.

We have produced these with endorsement from the Australian Restructuring Insolvency & Turnaround Association (ARITA).

The information sheets give a basic understanding of the three most common company insolvency procedures – liquidation, voluntary administration and receivership – as well as the independence requirements for external administrators and approving external administrator remuneration. There is also a glossary of commonly used insolvency terms.

List of information sheets

- [INFO 41](#) Insolvency: A glossary of terms
- [INFO 42](#) Insolvency: A guide for directors
- [INFO 43](#) Insolvency: A guide for shareholders
- [INFO 45](#) Liquidation: A guide for creditors
- [INFO 46](#) Liquidation: A guide for employees
- [INFO 54](#) Receivership: A guide for creditors
- [INFO 55](#) Receivership: A guide for employees
- [INFO 74](#) Voluntary administration: A guide for creditors
- [INFO 75](#) Voluntary administration: A guide for employees
- [INFO 84](#) Independence of external administrators: A guide for creditors
- [INFO 85](#) Approving fees: A guide for creditors

Where can I get more information?

Further information is available from the [ARITA website](#). The ARITA website also contains the [ARITA Code of Professional Practice for Insolvency Practitioners](#).

This is **Information Sheet 39 (INFO 39)** updated on 1 September 2017. Information sheets provide concise guidance on a specific process or compliance issue or an overview of detailed guidance.



**Employee Frequently Asked Questions
Maali Group Pty Ltd (Administrators Appointed)
(Maali)**

Linda Smith and I were appointed joint and several Voluntary Administrators (**Administrators**) of Maali on 15 April 2026.

The purpose of this document is to answer some frequently asked questions that employees may have about the administration.

The Administrators will update employees regularly on the status of the administration and their employment, particularly in the early phases.

In this document, any reference to wages includes employees paid either on hourly-based or salary-based wages.

The Administrators act as agents of Maali. By issuing this information sheet, the Administrators are not adopting any contract of employment that exists, or may have existed, between any employee of Maali.

<i>Question</i>	<i>Answer</i>
Continuing to trade	
Will the business continue to operate?	<p>Yes. The Administrators' are continuing to trade operations on a "business as usual" basis while undertaking an expedited sale or recapitalisation process of the business is undertaken, subject to sufficient funding remaining available.</p> <p>The Administrators are working closely with Maali's key stakeholders, including employees, suppliers and customers to stabilise operations and secure the best possible outcome for Maali's creditors.</p> <p>There are some financial processes and procedures that may change to accommodate the Administrators' requirements going forward and they will be communicated to the relevant staff by your supervisor/team leader or the Administrators' representatives.</p>
Do the Administrators have funds to continue the business and pay wages?	<p>The Administrators will rely on the available working capital of the business and any external funding contributions. At this early stage, the Administrators expect there will be sufficient funds to continue operating the business 'as usual'. We will advise employees if there is a change in this position.</p>
Employment – permanent and casual employees	
What happens to my employment?	<p>Your employment will continue as normal, and employees are asked to continue with their usual duties unless advised otherwise.</p>



Question	Answer
Will my wages be paid up to date?	<p>Yes, while the Administrators do not personally adopt your employment contract, the terms and conditions of your employment remain unchanged, and you will continue to be paid at the same rate.</p> <p>The Administrators are personally liable to pay all staff wages and entitlements during the administration period. Funding is expected to be available to pay wages in full for employees who remain in employment with Maali and continue to come to work during the administration period.</p> <p>To the extent any pre-appointment entitlements are not paid in the normal course, the treatment of those amounts would be subject to the outcome of the Administration. These claims against Maali may receive priority payment under the <i>Corporations Act</i>. However, there may be other higher-ranking payment priorities. There must also be sufficient recovery of monies from a specific class of assets of Maali (after the costs of realising those assets) to fund payment of the priority claims. If this circumstance arises we will provide further detail to employees at that time.</p>
Will I be paid the same amount as before?	<p>Yes. The Administrators will pay wages in accordance with your current contract, award, Enterprise Agreement or other industrial instrument, without personally adopting any contracts.</p>
Will my superannuation be paid?	<p>Yes, the employer superannuation contributions in line with your contract, industrial instrument, enterprise agreement will be paid while you continue to work for the period post the appointment of the Administrators.</p> <p>The Administrators will deduct superannuation as usual during the Administration in relation to wages paid and we will remit those funds to your nominated superannuation fund.</p>
Will other deductions continue to be made from my wages such as private health, child support and salary sacrifice?	<p>Yes, the Administrators to continue to deduct payments as usual and remit them on your behalf. Any deductions that were not remitted prior to the appointment of the Administrators will form a claim against Maali.</p>
I am currently receiving workers compensation payments – will this be affected?	<p>Workers compensation payments will continue to be paid until otherwise advised.</p>
What will happen if I have to make child support payments?	<p>All scheduled child support payments will be processed in the normal payment structure that was set up prior to the Administrators' appointment.</p>
Can I claim an employee reimbursement?	<p>Yes. If you need to incur an expense in the ordinary course of business, please seek approval from your supervisor or manager in the usual manner, who should then consult with the Administrators, prior to the expense being incurred.</p>



Question	Answer
Will I continue to accrue leave?	Yes, during the administration you will continue to accrue annual, long service and sick leave and other entitlements.
I am currently on leave. Will I get paid and should I come back to work?	Yes, you remain employed and will continue to accrue annual leave and long service leave in line with your normal entitlements.
I have been approved to take leave after 15 April 2026. Can I still take leave and will it be paid?	It is the Administrators' intention to allow staff to take pre-approved leave. We will remain focused on the continuation of Maali's operations, which will require that all leave be considered and approved in the usual way going forward. Any leave that has been approved prior to the Administration will be honoured.
I would like to take leave in the future but have not put in a leave request form. What should I do?	Prior to taking any leave in the future, discussions will need to be had with your supervisor or line manager, who should then consult with the Administrators.
Can I apply for personal leave at the moment and will it be approved?	Yes, you can apply for personal leave if you are unwell or caring for someone who is unwell and you should follow the normal leave approval processes and only attend to work when you are fit for work.
Can I request for my accrued annual leave and long service leave entitlements to be cashed out?	No. Employees are unable to cash out accrued annual leave or long service leave.
What if I just don't turn up for work, what will happen to my entitlements?	Your supervisor/team leader will record your absence as unauthorised leave without pay. Unreported absences will be managed in accordance with the Administrators usual processes and may impact on your ability to claim accrued entitlements should your employment cease.
What happens if I find another job or want to resign?	If you resign, you will need to provide the notice as outlined in your employment contract or enterprise agreement. Failure to provide appropriate notice could impact your claim for accrued entitlements. If you resign before being made redundant, you may forgo any termination entitlement including redundancy or payment in lieu of notice. You may still be required to work out some or all of your notice period.
How certain is my continued employment?	Subject to funding being received, the Administrators will likely continue to operate the business during the administration period which normally lasts 5 to 6 weeks. During this time, we will review staffing requirements; however, no significant changes are expected to be made. Further updates will be provided in due course.



Question	Answer
Your pre-appointment entitlements	
Will I be provided with a detailed breakdown of my entitlements, set out under various headings such as accrued annual leave and accrued long service leave? If so, when will this occur?	<p>Yes. You will be provided with a breakdown of your entitlements as soon as possible. The Administrators are currently checking the calculation of outstanding entitlements and will provide you with this information following that process.</p> <p>Your pre-appointment entitlements will be calculated with reference to your applicable employment contract, Enterprise Agreement and/or the National Employment Standards.</p>
Will I receive a redundancy payment if I resign?	No, you are not entitled to any redundancy payment if you resign.
What happens to my pre-appointment leave balances?	<p>You will have a claim against Maali for entitlements that accrued before the Administrators' appointment. This includes your pre-appointment leave accruals (including long service leave and annual leave).</p> <p>How you claim or get access to your pre-appointment entitlements will depend on the ultimate outcome of the administration.</p> <p>Employees do not need to lodge a proof of debt form.</p>
How do I claim my entitlements?	<p>Once your entitlements have been determined, the Administrators will inform you of the amounts calculated, and will seek your confirmation of the amounts provided to you.</p> <p>Further communications on how to claim your entitlements will be sent by the Administrators in due course.</p>
What is the priority status of employee entitlements compared to other creditors of Maali?	The pre-appointment entitlements of employees, other than directors or related individuals, are contingent claims against the company that are afforded a priority ahead of other creditors against certain assets. Importantly, employee entitlements rank ahead of all other unsecured creditor claims.
Fair Entitlements Guarantee (FEG)	<p>If Maali goes into liquidation, there is a Government scheme provided by the Fair Entitlements Guarantee (FEG) Act. FEG assists employees who have lost their employment due to the liquidation of their employer and who are owed certain employee entitlements.</p> <p>FEG covers up to 13 weeks unpaid wages, annual leave, long service leave, up to five weeks payment in lieu of notice and up to four weeks redundancy pay for each year completed plus a pro-rata for each part year, subject to certain income limits. Please note that FEG is only applicable in liquidation and employees must meet certain threshold requirements (including visa requirements as set out in the attached FEG information sheet). We will provide more information on FEG during the process.</p>
Who is eligible for FEG?	There are a range of eligibility requirements including your employment having ended due to insolvency, your employer being in liquidation and citizenship / visa requirements, amongst others.



Question	Answer
What happens if I am not eligible for FEG?	Pre-appointment priority entitlements that are not covered by FEG remain a claim against Maali and will generally retain their statutory priority. If FEG does not cover the full value of priority entitlements it does not extinguish your claim for those entitlements, and you are able to submit a claim in the liquidation and receive a share of any dividend payment made to priority creditors from recoveries from non-circulating assets.
When can I make a claim with FEG?	If your employment is terminated and Maali enters liquidation, you can make a claim with FEG from the latter of the date of the liquidators' appointment or your termination. The Administrators can provide assist to employees to help submit FEG claims.
Where can I get more information on FEG?	Please visit the FEG website at https://www.dewr.gov.au/fair-entitlements-guarantee/feg-fact-sheets/general-information-claimants .
How are the funds available for payment of employee entitlements divided up between employees?	<p>Any payments of employee entitlements will be paid in accordance with section 556 of the <i>Corporations Act 2001</i> (Cth) and section 148 of the <i>Associations Incorporation Reform Act 2012</i> (Vic). This requires entitlements to be paid in the following order:</p> <ul style="list-style-type: none">▪ payments of outstanding wages and superannuation;▪ payments of leave of absence (e.g. annual leave and long service leave); and▪ payments of retrenchment entitlements (e.g. redundancy and payment in lieu of notice). <p>Each category must be paid in full before entitlements from the next category can be paid. If there are insufficient funds to pay all entitlements in a category in full, the entitlements in that category are paid on a pro rata basis.</p> <p>For example, if there are sufficient funds to pay all outstanding wages and superannuation and 50% of leave of absence entitlements, employees will be:</p> <ul style="list-style-type: none">▪ paid in full for any outstanding wages and superannuation; and▪ paid 50% of their outstanding annual and long service leave. <p>Employees would not receive a payment for retrenchment entitlements as the previous category (leave of absence entitlements) could not be paid in full.</p>



Question	Answer
Voluntary Administration process – first and second creditors meetings	
What is a Voluntary Administration?	<p>Voluntary administration is an insolvency procedure where the directors of a company determine that the company is, or is likely to become insolvent (i.e. that it is unable to pay its debts) and appoints an external administrator called a 'Voluntary Administrator'. A secured creditor with security over all or substantially all of the business can also appoint a Voluntary Administrator, as has occurred in this instance.</p> <p>The role of the Voluntary Administrator is to assume control of the company and investigate the affairs of the company to assess the potential for rehabilitation or recapitalisation, to report to creditors and to recommend to creditors whether the group should enter into a Deed of Company Arrangement (DOCA) or go into liquidation or be returned to its directors.</p> <p>For more information regarding this insolvency procedure, please visit www.asic.gov.au.</p>
Why has Maali been placed into voluntary administration?	<p>Maali has a loan facility which is secured by a security interest over Maali. A default has occurred under the loan documents, and the secured creditor has appointed the Administrators.</p>
How long will the Administration last?	<p>The Administrators have secured funding to trade the business of a six week period.</p>
What is the first meeting of creditors?	<p>The Administrators are required to hold a meeting of creditors within 8 business days of their appointment. You will receive formal notification of the meeting details over the next few days.</p> <p>At the meeting, creditors are given the opportunity to replace the Administrators with alternative administrators and to form a committee of inspection. A committee of inspection may be formed, following a vote of creditors, to consult with the Administrators and receive reports on the conduct of the administration. A committee of inspection can also approve the Administrators' fees.</p>
What is the second meeting of creditors?	<p>The Administrators are required to hold a second meeting of creditors within approximately one month of their appointment, unless otherwise extended by Court order.</p> <p>You will receive formal notification of the meeting details ahead of that time.</p> <p>The purpose of this meeting is predominantly for creditors to determine the future of Maali. The options available to creditors can include; executing a DOCA if one is proposed; the administration ending (unlikely); or, placing Maali into liquidation.</p>



Question	Answer
Should I attend the creditor meetings?	<p>As creditors, employees are entitled to attend the first meeting of creditors. However, as the meeting will take place on a business day, the Administrators request that employees attend to their usual duties and ask a representative to act as their proxyholder - that may be another employee or a union representative. In addition, the Administrators intend to make a recording of the meeting available to employees.</p> <p>A proxy form will be provided to you together with notice of the meeting and there will be further communications in this regard.</p> <p>For the avoidance of doubt, whether or not you appoint a proxy, attend the meeting, or submit a proof of debt, your employee entitlements will not be affected.</p>
What happens if I do not lodge a Proof of Debt?	Employees do not need to lodge a proof of debt to attend the meeting (either in person or by appointing a proxy to represent you).
How soon will a decision be made about the future of Maali?	<p>A voluntary administrator has a strict timetable to be adhered to.</p> <p>The first creditors meeting will be held on 28 April 2026. The second meeting of creditors, where a decision on the future of Maali is to be made, will be held within 25 business days of the Administrators' appointment (expected to be on or around 21 May 2026). This may be extended in certain circumstances.</p>
General	
Who is McGrathNicol?	McGrathNicol is an independent advisory firm specialising in Corporate Advisory, Forensic Accounting, Transaction Advisory, and Corporate Restructuring.
Will I receive a payment summary for the current financial year?	Yes. The Maali payroll team will prepare payment summaries in the ordinary course. The Administrators will also prepare and distribute payment summaries as required.



Question	Answer
What is the role/authority of the Maali directors? Do we take directions from them or from the Administrators?	<p>The Administrators make all financial and strategic decisions relating to Maali and have ultimate executive control. The duties and powers of Maali's directors are suspended while the group is in Administration.</p> <p>The Administrators will work closely with the Maali's senior management on operational matters and decisions, and employees should continue to report through their normal reporting channels.</p>
Where can I go if I need support to help me work through this situation?	<p>In addition to the existing support networks provided by Maali i.e. your team leaders, the Administrators encourage any employees that are finding it difficult to cope with the news and situation to reach out to:</p> <ul style="list-style-type: none"> ▪ Friends and family ▪ Beyond Blue – 1300 224 636 ▪ Lifeline – 131 114
How private is my information?	<p>We may collect personal information in relation to your employment either from you or based on books and records of the company.</p> <p>McGrathNicol takes all reasonable steps to protect the personal information we hold about you from misuse and loss and from unauthorised access, modification or disclosure. In carrying out our responsibilities as Administrators, we may need to disclose your personal information to a third party or any other regulatory bodies. Except for certain disclosures required by the Act, such disclosures will be made on a confidential basis and, where possible, will require the third party to comply with appropriate privacy obligations.</p> <p>If you would like to access or update the personal information McGrathNicol holds about you, please contact the Administrators' representative.</p>
Media coverage	<p>If you are contacted by any media, please refer all enquiries to the McGrathNicol team on site, or to maali@mcgrathnicol.com.</p>
What if I have further questions?	<p>Employees should direct any additional questions to their supervisor in the first instance. Additionally, employees can contact the Administrators via email to maali@mcgrathnicol.com.</p> <p>The Administrators will also add to this document as required and updated versions may be accessed on the Maali creditor page of the McGrathNicol website (www.mcgrathnicol.com) under "Creditors".</p>
What are the key dates?	
15 April 2026	Appointment of Voluntary Administrators to Maali
28 April 2026	First meeting of creditors
<i>Expected to be on or around 21 May 2026</i>	<p>Second meeting of creditors</p> <p>If Maali were to enter into liquidation, FEG claims may be submitted from this date.</p>



Question	Answer
What are the key contact details and resources available?	
Administrators	maali@mcgrathnicol.com www.mcgrathnicol.com
Fair Entitlements Guarantee	A government scheme which may provide access to most or all of your pre-administration entitlements in a liquidation: https://www.dewr.gov.au/fair-entitlements-guarantee
Department of Employment and Workplace Relations (DEWR)	retrenchment@dewr.gov.au (further resources available are included in DEWR's attached "Support for Retrenched Employees" information sheet)
Workforce Australia	Support for retrenched workers and their partners to find new employment: https://www.workforceaustralia.gov.au/
What's Next	A dedicated resource for retrenched workers and anyone facing job loss: https://whatsnext.dewr.gov.au/