



Credit Corp Group



**STANDING
OUT** | Annual Report
2019

This is Credit Corp

**Credit Corp is
Australia's largest
provider of sustainable
financial services in
the credit-impaired
consumer segment.**

We are committed to providing sustainable and responsible financial solutions for our customers, with the goal of improving their financial situation. We aim to achieve this by applying our values.

In our debt buying business we purchase defaulted consumer debts from major banks, finance, telecommunications and utility providers. We look to provide our clients with the highest prices possible, while ensuring we will be able to produce an acceptable return on our outlay. We then work with our newly acquired customers to agree flexible repayment plans to suit their individual circumstances.

In our lending business we responsibly provide the lowest-priced finance in our segment of the market.



CONTENTS

| | |
|----------------------------------|----|
| About Us | 1 |
| Financial Highlights | 4 |
| Chairman’s Report | 6 |
| CEO’s Report | 8 |
| Board of Directors | 12 |
| Review of Operations | 14 |
| Customer Story | 18 |
| Our Business Model | 19 |
| Our People | 20 |
| Customer Story | 22 |
| Employee Story | 23 |
| Our Commitment to Sustainability | 24 |
| Financial Statements | 28 |
| Glossary and Abbreviations | 85 |
| Corporate Directory | BC |

STANDING OUT

Our **success and reputation** as a sustainable financial services provider is based on a culture of strong compliance systems and transparency, combined with a respectful and understanding approach to our customers. Our superior analytics capabilities, advanced technology and sustainable approach are key to **staying ahead of the market.**

THIS IS CREDIT CORP



● OUR PURPOSE

THIS IS WHY WE ARE HERE

Our goal is to be the leading global provider of sustainable and responsible financial services in the credit-impaired consumer segment.

○ OUR VALUES

THIS IS WHAT WE BELIEVE IN

Doing the right thing – *Discipline*

Doing the right thing means setting standards and adhering to our controls to ensure that those standards are always achieved.

Making it happen – *Accountability*

Making it happen is all about delivering the right results by taking responsibility for setting targets and measuring outcomes.

Being open & honest – *Transparency*

Transparency means being open and honest in all that we do, drawing attention to challenges and problems in our business, so that we can overcome them.



○ OUR STRATEGY | THIS IS HOW WE GET THERE

Superior analytics

Our business succeeds through effectively pricing investments and managing risk. We objectively analyse large volumes of data to develop an in-depth understanding of our customers to efficiently allocate resources and ensure we produce an acceptable return on our investments.

Operational excellence

We create business outcomes by communicating with our customers. Our ability to communicate effectively with our customers requires exceptional operational performance. We combine analytics and technology with skilful and motivated people to achieve outstanding results.

Strong compliance

The community has high expectations of financial services providers that go beyond minimum legal requirements. We are committed to meeting these expectations to ensure the success of our business and to protect our clients and other stakeholders. We take pride in providing our customers with genuine and affordable financial solutions tailored to their needs.

Sustainable & organic growth

Our industry leadership in our core debt buying business provides a platform for organic expansion. Diversification gives us the ability to continue to invest in our ongoing growth without compromising our required rate of return. We are considered in our approach to growth, developing test models and establishing pilot operations before launching new products or entering new markets. We constantly monitor performance against our expectations and adopt a patient and iterative approach towards ultimate success.

FINANCIAL HIGHLIGHTS

Our leadership and focus on returns have delivered a consistent record of success and continued growth.

REVENUE
\$324.3
 million ▲ 8% VS. PCP

INCOME GENERATING ASSETS¹
\$586.5
 million ▲ 14% VS. PCP

REVENUE (\$m)



NPAT (\$m)



1. Carrying value of consumer loan receivables and purchased debt ledgers.
 2. Compound Annual Growth Rate.

NET PROFIT AFTER TAX (NPAT)

\$70.3

million

▲9%
VS. PCP

EARNINGS PER SHARE [EPS]

141.9

cents

▲5%
VS. PCP

DIVIDENDS PER SHARE [DPS]

72.0

cents

▲8%
VS. PCP

DPS (cents)

EPS (cents)



CHAIRMAN'S REPORT

In a turbulent year for Australian financial services companies, Credit Corp stands out as a values-driven organisation confidently looking forward to a period of increased opportunity and growth.

► DONALD MCLAY | CHAIRMAN



Our long-term commitment to sustainable business practices and the provision of genuine solutions to our customers has insulated Credit Corp from much of the turmoil in financial services, freeing us to devote ourselves to delivering continuous growth at an appropriate rate of return.

It has been intriguing to observe the public discourse about the industry and, in particular, the supposed conflict between “people and profits”. The Board and management of Credit Corp have never needed to confront such a conflict. We have always put customers at the forefront of our thinking because we operate in competitive markets and we know that dissatisfied customers ultimately mean less business and declining profits.

The real conflict is the prioritisation of short-term outcomes to the detriment of long-term performance. Credit Corp is committed to all its businesses and all the markets in which it operates for the long-term.

Maintaining a positive reputation as a responsible and compliant provider is a critical part of this approach even if it means foregoing some short-term gains.

In 2019, we produced a 9 per cent increase in Net Profit After Tax and we are in a strong position to reap the rewards of our long-term perspective and sustainable approach.

In our core Australian and New Zealand debt buying business, we have seen some competitors adopt what appears to have been a short-term approach. In some instances this has involved paying high prices for purchased debt ledgers, while in other instances it has involved the use of inappropriate practices to generate additional collections. These competitors have taken market share from Credit Corp over the past few years as we have not been tempted to abandon our commitment to pricing and compliance discipline.

Over the past year, we have started to see the inevitable consequences of this conduct emerge. Some industry participants have faced scrutiny over their accounting methods while others have been the subject of regulatory investigation and action for their collection practices. Funding to the sector has become more limited, creating financial pressures. One major participant has withdrawn from the industry and another was recently acquired by Credit Corp from its US parent.

In contrast, we have used this period of reduced purchasing to focus on the key sources of long-term advantage in debt buying by driving operational improvement and ongoing refinement of our compliance framework. This resulted in increased productivity and a reduction in our complaint rate.

Sellers of purchased debt ledgers have increasingly prioritised compliance and reputation in their selection of debt sale partners. As a consequence, Credit Corp returned to purchasing growth in its core Australian and New Zealand debt buying business late in 2019 and there are signs that this trend may continue.

◀ DONALD MCLAY CHAIRMAN

REVENUE
\$324.3
million ▲8%
VS. PCP

In our Australian lending business we continue to provide the most sustainable and responsible loans to consumers who might otherwise be financially excluded. These consumers are restricted in their borrowing alternatives and most competitor offerings are at prices which are substantially higher than ours. Our long-term commitment to the market means that we are devoted to providing the cheapest and most responsible loan we can sustainably provide.

During 2019, the intense scrutiny on the lending practices of some of Australia's largest credit providers has resulted in more consumers being denied access to credit. As a consequence, we have experienced increased demand and have grown our new customer lending volumes by 18 per cent over the prior year.

We are pleased to have been able to provide sustainable finance to the growing number of Australians unable to access credit from major providers. And we are proud of our record of promoting financial inclusion, with over 200,000 Australians having received a loan from Credit Corp since we commenced lending operations.

In the United States of America (US), we have been similarly rewarded for our long-term approach. Rising purchased debt ledger supply and market consolidation arising from the failure of short-term focused competitors have produced another year of favourable pricing conditions.

We took the opportunity to increase our investment and grow our capacity. Our commitment to compliance was critical in achieving this, helping us to secure two new debt sale partners during the year as a platform for further investment growth.

And, we have seen the benefits of our perseverance in the US. All the hard work done in previous years to build a solid operational foundation saw us grow rapidly while preserving our efficiency. This resulted in a near-tripling of US segment Net Profit After Tax in 2019 and the expectation of another year of rapid earnings growth from the US in 2020.

In the context of our achievements it is fitting to recognise the contribution of Robert Shaw. Rob has made a substantial contribution to Credit Corp over almost 12 years as a director and has advised that he will retire in November 2019.

I also thank my other fellow directors, our CEO Thomas Beregi and his management team for their long-term approach to the leadership of Credit Corp. On behalf of the Board and shareholders, I also wish to thank all our employees for their ongoing contribution to the success of the company.



DONALD MCLAY
CHAIRMAN

CEO'S REPORT



◀ **THOMAS BEREGI**
CEO

Our growth strategy is founded on the discipline of applying our strengths.

▶ **THOMAS BEREGI | CEO**

Credit Corp's commitment to creating sustainable advantage encapsulated in the theme "standing out" has produced another strong result, while positioning the company to realise opportunities for growth in the future. In 2019, our Net Profit After Tax grew by 9 per cent. We increased investment across all businesses and we plan to increase investment in the year ahead with the expectation of continued earnings growth. The sustainable advantage reflected in the company's performance and outlook has been built on rigorous adherence to our values.

CREDIT CORP'S VALUES ARE:

- **Doing the right thing**

This is about ensuring we are disciplined.

- **Making it happen**

This means being accountable.

- **Being open and honest**

This requires transparency and promptly confronting issues.

Our strategy and execution during 2019 and for the years ahead is best explained in terms of these values.

DOING THE RIGHT THING

Our investment process involves disciplined adherence to our return criteria. All our investment decisions are based on facts and analysis. We target a return on equity in the range of 16 to 18 per cent with low levels of gearing. We appreciate that we operate in dynamic markets and that no individual market will always present us with opportunities to invest ever-growing amounts at our targeted return criteria.

In order to address this, we have pursued a diversified expansion strategy. By operating across a range of markets we are able to continue to invest for sustained growth without compromising adherence to our minimum return criteria.

Our performance in 2019 demonstrated the merits of our expansion strategy. For the second successive year, investment in our core Australian and New Zealand debt buying business was around 30 per cent below peaks achieved in 2016 and 2017.

NET PROFIT
AFTER TAX (NPAT)

▲ 9%

growth

vs. PCP

While this produced a 4 per cent decline in profits from our core business it was more than offset by 25 per cent growth in profits from our lending business and the near-tripling of profits from our US business.

Our growth strategy is founded on the discipline of applying our strengths.

We have been a leader in our core business of Australian and New Zealand debt buying for almost 20 years. Through years of pricing and workflow management, we have developed a sophisticated understanding of credit-impaired consumers and the ability to predict their behaviours. We have refined a uniquely effective collection approach, which involves working with customers in a patient and respectful manner. We have also built a flexible collection platform incorporating leading analytics, technology and a workforce located in both Australia and the Philippines. It is these strengths which we have leveraged in our expansion.

Our US business has effectively adapted our proven systems and approaches. Despite relative immaturity and the impact of rapid growth, our 2019 result demonstrates that we have a competitive and profitable US operation, capable of becoming as large as our core Australian and New Zealand debt buying business in the medium-term.

Not only did US collections, workforce size and profits grow rapidly in 2019, key metrics showed that we are already very competitive. Our asset turnover, which is effectively the rate at which we convert our purchased debts to cash collections, and our cost to collect are both in line with those of our more established competitors. This is despite a considerable program of future improvement initiatives.

Similarly, our consumer lending business benefits from tight integration with our core business. In 2019, these economic benefits ensured that our Wallet Wizard branded loan continued to be offered at a substantial discount to competitor products in the credit-impaired consumer segment.

This drove an 18 per cent increase in new customer loan volumes, which helped grow our total loan book by 16 per cent and put us on track for another year of strong profit growth from this segment in 2020.

CEO'S REPORT (CONTINUED)



MAKING IT HAPPEN

We readily accept accountability for achieving results. This means establishing measures, setting targets and putting in place plans and actions to ensure that expectations are achieved regardless of external influences.

Despite two and a half years of significantly reduced purchasing, our core business produced collections and profits at near-record levels. The successful implementation of improvement initiatives underpinned this result, with an uplift in productivity attributable to a number of technological and operational enhancements. These included our self-service customer portal, which now accounts for 8 per cent of collections.

Similarly, strong outcomes were delivered in the US. Despite rapid recruitment, which saw our US headcount grow by 69 per cent over the year, the optimisation of dialler technologies ensured that we maximised contact rates and improved productivity.

Being accountable also means thinking ahead and putting in place plans which respond to potential changes in the external environment.

Almost from inception, the leadership of Credit Corp has recognised the importance of compliance and sustainability for a business interacting with consumers in financial difficulty. Over the years, our commitment to sustainable practices and strong controls has steadily increased. While many financial services organisations are now working hard to catch up to elevated community expectations, Credit Corp continues to reap the benefits of past improvements while implementing new controls to meet the expectations of tomorrow.

We approach compliance with the same level of accountability we apply to meeting our financial and operational objectives. This has produced strong compliance outcomes.

The last reporting by our Australian external dispute resolution provider was for the 2018 financial year, and showed that Credit Corp maintained the lowest rate of complaints per dollar collected in the debt buying industry. Since then, our complaint volumes have fallen at a time when our present external dispute resolution provider has reported a 35 per cent increase in the total number of disputes.

Important consumer stakeholders in the not-for-profit financial counselling sector continue to regard Credit Corp as having the best hardship response in the industry. Financial Counselling Australia's last survey of its members was published in 2018 and rated Credit Corp more than 30 per cent higher than our nearest competitor. In 2019, we continued to improve our hardship response and our relationships with consumer stakeholders.

We continue to maintain our impeccable regulatory record. Despite being the largest and oldest debt buyer in Australia, Credit Corp has never been the subject of an adverse regulatory action or undertaking.

Credit Corp continues to reap the benefits of past improvements while implementing new controls to meet the expectations of tomorrow.

► **THOMAS BEREGI | CEO**

BEING OPEN AND HONEST

Transparency ensures that we readily confront and address issues. It ensures that we identify shortfalls to expectation and take prompt action.

We started 2019 with ambitions to rapidly grow our US workforce to take advantage of favourable market conditions. We moved into a new site capable of doubling the size of our operation from 214 to 430 people. Underperformance left us well short of our target after the first quarter. Rather than dwelling on external factors such as a tight labour market and targeted predation of our workforce, we openly confronted our shortcomings and made significant changes to our recruitment process. This produced a five-fold increase in the rate of workforce growth during the second half of the year, with the site approaching practical capacity at the time of reporting our full year results.

LOOKING AHEAD

Credit Corp is well-positioned to continue to perform strongly in the future.

The outlook for consumer lending and US debt purchasing is for another year of strong profit growth and increased investment. A significantly enlarged consumer lending book and an expanded US workforce will deliver increased profits. Early signs suggest that favourable market conditions experienced by both these businesses are continuing and will drive increased investment.

The core Australian and New Zealand debt buying business returned to investment growth late in 2019 and the recent acquisition of one of our major competitors, Baycorp, means that this should continue in 2020. Our compliance superiority is increasingly valued by our clients and is enabling us to hold, and in some cases grow, our market share despite aggressive competitor bidding. An extended period of high pricing is producing signs of stress in our competitors and this may create opportunities for additional investment.

Actions taken during 2019 to expand our debt facility and raise additional equity have provided us with substantial debt headroom to ensure that we can take advantage of any sizeable opportunities as they arise, while investing at elevated levels on an ongoing basis.

In closing my report for 2019, I want to thank all of Credit Corp's 2,000 people for their dedicated pursuit of our values, and express my enthusiasm for the prospect of working with them during what promises to be another exciting year ahead.



THOMAS BEREGI
CEO

BOARD OF DIRECTORS



The Credit Corp Board of Directors is committed to strong corporate governance policies and practices and guides the business and affairs of the group on behalf of shareholders.

Our Board members have a diversity of experience and knowledge that enables them to guide the strategic management of the company and ensure that controls are in place to meet standards of performance set by shareholders, clients and the community.

DONALD MCLAY

Chairman, Non-Executive Director

BOARD COMMITTEE MEMBERSHIPS

- Audit & Risk Committee
- Remuneration Committee

DATE APPOINTED

Appointed as a Non-Executive Director in March 2008 and Chairman on 30 June 2008.

SKILLS AND EXPERIENCE

Don has more than 40 years' experience in financial markets, investment banking and broad business services. He has previously held executive roles at a number of local and overseas investment management and investment banking organisations, working in London, Singapore, Auckland and Sydney.

DIRECTORSHIPS AND OTHER CURRENT APPOINTMENTS

Currently, Don is Chairman of Torres Industries Pty Ltd, an unlisted investment group. Don was appointed Chairman of Clime Investment Management Limited on 1 March 2015; he became a company director of Registry Direct Limited on 30 May 2016 where he was appointed Chairman in May 2018 after it was listed on 1 November 2017.

QUALIFICATIONS

Don holds a Bachelor of Commerce degree, and is a Chartered Accountant, a Chartered Secretary and a Senior Fellow of the Financial Services Institute of Australasia.

ROBERT SHAW

Non-Executive Director

BOARD COMMITTEE MEMBERSHIPS

- Audit & Risk Committee Chairman

DATE APPOINTED

Appointed as a Non-Executive Director in March 2008.

SKILLS AND EXPERIENCE

Rob has extensive experience in business management in both an executive and non-executive capacity. Rob has specialist skills in financial analysis, audit committees and corporate governance.

DIRECTORSHIPS AND OTHER CURRENT APPOINTMENTS

Former board roles include Magontec Limited, Insearch Limited and The Rugby Club Limited.

QUALIFICATIONS

Rob holds a Bachelor of Industrial Engineering degree, and a Master of Business Administration degree, and a Master of Professional Accounting degree. He is a Fellow of the Australian Institute of Company Directors, as well as a Justice of the Peace.



LESLIE MARTIN

Non-Executive Director

BOARD COMMITTEE MEMBERSHIPS

- Remuneration Committee

DATE APPOINTED

Appointed as a Non-Executive Director in March 2014.

SKILLS AND EXPERIENCE

Leslie has 30 years' experience in commercial banking in a number of countries and is a specialist in payments and corporate cash management. She has been in the start-up phase of businesses with Chase Manhattan (now JP Morgan Chase) in New York and Hong Kong. She joined Westpac in 1994 as a General Manager to establish its transaction banking capability and later led the Working Capital Services business at the Commonwealth Bank.

DIRECTORSHIPS AND OTHER CURRENT APPOINTMENTS

Currently, Leslie is a Director of IMA Asia, an independent economics advisory firm. She has held board positions with subsidiaries of the Commonwealth Bank and a variety of payment industry bodies.

QUALIFICATIONS

Leslie holds a Bachelor of Arts degree, a Master of Business Administration degree, and is a Fellow of the Australian Institute of Company Directors.

RICHARD THOMAS

Non-Executive Director

BOARD COMMITTEE MEMBERSHIPS

- Audit & Risk Committee

DATE APPOINTED

Appointed as a Non-Executive Director in September 2006.

SKILLS AND EXPERIENCE

Richard brings over 40 years' management experience in banking, finance and related industry sectors to Credit Corp's Board. Richard is a professional Company Director and has previously held senior executive roles including Group Executive, Australian Banking Services with Westpac, Managing Director of AGC Limited and Executive Vice President of US-based Avco Financial Services.

DIRECTORSHIPS AND OTHER CURRENT APPOINTMENTS

Richard was Acting Chairman between 11 February 2008 and 30 June 2008.

QUALIFICATIONS

Richard is a Fellow of the Australian Institute of Company Directors.

ERIC DODD

Non-Executive Director

BOARD COMMITTEE MEMBERSHIPS

- Remuneration Committee Chairman

DATE APPOINTED

Appointed as a Non-Executive Director in July 2009.

SKILLS AND EXPERIENCE

Eric has extensive experience in the insurance, finance and banking sectors. Eric previously held the position of CEO of Insurance Australia Group and was Director and CEO of MBF Australia Limited for a six-year period, before being appointed as Managing Director of the combined organisation when MBF merged with BUPA Australia in June 2008. Eric is also a past Managing Director and CEO of NRMA Insurance Limited, and has held numerous senior positions within the financial services industry.

DIRECTORSHIPS AND OTHER CURRENT APPOINTMENTS

Currently, Eric is Chairman of First American Title Insurance Company of Australia Pty Limited and Integrity Holdings Group.

QUALIFICATIONS

Eric holds a Bachelor of Economics degree, is a Fellow of the Institute of Chartered Accountants and is a Fellow of the Australian Institute of Company Directors.

REVIEW OF OPERATIONS

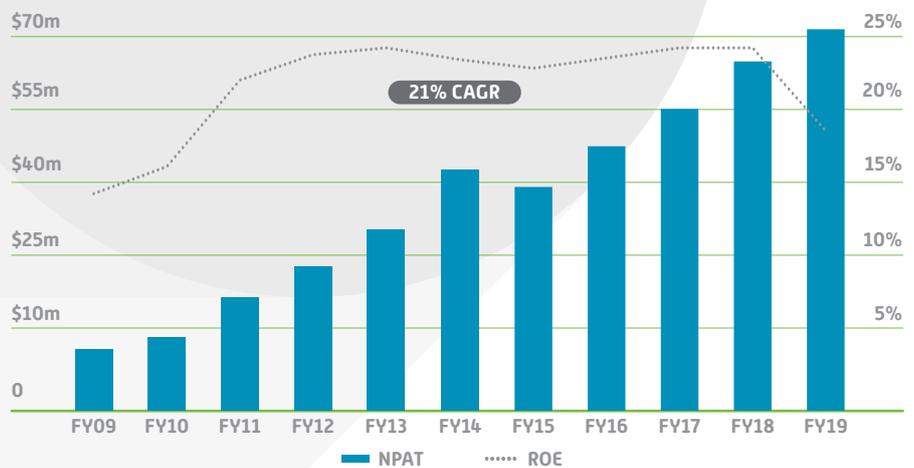
OVERVIEW

2019 was another year of strong financial performance and increased investment, setting the platform for continued earnings growth in 2020 and beyond. At the same time, we enhanced our financial capacity to seize opportunities as and when they arise across all segments.

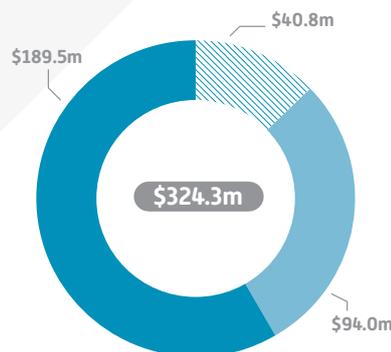
After a decade of consistent growth, 2019 also saw Net Profit After Tax (NPAT) grow by 9 per cent to \$70.3 million. Pleasingly, growth came from the organically-developed consumer lending business and the fast growing and transformative US debt buying business which collectively contributed over one-third of NPAT, and over 40 per cent of revenue realised in 2019.

Investment for further growth occurred in both segments, with US investment up by 40 per cent in 2019 and net lending by over 20 per cent. This will translate into expected further earnings growth in both segments in 2020.

NPAT growth and Return on Equity (ROE)

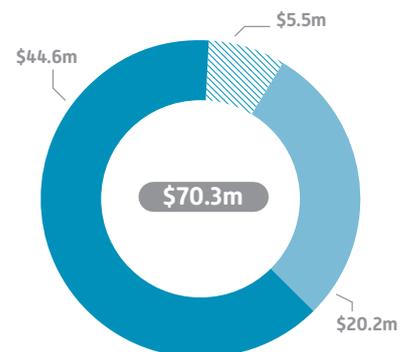


Revenue



- US debt buying
- AUS/NZ debt buying
- AUS/NZ lending

NPAT



- US debt buying
- AUS/NZ debt buying
- AUS/NZ lending

2019 was another year of strong financial performance and increased investment, setting the platform for continued earnings growth in 2020 and beyond.

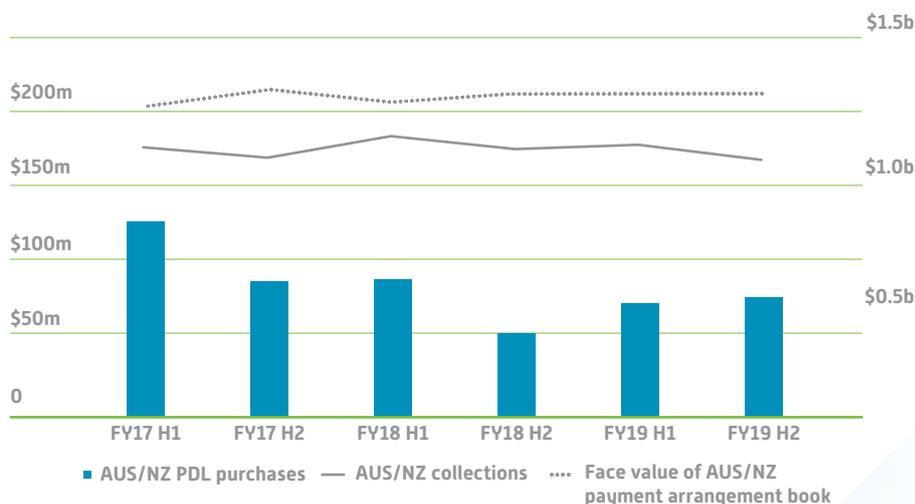
AUSTRALIAN/NEW ZEALAND DEBT BUYING

Despite investment levels having reduced by 30 per cent since the second half of 2017, collections on purchased debt ledgers (PDLs) declined by only 3 per cent on the record collections achieved in 2018. This performance was underpinned by the payment arrangement book being sustained at the levels of the previous year. The payment arrangement book consists of accounts where we have agreed with a customer to the repayment of a debt via affordable, regular instalments. Collections pursuant to these payment arrangements represent over three-quarters of total realisations.

Industry-leading compliance metrics were maintained in the transition to the recently established, single external dispute resolution (EDR) scheme. Credit issuer compliance sensitivity has increased in the current financial services environment and has assisted in Credit Corp maintaining its PDL market share despite aggressive competitor bidding.

There are signs of competitor stress after what has been an extended period of high prices. This has manifested both in the form of compliance breakdowns and increasingly tight access to capital. Credit Corp is ideally positioned to benefit from these conditions with our strong compliance credentials and substantial capital headroom.

AUS/NZ purchasing, collections and arrangements



REVIEW OF OPERATIONS

[CONTINUED]

US DEBT BUYING

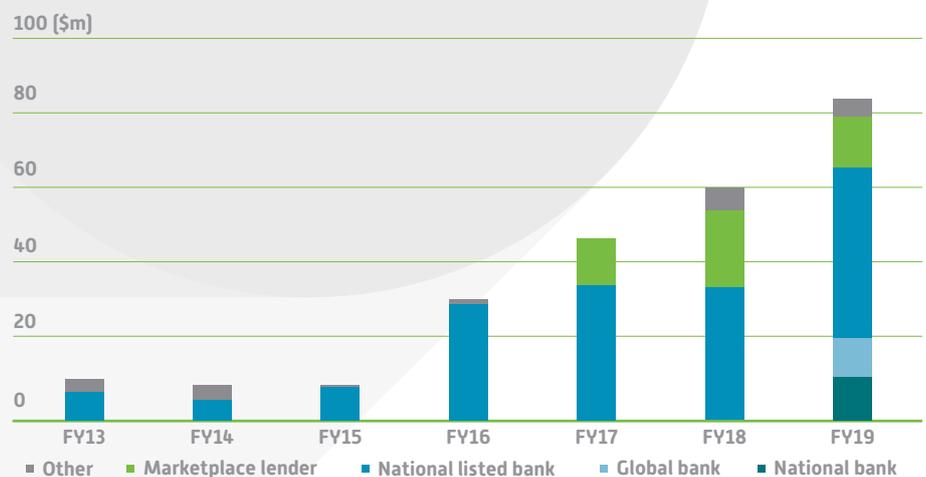
Unlike the Australian market where there are limitations to the volume that can be invested at our hurdle investment return, the limitation in the US is solely operational capacity. Market conditions remain favourable with no evidence of pricing pressure despite increased investment across the industry which reflects increasing unsecured credit origination over recent years and consequently higher charge-off rates.

Headcount at the company's US operational site in Salt Lake City, Utah, grew by 69 per cent in 2019, with the site now nearing capacity and a second site expected to be operational in mid-2020. Investment increased by 40 per cent in 2019 and is increasingly diversified across a range of credit issuers. The company is on almost all of the debt sale panels of larger financial services providers and this provides opportunity to grow investment over the medium-term as capacity increases.

Operational metrics including cost-to-collect and asset turnover benchmark strongly against the long-established publicly-traded debt buyers. This provides confidence that we are on track to achieve our aspiration of having a US business as large as our Australian and New Zealand business in the medium-term.

Strong profit growth in the US is expected in 2020 with the prospect of a larger step-up in earnings in 2021 and beyond as the US business moves through the current capacity build-up phase.

US purchasing



US NPAT (A\$m)



| | Asset turnover ⁴ | Cost to collect |
|-------------------|-----------------------------|-----------------|
| CCP ¹ | 0.7 | 40.8% |
| ECPG ² | 0.9 | 42.4% |
| PRAA ³ | 0.7 | 42.0% |

1. FY2019 Credit Corp (CCP) US debt buying segment only
2. FY2018 for US debt buying. Encore Capital Group (NASDAQ: ECPG) is a US-listed global debt buyer
3. FY2018 blended rate (includes US, Europe and Insolvency). Portfolio Recovery Associates Group (NASDAQ: PRAA) is a US-listed global debt buyer
4. Ratio of cash collections from PDLs to average PDL carrying value (CCP: FY2019 US debt buying segment only and ECPG / PRAA annualised FY2018 cash collections from US debt buying)

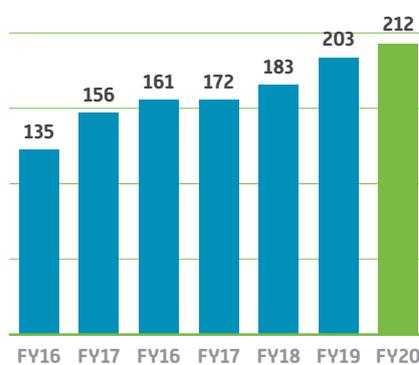
CONSUMER LENDING

The consumer loan book, gross of provisions, increased by 16 per cent in 2019 to \$212 million. This was driven by an 18 per cent growth in new customer settlements, an unexpectedly strong outcome given the relative maturity of the book. This reflects increasing consumer awareness of the product superiority of the Wallet Wizard-branded cash loan offering in the credit-impaired consumer segment, as well as structural growth in the market as prime lenders tighten their lending criteria.

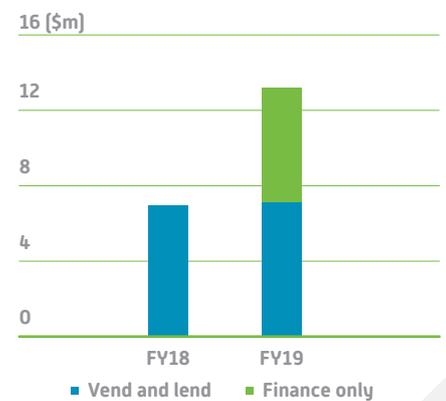
Wallet Wizard’s sustainability is reflected in it not only being the cheapest offering in its segment, typically two-thirds cheaper than cash loan alternatives, but by providing maximum consumer flexibility with loan balances able to be repaid at any time, without penalty. Arrears and losses remain within pro-forma levels whilst the credit scoring and assessment process continues to reflect best practice in discharging the responsible lending obligations of the National Consumer Credit Protection Act.

The consumer lending business grew profits by a strong 25 per cent in 2019 and is poised for further growth in 2020. Importantly, it is producing our hurdle investment return despite several lending product pilots being underway. The most advanced of these is in the auto lending space with the innovative “vend and lend” offering being augmented by a finance-only product distributed through a network of finance brokers. This is improving volumes and customer acquisition costs and there is the potential for auto lending to be released from pilot in 2020.

Consumer lending book (\$m)



Auto lending customer settlements



CAPITAL MANAGEMENT

The company conducted an equity raising during 2019 for the first time in well over a decade which was strongly supported by both institutional and retail investors. The raising of almost \$140 million was based on the expectation that there will be increasing opportunity in the Australian and New Zealand market, which might otherwise result in capital needing to be rationed to the strongly growing consumer lending and US debt buying segments.

In addition, banking facilities were expanded and extended in late 2019 with \$350 million of banking lines now in place which mature in 2022 and 2023. Debt headroom immediately post the equity raising was over \$230 million, providing substantial flexibility to seize investment opportunities across all segments.

Facility headroom and gearing



1. Calculated as net borrowings as a proportion of PDL and net consumer loan book carrying value.

CUSTOMER STORY

Every customer has a story.
Credit Corp listens.

Meet Damian

Damian moved to Australia from a village in Africa with his young family a few years ago and found himself overcommitted on his credit obligations as he set up his new life.

He felt trapped and realised he needed to get back on track to enjoy a stable and comfortable lifestyle for his family. His wife was expecting their second child and the financial stress worsened. He was concerned the pressure would break up his family and mean he would lose his home.

Damian's debts were referred to Credit Corp. He engaged in an open and honest dialogue with us about his situation, and worked with his appointed Customer Relationship Manager to resolve his Credit Corp accounts and move on with rebuilding his life.

"Your staff member took the time and showed genuine interest in finding a solution for my situation and safeguarding my family's wellbeing by actually listening and working with me to resolve matters.

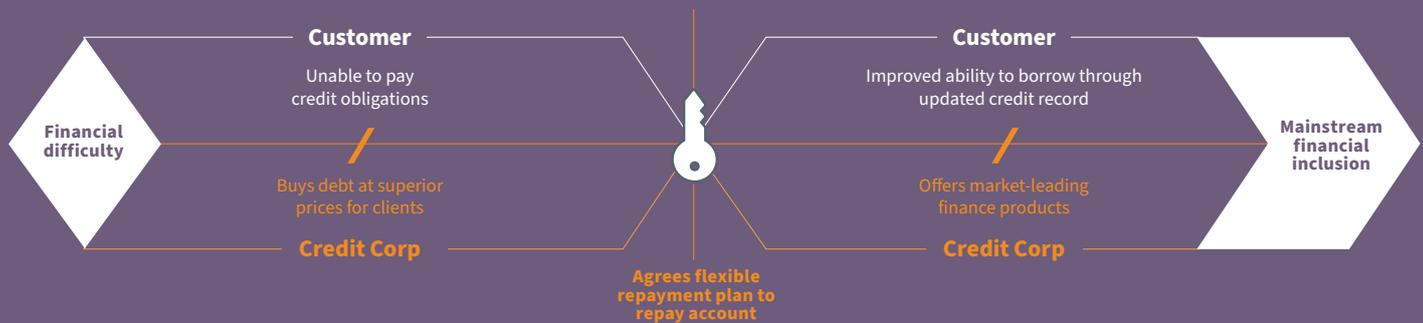
I'd like to thank your staff member for the amazing effort and diligence that was shown in finding a solution for me. It is through this act that I now acknowledge Credit Corp."

► DAMIAN* | AUSTRALIA

*Some names and identifying details have been changed to protect the privacy of individuals.



OUR BUSINESS MODEL



Credit Corp is Australia’s largest provider of sustainable financial services to the credit-impaired consumer segment. We employ almost 2,000 people and have total receivables of over \$10 billion across 1.6 million consumers. Our company has been listed on the Australian Securities Exchange since 2000 and forms part of the S&P ASX 200 index.

DEBT BUYING AND COLLECTION

In our core business of debt buying we work with consumers who have, for various reasons, found themselves in default of their credit obligations. We engage with our customers to create affordable repayment plans as a pathway to debt relief and mainstream financial inclusion.

Our clients are the major banking, finance, telecommunications and utility providers. We buy defaulted consumer debts from these clients. We look to provide our clients with the highest prices possible, while ensuring we will be able to produce an acceptable return on our outlay. We then work with our newly acquired customers to agree flexible repayment plans to suit their individual circumstances. The debts we acquire are generally at least six months in arrears and have already been through a collection process both in-house with the credit issuer and with external service providers.

Our clients are looking to realise an immediate return on these defaulted debts while relieving themselves of the costs of the collection process.

They also want assurance that their former customers will be treated with understanding and respect in accordance with relevant laws, standards and community expectations.

Credit Corp has an impeccable compliance record and a strong reputation as a sustainable and responsible service provider. Despite being the largest and longest-established debt purchaser in Australia, we have never been the subject of a regulatory order or undertaking and have one of the lowest rates of external dispute resolution complaints in the industry. We work closely with regulators, consumer advocates and the financial counselling industry to ensure continual improvement to our approach.

We have exported the successful model used in our Australian and New Zealand debt buying and collection business to the largest consumer credit market in the world – the United States of America. We have adapted our operational approach to ensure we grow a profitable business in this market.

LENDING

In our consumer lending business, we provide the cheapest and most sustainable loan products to consumers who have limited borrowing alternatives. Our innovative products are the most cost effective and flexible offerings in our segment of the market.

Our aim is to assist consumers in a responsible way. All of Credit Corp’s products feature interest and fee rates below the caps applicable to mainstream consumer lending.

To date, Credit Corp has helped more than 200,000 Australians avoid higher costs and unsustainable products through our market-leading alternatives.

In developing our affordable and flexible loans, we have been able to leverage Credit Corp’s leading position in analytics, technology and customer interaction. This has reduced our costs and resulted in one of the most automated, accurate and responsible lending processes in the industry. Credit Corp’s superior collections platform ensures that credit losses are efficiently minimised.

The attractiveness of our loan product is apparent in the rapid growth of new customers and our high retention rate. Suppliers and other stakeholders have appreciated our role in helping customers avoid other high-cost products in the market. This has freed us from restrictions imposed on competitors and facilitated access to efficient conventional funding.

AGENCY COLLECTIONS

Credit Corp has always offered agency collection services to its clients who wish to outsource collection of debt prior to any decision to undertake debt sale. This has historically been a small part of our business. In 2017, we acquired a major Australian collection agency, National Credit Management Limited, or NCML. This has provided Credit Corp with a strong platform for expansion into this segment. In August 2019, we further expanded our agency collections business with the acquisition of Baycorp.

OUR PEOPLE

▶ **MATT ANGELL**
CHIEF OPERATING OFFICER



“Our job is to make sure that each of our customers has meaningful conversations and we offer sustainable solutions in a respectful and understanding manner.”

“The US will be a transformative opportunity for us over the next 3 – 4 years as it starts to form a larger part of our company.”

▶ **MICHAEL EADIE**
CHIEF FINANCIAL OFFICER



▶ **TIM CULLEN**
CHIEF INFORMATION OFFICER



“Our strategy in the past few years has been to optimise our results through improved technology. We’ve now evolved into driving innovation by leveraging digital and self-service collections and even artificial intelligence to provide better outcomes for our stakeholders.”

“We’re working with the business constantly to create an environment where everybody is able to achieve their potential and develop meaningful and successful careers.”

▶ **STEPHANIE PALMER**
HEAD OF HUMAN RESOURCES



“Our analytics and approach to quantifying risk ensures that we can make decisions with a high level of confidence and efficiently manage our assets to maximise returns.”

▶ MARTIN WU
ACTING HEAD OF ANALYTICS



▶ CHRISTOPHER MIDLAM
HEAD OF CLIENT SERVICES



“We take a collaborative approach towards client relationships – we work with our clients to ensure we continue to offer a premium solution to their debt management needs, emphasising our leadership in sustainability and compliance.”

▶ DAVID ACHEATEL
US CHIEF OPERATING OFFICER



“The United States of America is a big and growing market. Our uniquely sustainable approach has helped us establish great client relationships and put us on track for rapid growth.”

▶ DAVID BRAND
HEAD OF MARKETING &
PRODUCT DEVELOPMENT



“We aim to grow the lending business by exceeding customer expectations with an approachable, market-leading combination of speed, flexibility and transparency with the lowest cost product in the credit-impaired segment.”

CUSTOMER STORY

Every customer has a story.
Credit Corp listens.

Meet Cassie

Cassie got into debt because of an injury requiring expensive medical treatment. The injury worsened into a disability and she was forced to increase her credit limit to pay for her treatment. The situation became unmanageable and her account was referred to Credit Corp.

When she was in a position to start repaying her debt, Cassie got in touch with Credit Corp by logging in to her account online. She started a chat conversation with a Customer Relationship Manager who took her through her various repayments options. Cassie proposed an affordable longer-term repayment arrangement.

“I know the staff member was simply doing their job, but their professionalism and courtesy made a huge difference in how easy this was for me to set up and start heading towards getting my life back together. I’m sure you all get a lot of correspondence from people dealing with debt which is not too pleasant. Obviously dealing with debt is stressful – I just simply wanted to let you know that your employee made a stressful thing a lot less stressful.”

► CASSIE* | USA

*Some names and identifying details have been changed to protect the privacy of individuals.



EMPLOYEE STORY

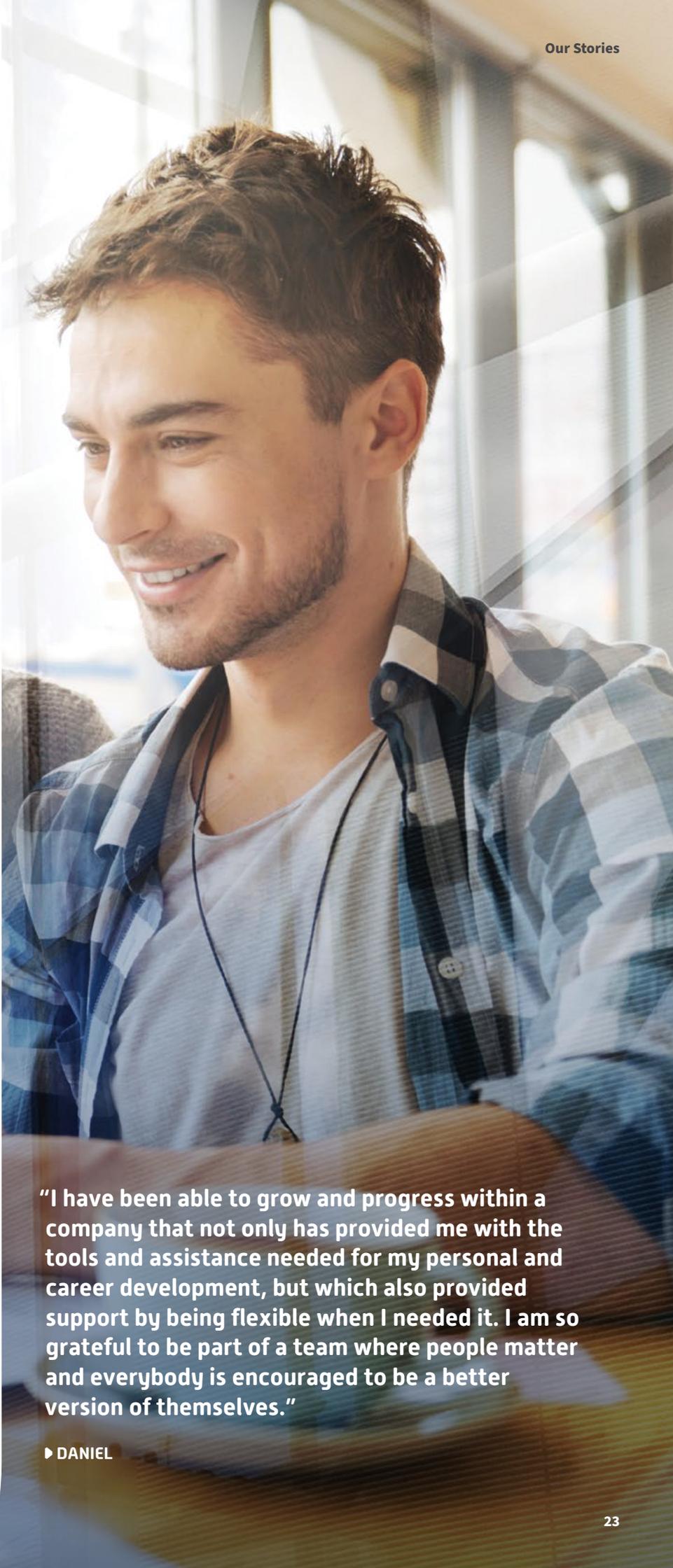
Meet Daniel

Daniel has been with Credit Corp since September 2018, and now works as a Lending Verification Officer.

Daniel has always had a passion for customer service and management. He moved from Venezuela to Australia in 2009 after finalising his economics degree and began a Master's degree in Melbourne. Whilst studying, he worked in a customer service role in medical administration. After graduating, he moved to Sydney and again worked in a customer service position in a marketing department.

Now that he has progressed his career at Credit Corp in a specialised role within the lending business, Daniel's career goals are to become a team leader in the short-term and perhaps eventually move into a quality assurance role where he can combine his love for working with customers with his analytical approach.

According to Daniel, Credit Corp stands out as an employer. He says, "The company is truly committed to diversity and a multicultural work environment. More importantly, it has the right people in the right roles. My managers have all been great role models in terms of work ethic and knowledge transfer as they prepare their team members for either the next step in their careers, or continuous improvement in their current positions."



"I have been able to grow and progress within a company that not only has provided me with the tools and assistance needed for my personal and career development, but which also provided support by being flexible when I needed it. I am so grateful to be part of a team where people matter and everybody is encouraged to be a better version of themselves."

► DANIEL

OUR COMMITMENT TO SUSTAINABILITY

We are committed to being a leader in sustainability and compliance. Financial services is one of the most scrutinised sectors of the economy and plays an important role in the broader community. We apply our values to ensure the creation of sustainable outcomes for our customers, people, stakeholders and the community.

ENVIRONMENT AND DATA MANAGEMENT

Credit Corp recognises that it is part of a wider community, and is therefore committed to improving its social and environmental performance.

Impact on the environment is relatively minimal for Credit Corp as a non-carbon intensive office and technology-based business.

Our small environmental footprint arises from the energy used by our offices and three data centres and from consumables, primarily paper. We are conscious about our impact in these areas and in 2018, we established an Environmental Social Governance (ESG) committee at Board level with an objective to monitor and manage ESG risks and outcomes more actively.

- Our Sydney head office has a 5 star NABERS energy rating and a 3 star NABERS water rating
- Our Sydney head office produced 0.52 tonnes per FTE in CO₂ emissions from energy usage versus 0.54 in the previous year
- Our Australian-managed data centres have a power usage effectiveness (PUE) rating of 1.28 and a 5 star NABERS rating. Our US data centre has a PUE rating of 1.35
- Our Australian third party mail-house for customer communications is 100% carbon neutral
- We have an Australia-wide cartridge recycling program in place for our office printers
- Business air travel CO₂ emissions have increased to 132.29 from 90.84 in the prior year as investment has increased in the US business

| | FY17 | FY18 | FY19 |
|-----------------------------------------------|--------|-------|--------|
| Business air travel CO ₂ emissions | 109.52 | 90.84 | 132.39 |

PRIVACY AND DATA SECURITY

- Credit Corp adopts customer, client and employee privacy policies
- All new operational employees undergo an extensive induction training program administered by the company's experienced training personnel before they commence work
- Data handling training is provided to all relevant staff and is audited and monitored through regular refresher training and testing modules
- Credit Corp adopts a data security and data protection policy and maintains a data breach incident response plan
- Management's approach to identifying and addressing data security risks involves regular internal and external penetration tests and 24/7 third party monitoring of the security perimeter
- Credit Corp is ISO 9001 certified in quality management and ISO 27001 certified in information security management

5 STAR

NABERS
 energy rating

\$10BN
IN RECEIVABLES
 ACROSS 1.6M CUSTOMERS

OUR PEOPLE

Our people are the key to our success. They represent our culture and values and their diverse abilities enable us to interact effectively with our customers and to achieve exceptional results.

1,567

FTE¹

As at 30 June 2019

47%

OF OPERATIONAL MANAGERS ARE FEMALE



95%

OF LEADERSHIP POSITIONS ARE FILLED INTERNALLY

ENGAGEMENT, GOVERNANCE AND DEVELOPMENT

The foundation of our relationship with our people and our customers is respect. Our Code of Conduct defines our workplace principles.

To produce strong business results, we need to provide a positive workplace that supports employee safety, wellbeing and career development.

- 618 employees have completed one of our award-winning training programs that form part of our “career pathway” model
- All new operational employees undergo an extensive induction training program administered by the company’s experienced training personnel before they commence work
- Our in-house training programs, provided globally, focus on a mix of technical and soft skills that lay the foundation for operational success and career growth in operational leadership
- In Australia, our training programs are nationally recognised and accredited with Certificates III and IV in Financial Services
- In FY19, zero matters went to the employment tribunal and 0.04 matters per 100 employees were lodged with the Fair Work Commission (FWC). These FWC matters were resolved by internal agreement
- Credit Corp monitors and audits compliance with its Code of Conduct. Regular refresher modules that test understanding and application of the Code are undertaken. These modules are mandatory for all staff

DIVERSITY AND INCLUSION

We recognise that having a diverse and inclusive workplace leads to better business outcomes. Attracting and retaining people from diverse backgrounds also enables us to more effectively meet the needs of our broad customer base.

We value our diverse workforce and are committed to making people feel valued and included regardless of their sexual orientation, gender identity, ethnicity and background.

GENDER EQUALITY IS A KEY PRINCIPLE OF OUR DIVERSITY STRATEGY

During FY19, Credit Corp surveyed its people on diversity matters. The results clearly demonstrate our multicultural and diverse workforce across our operations globally.

- 50 Languages
- 19 ethnicities
- 55% female
- 45% male

HUMAN RIGHTS

Credit Corp has committed to the principles of the United Nations Global Compact on human rights, labour standards and anti-corruption. Credit Corp also commits to local labour standards wherever we operate in the world.

- Credit Corp maintains a human rights policy. In FY19, there were no major controversies linked to human rights or corruption
- Our human rights commitment and policy are part of the induction process for every employee at the commencement of employment with Credit Corp

WORKPLACE HEALTH AND SAFETY

The health and safety of our people is a key priority. We are committed to continuously evaluating and improving our work processes and environment to ensure the safety and wellbeing of all employees.

- Credit Corp maintains a workplace health and safety (WHS) policy applicable to all employees, which is readily accessible to all staff and is specifically communicated at commencement of employment with Credit Corp
- Credit Corp is committed to a culture of safety and emergency preparedness, which is managed and controlled by our WHS policy
- We regularly review potential risks to minimise the occurrence of injuries, occupational diseases, and work-related fatalities. All incidents are logged and reported monthly at Board level and appropriate changes are made to further improve health and safety
- WHS performance
 - 0.09 injuries per 100 employees during FY19
 - 0.01 occupational diseases recorded per 100 employees in FY19
 - Zero work-related fatalities

1. Full time equivalent

OUR COMMITMENT TO SUSTAINABILITY

[CONTINUED]

Credit Corp impacts 1.6 million customers globally and has over \$10bn in receivables

OUR CUSTOMERS



1.6M
CUSTOMERS
GLOBALLY



\$10BN
IN RECEIVABLES
GLOBALLY

- USA debt purchase customers
- Lending customers
- AUS/NZ debt purchase customers

SUSTAINABLE AND RESPONSIBLE LENDING

We are the market leaders in the fast cash consumer loan sector, providing affordable and sustainable loans to our customers.

Credit Corp's market-leading loan products are the lowest-cost and most sustainable offerings in the segments in which we operate. In fact, our fast cash loan is priced well below the cost of the charitably-funded alternative provided on a not-for-profit basis.

AUSTRALIAN FAST CASH LOAN PRICING²

| | |
|---------------------------|-------|
| Credit Corp | \$148 |
| Typical competitor | \$440 |
| Not-for-profit competitor | \$220 |



OUR FLAGSHIP FAST CASH LOAN PRODUCT
33-76% CHEAPER
THAN COMPETITOR PRODUCTS.

20

NPS³ **+2**
VS. PCP

LENDING CUSTOMER

2. Total interest and fees based on a \$1000 loan over a six-month duration.

3. Our Net Promoter Score (NPS) includes surveyed customers in all groups, including new and returning customers, approved and declined customers, customers that have let their application expire, and those who have withdrawn.

CUSTOMER ENGAGEMENT

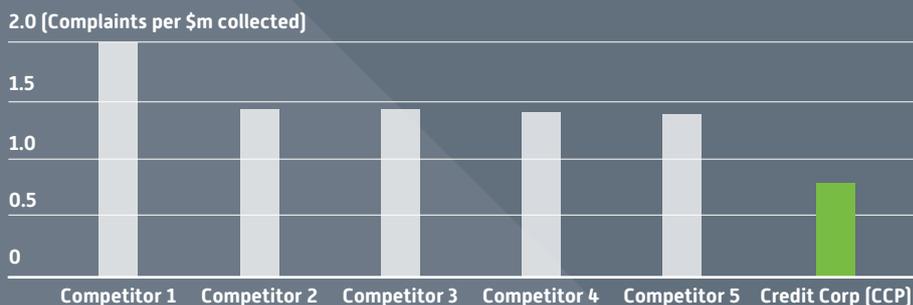
A good relationship with our customers is critical to agreeing appropriate financial solutions. We are collaborative and respectful in our approach.

- We engage in a constructive dialogue and take an understanding attitude to each customer’s situation
- We work with our customers to ensure a sustainable and realistic repayment solution. 78 per cent of collections are received from mutually-agreed repayment arrangements in Australia and New Zealand
- We maintain the lowest number of external dispute resolution (EDR) complaints per million dollars collected in our industry as reported in the last published results by our EDR provider

- We stay in contact with customers to ensure repayment arrangements are sustainable and realistic

- Credit Corp maintains a number of pro-active controls to identify and respond to hardship, sensitive issues or dissatisfaction in order to provide the best service to our customers

FY18 EDR complaint rate



COMPLIANCE

The community has high expectations of financial services providers that go beyond minimum legal requirements.

We are committed to meeting these expectations and have an impeccable compliance record.

- Credit Corp has never been the subject of an enforcement action by the financial services regulator, the Australian Securities and Investments Commission (ASIC)
- Credit Corp has never been subject to an enforceable undertaking

- Credit Corp provided a scholarship through the Jan Pentland Foundation for the recipient to obtain a financial counsellor diploma
- Kildonan Uniting Care hosts regular training sessions for our Australian employees on respectful engagement and customer circumstances, including matters such as domestic violence. These sessions help our people better understand our customers and develop appropriate solutions to suit their individual situations
- Our operation is trained to deal with cases of hardship and interact with all customers and their representatives, including financial counsellors. Engagement with financial counsellors is measured based on time provided to respond to the matter before progressing it in the collections system. This approach empowers our front-line staff to apply appropriate concessions to deal with hardship
- Our market-leading cash loan product conforms to interest and fee parameters recommended by consumer advocacy groups during regulatory consultation

- In 2017, Financial Counselling Australia’s “Rank the Banks” survey included debt buyers and collectors for the first time. Credit Corp was ranked 6.9 out of 10 points, 30%-60% higher than any of our competitors

CUSTOMER ADVOCACY

We work closely with financial counsellors and consumer advocates to develop sustainable financial solutions for our customers.

- We offer a single point of contact for financial counsellors through our Customer Experience function
- During the year, Credit Corp sponsored financial counsellor conferences in Queensland, New South Wales, Victoria, South Australia and Western Australia

2017's "RANK THE BANKS" SURVEY RATED CREDIT CORP⁴

30%

higher than the nearest competitor

[CCP - 6.9, nearest competitor - 5.2]

4. Financial Counselling Australia: National Rank the Banks Survey 2017, March 2018, page 17, [https://www.financialcounsellingaustralia.org.au/getattachment/Corporate/Publications/Reports/Rank-the-Banks-2017-Final-1-\(1\).pdf](https://www.financialcounsellingaustralia.org.au/getattachment/Corporate/Publications/Reports/Rank-the-Banks-2017-Final-1-(1).pdf).

Financial Statements



| | |
|----|-------------------------------------------------------------------------|
| 30 | Corporate governance statement |
| 35 | Directors' report |
| 39 | Directors' report – audited remuneration report |
| 49 | Auditor's independence declaration |
| 50 | Consolidated statement of profit or loss and other comprehensive income |
| 51 | Consolidated statement of financial position |
| 52 | Consolidated statement of changes in equity |
| 53 | Consolidated statement of cash flows |

Notes to the consolidated financial statements

| | | |
|----|----|---------------------------------------|
| 54 | 1 | Corporate information |
| 54 | 2 | Basis of preparation |
| 56 | 3 | Operating segments |
| 57 | 4 | Revenue |
| 57 | 5 | Income tax |
| 59 | 6 | Earnings per share |
| 60 | 7 | Dividends paid and proposed |
| 60 | 8 | Cash and cash equivalents |
| 60 | 9 | Trade and other receivables |
| 61 | 10 | Consumer loans receivables |
| 62 | 11 | Purchased debt ledgers |
| 62 | 12 | Other assets |
| 63 | 13 | Property, plant and equipment |
| 64 | 14 | Intangible assets |
| 64 | 15 | Trade and other payables |
| 64 | 16 | Provisions |
| 65 | 17 | Borrowings |
| 66 | 18 | Cash flow information |
| 66 | 19 | Issued capital |
| 67 | 20 | Reserves |
| 67 | 21 | Financial risk management |
| 69 | 22 | Capital management |
| 70 | 23 | Subsidiaries |
| 71 | 24 | Contingent liabilities |
| 71 | 25 | Leasing commitments |
| 71 | 26 | Capital commitments |
| 71 | 27 | Subsequent events |
| 71 | 28 | Key management personnel compensation |
| 71 | 29 | Related party transactions |
| 72 | 30 | Share based payments |
| 72 | 31 | Auditor's remuneration |
| 73 | 32 | Cross guarantee |
| 75 | 33 | Parent entity information |
| 76 | | Directors' declaration |
| 77 | | Independent auditor's report |
| 82 | | Five-year financial summary |
| 83 | | Shareholder information |
| 85 | | Glossary and abbreviations |
| BC | | Corporate directory |

Corporate governance statement

This statement relates to the year under review.

Credit Corp Group Limited (the Company) and its subsidiaries (collectively, the Group) maintain policies and practices to comply closely with the Corporate Governance Principles and Recommendations (3rd Edition) released by the ASX Corporate Governance Council.

CORPORATE GOVERNANCE OVERVIEW

The Board of Directors of the Group is responsible for the corporate governance of the Group. The Board guides and monitors the business and affairs of the Group on behalf of the shareholders by whom they are elected and to whom they are accountable.

The Credit Corp Group Limited Corporate Governance Statement, which has been approved by the Board, is structured with reference to the ASX Corporate Governance Principles and Recommendations with 2014 amendments, and is summarised below.

The Board acknowledges the 4th edition of the Corporate Governance Principles and Recommendations, which takes effect for the 2020 financial year and will update for such in due course.

PRINCIPLE ONE: LAY SOLID FOUNDATIONS FOR MANAGEMENT AND OVERSIGHT

Board responsibilities

The Board's roles and responsibilities are formalised in the Board Charter, which is published on the Group's website. The Board reserves to itself all functions that are likely to have a material impact on the performance and reputation of the Group.

The following functions are reserved to the Board:

- > Providing leadership and setting the strategic objectives and culture of the Group;
- > Appointing the Chairperson;
- > Appointing and when necessary replacing the Chief Executive Officer (CEO);
- > Approving the appointment and when necessary the replacement of other senior executives;
- > Monitoring senior management's performance, implementation of strategy and allocation of resources;
- > Overseeing management's implementation of the Group's strategic objectives and its performance generally;
- > Overseeing the integrity of the Group's accounting and corporate reporting systems, including external audit;
- > Overseeing the Group's process for making timely and balanced disclosure of all material information concerning the Group that a reasonable person would expect to have a material effect on the price or value of the Group's securities;
- > Ensuring the Group has in place an appropriate risk management framework and setting the risk appetite within which the Board expects management to operate;
- > Approving the Group's remuneration framework;
- > Approving and monitoring the corporate governance of the Group; and
- > Approving and monitoring operating budgets, major capital expenditure and financial and other reporting.

Management responsibilities

The Delegation of Authority Policy detailing functions delegated to management is published on the Group's website. All matters not specifically reserved to the Board and necessary for the day-to-day operation of the Group are delegated to management.

The following functions are delegated to management:

- > Formulating, recommending and implementing the strategic direction of the Group;
- > Translating the approved strategic plan into operating budgets and performance objectives;
- > Managing the Group's human, physical and financial resources to achieve the Group's objectives;
- > Operating within the delegated authority limits set by the Board;
- > Assuming day-to-day responsibility for the Group's conformance with relevant laws and regulations and its compliance framework and all other aspects of the day-to-day running of the Group;
- > Performing against established Key Performance Indicators (KPIs) to deliver the objectives of the Group;
- > Developing, implementing and managing the Group's risk management and internal compliance and control systems and operating within the risk appetite set by the Board;
- > Developing, implementing and updating policies and procedures;
- > Advising the Board promptly of any material matters impacting or potentially impacting the Group's operations;
- > Providing the Board with accurate, timely and clear information to enable the Board to perform its responsibilities; and
- > Keeping abreast of industry and economic trends in the Group's operating environment.

Appointment of new directors

The Board has responsibility for the selection and nomination to shareholders of new or retiring directors. The Group's Appointment of Directors Policy is published on its website and sets out the Group's policy for the selection, appointment and re-election of directors.

Where a candidate is recommended by an independent executive search organisation, the Board will assess that candidate against a range of criteria, including skills, experience, expertise, personal qualities and cultural fit with the Board and the Group. If these criteria are met and the Board appoints the candidate as a director, that director will confirm his or her appointment at the next Annual General Meeting (AGM). All material information in the Group's possession that is relevant to a decision on whether or not to elect or re-elect the director is provided to shareholders.

New directors are provided with a written agreement in the form of a formal letter of appointment setting out the key terms and conditions of employment, including their duties and responsibilities and requirement to disclose interests affecting independence.

Accountability of Company Secretary

The Company Secretary is accountable directly to the Board, through the Chairman, on all matters to do with the proper functioning of the Board.

Diversity report

The Group recognises the important contribution that people of various cultural backgrounds, ethnicity, experience, gender and age make to the Group. Diversity includes all characteristics that make individuals different from each other including characteristics such as religion, race, ethnicity, language, gender, sexual orientation, disability, age or any other area of potential difference.

The Group's diverse workforce is in fact a key to continued growth and improved operating performance. In particular, employees of diverse backgrounds and experience are able to provide

Corporate governance statement

exceptional customer service to our equally diverse customer base.

In order to attract and retain a diverse workforce to service our diverse customer base, the Group is committed to providing an environment where employees are treated with fairness and respect, and have equal access to development and promotion opportunities.

The Group has established a Diversity Policy, which outlines the Board's measurable objectives to achieve diversity. A summary of the policy is available on the Group's website.

Measurement of progress against these diversity objectives occurs annually by the Board.

The table below sets out these diversity objectives and the progress made towards achieving them in the 2019 financial year. The Board will review these objectives in the 2020 financial year and report on progress being made towards their achievement.

| Objectives | Progress in achieving objectives | | | | | | | | |
|------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|-------------|-----------------------------------|-------------|------------------------|-------------|-------------------------|-------------|
| Provide equal opportunities for candidates, regardless of their cultural, gender, or any other difference. | <ul style="list-style-type: none"> > The primary goal of the Group's assessment centre is to maximise objectivity in the decision-making process for frontline employees. > The Group continues to assess and recruit all frontline candidates against a set of core competencies. | | | | | | | | |
| Retain and encourage a diverse workforce at all levels of the Group. | <ul style="list-style-type: none"> > The Group continues to reflect significant gender diversity, including within management levels. The percentage of females in the Group is as follows: <table style="margin-left: 20px; border-collapse: collapse;"> <tr> <td style="padding-left: 20px;">– Board</td> <td style="text-align: right;">20 per cent</td> </tr> <tr> <td style="padding-left: 20px;">– Executive and senior management</td> <td style="text-align: right;">19 per cent</td> </tr> <tr> <td style="padding-left: 20px;">– Frontline management</td> <td style="text-align: right;">45 per cent</td> </tr> <tr> <td style="padding-left: 20px;">– The Group's workforce</td> <td style="text-align: right;">55 per cent</td> </tr> </table> > Over the year a number of employees worked under flexible work arrangements to balance family and other commitments with their employment. During the reporting period, 6 per cent of the Group's workforce utilised a flexible work arrangement. | – Board | 20 per cent | – Executive and senior management | 19 per cent | – Frontline management | 45 per cent | – The Group's workforce | 55 per cent |
| – Board | 20 per cent | | | | | | | | |
| – Executive and senior management | 19 per cent | | | | | | | | |
| – Frontline management | 45 per cent | | | | | | | | |
| – The Group's workforce | 55 per cent | | | | | | | | |
| Provide development opportunities for employees regardless of cultural, gender or any other difference. | <ul style="list-style-type: none"> > The Group provides nationally-recognised accredited training to all eligible employees. > Leadership training was provided to all employees in management positions during the year. > Documented career pathways were implemented for frontline supervisors to support their progression into management roles. | | | | | | | | |
| Promote an inclusive culture where all employees are treated with respect and fairness. | <ul style="list-style-type: none"> > Each year the Group reiterates its zero tolerance policy towards any discrimination, bullying or victimisation of employees with clear escalation channels through which any concerns can be raised. > Annual online training promotes the Group's expectations and educates employees on their part in creating our culture. > The annual employee engagement survey enables the Group to gather data on issues relating specifically to equality, respect and fairness and to use this data to set measurable goals. | | | | | | | | |
| Ensure internal promotion decisions within the Group are merit-based in relation to each role. | <ul style="list-style-type: none"> > Recruitment procedures were implemented for selection into frontline supervisory roles and management development programs were introduced to maximise objectivity in the decision-making process. > This includes the introduction of a panel of senior management from HR and Operations to take part in the decision-making process. | | | | | | | | |

Board and Committee performance reviews

The Board reviews its performance on a regular basis, including Committee performance, in accordance with the Performance Management Policy, which is available on the Group's website. The Board uses surveys for the purpose of its Board and Committee performance reviews. Those reviews are to ensure that individual directors and the Board work effectively in meeting their responsibilities as described in the Board and Committee charters. The Board conducted an internal review in the 2019 financial year.

Executive performance review

The performance of all key executives is reviewed annually against the Group's performance and individual KPIs.

The performance review of the CEO is undertaken by the Chairman of the Board, reviewed by the Remuneration Committee, and approved by the Board. The performance reviews of other executives are undertaken by the CEO and approved by the Remuneration Committee. Performance reviews for each executive were conducted in 2019.

Corporate governance statement

PRINCIPLE TWO: STRUCTURE THE BOARD TO ADD VALUE

Nomination Committee

The full Board performs the role of Nomination Committee as, in its opinion, only minimal benefit will accrue to the Group from having a separate committee.

Board composition

The term held by each director in office at the date of this report is as follows:

| Name | Term in office | Independent |
|----------------------------|----------------|-------------|
| Mr Donald McLay (Chairman) | 11.5 years | Independent |
| Mr Eric Dodd | 10 years | Independent |
| Ms Leslie Martin | 5.5 years | Independent |
| Mr Robert Shaw | 11.5 years | Independent |
| Mr Richard Thomas | 13 years | Independent |

The Chairman of the Board is Mr Donald McLay, an independent director. The CEO of the Group, Mr Thomas Beregi, is not a director of the Group.

The Board regularly reviews the independence of each director and requires directors to promptly advise of any change in circumstances that may affect their independence as a director. Any change in circumstances that materially affects their independence as a director will be disclosed promptly. There are procedures in place, agreed by the Board, to enable directors to seek independent professional advice in the carrying out of their duties, at the Group's expense.

During the 2019 financial year, all of the Board members are considered to be independent and free from any business or other relationship that could materially interfere with, or could reasonably be perceived to materially interfere with, the unfettered exercise of their independent judgement.

Board skills

The Board considers that the directors bring professional skills, knowledge and experience as well as personal attributes which enable the Board to operate effectively and meet its responsibilities to the Group and stakeholders. The skills and experience of each director are detailed in the directors' report and also in the following skills matrix.

| Board skills matrix | Number of directors with substantial experience | |
|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|---|
| Executive and non-executive experience | Directorship experience | 5 |
| | Board Chair experience | 5 |
| | Board sub-committee Chair experience | 5 |
| | Senior management experience | 5 |
| | Offshore senior management experience | 4 |
| Industry experience | Banking | 5 |
| | Broader financial services, including insurance and funds management | 4 |
| | Capital markets | 4 |
| | Other industry experience | 5 |
| Strategy | Experience in strategic planning and implementation of strategy | 5 |
| | Mergers and acquisitions experience | 4 |
| | Capital raising experience | 4 |
| | Information technology, strategy and systems implementation experience | 4 |
| Governance | Experience in establishing and monitoring / assessing effectiveness of governance structures | 5 |
| | Professional industry qualifications | 5 |
| Risk management | Experience in managing areas of major risk to the organisation i.e. financial, environmental, regulatory, workplace health and safety, social and technology | 5 |
| | Experience in managing sophisticated risk hedging strategies and products | 3 |
| People management and remuneration | Experience in remuneration and the associated legislative / governance framework | 5 |
| | Experience in managing people | 5 |
| Finance and accounting | Professional industry qualifications | 3 |
| | Experience with accounting standards | 3 |
| | Experience in reviewing and analysing financial statements | 4 |
| | Experience in analysing financial drivers and business models | 5 |
| Information technology | Managing institutional IT operations centres | 2 |
| | Experience in electronic payments systems | 2 |
| | Experience in cloud-based Software-as-a-Service (SaaS) | 2 |
| | Experience in regulatory technology (RegTech) | 2 |
| | Experience in technology start-ups and business disruption | 3 |

Corporate governance statement

Induction of new directors

New directors undergo an induction program which includes meetings with members of management, the Chairman of the Board, and the Chairmen of each relevant committee to gain an insight into the Group's business, values and culture.

PRINCIPLE THREE: ACT ETHICALLY AND RESPONSIBLY

Code of Conduct

The Employee Code of Conduct adopted by the Group is a key element of the Group's corporate governance framework. Its purpose is to guide directors, executives and employees on the minimum standards of conduct expected of them in the performance of their duties, including their dealings with customers, clients, shareholders, employees and other stakeholders.

Compliance with the Employee Code of Conduct is a condition of appointment as a director of, an employee of, or a contractor to, the Group.

The Employee Code of Conduct is published on the Group's website.

PRINCIPLE FOUR: SAFEGUARD INTEGRITY IN CORPORATE REPORTING

Audit and Risk Committee

The Board has formed an Audit and Risk Committee; it has delegated responsibility for establishing and maintaining a framework of internal control and ethical standards to this committee as outlined in the Audit and Risk Committee Charter, which is published on the Group's website.

The Audit and Risk Committee operates under its charter to ensure that an effective internal control framework exists within the Group. This includes internal controls to deal with both the effectiveness and efficiency of significant business processes, the safeguarding of assets, the mitigation of business risks, the maintenance of proper accounting records and the reliability of financial and operational information.

The Audit and Risk Committee also provides the Board with additional assurance regarding the reliability of financial information included in the financial reports.

All members of the Audit and Risk Committee are non-executive and independent directors, and during the year were:

- > Mr Robert Shaw (Chairman and independent director)
- > Mr Richard Thomas
- > Mr Donald McLay

The qualifications of the members and their attendance at meetings of the Audit and Risk Committee are disclosed in the directors' report.

Financial statements approval

Prior to the approval of the Group's financial statements for each reporting period, the CEO and the Chief Financial Officer (CFO) give the Board a declaration that, in their opinion:

- > The financial records have been properly maintained;
- > The financial statements comply with accounting standards and give a true and fair view; and
- > That opinion has been formed on the basis of a sound system of risk management and internal control which is operating effectively.

The Audit and Risk Committee reviews the Group's interim and annual financial reports and makes recommendations to the Board on adopting financial statements.

Annual General Meeting (AGM)

The AGM gives shareholders the opportunity to hear the CEO and Chairman provide updates on the Group's performance, ask questions and to express a view and vote on the various matters of Group business on the agenda.

Live webcasting of the AGM is also conducted to allow shareholders to view and hear the proceedings of the meeting online.

Shareholders also have the opportunity to ask questions of the Group's external auditors at the meeting. The Group encourages shareholders to attend its AGM.

PRINCIPLE FIVE: MAKE TIMELY AND BALANCED DISCLOSURE

Continuous disclosure

The Group's Continuous Disclosure Policy, which is published on its website, is designed to ensure compliance with disclosure obligations under the ASX Listing Rules and to ensure accountability at senior executive level for that compliance.

This policy also allows the Group to ensure shareholders and the market are fully informed of its strategy, performance and details of any information or events that could have a material impact on the value of the Group's shares.

The CEO and the Company Secretary, in consultation with the Board, are responsible for the review, authorisation and disclosure of information to the ASX and for overseeing and co-ordinating information disclosure to the ASX, shareholders, brokers, analysts, the media and the public.

PRINCIPLE SIX: RESPECT THE RIGHTS OF SHAREHOLDERS

Communication with shareholders

The Group recognises the rights of its shareholders and other interested stakeholders to have access to balanced, understandable and timely information concerning the operations of the Group. The CEO and the Company Secretary are primarily responsible for ensuring communications with shareholders are delivered in accordance with the rights of shareholders and the Group's policy of continuous disclosure.

The Security Holders' Rights and Communication Policy, available on the Group's website, sets out the communication strategy of the Group and includes:

> *Electronic facilities*

The Group maintains a website that provides information on its services and its business in general, as well as an investor relations section that contains information for shareholders of the Group. The Group's announcements are made on this website as well as the ASX website. There is a facility on the Group's website for security holders to lodge questions.

> *Formal reporting to security holders*

Formal reporting to shareholders is conducted through the interim report for the six months ended 31 December and the annual report for the financial year ended 30 June. The Group also releases market updates summarising the Group's performance during each quarter of the financial year.

> *AGMs*

The Group invites and encourages shareholders to attend and participate in these meetings and also provides live webcasting of its AGM to allow security holders to view and hear the proceedings of the meeting.

In addition, shareholders may electronically communicate with the share registry, Boardroom Pty Limited (Boardroom). The relevant contact details are disclosed in the Shareholder Information section of the annual report and in the corporate directory with these financial statements.

Corporate governance statement

A direct voting facility is provided through Boardroom's website to allow security holders to vote ahead of the AGM. Details of this facility are included in the Notice of AGM.

Shareholders who do not currently receive electronic communications from Boardroom may update their communication options via a secure online service offered by Boardroom at www.investorserve.com.au.

PRINCIPLE SEVEN: RECOGNISE AND MANAGE RISK

Risk management

The Group has established a Risk Management Policy to identify, assess, monitor and manage material business risks, both financial and non-financial, to minimise their impact on the achievement of organisational goals. Business risks comprise, but are not limited to, economic, technological, operational, legal, political and social risks. These specified risks are managed both through the Group's risk management system and insurance program, which are approved by the Board.

As mentioned in principle four, the Audit and Risk Committee provides oversight on the risk framework and aggregated risk profiles at the Group level. The committee's charter is published on the Group's website. Management has been given responsibility for the establishment, implementation and maintenance of the system of risk management, including measures of its effectiveness. Internal control systems and procedures are monitored and reviewed by the Group's Compliance Manager who reports his findings to the Audit and Risk Committee. The composition of the Audit and Risk Committee is detailed in principle four and the attendance of members at the meetings of the committee is disclosed in the directors' report.

The Group's Risk Management Policy is published on its website and was reviewed by the Audit and Risk Committee with a report provided to the Board during the 2019 financial year.

The Group has an internal audit process within the compliance function. This process tests compliance to the various standards for which the Group is accredited or is required to comply with, as well as internal controls associated with the Group's risk management framework.

The Group considers that, due to the nature of its activities, it has no material exposure to economic, environmental or social sustainability risks.

PRINCIPLE EIGHT: REMUNERATE FAIRLY AND RESPONSIBLY

Remuneration Committee

The Board has formed a Remuneration Committee to assist it in the design, implementation and monitoring of remuneration policies that meet the needs of the Group and enhance corporate and individual performance.

The committee's objective is to provide maximum stakeholder benefit from the retention of a high quality Board and executive team by remunerating the directors and key executives fairly and appropriately with reference to relevant employment market conditions. To assist in achieving this objective, the Remuneration Committee links the nature and amount of directors' and key executives' emoluments to the Group's financial and operational performance. The expected outcomes of the remuneration structure are:

- > Retention and motivation of key executives;
- > Attraction of high quality personnel to the Group; and
- > Performance incentives that allow executives to share in the success of the Group.

The Remuneration Committee Charter, which sets out its role and responsibilities, and the Remuneration Policy are published on the Group's website.

The members of the Remuneration Committee during the year were:

- > Mr Eric Dodd (Chairman and independent director)
- > Mr Donald McLay
- > Ms Leslie Martin

The remuneration for all key management personnel (KMP), the qualifications of the Remuneration Committee members and their attendance at committee meetings are disclosed in the remuneration report of the directors' report.

Securities Trading Policy

The Group's Securities Trading Policy governs when its directors and employees may deal in Credit Corp shares and the process which must be followed in respect of such dealings. The Securities Trading Policy is published on the Group's website.

The Group's directors and employees are not permitted to deal in Credit Corp shares during any Blackout or Closed Periods:

- > Two months immediately preceding the preliminary announcement of the Group's annual results until the commencement of the next trading day after the release of the annual results;
- > Two months immediately preceding the announcement of the Group's interim results until the commencement of the next trading day after the release of the interim results; and
- > Any other periods that the Board determines, in its absolute discretion, to be a Blackout or Closed Period, including due to there being undisclosed price sensitive information.

At any time outside the Blackout or Closed Periods, directors or employees may trade in Credit Corp shares where:

- > Directors, excluding the Chairman, and KMP obtain the prior written clearance of the Chairman;
- > The Chairman obtains prior written clearance from the Chairman of the Audit and Risk Committee and in the event that person is not available, the Chairman of the Remuneration Committee; and
- > Other employees obtain prior written clearance from the Company Secretary.

The Group's employees are only permitted to enter into margin loans secured against Credit Corp shares with the prior written approval of the Chairman. The Group's employees are prohibited from hedging unvested awards in the Group's shares, which would otherwise limit the economic risk of an employee's holdings on unvested securities granted under an employee incentive plan.

NON-CONFORMANCE

All the best practice recommendations of the ASX Corporate Governance Council have been applied for the entire financial year ended 30 June 2019, except for the following:

Recommendation 2.1

The Board assumes the role of a Nomination Committee as it believes minimal benefit will accrue to the Group through a separate committee.

WEBSITE DISCLOSURE

Further information relating to the Group's corporate governance practices and policies has been made publicly available on the Group's website at www.creditcorp.com.au/corporate/investors/corporate-governance.

Directors' report

The directors present their report together with the financial report of the Group for the financial year ended 30 June 2019.

DIRECTORS

The directors of the Group at any time during the whole of the financial year and up to the date of this report are:

| | |
|---------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Mr Donald McLay | Chairman, Director (Non-Executive) Age 69 |
| Qualifications | Bachelor of Commerce, Chartered Accountant, Chartered Secretary and Fellow of the Financial Services Institute of Australasia. |
| Experience and expertise | Appointed as a Non-Executive Director on 31 March 2008 and has been Chairman since 30 June 2008. Mr McLay has more than 35 years' experience in financial markets, investment banking and broad business services. |
| Directorship of listed entities | Clime Investment Management Limited from 1 March 2015. Registry Direct Limited from 30 May 2016. |
| Special responsibilities | Mr McLay is Chairman of the Board and is a member of the Remuneration and Audit and Risk Committees. |
| Interest in shares and options | 1,309,270 ordinary shares of Credit Corp Group Limited. |
| Mr Eric Dodd | Director (Non-Executive) Age 67 |
| Qualifications | Bachelor of Economics, Fellow of the Chartered Accountants Australia and New Zealand and Fellow of the Australian Institute of Company Directors. |
| Experience and expertise | Appointed as a Non-Executive Director on 1 July 2009. Mr Dodd has extensive experience in insurance, finance and banking. |
| Special responsibilities | Mr Dodd is Chairman of the Remuneration Committee. |
| Interest in shares and options | 5,000 ordinary shares of Credit Corp Group Limited. |
| Ms Leslie Martin | Director (Non-Executive) Age 64 |
| Qualifications | Bachelor of Arts, Master of Business Administration and Fellow of the Australian Institute of Company Directors. |
| Experience and expertise | Appointed as a Non-Executive Director on 20 March 2014. Ms Martin has more than 30 years' experience in commercial banking with senior leadership roles in a variety of businesses, functions and geographies. These roles have engendered special focus on payments and, more generally, the application of technology to business process re-design and the end-to-end customer experience. Her governance experience includes a variety of industry entities providing shared infrastructure for payments and securities processing. |
| Special responsibilities | Ms Martin is a member of the Remuneration Committee. |
| Interest in shares and options | 9,411 ordinary shares of Credit Corp Group Limited. |
| Mr Robert Shaw | Director (Non-Executive) Age 77 |
| Qualifications | Bachelor of Industrial Engineering, Master of Business Administration, Master of Professional Accounting and Fellow of the Australian Institute of Company Directors. |
| Experience and expertise | Appointed as a Non-Executive Director on 31 March 2008. Mr Shaw has extensive knowledge in finance, financial analysis, audit committees and corporate governance. |
| Directorship of listed entity | Magontec Limited from 4 March 2011 to 31 December 2018. |
| Special responsibilities | Mr Shaw is Chairman of the Audit and Risk Committee. |
| Interest in shares and options | 4,533 ordinary shares of Credit Corp Group Limited. |
| Mr Richard Thomas | Director (Non-Executive) Age 74 |
| Qualifications | Fellow of the Australian Institute of Company Directors. |
| Experience and expertise | Appointed as a Non-Executive Director on 22 September 2006. He was Acting Chairman between 11 February 2008 and 30 June 2008. Mr Thomas has more than 40 years' experience in the banking and finance industry in Australia, New Zealand and the United States. |
| Special responsibilities | Mr Thomas is a member of the Audit and Risk Committee. |
| Interest in shares and options | 12,872 ordinary shares of Credit Corp Group Limited. |

The above named directors held office during the whole financial year and since the end of the financial year.

Directors' report

COMPANY SECRETARIES

The following persons held the position of Company Secretary during or since the end of the financial year:

| Mr Thomas Beregi | Company Secretary |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Qualifications | Bachelor of Economics, Bachelor of Laws (Hons) and Certified Practising Accountant. |
| Experience and expertise | Mr Beregi joined the Group on 3 September 2007 in the role of Chief Financial Officer. He was subsequently appointed to his current position of Chief Executive Officer on 1 October 2008. Prior to joining the Group, he was the Chief Operating Officer of Jones Lang LaSalle Australia. Mr Beregi was appointed as a Company Secretary on 21 September 2007. |
| Mr Michael Eadie | Company Secretary |
| Qualifications | Bachelor of Accounting, Master of Applied Finance, Certified Practising Accountant and Fellow of the Financial Services Institute of Australasia. |
| Experience and expertise | Mr Eadie joined the Group on 4 May 2009 as Finance Manager and was subsequently appointed Chief Financial Officer on 19 November 2010. He has previously held senior finance roles within major financial services organisations, including Macquarie Bank Limited. Mr Eadie was appointed as a Company Secretary on 17 March 2011. |

DIRECTORS' MEETINGS

The number of directors' meetings (including meetings of committees of directors) and number of meetings attended by each of the directors of the Group during the financial year were:

| | Directors' meetings | | Audit and Risk Committee | | Remuneration Committee | |
|-------------------|---------------------------|-----------------|---------------------------|-----------------|---------------------------|-----------------|
| | Number eligible to attend | Number attended | Number eligible to attend | Number attended | Number eligible to attend | Number attended |
| Mr Donald McLay | 11 | 11 | 3 | 3 | 3 | 3 |
| Mr Eric Dodd | 11 | 11 | — | — | 3 | 3 |
| Ms Leslie Martin | 11 | 11 | — | — | 3 | 3 |
| Mr Robert Shaw | 11 | 11 | 3 | 3 | — | — |
| Mr Richard Thomas | 11 | 10 | 3 | 3 | — | — |

PRINCIPAL ACTIVITIES

The principal activities of the Group during the course of the financial year were debt purchase and collection as well as consumer lending.

There were no significant changes in the nature of the Group's activities during the financial year.

REVIEW OF OPERATIONS

Overview

The directors of the Group report the following highlights for the 2019 fiscal year:

- > 9 per cent increase in net profit after tax (NPAT) to \$70.3 million;
- > 25 per cent growth in Australia / New Zealand consumer lending business NPAT;
- > A near tripling in earnings from the US debt buying operation along with a 40 per cent increase in investment in the US to \$85 million; and
- > The Australian / New Zealand debt buying operation reducing collections and earnings only slightly from the record levels of 2018.

The result reflected growing contributions from both the organically developed consumer lending and US debt buying businesses, which produced an NPAT of \$20.2 million and \$5.5 million respectively. Collectively, these segments represented over 36 per cent of the Group's 2019 earnings.

Directors' report

US debt buying

Investment conditions in the US debt buying market remain favourable with growing charge-off rates after an extended period of strong growth in unsecured credit absorbing increased levels of investment. The strategic imperative for the Group has been growing productive capacity in the US, which will allow investment levels to rapidly increase. Strong progress towards this occurred with the existing Salt Lake City, UT, operational site now nearing full capacity, and a second site scheduled to open during the first half of 2020 which will enable headcount to continue to grow.

The US segment is producing strong operating metrics measured against the established publicly traded US debt buyers. Together with the Group's strong capital position and well developed issuer relationships, this will enable investment to rapidly increase as productive capacity grows. The US segment is on track to fulfil its potential of producing earnings as large as the Australian / New Zealand debt buying operation in the medium term.

Consumer lending

Strong new consumer lending customer growth of 18 per cent reflected increasing consumer recognition of the product superiority of the Wallet Wizard cash loan product. The Wallet Wizard product remained the most sustainable loan product available in its segment of the market. Strong growth in new customer volumes has been supplemented by high levels of customer retention, both of which reflect the gulf between Wallet Wizard and the pricing of alternative offerings.

The Group is diversifying its lending products, piloting a broker-originated auto loan offering which, subject to confirmation of loss performance, may be further expanded. The 16 per cent increase in the size of the loan book in 2019, gross of provisions for expected losses, provides a strong starting point for anticipated earnings growth in 2020 from the consumer lending segment.

Australian / New Zealand debt buying

After two and a half years of reduced investment in the Australian / New Zealand debt buying operation, collections and earnings reduced 3 per cent and 4 per cent respectively in 2019 on 2018's record result. This strong operational performance was complemented by ongoing compliance leadership, with a reduction in the company's complaint rate over the year. The Group's leadership in compliance and sustainability is increasingly valued by debt sale clients in the present financial services environment and is enabling retention and, in some cases, growth in market share despite continued aggressive competitor bidding.

2020 outlook

Expected increases in earnings from the US debt buying and consumer lending divisions will drive strong profit growth in 2020, with guidance for profit growth in the range of 7 to 10 per cent.

The Group retains significant debt headroom and will invest across all three divisions as opportunities arise. At this point, the Group provides purchased debt ledger (PDL) investment guidance in the range of \$220 – \$240 million.

CHANGES IN STATE OF AFFAIRS

During the financial year, there were no significant changes in the state of affairs of the Group other than those referred to in the financial statements or notes thereto.

DIVIDENDS PAID OR RECOMMENDED

Dividends paid or declared to shareholders since the end of the previous financial year were:

| Declared and paid during the year 2019 | Cents per share | Total amount \$'000 | Date of payment |
|----------------------------------------|-----------------|------------------------|--------------------|
| Interim 2019 ordinary | 36.0 | 17,302 | 15 Mar 2019 |
| Final 2018 ordinary | 36.0 | 17,172 | 12 Oct 2018 |
| Total | | 34,474 | |

After balance date, the following dividend was proposed by the directors:

| Declared after end of year | Cents per share | Total amount \$'000 | Date of payment |
|----------------------------|-----------------|------------------------|--------------------|
| Final 2019 ordinary | 36.0 | 19,757 | 30 Aug 2019 |

The financial effect of this dividend has not been brought to account in the consolidated financial statements for the year ended 30 June 2019 and will be recognised in the 2020 financial report.

EVENTS SUBSEQUENT TO REPORTING DATE

In the interval between the end of the financial year and the date of this report, there has not been any item, transaction or event of a material and unusual nature that is likely, in the opinion of the directors of the Group, to significantly affect the operations of the Group, the results of those operations or the state of affairs of the Group in future financial years.

ENVIRONMENTAL REGULATIONS

The Group's operations are minimally affected by environmental regulations.

Directors' report

INDEMNIFYING OFFICERS OR AUDITORS

The Group has provided indemnities to the current directors, the company secretaries (Mr Thomas Beregi and Mr Michael Eadie) and all executives of the Group against liabilities incurred as a director, secretary or executive officer to the extent permitted by the *Corporations Act 2001*. The Group will meet the full amount of any such liabilities, including costs and expenses.

The Group has not otherwise, during or since the end of the financial year, except to the extent permitted by law, indemnified or agreed to indemnify an officer or auditor of the Group against a liability incurred by an officer or auditor.

These indemnities were in place both during and after the end of the financial year.

Potential liabilities are insured with the premiums paid by the Group. The insurance contract prohibits disclosure of any details of the policy and the premiums paid.

PROCEEDINGS ON BEHALF OF THE GROUP

No person has applied for leave of the Court to bring proceedings on behalf of the Group or intervene in any proceedings to which the Group is a party for the purpose of taking responsibility on behalf of the Group for all or any part of those proceedings.

NON-AUDIT SERVICES

The following non-audit services were provided by the Group's auditor, Hall Chadwick. The directors are satisfied that the provision of non-audit services is compatible with the general standard of independence for auditors imposed by the *Corporations Act 2001*. The nature and scope of each type of non-audit service provided means that auditor independence was not compromised. All non-audit services are reviewed and approved by the Audit and Risk Committee prior to commencement of the audit to ensure they do not impact the impartiality and objectivity of the auditor.

Details of the amounts paid to Hall Chadwick for non-audit services provided during the year are set out below:

| Services other than statutory audit | \$ |
|--------------------------------------------|---------------|
| Other services | |
| > Taxation compliance services | 24,993 |
| > Other services | 14,381 |
| Total | 39,374 |

NEW ACCOUNTING STANDARDS IMPLEMENTED

AASB 15 Revenue from Contracts with Customers

The Group has adopted AASB 15 *Revenue from Contracts with Customers* with an initial application date of 1 July 2018. The Group has applied AASB 15 retrospectively with the cumulative effect of initially applying the standard recognised in opening retained earnings. The cumulative effect of initially applying the standard was nil, so no adjustments were required to net profit or opening retained earnings on transition as the timing of revenue recognition has not changed for the Group's contracts that were in progress at 1 July 2018.

AASB 9 Financial Instruments

The Group early adopted AASB 9 *Financial Instruments* in June 2010 as well as any subsequent revisions to this standard since that date, so no transitional adjustments are required.

AUDITOR'S INDEPENDENCE DECLARATION

The auditor's independence declaration for the year ended 30 June 2019 has been received and can be found on page 49 of the financial statements.

ROUNDING OFF

The Group is of a kind referred to in ASIC Legislative Instrument 2016/191, relating to the "rounding off" of amounts in the directors' report. Amounts in the directors' report have been rounded off in accordance with the instrument to the nearest thousand dollars, unless otherwise indicated.

Directors’ report – audited remuneration report

This remuneration report sets out remuneration information for key management personnel (KMP), which includes directors and senior executives, for the year ended 30 June 2019 and is prepared and audited in accordance with section 300A of the *Corporations Act 2001*.

THE ROLE OF THE BOARD AND THE REMUNERATION COMMITTEE IN REMUNERATION

The following diagram demonstrates how the Board, Committee and the CEO interact to set the remuneration structure and determine the remuneration outcomes for the Group:



KEY MANAGEMENT PERSONNEL

The remuneration report sets out the remuneration details for the Group’s KMP. The table below outlines the KMP and their movements during the 2019 financial year:

| Name | Position | Term as KMP |
|--------------------------------|-------------------------|---------------------|
| Non-executive directors | | |
| Mr Donald McLay | Chairman | Full financial year |
| Mr Eric Dodd | Non-Executive Director | Full financial year |
| Ms Leslie Martin | Non-Executive Director | Full financial year |
| Mr Robert Shaw | Non-Executive Director | Full financial year |
| Mr Richard Thomas | Non-Executive Director | Full financial year |
| Senior executives | | |
| Mr Thomas Beregi | Chief Executive Officer | Full financial year |
| Mr Matthew Angell | Chief Operating Officer | Full financial year |
| Mr Michael Eadie | Chief Financial Officer | Full financial year |

SENIOR EXECUTIVE REMUNERATION

Remuneration Policy and link to strategy

The Group’s Remuneration Policy is designed to ensure that remuneration outcomes are aligned with the long-term success of the Group.

The overall remuneration structure remains similar to the prior year except for a new Long-Term Incentive scheme:

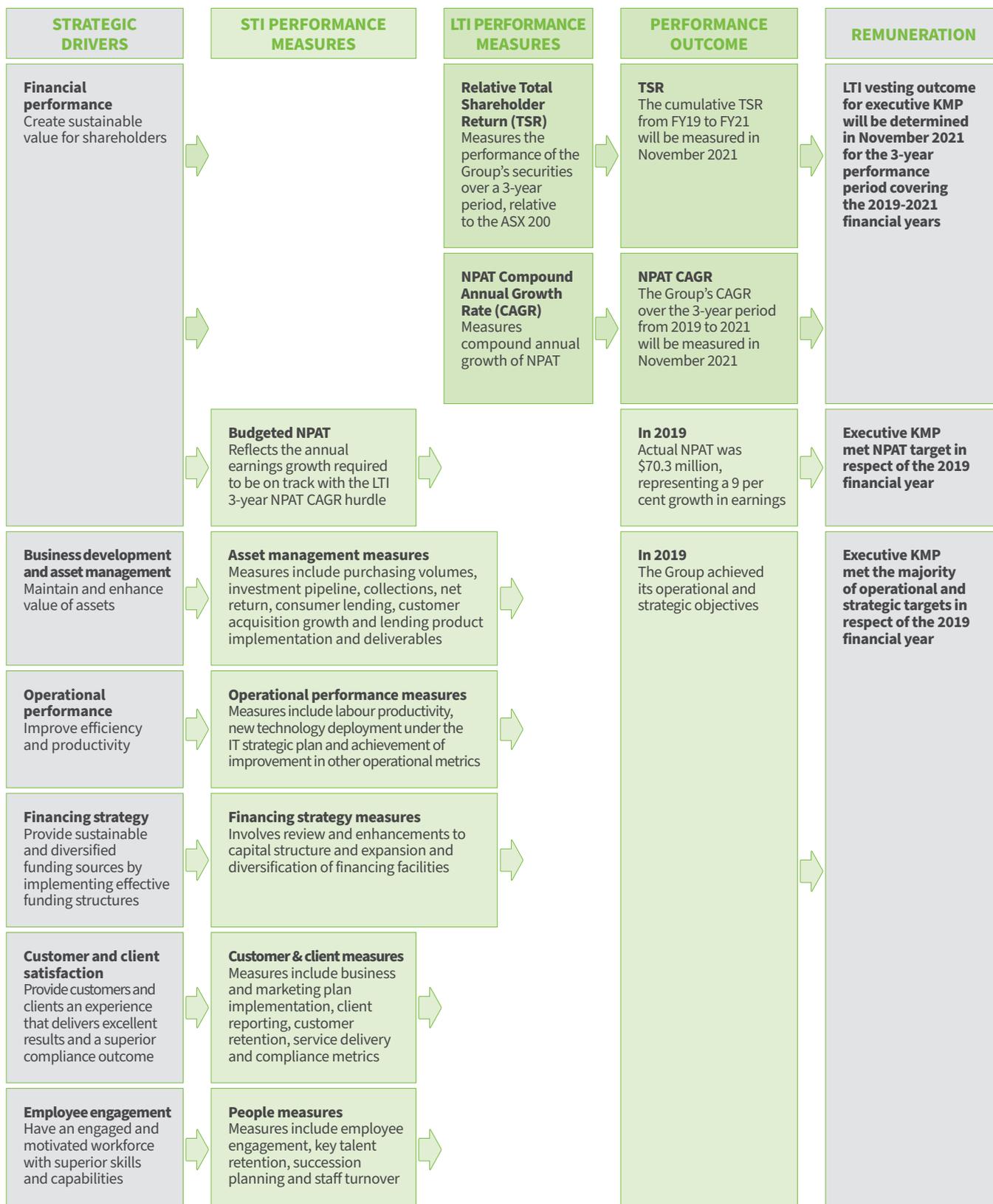
- > Senior executive fixed remuneration packages in line with those paid for roles with equivalent responsibilities by companies of a similar market capitalisation;
- > A Short-Term Incentive (STI) payable only on achievement of annual financial and strategic targets;
- > A Long-Term Incentive (LTI) paid in the form of performance rights potentially converting to shares after a three-year performance period, based on the following:
 - 50 per cent dependent on exceeding financial targets over a three-year performance period; and
 - 50 per cent dependent on market performance relative to the ASX 200 over the same three-year performance period;
- > No benefit under the LTI plan is payable if the Group’s Return on Equity target is not achieved for the three-year performance period; and
- > There continues to be no termination benefits payable under any contract.

The remuneration structure ensures that if the Group underperforms its earnings and / or return targets, no STI will be payable to executives. Underperformance over the longer-term will also result in no performance rights under the LTI converting to shares.

The Board believes that the Group’s remuneration framework is designed to support and align with the business strategy and encourages executives to maximise performance in the best interests of shareholders. The at-risk components of remuneration are tied to measures that reflect the successful execution of the Group’s business strategy in both the short and long-term.

Directors' report – audited remuneration report

The Group's strategic drivers are reflected in STI and LTI performance measures so the Group's performance directly affects the remuneration that executives are paid. Both the potential STI and half of the potential LTI are linked directly to achieving earnings targets. This ensures that remuneration outcomes are substantially linked to earnings growth as the most influential driver of share price performance and shareholder returns. The other half of the LTI is directly linked to shareholder returns, based on market performance relative to the ASX 200. This directly aligns a substantial proportion of remuneration to the actual returns achieved by shareholders. The emphasis in the STI and LTI on medium-term earnings growth mitigates the risk that the shareholder return component of the LTI leads to an excessive focus on the share price by executives.



Directors' report – audited remuneration report

Contract details

All contracts with executives may be terminated by either party with agreed notice periods. Remuneration and other terms of employment are formalised in employment contracts. Details of these contracts are:

| Name | Title | Term of agreement | Details |
|-------------------|-------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| Mr Thomas Beregi | Chief Executive Officer (CEO) | Ongoing, 3 month notice period | Fixed salary package of \$700,000, consisting of base salary and superannuation, reviewed annually by the Remuneration Committee. |
| Mr Matthew Angell | Chief Operating Officer (COO) | Ongoing, 1 month notice period | Fixed salary package of \$400,000, consisting of base salary and superannuation, reviewed annually by the Remuneration Committee. |
| Mr Michael Eadie | Chief Financial Officer (CFO) | Ongoing, 1 month notice period | Fixed salary package of \$300,000, consisting of base salary and superannuation, reviewed annually by the Remuneration Committee. |

Remuneration structure

FIXED REMUNERATION

Base salary + superannuation

Set with reference to listed company benchmarks for equivalent roles determined by market capitalisation as well as breadth of operations

VARIABLE REMUNERATION

STI PLAN

Annual cash payment

Eligibility for payment depends on:
 The Group achieving its budgeted NPAT; and
 Achievement against individual objectives or Key Performance Indicators (KPIs) (includes strategic KPIs aligned to milestones in the 3-year Strategic Plan)

LTI PLAN

Each performance right converts to shares upon the performance hurdles being met for the 3-year performance period

The LTI performance hurdles consist of the below measures:

50%
 NPAT Compound
 Annual Growth

50%
 Total Shareholder Return
 (TSR) relative to the ASX 200

i) Fixed remuneration

Fixed remuneration comprises base salary and superannuation. Fixed remuneration for the executive KMP is determined by benchmarking to equivalent roles in companies with similar market capitalisation as well as breadth of operations.

Fixed Remuneration outcomes

There were no increases to fixed remuneration for any executive KMP during the 2019 financial year.

Directors' report – audited remuneration report

ii) STI structure

STI award eligibility is determined by KPIs set before the start of each year. These KPIs are annual operational and financial targets that are established at levels to achieve shorter-term financial and operational objectives aligned with the Group's longer-term strategic goals.

The following table outlines the major features of the 2019 STI plan:

| Features | Description |
|-----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Purpose | To motivate and reward participants for achieving specific measurable financial and non-financial outcomes over the previous financial year which position the Group to achieve its medium-to long-term strategic goals. Achievement of the STI outcomes provides the foundation for achievement of the three-year Strategic Plan objectives of the LTI program. |
| Funding of STI pool | The STI pool is funded if: <ul style="list-style-type: none"> > The Group achieves its budgeted net profit before tax (NPBT) before funding the STI; and > The Group complies with its banking covenants. |
| Minimum criteria required to be achieved before any payments are made | If the STI pool is funded, the proportion of each individual's targeted STI which is paid depends on: <ul style="list-style-type: none"> > Satisfactory performance against individual KPIs; and > Satisfactory performance against individual job accountabilities. |
| Maximum STI that can be earned | The maximum amount varies and the range is between 50 per cent and 100 per cent of the fixed salary package of each KMP. The amount is set at the start of the year by the Remuneration Committee and is approved by the Board. |
| KPIs | <ul style="list-style-type: none"> > Individual KPIs are set annually; and > Subject to funding of the STI pool, the maximum STI is eligible to be paid when satisfactory performance against KPIs is achieved. |
| Role accountabilities | <ul style="list-style-type: none"> > Individual performance against role accountabilities is also assessed; and > Subject to funding of the STI pool and achievement of KPIs, the maximum STI is eligible to be paid when satisfactory performance against role accountabilities is achieved. |
| Performance period | 1 July 2018 to 30 June 2019 |
| Approval | Post completion of the annual financial statement audit and performance review process in September 2019, the proportion of the targeted STI payable to each executive will be determined by the Remuneration Committee and approved by the Board. |
| Payment timing | October 2019 |
| Form of payment | Cash |
| Terminating executives | There is no mandatory STI entitlement where an executive's employment terminates prior to the payment date for the STI. |

Performance outcomes

Performance of the Group against the 2019 STI NPAT hurdle is summarised as follows:

| | 2019 \$'000 | 2018 \$'000 | Change % |
|------|----------------|----------------|-------------|
| NPAT | \$70,285 | \$64,290 | 9% |

The STI hurdle of a budgeted NPAT for 2019 of \$68.9 million represented a 7 per cent increase on the NPAT achieved in 2018 of \$64.3 million. Actual NPAT of \$70.3 million represented a year-on-year increase of 9 per cent.

As financial performance exceeded budget and banking covenants were complied with during 2019, the STI in respect of the 2019 year is eligible to be funded.

The remuneration report discloses the expected maximum STIs payable in respect of 2019. The actual STI payable to each executive will be a maximum of this amount and may reduce subject to the performance review process to occur in the first quarter of 2020. Each executive will be assessed on their individual performance against their KPIs and role accountabilities.

Directors' report – audited remuneration report

CEO's KPIs

A summary of the CEO's KPIs for 2019 is as follows:

| Category | KPIs | Method of assessment | Weighting | Level of achievement |
|----------------------|-----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Group performance | NPAT | Based upon NPAT as per the Group's audited financial statements for the 2019 financial year versus target. | 30% | Achieved: NPAT of \$70.3 million was a 9 per cent increase on the 2018 NPAT. |
| Growth | PDL acquisition targets | Purchasing volumes for the 2019 financial year and committed purchases for the 2020 financial year, in accordance with Board-approved return criteria. | 10% | Achieved: Investment in PDLs of \$228 million was an increase of 17 per cent on the 2018 investment. |
| | Australian business and operational performance | Australian business performance and achievement of budgeted operational metrics, including forecast collections and efficiency. | 10% | Achieved: PDL collections (including the US) of \$403.8 million represented a 6 per cent increase on 2018, while collection efficiency improved by 11 per cent on 2018. |
| | Consumer lending: business size and profitability metrics | Achievement of consumer loan book targets in the 2019 budget, maintenance of loan book loss rate and milestones in the rollout of pilot lending products. | 20% | Achieved: Consumer loan book of \$212 million was 16 per cent higher than the 2018 closing loan book, gross of provisions, including a near doubling of auto loan volumes. |
| | US business and operational performance | US business performance and achievement of budgeted operational metrics, including cost to collect, resource build-out and collection efficiency. | 20% | Achieved: US collections increased by 69 per cent on 2018 whilst closing headcount also increased 69 per cent. |
| Financing / strategy | Progress of other strategic expansion initiatives | Review of adjacent market opportunities within lending and the core debt purchase business and provision of sufficient funding facilities in capital. | 10% | Achieved: Loan facilities increased and extended to limits of \$350 million and Strategic Plan refreshed. |

STI outcomes

The 2018 STI was paid during the 2019 financial year. A proportion of 2018 STIs was forfeited. The following table outlines the STI awarded to each executive KMP during the 2019 financial year in respect of the 2018 financial year:

| Name | Target STI opportunity for 2018 | STI opportunity % of fixed remuneration | STI earned as % of target | STI forfeited as % of target |
|--------------------------|---------------------------------|-----------------------------------------|---------------------------|------------------------------|
| Senior executives | | | | |
| Mr Thomas Beregi | \$700,000 | 100% | 95% | 5% |
| Mr Matthew Angell | \$400,000 | 100% | 95% | 5% |
| Mr Michael Eadie | \$150,000 | 50% | 95% | 5% |

In regard to the 2019 STI, refer to 2019 performance outcomes above and to the remuneration tables and data section.

iii) LTI structure

The LTI is designed to align the interests of shareholders and executives by motivating and rewarding executives to achieve and exceed 8 per cent compound annual earnings growth and produce strong shareholder returns over the medium- to long-term. The LTI aligns with the most recent three-year strategic planning cycle in respect of the 2019 to 2021 financial years.

The LTI is based on the following performance hurdles:

- > Earnings-based hurdle (CAGR of NPAT); and
- > Relative TSR against the performance of the ASX 200, excluding materials and energy shares.

Each hurdle operates independently and applies to 50 per cent of the potential LTI allocation. For the earnings-based hurdle, a minimum 8 per cent NPAT CAGR for the three-year performance period is required for any conversion of the performance rights to occur.

Relative TSR is the other LTI performance hurdle and represents 50 per cent of the potential LTI allocation. The Board believes this structure provides a balance between alignment of shareholder returns whilst mitigating the risk of excessive focus on share price performance.

Directors' report – audited remuneration report

The detailed features of the LTI are listed below:

| Features | Description | | | | | | | | | | | | |
|--------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------|-----|----------------------|---------------------------|-----------------|----------------------|-----------------|-------------|--------------------------------|-----------------------------------|-------------------|----------------------|
| Purpose | The Group established the LTI plan to assist in motivating, retaining and rewarding key employees. The LTI plan is designed to align participants' efforts with the interests of shareholders by providing participants with exposure to the Group's shares. | | | | | | | | | | | | |
| Issue of performance rights | <p>Performance rights were issued to each participant in May 2019, in proportion to their level of participation in the LTI, as determined by the Remuneration Committee and the Board. The number of performance rights issued to the KMP is disclosed below under KMP equity holdings.</p> <p>Performance rights are eligible for conversion and vesting based on achievement of performance hurdles. Performance hurdles are assessed cumulatively as described below. Performance rights are allocated and converted into shares after the three-year performance period in November 2021.</p> | | | | | | | | | | | | |
| Allocation | <p>The allocation of performance rights to senior executives, as set by the Remuneration Committee and the Board, for the 2019 to 2021 Strategic Plan period was as follows:</p> <ul style="list-style-type: none"> > CEO 40 per cent > COO 22 per cent > CFO 11 per cent <p>The remaining 27 per cent of performance rights issued were allocated to seven other executives not considered KMP.</p> | | | | | | | | | | | | |
| Performance eligibility | <ul style="list-style-type: none"> > A minimum return on equity (ROE) of 16 per cent must be achieved; and > Satisfactory performance by an executive against their job accountabilities as assessed in the annual performance review process described in the STI section above. | | | | | | | | | | | | |
| Vesting | <p>Relative TSR (50 per cent)</p> <p>The proportion of performance rights converting to shares is as follows:</p> <table border="1"> <tbody> <tr> <td>50th percentile</td> <td>Nil</td> </tr> <tr> <td>50th-75th percentile</td> <td>Pro-rata nil-100 per cent</td> </tr> <tr> <td>75th percentile</td> <td>100 per cent vesting</td> </tr> </tbody> </table> <p>The TSR performance is measured on a cumulative basis over the three-year LTI plan. The TSR for the performance period is calculated using the volume weighted average price (VWAP) during the testing period, in order to mitigate the impact of short-term price gyrations on the TSR calculation. The performance period is the three-year Strategic Planning cycle from 2019 to 2021. The testing period is the 90 days to 31 October 2021.</p> <p>The TSR is compared to the TSR of the peer group for the purposes of determining the Group's ranking. The peer group is comprised of the ASX 200 (excluding materials and energy shares).</p> <p>NPAT CAGR (50 per cent)</p> <p>The proportion of awards vesting is as follows:</p> <table border="1"> <tbody> <tr> <td>8 per cent CAGR</td> <td>40 per cent</td> </tr> <tr> <td>>8 per cent ≤ 11 per cent CAGR</td> <td>Pro-rata 40 per cent-100 per cent</td> </tr> <tr> <td>>11 per cent CAGR</td> <td>100 per cent vesting</td> </tr> </tbody> </table> <p>The NPAT CAGR performance condition will be tested in November 2021, following the conclusion of the three-year Strategic Plan period.</p> <p>The benefit of assessing earnings on a CAGR basis is that it represents sustained earnings growth over a three-year period from 2019 to 2021.</p> | 50th percentile | Nil | 50th-75th percentile | Pro-rata nil-100 per cent | 75th percentile | 100 per cent vesting | 8 per cent CAGR | 40 per cent | >8 per cent ≤ 11 per cent CAGR | Pro-rata 40 per cent-100 per cent | >11 per cent CAGR | 100 per cent vesting |
| 50th percentile | Nil | | | | | | | | | | | | |
| 50th-75th percentile | Pro-rata nil-100 per cent | | | | | | | | | | | | |
| 75th percentile | 100 per cent vesting | | | | | | | | | | | | |
| 8 per cent CAGR | 40 per cent | | | | | | | | | | | | |
| >8 per cent ≤ 11 per cent CAGR | Pro-rata 40 per cent-100 per cent | | | | | | | | | | | | |
| >11 per cent CAGR | 100 per cent vesting | | | | | | | | | | | | |
| Dividends | An LTI participant has no entitlement to dividends until the performance rights have been converted into shares. | | | | | | | | | | | | |

Directors' report – audited remuneration report

| Features | Description |
|--------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Performance period | The performance period for the NPAT hurdle is a three-year period (from 2019 to 2021) with earnings growth being assessed on a cumulative basis with the minimum CAGR hurdle 8 per cent. Similarly, performance under the TSR is also assessed on a cumulative basis over the same three-year period. |
| Forfeiture | Forfeiture of an LTI participant's account will occur should the executive be terminated by the Group for any reason, remain employed but no longer form part of the leadership group, or be terminated from the plan for any reason. There is no mandatory LTI entitlement where an executive's employment terminates prior to the vesting date of an LTI benefit. |
| Alignment | The Group's LTI plan aligns the interests of shareholders and executives by: <ul style="list-style-type: none"> > 50 per cent of the potential award being based on achieving and exceeding target cumulative earnings growth, with earnings growth being a critical driver of shareholder returns; and > 50 per cent of the potential award using TSR as a performance hurdle, which directly aligns the financial interests of executives and shareholders by linking their reward to the Group's relative share price performance. |
| Change of control | There is no mandatory entitlement to any benefit under the LTI in the event of a change in control and the Board has absolute discretion in varying any terms of the LTI program in these circumstances. |

LTI outcomes

The table below summarises the 2018 performance and outcomes for the 2016-2018 LTI plan. The performance in respect of the 2019-2021 LTI will only be recognised in November 2021 after the three-year performance period.

| KMP | Plan | Performance condition | Performance outcomes | Number of deferred shares granted | % LTI tranche that vested | % LTI tranche that forfeited |
|--------------------------|-----------------|---------------------------|------------------------------------------|-----------------------------------|---------------------------|------------------------------|
| Senior executives | | | | | | |
| Mr Thomas Beregi | 2016 - 2018 LTI | NPAT CAGR Relative TSR | 19% CAGR ^A 93rd Percentile | 148,342 | 100% | — |
| Mr Matthew Angell | 2016 - 2018 LTI | NPAT CAGR Relative TSR | 19% CAGR ^A 93rd Percentile | 82,412 | 100% | — |
| Mr Michael Eadie | 2016 - 2018 LTI | NPAT CAGR Relative TSR | 19% CAGR ^A 93rd Percentile | 39,316 | 100% | — |

A. The three-year NPAT CAGR to 2018 was 19%.

LTI in respect of the 2019 financial year

| Year accrued | Performance rights converted during the 2019 financial year ^A | | Performance rights converting in future years ^B | | Current allocation (% of pool) ^C | Minimum value for future years \$ | Maximum value for future years \$ |
|--------------------------|--------------------------------------------------------------------------|-----------|------------------------------------------------------------|-----------|---------------------------------------------|-----------------------------------|-----------------------------------|
| | 2018 | \$ | 2019-2021 | \$ | | | |
| Senior executives | | | | | | | |
| Mr Thomas Beregi | 148,342 | 1,002,646 | 222,127 | 3,007,939 | 40.1% | — | 3,007,939 |
| Mr Matthew Angell | 82,412 | 557,023 | 123,403 | 1,671,067 | 22.3% | — | 1,671,067 |
| Mr Michael Eadie | 39,316 | 265,749 | 58,874 | 797,244 | 10.6% | — | 797,244 |

A. The deferred vesting shares will vest to participants of the 2016-2018 LTI program in November of the subsequent financial years, subject to ongoing tenure as a company executive and continued performance.

B. Rights granted as part of the 2019-2021 LTI plan to be converted to ordinary shares in November 2021 based upon achievement of the earnings-based and / or relative TSR performance hurdles over a three-year performance period.

C. Each participant's allocated percentage portion of the pool. The allocations are fixed and were determined by the Remuneration Committee as part of the approval of the LTI plan.

Directors' report – audited remuneration report

Performance against key metrics

The Board believes the Group's remuneration structure, in particular the STI and LTI, has continued to ensure a significant proportion of remuneration is only payable as a result of the achievement of sustained earnings growth.

Details of the Group's performance, share price and dividends over the past five years are summarised in the table below:

| | 2019 | 2018 | 2017 | 2016 | 2015 |
|---------------------------------------------------|---------|---------|---------|---------|---------|
| Earnings | | | | | |
| Total revenue (\$'000) | 324,254 | 298,978 | 265,947 | 226,742 | 191,049 |
| NPAT (\$'000) | 70,285 | 64,290 | 55,158 | 45,921 | 38,411 |
| Change in NPAT (%) | 9% | 17% | 20% | 20% | 10% |
| 5-year NPAT CAGR (%) | 15% | | | | |
| Shareholder value | | | | | |
| Share price at the end of the year (\$) | 26.52 | 18.07 | 17.71 | 12.01 | 12.17 |
| Change in share price (\$) | 8.45 | 0.36 | 5.70 | (0.16) | 3.47 |
| Total dividends paid / declared per share (cents) | 72 | 67 | 58 | 50 | 44 |
| ROE (%) | 21% | 24% | 24% | 23% | 23% |

DIRECTOR REMUNERATION

Remuneration policy

The Group's Director Remuneration Policy is designed to provide fair remuneration that is appropriate to the directors' responsibilities, performance, knowledge and skills and that aligns with the business strategy to ensure the long-term success of the Group. Fees for directors are fixed and are not linked to the performance of the Group. This is to ensure the independence of the directors.

Remuneration levels of comparable companies are reviewed annually for benchmarking purposes and allowance is made for various factors, including demands on time, the level of commitment required and any special responsibilities. An annual aggregate cap of \$1.1 million was approved by the shareholders at the 2018 AGM.

Contract details

The remuneration structure is set out below:

| | 2019 \$ | 2018 \$ |
|---------------------------------|------------|------------|
| Chairman | 220,000 | 220,000 |
| Director and Committee Chairman | 120,000 | 120,000 |
| Director and Committee member | 110,000 | 110,000 |
| Director | 95,000 | 95,000 |

The above remuneration does not include the 9.5 per cent (2018: 9.5 per cent) statutory superannuation entitlement.

Directors' report – audited remuneration report

REMUNERATION TABLES AND DATA

The remuneration for each KMP of the Group during the year was:

| | | Short-term benefits | | | Total | Post-employment benefits | Long-term benefits | Total | Proportion of remuneration performance-related |
|------------------------------------------------------------------------------------------------------------|-------------|---------------------|-----------------------------------|-----------------------|------------------|--------------------------|----------------------------------|------------------|------------------------------------------------|
| | | Salary and fees | Short-term incentive ^A | Non-monetary benefits | | Super-annuation | Long-term incentive ^B | | |
| | | \$ | \$ | \$ | \$ | \$ | \$ | \$ | % |
| Directors | | | | | | | | | |
| Mr Donald McLay | 2019 | 220,000 | — | 20,223 | 240,223 | 20,531 | — | 260,754 | — |
| Non-Executive Director Chairman of Board and member of Remuneration and Audit and Risk Committees | 2018 | 220,000 | — | 17,857 | 237,857 | 20,900 | — | 258,757 | — |
| Mr Eric Dodd | 2019 | 120,000 | — | — | 120,000 | 11,400 | — | 131,400 | — |
| Non-Executive Director Chairman of Remuneration Committee | 2018 | 120,000 | — | — | 120,000 | 11,400 | — | 131,400 | — |
| Ms Leslie Martin | 2019 | 110,000 | — | — | 110,000 | 10,450 | — | 120,450 | — |
| Non-Executive Director Member of Remuneration Committee | 2018 | 110,000 | — | — | 110,000 | 10,450 | — | 120,450 | — |
| Mr Robert Shaw | 2019 | 120,000 | — | — | 120,000 | 11,400 | — | 131,400 | — |
| Non-Executive Director Chairman of Audit and Risk Committee | 2018 | 120,000 | — | — | 120,000 | 11,400 | — | 131,400 | — |
| Mr Richard Thomas | 2019 | 110,000 | — | — | 110,000 | 10,450 | — | 120,450 | — |
| Non-Executive Director Member of Audit and Risk Committee | 2018 | 110,000 | — | — | 110,000 | 10,450 | — | 120,450 | — |
| Senior executives | | | | | | | | | |
| Mr Thomas Beregi | 2019 | 679,469 | 700,000 | 20,223 | 1,399,692 | 20,531 | 1,002,646 | 2,422,869 | 70 |
| Chief Executive Officer Company Secretary | 2018 | 678,500 | 665,000 | 17,857 | 1,361,357 | 21,500 | 1,002,646 | 2,385,503 | 70 |
| Mr Matthew Angell | 2019 | 379,469 | 400,000 | 20,223 | 799,692 | 20,531 | 557,022 | 1,377,245 | 69 |
| Chief Operating Officer | 2018 | 375,000 | 380,000 | 17,857 | 772,857 | 25,000 | 557,023 | 1,354,880 | 69 |
| Mr Michael Eadie | 2019 | 279,469 | 150,000 | 20,223 | 449,692 | 20,531 | 265,748 | 735,971 | 56 |
| Chief Financial Officer Company Secretary | 2018 | 278,342 | 142,500 | 17,857 | 438,699 | 21,658 | 265,749 | 726,106 | 56 |
| Total remuneration | 2019 | 2,018,407 | 1,250,000 | 80,892 | 3,349,299 | 125,824 | 1,825,416 | 5,300,539 | 58 |
| | 2018 | 2,011,842 | 1,187,500 | 71,428 | 3,270,770 | 132,758 | 1,825,418 | 5,228,946 | 58 |

A. The STI has been included in the above table on an accrual basis and has been recorded at 100 per cent of the maximum potential payment. Individual performance reviews to be conducted after the finalisation of the 2019 audited consolidated financial statements will determine the final entitlement.

B. The LTI has been included in the above table on an accrual basis. It is payable in the form of performance rights, convertible into shares upon achievement of the earnings-based and / or relative TSR performance hurdles over a three-year performance period. The LTI is accrued as one-third of total performance rights to vest 100 per cent.

The relative proportions of the elements of remuneration of each KMP that are linked to performance:

| | Fixed remuneration | | Remuneration linked to performance | |
|--------------------------|--------------------|------|------------------------------------|------|
| | 2019 | 2018 | 2019 | 2018 |
| Directors | | | | |
| Mr Donald McLay | 100% | 100% | — | — |
| Mr Eric Dodd | 100% | 100% | — | — |
| Ms Leslie Martin | 100% | 100% | — | — |
| Mr Robert Shaw | 100% | 100% | — | — |
| Mr Richard Thomas | 100% | 100% | — | — |
| Senior executives | | | | |
| Mr Thomas Beregi | 30% | 30% | 70% | 70% |
| Mr Matthew Angell | 31% | 31% | 69% | 69% |
| Mr Michael Eadie | 44% | 44% | 56% | 56% |

Directors' report – audited remuneration report

KMP EQUITY HOLDINGS

Fully paid ordinary shares of Credit Corp Group Limited

The movements during 2019 in the number of ordinary shares in Credit Corp Group Limited held directly, indirectly or beneficially by each KMP, including their related parties are:

| | Opening balance at 1 July 2018 | Shares vested during the year | Shares acquired during the year | Other changes during the year | Closing balance at 30 June 2019 |
|--------------------------|-----------------------------------|----------------------------------|------------------------------------|----------------------------------|------------------------------------|
| | Number | Number | Number | Number | Number |
| Directors | | | | | |
| Mr Donald McLay | 1,632,065 | — | 288 | (323,083) | 1,309,270 |
| Mr Eric Dodd | 5,000 | — | — | — | 5,000 |
| Ms Leslie Martin | 9,123 | — | 288 | — | 9,411 |
| Mr Robert Shaw | 4,245 | — | 288 | — | 4,533 |
| Mr Richard Thomas | 12,584 | — | 288 | — | 12,872 |
| | 1,663,017 | — | 1,152 | (323,083) | 1,341,086 |
| Senior executives | | | | | |
| Mr Thomas Beregi | 38,398 | 146,265 | 576 | (146,265) | 38,974 |
| Mr Matthew Angell | — | 81,258 | 288 | (81,258) | 288 |
| Mr Michael Eadie | — | 38,767 | 288 | (38,767) | 288 |
| | 38,398 | 266,290 | 1,152 | (266,290) | 39,550 |
| Total | 1,701,415 | 266,290 | 2,304 | (589,373) | 1,380,636 |

Rights holdings of KMP

The directors do not hold any rights in Credit Corp Group Limited. The following table shows details of rights holdings for the rest of the KMP:

| | Opening balance at 1 July 2018 | Granted as remuneration ^A | Converted to deferred ordinary shares ^B | Closing balance at 30 June 2019 |
|--------------------------|-----------------------------------|-----------------------------------------|----------------------------------------------------------|------------------------------------|
| | Rights number | Rights number | Rights number | Rights number |
| Senior executives | | | | |
| Mr Thomas Beregi | 148,342 | 222,127 | (148,342) | 222,127 |
| Mr Matthew Angell | 82,412 | 123,403 | (82,412) | 123,403 |
| Mr Michael Eadie | 39,316 | 58,874 | (39,316) | 58,874 |
| Total | 270,070 | 404,404 | (270,070) | 404,404 |

A. Rights granted as part of the 2019-2021 LTI plan to be converted to ordinary shares in November 2021 based upon achievement of the earnings-based and / or relative TSR performance hurdles over a three-year performance period.

B. Rights converted to deferred ordinary shares as part of the 2016-2018 LTI plan to be vested in November 2019.

Signed in accordance with a resolution of the Board of Directors.



Donald McLay
Chairman

Date: 29 July 2019



Robert Shaw
Director

Auditor's independence declaration

HALL CHADWICK  (NSW)

**CREDIT CORP GROUP LIMITED ABN 33 092 697 151
AND CONTROLLED ENTITIES**

**AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF CREDIT CORP GROUP LIMITED**

SYDNEY

Level 40
2 Park Street
Sydney NSW 2000
Australia

Ph: (612) 9263 2600
Fx: (612) 9263 2800

In accordance with Section 307C of the *Corporations Act 2001*, I am pleased to provide the following declaration of independence to the directors of Credit Corp Group Limited. As the lead audit partner for the audit of the financial report of Credit Corp Limited for the year ended 30 June 2019, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

Hall Chadwick

Hall Chadwick
Level 40, 2 Park Street
Sydney NSW 2000

S. Kumar

SANDEEP KUMAR
Partner
Dated: 29 July 2019

A Member of PrimeGlobal
An Association of Independent
Accounting Firms

 **PrimeGlobal**

Consolidated statement of profit or loss and other comprehensive income

For the year ended 30 June 2019

| | Note | 2019 \$'000 | 2018 \$'000 |
|----------------------------------------------------------------------------|------|----------------|----------------|
| Revenue | 4 | 324,254 | 298,978 |
| Finance costs | | (12,625) | (9,348) |
| Employee benefits expense | | (115,379) | (111,887) |
| Depreciation and amortisation expense | | (2,352) | (2,108) |
| Office facility expenses | | (16,877) | (15,943) |
| Collection expenses | | (20,771) | (19,344) |
| Consumer loans loss provision expense | | (37,862) | (31,947) |
| Marketing expenses | | (12,562) | (11,236) |
| Other expenses | | (5,284) | (5,155) |
| Profit before income tax expense | | 100,542 | 92,010 |
| Income tax expense | 5 | (30,257) | (27,720) |
| Profit for the year | | 70,285 | 64,290 |
| Other comprehensive income for the year, net of income tax | | — | — |
| Total comprehensive income for the year | | 70,285 | 64,290 |
| Earnings per share for profit attributable to owners of the Company | | | |
| Basic earnings per share (cents per share) | 6 | 141.9 | 135.1 |
| Diluted earnings per share (cents per share) | 6 | 141.2 | 133.7 |

The above financial statements should be read in conjunction with the accompanying notes.

Consolidated statement of financial position

As at 30 June 2019

| | Note | 2019 \$'000 | 2018 \$'000 |
|--------------------------------------|------|----------------|----------------|
| Current assets | | | |
| Cash and cash equivalents | 8 | 22,709 | 16,016 |
| Trade and other receivables | 9 | 2,713 | 3,246 |
| Consumer loans receivables | 10 | 115,945 | 98,449 |
| Purchased debt ledgers | 11 | 159,738 | 160,688 |
| Other assets | 12 | 3,270 | 2,797 |
| Total current assets | | 304,375 | 281,196 |
| Non-current assets | | | |
| Consumer loans receivables | 10 | 56,450 | 50,408 |
| Purchased debt ledgers | 11 | 254,384 | 203,386 |
| Property, plant and equipment | 13 | 4,101 | 4,559 |
| Deferred tax assets | 5 | 29,361 | 26,372 |
| Intangible assets | 14 | 800 | 800 |
| Total non-current assets | | 345,096 | 285,525 |
| Total assets | | 649,471 | 566,721 |
| Current liabilities | | | |
| Trade and other payables | 15 | 28,559 | 37,159 |
| Provisions | 16 | 12,014 | 11,700 |
| Total current liabilities | | 40,573 | 48,859 |
| Non-current liabilities | | | |
| Borrowings | 17 | 142,702 | 227,888 |
| Provisions | 16 | 2,594 | 3,471 |
| Total non-current liabilities | | 145,296 | 231,359 |
| Total liabilities | | 185,869 | 280,218 |
| Net assets | | 463,602 | 286,503 |
| Equity | | | |
| Issued capital | 19 | 193,700 | 55,561 |
| Reserves | 20 | 13,340 | 10,191 |
| Retained earnings | | 256,562 | 220,751 |
| Total equity | | 463,602 | 286,503 |

The above financial statements should be read in conjunction with the accompanying notes.

Consolidated statement of changes in equity

As at 30 June 2019

| | Note | Issued capital \$'000 | Reserves \$'000 | Retained earnings \$'000 | Total equity \$'000 |
|-------------------------------------------------------------|------|--------------------------|--------------------|-----------------------------|------------------------|
| Balance at 1 July 2018 | | 55,561 | 10,191 | 220,751 | 286,503 |
| Total comprehensive income for the year | | | | | |
| Profit for the year | | — | — | 70,285 | 70,285 |
| Transactions with owners in their capacity as owners | | | | | |
| Shares issued net of transaction costs and tax | 19 | 138,139 | — | — | 138,139 |
| Performance rights issued net of transaction costs and tax | 20 | — | 3,141 | — | 3,141 |
| Dividends paid or provided for | 7 | — | — | (34,474) | (34,474) |
| Foreign currency translation reserve | 20 | — | 8 | — | 8 |
| Transactions with owners in their capacity as owners | | 138,139 | 3,149 | (34,474) | 106,814 |
| Balance at 30 June 2019 | | 193,700 | 13,340 | 256,562 | 463,602 |
| Balance at 1 July 2017 | | | | | |
| | | 55,561 | 6,153 | 186,035 | 247,749 |
| Total comprehensive income for the year | | | | | |
| Profit for the year | | — | — | 64,290 | 64,290 |
| Transactions with owners in their capacity as owners | | | | | |
| Performance rights issued net of transaction costs | 20 | — | 4,038 | — | 4,038 |
| Dividends paid or provided for | 7 | — | — | (29,574) | (29,574) |
| Transactions with owners in their capacity as owners | | — | 4,038 | (29,574) | (25,536) |
| Balance at 30 June 2018 | | 55,561 | 10,191 | 220,751 | 286,503 |

The above financial statements should be read in conjunction with the accompanying notes.

Consolidated statement of cash flows

As at 30 June 2019

| | Note | 2019 \$'000 | 2018 \$'000 |
|--------------------------------------------------------------------------------|------|------------------|----------------|
| Cash flows from operating activities | | | |
| Receipts from customers and debtors | | 510,325 | 473,951 |
| Payments to suppliers and employees | | (167,686) | (160,006) |
| Interest received on bank deposits | | 710 | 138 |
| Interest paid | | (12,625) | (9,348) |
| Income tax paid | | (41,014) | (32,338) |
| Cash flows from operating activities before changes in operating assets | | 289,710 | 272,397 |
| Changes in operating assets arising from cash flow movements | | | |
| Net funding of consumer loans | | (64,055) | (52,405) |
| Acquisition of purchased debt ledgers | | (228,738) | (196,058) |
| Changes in operating assets arising from cash flow movements | | (292,793) | (248,463) |
| Net cash (outflow) / inflow from operating activities | 18 | (3,083) | 23,934 |
| Cash flows from investing activities | | | |
| Acquisition of plant and equipment | | (1,894) | (1,481) |
| Net cash outflow from investing activities | | (1,894) | (1,481) |
| Cash flows from financing activities | | | |
| Proceeds from issue of share capital | | 137,342 | — |
| Proceeds from borrowings | | 138,130 | 166,319 |
| Repayment of borrowings | | (229,328) | (149,288) |
| Dividends paid | | (34,474) | (29,574) |
| Net cash inflow / (outflow) from financing activities | | 11,670 | (12,543) |
| Net increase in cash and cash equivalents | | 6,693 | 9,910 |
| Cash and cash equivalents at 1 July | | 16,016 | 6,106 |
| Cash and cash equivalents at 30 June | 8 | 22,709 | 16,016 |

The above financial statements should be read in conjunction with the accompanying notes.

Notes to the consolidated financial statements

Note 1: Corporate information

The consolidated financial statements of Credit Corp Group Limited (the Company) and its subsidiaries (collectively, the Group) for the year ended 30 June 2019 were authorised for issue in accordance with a resolution of the directors on 29 July 2019.

Credit Corp Group Limited is a for-profit company limited by shares incorporated in Australia whose shares are publicly traded on the Australian Securities Exchange. The address of its registered office and principal place of business is Level 15, 201 Kent Street, Sydney NSW 2000, Australia.

The Group is primarily involved in operations within debt ledger purchasing, which includes mercantile collections and consumer lending. Further information on the nature of the operations and principal activities of the Group is provided in the directors' report. Information on the Group's structure is provided in Note 23: Subsidiaries. Information on other related party relationships of the Group is provided in Note 29: Related party transactions.

The parent entity, Credit Corp Group Limited, has not prepared separate financial statements as permitted by the *Corporations Act 2001*. The financial information for the parent entity is disclosed in Note 33: Parent entity information.

Note 2: Basis of preparation

The financial report is a general purpose financial report, which has been prepared in accordance with the requirements of the *Corporations Act 2001* and Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board.

A) Compliance with International Financial Reporting Standards

The consolidated financial statements also comply with International Financial Reporting Standards (IFRS), as issued by the International Accounting Standards Board (IASB).

B) Accrual basis

Except for cash flow information, the consolidated financial statements have been prepared on an accrual basis and are based on historical costs, modified, where applicable, by the measurements at fair value of selected non-current assets, financial assets and financial liabilities.

C) Rounding of amounts

The Company is of a kind referred to in ASIC Legislative Instrument 2016/191, relating to the "rounding off" of amounts in the financial report. Amounts in the financial report have been rounded off in accordance with the instrument to the nearest thousand dollars, unless otherwise indicated.

D) Use of accounting judgements, estimates and assumptions

The directors evaluate 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 and economic data, obtained both externally and within the Group.

In the application of the Group's accounting policies, the directors of the Group are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors considered to be relevant. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Group. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised and in any future periods affected.

| Key estimates | Note | Page |
|--------------------------------|------------|-------------|
| Purchased debt ledgers (PDLs) | 11 | 62 |
| Impairment of financial assets | 9, 10 & 11 | 60, 61 & 62 |
| Provisions | 9, 10 & 16 | 60, 61 & 64 |
| Share based payments | 30 | 72 |
| Goodwill and impairment | 14 | 64 |

E) Significant accounting policies

The significant accounting policies adopted in the presentation of these consolidated financial statements are set out below. Other significant accounting policies are contained in the notes to the financial report to which they relate. The policies have been consistently applied to all the years presented, unless otherwise stated.

Principles of consolidation

These consolidated financial statements incorporate the assets, liabilities and results of all subsidiaries at 30 June 2019. Subsidiaries are all entities over which the Company has control. The Company controls an entity if it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the activities of the entity.

Profit or loss and other comprehensive income of controlled entities acquired or disposed of during the year are recognised from the effective date of acquisition, or up to the effective date of disposal, as applicable. In preparing the financial report, all intercompany balances, transactions and unrealised profits arising within the Group are eliminated in full.

Functional currency

Amounts in the directors' report and financial report are presented in Australian dollars, which is the Group's functional currency.

Notes to the consolidated financial statements

Note 2: Basis of preparation (continued)

Foreign currency transactions and balances

Foreign currency transactions are translated into the functional currency, being Australian dollars, using the exchange rates prevailing at the date of transaction. Foreign currency monetary items are translated at the year-end exchange rate. Non-monetary items measured at historical cost continue to be carried at the exchange rate at the date of the transaction. Non-monetary items measured at fair value are reported at the exchange rate at the date when fair values were determined.

Exchange differences arising on the translation of monetary items are recognised in the statement of profit or loss, except where deferred in equity as a qualifying cash flow or net investment hedge.

Exchange differences arising on the translation of non-monetary items are recognised directly in equity to the extent that the gain or loss is directly recognised in equity; otherwise the exchange difference is recognised in the statement of profit or loss.

Borrowing costs

Borrowing costs consist of interest and other costs that an entity incurs in connection with the borrowing of funds. All borrowing costs are recognised in the statement of profit or loss and other comprehensive income in the period in which they are incurred.

F) New and amended standards adopted by the Group

The Group has considered the implications of new or amended Accounting Standards which have become applicable for the current financial reporting period as set out below:

AASB 15 Revenue from Contracts with Customers

The Group has adopted AASB 15 *Revenue from Contracts with Customers* with an initial application date of 1 July 2018. The Group has applied AASB 15 retrospectively with the cumulative effect of initially applying the standard recognised in opening retained earnings. The cumulative effect of initially applying the Standard was nil, so no adjustments were required to net profit or opening retained earnings on transition as the timing of revenue recognition has not changed for the Group's contracts that were in progress at 1 July 2018.

Below is a summary of the revenue from contracts and the Group's accounting policy on recognition as a result of adopting AASB 15.

| Revenue from contracts | Nature of performance obligations | Revenue recognition under AASB 15 | Impact of AASB 15 |
|----------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|
| Commission revenue from contingency business | The Group receives commissions for the provision of debt collection services, which include: <ul style="list-style-type: none"> > Percentage based on the value of collections; > Fees for collections activities; and > Fees for other collection-related services. | Income is recognised at a point in time when the service has been performed and the Group has a right to invoice. | No impact on the Group's accounting policies. |

AASB 9 Financial Instruments

The Group early adopted AASB 9 *Financial Instruments* in June 2010 as well as any subsequent revisions to this standard since that date, so no transitional adjustments are required.

G) Impact of standards issued but not yet applied by the Group

The AASB has issued a number of new and amended Accounting Standards that have mandatory application dates for future reporting periods, some of which are relevant to the Group. The directors have decided not to early-adopt any of the new and amended pronouncements. The following sets out their assessment of the pronouncements that are relevant to the Group but applicable in future reporting periods.

AASB 16 Leases

- > AASB 16 *Leases* is applicable to annual reporting periods beginning on or after 1 January 2019;
- > The Group has chosen not to early-adopt AASB 16. However, the Group has conducted a preliminary assessment of the impact of this new Standard, as follows:
 - A core change resulting from applying AASB 16 is that most leases will be recognised on the balance sheet by lessees as the Standard no longer differentiates between operating and finance leases. An asset and a financial liability are recognised in accordance with this new Standard. There are, however, two exceptions allowed: short-term and low-value leases.

Basis of preparation

The accounting for the Group's operating leases will be primarily affected by this new Standard.

AASB 16 will be applied by the Group from its mandatory adoption date of 1 July 2019. The comparative amounts for the year prior to first adoption will not be restated, as the Group has chosen to apply AASB 16 retrospectively with cumulative effect.

The Group's non-cancellable operating lease commitments amount to \$12,957,557 as at the reporting date.

The Group has performed a preliminary impact assessment and has estimated that on 1 July 2019, the Group expects to recognise the right-of-use assets and lease liabilities of approximately \$10 million (after adjusting for prepayments and accrued lease payments recognised as at 30 June 2019).

Following the adoption of this new Standard, the impact on the Group's net profit after tax is expected to be immaterial.

The repayment of the principal portion of the lease liabilities will be classified as cash flows from financing activities, thus increasing operating cash flows and decreasing financing cash flows.

Notes to the consolidated financial statements

Note 3: Operating segments

A) Financial reporting by segments

An operating segment is a component of an entity that engages in business activities from which it may earn revenue and / or incur expenses. The Group has identified its operating segments based on the internal reports that are reviewed and used by the chief operating decision maker, the Chief Executive Officer (CEO), to make strategic decisions. The Group has three main operating segments: debt ledger purchasing (Australia and New Zealand), debt ledger purchasing (United States) and consumer lending (Australia and New Zealand). All operating segments and results are reviewed regularly by the CEO of the Group, who reviews the operating segments' results on an ongoing basis to assess performance and allocate resources.

The reportable segments are as follows:

Debt ledger purchasing – Australia and New Zealand

This business purchases consumer debts at a discount to their face value from credit providers in Australia and New Zealand, with the objective of recovering amounts in excess of the purchase price over the collection life cycle of the receivables to produce a return. This segment also includes the contingent collection services business in Australia.

Debt ledger purchasing – United States

This business purchases consumer debts at a discount to their face value from credit providers in the United States, with the objective of recovering amounts in excess of the purchase price over the collection life cycle of the receivables to produce a return.

Consumer lending – Australia and New Zealand

This business offers various market-leading sustainable financial products to credit-impaired consumers.

Following is the information provided to the CEO:

| | Debt ledger purchasing – Australia and New Zealand \$'000 | Debt ledger purchasing – United States \$'000 | Consumer lending – Australia and New Zealand \$'000 | Total for continuing operations \$'000 |
|----------------------------------------|-----------------------------------------------------------------------|--------------------------------------------------------|-----------------------------------------------------------------|-------------------------------------------------|
| Year ended 30 June 2019 | | | | |
| Segment revenue | | | | |
| External revenue | 189,501 | 40,801 | 93,952 | 324,254 |
| Segment result | | | | |
| Segment profit | 78,875 | 7,803 | 28,841 | 115,519 |
| Finance costs | | | | (12,625) |
| Depreciation and amortisation expense | | | | (2,352) |
| Profit before income tax expense | | | | 100,542 |
| Income tax expense | | | | (30,257) |
| Profit after income tax expense | | | | 70,285 |
| Year ended 30 June 2018 | | | | |
| Segment revenue | | | | |
| External revenue | 195,670 | 23,972 | 79,336 | 298,978 |
| Segment result | | | | |
| Segment profit | 77,726 | 2,712 | 23,028 | 103,466 |
| Finance costs | | | | (9,348) |
| Depreciation and amortisation expense | | | | (2,108) |
| Profit before income tax expense | | | | 92,010 |
| Income tax expense | | | | (27,720) |
| Profit after income tax expense | | | | 64,290 |

B) Geographical information

The Group predominantly operates in two geographic segments, Australia and the United States.

Notes to the consolidated financial statements

Note 4: Revenue

The Group recognises revenue in accordance with AASB 9 from the following major sources:

Interest revenue from PDLs

Revenue from PDLs represents the component designated as interest income through the application of the credit-adjusted effective interest rate to the amortised cost of the PDLs. Interest revenue also includes realisations derived from fully amortised PDLs.

Interest and fee income from consumer lending

Interest and fee income is recognised when payments are received.

The following is the Group's revenue for the year from continuing operations:

| | 2019 \$'000 | 2018 \$'000 |
|-----------------------------------------------|----------------|----------------|
| Interest revenue from PDLs | 220,005 | 207,572 |
| Interest and fee income from consumer lending | 93,839 | 79,259 |
| Other interest received | 710 | 138 |
| Other income | 9,700 | 12,009 |
| Total | 324,254 | 298,978 |

Revenue from contracts

Other income mainly consists of revenue from contracts from the contingency business in Australia. The contingency business provides contingent collection services to clients. Revenue is measured based on the consideration to which the Group expects to be entitled in a contract with a customer and excludes amounts collected on behalf of third parties.

Revenue is recognised at a point in time when the service has been performed and the Group has a right to invoice.

Refer to Note 3 for disaggregation of revenue.

Goods and services tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, unless the GST incurred is not recoverable from the Australian Taxation Office (ATO). In this case, it is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities that are recoverable from, or payable to, the ATO are presented as operating cash flows.

Note 5: Income tax

The Group operates in various tax jurisdictions, including Australia, New Zealand and the United States.

Current tax

Current tax expense charged to the statement of profit or loss is the tax payable on taxable income calculated using applicable income tax rates enacted, or substantially enacted, as at the reporting date. Current tax liabilities are therefore measured at the amounts expected to be paid to the relevant taxation authority.

Deferred tax

Deferred tax is accounted for based on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts for financial reporting purposes at the reporting date.

Deferred tax liabilities are generally recognised for all taxable temporary differences. Deferred tax assets are generally recognised for all deductible temporary differences, unused tax losses and tax offsets, to the extent that it is probable that sufficient future taxable profits will be available against which those deductible temporary differences can be utilised. No deferred income tax is recognised from the initial recognition of an asset or liability, excluding a business combination, where there is no effect on accounting or taxable profit or loss.

Deferred tax assets and liabilities are calculated at the tax rates that are expected to apply to the period when the assets are realised or the liabilities are settled, based on tax rates enacted or substantively enacted at balance date. Their measurement also reflects the manner in which management expects to recover or settle the carrying amount of the related assets or liabilities.

Income taxes relating to items recognised directly in equity are not in the statement of profit or loss and other comprehensive income.

Tax consolidation

Credit Corp Group Limited and its wholly-owned Australian subsidiaries have formed an income tax consolidated group under the tax consolidation legislation. The head entity, Credit Corp Group Limited, and its subsidiaries in the income tax consolidated group, have entered a tax funding arrangement whereby each company in the income tax consolidated group contributes to the income tax payable in proportion to their contribution to the Group's taxable income. Any difference between the amounts assumed and amounts receivable or payable under the tax funding agreement is recognised as a contribution to (or distribution from) wholly-owned tax consolidated entities.

Notes to the consolidated financial statements

Note 5: Income tax (continued)

Components of the tax balances are detailed below:

| | 2019 \$'000 | 2018 \$'000 | | | | |
|-------------------------------------------------------------------------------------------------|-----------------|--------------------|----------------|----------------|----------------|----------------|
| A) Income tax expense | | | | | | |
| Current tax | (33,221) | (30,033) | | | | |
| Deferred tax | 2,989 | 2,017 | | | | |
| (Underprovision) / Overprovision in respect of prior years | (25) | 296 | | | | |
| Total | (30,257) | (27,720) | | | | |
| B) Reconciliation between tax expense and pre-tax accounting profit | | | | | | |
| Profit for the year | 100,542 | 92,010 | | | | |
| Prima facie tax payable on profit from ordinary activities before income tax at 30% (2018: 30%) | (30,163) | (27,603) | | | | |
| Tax effect of amounts that are not deductible (taxable) in calculating taxable income: | | | | | | |
| Other non-deductible items | (69) | (413) | | | | |
| | (30,232) | (28,016) | | | | |
| (Underprovision) / Overprovision in respect of prior years | (25) | 296 | | | | |
| Income tax expense | (30,257) | (27,720) | | | | |
| Applicable weighted average effective tax rates (%) | 30% | 30% | | | | |
| C) Tax assets and liabilities | | | | | | |
| Non-current tax assets | | | | | | |
| Deferred tax assets | 29,361 | 26,372 | | | | |
| | Assets | Liabilities | Net | | | |
| | 2019 \$'000 | 2018 \$'000 | 2019 \$'000 | 2018 \$'000 | 2019 \$'000 | 2018 \$'000 |
| Deferred tax assets and liabilities are attributable to: | | | | | | |
| Provision for employee benefits | 3,559 | 3,527 | — | — | 3,559 | 3,527 |
| Provision for leases | 824 | 1,024 | — | — | 824 | 1,024 |
| Provision for impairment of trade receivables | 17 | 5 | — | — | 17 | 5 |
| Provision for expected credit losses | 11,892 | 10,272 | — | — | 11,892 | 10,272 |
| Accruals on wages and bonuses | 48 | 132 | — | — | 48 | 132 |
| Accruals on employee share plan | 540 | 750 | — | — | 540 | 750 |
| Difference between accounting and tax depreciation | 452 | 508 | — | — | 452 | 508 |
| Other accruals not tax deductible until expense incurred | 12,029 | 10,154 | — | — | 12,029 | 10,154 |
| Net tax assets | 29,361 | 26,372 | — | — | 29,361 | 26,372 |

Notes to the consolidated financial statements

Note 5: Income tax (continued)

| | Opening balance \$'000 | Recognised in profit or loss \$'000 | Recognised in other comprehensive income \$'000 | Closing balance \$'000 |
|----------------------------------------------------------|------------------------------|----------------------------------------------|-------------------------------------------------------------|------------------------------|
| Movement in temporary differences during the year | | | | |
| Year ended 30 June 2019 | | | | |
| Provision for employee benefits | 3,527 | 32 | — | 3,559 |
| Provision for leases | 1,024 | (200) | — | 824 |
| Provision for impairment of trade receivables | 5 | 12 | — | 17 |
| Provision for expected credit losses | 10,272 | 1,620 | — | 11,892 |
| Accruals on wages and bonuses | 132 | (84) | — | 48 |
| Accruals on employee share plan | 750 | (210) | — | 540 |
| Difference between accounting and tax depreciation | 508 | (56) | — | 452 |
| Other accruals not tax deductible until expense incurred | 10,154 | 1,875 | — | 12,029 |
| Total | 26,372 | 2,989 | — | 29,361 |

Movement in temporary differences during the year

| | | | | |
|----------------------------------------------------------|---------------|--------------|----------|---------------|
| Year ended 30 June 2018 | | | | |
| Provision for employee benefits | 3,024 | 503 | — | 3,527 |
| Provision for leases | 1,250 | (226) | — | 1,024 |
| Provision for impairment of trade receivables | 8 | (3) | — | 5 |
| Provision for expected credit losses | 8,891 | 1,381 | — | 10,272 |
| Accruals on wages and bonuses | 71 | 61 | — | 132 |
| Accruals on employee share plan | 998 | (248) | — | 750 |
| Difference between accounting and tax depreciation | 563 | (55) | — | 508 |
| Other accruals not tax deductible until expense incurred | 9,550 | 604 | — | 10,154 |
| Total | 24,355 | 2,017 | — | 26,372 |

Note 6: Earnings per share

| | 2019 | 2018 |
|-------------------------------------------------------------------------------------------|---------------|---------------|
| Basic earnings per share (cents) | 141.9 | 135.1 |
| Diluted earnings per share (cents) | 141.2 | 133.7 |
| Weighted average number of ordinary shares – basic ('000) | 49,525 | 47,584 |
| Add: Adjustment for calculation of diluted earnings per share (performance rights) ('000) | 236 | 504 |
| Weighted average number of ordinary shares at 30 June – diluted ('000) | 49,761 | 48,088 |

Basic and diluted earnings per share are calculated by dividing profit for the year by the weighted average number of shares on issue over the year.

Performance rights

Performance rights granted under the Group's LTI plan are considered to be potential ordinary shares and have been included in the determination of diluted earnings per share. The rights have not been included in the determination of basic earnings per share. Details relating to the rights are set out in the remuneration report and Note 30.

Notes to the consolidated financial statements

Note 7: Dividends paid and proposed

| | Cents per share | Total \$'000 | Franked / unfranked | Date of payment |
|--------------------------------------------------------------|--------------------|-----------------|------------------------|--------------------|
| The following dividends were declared and paid by the Group: | | | | |
| Year ended 30 June 2019 | | | | |
| Interim 2019 ordinary | 36.0 | 17,302 | Franked | 15 Mar 2019 |
| Final 2018 ordinary | 36.0 | 17,172 | Franked | 12 Oct 2018 |
| Total | | 34,474 | | |

Year ended 30 June 2018

| | | | | |
|-----------------------|------|---------------|---------|-------------|
| Interim 2018 ordinary | 31.0 | 14,787 | Franked | 16 Mar 2018 |
| Final 2017 ordinary | 31.0 | 14,787 | Franked | 17 Nov 2017 |
| Total | | 29,574 | | |

After 30 June 2019 the following dividends were proposed by the directors. The dividends have not been provided for and there are no income tax consequences.

| | | | | |
|---------------------|------|--------|------------------------|------------------------|
| Final 2019 ordinary | 36.0 | 19,757 | Franked | 30 Aug 2019 |
| | | | 2019 \$'000 | 2018 \$'000 |

Franking account

| | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|---------|
| Balance of franking account at year-end adjusted for franking credits arising from payment of provision for income tax and franking debits arising from payment of dividends | 142,646 | 122,335 |
| Subsequent to year-end, the franking account would be reduced by the proposed dividend | (8,467) | (7,359) |
| Total | 134,179 | 114,976 |

Note 8: Cash and cash equivalents

Cash and cash equivalents comprise bank deposits with maturities of less than three months and cash on hand that are subject to an insignificant risk of change in their fair value, and are used by the Group in the management of its short-term commitments.

| | | |
|---------------------------|------------------------|------------------------|
| | 2019 \$'000 | 2018 \$'000 |
| Cash and cash equivalents | 22,709 | 16,016 |

The Group's exposure to interest rate risk and a sensitivity analysis of financial assets and liabilities is disclosed in Note 21.

Note 9: Trade and other receivables

Trade and other receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. Such financial assets are recognised initially at the amount of consideration that is unconditional unless they contain significant financing components, when they are recognised at fair value. The Group holds the trade receivables with the objective to collect the contractual cash flows and therefore measures them subsequently at amortised cost using the effective interest method, less any provision for doubtful debts and impairment.

Due to the short-term nature of the current receivables, their carrying amount is considered to be the same as their fair value.

| | | |
|--------------------------------|------------------------|------------------------|
| | 2019 \$'000 | 2018 \$'000 |
| Current | | |
| Trade receivables | 1,055 | 800 |
| Less: Provision for impairment | (57) | (17) |
| | 998 | 783 |
| Other receivables | 1,767 | 2,482 |
| Less: Provision for impairment | (52) | (19) |
| | 1,715 | 2,463 |
| Total | 2,713 | 3,246 |

Notes to the consolidated financial statements

Note 9: Trade and other receivables (continued)

The Group applies the AASB 9 simplified approach to measuring expected credit losses, which permits the use of the lifetime expected loss provision for all trade receivables.

The expected credit losses on trade receivables are estimated using a provision matrix by reference to past default experience, adjusted for macroeconomic factors affecting the ability of customers to settle the receivables and an assessment of both the current as well as the forecast direction of conditions at the reporting date. The Group has recognised a loss allowance of 100 per cent against receivables over 120 days past due, excluding lease bonds and deposits, because historical experience has indicated that these receivables are generally not recoverable.

There has been no change in the estimation techniques or significant assumptions made during the current reporting period.

The following table details the loss allowance as at 30 June 2019 and 30 June 2018. As the Group's historical credit loss experience does not show significantly different loss patterns for different customer segments, the provision for loss allowance based on past due status is not further distinguished between the Group's different customer bases.

Note 21 provides details about the Group's exposure to credit risk.

| | Current \$'000 | > 30 days past due \$'000 | > 60 days past due \$'000 | > 120 days past due \$'000 | Total \$'000 |
|------------------------------------|-------------------|---------------------------------|---------------------------------|----------------------------------|-----------------|
| Year ended 30 June 2019 | | | | | |
| Expected loss rate | 0% | 0% | 0% | 100% | |
| Gross carrying amount ^A | 902 | 776 | 499 | 109 | 2,286 |
| Provision for impairment | — | — | — | (109) | (109) |
| Net carrying amount | 902 | 776 | 499 | — | 2,177 |
| Year ended 30 June 2018 | | | | | |
| Expected loss rate | 0% | 0% | 0% | 100% | |
| Gross carrying amount ^A | 1,248 | 932 | 676 | 36 | 2,892 |
| Provision for impairment | — | — | — | (36) | (36) |
| Net carrying amount | 1,248 | 932 | 676 | — | 2,856 |

A. Gross carrying amount excludes lease bonds and deposits in other receivables, which are most likely to be recoverable at the end of the lease.

The following table shows the movement in lifetime expected credit loss that has been recognised for trade and other receivables in accordance with the simplified approach set out in AASB 9:

| | 2019 \$'000 | 2018 \$'000 |
|-------------------------------------------------------------------------|----------------|----------------|
| Lifetime expected credit loss | | |
| Opening balance | (36) | (105) |
| Increase in loss allowance recognised in profit or loss during the year | (73) | 69 |
| Closing balance | (109) | (36) |

No trade receivables are recognised at balance date that are past due and deemed impaired. The Group has provided a loss allowance of \$0.057 million at reporting date (2018: \$0.017 million).

Note 10: Consumer loans receivables

Consumer loans are initially recognised at fair value of the loan written and subsequently measured at amortised cost using the effective interest rate method, less provision for expected credit losses. Given the nature of loans written, a lifetime expected credit loss provision is taken up upon initial recognition of a consumer loan receivable. The loan balance is categorised into current and non-current consumer loans according to the due date within the contracted loan terms. Amounts due within 12 months are classified as current assets, with the remainder classified as non-current assets.

Provision for expected credit losses is recognised based on expected life of loan loss rates derived from static pool analysis of the performance of loan products. These estimates are updated on an ongoing basis.

The estimation techniques used in this period are unchanged.

Note 21 provides more detail in relation to carrying amounts and the Group's exposure to credit risk.

Notes to the consolidated financial statements

Note 10: Consumer loans receivables (continued)

| | 2019 \$'000 | 2018 \$'000 |
|-------------------------------------------------------------|-----------------|----------------|
| Current | | |
| Consumer loans receivables | 141,687 | 121,304 |
| Less: Provision for expected credit losses | (25,742) | (22,855) |
| | 115,945 | 98,449 |
| Non-current | | |
| Consumer loans receivables | 70,349 | 61,792 |
| Less: Provision for expected credit losses | (13,899) | (11,384) |
| | 56,450 | 50,408 |
| Total | 172,395 | 148,857 |
| Provision for expected credit losses | | |
| Movement in the provision for expected credit losses | | |
| Opening balance | (34,239) | (29,637) |
| Net movement for the year | (5,402) | (4,602) |
| Closing balance | (39,641) | (34,239) |

Note 11: Purchased debt ledgers (PDLs)

PDLs are considered purchased or originated credit-impaired assets (POCIs) under AASB 9 *Financial Instruments*. For POCIs, the fair value at initial recognition already takes into account lifetime expected credit losses and represents the consideration paid. PDLs are subsequently measured at amortised cost by applying the credit-adjusted effective interest rate, in accordance with AASB 9 *Financial Instruments*. This occurs at the level of individual tranches of PDLs by using a six-year forecast of expected credit losses which implies a level of consequent realisations or forecast cash flows. This credit-adjusted effective interest rate is derived in the period of acquisition of the tranche of PDLs and equates to the Internal Rate of Return (IRR) of the forecast cash flows without any consideration of collection costs.

This credit-adjusted effective interest rate is used over the collection life cycle to apportion cash collections between the principal and interest components. Changes in expected credit losses and the implied realisations or forecast cash flows are determined at the level of each tranche of PDLs which are then aggregated to generate either an impairment loss or gain. On the basis such an impairment gain is immaterial to total PDL interest revenue and doesn't represent a reversal of an impairment loss previously taken-up, it is treated as an adjustment to interest revenue from PDLs.

The fair value of the PDLs is materially the same as the carrying value measured under amortised cost using the credit-adjusted effective interest rate. The risk-adjusted discount rate used in applying fair value would be similar to the credit-adjusted effective interest rate used in amortised cost measurement.

Note 21 provides details about the Group's exposure to credit risk.

| | 2019 \$'000 | 2018 \$'000 |
|--------------|----------------|----------------|
| Current | 159,738 | 160,688 |
| Non-current | 254,384 | 203,386 |
| Total | 414,122 | 364,074 |

Note 12: Other assets

| | 2019 \$'000 | 2018 \$'000 |
|--------------|----------------|----------------|
| Prepayments | 2,514 | 2,114 |
| Inventory | 756 | 683 |
| Total | 3,270 | 2,797 |

Notes to the consolidated financial statements

Note 13: Property, plant and equipment

Property, plant and equipment are measured at historical cost less accumulated depreciation and accumulated impairment losses. In the event the carrying amount is greater than the estimated recoverable amount, the carrying amount is written down immediately so the estimated recoverable amount and impairment losses are recognised. A formal assessment of the recoverable amount is made when impairment indicators are present. Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the statement of profit or loss during the financial period in which they incurred.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These are included in the statement of profit or loss and other comprehensive income.

Depreciation is calculated on a straight-line basis over the estimated useful lives of the assets, as follows:

| Class of fixed asset | Years |
|------------------------|---------------------|
| Leasehold improvements | Period of the lease |
| Plant and equipment | 2 to 5 years |
| Computer software | 2.5 to 4 years |

The residual values, useful lives and methods of depreciation of property, plant and equipment are reviewed at each financial year-end and adjusted prospectively, if appropriate.

| | Plant and equipment \$'000 | Computer software \$'000 | Leasehold improvements \$'000 | Total \$'000 |
|----------------------------------------------------|-------------------------------|-----------------------------|----------------------------------|-----------------|
| A) Cost or valuation | | | | |
| Year ended 30 June 2019 | | | | |
| Opening balance | 5,910 | 1,187 | 6,089 | 13,186 |
| Additions | 965 | 2 | 927 | 1,894 |
| Closing balance | 6,875 | 1,189 | 7,016 | 15,080 |
| Year ended 30 June 2018 | | | | |
| Opening balance | 5,066 | 1,081 | 5,558 | 11,705 |
| Additions | 844 | 106 | 531 | 1,481 |
| Closing balance | 5,910 | 1,187 | 6,089 | 13,186 |
| B) Accumulated depreciation or amortisation | | | | |
| Year ended 30 June 2019 | | | | |
| Opening balance | (4,534) | (872) | (3,221) | (8,627) |
| Depreciation / amortisation for the year | (908) | (95) | (1,349) | (2,352) |
| Closing balance | (5,442) | (967) | (4,570) | (10,979) |
| Year ended 30 June 2018 | | | | |
| Opening balance | (3,651) | (731) | (2,137) | (6,519) |
| Depreciation / amortisation for the year | (883) | (141) | (1,084) | (2,108) |
| Closing balance | (4,534) | (872) | (3,221) | (8,627) |
| C) Carrying amounts | | | | |
| At 1 July 2018 | 1,376 | 315 | 2,868 | 4,559 |
| At 30 June 2019 | 1,433 | 222 | 2,446 | 4,101 |
| At 1 July 2017 | 1,415 | 350 | 3,421 | 5,186 |
| At 30 June 2018 | 1,376 | 315 | 2,868 | 4,559 |

Notes to the consolidated financial statements

Note 14: Intangible assets

Intangible assets recognised by the Group consist of goodwill arising from the historical acquisition of a contingent collections business. Goodwill represents the excess of the cost of the acquisition over the fair value of the Group's share of net identifiable assets of the acquired subsidiary at the date of acquisition.

Goodwill with an indefinite useful life is not subject to amortisation and is tested annually for impairment, or more frequently if events or changes in circumstances indicate that it may be impaired. An impairment loss is recognised in the statement of profit or loss and other comprehensive income for the amount by which the asset's carrying value exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less cost to sell and value in use.

| | 2019 \$'000 | 2018 \$'000 |
|----------------------------|----------------|----------------|
| A) Carrying amounts | | |
| Opening balance | 800 | 800 |
| Closing balance | 800 | 800 |

B) Impairment testing for cash-generating unit containing goodwill

For the purpose of impairment testing, goodwill is allocated to the Group's contingent collections operating unit, which represents the lowest level within the Group at which the goodwill is monitored for internal management purposes. The Group assesses for impairment at least annually.

For the 2019 and 2018 reporting periods, the recoverable amount of the contingent collections operating unit was determined based on value-in-use calculations, which require the use of assumptions. The calculations use cash flow projections based on financial budgets approved by management covering a three-year period. Revenue projections beyond the three-year period have been kept stagnant, while expense projections have been extrapolated using an estimated growth rate of 2 per cent per annum. The cash flows are discounted using a pre-tax discount rate of 10 per cent per annum, reflecting a market estimate of the weighted average cost of capital adjusted to incorporate risks associated with the contingent collections operating unit. No impairment was recognised for the contingent collections operating unit during the year ended 30 June 2019 (2018: nil).

Note 15: Trade and other payables

| | 2019 \$'000 | 2018 \$'000 |
|------------------------------|----------------|----------------|
| Current | | |
| Unsecured liabilities | | |
| Trade payables | 2,479 | 1,471 |
| Current tax liabilities | 13,711 | 23,617 |
| Other payables and accruals | 12,369 | 12,071 |
| Total | 28,559 | 37,159 |

The Group's exposure to liquidity risk related to trade and other payables is disclosed in Note 21.

Note 16: Provisions

A provision is recognised if, as a result of a past event, the Group has a present legal or constructive obligation that can be estimated reliably, and it is probable that an outflow of economic benefits will be required to settle the obligation. The natures of the provision balances are outlined below.

Employee benefits

Short-term obligations

Liabilities for wages and salaries as well as incentive payments expected to be settled within 12 months represent present obligations resulting from employees' services provided to the end of the reporting period. These are presented as payables and measured at the amounts expected to be paid when the liabilities are settled, plus on-costs.

Long-term obligations

The liability for long service leave and annual leave is presented in employee benefits provisions and measured at the present value of the expected future payments to be made in respect of services provided by employees up to the end of the reporting period. Expected future payments are discounted using market yields on high quality corporate bonds at the end of the reporting period with terms to maturity and currency that match, as closely as possible, the estimated future payments.

Notes to the consolidated financial statements

Note 16: Provisions (continued)

Leases

Lease provisions include provisions raised for lease incentive accounting, make-good requirements under operating leases of office space, straight-lining of leases and onerous lease provisions. Operating lease payments are recognised as an expense on a straight-line basis over the lease term, which is the most representative time-pattern over which economic benefits from the leased asset are realised. The lease incentive received is recognised as a liability. The aggregate benefit of the incentive is recognised as a reduction of rental expense on a straight-line basis, in line with the lease expense.

| | 2019 \$'000 | 2018 \$'000 |
|--------------------|----------------|----------------|
| Current | | |
| Employee benefits | 10,550 | 10,450 |
| Lease provisions | 1,464 | 1,250 |
| | 12,014 | 11,700 |
| Non-current | | |
| Employee benefits | 1,312 | 1,308 |
| Lease provisions | 1,282 | 2,163 |
| | 2,594 | 3,471 |
| Total | 14,608 | 15,171 |

| | Employee benefits \$'000 | Lease provisions \$'000 | Other provisions \$'000 | Total \$'000 |
|--------------------------------|--------------------------------|-------------------------------|-------------------------------|-----------------|
| Year ended 30 June 2019 | | | | |
| Opening balance | 11,758 | 3,413 | — | 15,171 |
| Additional provisions | 4,771 | 115 | — | 4,886 |
| Amounts used | (4,667) | (782) | — | (5,449) |
| Closing balance | 11,862 | 2,746 | — | 14,608 |

| | | | | |
|--------------------------------|---------------|--------------|----------|---------------|
| Year ended 30 June 2018 | | | | |
| Opening balance | 10,079 | 4,165 | 1,000 | 15,244 |
| Additional provisions | 6,013 | 30 | — | 6,043 |
| Amounts used | (4,334) | (782) | (1,000) | (6,116) |
| Closing balance | 11,758 | 3,413 | — | 15,171 |

Note 17: Borrowings

Financial liabilities mainly comprise loans and borrowings. Such liabilities are recognised initially at fair value plus any directly attributable transaction costs. Subsequent to initial recognition, these financial liabilities are recognised at amortised cost, comprising the original debt less principal repayments.

| | 2019 | | 2018 | |
|----------------------|--------------------------|---------------------------|--------------------------|---------------------------|
| | Facility limit \$'000 | Carrying amount \$'000 | Facility limit \$'000 | Carrying amount \$'000 |
| Bank loan facilities | 350,000 | 142,702 | 300,000 | 227,888 |
| Total | 350,000 | 142,702 | 300,000 | 227,888 |

The Group has a secured loan facility, which is secured by a fixed and floating charge over the assets of a number of entities in the Group. The Group also has a securitised consumer loan warehouse facility which has recourse to the securitised consumer loans.

The secured facility has a limit of \$250 million and expires in March 2022 and March 2023. The securitised consumer loan warehouse facility has a limit of \$100 million and expires in October 2022 following a two-year availability period and a two-year repayment period.

The secured loan facility requires compliance with various undertakings. These include compliance with minimum Tangible Net Worth (TNW) and maximum Loan to Valuation Ratio (LVR) requirements. The minimum TNW undertaking is set as the greater of \$220.4 million and 85 per cent of the TNW at the end of the preceding financial year. The maximum LVR is 60 per cent of the carrying value of PDLs in the consolidated accounts and 50 per cent of the carrying value of eligible non-securitised consumer loans.

The consumer loan warehouse facility has an advance rate of 50 per cent and maintaining this level of gearing requires the securitised loans to meet various loan performance covenants.

All undertakings under the bank loan facilities, including the TNW and LVR requirements, were complied with.

Notes to the consolidated financial statements

Note 18: Cash flow information

| | 2019 \$'000 | 2018 \$'000 |
|------------------------------------------------------------------------------------|----------------|----------------|
| A) Reconciliation of cash flow from operations with profit after income tax | | |
| Cash flows from operating activities | | |
| Profit for the year | 70,285 | 64,290 |
| <i>Non-cash items in profit and loss</i> | | |
| > Foreign currency revaluation | (15) | 114 |
| > Depreciation and amortisation | 2,352 | 2,108 |
| > Share based payments | 3,141 | 4,038 |
| <i>(Increase) / decrease in assets</i> | | |
| > Purchased debt ledgers | (43,495) | (24,582) |
| > Consumer loans receivables | (23,497) | (18,018) |
| > Trade and other receivables | 533 | (720) |
| > Other assets | (473) | 496 |
| > Deferred tax assets | (2,192) | (2,017) |
| <i>Increase / (decrease) in liabilities</i> | | |
| > Trade and other payables | (9,159) | (1,702) |
| > Provisions | (563) | (73) |
| Net cash (outflow) / inflow from operating activities | (3,083) | 23,934 |

B) Non-cash investing and financing activities

The Group did not make a dividend reinvestment plan (DRP) offer in the current year (2018: nil) and therefore no dividends have been reinvested by shareholders nor paid out in cash.

Note 19: Issued capital

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of ordinary shares and share options are recognised as a deduction from equity, net of any tax effects.

| | 2019 \$'000 | 2018 \$'000 |
|-------------------------------|----------------|----------------|
| Issued capital | | |
| Opening balance | 55,561 | 55,561 |
| Shares issued during the year | 138,139 | — |
| Total | 193,700 | 55,561 |

The Group does not have a fixed authorised capital or par value for its issued shares. All issued shares are fully paid. Ordinary shares participate in dividends and the proceeds on winding up of the parent entity in proportion to the number of shares on issue.

| | Note | 2019 '000 | 2018 '000 |
|-----------------------------------|------|---------------|---------------|
| Fully paid ordinary shares | | | |
| On issue at 1 July | | 47,709 | 47,353 |
| Shares issued during the year: | | | |
| > LTI | 30 | 361 | 356 |
| > Institutional Placement | | 6,113 | — |
| > Share Purchase Plan | | 735 | — |
| On issue at 30 June | | 54,918 | 47,709 |

In the current year, in line with the Group's LTI Plan 2016-2018, the 2018 portion of the performance rights issued converted to 360,852 deferred vesting shares in November 2018. Refer to Note 30 for further details on the LTI and the employee share scheme.

In April 2019, the Group issued 6,113,470 ordinary shares through the Institutional Placement and in May 2019, the Group issued 735,801 ordinary shares through the Share Purchase Plan.

Notes to the consolidated financial statements

Note 20: Reserves

| | 2019 \$'000 | 2018 \$'000 |
|--------------------------------------|----------------|----------------|
| Share based payment reserve | 13,332 | 10,191 |
| Foreign currency translation reserve | 8 | — |
| Total | 13,340 | 10,191 |

Share based payment reserve

The share based payment reserve is used to recognise:

- > The fair value of performance rights granted to executives and senior management; and
- > Other share based payment transactions.

Refer to Note 30 for further details on the LTI and the employee share scheme.

Foreign currency translation reserve

The foreign currency translation reserve records exchange differences arising on translation of a foreign controlled subsidiary.

Note 21: Financial risk management

The Group's financial assets and liabilities consist mainly of PDLs, consumer loans receivables, deposits with banks, trade and other receivables, payables and borrowings.

The Group does not engage in the trading of derivative instruments.

The main risks the Group is exposed to through its financial instruments are market risk (including foreign currency risk and interest rate risk), liquidity risk and credit risk.

The Board has established written principles for overall risk management, as well as policies covering specific areas, such as foreign exchange risk, interest rate risk, credit risk, use of derivative financial instruments and non-derivative financial instruments. They are managed and measured consistently year-on-year.

The Group holds the following financial assets and liabilities:

| | Note | 2019 \$'000 | 2018 \$'000 |
|------------------------------|------|----------------|----------------|
| Financial assets | | | |
| Cash and cash equivalents | 8 | 22,709 | 16,016 |
| Trade and other receivables | 9 | 2,713 | 3,246 |
| Consumer loans receivables | 10 | 172,395 | 148,857 |
| Purchased debt ledgers | 11 | 414,122 | 364,074 |
| Total | | 611,939 | 532,193 |
| Financial liabilities | | | |
| Trade and other payables | 15 | 28,559 | 37,159 |
| Borrowings | 17 | 142,702 | 227,888 |
| Total | | 171,261 | 265,047 |

A) Market risk management

Currency risk

Overseas operations expose the Group to foreign exchange risk. This may result in the fair value of financial assets or liabilities fluctuating due to movements in Australian dollar foreign exchange rates of currencies in which the Group holds overseas financial assets and liabilities.

Fluctuations in the United States dollar, New Zealand dollar, and the Philippines peso, relative to the Australian dollar may impact the Group's financial results.

As at balance date, had the Australian dollar weakened or strengthened by 5 per cent against any or all of the above currencies, the impact on both profit for the year and equity would have been immaterial. This assumes all other variables remain constant.

Interest rate risk

The Group is exposed to interest rate risk as it borrows funds at floating interest rates.

Notes to the consolidated financial statements

Note 21: Financial risk management (continued)

Profile

At balance date, the interest rate profiles of the Group's interest-bearing and non-interest-bearing financial instruments were:

| | Note | Fixed interest rate | | Floating interest rate | | Non-interest bearing | | Total | |
|------------------------------|------|---------------------|----------------|------------------------|----------------|----------------------|----------------|----------------|----------------|
| | | 2019 \$'000 | 2018 \$'000 | 2019 \$'000 | 2018 \$'000 | 2019 \$'000 | 2018 \$'000 | 2019 \$'000 | 2018 \$'000 |
| Financial assets | | | | | | | | | |
| Cash and cash equivalents | 8 | — | — | 22,709 | 16,016 | — | — | 22,709 | 16,016 |
| Trade and other receivables | 9 | — | — | — | — | 2,713 | 3,246 | 2,713 | 3,246 |
| Consumer loans receivables | 10 | 172,395 | 148,857 | — | — | — | — | 172,395 | 148,857 |
| Purchased debt ledgers | 11 | 414,122 | 364,074 | — | — | — | — | 414,122 | 364,074 |
| Total | | 586,517 | 512,931 | 22,709 | 16,016 | 2,713 | 3,246 | 611,939 | 532,193 |
| Financial liabilities | | | | | | | | | |
| Trade and other payables | 15 | — | — | — | — | 28,559 | 37,159 | 28,559 | 37,159 |
| Borrowings | 17 | — | — | 142,702 | 227,888 | — | — | 142,702 | 227,888 |
| Total | | — | — | 142,702 | 227,888 | 28,559 | 37,159 | 171,261 | 265,047 |

Sensitivity analysis for variable rate instruments

A change of two percentage points in interest rates at balance date would have increased or decreased the Group's equity and profit or loss over the ensuing 12 months as shown below. These sensitivities assume all other variables remain constant.

| | 2019 \$'000 | 2018 \$'000 |
|-----------------------------------------------------|----------------|----------------|
| Change in net profit after tax | | |
| Increase in interest rates by two percentage points | (1,998) | (3,190) |
| Decrease in interest rates by two percentage points | 1,998 | 3,190 |
| Change in equity | | |
| Increase in interest rates by two percentage points | (1,998) | (3,190) |
| Decrease in interest rates by two percentage points | 1,998 | 3,190 |

B) Liquidity risk management

Liquidity risk arises from the possibility that the Group might encounter difficulties in settling its debts or otherwise meeting its obligations relating to financial liabilities. Ultimate responsibility for liquidity risk management resides with the Board of Directors, which has established an appropriate liquidity risk management framework for the management of the Group's short, medium and long-term funding and liquidity management requirements. The Group manages this risk through the following mechanisms:

- > Preparing forward-looking cash flow analyses in relation to its operating, investing and financing activities;
- > Monitoring undrawn credit facilities;
- > Maintaining a reputable credit profile;
- > Managing credit risk related to its financial assets;
- > Investing surplus cash only with major financial institutions; and
- > Comparing the maturity profile of financial liabilities with the realisation profile of financial assets.

The following table reflects an undiscounted contractual maturity analysis for financial liabilities. The timing of cash flows represented in the table to settle financial liabilities reflects the earliest contractual settlement dates and does not reflect management's expectation that banking facilities will be rolled forward.

| | Note | < 1 year | | 1 – 2 years | | > 2 years | | Total | |
|---------------------------------------------|------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | | 2019 \$'000 | 2018 \$'000 | 2019 \$'000 | 2018 \$'000 | 2019 \$'000 | 2018 \$'000 | 2019 \$'000 | 2018 \$'000 |
| Non-derivative financial liabilities | | | | | | | | | |
| Trade and other payables | 15 | 28,559 | 37,159 | — | — | — | — | 28,559 | 37,159 |
| Borrowings | 17 | — | — | — | — | 142,702 | 227,888 | 142,702 | 227,888 |
| Total | | 28,559 | 37,159 | — | — | 142,702 | 227,888 | 171,261 | 265,047 |

Notes to the consolidated financial statements

Note 21: Financial risk management (continued)

C) Credit risk management

Credit risk refers to the risk that a counterparty will default on its contractual obligations, resulting in financial loss to the Group.

The maximum exposure to credit risk, excluding the value of any collateral or other security at balance date, for recognised financial assets is the carrying amount net of any provisions for impairment or losses, as disclosed in the statement of financial position and notes to the financial statements.

The Group does not have any material credit risk exposure to any single debtor or group of debtors. Management has a Credit Policy in place and the exposure to credit risk is monitored on an ongoing basis.

Exposure to credit risk

The carrying amount of the Group's financial assets represents the maximum credit exposure.

| | Note | 2019 \$'000 | 2018 \$'000 |
|-----------------------------|------|----------------|----------------|
| Cash and cash equivalents | 8 | 22,709 | 16,016 |
| Trade and other receivables | 9 | 2,713 | 3,246 |
| Consumer loans receivables | 10 | 172,395 | 148,857 |
| Purchased debt ledgers | 11 | 414,122 | 364,074 |
| Total | | 611,939 | 532,193 |
| AA-rated counterparties | | 22,709 | 16,016 |
| Counterparties not rated | | 589,230 | 516,177 |
| Total | | 611,939 | 532,193 |

The Group's maximum exposure to credit risk on the above financial assets at balance date by type of counterparty was:

| | | |
|--------------|----------------|---------|
| Government | 78 | 61 |
| Banks | 23,379 | 16,568 |
| Other | 588,482 | 515,564 |
| Total | 611,939 | 532,193 |

D) Fair value versus carrying amounts

For all assets and liabilities, the fair value approximates the carrying value.

Note 22: Capital management

The Group manages its capital to ensure that entities in the Group will be able to continue as going concerns while maximising the return to stakeholders through the optimisation of the debt and equity balances. The Group's overall strategy for capital management, which is based on the following principles, remains unchanged from 2018:

- > Ensuring all capital is invested or reinvested to achieve the hurdle ROE;
- > Ensuring sufficient capital is available to sustain the operations of the Group;
- > Maintaining gearing at relatively modest levels in line with the risk of the business and to provide headroom to grow the business; and
- > Generally returning to shareholders any excess cash that accumulates and is unable to be reinvested at the hurdle return.

The Group's bank loan facilities require compliance with various undertakings. These are described in Note 17. By maintaining gearing at a relatively modest level, the Group generally maintains significant covenant headroom.

The composition of the capital of the Group and the gearing ratios for the years ended 30 June 2019 and 30 June 2018 are as follows:

| | Note | 2019 \$'000 | 2018 \$'000 |
|-------------------------------------------|------|----------------|----------------|
| Borrowings | 17 | 142,702 | 227,888 |
| Less: Cash and cash equivalents | 8 | (22,709) | (16,016) |
| Net debt | | 119,993 | 211,872 |
| Total consumer loans receivables and PDLs | | 586,517 | 512,931 |
| Gearing ratio (%) | | 20% | 41% |

Notes to the consolidated financial statements

Note 23: Subsidiaries

Interests in subsidiaries are:

| | Country of incorporation | Percentage owned | |
|-------------------------------------------------------|--------------------------|------------------|------|
| | | 2019 | 2018 |
| Alpha Credit Pty Limited | Australia | 100 | 100 |
| Alupka Holdings Pty Limited | Australia | 100 | 100 |
| Car Start Pty Limited | Australia | 100 | 100 |
| Certus Partners Pty Limited | Australia | 100 | 100 |
| Creditcorp BPC Pty Limited | Australia | 100 | 100 |
| Credit Corp Acceptance Pty Limited | Australia | 100 | 100 |
| Credit Corp Australia Pty Limited | Australia | 100 | 100 |
| Credit Corp Brokering Services Pty Limited | Australia | 100 | 100 |
| Credit Corp Collections Pty Limited | Australia | 100 | 100 |
| Credit Corp Collections Agency Inc. | United States | 100 | 100 |
| Credit Corp Collections Agency US Holdings Inc. | United States | 100 | 100 |
| Credit Corp Collections Agency US Inc. | United States | 100 | 100 |
| Credit Corp Collections US Holdings Inc. | United States | 100 | 100 |
| Credit Corp Employee Share Administration Pty Limited | Australia | 100 | 100 |
| Credit Corp Facilities Pty Limited | Australia | 100 | 100 |
| Credit Corp Financial Services Pty Limited | Australia | 100 | 100 |
| Credit Corp Financial Services Holdings Inc. | United States | 100 | 100 |
| Credit Corp Financial Services Inc. | United States | 100 | 100 |
| Credit Corp Financial Solutions Pty Limited | New Zealand | 100 | 100 |
| Credit Corp Group US Collections GP | United States | 100 | 100 |
| Credit Corp Leasing Pty Limited | Australia | 100 | 100 |
| Credit Corp Lending Pty Limited | Australia | 100 | 100 |
| Credit Corp New Zealand Pty Limited | Australia | 100 | 100 |
| Credit Corp Queensland Pty Limited | Australia | 100 | 100 |
| Credit Corp Receivables Pty Limited | Australia | 100 | 100 |
| Credit Corp Recoveries Pty Limited | Australia | 100 | 100 |
| Credit Corp Services (NH) Pty Limited | Australia | 100 | 100 |
| Credit Corp Services Pty Limited | Australia | 100 | 100 |
| Credit Corp Services Malaysia Pty Limited | Australia | 100 | 100 |
| Credit Corp Services US Collections Inc. | United States | 100 | 100 |
| Credit Corp Services US Holdings Inc. | United States | 100 | 100 |
| Credit Corp Solutions Inc. | United States | 100 | 100 |
| Credit Corp US Collections Pty Limited | Australia | 100 | 100 |
| Credit Corp US Holdings Inc. | United States | 100 | 100 |
| Credit Corp Western Australia Pty Limited | Australia | 100 | 100 |
| Credit Plan B Pty Limited | Australia | 100 | 100 |
| Customer Assist Pty Limited | Australia | 100 | 100 |
| Dayroma Pty Limited | Australia | 100 | 100 |
| Hudson Legal Pty Limited | Australia | 100 | 100 |
| Malthiest Pty Limited | Australia | 100 | 100 |
| National Credit Management Limited | Australia | 100 | 100 |
| Personal Insolvency Management Pty Limited | Australia | 100 | 100 |
| Ruily Pty Limited | Australia | 100 | 100 |
| TFS Newco Pty Limited | Australia | 100 | 100 |
| Torbige Pty Limited | Australia | 100 | 100 |
| Tulovo Pty Limited | Australia | 100 | 100 |
| Valute Pty Limited | Australia | 100 | 100 |
| Vindelo Pty Limited | Australia | 100 | 100 |
| Votrait No. 1537 Pty Limited | Australia | 100 | 100 |

Notes to the consolidated financial statements

Note 24: Contingent liabilities

The Group had contingent liabilities in respect of:

| | 2019 \$'000 | 2018 \$'000 |
|---------------------------------------|----------------|----------------|
| US collections agency licensure bonds | 1,949 | 1,828 |

Licensure bonds are issued in the normal course of business to the State Board of Collection Agencies in the United States to guarantee collected funds are remitted to clients under contracts.

Note 25: Leasing commitments

Operating leases are entered into to meet the business needs of entities of the Group. Leases are primarily in respect of commercial premises, plant and equipment.

Lease rentals are determined in accordance with market conditions when leases are entered into.

Operating lease commitments

Leases as lessee

Non-cancellable operating leases contracted for but not capitalised in the financial statements:

| | 2019 \$'000 | 2018 \$'000 |
|----------------------------|----------------|----------------|
| Payable | | |
| Within one year | 5,431 | 5,107 |
| Between one and five years | 7,527 | 8,908 |
| Later than five years | — | 257 |
| Total | 12,958 | 14,272 |

Note 26: Capital commitments

| | 2019 \$'000 | 2018 \$'000 |
|-----------------|----------------|----------------|
| Within one year | 51,000 | 63,000 |

The Group is committed, through existing arrangements, to acquire PDLs that will become available in the coming months. The details of these arrangements are commercially confidential, however, the estimated investment is expected to be \$51 million (2018: \$63 million). These purchases will be funded by existing cash flows and bank facilities currently in place.

Note 27: Subsequent events

No matters or circumstances have arisen since 30 June 2019 that significantly affected or may significantly affect in future years:

- > The operations of the Group;
- > The results of those operations; or
- > The state of affairs of the Group.

Note 28: Key management personnel (KMP) compensation

The aggregate compensation made to directors and other members of the KMP of the Group is set out below:

| | 2019 \$ | 2018 \$ |
|-------------------------------------|------------------|------------------|
| Short-term employee benefits | 3,349,299 | 3,270,770 |
| Post-employment benefits | 125,824 | 132,758 |
| Equity-settled share based payments | 1,825,416 | 1,825,418 |
| Total | 5,300,539 | 5,228,946 |

Note 29: Related party transactions

The immediate parent and ultimate controlling entity of the Group is Credit Corp Group Limited.

Balances and transactions between the Company and its subsidiaries, which are related parties of the Company, have been eliminated on consolidation and are not disclosed in this note.

There were no transactions between the KMP and the Group other than as disclosed.

Notes to the consolidated financial statements

Note 30: Share based payments

The Group provides benefits to employees in the form of share based payment transactions whereby employees render services in exchange for rights over shares.

A) Long-term incentive plan

The cost of employee remuneration in the form of equity-settled transactions in relation to the Group's Long-Term Incentive (LTI) plan is determined by the fair value at the date when the grant is made using an appropriate valuation model. That cost is recognised in employee benefits expense, together with a corresponding increase in equity (reserve) over the period in which the service and, where applicable, the performance conditions are fulfilled. This estimate requires determination of the most appropriate inputs to the valuation model, including the expected life of the share option or appreciation right, volatility and dividend yield and making assumptions about them.

The fair value determined at grant date of the equity-settled share based payments is expensed on a straight-line basis over the vesting period, a maximum of three years, based on the Group's estimate of equity instruments that will eventually vest, with a corresponding increase in equity. The fair value of the performance rights is measured using a combination of binomial tree methodology and Monte-Carlo simulation. At the end of each reporting period, the Group revises its estimate of the number of equity instruments expected to vest. The impact of the revision of the original estimates, if any, is recognised in the statement of profit or loss such that the cumulative expense reflects the revised estimate, with a corresponding adjustment to the equity-settled employee benefits reserve.

The Group has in place an LTI plan for executives and senior employees for the 2019 to 2021 financial years. In accordance with the plan, 553,852 performance rights were issued to the participants at the start of the LTI plan in proportion to their level of participation in the LTI, as determined by the Remuneration Committee and the Board. The maximum fair value of the LTI pool is \$7.5 million over three years.

Performance rights are eligible for conversion and vesting based on achievement of performance hurdles. Performance hurdles are assessed over the three-year period. Performance rights are allocated and converted into shares in November 2021 following an assessment of the three-year performance. Please refer to the remuneration report for further details on the Group's LTI plan.

Deferred vesting shares issued during the financial year:

| | 2019 Number | 2018 Number |
|-------------------------------------------------------------------------------------------|----------------|----------------|
| Equity-settled share based payments subject to deferred vesting issued under the LTI plan | 360,852 | 355,520 |
| | 2019 \$'000 | 2018 \$'000 |

B) Expenses arising from share based payment transactions

Total expenses arising from share based payment transactions recognised during the period as part of employee benefit expense were as follows:

| | | |
|-----|--------------|-------|
| LTI | 2,500 | 2,500 |
|-----|--------------|-------|

Note 31: Auditor's remuneration

| | 2019 \$ | 2018 \$ |
|--------------------------------------------|----------------|------------|
| Audit services | | |
| Audit and review of financial reports | 234,402 | 213,000 |
| Services other than statutory audit | | |
| Taxation compliance services | 24,993 | 7,200 |
| Other services | 14,381 | 6,000 |
| Total | 273,776 | 226,200 |

Notes to the consolidated financial statements

Note 32: Cross guarantee

Pursuant to ASIC Class Instrument 2016/785 dated 10 October 2016, the wholly-owned subsidiaries listed below are relieved from the *Corporations Act 2001* requirements for the preparation, audit and lodgement of financial statements and a directors' report.

It is a condition of the Class Order that the Company and each of the participating subsidiaries enter into a Deed of Cross Guarantee. The effect of the Deed is that the Company guarantees to each creditor payment in full of any debt in the event of winding up of any of the subsidiaries under certain provisions of the *Corporations Act 2001*.

The subsidiaries subject to the Deed are:

- > Alpha Credit Pty Limited
- > Alupka Holdings Pty Limited
- > Car Start Pty Limited
- > Certus Partners Pty Limited
- > Credit Corp Acceptance Pty Limited
- > Credit Corp Australia Pty Limited
- > Credit Corp Brokering Services Pty Limited
- > Credit Corp Collections Pty Limited
- > Credit Corp Employee Share Administration Pty Limited
- > Credit Corp Facilities Pty Limited
- > Credit Corp Financial Services Pty Limited
- > Credit Corp Leasing Pty Limited
- > Credit Corp Lending Pty Limited
- > Credit Corp New Zealand Pty Limited
- > Credit Corp Queensland Pty Limited
- > Credit Corp Receivables Pty Limited
- > Credit Corp Recoveries Pty Limited
- > Credit Corp Services Pty Limited
- > Credit Corp Services (NH) Pty Limited
- > Credit Corp Services Malaysia Pty Limited
- > Credit Corp US Collections Pty Limited
- > Credit Corp Western Australia Pty Limited
- > Credit Plan B Pty Limited
- > Creditcorp BPC Pty Limited
- > Customer Assist Pty Limited
- > Dayroma Pty Limited
- > Hudson Legal Pty Limited
- > Malthiest Pty Limited
- > National Credit Management Limited
- > Personal Insolvency Management Pty Limited
- > Ruily Pty Limited
- > TFS Newco Pty Limited
- > Torbige Pty Limited
- > Tulovo Pty Limited
- > Valute Pty Limited
- > Vindelo Pty Limited
- > Votrait No. 1537 Pty Limited

Notes to the consolidated financial statements

Note 32: Cross guarantee (continued)

Set out below is the statement of profit or loss and the statement of financial position comprising the Company and its subsidiaries that are parties to the Deed, after eliminating all transactions between these parties, at balance date.

| | 2019 \$'000 | 2018 \$'000 |
|-------------------------------------------------------------------|----------------|----------------|
| A) Statement of profit or loss | | |
| Revenue | 283,101 | 273,294 |
| Finance costs | (12,625) | (9,348) |
| Employee benefits expense | (93,401) | (95,020) |
| Depreciation and amortisation expenses | (2,045) | (2,066) |
| Office facility expenses | (14,660) | (13,886) |
| Collection expenses | (8,666) | (11,528) |
| Consumer loans loss provision expense | (37,346) | (31,697) |
| Marketing expenses | (12,225) | (11,236) |
| Other expenses | (9,220) | (7,324) |
| Profit before income tax expense | 92,913 | 91,189 |
| Income tax expense | (27,774) | (27,357) |
| Profit for the year | 65,139 | 63,832 |
| B) Other comprehensive income | | |
| Profit for the year | 65,139 | 63,832 |
| Other comprehensive income net of income tax | — | — |
| Total comprehensive income for the year | 65,139 | 63,832 |
| C) Movements in retained earnings | | |
| Opening balance | 185,143 | 150,885 |
| Dividends recognised during the year | (34,474) | (29,574) |
| Net profit attributable to parties in the Deed of Cross Guarantee | 65,139 | 63,832 |
| Closing balance | 215,808 | 185,143 |
| D) Statement of financial position | | |
| Current assets | | |
| Cash and cash equivalents | 19,374 | 13,862 |
| Trade and other receivables | 113,489 | 66,405 |
| Consumer loans | 114,270 | 97,704 |
| Purchased debt ledgers | 119,257 | 158,168 |
| Other assets | 2,799 | 2,510 |
| Total current assets | 369,189 | 338,649 |
| Non-current assets | | |
| Consumer loans | 56,269 | 50,408 |
| Purchased debt ledgers | 155,676 | 110,619 |
| Property, plant and equipment | 3,096 | 3,825 |
| Deferred tax assets | 17,870 | 26,372 |
| Intangible assets | 800 | 800 |
| Total non-current assets | 233,711 | 192,024 |
| Total assets | 602,900 | 530,673 |
| Current liabilities | | |
| Trade and other payables | 23,076 | 36,859 |
| Provisions | 11,724 | 11,560 |
| Total current liabilities | 34,800 | 48,419 |

Notes to the consolidated financial statements

Note 32: Cross guarantee (continued)

| | 2019 \$'000 | 2018 \$'000 |
|--------------------------------------|----------------|----------------|
| Non-current liabilities | | |
| Borrowings | 142,702 | 227,888 |
| Provisions | 2,550 | 3,471 |
| Total non-current liabilities | 145,252 | 231,359 |
| Total liabilities | 180,052 | 279,778 |
| Net assets | 422,848 | 250,895 |
| Equity | | |
| Issued capital | 193,700 | 55,561 |
| Reserves | 13,340 | 10,191 |
| Retained earnings | 215,808 | 185,143 |
| Total equity | 422,848 | 250,895 |

Note 33: Parent entity information

| | 2019 \$'000 | 2018 \$'000 |
|------------------------------------------------|----------------|----------------|
| A) Statement of comprehensive income | | |
| Profit for the year | 55,067 | 52,969 |
| Other comprehensive income net of income tax | — | — |
| Total comprehensive income for the year | 55,067 | 52,969 |
| B) Statement of financial position | | |
| Assets | | |
| Current assets | 366,765 | 339,093 |
| Non-current assets | 176,597 | 143,504 |
| Total assets | 543,362 | 482,597 |
| Liabilities | | |
| Current liabilities | 31,551 | 46,442 |
| Non-current liabilities | 145,082 | 231,307 |
| Total liabilities | 176,633 | 277,749 |
| Net assets | 366,729 | 204,848 |
| Equity | | |
| Issued capital | 193,700 | 55,561 |
| Reserves | 13,340 | 10,191 |
| Retained earnings | 159,689 | 139,096 |
| Total equity | 366,729 | 204,848 |

C) Contractual commitments

At balance date, the parent entity has not entered into any material contractual agreements for the acquisition of property, plant or equipment other than as separately noted in the financial statements (2018: nil).

Directors' declaration

In accordance with a resolution of the directors of Credit Corp Group Limited, the directors of the Company declare that:

- A. The financial statements and notes, as set out on pages 50 to 75 are in accordance with the *Corporations Act 2001*, and:
- i) Give a true and fair view of the Group's financial position as at 30 June 2019 and of its performance for the year ended on that date; and
 - ii) Comply with Australian Accounting Standards, which, as stated in the notes to the financial statements, constitute compliance with International Financial Reporting Standards.
- B. In the directors' opinion there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.
- C. The directors have been given the declarations required by section 295A of the *Corporations Act 2001* from the Chief Executive Officer and Chief Financial Officer.

At the date of this declaration, the Company is within the class of companies affected by ASIC Class Instrument 2016/785. The nature of the Deed of Cross Guarantee is such that each company party to the Deed guarantees to each creditor payment in full of any debt in accordance with the Deed of Cross Guarantee.

In the directors' opinion, there are reasonable grounds to believe that the Company and the companies to which the ASIC Class Order applies, as detailed in Note 32 to the financial statements, will, as a group, be able to meet any obligations or liabilities to which they are, or may become, subject to by virtue of the Deed of Cross Guarantee.



Donald McLay
Chairman

29 July 2019



Robert Shaw
Director

Independent auditor's report

HALL CHADWICK  (NSW)

CREDIT CORP GROUP LIMITED ABN 33 092 697 151
AND CONTROLLED ENTITIES

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
CREDIT CORP GROUP LIMITED AND CONTROLLED ENTITIES**

SYDNEY

Level 40
2 Park Street
Sydney NSW 2000
Australia

Ph: (612) 9263 2600
Fx: (612) 9263 2800

Opinion

We have audited the financial report of Credit Corp Group Limited and Controlled Entities (the Group), which comprises the consolidated statement of financial position as at 30 June 2019, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity, the consolidated statement of cash flows for the year then ended and notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

In our opinion the accompanying financial report of Credit Corp Group Limited and Controlled Entities is in accordance with the *Corporations Act 2001*, including:

- i. giving a true and fair view of the Group's financial position as at 30 June 2019 and of its financial performance for the year then ended; and
- ii. complying with Australian Accounting Standards and the *Corporations Regulations 2001*

Basis of Opinion

We conducted our audit in accordance with Australian Auditing Standards. Those Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement. Our responsibilities under those Standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the company, would be in the same terms if given to the directors as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial report for the year ended 30 June 2019. These matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

A Member of PrimeGlobal
An Association of Independent
Accounting Firms

 PrimeGlobal

SYDNEY · PENRITH · MELBOURNE · BRISBANE · PERTH · DARWIN

Liability limited by a scheme approved under Professional Standards Legislation

www.hallchadwick.com.au

Independent auditor's report

HALL CHADWICK  (NSW)

**CREDIT CORP GROUP LIMITED ABN 33 092 697 151
AND CONTROLLED ENTITIES**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
CREDIT CORP GROUP LIMITED AND CONTROLLED ENTITIES**

Carrying value of purchased debt ledgers (\$414.1 Million)

Refer to Note 11 Purchased Debt Ledgers

The carrying value of purchased debt ledgers is mainly dependent on the forecasted collections and the internal rate of return that determines the net realisable value of the debt ledgers.

We focused on this area as a key audit matter due to amounts involved being material and the inherent estimates and judgements involved in assessing the key assumptions and the difficulty to reliably measure these assumptions including the estimated internal rate of return and forecast cash collections.

Our procedures included, amongst others:

We tested the mathematical accuracy of the Excel model used to calculate the carrying value of purchased debt ledgers.

We checked and validated that the determined internal rate of return remains unchanged over the life of the debt.

We assessed, challenged and compared with historical actuals, key forward looking assumptions including forecast cash collections.

We assessed sensitivity analysis in relation to the key forward looking assumptions.

Provision for expected losses on the consumer loans (\$39.6 Million)

Refer to Note 10 Consumer Loans Receivables

The net carrying value of consumer loans receivables is measured at amortised cost after providing for expected losses.

Given the nature of loans written, a lifetime expected credit loss provision is taken up upon initial recognition of a consumer loans receivable. Provision for expected credit losses are recognised based on life of credit loss rates derived from an analysis of the performance of loan products.

We focused on this area as a key audit matter due to amounts involved being material and the inherent estimates and judgements involved in assessing the key forward looking assumptions including deteriorations in credit risk and future loan defaults.

Our procedures included, amongst others:

We tested the mathematical accuracy of the expected arrears model.

We assessed the application of the Group's impairment model that considers the past arrears and write offs and the expected life of loan loss estimates.

We assessed and compared to historical actuals and challenged management's view of credit risk that impacts the recognition of expected losses upon initial recognition over the life of the loans.

We assessed sensitivity analysis in relation to the key forward looking assumptions.

Independent auditor's report

HALL CHADWICK  (NSW)

**CREDIT CORP GROUP LIMITED ABN 33 092 697 151
AND CONTROLLED ENTITIES**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
CREDIT CORP GROUP LIMITED AND CONTROLLED ENTITIES**

Information Other Than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information in the Consolidated Entity's annual report for the year ended 30 June 2019, but does not include the financial report and the auditor's report thereon. Our opinion on the financial report does not cover the other information and we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of the other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Corporations Act 2001* and for such internal control as directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error. In preparing the financial report, the directors are responsible for assessing the Consolidated Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Consolidated Entity or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.

Independent auditor's report

HALL CHADWICK  (NSW)

**CREDIT CORP GROUP LIMITED ABN 33 092 697 151
AND CONTROLLED ENTITIES**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
CREDIT CORP GROUP LIMITED AND CONTROLLED ENTITIES**

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the Group audit. We remain solely responsible for our audit opinion.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with the directors, we determine those matters that were of most significance in the audit of the financial report of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Independent auditor's report

HALL CHADWICK  (NSW)

**CREDIT CORP GROUP LIMITED ABN 33 092 697 151
AND CONTROLLED ENTITIES**

**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
CREDIT CORP GROUP LIMITED AND CONTROLLED ENTITIES**

Report on the Remuneration Report

We have audited the remuneration report included in pages 39 to 48 of the directors' report for the year ended 30 June 2019.

In our opinion the remuneration report of Credit Corp Group Limited for the year ended 30 June 2019 complies with s 300A of the *Corporations Act 2001*.

Responsibilities

The directors of the company are responsible for the preparation and presentation of the remuneration report in accordance with s 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the remuneration report, based on our audit conducted in accordance with Australian Auditing Standards.



Hall Chadwick
Level 40, 2 Park Street
Sydney NSW 2000



SANDEEP KUMAR
Partner
Dated: 29 July 2019

Five-year financial summary

| | 2019 \$'000 | 2018 \$'000 | 2017 \$'000 | 2016 \$'000 | 2015 \$'000 |
|-----------------------------------------------|----------------|----------------|----------------|----------------|----------------|
| Income and expenditure | | | | | |
| Purchased debt ledger collections | 403,794 | 380,901 | 355,674 | 321,989 | 288,186 |
| Less: Purchased debt ledger amortisation | (183,789) | (173,329) | (166,100) | (150,887) | (135,721) |
| Interest revenue from purchased debt ledgers | 220,005 | 207,572 | 189,574 | 171,102 | 152,465 |
| Interest and fee income from consumer lending | 93,839 | 79,259 | 66,374 | 53,418 | 35,862 |
| Other revenue | 10,410 | 12,147 | 9,999 | 2,222 | 2,722 |
| Total revenue | 324,254 | 298,978 | 265,947 | 226,742 | 191,049 |
| NPAT | 70,285 | 64,290 | 55,158 | 45,921 | 38,411 |
| Financial position | | | | | |
| Current assets | 304,375 | 281,196 | 216,855 | 194,180 | 114,332 |
| Non-current assets | 344,296 | 284,725 | 293,812 | 201,133 | 158,867 |
| Intangible assets | 800 | 800 | 800 | 800 | 800 |
| Total assets | 649,471 | 566,721 | 511,467 | 396,113 | 273,999 |
| Current liabilities | 40,573 | 48,859 | 49,851 | 34,961 | 23,500 |
| Non-current liabilities | 145,296 | 231,359 | 213,867 | 147,054 | 70,389 |
| Total liabilities | 185,869 | 280,218 | 263,718 | 182,015 | 93,889 |
| Net assets | 463,602 | 286,503 | 247,749 | 214,098 | 180,110 |
| Borrowings | 142,702 | 227,888 | 209,613 | 142,111 | 64,850 |
| Shares on issue ('000) | 54,918 | 47,709 | 47,353 | 46,990 | 46,297 |
| Cash flows | | | | | |
| From operating activities | (3,083) | 23,934 | (37,204) | (62,473) | (1,377) |
| From investing activities | (1,894) | (1,481) | (1,261) | (1,970) | (826) |
| From financing activities | 11,670 | (12,543) | 42,029 | 60,684 | 5,722 |
| Net increase / (decrease) in cash | 6,693 | 9,910 | 3,564 | (3,759) | 3,519 |
| Key statistics | | | | | |
| Earnings per share | | | | | |
| > Basic (cents) | 141.9 | 135.1 | 116.8 | 98.4 | 83.0 |
| > Diluted (cents) | 141.2 | 133.7 | 114.7 | 97.0 | 83.0 |
| Dividends per share (cents) | 72.0 | 67.0 | 58.0 | 50.0 | 44.0 |
| NPAT / revenue (%) | 22% | 22% | 21% | 20% | 20% |
| ROE (%) | 21% | 24% | 24% | 23% | 23% |
| NTA backing per share (cents) | 842.7 | 598.9 | 521.5 | 453.9 | 387.3 |

Shareholder information

Additional information required by the ASX Limited Listing Rules and not disclosed elsewhere in this report is set out below:

| Twenty largest shareholders as at 31 August 2019 | Ordinary Shares | |
|---------------------------------------------------|-------------------|---------------|
| | Number | % |
| HSBC Custody Nominees (Australia) Limited | 17,114,405 | 31.16 |
| J P Morgan Nominees Australia Limited | 7,676,828 | 13.98 |
| Citicorp Nominees Pty Limited | 4,107,578 | 7.48 |
| National Nominees Limited | 3,503,793 | 6.98 |
| BNP Paribas Noms Pty Limited | 2,564,628 | 4.67 |
| Torres Industries Pty Limited | 1,183,955 | 2.16 |
| BNP Paribas Nominees Pty Limited | 905,146 | 1.65 |
| Dixon Trust Pty Limited | 852,288 | 1.55 |
| Slima Pty Limited | 479,153 | 0.87 |
| Netwealth Investments Limited | 304,360 | 0.55 |
| Uptons Salvage Trading Pty Limited | 296,577 | 0.54 |
| Warbont Nominees Pty Limited | 267,788 | 0.49 |
| Bond Street Custodians Limited | 202,803 | 0.37 |
| Cs Third Nominees Pty Limited | 201,696 | 0.37 |
| AMP Life Limited | 191,676 | 0.35 |
| Sargon Ct Pty Limited | 190,000 | 0.35 |
| Australian Executor Trustees Limited | 176,491 | 0.32 |
| Mr Frederick Benjamin Warmbrand | 140,530 | 0.26 |
| Mr Andrew John Maloney | 134,789 | 0.25 |
| BT Portfolio Services Limited | 128,889 | 0.28 |
| Total | 40,623,379 | 73.98 |
| Total ordinary shares as at 31 August 2019 | 54,918,148 | 100.00 |

Substantial shareholders

At 31 August 2019 the following shareholders were registered by the Company as a substantial holder, having declared a relevant interest in accordance with the Corporations Act 2001, in the voting shares below:

| Holder | Ordinary Shares | % | Date of notice |
|------------------------------------------|-----------------|-------|----------------|
| Bennelong Australian Equity Partners Ltd | 7,826,806 | 14.25 | 6 August 2019 |

Details of ordinary shareholdings

Details of the spread of ordinary shareholdings at 31 August 2019 are:

| Category | Number of shareholders | Number of shares | % |
|------------------|------------------------|-------------------|---------------|
| 1 – 1,000 | 3,056 | 1,269,764 | 2.31 |
| 1,001 – 5,000 | 1,890 | 4,151,569 | 7.56 |
| 5,001 – 10,000 | 327 | 2,264,324 | 4.12 |
| 10,001 – 100,000 | 265 | 5,989,793 | 10.91 |
| 100,001 and over | 23 | 41,242,698 | 75.10 |
| Total | 5,561 | 54,918,148 | 100.00 |

159 shareholders (representing 442 fully paid ordinary shares) held less than a marketable parcel.

Shareholder information

Other information

The Group does not have a current on-market buy-back program.

Dividend reinvestment plan

The dividend reinvestment plan is currently suspended.

Voting rights

Each person who is a voting shareholder and who is present at a general meeting or by proxy, attorney or official representative is entitled:

- > On a show of hands – to one vote; and
- > On a poll – to one vote for each share held or represented.

If a shareholder is entitled to cast two or more votes at the general meeting, the shareholder may appoint not more than two proxies to attend and vote on the shareholder's behalf.

If a shareholder appoints two proxies, each proxy should be appointed to represent a specified proportion or number of the shareholder's votes.

Enquiries

Boardroom Pty Limited

Level 12, 225 George Street
Sydney NSW 2000, Australia

Telephone +61 2 9290 9600

Fax +61 2 9279 0664

Email enquiries@boardroomlimited.com.au

Website www.boardroomlimited.com.au

Glossary and abbreviations

Amortised cost

Amortised cost accounting method applied under accounting standard AASB 9 Financial Instruments is used to measure the carrying values of PDLs post their acquisition by applying the credit-adjusted effective interest rate.

AGM

Annual General Meeting of shareholders, typically held in early November of each year. The 2019 AGM is scheduled for 4 November 2019.

ASIC

Australian Securities and Investments Commission. The principal regulator for all Australian lending and debt collection activities on financial services debts.

ATO

Australian Taxation Office.

CAGR

Compound Annual Growth Rate.

CCP

Credit Corp Group Limited's stock ticker or abbreviation on the Australian Securities Exchange (ASX).

DPS

Dividends Per Share.

EDR

External Dispute Resolution. The EDR body in Australia is the Australian Financial Complaints Authority (AFCA).

EIR

The credit-adjusted effective interest rate derived in applying the amortised cost accounting method in measuring PDLs. The EIR is the rate which discounts the forecast cash flows for a PDL over the assumed collection life cycle to the cost of that PDL.

EPS

Earnings Per Share.

ESG

Environmental, Social and Governance.

FWC

Fair Work Commission.

IFRS

International Financial Reporting Standards. Australian Generally Accepted Accounting Principles (AGAAP) closely follow IFRS but are not identical.

KMP

Key Management Personnel as set out in the company's Remuneration Report. KMP consist of the Board of Directors as well as the Chief Executive Officer, Chief Operating Officer and Chief Financial Officer.

KPIs

Key Performance Indicators. These are set for the Executive KMP at the start of each financial year and the achievement of these determines eligibility for STI awards.

LTI

Long-Term Incentive awards. These are performance rights which convert and vest based on performance over a three-year time horizon for Executive KPI against NPAT growth hurdles (with an ROE qualifier) as well as relative TSR over the same period against the ASX200 (excluding materials and energy shares).

NPAT

Net Profit After Tax.

NPS

Net Promoter Score.

PDLs

Purchased debt ledgers or books of charged-off receivables acquired by debt buyers such as Credit Corp usually direct from credit issuers including banks, finance companies as well as telco and utility providers.

PUE

Power usage effectiveness.

STI

Short-Term Incentive awards.

TSR

Total Shareholder Return.



This report is printed on ecoStar Offset manufactured from 100% post consumer recycled paper in a Process Chlorine Free environment under ISO 14001 environmental management system.

Corporate directory

CREDIT CORP GROUP LIMITED

ABN 33 092 697 151

The shares of Credit Corp Group Limited are listed on the Australian Securities Exchange under the trade symbol CCP, with Sydney being the home exchange.

DIRECTORS

Mr Donald McLay

Mr Eric Dodd

Ms Leslie Martin

Mr Robert Shaw

Mr Richard Thomas

COMPANY SECRETARIES

Mr Thomas Beregi

Mr Michael Eadie

HEAD OFFICE AND REGISTERED OFFICE

Level 15, 201 Kent Street
Sydney NSW 2000, Australia

GPO Box 4475
Sydney NSW 2001, Australia

Telephone +61 2 8651 5000

Fax 1300 483 012

Email investorinfo@creditcorp.com.au

Website www.creditcorp.com.au

SHARE REGISTRY

Boardroom Pty Limited

Level 12, 225 George Street
Sydney NSW 2000, Australia

Telephone +61 2 9290 9600

Fax +61 2 9279 0664

Email enquiries@boardroomlimited.com.au

Website www.boardroomlimited.com.au

AUDITOR

Hall Chadwick

Level 40, 2 Park Street
Sydney NSW 2000, Australia

Telephone +61 2 9263 2600

Fax +61 2 9263 2800

Website www.hallchadwick.com.au



Credit Corp Group