



EROAD

EROAD Appoints New Chief Executive Officer

Auckland, 04 August 2026: EROAD Limited (NZX/ASX: ERD) today announced the appointment of David Leach as Chief Executive Officer, effective 12 October 2026.

David Leach is a New Zealand based, technology executive with more than two decades of experience building, scaling and transforming technology businesses serving global markets. He is currently Chief Executive Officer of JAVLN, a cloud-based insurance software business, and previously served as Chief Executive Officer and Executive Director of Cin7.

EROAD Executive Chair John Scott said David Leach's appointment followed a thorough and competitive search process.

"David is the right leader for EROAD as we move from reset to execution," John Scott said. "He has a proven track record of scaling software businesses, building high-performing teams and delivering disciplined growth. At Cin7, he expanded annual recurring revenue more than fivefold to over NZ\$110 million while significantly improving profitability and helping build a global platform serving more than 8,000 customers across more than 100 countries. He brings exactly the combination of global SaaS scale-up experience, commercial discipline and technology leadership that EROAD needs to execute on its strategy."

"Over the past year we have undertaken significant work to strengthen EROAD's foundations. We have strengthened the Board, reshaped the leadership team, reset our operating model and sharpened our focus on customers. David is the final appointment to that leadership team. The Board is confident he has the experience, commercial judgement and operational discipline needed to lead EROAD's next phase."

David Leach said he was pleased to be joining EROAD at an important stage in its evolution.

"Building on its past success, EROAD has an opportunity to lead the world in connected and smarter transportation," David Leach said. "I am excited to join the team and work with the Board, leadership team and our customers to build EROAD's AI-native platform, accelerate growth, and create long-term value. My focus will be on improving customer outcomes, strengthening execution and ensuring we invest our time and capital in the areas that produce the highest returns for customers and shareholders."

David holds a Bachelor of Engineering (Computer Engineering, Honours) from the University of Sydney. He also serves as Chair of the Board of Directors at Archipro.

To provide leadership continuity through to David Leach commencing as Chief Executive Officer on 12 October, the EROAD Board of Directors has extended John Scott's appointment as Executive Chair for a limited period.



Remuneration Summary

David Leach's remuneration package comprises:

- base salary of NZD \$595,000 per annum;
- a short-term incentive with a target of 33% of base salary per annum, subject to performance conditions;
- a long-term incentive with a target of 100% of base salary per annum, subject to performance conditions; and
- standard executive benefits, including health insurance.

Full details of David's employment terms will be made available in EROAD's FY27 Remuneration Report.

ENDS

Authorised for release to the NZX and ASX by John Scott, Chair of the Board of Directors.

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About EROAD

EROAD (NZX/ASX: ERD) is a hardware-enabled SaaS company delivering safety, compliance, sustainability and efficiency solutions for complex vehicles fleets.

Its connected platform is used by commercial and government operators across New Zealand, Australia and North America to manage vehicles, assets and drivers with greater visibility and control. EROAD supports demanding, highly regulated fleet operations, including those moving food, concrete and aggregates, enabling them to operate smarter, safer and more sustainably.

EROAD's platform is built on a foundation of regulatory expertise, having delivered the world's first GPS-based road user charging system in New Zealand, where it remains the market leader today.

www.eroad.co.nz