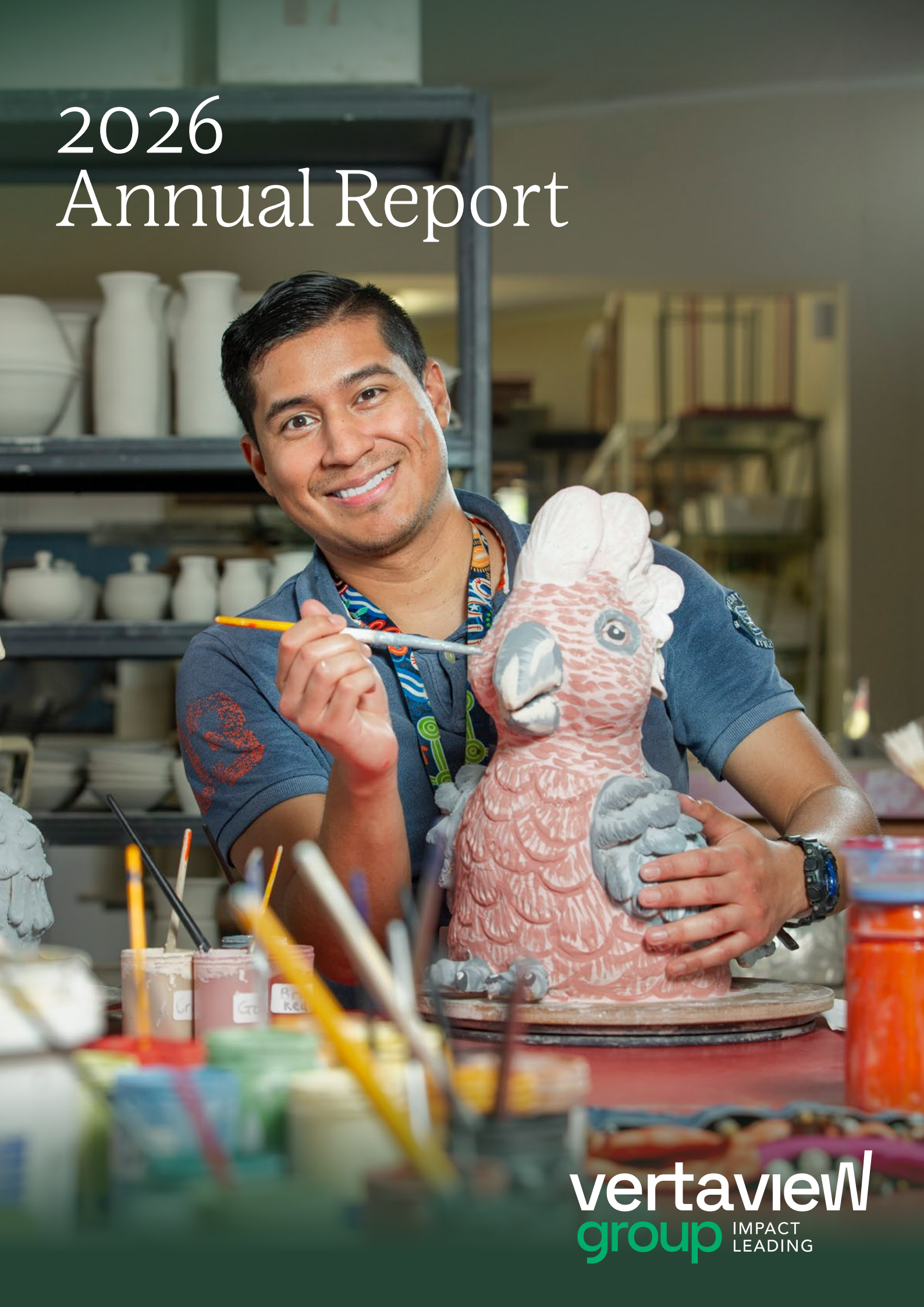
2026 Annual Report



vertaview group IMPACT LEADING



Acknowledgement of Country

Vertaview Group acknowledges the Traditional Custodians of the lands on which we all work, live and play. We pay our respects to the Elders past and present and extend that respect to all First Nations Peoples. We reflect upon the millions of footprints that are embedded into the earth from our Ancestors, the pathways that were forged, the meaning they leave behind and the continuation of the traditions through the next generations.

Contents

Acknowledgement of Country	2
Message from the Governor of Queensland	4
Who We Are	5
Our Purpose	7
Our Legacy	8
Chair and Group CEO Message	9
Our Highlights	10
Our Year	11
Community and Lifestyle Services	13
Specialist and Clinical Services	14
Home and Wellbeing Services	15
Positive Behaviour Support	17
Community Mental Health Services	18
Will's Story	20
Janice's Story	21
Queensland Mental Health Awards	22
Grants	25
Overview of Research Projects	26
Our Supported Employment Businesses	27
Peter's Story	28
Creative Arts	30
Monte Lupo Delighted Customers	32
Jardine Street Opening	33
Property and Accommodation	34
Support Coordination at Allinto	36
Lily's Story	38
Jillian's Story	39
Renee's Story	40
Our Legacy	41
Executive Leadership Team	42
Our Governance	45
Board of Directors	47
Policies	49
Committee Reports	52
Financial Performance	56

Cover image: Michael from Monte Lupo.

Message from the Governor of Queensland

GOVERNOR OF QUEENSLAND

Message from the Governor of Queensland

As Governor of Queensland and Patron of both Multicap and Open Minds, I am pleased to recognise the support provided by Vertaview Group's member organisations to people with disability, people with mental health needs, older people and their families over the past year.

This year's theme, *Amplifying Purpose*, reflects a conviction shared by every member organisation, from home care and housing to support coordination, disability services, and mental health care. When people receive the right support at the right time, they gain the confidence to set their own goals and pursue them in their own way.

The year brought several milestones for the group. All About Living joined as a member organisation, adding expertise in personalised home care for older people and their carers. In Rockhampton, the accessible housing under construction this time last year has opened at Jardine Street, where four purpose-built units now offer supported independent living for people with disability.

Monte Lupo Arts, established by Multicap in 1991, continues to provide meaningful careers for artists with disability. Longstanding Monte Lupo artist Mr Peter Hughes featured in exhibitions and community projects throughout the year, and his painting *Australian Native Flowers* was chosen as the official artwork for the 2026 Annual NDIS Conference.

Behind each of these achievements stands a dedicated workforce of support workers, clinicians, artists, and leaders. Their care and professionalism help customers live with independence, dignity and choice as valued members of their communities.

I thank the Board, the Group Chief Executive Officer and every member of the Vertaview Group team for their commitment. To the customers, families, staff and supporters of each member organisation, I extend my warmest wishes for the year ahead.



Her Excellency the Honourable Dr Jeannette Young AC PSM
Governor of Queensland

Who We Are

Vertaview Group purposefully brings together leading human and social service providers to amplify pursuit of our shared and enduring social impact.

Our entities

In 2024, our entities – Allinto, Arbourwell, Multicap and Open Minds – came together under the Vertaview Group brand to align values-driven aged care, human and social services to amplify pursuit of our shared and enduring social impact. All About Living joined the group of entities in mid-2025 and Elvara joined the Group in mid-2026.

We are leaders in high-needs disability support and mental health services. We are creating opportunities and championing possibilities for people with disability and mental health needs.

We provide individualised support, experiences and opportunities for more than 8,000 people across Australia.

We are driven by our passion for every individual's right to connect and realise the possibilities available to them so that they can have a good life.

all about living
choice | support | connection

All About Living provides personalised care to older people, individuals with disabilities, and their carers. They offer tailored support, including domestic assistance, nursing care, and social engagement, empowering clients to live independently with dignity and autonomy.

Allinto
go far, together

Allinto provides support for people in navigation of complex human services systems.

Arbourwell
Adaptable Homes

Arbourwell provides specialised housing, tenancy support and maintenance services for people accessing disability or mental health services.

elvara
Behaviour Support

Elvara delivers specialised Positive Behaviour Support services for children, adults, and older people. Using evidence-based and person-centred approaches, Elvara creates tailored supports that promote independence, wellbeing, and improved quality of life.

MULTICAP®
all ways.always

Multicap provides disability services, with particular focus on complex needs support through community hubs, employment, social experiences, and accommodation.

openminds™
Enabling Positive Futures

Open Minds provides community based multidisciplinary mental health services and psychosocial supports.

Both Open Minds and Multicap provide short term accommodation, supported independent living, in home support, community access, and behaviour support services.

Our combined workforce of more than 2,600 skilled committed staff is our strength. Our workforce reflects the diverse communities we serve, and our targeted recruitment and retention strategies ensure representation across different demographics, including people with disabilities and mental health needs.



Renee, Multicap SIL resident.
Read Renee's story on page 40.

Our Purpose

vertaview group IMPACT LEADING

OUR PURPOSE

Vertaview leads and supports organisations to create lasting positive impact that shapes communities and improves people's quality of life.

all about living
choice | support | connection

OUR PURPOSE

To deliver personalised, consumer-driven home care that promotes independence, empowerment, and social connection.

Allinto
go far, together

OUR PURPOSE

To partner with our clients to navigate complex human and social services systems, coordinating support that best meets their needs.

Arbourwell

OUR PURPOSE

To provide great housing choices that are functional, desirable and available without settling or sacrifice.

elvara
Behaviour Support

OUR PURPOSE

To understand what behaviour is communicating and build person-centred support that improves quality of life.

MULTICAP®
all ways.always

OUR PURPOSE

To enhance the quality of life of people with disabilities and their families through our support.

openminds™
Enabling Positive Futures

OUR PURPOSE

To enable an independent and positive future for people living in the community with mental health needs and psychosocial disabilities.

Our Legacy

Historic Organisations

Throughout our journey, we have expanded our reach by merging with providers who have become integral parts of our organisation. Our shared values of empowerment, respect, connection, and creation unite us in our mission to provide exceptional services to vulnerable groups in our society.

Welcoming these organisations has presented many opportunities, and as we celebrate this growth, we also acknowledge the significant history, dedicated people, and enduring legacy of service that these brands brought with them. Their contributions have left an indelible mark on the lives of the people they served.

Legacy booklets have been created to honour the organisations that have served our community. These booklets are a testament to the passion, expertise, and compassion of these organisations. They stand as a tribute to the lasting impact they had on people with disabilities and families in need of support.

Chair and Group CEO Message

Our sectors are moving through the most significant period of reform in a decade. Alongside prioritising the wellbeing of our customers and participants, and sustained economic headwinds, these changes are reshaping how disability, mental health and aged care supports are funded and delivered.

Throughout the year, Vertaview Group has navigated this environment with discipline and clarity of purpose, guided by strong governance and prudent financial management, and focused on building a sustainable operating model. Through every change, one commitment has held firm: our customers and their communities remain at the heart of every decision we make.

Last year we spoke of consolidating our strengths. This year, that work has matured into a Group structure that is delivering real and measurable benefits. We streamlined services across our portfolio so that every customer is connected to the service line best placed to support them. With each service line focused on its area of specialty, we are seeing stronger practice, clearer pathways for customers and improved outcomes for the people we support.

The Group continued to grow with purpose. We welcomed All About Living, a specialist provider of aged care and NDIS services across Brisbane, the Gold Coast and the Sunshine Coast, extending our reach in aged care so we can support customers through every stage of their journey. We also laid the foundations for Elvara, a dedicated Positive Behaviour Support provider that will carry forward the industry-leading work of Multicap's Positive Behaviour Support team.

We are investing in the technology and infrastructure that will underpin our next stage of growth. New systems and digital tools are making it simpler for customers to access the support they need and giving our teams more time to focus on what matters most: building meaningful relationships and supporting customers to achieve their goals. Our Rockhampton site has been a highlight for the year, strengthening our presence in Central Queensland and bringing quality support closer to home for more customers.

Our people remain at the heart of everything we do, because they are the heart of our customers' experience. Our sustained investment in training and professional development is paying dividends, reflected in the capability and quality of our workforce and the outcomes our customers achieve. Our research and practitioner teams continue to share their expertise nationally and internationally, presenting this year at a number of national and international conferences.

Looking ahead, Vertaview remains focused on what we do best: listening to our customers and delivering high-quality, person-centred supports that respond to their evolving needs. To every employee across the Group, thank you for your expertise, compassion and commitment to Practice Excellence. Together, we are building a stronger, more inclusive future, one that honours our purpose and amplifies our impact in the communities we serve.



Angela Tillmanns, Chair



Damian Bell, Group CEO





Our Highlights

$5.3M

Fully Accessible Disability Housing opened in Rockhampton.

all about living

Welcomed All About Living to the Vertaview Group.

Outstanding leadership and innovation

Open Minds hosted the 29th Annual Queensland Mental Health Awards recognising outstanding leadership and innovation in the mental health space across 11 categories.

Kempsey Medicare Mental Health Centre opened.

inSTAR

Over 50 talented Centre of Creative Arts performers took to the stage to present the original musical production inSTAR – The Making of a Super Group. The debut of inSTAR was more than a performance; it was a celebration of creativity, resilience, and the power of collaboration.

New Programs

Launched three new Sun Up Sun Down programs and two new Discovery Day programs.

Monte Lupo was instrumental in the delivery of the Buddina Ocean Chair Project, providing expert guidance and producing press moulds of local animal species which were painted by local students.

Introduced a quarterly All Hands meeting, providing an opportunity for all of us to come together, share insights and move forward as one united team.

Our Year

2,627

Total employees.

1,578

Number of Short-Term Respite Accommodation Nights provided.

129

Supported Independent Living homes.

21,283

Hours of before and after school care (Sun Up/Sun Down) support.

167

Total vehicles used to support customers and clients.

165

Total supported and assisted employees.

36,375.65

Total Specialised Behaviour Support hours of support.

26,457,561

Packets of chips packaged for PepsiCo.

66

Before and after school care customers Sun Up Sun Down.

5,565

Medicare Mental Health Centre clients.

2,197,690km

Total kms driven when supporting customers.

7,454

Total coffees served at Monte Lupo Café.



Alison happy to welcome customers to Monte Lupo Café for a bite to eat.

Community and Lifestyle Services

Hubs

16
Community hubs.

418
Customers

482,341
Hours of support.

Community Access Support

271
Customers

99,490
Hours of support.

Queensland Community Support Scheme

26
Customers

2,585.75
Hours of support.

Discovery Day Program

154
Customers

30,954
Hours of support.

10 discovery programs

10 Discovery Programs.

Sun up Sun down

66
Customers

21,283
Hours of support.

3 Sun up Sun down programs

3 new Sun up Sun down programs were introduced. Total of 5 programs delivered. These programs are run during each school term to support children and families around school pick-up times.

Specialist and Clinical Services

Clinical Governance:

Clinical Governance is a system of accountability in continuous improvement of the quality of services and safeguarding, creating an environment of practice excellence for our customers. Our Clinical Governance Framework delivers an integrated oversight mechanism providing monitoring, guidance, and systemic improvements to customer safeguarding and wellbeing. It is based on core principles of being person centred, evidence-based practice and excellence in service delivery. The framework is led by senior and executive staff across all areas of the business who actively collaborate to protect and promote the wellbeing of our customers. These staff, each with a different speciality and skill set, come together to convene the Clinical Governance Committee and chair forums on complex health, behaviour, mental health, medication management and systemic approaches to safeguarding.

Practice Excellence:

The Practice Excellence team offers evidence-based frameworks and specialist advice to each entity to ensure alignment with best practice guidelines. Team members' expertise spans across various key practice areas and includes experts in physical health, mental health, complex needs and advocacy. The team are further supported by the Safety and Quality team who complete quality practice evaluations to identify any further areas of improvement and enable the implementation of highest quality practice.

Positive Behaviour Support (PBS):

The Positive Behaviour Support (PBS) team delivers high-quality, evidence-based and person-centred supports across Queensland, Victoria, Tasmania, the ACT and New South Wales. With a highly qualified workforce of practitioners and 74% of them at a Bachelor's level or above, the team is committed to clinical excellence and safeguarding. Our framework integrates specialist expertise, an Early Career Pathway for new graduates, and structured supervision towards psychology, BCBA/CBA and social work registration. Alongside direct customer supports, the PBS team strengthens organisation-wide practice through incident management, oversight of unauthorised restrictive practices (URPs), and collaboration with service delivery regions to ensure systemic improvements and positive outcomes. In addition, the PBS team represents the quality of work completed at Multicap, by showcasing projects and outcomes at conferences around the country.

Psychology:

The Psychology team is small but mighty, comprising one Senior Psychologist and two Provisionally Registered Psychologists. The team provides high-quality cognitive assessments, including WISC and WAIS, and is planning to expand services to regional Queensland by regularly flying out to deliver assessments. Our Senior Psychologist provides supervision across the organisation, with students and early-career professionals consistently reporting highly positive learning experiences. The team also contributes to sector knowledge, recently presenting at the APS Conference, and remains committed to growing impact and accessibility through excellence in practice and supervision.

Music Therapy:

The Music Therapy team is small but highly specialised, comprising one Senior and one Music Therapist, both Master's-qualified and registered with the Australian Music Therapy Association (AMTA). The team provides one-to-one therapy in homes and centres, as well as group programs in hubs and community settings. Our Music Therapy team supports people with disability to develop communication, social, emotional and motor skills, improve wellbeing, and enhance quality of life through evidence-based, creative engagement. Our therapists integrate person-centred approaches with clinical expertise to deliver meaningful outcomes and foster inclusion across service settings.

Research:

Our research capability is powered by a specialist team of researchers, clinical experts, trainers, and risk specialists who co-design and refine models of support that elevate service quality. These evidence-informed models are embedded across our organisation — equipping front-line staff, clinicians, and managers with the tools and knowledge to deliver exceptional care. Through this integrated approach, we lead with evidence, innovate continuously, build workforce capability, and assure quality. We also contribute to sector advancement through peer-reviewed publications and presentations at national and international forums, helping shape best practice and influence policy. For our partners and customers, this means access to a reliable, high-performing, and future-focused service that enhances lives and delivers on individual goals.

Innovation:

Innovation at Vertaview Group is driven by a strategic commitment to continuous improvement and customer-centric design. Our service innovation strategy ensures ongoing investment in the development of new products and services that are not only high quality and attractive, but also meaningfully enhance the opportunities and experiences of our clients. We focus on creating human-centered solutions that respond to real needs, with a particular emphasis on improving outcomes for our customers. By embedding innovation into our core operations, we aim to deliver impactful, future-ready services that reflect expert insight and genuine customer value.

Home and Wellbeing Services

In Home Support

24,243
Hours of In Home Support provided (Jul-25 to Jun-26).

51
Customers (Jul-25 to Jun-26).

Short term respite

4
Respite services.

STA Customers 68

STA Nights 1,578

MTA Customers

MTA Hours of support

281
Number of customers.

129
Supported Independent Living Homes.

196,685
Number of support hours.



SWELL Sculpture Festival 2025

The 23rd SWELL Sculpture Festival ran 12–21 September 2025 at Currumbin Beach. Monte Lupo was selected as an exhibiting artist and delivered a substantial workshop program. Monte Lupo presented The Shanty Men, an interactive sculptural installation celebrating maritime shanties, community and storytelling through visual art and sound. See more images on page 31.

Positive Behaviour Support

Elvara

The Multicap Positive Behaviour Support team has established themselves as industry thought leaders over the last few years, with their research and developments being widely recognised as industry leading.

An opportunity was identified to expand the reach and impact of our Positive Behaviour Support services. However, operating within the Multicap brand would limit our ability to fully realise these growth opportunities. Throughout this year, work has begun on establishing a standalone entity, Elvara, to continue to deliver Positive Behaviour Support on behalf of the Vertaview Group.

Establishing Elvara as a dedicated entity enables governance, strategy, and decision-making to be focused exclusively on advancing our purpose and supporting future growth.

Conference presentations completed (Adelaide 2025)

Workshops

1. Kimberley Whakatau – Breaking Barriers: ABA-Based Strategies for Successful Transitions from Clinical and Institutional Settings
2. Rebecca McLinden – When Fading Fails: Rethinking Reinforcement for Individuals with Attention Deficit Hyperactivity Disorder
3. Sarah Hutchison and Trent Carberry presented – The Role of Self-Reflection in Reducing Burnout Among Behaviour Practitioners

Posters

1. Amanda Green – Improving Access to PBS in Regional Queensland
2. Amber Paneccasio – Screening for Behaviour Support Needs Using the PBS ID Tool
3. Brigitta Hargitai – Group Supervision and Practitioner Confidence
4. Esther Odukwe – Parent-Teacher Collaboration in Classroom Behaviour Intervention
5. Joanna Katychow – Cultural Responsiveness in Behaviour Support Plans (BSP)
6. John De Jesus – Using ACT to Address Task Avoidance
7. Melissa Murphy – Enhancing Staff Practice to Reduce Challenging Behaviour Through Proactive Support and On-Site Training
8. Shaniece Edgeworth – Enhancing Quality of Life and Reducing Restrictive Practices through Positive Behaviour Support

Hours of support delivered

Behaviour Management Plans
7,661.50 hrs

CB Early Childhood Interventions - Other
110.88 hrs

Individual social skills development
251.4 hrs

Specialist behavioural intervention support
28,351.87 hrs

471 hours of therapeutic support provided

36,376 Hours of support provided.

73 Practitioners

141 Number of Restrictive PBS plans.

314 Number of Non-Restrictive PBS plans.

34 Music therapy customers.

736 Hours of music therapy provided.

Community Mental Health Services

Medicare Mental Health Centre

IPSWICH

11,170 Occasions of Services.

2,008 New clients.

KINGAROY

3,097 Occasions of Services.

322 New clients.

LISMORE

21,228 Occasions of Services.

2,086 New clients.

KEMPSEY (STARTED IN NOV 25)

1,110 Occasions of Services.

16 New clients.

COFFS HARBOUR

6,928 Occasions of Services.

987 New clients.

Headspace Mental Health Centre

INDOOROOPILLY

5,236 Occasions of Services.

332 New clients.

REDCLIFFE

2,773 Occasions of Services.

240 New clients.

STRATHPINE

4,523 Occasions of Services.

388 New clients.

Community Living Support (CLS)

LISMORE

13,721

Hours of support delivered.

TWEED HEADS

13,342

Hours of support delivered.

Housing and Accommodation Support Initiative (HASI)

LISMORE

8,072

Hours of support delivered.

TWEED HEADS

7,055

Hours of support delivered.

Central Queensland Programs



The Way Back

1,531 Occasions of Services.

Friends and Family Program

917 Occasions of Services.

Clinical Care Coordination

4,079 Occasions of Services.

Will's Story



Where There's a Will, There's a Way

This year brought plenty of change to Ford House, one of our Supported Independent Living (SIL) homes. For Will, who lives there, it was also a chance to show just how curious about the world he can be.

As the house prepared to welcome a new housemate, the front door rarely stayed shut for long. Support workers, health professionals, maintenance staff and members of our leadership team all came and went. It was the kind of upheaval that could easily have unsettled Will. Instead, he took it in his stride, building trust with each new face until he was soon chatting directly with his new support workers.

Along the way, Will has found his voice. He's more confident telling his team what he needs, letting them know when he'd like some space, and making it just as clear that he wants them to come back. His team has matched that confidence with consistent support and clear routines, and through it all, Will has kept up his regular outings in the community.

He's also discovered a new passion: collecting cans for the container deposit scheme. His team has backed the project with a dedicated bin at home, where Will stores his haul until it's ready to recycle.

It's been a big year, and Will has met it head-on. We're proud of how he's handled every change, and grateful to everyone who helped make the transition as smooth as possible for him.

Janice's Story



When Janice's support provider exited the NDIS sector, she was living independently in a rental unit and facing an uncertain future. Seeking continuity and a provider she could trust, she chose Multicap to continue her in-home supports.

Just months later, Janice learned her lease would not be renewed. The Multicap team worked alongside her to find accommodation that would meet both her current and future needs, presenting every available vacancy so she could make an informed choice about where to live.

Apex House stood out. Its unit-style living offered the independence Janice valued, with the added reassurance of 24/7 support. Before deciding, she visited the home, explored its surroundings and met the residents. As Apex House is home to an older cohort, Janice quickly felt comfortable and connected and loves spending time with her carer Florence (pictured).

With the support of her dedicated team, Janice made the move – accompanied by her beloved bird, Sophie. Having a familiar companion by her side helped her settle in quickly and made her new house feel like home from day one.

The move has given Janice long-term housing security and opened the door to meaningful friendships. She now regularly attends activities at the Multicap hub, celebrates her co-tenants' birthdays and enjoys a social network she didn't have before.

Today, Janice is thriving in her forever home – enjoying stability, belonging and independence, and looking forward to a future full of friendship and possibility.

Queensland Mental Health Awards



Shining a light on Queensland's mental health improvements and innovations.

As part of Queensland Mental Health Week, Open Minds proudly hosted the 29TH Queensland Mental Health Awards.

The Queensland Mental Health Awards provide an opportunity to recognise the extraordinary efforts and celebrate the achievements of individuals, organisations and initiatives that are improving mental health outcomes and driving real impact within the mental health sector across Queensland.

This event shines a spotlight on the often-unsung heroes within our community, who are daily taking steps to improve the mental health of the state.

The Awards featured 11 categories from early years and schools to lived experience, workplace employee and community wellbeing, community impact and more.

33 finalists were selected from a pool of 126 nominations, with winners announced during the Awards breakfast ceremony, held in the iconic Brisbane City Hall, on Friday, 10 October 2025.

The MC, award winning comedian and mental health advocate, Jenny Wynter skilfully wove her trademark warmth, humour and authentic lived experience throughout the ceremony, bringing the stories of the finalists and winners to life and creating a celebration that was both uplifting and deeply inspiring.

Award winners in each category received a $500 financial incentive to continue their good work in the community, with the overarching winner honoured with the Earle Duus Memorial Award which included a $4,000 prize.

Winners:

Aboriginal and Torres Strait Islander Peoples Award:
Ngak Min Health

Culturally and Linguistically Diverse (CALD) Award:
Townsville Medicare Mental Health Centre with Townsville Multicultural Support Group

Early Years Award:
Motherhood Village

Jeff Cheverton Individual Award:
Dr Frances Dark

Jude Bugeha Lived Experience Award: Rachel Hinds

LGBTQIA+ Award:
Open Doors Youth Service

Not-For-Profit Award:
Richmond Fellowship Queensland

Schools Award:
Queensland Pathways State College

Workplace Award – Community Wellbeing:
Kambu Aboriginal and Torres Strait Islander Corporation for Health

Workplace Award – Employee Wellbeing:
Sullivan Nicolaides Pathology
VITAL Wellness Program

Earle Duus Overarching Award:
Richmond Fellowship Queensland






How are you doing today?


Ivan Firkovic




headspace

Grants

Our organisations are generously supported by multiple grants. Grant contributions from federal, state and local governments, as well as private organisations, make an important difference to the quality of our services and the opportunities we offer our customers and clients.

Thank you

Thank you to our many grant providers for your assistance to deliver excellent services that enable a greater impact for people with disability and mental health needs to live their best life.

Arts Queensland

Brisbane City Council

Australian Government Stronger Communities Program

NDIA

Quality Supports Program

Queensland Government's Department of Justice and Attorney-General

Gambling Community Benefit Fund

Australian Government's Commonwealth Home Support Program

Queensland Government's Department of Trade, Employment and Training

Social Enterprise Growth Grant

Queensland Government's Resource Community Infrastructure Fund

Community Bank Samford

The Sunny (formerly Sunnybank Community and Sports Club)





Overview of Research Projects

Vertaview research reaches the world stage

A Queensland trial that helped one person regain the right to make their own decisions has been showcased on the global stage, highlighting the impact of research led by Vertaview Group Research Lead Trent Carberry (pictured).

When guardianship orders were rescinded for one participant in Multicap's Supported Decision-Making (SDM) trial, it demonstrated what can be achieved when people with intellectual disability are given the right support to make their own decisions.

That outcome became a powerful example of the potential of Supported Decision-Making, and in November 2025, Trent took those findings to an international audience, presenting at the International Association for the Scientific Study of Intellectual and Developmental Disabilities (IASSIDD) Conference in Singapore.

Presenting to researchers from around the world, Trent shared evidence from the Queensland trial, helping to position Multicap's work as a leading example of Supported Decision-Making in practice.

SDM builds a circle of trusted supporters around a person, helping them make more of their own decisions and take greater control of their lives. Commissioned by the Office of the Public Guardian and released in 2024, the trial demonstrated that the approach can work in Queensland.

Building on that momentum, Trent continued to champion the findings across the sector. In June, he joined Jessica Crossan, Manager – Clinical and Practice Governance, and the Office of the Public Guardian to deliver a webinar on Supported Decision-Making for sector stakeholders. Jessica designed and led the original trial, while Trent has played a key role in sharing its learnings and impact more broadly.

The research is now translating into practice, with Supported Decision-Making being embedded into Multicap's Supported Independent Living model, ensuring the trial's findings continue to influence everyday support and improve outcomes for people with disability.

Open Minds takes the keynote stage

Open Minds made its mark at the International Mental Health Conference on the Gold Coast in June 2026, as sponsor and keynote presenter.

Karen Hale-Robertson and Emma Schubert delivered the keynote, Co-Production as System Capability: Delivering Locally Responsive Mental Health Reform at Scale. Drawing on their work in Medicare Mental Health Centres, they argued that co-production is no longer just a principle. They described it as a critical capability for mental health reform.

Open Minds also presented two posters:

- Lily Van Houdt: Project Insight. Born on the frontline, it shows how better documentation can keep participants' voices at the centre of their care, so they don't have to retell their stories every time they move between services. (Lily is pictured with her poster).
- Trent Carberry: Integrating Peer Workers. It looks at how to bring peer workers into teams and build a stronger mental health workforce.

Behaviour support team shines in Adelaide

In July 2025, the Multicap Positive Behaviour Support team sponsored the Applied Behaviour Analysis Australia Conference in Adelaide. Its practitioners also gave three presentations:

- Rebecca McLinden on rethinking reinforcement for people with ADHD
- Kimberley Whakatau on helping people move successfully out of clinical and institutional settings
- Sarah Hutchison and Trent Carberry on how self-reflection can reduce burnout among behaviour practitioners

Multicap practitioners also presented a wide range of posters. The team now takes that evidence-based approach into its next chapter as Elvara.





Our Supported Employment Businesses

Everyone should have the opportunity to develop their independence, confidence, and skills in a safe, social and supportive workplace.

Makeables

Makeables employs people with disability to undertake meaningful work in a call centre, or production and distribution at our Tingalpa and Rocklea operations. Employees assist businesses with activities such as assembly, finishing, packing, administration, logistics, sales, and machinery operations. A key focus for Multicap's Employment business is creating inclusive and culturally diverse work environments.

Multicap values our commercial relationships forging deeper partnerships and collaboration to create employment pathway opportunities for supported employees, such as assisted employment and open employment.

Monte Lupo Café

Our cafés and catering businesses located at Eight Mile Plains and Banyo offer quality coffee and light meals. Our employees gain hands on experience in the hospitality industry – from customer service to coffee making, money handling, hands-on meal preparation, food delivery, baking and food safety.

Laundretto

Laundretto is a commercial laundry service located at Banyo that provides transferable skills, training and employment opportunities for people with disability.

Monte Lupo Arts

Providing artists with disability employment opportunities is just one aspect of Monte Lupo Arts Studio. With the right support, creative expression through art in a production pottery, develops new skills, builds a sense of confidence and purpose, and provides engagement with the wider community. Our supported employee artists create sculptures and homewares, personally managing each step of the production process. They have been involved in many exhibitions, competitions and community art projects over the last 35 years.

makeables
all ways.employing

GALLERY & CAFE
MONTE LUPO
all ways.employing

laundretto
LAUNDRY LOUNGE
all ways.clean

ARTS
MONTE LUPO



A Makeables worker

Peter's Story



Painting a Bigger Picture

> **Peter's journey reflects what Monte Lupo Arts is here to do: create meaningful work, foster artistic excellence and make sure artists with disability are recognised for their talent.**

For Peter Hughes, art is more than a creative outlet. It's how he connects with people, shares stories and gives back to his community.

Peter has painted at Monte Lupo Arts for many years. He's known for his vibrant paintings, his distinctive style and his readiness to try something new. This year his work appeared in exhibitions and community projects across the region, showing the talent and professionalism of artists with disability.

A highlight was creating the artwork for the Annual NDIS Conference, where delegates from across the sector saw his work. Peter also represented Monte Lupo with live painting demonstrations, giving audiences a close-up look at how he works. His bird paintings were turned into large-scale murals for the courtyard installation at Logan Art Gallery.

Peter also held a solo exhibition at Under the Greenwood Tree. It featured his paintings of iconic buildings on Tamborine Mountain.

Behind Peter's success are dedication, persistence and a real love of making art. Whether he's at his canvas in the studio, preparing for an exhibition or joining a community event, he brings energy and creativity to everything he does.

Peter's journey reflects what Monte Lupo Arts is here to do: create meaningful work, foster artistic excellence and make sure artists with disability are recognised for their talent. Through his art, Peter keeps inspiring others and showing how creativity builds connections and opens doors.



Adelaide from Monte Lupo.



Michael from Monte Lupo.

Creative Arts

Monte Lupo Arts - Studio

$489,411

Earned in Sales.

Workshops

Buddina School **13**
SWELL schools and adults **15**
Studio **82**

Monte Lupo Gallery Workshop Sales



72

Biggest Seller

Paint your own mugs sold in the Gallery Café.

Eight Mile Plains Café

$226,719 Earned in sales.

Monte Lupo

Exhibitions

2025	Pollen, Art Nuvo
2025	Beechy Keen, Monte Lupo Eight-Mile Plains
2026	Forest, Monte Lupo, Eight-Mile Plains
2026	Sunflower, Under the Greenwood Tree, Tamborine Mountain

Competitions

2025	SWELL Sculpture Festival, Currumbin
2025	Sculpture on the Edge, Flaxton

Group Exhibitions

2026	TMAC - Tamborine Mountain
2026	Sculptures QLD, Mt Coot-Tha Botanical Gardens

Buddina Workshops

340

School children.

2,073

Total number of people that attended workshops.

28

Artists

SWELL Workshops

570

School children.

33

Adults

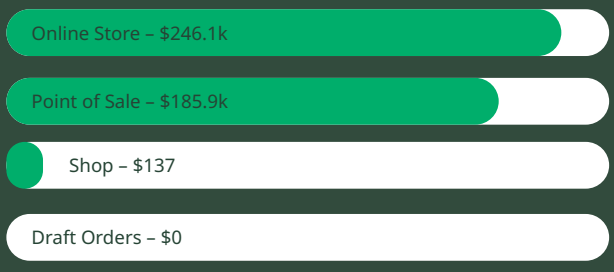
310

Drop ins.

2,556

Total items sold in the last financial year.

Total Sales by Sales Channel





The Shanty Men from SWELL Sculpture Festival.







Monte Lupo Delighted Customers

Delighted Customers

Forest Exhibition – Winter Show opened at the Monte Lupo Café on Saturday 13 June under clear winter skies. The opening brought together Monte Lupo artists, staff and members of the community, and was one of the most memorable events of the year.

The exhibition space filled steadily throughout the day. A highlight was an impromptu performance by the Monte Lupo artists of their much-loved “tree songs”, which reflected the exhibition’s themes of nature, storytelling and collective expression and was warmly received by guests.

The event showed the value of inclusive creative practice, both as a form of artistic expression and as a way of bringing people together. Guests responded warmly to the artists’ enthusiasm and authenticity, and the day built genuine connections between artists, staff and visitors.

The exhibition also delivered strong commercial results, with opening-day sales of $16,710.55. This reflected the quality of the work and the depth of community support for Monte Lupo, and positioned the exhibition well for continued sales throughout its run.

The opening demonstrated the strength of the artists’ collective voice and the importance of giving artists opportunities to engage directly with audiences. By combining artistic excellence, live performance and strong sales, it supported both Monte Lupo’s creative and organisational objectives.

Studio artist Peter Hughes with his paintings, created for the Forest Exhibition. Four of Peter’s paintings sold at the opening, along with a range of Monte Lupo ceramics.



Logan Art Gallery - Where Do I Belong

Where Do I Belong was a major commissioned partnership with Logan Art Gallery, officially opened after six months of design, development and fabrication. The large-scale public art project gave Monte Lupo artists a highly visible platform to explore themes of place, identity and belonging. The commission comprised five large mosaic wall panels, a freestanding sculpture, three functional seating pieces and a birdbath. Together, these works form a cohesive installation that combines artistic expression with functional design, enhancing the public space and inviting community interaction and reflection.





Jardine Street Opening

Delivering accessible homes in Rockhampton



People living with complex and high-needs disability in regional Queensland often face extended waits for housing that offers comfort, safety and independence. During the year, Multicap responded to this need by opening purpose-built, fully accessible housing in Rockhampton for up to six people with disability.

The development builds on the two fully accessible homes Multicap completed at Jardine Street in 2024 and extends the organisation's commitment of more than 25 years to the Rockhampton community.

Demand for accessible housing in the region remains significant. In the 2021 Census, approximately 7.5 per cent of Rockhampton's population reported needing daily assistance due to severe or profound disability. Queensland has recorded some of the highest increases in NDIS participants with Specialist Disability Accommodation (SDA) funding, yet supply has not kept pace with demand.

Delivering housing to SDA standards involves substantial cost, typically 20–45 per cent more than a standard home, with compliance alone adding approximately $90,000 per build. The project was funded through a $2.5 million Queensland Government grant, delivered in partnership with participating Mineral Resources industry parties, the Queensland Resources Council and its members.

The project has already generated economic benefits for the region, employing up to 30 people during construction. Once operational, the homes have created ongoing roles for up to 12 new Disability Support Workers.





Property and Accommodation

Housing & Property Management

Arbourwell provides specialised housing, tenancy support and maintenance services for people accessing disability or mental health services, ensuring safe and supportive living environments that enhance their quality of life.

By working closely with clients and their support networks, Arbourwell tailors solutions to meet individual needs, empowering residents to live independently and with dignity.

Fleet Management

2,197,690

Number of kms travelled when supporting customers.

86

Pool Cars.

81

Buses

House Management

133

SIL homes.

53

Sites where services are delivered in participants' homes.

55

Owned Properties.









Support Coordination at Allinto

Complex Human Services Navigation

Allinto provides disability support coordination, psychosocial recovery coaching, and aged care coordination across Australia. They help clients navigate the NDIS and Home Care Packages, offering personalised guidance and coordination, allowing people to live their best life. Allinto emphasises integrity, respect, connection, and empowerment while enhancing the lives of people with disabilities and supporting older Australians to live well at home.

Proud to be the largest Support Coordination provider in Australia



96

Allinto staff.

AT FY END



100+

Support Coordinators.

Hours of support



SC 54,987.67 hours

CHSP Transport 32,928 trips

CHSP Allied Health 3,822 hours

CHSP Home Maintenance /Gardening 22,500 hours

Support Coordination Clients



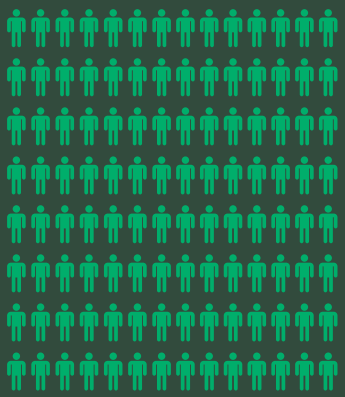
1,815

AT FY END

Number of clients:

Commonwealth Home Support Program **4,453**

Home to Community **19**





Learn more about Janice's journey on page 21.

Lily's Story



2025 John Gallimore Amplifying Purpose Scholarship recipient, Lily Van Houdt, joined Vertaview Group in 2020 as an Open Minds Support Worker, progressing through case work into her current role as Program Lead for Community Living Supports (CLS) in the Northern Rivers.

With a background in justice, law and human rights, Lily is passionate about strengthening how individual experiences and perspectives inform mental health service delivery. Drawing on frontline practice and participant feedback, she developed Project Insight, an innovative practice model exploring how personal meaning, understanding and voice can be preserved across service pathways.

Project Insight enables participants to reflect on their experiences, identify what matters to them and review and amend their own narrative summary, aiming to support greater engagement, continuity and understanding alongside existing clinical documentation.

The John Gallimore Scholarship has supported Lily to build on her skills and internally trial Project Insight; advancing her knowledge in implementation science, research and practice innovation.

We look forward to seeing Lily continue to amplify participant voice and contribute to meaningful innovation across Vertaview Group and the broader mental health sector.

About the John Gallimore Amplifying Purpose Scholarship

The John Gallimore Amplifying Purpose Scholarship was introduced in 2024 and honours the remarkable contribution of long-term Director John Gallimore OAM. The $5,000 annual scholarship is open to employees who have a lived experience of disability or mental ill-health and is designed to contribute to personal development or educational costs to help achieve career goals, with the aim of making a lasting impact on the individual, their workplace, and the community.

Jillian's Story

A Story Still Being Written

When a participant's voice was being silenced in her own home, persistent support coordination and determined advocacy made sure she was not lost to the system.

Jillian's story does not yet have an ending. But it already shows what persistent support coordination, strong safeguarding practice and genuine collaboration can achieve for a participant at risk of falling through the cracks.

It began in January, when Jillian's Support Coordinator left Allinto. Jillian was living in Supported Independent Living (SIL) accommodation in Rockhampton and receiving community access support through Multicap. Soon after her new Support Coordinator was appointed, Multicap support workers raised concerns about her wellbeing and how she was being treated at home.

When Allinto staff visited the property, housing staff refused them entry and told them they could not speak with Jillian. Over the next fortnight, the team kept in touch with Jillian by phone, giving her space to talk privately. She described being pressured to sign documents under threat of losing her home, and to move her Support Coordination to the same provider that managed her accommodation and daily supports.



With help from Multicap, Jillian was able to visit the office independently and speak openly with Support Coordinator Dean Smith (pictured). Positive Behaviour Practitioner Magella Parchert from Elvara also supported her to advocate directly to the NDIS about her supports and choice of providers – an important step in ensuring that any decision about her Support Coordination, including Allinto's role, was free of conflict of interest.

Every concern was documented and escalated through the proper safeguarding channels, and Allinto worked closely with the NDIA and the NDIS Quality and Safeguards Commission to uphold Jillian's rights, safety and freedom of choice. Matters came to a head when Jillian was reportedly told she would be removed from the house and taken to hospital. A late-night escalation to the Commission followed, and the Commission acted directly to protect her.

Within two days, the provider's director had been removed from Jillian's direct support. Continued advocacy secured a new NDIS plan with emergency Short-Term Accommodation (STA) funding, allowing Jillian to leave and move somewhere safe.

Yet the challenges were far from over. Beyond the emergency funding, Jillian's new plan fell well short of what she needed day to day. Once the STA funding ran out, she faced homelessness and the loss of essential supports.

While in short-term accommodation, Jillian suffered a stress-related seizure and was admitted to hospital. Although she was medically cleared for discharge, the accommodation provider could not take her back without funded 24-hour, one-to-one support. Jillian spent a further 67 days in hospital – not because she needed to be there, but because there was nowhere safe for her to go.

Finding an alternative was hard. Rockhampton has few providers and housing options suited to participants with complex needs, and fewer still for those without adequate funding. Through direct conversations and sheer persistence, the team brokered an arrangement with All Types of Care Queensland, a small family-run provider in Rockhampton.

Despite the constraints of Jillian's plan, All Types of Care Queensland offered her a safe home and support at a one-to-three ratio. Jillian lives there today – safe, supported and surrounded by people committed to understanding her needs and helping her build a stable life in her community.

There is still work to do. Allinto is awaiting an updated Functional Capacity Assessment and Home and Living Assessment, while All Types of Care Queensland has been compiling detailed evidence of Jillian's daily support needs. This evidence will underpin a plan reassessment and, we hope, appropriate one-to-three SIL funding to keep her current arrangement safe and sustainable.

This outcome was made possible by strong collaboration between Jillian, the NDIA, the Hospital Liaison Officer, the NDIS Quality and Safeguards Commission, local service providers, Support Coordinator Dean Smith and Positive Behaviour Practitioner Magella Parchert.

Above all, Jillian has not been lost to the system. She has been heard, protected and supported to leave a home where she did not feel safe. Her journey is not over, but she now has a secure place to live, consistent support and a team who continue to stand beside her. For Jillian, that is already life-changing.

Renee's Story



A Coffee, an Op Shop and a New Beginning: Renee's Journey Back into the Community

For most of us, a trip to the doctor followed by a coffee and a browse through an op shop is an ordinary morning. For 56-year-old Renee Heiler, it was the first time she had left her home in almost nine months.

That outing, and the many she is now planning, began with something simple: someone taking the time to listen.

When Acting Service Manager Bobbie-Lee Ryder began supporting Renee at Multicap's home on the northern Gold Coast, she knew trust had to come first.

"Renee is very quiet and reserved," she said. "When I first met her, I focused on getting to know her, finding out what she enjoyed and what was important to her."

Over many conversations, a picture emerged. Renee loved furniture, op shopping and a good café coffee, and those passions became the key to a long-overdue GP appointment.

"When I suggested we could visit an op shop after the GP appointment, her whole face lit up," Bobbie-Lee said. "Suddenly, she was excited about going out."

The day asked a lot of her. Renee had not been in a vehicle for many months and was understandably anxious, but she was determined to do things for herself and, with staff beside her, she climbed into the van. The appointment stretched over a couple of hours as medical staff completed a comprehensive health review. There were moments of tiredness and agitation, but a coffee break and steady reassurance from her support team kept her going.

Then came the reward she had been looking forward to all day: the op shop.

By the time she headed home, Renee was smiling, thanking staff and asking when she could go out again.

The momentum didn't stop there. Bobbie-Lee learned that Renee believed she had no money and was worried about her finances. After working with relevant stakeholders, Bobbie-Lee was able to reassure her that she had regular money available. The change was profound. For the first time, Renee began talking excitedly about the future: a television for her room, new clothes, a dream catcher and a wind chime to make the space her own.

Having known Renee before she entered services, Bobbie-Lee also remembered one small but telling detail: Renee had always worn glasses. Her vision had not been assessed for some time, and she is now scheduled to receive new glasses, which may lift both her confidence and her mobility.

For Bobbie-Lee, the lesson is clear. "What made the biggest difference was listening to Renee and finding what motivated her," she said. "Now she's excited about getting out into the community, reconnecting with family, setting up her phone and planning future outings."

Renee's story is a reminder that meaningful change rarely begins with grand gestures. It begins with trust, patience and a genuine interest in what matters to the person in front of us.



Our Legacy

Share Bayside

Share Bayside was founded in 1989 by families in the Redlands region of Southeast Queensland out of need for support to their children with disability. This small gathering of families were known as the Special Housing Association of Redlands (SHARE). Share Bayside provided assistance, accommodation and essential care to over 30 adult men and women with an intellectual, physical and psychiatric disability.

Share Bayside merged with Multicap in 2015.

Community Access Respite Services (C.A.R.S.)

Community Access Respite Services (C.A.R.S.) had a proud history of enhancing the lives of people with disability by providing flexible, responsive and individualised support services.

In 1994, a family on the north side of Brisbane was struggling to find an organisation that could provide much-needed support for their son living with disability. Not willing to sit idle, they rallied together with community members in their garage to discuss their unique challenges and devise a plan. With commitment and support from other families in the area, C.A.R.S. was born.

In October 2017, Multicap and C.A.R.S. came together. United by shared values and vision for the future, this partnership launched an exciting new chapter together. An environment for customers was created where interests are pursued, goals are achieved, and life is lived to the fullest.

Breakaway

Breakaway was started in 1989 by a group of parents who were unable to find quality respite for their family members.

In 2021, Multicap joined forces with Breakaway, Moreton Bay's leading provider of Supported Independent Living, In-Home Support, Short Term Accommodation and Community Access. Multicap and Breakaway shared similarities — both have humble beginnings and a mission to support people with disability to live meaningful lives filled with opportunity.

The merger created a brighter future for people with disability living in Moreton Bay, as they received greater choice in services and accommodation options.

Interchange Inner East

Interchange Inner East, Melbourne, has been supporting people with disability for more than 40 years.

From humble beginnings in 1979 when Maureen Crawford first began her efforts to fund respite for her daughter and other children with disability, to 2022, an organisation with a long history of providing recreation, community activities, respite and care for children and young people with disability and their families.

In 2022, Interchange Inner East began a new chapter when it merged with Multicap to become the first Multicap Victorian services region.

Fraser Coast Family Networks

Fraser Coast Family Networks (FCFN) was founded in 1991 by parents looking for a better life for their children.

Working locally to provide innovative disability support to families, FCFN built on its foundation services of centre-based respite, accommodation support, vacation care, in-home supports, day services and community access, to respond to demand for a wider range of supports with innovative ways to enrich the lives of their customers with new skills and experiences.

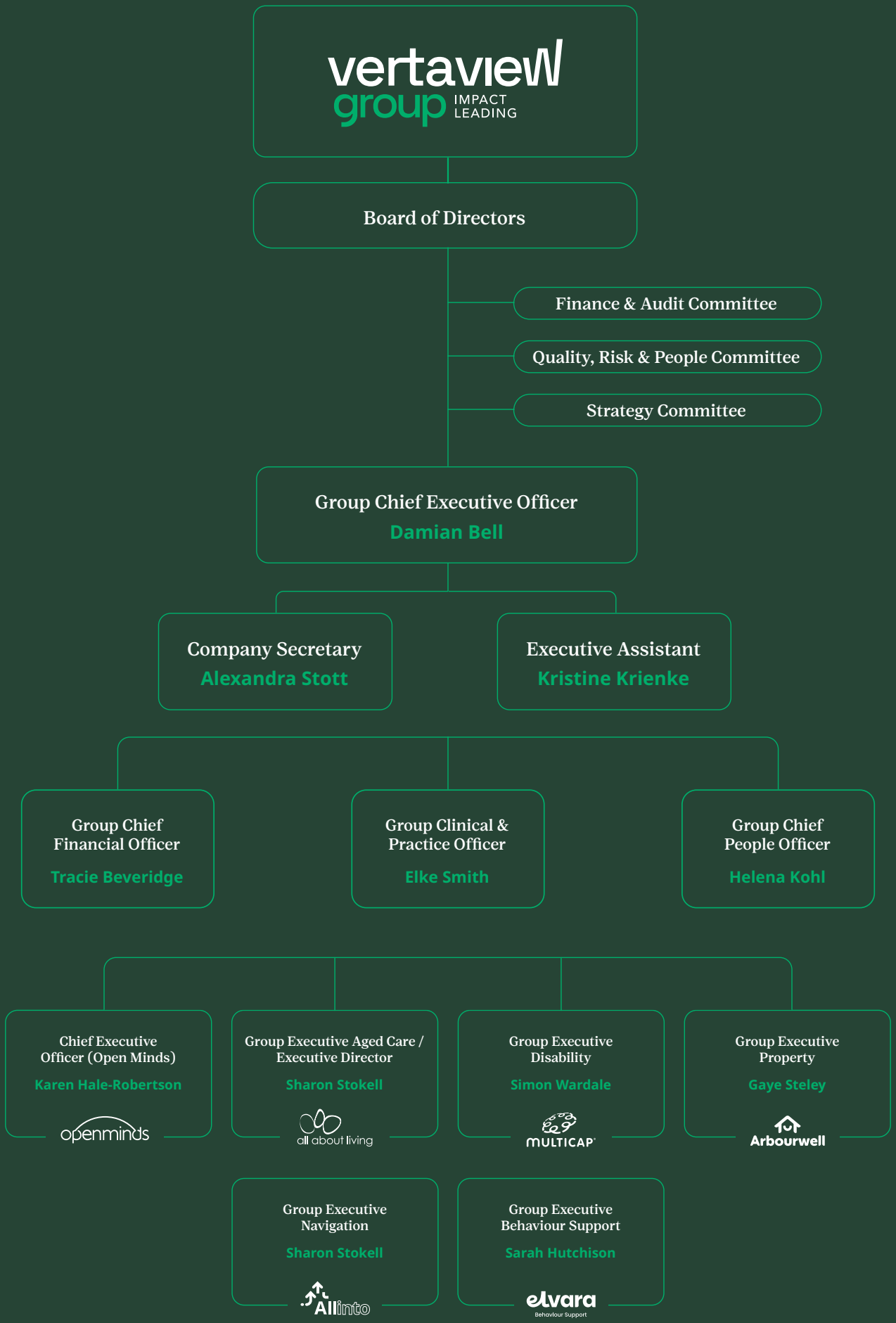
FCFN merged with Multicap in February 2023.

Northcott Support Coordination

Northcott proactively decided to transition its Northcott Support Coordination services to Allinto's independent and registered support coordination agency from 13 February 2025.

Transition plans commenced late 2024, to ensure continuity of service to existing Northcott Support Coordination clients.

Executive Leadership Team



Executive Leadership Team



Damian Bell

Group Chief Executive Officer

Damian Bell was appointed as Group CEO in February 2025. Damian has more than 20 years of global leadership experience spanning development and infrastructure, banking and finance, and legal services. He is a results-driven leader who is passionate about making a positive impact through strategic planning and fostering strong relationships to drive growth. Damian is also the Chair of a charitable organisation that focuses on family support, refugee and migrant services, Aboriginal and Torres Strait Islander peoples, and mental health initiatives.



Alexandra Stott

Chief of Staff, General Counsel and Company Secretary

Alexandra joined the Vertaview Group in November 2025, bringing extensive legal experience across private practice and in-house roles. Her career has a diverse background spanning various sectors and areas of law, including human rights, financial services, governance, commercial, property, and complex litigation. Alexandra holds a Bachelor of Laws and a Bachelor of Commerce and is admitted to the Supreme Court of Queensland and the High Court of Australia.



Tracie Beveridge

Group Chief Financial Officer

Tracie Beveridge was appointed Group Chief Financial Officer of Vertaview Group in June 2026. Tracie brings extensive finance and executive leadership experience across the health and human services sector, particularly hospitals, aged care and community care, in both the public and private sectors. Tracie is a commercial leader focused on financial sustainability in the not-for-profit sector, so that community-driven care providers can keep delivering high-impact support to the people and communities Vertaview Group serves. Tracie is a Member of Chartered Accountants ANZ and a Fellow of CPA Australia.



Elke Smith

Chief Clinical Practice Officer

Elke Smith is the Chief Clinical and Practice Officer at Vertaview Group, where she has spent the past four years leading clinical and practice governance, quality assurance, incident and feedback management, workplace health and safety, continuous improvement, and workforce capability initiatives. A registered pharmacist with more than 20 years of experience across aged care, hospital, and community health settings, Elke has extensive expertise in medication safety, clinical governance, and quality systems, supporting the delivery of safe, high-quality, person-centred services.



Helena Kohl

Chief People Officer

Helena Kohl is a senior People and Culture executive with experience helping organisations develop their leaders and navigate complex change. She holds a bachelor's degree in education and psychology and began her career as a graduate at PwC, later also working at EY in Sydney and London. Her career spans education and early childhood care, construction, retirement living, manufacturing and healthcare. She has worked across private equity-backed businesses, small and large not-for-profit organisations, partnerships and publicly listed companies, bringing a broad understanding of different operating environments. Helena brings a wide perspective and a practical, people-centred approach to leadership. She is passionate about developing capable, confident leaders and helping businesses find clarity and move forward through challenging times.

Executive Leadership Team



Karen Hale-Robertson

Open Minds Chief Executive Officer

Karen Hale-Robertson is a highly experienced health and community services executive, with more than 25 years' experience in business and program management, policy and advocacy, organisational performance and stakeholder engagement within government and not-for-profit organisations. Karen is committed to reducing health inequities, social injustices and other disadvantages affecting individuals and communities through vision, leadership and successful implementation of programs and services. Karen joined the Vertaview Group in 2022 as Allinto CEO and transitioned to Open Minds CEO in June 2025.



Sharon Stokell

Group Executive, Service Navigation

Sharon Stokell joined the Vertaview Group in March 2026 as the Group Executive of Allinto, bringing over 30 years of experience across operations, executive leadership and service support within a diverse range of work environments including healthcare, education, child protection, business development and the not-for-profit sector. Sharon is a solution focused leader who enjoys challenges particularly those with a team approach. She is passionate about health equity and working closely with communities to ensure that services are available for vulnerable populations including Indigenous communities across rural and remote Australia.



Simon Wardale

Group Executive, Disability

Joining Multicap in 2018, Simon Wardale has 30 years' experience working with people with intellectual disability and complex support needs. He has worked in frontline support, service management, practice/policy advisor roles and has been published in academic journals on disability matters. Simon's passion is integrating contemporary practice into whole of organisation service models. In the past five years Simon has held the positions of Director of Practice Leadership at the Centre of Excellence for Behaviour Support, Director of Forensic Disability (independent statutory appointment), and national roles with other disability support providers.



Sarah Hutchison

Group Executive, Behaviour Support

Sarah Hutchison was appointed Group Executive, Behaviour Support in March 2026, leading Elvara. She brings extensive experience in behaviour support, clinical governance, service development and organisational leadership, pairing clinical expertise with a strategic focus on quality, growth and operational performance. A Board Certified Behavior Analyst with a Master of Applied Behaviour Analysis, Sarah focuses on translating evidence into practical improvements for clinicians, teams and the people they support. Sarah is committed to building an environment where people can learn, contribute and thrive, and where services deliver meaningful outcomes.



Gaye Steley

Group Executive, Property

Gaye Steley is an experienced real estate and finance executive with more than 20 years' experience in portfolio and asset management across commercial, retail and residential property portfolios. Gaye is a highly experienced professional who has a people focused approach whilst balancing commercial and property outcomes. Gaye brings a unique understanding of the broader role property plays in supporting people, services and organisational growth and holds a Bachelor of Business (Accounting) and a Bachelor of Arts (Psychology) and is a qualified CPA. Gaye joined the Vertaview Group as Group Executive, Property in March 2026.

Our Governance

Committed to enhancing the quality of services for the people we support.

Vertaview Limited, Multicap Limited, Open Minds Australia Limited, Arbourwell Limited, All About Living, Allinto Australia Limited, Elvara Behaviour Support Limited, and Vertaview Services Limited are companies limited by guarantee under the Corporations Act 2001 (Cth) and registered charities with the Australian Charities and Not-for-profits Commission. All organisations are also public benevolent institutions and endorsed as deductible gift recipients with the Australian Taxation Office. In 2025, the group was restructured with Vertaview Limited as the new parent entity.

Vertaview Limited's Constitution provides for no less than three board appointed directors and requires directors to maintain a Board Renewal Procedure. The Board Renewal Procedure provides that Directors shall serve an initial term of 1 year, followed if so appointed by further terms of 3 years, then a further 3 years, then a further 2 years, unless otherwise agreed by the Board. Each Director shall serve for a maximum tenure of nine years (including terms served nonconsecutively), and a Director may not be appointed for a term that if served would result in the director exceeding nine years as a Director, unless otherwise agreed by the Board. The Directors of each other group entity are appointed in line with their constitutions by Multicap as the sole member.

The Vertaview Board continually reviews the organisation's practices and procedures to ensure strong governance in alignment with the Australian Institute of Company Directors (AICD) Not-for-profit Governance Principles. Some governance areas of focus during FY26 included.

1. Purpose and Strategy

There is a clear purpose and strategy which aligns our activities to our purpose.

- The Board held an annual strategy summit and governance review. This work was supported throughout the year by the Strategy Committee.

2. Roles and Responsibilities

There is clarity about the roles, responsibilities and relationships of the Board and its subsidiaries.

- The Board reviewed the Board Charter, Board Renewal Procedure, and Appointment of Directors Procedure.
- The work of the Board is supported by committees that meet regularly (Finance and Audit, Strategy, and Risk and Quality). All committee Terms of Reference were reviewed to ensure adequate governance across the Group structure.

3. Board Composition

The structure and composition of the Board enables effective fulfilment of the role.

- Louise Cox was appointed as a director in July 2025.
- The skills and experience of each Director are provided on pages 47 and 48 of this Annual Report and available on the website.
- Gender diversity of the Board sits at four women and five men and there are several Directors with lived experience of disability or mental health.

4. Board Effectiveness

The Board is run effectively and our performance is periodically evaluated.

- Each board meeting is evaluated by a Director on a rotational basis. The performance of Committees are evaluated by the Board at the strategy summit.

Our Governance

5. Risk Management

The Board's decision-making is informed by an understanding of risk and how it is managed.

- The Risk, Quality and People Committee regularly reviewed the organisation's strategic and emerging risks, with enhanced risk reporting implemented to monitor and ensure safety and service quality across the Vertaview Group's expanded operations.

6. Performance

The Vertaview Group continues to use its resources appropriately and regularly evaluates performance.

- The Board continues to identify and refine appropriate measures to evaluate the Vertaview Group's performance, including setting and monitoring KPIs for each group entity.

7. Accountability and Transparency

The Board demonstrates accountability by providing information to stakeholders about the organisation and its performance.

- There are 13 policies available on the Vertaview website, which are reviewed at least biennially.
- Full financial statements are available on the ACNC Charity Portal and included in the Vertaview Group's Annual Report which is also available on the website.
- An independent third party (KPMG Forensic) is engaged to provide an external pathway for any whistleblower complaints.

8. Stakeholder Engagement

There is meaningful engagement of stakeholders and their interests are understood and considered by the Board.

- The Vertaview Group continually strengthens safeguarding responses to increase protection of those at risk, including compliance with the practice guides and reporting requirements of the NDIS Quality and Safeguards Commission.
- Regular Circle of Support Forums and Vertaview Group Employee Roadshows provide an opportunity for Directors to hear directly from customers, their families, representatives, and staff.
- The Vertaview Group records and tracks all customer complaints, and the Board has access to regular reports regarding actions and service improvement outcomes.

9. Conduct and Compliance

The expectations of behaviour for people involved with the Vertaview Group entities are clear and understood.

- Expectations of behaviour are outlined in Policy 11 – Code of Conduct, and in the employee explanation booklet. Action is taken where behaviours do not meet expectations.
- The Board identifies, discloses and manages conflicts of interest on a regular basis prior to the start of each Board meeting.
- Procedures are in place regarding management of any potential misconduct, and relevant instances are reported to the Board.

10. Culture

The Board models and works to instil a culture that supports all entities' purpose, strategy and customer and client centricity.

- Staff engagement is measured on an annual basis and puts in place action plans to improve areas raised by staff.
- Each entity's purpose, values and strategic outcomes are displayed at all relevant service and office locations.
- The Skilled Committed Staff recognition, Vertaview Amplify staff benefits program and the annual Staff Excellence Awards reward and recognise staff, and Directors attend annual Employee Roadshow sessions to model the desired culture.

Board of Directors



CHAIR Angela Tillmanns

MBA, GAICD, GANZSOG, Grad Dip Social Ecology

Angela joined the Multicap Board in May 2017 and has served as Chair of the Vertaview Board since its inception in 2025. Angela has extensive experience in the disability sector and serving on not-for-profit Boards through a variety of roles. Prior to working in the community sector, Angela worked at the senior executive level in the Federal Government leading the design and implementation of human service systems. Angela is passionate about guiding organisations to deliver a fairer society where everyone can contribute at their full potential.



DEPUTY CHAIR David Withers

BEng, MBA, FAICD, FRAES

David joined the Multicap Board in September 2017 and has continued to serve as director of Vertaview Limited since its inception in 2025. David is the founder of Burrana, a world leading provider of aircraft cabin systems that he founded in 2009. He has a long career in the aviation sector and has held several non-executive positions with not-for-profit organisations in the mental health and disability sectors. David believes company culture is the key to success and is passionate about creating agile and responsive organisations through empowered and inspired people sharing a common purpose, vision and values.



Christopher Perkins

BBus, MBA, FCPA, GAICD, FGIA

Chris has been a member of the Multicap Board since 2012 and has continued to serve as director of Vertaview Limited since its inception in 2025. He has extensive experience in business holding senior executive positions in the utilities, health, agriculture, property and childcare sectors. His professional qualifications include Fellow of Certified Practising Accountants, a Graduate of the Governance Institute of Australia and a Graduate of the Australian Institute of Company Directors.



Gail Black

BA, LLB (Hons), MAICD

Gail joined the Multicap Board in June 2023 and has continued to serve as director of Vertaview Limited since its inception in 2025. Gail has extensive legal experience in the property and government sectors. She is also a member of the Advisory Board of the Queensland Futures Institute. Gail is a former partner at the law firm Gadens and brings over 25 years' experience in delivering exceptional results in the property sector. She is an advocate of diversity and fairness.



Elissa Morriss

BA, MPsych (Clinical Psychology and Clinical Neuropsychology), Churchill Fellow (CF)

Elissa joined the Multicap Board in 2021 and has continued to serve as director of Vertaview Limited since its inception in 2025. Elissa is a Psychologist with more than 35 years' experience in brain injury and vocational rehabilitation, working with adults with disability and their family members, and with community services. She brings considerable expertise in working with adults who have a brain injury and with complex needs, case management and coordination of community supports and management of challenging behaviours. She also has experience in the tertiary education and the human rights sectors.

Board of Directors



Edward Phelan

Dip Bus, MAICD

Ed joined the Multicap Board in February 2023 and has continued to serve as director of Vertaview Limited since its inception in 2025. Ed has over 30 years' experience delivering exceptional results across diverse industries, including manufacturing, construction, asset management, and not-for-profits. Ed has a passion for corporate social responsibility and training young people from diverse backgrounds and ensuring they are workforce ready through education.



Kalan Douglas

BEcon, BBusMgmt, GAICD

Kalan joined the Multicap Board in September 2024 and has continued to serve as director of Vertaview Limited since its inception in 2025. Kalan is a Partner at strategy and innovation firm Subject Matter and has extensive experience working with boards and executive teams to help design and shape the future direction of organisations. With a background in enterprise strategy, corporate finance and financial analysis across a range of different industries, Kalan believes the Multicap Group can sustainably grow and improve the positive impact it has on the lives of people it touches.



Michael Dobbie-Bridges

PLY, Cert IV Sport & Rec, Dip Sport Development, MAICD

Michael joined the Multicap Board in February 2025 and has continued to serve as director of Vertaview Limited since its inception in 2025. Michael is a highly accomplished strategic advisor with expertise in policy development, disability advocacy, and stakeholder engagement. With a career spanning government, private enterprise, and the non-profit sector, he has consistently championed inclusive policies that enhance accessibility, equity, and opportunity for people with disabilities. Michael brings a wealth of experience and a collaborative spirit to every initiative and his strategic vision and advocacy continue to shape a more inclusive future for all.



Louise Cox

Master of Taxation, Master of Laws, Bachelor of Law (Hons),
Bachelor of Business (Acct & Mgt), FCPA, FGIA

Louise Joined the Vertaview Board in July 2025, having previously been a director of Multicap limited in 2021 and 2022. An accountant and lawyer, Louise is also an experienced Board member serving as Chair, Deputy Chair, Chair of Finance and Risk, and Chair of Governance in commercial, public sector, and not for profit boards across a broad sector group including community housing, education, health, professional services in legal, architecture and accounting, and mental health. Currently, Louise is Deputy President and Director of CPA Australia, Chair of RSPCA Queensland, Chair of the Griffith University Department of Accounting, Finance and Economics Advisory Committee and Director of BlueCHP Ltd and West Moreton Health & Hospital Board.

Policies

Vertaview Group is committed to delivering on the purpose of each of its entities and creating positive outcomes for the people and communities we serve. Our policy framework provides a consistent foundation for safe, high-quality and person-centred services, setting clear standards for governance, decision-making and operational practice across the Group.

Policy 1 | Governance

We are committed to maintaining a contemporary and effective governance framework across Vertaview Group. Strong governance supports transparency, accountability and informed decision-making, enabling positive outcomes for customers, their representatives, stakeholders and workers. It is fundamental to each entity's ability to deliver on its purpose, both now and into the future.

Policy 2 | Customer Service

We are committed to enhancing the lives of the people who choose our services by respecting their rights, privacy and dignity and delivering supports that are responsive to their individual needs, preferences and goals. Customer experience is central to our purpose, and we strive to ensure customers and their representatives feel heard, valued and satisfied with the quality of their engagement with us.

Policy 3 | Stakeholder Engagement

We recognise that meaningful engagement with stakeholders strengthens our ability to create positive outcomes and continuously improve. We engage respectfully, openly and authentically with customers, communities, government, regulators, partners and workers to build shared understanding, address emerging issues and identify opportunities for learning, collaboration and innovation.

Policy 4 | Treasury and Financial Sustainability

We are committed to maintaining strong financial stewardship and managing financial risk responsibly. Sustainable financial management enables us to invest in quality services, respond to changing environments and continue delivering on our purpose for the long term.

Policy 5 | People and Culture

Our people are central to our success. We are committed to fostering a workplace culture that values integrity, inclusion, fairness, accountability and respect. By supporting our workers to thrive, we strengthen our ability to deliver high-quality, person-centred experiences and outcomes.

Policy 6 | Health and Safety

The health, safety and wellbeing of our customers, workers, contractors, volunteers and visitors is a priority. We are committed to identifying, managing and minimising physical, psychosocial, environmental and operational risks, while fostering a culture in which everyone shares responsibility for maintaining safe, healthy and inclusive workplaces.

Policies

Policy 7 | Information Management

We are committed to managing information responsibly, securely and lawfully throughout its lifecycle. By safeguarding personal and organisational information and upholding privacy rights, we maintain the trust and confidence of customers, workers and stakeholders while supporting informed decision-making across the Group.

Policy 8 | Prevention and Responding to Violence, Abuse, Neglect, Exploitation and Discrimination

We have zero tolerance for violence, abuse, neglect, exploitation or discrimination in any form. We are committed to prevention, early intervention and timely responses that uphold the human rights, safety, dignity and wellbeing of the people we serve.

Policy 9 | Risk Management

We are committed to proactively identifying, assessing and managing risk through robust systems and controls. Effective risk management supports safe and quality outcomes, regulatory compliance, organisational resilience and the responsible achievement of our strategic objectives.

Policy 10 | Asset Management

We are committed to the responsible stewardship of our assets to support safe, high-quality and person-centred services. Effective asset management helps protect the wellbeing of customers and workers, strengthens operational performance and contributes to the long-term sustainability of Vertaview Group.

Policy 11 | Code of Conduct

Our Code of Conduct sets the standard for how we work, behave and make decisions. It reflects our commitment to upholding the rights of the people we serve, acting with integrity and accountability, treating others with respect and complying with all applicable laws and standards.

Policy 12 | Diversity and Inclusion

We recognise that diversity of thought, experience and background strengthens our organisation. We are committed to creating an inclusive environment where all people feel valued, respected and empowered to participate, contribute and achieve their goals. By reflecting the diversity of our customers, communities and workforce, we enhance innovation, accessibility and service excellence.

Policy 13 | Whistleblower

We are committed to maintaining the highest standards of ethical, legal and responsible conduct. We encourage workers, suppliers, associates and other eligible individuals to speak up when they have concerns about misconduct or behaviour that is inconsistent with our values. We are committed to protecting whistleblowers through confidentiality, protection from reprisal and access to independent reporting channels, ensuring all disclosures are assessed and investigated fairly, objectively and independently.



Maintaining one of our properties.

Risk, Quality, and People Committee

The Risk, Quality and People Committee assists the Vertaview Board in fulfilling its oversight responsibilities for risk, quality, clinical governance, workforce wellbeing, compliance and organisational assurance.

A central focus of the Committee is safeguarding customers and workers through effective governance, risk management and continuous improvement. The Committee's work is guided by a commitment to learning, evolving and pursuing excellence, ensuring the organisation continues to strengthen outcomes for the people we support and those who deliver our services.

The Committee comprises of three Board Directors and meets quarterly to complement the Board's scheduled meetings throughout the year.

The Committee is committed to putting people first by upholding the rights, dignity and voice of customers, while fostering a safe, healthy and inclusive workplace where diversity is valued and respected. Customer and workforce perspectives continue to inform service improvement, organisational priorities and governance oversight.

The Clinical Governance Framework remains a cornerstone of the Committee's work, providing the foundation for safeguarding, quality improvement and accountability across the Group. Through this framework, the Committee monitors customer safety, service quality, workforce wellbeing, incidents, and feedback to ensure appropriate controls, mitigation strategies and improvement activities are in place.

The Committee regularly reviews strategic and emerging risks and seeks assurance that lessons learned are translated into meaningful improvements in practice, systems and service delivery. This ongoing focus supports a culture of continuous improvement and helps ensure the organisation remains responsive to changing customer needs, workforce expectations and regulatory requirements.

Executive management representatives attend meetings depending on the topics under review, to ensure the Committee has access to detailed information. Committee members also access opportunities across multiple sites throughout the year to meet with staff, customers and families to ensure the perspectives of customers and service staff inform our decision-making and strategic planning.

During the year, the Committee maintained a strong focus on strengthening organisational capability through the Practice Excellence Framework, enhancing the use of data and assurance activities, and ensuring governance systems remain effective and fit for purpose. This commitment was further demonstrated through Committee members undertaking specialist Clinical Governance training for Board Directors, strengthening the Committee's capability to provide effective oversight of quality, safeguarding and continuous improvement across the Group.

Hearing the customer voice is a key component of the Committee's oversight responsibilities. Each year, the Committee receives a consolidated customer feedback report, providing insights from across the organisation and ensuring customer experiences, perspectives and feedback inform governance, strategic planning and continuous improvement activities.

Vertaview is continuing to implement our REFLECT Reconciliation Action Plan across the organisation, confirming our commitment to meaningful engagement with Aboriginal and Torres Strait Islander stakeholders, and exploring our vision for reconciliation.



Elissa Morriss

MPsych (Clinical Psychology, Clinical Neuropsychology), Churchill Fellow (CF) Chair

Strategy Committee

The Strategy Committee met six times during the year to oversee and make recommendations to the Board on the strategic direction of the group and its subsidiaries.

The committee also met to consider investment opportunities and business improvement initiatives, including enabling technologies and their implementation. With a firm focus on enhancing our customers' experience throughout life by evolving our products and services and using technology where it can add value, our focus this year has been on the changes in the NDIS, mental health and aged care environment to ensure that our finite resources deliver the greatest possible impact. Our human-centred approach, supported by strong and broad core services, along with the benefits of the scale built over a number of years, positions the group to keep improving the lives of the people who use our services.

This year, we have dived into the long-term strategic direction of each of our key markets through the subsidiaries operating within them. We have also reviewed, in detail, the group's strategy with consideration of future areas where our capabilities and competencies could improve the lives of vulnerable people in our societies.

The group continues to invest heavily in technology, and the Committee oversees these activities.

The Committee is supported by the Group Chief Executive Officer, the Chief Financial Officer, the Group Executives and key subject matter experts.

I thank all Committee members for their valuable contributions to the important work of the Strategy Committee during the year.



David Withers

BEng MBA
FAICD FRAES

Finance and Audit Committee

The Finance and Audit Committee assists the Board of Directors in the discharge of their duties regarding the stewardship and management of Vertaview's financial affairs and the external audit process.

The Committee is comprised of Board Directors. The Chief Executive Officer, Chief Financial Officer and other members of management are invited to the Committee meetings at the discretion of the Committee. The Committee manages its responsibilities with an annual work plan. During the year, the Terms of Reference of the Committee and the work plan were reviewed and updated.

The financial responsibilities of the Committee include providing financial direction and advice to the Board, providing advice and assistance to the CEO and other executives in matters of financial management, establishing financial strategy and objectives, establishing finance related policies, assessing the annual budget, reviewing the annual financial statements and monitoring the financial performance of the organisation against the approved strategic and business plans.

The Committee works with Vertaview's independent external auditors to ensure that the nature and extent of their audit procedures provide sufficient and appropriate assurances regarding Vertaview's financial activities and position. HLB Mann Judd were appointed as the organisation's auditor in 2025 and have now completed their first audit of Vertaview's annual financial statements.

Throughout the year, the Committee maintained a strong focus on overseeing the financial performance of the individual companies within the group. This included monitoring the successful integration of operations resulting from mergers and acquisitions. The Committee also ensured that each company remained financially sustainable in the long term and generated adequate cash flow to support ongoing operations and future growth.

The operating performance and earnings outlook remain aligned with the company's strategic goals and performance expectations.

Monitoring of the organisation's performance against financial strategic targets will continue as the organisation executes the Strategic Plan.



Louise Cox

Master of Taxation, Master of Laws, Bachelor of Law (Hons), Bachelor of Business (Acct & Mgt), FCPA, FGIA



COCA participant rehearsing for an upcoming performance.

Financial Performance

30 June 2026

Directors' Report

The Directors present their report on Vertaview Limited (Company) for the financial year ended 30 June 2026.

The Directors of Vertaview Limited at any time during the financial year are:

Name	Qualifications and Responsibilities	Service (in years)
For FY 2026		
Angela Tillmanns	MBA QUT 2007 GAICD 2007 GANZSOG 2005 Grad Dip Social Ecology UWS 1993 Chair of the Board	1.5
Chris Perkins	BBus (Acctg, Mktg Mgmt) UNE 1991 MBA SCU 2000 Dip Company Directorship AICD 2001 Cert Governance Practice GIA 2019	1.5
David Withers	BEng RMIT 1996 MBA Latrobe 2003 Dip Company Directorship AICD 2004 FAICD FRAES Deputy Chair Chair of the Strategy Committee	1.5
Ed Phelan	Dip Bus College of Tourism & Hospitality 1986 MAICD Member of the Strategy Committee Member of the Finance and Audit Committee	1.5
Elissa Morriss	Masters of Psychology (Clinical Psychology and Clinical Neuropsychology) Churchill Fellow Chair of the Risk, Quality, and People Committee	1.5
Gail Black	BA UQ 1993 LLB (Hons) UQ 1996, GAICD 2024 Member of the Risk, Quality, and People Committee	1.5
Kalan Douglas	B.Econ UQ 2007 B.BusMgmt UQ 2007 GAICD 2025 Member of the Strategy Committee	1.5
Louise Cox	Master of Taxation, Master of Laws, Bachelor of Law (Hons), Bachelor of Business (Acct & Mgt), FCPA, FGIA	1
Michael Dobbie-Bridges	Cert IV, Sport & Recreation, Goulburn Ovens TAFE 2003 Dip Sport Development Goulburn Ovens TAFE 2004 Member of the Strategy Committee Member of the Risk, Quality, and People Committee	1

Directors' Meetings

The Board Committees include:

Risk, Quality, and People Committee; Finance and Audit Committee; and Strategy Committee

A — Number of meetings held during the time the Director held office during the year.

B — Number of meetings attended.

When required the Board will create committees to assist and support the work of the Board.

Name	Board Meetings		Risk, Quality and People Committee		Finance & Audit Committee		Strategy Committee	
	A	B	A	B	A	B	A	B
Angela Tillmanns	7	7			7	7	6	4
Chris Perkins	7	7			7	7		
David Withers	7	7			1	1	6	6
Ed Phelan	7	7			7	6	6	5
Elissa Morriss	7	5	4	4				
Gail Black	7	7	4	4				
Kalan Douglas	7	7			6	6	6	5
Louise Cox	7	7			7	7	-	-
Michael Dobbie-Bridges	7	7	4	2	-	-	6	5

Principal Activity & Objectives

As reflected in the Vertaview Limited Constitution, Vertaview's purposes are to:

a. assist and further the rights and interests of adults and children:

   i. with disabilities; or

   ii. experiencing mental ill-health, sickness, suffering, distress, misfortune, poverty, destitution, or helplessness,

through therapy, care, support, training, employment, housing and other assistance of any kind, with the objective of enabling participation as fully and independently as possible in all aspects of home, work and community life;

b. assist carers and significant others of people experiencing the above-mentioned challenges by providing guidance, information and support;

c. promote the welfare of people experiencing these challenges or those people's families or carers;

c. support or provide benefits (including by way of financial support) to organisations or projects or other activities with the same or similar purposes to any of the above; and

d. do all other things incidental or ancillary to the attainment of these objects.

The Group's principal activities during the year were to provide support services through the following:

- Community and centre-based supports
- Group-based and individualised supports
- Shared and in home accommodation supports
- Short and medium-term accommodation
- Social and school holiday programs
- Business enterprises
- Supported and assisted employment
- Headspaces
- Medicare mental health centres
- Transition from correctional services programs
- Homelessness, housing and community assistance programs
- Support coordination and navigation supports
- Aged care services
- Behaviour supports
- Other programs and services that support people to live independently

During the financial year, the Group provided services across multiple Australian jurisdictions, including Queensland, New South Wales and Victoria.

Services are delivered through a network of community hubs, accommodation services, offices, outreach programs and in-home support arrangements across these locations. The Group's geographic footprint enables it to provide support to a diverse range of individuals and communities throughout Australia.

The Vertaview Group entities have joined together to leverage their skills, expertise and resources to amplify their purpose. The Vertaview Group amplifies the four strategic outcomes that are consistent across all entities:

- Delighted customers
- Practice excellence
- Skilled engaged workforce
- Sustainable growth

Strategic areas of focus and relevant targets are reported in more detail throughout the Annual Report.

Key Performance Measures

The Group measures its own performance using both quantitative and qualitative benchmarks. These benchmarks are used by the Directors to ensure the Group delivers on its vision and to assess the financial sustainability of the Group. Key performance measures are reported throughout the Annual Report.

Results

The Group recorded a net surplus of $3.3M for the financial year compared to a net surplus of $0.8M in the previous year.

The Group's revenue for the current financial year grew by $32.4M from $207.0M to $239.4M. Employee costs increased by $18.7M from $168.9M to $187.6M which is in line with the expansion of services, wage rate increases and increased employee numbers.

Expenses have increased with continued investment in both service delivery and the facilities used in the delivery of services. The Group has increased expenditure to maintain its existing assets and invest in new assets for the benefit of the customers, clients and staff of the organisation. The Group continued to incur project costs relating to the implementation of improved IT systems and business processes which allows for the improved efficiency required for ongoing sustainability under the National Disability Insurance Scheme and other funding bodies.

Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 30 June 2026 has been received and is included in the financial report.

Signed on behalf of the Board in accordance with the resolution of Directors.

Angela Tillmanns
Director / Brisbane
18 September 2026

Louise Cox
Director / Brisbane
18 September 2026

Directors' Declaration

The directors of the Group declare that:

- the attached financial statements and notes comply with the Australian Accounting Standards - Simplified Disclosures and the Australian Charities and *Not-for-profits Commission Regulation 2022,* and other mandatory professional reporting requirements; and
- give a true and fair view of the financial position as at 30 June 2026 and of the performance for the year ended on that date of the Group.

In the directors' opinion, there are reasonable grounds to believe that the Group will be able to pay its debts as and when they become due and payable with the continuing support of creditors.

Signed in accordance with a resolution of directors made pursuant to section s.60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2022.*

Angela Tillmanns
Director / Brisbane
18 September 2026

Louise Cox
Director / Brisbane
18 September 2026

Consolidated statement of profit or loss and other comprehensive income

For the year ended 30 June 2026

	Notes	2026 Group $000's	2025 Group $000's
Revenue			
Grant revenue		54,465	38,646
NDIS revenue		167,199	159,438
Customer service revenue		11,656	4,835
Sale of goods		2,259	1,988
Interest revenue		759	900
Other revenue		3,022	1,193
Total revenue	5	239,360	207,000
Expenses			
Employee benefits expense		187,602	168,869
Property and utility expenses		5,312	5,323
Consumables and provisions		2,651	2,275
Contractors remuneration		10,539	2,841
Insurance and workers compensation		5,968	5,662
Information technology costs		5,471	4,916
Professional fees and consultancy costs		1,957	2,453
Transport expenses		3,200	2,259
Other expenses		6,046	3,296
Interest expense		669	429
Bad and doubtful debts		560	37
Depreciation, amortisation and impairment expense	6	6,079	7,839
Total expenses		236,054	206,199
Profit before income tax expense		3,306	801
Income tax expense		-	-
Profit after income tax expense for the year		3,306	801
Other comprehensive income, net of income tax			
Other comprehensive income		-	-
Total comprehensive income for the year		3,306	801

Consolidated statement of financial position

As at 30 June 2026

	Notes	2026 Group $000's	2025 Group $000's
Assets			
Current assets			
Cash and cash equivalents	7	15,067	14,420
Trade and other receivables	8	19,328	11,799
Inventories		164	143
Financial assets	9	12,129	8,356
Prepayments		1,819	1,637
Total current assets		48,507	36,355
Non-current assets			
Property, plant and equipment	10	45,737	44,890
Investments at fair value through P&L		970	4,447
Intangible assets	12	941	1,270
Right-of-use assets	11	8,443	3,556
Other assets		1,317	-
Total non-current assets		57,408	54,163
Total assets		105,915	90,518
Liabilities			
Current liabilities			
Trade and other payables	13	11,993	8,918
Financial liabilities		334	-
Grants received in advance	14	17,636	14,219
Employee provisions	15	12,798	13,548
Lease liabilities	16	2,961	2,552
Total current liabilities		45,722	39,237
Non-current liabilities			
Financial liabilities		244	-
Employee provisions	15	1,980	843
Lease liabilities	16	5,868	1,643
Total non-current liabilities		8,092	2,486
Total liabilities		53,814	41,723
Net assets		52,101	48,795
Equity			
Retained surplus		52,101	48,795
Total equity		52,101	48,795

Consolidated statement of changes in equity

For the year ended 30 June 2026

	2026	2025
	Retained Surplus $000's	Total $000's
Consolidated		
Balance at 1 July 2024	47,994	47,994
Surplus for the year	801	801
Other comprehensive income for the year	-	-
Total comprehensive income for the year	801	801
Balance at 30 June 2026	48,795	48,795
Consolidated		
Balance at 1 July 2025	48,795	48,795
Surplus for the year	3,306	3,306
Other comprehensive income for the year	-	-
Total comprehensive income for the year	3,306	3,306
Balance at 30 June 2026	52,101	52,101

Consolidated statement of cash flows

For the year ended 30 June 2026

	Notes	2026 Group $000's	2025 Group $000's
Cash flows from operating activities:			
Receipts from government operating grants (GST inclusive)		53,513	42,935
Receipts from customers and members (GST inclusive)		12,003	7,230
Receipts from fundraising & bequest activities (GST inclusive)		124	152
Receipts from NDIS (GST inclusive)		172,174	158,319
Payments to suppliers and employees (GST inclusive)		(236,033)	(199,888)
Interest received		759	900
Interest paid		(669)	(429)
Net cash flows from/(used in) operating activities		1,871	9,219
Cash flows from investing activities:			
Proceeds from sale of property, plant and equipment		6,063	174
Receipts from government capital grants		2,498	1,555
Payment for property, plant and equipment		(6,694)	(3,241)
(Payment for)/proceeds from financial assets		(3,774)	4,053
Net cash received from business combination		841	-
Net proceeds from/(payment for) investments		3,467	(77)
Net cash provided by/(used in) investing activities		2,401	2,464
Cash flows from financing activities:			
Proceeds from borrowings		6,103	5,910
Repayment of borrowings		(5,813)	(5,910)
Repayment of lease liabilities		(3,915)	(2,989)
Net cash provided by/(used in) financing activities		(3,625)	(2,989)
Net increase/(decrease) in cash and cash equivalents		647	8,694
Cash and cash equivalents at beginning of year	7	14,420	5,726
Cash and cash equivalents at end of financial year	7	15,067	14,420

Notes to the financial statements

For the year ended 30 June 2026

1. Introduction

Vertaview Limited ("the Company") is a not-for-profit Company, incorporated as a public company limited by guarantee and is domiciled in Australia. These consolidated financial statements comprise the Company as a separate entity (referred to as the "Parent Entity") and its subsidiaries (together referred to as the "Group"). The Group provides sustainable support options for people with multiple disabilities, mental health issues and challenging and complex behaviours and their families and carers in Queensland, New South Wales and Victoria. The registered office is located at 269 Padstow Road, Eight Mile Plains, QLD 4113.

2. Basis of preparation

Vertaview Limited applies the Australian Accounting Standards - Simplified Disclosures as set out in AASB 1053: Application of Tiers of Australian Accounting Standards and AASB1060 General Purpose Financial Statements - Simplified Disclosures for profit and Not-For-Profit Tier 2 Entities.

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards - Simplified Disclosure Standards of the *Australian Accounting Standards Board (AASB) and to meet the requirements of the Australian Charities and Not-For-Profits Commission Act 2012.*

The amounts in the Group financial statements and the directors' report are presented in Australian Dollars and have been rounded to the nearest thousand dollars, unless otherwise stated.

A group restructure was undertaken on 1 July 2025 as a reorganisation of entities under common control. In accordance with Australian Accounting Standards, and as the transaction falls outside the scope of AASB 3 Business Combinations, the Group has applied the predecessor accounting method in preparing these financial statements.

Under this method:

The assets and liabilities of the combining entities have been recognised at their historical carrying amounts, as reflected in the books of the transferring entities;

- No fair value adjustments have been made at the date of the restructure;
- No new goodwill has been recognised as a result of the structure;
- The comparative information presented reflects the financial performance and position of the Group as if the group structure had always existed; and
- The financial information presented reflects the Group as if the current group structure had been in place for the entire reporting period.

The predecessor accounting method reflects the substance of the transaction as a continuation of the existing group rather than the acquisition of a business combination. As a result, the consolidated financial statements have been prepared based on the Company having control from 1 July 2025.

Historical cost convention

The financial statements have been prepared under the historical cost convention, except for, where applicable, the revaluation of financial assets and liabilities at fair value through profit or loss, financial assets at fair value through other comprehensive income.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the consolidated entity's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 3.

Australian Accounting Standards set out accounting policies that the Australian Accounting Standards Board has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions to which they apply. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

The financial report was approved by the Directors on 18 September 2026.

The financial report, except for the cash flow information, has been prepared on an accruals basis, is based on historical costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets. The Group is made up of not-for-profit entities, therefore the terms "profit" or "loss" do not appropriately describe the nature of the Group's activities. Accordingly the words "Surplus/(Deficit)" have been substituted for the terms "Profit/(Loss)".

When required by Accounting Standards or for clarity, comparative information has been reclassified to achieve consistency with the current financial figures and other disclosures.

3. Material accounting policies

The following is a summary of the material accounting policies adopted by the Group in the preparation of the financial statements. The accounting policies have been consistently applied, unless otherwise stated.

a. Principles of consolidation

The assets, liabilities and results of all subsidiaries are fully consolidated into the financial statements of the Group. Intercompany transactions, balances and unrealised gains or losses on transactions between Group entities are fully eliminated on consolidation. Accounting policies of subsidiaries have been changed and adjustments made where necessary to ensure uniformity of the accounting policies adopted by the Group.

Business combinations

On 1 July 2025, Vertaview Limited was established to be the parent entity of the Group. A business combination is accounted for by applying the predecessor value accounting method, as it is a combination involving entities or businesses under common control which is Vertaview Limited. The business combination will be accounted for from the date that control is obtained.

b. Revenue

National Disability Insurance Scheme (NDIS)

Revenue from the provision of services to clients under the NDIS is recognised upon the delivery of agreed services to the customer.

Operating grants, donations and bequests

When the Group receives operating grant revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB 15.

When both these conditions are satisfied, the Group:

- identifies each performance obligation relating to the grant
- recognises a contract liability for its obligations under the agreement
- recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the Group:

- recognises the asset received in accordance with the recognition requirements of other applicable accounting standards (e.g. AASB 9, AASB 16, AASB 116 and AASB 138);
- recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer) and
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

If a contract liability is recognised as a related amount above, the Group recognises income in profit or loss when or as it satisfies its obligations under the contract.

Contributed Assets

The Group receives assets from the government and other parties for nil or nominal consideration in order to further its objectives. These assets are recognised in accordance with the recognition requirements of other applicable accounting standards (for example AASB 9, AASB 16, AASB 116 and AASB 138).

On initial recognition of an asset, the Group recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from a contract with a customer). The Group recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

Interest revenue

Interest revenue is recognised as it accrues using the effective interest rate method.

c. Income tax

A provision for income tax has not been raised as the Group is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997.*

d. Property, plant and equipment

Each class of property, plant and equipment is measured on the cost basis.

Depreciation:

The depreciable amount of all fixed assets, excluding freehold land and uncommissioned assets, is depreciated on a straight-line basis over the assets' estimated useful economic life to the Group commencing from the time the asset is first held ready for use. The depreciation rates that have been applied are as follows:

- Buildings - 10 to 50 years
- Leasehold improvements - 3 to 40 years
- Plant and equipment - 3 to 10 years
- Motor vehicles - 5 to 9 years

e. Intangible assets

Intangible assets acquired separately are initially measured at cost. Following initial recognition, intangible assets are carried at cost less accumulated amortisation and any accumulated impairment losses.

Intangible assets are amortised over their useful lives as follows:

Computer software - 3 to 10 years

f. Leases

At inception of a contract, the Group assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and a corresponding lease liability is recognised by the Group where the Group is a lessee. However all contracts that are classified as short-term leases (lease with remaining lease term of 12 months or less) and leases of low value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

Initially the lease liability is measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the Group uses the incremental borrowing rate.

For leases that have significantly below-market terms and conditions principally to enable the Group to further its objectives (commonly known as peppercorn/concessionary leases), the Group has adopted the temporary relief under AASB 2018-8 and measures the right of use assets at cost on initial recognition.

g. Financial instruments - non-derivative financial instruments

Financial assets

Financial assets consisting of loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

Other financial assets which do not meet the above criteria, and are quoted in an active market, are subsequently measured at fair value through profit or loss. Gains or losses arising from changes in fair value are recognised in profit or loss as they occur.

Financial liabilities

Non-derivative financial liabilities other than financial guarantees are subsequently measured at amortised cost using the effective interest method. Gains or losses are recognised in profit or loss through the amortisation process and when the financial liability is derecognised.

h. Revenue received in advance

A part of the Group's funding is from state and federal government grants with a contracted obligation to provide future services to customers. Where these grants relate to the provision of services (or the purchase of assets) in the following financial year or are to be returned to the Government, they are reported as a contracted liability in the statement of financial position. These contract liabilities are referred to as grants received in advance.

4. Key judgements and assumptions

The Board evaluates estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends, economic data obtained both externally and within the Group.

Allowance for impairment of receivables

As disclosed in note 8 and note 17 to the financial statements, trade and other receivables include amounts totalling $13,969,000 for unpaid NDIS revenue, customer fees and other fees. An allowance for impairment of $766,000 has been made against these amounts which management believes is reasonable.

Revenue received in advance

Management believes that revenue held in advance as disclosed in Note 14 has been correctly calculated and relates to services or asset purchases within the next 12 months. Other contract liabilities are recognised in line with service delivery under the contract.

Performance obligations under AASB 15

To identify a performance obligation under AASB 15, the promise must be sufficiently specific to be able to determine when the obligation is satisfied. Management exercises judgement to determine whether the promise is sufficiently specific by taking into account any conditions specified in the arrangement, explicit or implicit, regarding the promised goods or services. In making this assessment, management includes the nature/type, cost/value, quantity and the period of transfer related to the goods or services promised.

Lease term and Option to Extend under AASB 16

The lease term is defined as the non-cancellable period of a lease together with both periods covered by an option to extend the lease if the lessee is reasonably certain to exercise that option; and also periods covered by an option to terminate the lease if the lessee is reasonably certain not to exercise that option.

The options that are reasonably going to be exercised is a key management judgement that the Group will make. The Group determines the likeliness to exercise the options on a lease-by-lease basis looking at various factors such as which assets are strategic and which are key to future strategy of the Group.

5. Revenue

	2026 $000's	2025 $000's
Revenue from contracts with customers		
-Federal & state government funding	42,547	32,893
- Other grant revenue	9,420	5,509
- Government grants – capital	2,498	244
- NDIS revenue	167,199	159,438
Total revenue from contracts with customers	221,664	198,084
Other revenue		
- Customer fees and brokerage	11,656	4,835
- Sale of goods	2,259	1,988
- Interest and dividends	759	900
- Fundraising revenue	73	95
- Gain on sale of asset	1,874	54
- Fair value gain /(loss) on FVTPL assets	(11)	580
- Bequests	48	57
- Other revenue	1,038	407
Total other revenue	17,696	8,916
Total revenue	239,360	207,000
Disaggregation of revenue		
The disaggregation of revenue from contracts with customers is as follows:		
Timing of revenue recognition		
Services transferred over time	221,664	198,084
Goods transferred at a point in time	-	-
	221,664	198,084

6. Depreciation, amortisation and impairment expense

	2026 $000's	2025 $000's
Depreciation of property, plant and equipment	5,742	7,499
Amortisation of intangible assets	337	340
Depreciation, amortisation and impairment expense	6,079	7,839

7. Current assets - cash and cash equivalents

	2026 $000's	2025 $000's
Cash on hand	1	1
Cash at bank	11,066	5,317
Term deposit under 3 months	4,000	9,102
Cash and cash equivalents	15,067	14,420

As at 30 June 2026, $4,000,000 was held on term deposit with maturity period under 3 months. The interest rates earned on term deposits were 5.02% (2025: 0.25% to 5.21%).

During the year, the Group identified that within cash and cash equivalents at 30 June 2025, an amount of $8,356,000 was held as term deposit with maturity periods over 3 months. The comparative information for the year ended 30 June 2025 has been restated retrospectively by reclassifying this amount to financial assets to reflect current financial year's presentation.

8. Current assets - trade and other receivables

	2026 $000's	2025 $000's
Current		
Customer fees, NDIS and other trade receivables	13,969	8,651
Less: Allowance for impairment of receivables	(766)	(193)
	13,203	8,458
Accrued revenue	5,323	2,682
Other receivables	802	659
Trade and other receivables	19,328	11,799

The exposure to credit and currency risks and impairment losses related to trade and other receivables are disclosed in Note 17 - Financial risk management.

9. Current assets - financial assets

	2026 $000's	2025 $000's
Term deposit more than 3 months	12,129	8,356

As at 30 June 2026 $12,129,000 was held on term deposit with maturity period over 3 months. The interest rates earned on term deposits were between 4.22% to 5.33% (2025: 0.25% to 5.21%).

10. Non-current assets - property, plant and equipment

	2026 $000's	2025 $000's
Land and buildings		
Freehold land - at cost	12,549	15,035
Buildings - at cost	38,102	32,588
Buildings - work in progress	1,329	2,132
less: Accumulated depreciation	(10,210)	(9,539)
Total land and buildings	41,770	40,216
Leasehold improvements		
Leasehold improvements at cost	5,249	4,613
less: Accumulated depreciation	(4,254)	(4,061)
Total Leasehold improvements	995	552
Plant and equipment		
Plant and equipment - at cost	7,050	6,226
less: Accumulated depreciation	(6,081)	(5,416)
	969	810
Motor vehicles - at cost	3,668	5,256
less: Accumulated depreciation	(1,992)	(2,531)
	1,676	2,725
Hire purchase motor vehicles - at cost	666	1,007
less: Accumulated depreciation	(339)	(420)
	327	587
Total plant and equipment	2,972	4,122
Total property, plant and equipment	45,737	44,890

10. Non-current assets - property, plant and equipment (Continued)

	2026 $000's	2025 $000's
Reconciliations of the carrying amounts for each class of property, plant and equipment are set out below:		
Land and buildings		
Carrying amount at beginning of year	40,216	39,004
Additions	6,806	2,061
Disposals	(2,486)	-
Depreciation expense	(2,766)	(849)
Carrying amount at end of year	41,770	40,216
Leasehold Improvements		
Carrying amount at beginning of year	552	2,831
Additions	530	19
Depreciation expense	(87)	(2,298)
Carrying amount at end of year	995	552
Plant and equipment		
Carrying amount at beginning of year	810	1,226
Additions	521	117
Disposals	-	(9)
Depreciation expense	(362)	(524)
Carrying amount at end of year	969	810
Motor Vehicles		
Carrying amount at beginning of year	3,312	3,047
Additions	399	1,044
Disposals	(2,420)	(111)
Depreciation expense	712	(668)
Carrying amount at end of year	2,003	3,312
Total property, plant and equipment	45,737	44,890

11. Non-current assets - right of use assets

	2026 $000's	2025 $000's
Right of use assets		
Right of use assets	21,639	15,086
less: Accumulated depreciation	(13,196)	(11,530)
Total Right of use assets	8,443	3,556
Right of use assets (as per AASB16)		
Carrying amount at beginning of year	3,556	5,071
Additions	8,469	1,641
Depreciation expense	(3,582)	(3,156)
Carrying amount at end of year	8,443	3,556

12. Non-current assets - intangible assets

	2026 $000's	2025 $000's
Computer software		
Computer software - at cost	3,198	3,190
less: Accumulated amortisation	(2,257)	(1,920)
Total computer software	941	1,270
Total intangible assets	941	1,270

Reconciliations of the carrying amounts for each class of intangible asset are set out below:

Computer software		
Carrying amount at beginning of year	1,270	1,610
Additions	8	-
Amortisation Expense	(337)	(340)
Carrying amount at end of year	941	1,270

13. Current liabilities - trade and other payables

	2026 $000's	2025 $000's
Current		
Trade payables	1,346	700
Employee Benefits	9,162	5,838
Other accrued expenses	1,485	2,380
Trade and other payables	11,993	8,918

At 30 June 2026 the group had credit card facilities of $85,000.

14. Non-current liabilities - grants received in advance

	2026 $000's	2025 $000's
Operating revenue received in advance	17,636	14,219
Grants received in advance	17,636	14,219

Grants received in advance consists of government funding received but services were not delivered at balance date (refer note 3(h)).

15. Employee Provisions

	2026 $000's	2025 $000's
Opening balance at 1 July	14,391	12,451
Additions through business combinations	760	42
Additional provisions raised during year	10,436	12,653
Amounts used	(10,809)	(10,755)
Balance at 30 June	14,778	14,391
Current liability for employee entitlements		
Annual Leave	10,566	10,001
Long Service Leave	2,232	2,107
Remediation (Wage)	-	1,440
Current liability for employee entitlements	12,798	13,548
Non-current liability for employee entitlements	1,980	843

The current portion for this provision includes the total amount accrued for annual leave entitlements and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the company does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts must be classified as current liabilities since the company does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlement.

The non-current portion for this provision includes amounts accrued for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

16. Lease liabilities

	2026 $000's	2025 $000's
Balance at 1 July 2025		4,195
Additions through business combinations		341
New leasing contracts signed		7,112
Remeasurements		630
Lease payments during the year		(3,944)
Interest		496
Balance at 30 June 2026		8,830
Current liability for leases		
Lease commitments < 12 months	2,961	2,552
Current liability for leases	2,961	2,552
Non - Current liability for leases		
Lease commitments > 12 months	5,868	1,643
Non - Current liability for leases	5,868	1,643

17. Financial risk management

Financial risk management policies

The Finance and Audit Committee is responsible for assisting the Board of Directors to fulfil their corporate governance and oversight responsibilities in relation to financial reporting, internal control structure, risk management systems and the external audit functions. All members of the Finance and Audit Committee are appointed by the Board and are selected in order to provide complementary skills and experience in the areas of finance, audit and risk management.

The Group's financial instruments consist of short term deposits with banks, medium to long term deposits with JBWere, accounts receivable, accounts payable, lines of credit, leases and borrowings.

The totals for each category of financial instruments, measured in accordance with AASB 9 as detailed in the accounting policies adopted in the preparation of these financial statements, are as follows:

	Note	2026 $000's	2025 $000's
Financial assets			
Cash and cash equivalents	7	15,067	14,420
Client fees and other trade receivables (net)	8	13,203	8,458
Other receivables	8	802	659
Financial assets	9	12,129	8,356
Investments		970	4,447
Total financial assets		42,171	36,340
Financial liabilities at amortised cost			
Lease liabilities	16	8,830	4,195
Current trade and other payables	13	1,346	700
Total financial liabilities at amortised cost		10,176	4,895
		31,995	31,445

18. Fair value measurement

Net fair value of financial assets and liabilities

All financial assets and liabilities have a net fair value equal to their carrying amount. Equity or debt instruments have been valued using quoted market prices in the active market.

19. Interest in controlled entities

Name		2026 %000	2025 %000
Multicap Limited	Australia	100	100
Open Minds Australia Limited	Australia	100	-
All About Living Limited	Australia	100	100
Arbourwell Limited	Australia	100	100
Allinto Australia Limited	Australia	100	-
Vertaview Services Limited	Australia	100	-
Elvara Behaviour Support Limited			

20. Related party transactions

In accordance with the Company's constitution, the members of the Board of Directors are entitled to be remunerated which is reviewable by the members at the Annual General Meeting. The Directors received remuneration totalling $253,343 during the financial year to 30 June 2026 (2025: $168,003).

Transactions between the Group and related parties are on normal commercial terms and conditions no more favourable than those available to other persons unless otherwise stated. All transactions are at arms' length value.

21. Key management personnel remuneration

The Group's key management personnel are those persons who have the responsibility and authority for planning, directing and controlling the day-to-day activities and strategic direction of the Group.

In addition to the Directors (refer note 20) the Group's key management personnel consists of the Group Chief Executive Officer, the Group Chief Financial Officer, the Group Divisional Executive Officers, the Chief Operating Officer, Chief Clinical Practice Officer and the Chief People Officer.

The remuneration of other key management personnel consists entirely of short-term employee and post employment benefits. The total remuneration of the Group's key management personnel, which is included in the statement of comprehensive income under the heading of employee benefits is:

	2026 $000's	2025 $000's
Short term employee benefits	2,779	2,713
Post employment benefits	218	224
Total employment benefits	2,997	2,937

22. Auditors' remuneration

	2026	2025
	$000's	$000's
Audit fee		
HLB Mann Judd (SE Qld) Partnership	85	-
Bentleys Brisbane (Audit) Pty Ltd	-	73
	85	73
Other services		
HLB Mann Judd (SE Qld) Partnership	20	-
Bentleys Brisbane (Audit) Pty Ltd	-	4
	20	4
	105	77

23. Contingent liabilities

Some of the Group's properties and other assets were acquired with federal and state government capital grants. In some cases the Group may be required to relinquish ownership of these assets, or repay a proportion of the grant, if the terms and conditions of the grant agreement are not complied with. Typically this would occur if the Group disposed of the asset within a specified time, or used the asset for a purpose contrary to the terms of the grant agreement. The Group is not aware of any such circumstances existing as at the date of the financial statements and does not intend to act in a manner that would allow such circumstances to arise in the future. Some of the Group's land and buildings disclosed in Note 6 are secured by a mortgage to the Queensland Housing Commission. There is uncertainty relating as to when the Group will dispose of these properties. As any future liability would be dependent on the market value of the property at the time of disposal, it is not practical to make an assessment of the potential financial effect of this contingent liability.

Some of the Group's land and buildings disclosed in Note 10 are secured by a mortgage to the Queensland Housing Commission. There is uncertainty relating as to when the Group will dispose of these properties. As any future liability would be dependent on the market value of the property at the time of disposal, it is not practical to make an assessment of the potential financial effect of this contingent liability.

24. Capital commitments

The Group has committed to 2 capital projects with a remaining contract balance of $650,227 as at 30 June 2026.

25. Limitation of members' liability

The Company is a company limited by guarantee and in accordance with the Constitution, in the event of Vertaview Limited being wound up, the liability would not exceed $2 per member. At 30 June 2026 the number of members was 26 (2025: 44).

26. Events occurring after the reporting date

On 1 May 2026, Arbourwell Limited signed a 7 year lease agreement with Challenger Life Nominees Pty Ltd for a commercial office which commenced on 1 July 2026.

Other than as stated above or elsewhere, no matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Group, the results of those operations, or the state of affairs of the Group in future financial years.

amplifying purpose

Level 23, 215 Adelaide Street,
Brisbane QLD 4000

GPO Box 2591 Brisbane QLD 4001

vertaview.org.au Phone 07 3340 9000
allaboutliving.com.au Phone 1300 503 886
allinto.org.au Phone 1300 245 516
elvara.org.au Phone 1300 568 530
multicap.org.au Phone 1300 135 886
openminds.org.au Phone 1300 673 664

vertaview group IMPACT LEADING

all about living Allinto Arbourwell elvara Behaviour Support MULTICAP openminds