

7th November 2025

ASX Release

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Alliance Aviation Services Limited (“Alliance”) (ASX: AQZ)

Board and Management Changes

Alliance advises the following Board and management changes.

Managing Director

Founding Managing Director, Scott McMillan has brought forward his resignation as Managing Director, which was announced on 8 October 2025, and will now step down from the Board effective today.

Stewart Tully, currently Joint Managing Director, will assume the role of Managing Director from today.

Mr McMillan will continue to support the business for a transition period of six months acting as a consultant to the Company as required.

Chairman, James Jackson on behalf of the Board, thanked Mr McMillan, who was one of the founders of Alliance Airlines in 2002, for his significant commitment and contribution to the business.

“Scott has been instrumental over more than two decades in building Alliance into a successful aviation business with an established reputation for operational reliability, safety and service to its clients and communities.

“The Board are very grateful for Scott’s unparalleled contribution to Alliance from start-up phase to creating one of Australia’s aviation industry market leaders”.

Chief Financial Officer

Chief Financial Officer (CFO), Andrew Evans has advised the Board of his decision to step down, consistent with the short-term tenure agreed at the time of his appointment. Andrew’s decision is unrelated to recent events or the company’s outlook.

A recruitment process for a permanent CFO is well advanced, with the successful candidate expected to commence in March 2026. To ensure continuity and stability, an interim CFO has been appointed, and Andrew will remain actively involved to support a smooth handover. Additional contract resources have also been engaged to strengthen the finance team during this transition.

The Board thanks Andrew for his contribution and ongoing support.

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This announcement has been authorised for release by Alliance Aviation Services Limited’s Board of Directors.

About Alliance

Alliance is Australasia's leading provider of contract, charter and allied aviation and maintenance services currently employing more than 1,450 staff.

The Company provides essential services to mining, energy, and government sectors as well as wet lease services for other airlines.

The company also has a growing aircraft, engine and spare parts trading business allied to the two aircraft types it operates.

Alliance holds IATA's IOSA certification, the only Australian contract and charter operator to do so and Flight Safety Foundation "BARS Gold" status, the first such carrier in Australia to achieve gold status.

Alliance is unique in that it owns its whole fleet. Currently that fleet consists of 36 Fokker 70/100 aircraft, 43 Embraer E190 aircraft with firm purchase commitments stretching to mid-2026 for a further 10 E190 aircraft.

The company dry leases five E190 aircraft to a third party with those leases having just been extended for a further five years.

Alliance has world leading operational performance, a key attribute sought by its customers. Alliance has operational bases in Brisbane, Townsville, Cairns, Adelaide, Perth, Darwin, and Rockhampton.

Alliance is locally owned with the majority of the Company's shareholders located in Australia and New Zealand.

For more information contact:

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