

Corporate Profile

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Diploma Group is a leading Australian property development and construction company with a diverse portfolio

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Premium residential, commercial and retail projects, engineering and facilities management.



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Diploma Group develops and constructs some of Australia's largest projects. Our activities encompass premium residential, commercial and retail projects, engineering, and facilities management.

In our 30 year history, we've earned a reputation for innovative value engineering and the utmost attention to safety. We have developed substantial expertise in complex construction under tight constraints, including inner city high rise towers and multi-residential apartments.

We believe our experience combined with our partnering approach and broad range of end-to-end services yield outstanding results for our clients.

We build our business on trust. Open communication, teamwork, customer focus and integrity are essential work values throughout Diploma Group.

Diploma sets out to be an employer of choice for an expert workforce with extensive industry experience. We recruit and retain high-calibre staff and we foster a work culture in which values, life balance, and diversity thrive.

Diploma Group is listed on the Australian Securities Exchange and operates through two wholly-owned subsidiaries, Diploma Properties and Diploma Construction.

From our headquarters in Perth, Western Australia, we manage projects in the United Arab Emirates and throughout Australia.

The Group has an extensive portfolio and continues to pursue large, prestige projects. We are growing rapidly, expanding our capabilities into new areas of business and moving into new markets.



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Since 1976, Diploma has grown from a boutique residential building company into a leading builder of significant commercial, retail and multi-residential projects.

We are proud of our history. Our company name celebrates Dominic Di Latte's achievement as one of the first builders in Perth to earn a Diploma in Construction.

Today, we continue to preserve the ethos upon which we have built our reputation. Our enthusiasm for our clients' projects, our commitment to open communication, and our belief in hard work have not diminished with our company's growth.

Diploma enjoys longstanding relationships with clients, some of whom have been with us from the beginning. We work in close partnership with our clients, adding value and developing innovative solutions to the problems that inevitably arise on complex projects.

In recent years, the Group has acquired the right senior management, the right expertise and the right infrastructure to sustain rapid growth.

Our portfolio of projects is expanding continually. Since 2006, we have completed more than 35 projects. We currently have over 20 active projects, including 6 major property development projects.

The Diploma Group listed on the stock exchange in 2007. As a publicly listed company, our investors and clients are assured of full, open disclosure about our operations and financial position.

We continue to extend into new markets and pursue large, prestige projects, particularly in the commercial and resources sectors.

The outlook for Diploma is exciting. Our vision is to become a leading, diversified global construction and property development company, specialising in high value, prestige projects.

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and the right infrastructure to sustain rapid growth.

Properties

comprehensive property development services for premium, large-scale projects

Our business is end-to-end property development. Our services include project initiations, feasibility studies, site acquisitions, design and construction management, marketing and sales co-ordination, strata management, legals and financials.

Our alliance with Diploma Construction and the expertise of our staff enable us to undertake large scale, complex projects. We deliver high calibre developments of unique style and character, designed by leading architects and crafted with premium materials and workmanship.

Diploma Properties has a development portfolio worth close to \$500M, including over 650 residential apartments and 10,000m² of commercial office and retail space.

Until recently, our portfolio focused primarily on high rise inner city and high density regional residential apartments. Our 2009 portfolio includes diverse projects with a focus on commercial and office developments. Diploma Properties will move into new Australian markets next year.

We pursue an uncompromising growth strategy, supported by constructive relationships with business partners, financial institutes and our key suppliers. We have a secure pipeline of diversified developments and we source new business opportunities continually.

Diploma Properties recently set up a new division, Diploma Realty Pty Ltd, to provide reliable strata management services. Diploma Realty will extend our quality after-sales service for our clients.



Our business is end-to-end property development.



Construction

we work with clients like business partners,
not just builders ... we go out of our way to
develop cost effective solutions

Diploma Construction operates in the commercial, residential and engineering sectors.

Our portfolio is growing rapidly. Projects range in size from small commercial complexes to high rise towers, and include retail, office, industrial, and multi-residential developments. We have over 20 active projects with a combined value of \$400 million.

Inner city construction is a key area of our expertise. We understand how to manage the added constraints of building in the central business district through tight project management, stringent controls and smooth co-ordination of materials, subcontractors and the public.

Our engineering group focuses on the resources sector, including accommodation, infrastructure, processing and asset management. Thanks to our robust management systems, we can deploy self-supported project teams in the most remote locations at relatively short notice.

We are accredited to AS/NZS ISO 9001:2000 Quality Management Systems, AS/NZS ISO 14001:2004 Environmental Management Systems, AS/NZS 4801:2001 Occupational Health and Safety Management, and AS/NZS 4360:2004 Risk Management.

Long term planning and investment in innovation help us to deliver substantial value to our clients. For example, Diploma Construction has invested in innovative formwork systems that dramatically reduce floor cycle times on high rise projects.

We work with our clients like business partners, not just builders. With genuine enthusiasm for our clients' projects, we go out of our way to design cost effective solutions.

We value open communication and a non-confrontational approach to resolving issues. Our business is built on trust and we enjoy working with like-minded clients.

We aim to retain 100% of our clients' business.



Sustained, rapid growth across all sectors of commercial and residential construction.



People

invaluable expertise and many years of local and overseas industry experience

Our people are natural leaders. We recruit people who embrace a philosophy of open, honest and informed communication.

Our people are innovators. We encourage all employees to develop new skills and value add. We provide rich opportunities for people to advance their careers whilst working for our Company.

Our people get results. They strive to drive projects to completion and to achieve their own goals. Our Design, Project Management and Construction teams combine the talents of individuals with extensive experience in the building industry and have willingness to work in any environment or location.

Our people see the big picture. Our employees have invaluable expertise and many years of local and overseas industry experience. We aim to attract the best by offering unparalleled career opportunities and the chance to work with leading industry players to develop a bold and achievable vision.

Our people create Diploma's future. While we continue to manage our existing project portfolio, we are expanding rapidly into new local and international markets. Our people understand our strategic vision and contribute their energies to both our current and future operations.



Our people are vital to our current and future success — as leaders, innovators, achievers, visionaries and creators. We look after them.





Dominic Di Latte
Executive Chairman

Dominic Di Latte is Executive Chairman of Diploma Group Limited and founder of the Company. Dominic is a key advisor to the management team. He has invaluable experience in every facet of construction drawn from a long career in the building industry. His uncompromising approach to quality and meticulous attention to detail are the foundation of an ethos that flows through the Company. Dominic founded Diploma Homes in 1976.



Nick Di Latte
Managing Director and CEO

Nick Di Latte is the Managing Director and CEO of Diploma Group Limited and Managing Director of Diploma Properties. Nick is responsible for strategic planning, the execution of growth strategies, joint venture partnerships for Diploma Properties operations, and the overall performance of Group activities. He also takes an active role in all contract negotiations and risk management activities, drawing on his professional experience as a solicitor. Nick joined the Company in 1996.



John Norup
Director

John Norup is a Director of Diploma Group Limited and Managing Director of Diploma Construction. He is responsible for the strategic direction and management of the Group's construction activities. John adopts a hands-on approach to projects, actively pursues cost effective solutions for clients, and continually refines construction and engineering processes to align them with industry best practice. With over 20 years in the industry, he has delivered projects worth over \$1 billion. John joined the Company in 2005.



Ian Olson
Non-Executive Director

Ian is a Non-Executive Director of Diploma Group Limited and Chairman of Diploma's Audit and Remuneration Committees. He is an experienced chartered accountant with an extensive knowledge of corporate advisory, management consulting, and audit and assurance. Ian is a former Managing Partner of PKF Chartered Accountants in Western Australia. He is currently owner and Executive Chairman of the King Group and Non-Executive Chairman of ASX listed companies, Gage Roads Brewing Co Ltd and RuralAus Investments Limited. Ian was appointed to the Board in October 2007.



Carl Lancaster
Non-Executive Director

Carl is a Non-Executive Director of Diploma Group Limited. Carl is a qualified Chartered Accountant with a very strong knowledge of the Western Australian property sector. He has expertise in the financial structuring of large scale property development projects, with emphasis on risk mitigation, credit assessment and efficient equity utilization. Carl has held senior management positions with Macquarie Bank Limited, including head of Real Estate Finance in Western Australia. Carl was appointed to the Board in December 2007 and sits on Diploma's Audit Committee and Remuneration Committee.



Simon Oaten, Chief Financial Officer and Company Secretary

Simon is Company Secretary and Chief Financial Officer of Diploma Group Limited. Simon is a chartered accountant with over 12 years' experience in construction, engineering and development. He is experienced in advising on financial matters for listed companies in Australia and has also worked in South America, Africa and the United Kingdom. Simon was formerly General Manager of Finance and the Company Secretary of GRD Minproc Limited, and the Financial Controller and Company Secretary of the Multiplex Group of companies.