



EROAD

EROAD Board Update

Auckland, 12 October 2026: EROAD Limited (NZX/ASX: ERD) advises that, following the appointment of David Leach as Chief Executive Officer, effective today, John Scott's appointment as Executive Chair has concluded and he will revert to his role as Chair and Non-Executive Director of the Board. EROAD also advises that Sara Gifford has decided to step down from the Board for personal reasons, effective 1 December 2026.

John Scott was appointed Executive Chair in October 2025 during a period of significant transformation for EROAD. The Board recently signalled that the transition arrangement would end following the appointment of a permanent Chief Executive Officer, with John returning to a non-executive governance role.

Lead Independent Director David Green said: "On behalf of the Board, I want to acknowledge the significant contribution John has made to EROAD over the past year through his dedicated commitment to leading the company through an important period, ensuring that resources are aligned around our key priorities and opportunities. He stepped into the Executive Chair role at an important time for EROAD and has strengthened the business, refreshed the leadership team and positioned the company for its next phase under David's leadership."

John Scott said: "It has been a real privilege to work closely with EROAD's people and customers over the past year. The experience has set me up better than I could have imagined to help govern the company and support David and the executive team. Although the past year has involved significant change, it has left EROAD well positioned for its next phase."

As Chair, John Scott will continue to lead the Board and support management in the execution of EROAD's strategy. In his capacity as Board Chair he will be working closely with incoming Chief Executive Officer David Leach to support his onboarding and transition into the role. Consistent with previous disclosures, and directly as a result of him recently holding the position of Executive Director, John Scott is not currently considered an independent director under the NZX Listing Rules. The Board will be reviewing this determination over the passage of time.

EROAD also advises that Sara Gifford has decided to step down from the Board for personal reasons, effective 1 December 2026. Since joining the Board, Sara has brought valuable international technology and growth experience, together with a strong focus on customers and innovation. The Board thanks Sara for her contribution to EROAD and wishes her well for the future.

John Scott said: "Sara has made a valued contribution to the Board, bringing thoughtful insight, a North American perspective and deep experience in technology-led businesses. On behalf of the Board, I thank Sara for her commitment to EROAD and wish her all the very best for the future."

Authorised for release to the NZX and ASX by David Green, the Lead Independent Director on behalf of the EROAD Board.

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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.

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