



A L L I A N C E

ENTERTAINMENT

INVESTOR PRESENTATION

For the Fiscal Year Ended June 30, 2025

WE BUILD YOUR COLLECTION

Nasdaq: AENT

PRESENTED SEPTEMBER 10, 2025

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Forward Looking Statements

Certain statements included in this Presentation that are not historical facts are forward-looking statements for purposes of the safe harbor provisions under the United States Private Securities Litigation Reform Act of 1995. Forward-looking statements generally are accompanied by words such as “believe,” “may,” “will,” “estimate,” “continue,” “anticipate,” “intend,” “expect,” “should,” “would,” “plan,” “predict,” “potential,” “seem,” “seek,” “future,” “outlook,” “project,” and similar expressions that predict or indicate future events or trends or that are not statements of historical matters. These forward-looking statements include, but are not limited to, statements regarding estimates and forecasts of other financial and performance metrics and projections of market opportunity. These statements are based on various assumptions, whether identified in this Presentation, and on the current expectations of Alliance’s management and are not predictions of actual performance. These forward-looking statements are provided for illustrative purposes only and are not intended to serve as and must not be relied on by an investor as, a guarantee, an assurance, a prediction, or a definitive statement of fact or probability. Actual events and circumstances are difficult or impossible to predict and will differ from assumptions. Many actual events and circumstances are beyond the control of Alliance. These forward-looking statements are subject to a number of risks and uncertainties, including changes in domestic and foreign business, market, financial, political, and legal conditions; risks related to the rollout of Alliance’s business and the timing of expected business milestones; the effects of competition on Alliance’s future business; risks and failure by Alliance to meet the covenant requirements of its revolving credit facility, our ability to issue equity or equity-linked securities or obtain debt financing in the future, and the potential negative effect on the price and liquidity of Alliance’s securities and those factors discussed in Alliance’s Annual Report on Form 10-K for the fiscal year ended June 30, 2025 under the heading “Risk Factors”.

Additional risks related to Alliance’s business in particular include, but are not limited to competition, the ability of Alliance to grow and manage growth profitably, the ability of Alliance to maintain relationships with customers and suppliers and retain key employees; changes in the applicable laws or regulations; the possibility that Alliance may be adversely affected by other economic, business in Alliance’s internal control over financial reporting, and/or competitive factors. There may be additional risks and uncertainties that Alliance does not presently know or currently believes are immaterial that could cause actual results to differ from those contained in the forward-looking statements. Such risk factors also include, among others, future growth expectations and acquisitions; specific economic conditions in the United States; changes in laws and regulations; potential liability from future litigation; the diversion of management time on acquisitions and integration related issues; modifications or adjustments to Alliance’s financial statements as a result of applicable securities laws; and general economic conditions. Most of these factors are outside Alliance’s control and are difficult to predict.

Non-GAAP Financial Measures

In addition to financial measures prepared in accordance with United States generally accepted accounting principles (“GAAP”), some of the financial information and data contained in this Presentation, such as Adjusted EBITDA, EBITDA-CapEx and EV/EBITDA, has not been prepared in accordance with GAAP. Alliance believes these non-GAAP measures of financial results provide useful informant to management and investors regarding certain financial and business trends relating to Alliance’s financial condition and results of operations. Alliance’s management uses these non-GAAP measures for trend analyses, for purposes of determining management incentive compensation, and for budgeting and planning purposes.

Alliance believes that the use of these non-GAAP financial measures provides an additional tool for investors to use in evaluating operating results and trends in and in comparing Alliance’s financial measures with other similar companies, many of which present similar non-GAAP financial measures to investors. Management does not consider these non-GAAP measures in isolation or as an alternative to financial measures determined in accordance with GAAP. The principal limitation of these non-GAAP financial measures is that they exclude significant expenses and income that are required by GAAP to be recorded in Alliance’s financial statements. In addition, they are subject to inherent limitations as they reflect the exercise of judgments by management about which expense and income are excluded or included in determining these non-GAAP financial measures. Accordingly, our Adjusted EBITDA may not be comparable to similarly titled measures of other companies, including companies in our industry, because other companies may calculate Adjusted EBITDA in a different manner than we calculate this measure. In order to compensate for these limitations, management presents non-GAAP financial measures in connection with GAAP results. In evaluating Adjusted EBITDA and EBITDA, you should be aware that in the future we may or may not incur expenses similar to some of the adjustments we have reported. Our presentation of Adjusted EBITDA and EBITDA does not imply that our future results will be unaffected by these adjustments or any unusual or non-recurring items. You should review Alliance’s audited financial statements, which have been included in the Annual Report on Form 10-K for the fiscal year ended June 30, 2025.

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The information contained herein is as of September 9, 2025, and does not reflect any subsequent events.



Collecting is more than owning. It's about:

- **Identity:** What you value and how you express yourself.
 - **Nostalgia:** Reliving memories and experiences.
 - **Connection:** Sharing passions and building communities.
- The collectibles market is driven by emotion, passion, and community—making it resilient and dynamic.
 - Alliance Entertainment connects fans with the products that define their lives.

Music:

“What albums would you select for the soundtrack of your life?”

Movies:

“Which films do you watch over and over?”

Video Games:

“What games defined your childhood?”

Licensed Figures & Merchandise:

“Which characters inspire you?”

How Alliance Fulfills Collector Needs—and Why Invest

- **Profitability:**
Proven track record of EBITDA growth and strong cash flow, driven by collector demand
- **Diversified Revenue:**
Multiple collectible categories: music, movies, games, licensed figures, exclusive products
- **Scalable Operations:**
Advanced automation and logistics ensure we deliver joy to collectors efficiently and at scale
- **Strong Leadership:**
Experienced team with deep industry expertise and a passion for collectibles
- **Growth via M&A:**
Strategic acquisitions expand our portfolio and reach, keeping us at the forefront of collector trends
- **Strong Industry Relationships:**
Trusted by top suppliers, studios, and retailers—including our role as Category Advisor to Walmart

Our Collector-Focused Brands & Business Units

Handmade by Robots Exclusive Products
AMPED (music distribution) | Alliance Home Entertainment (AHE) (film/TV distribution)

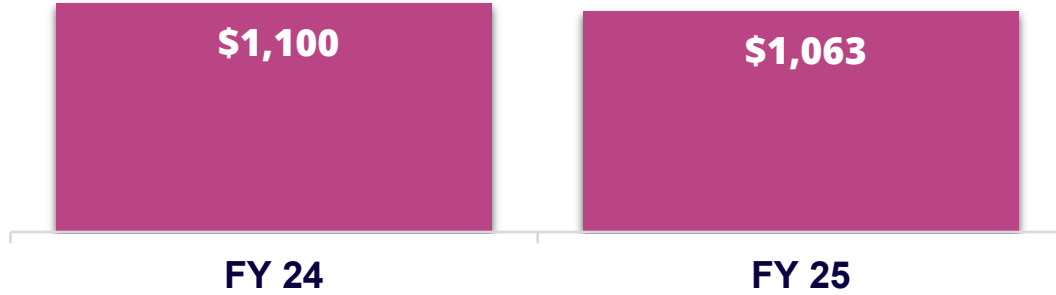
Alliance Entertainment is uniquely positioned to meet collector demand, drive profitable growth, and lead the industry through innovation and strategic partnerships.



Revenue

\$ in millions

Fiscal Year Ended 6/30



EARNINGS PER SHARE

\$0.09

\$0.30

Adjusted EBITDA

\$ in millions

Fiscal Year Ended 6/30



ADJUSTED EBITDA MARGIN

2.2%

3.4%

Balance Sheet

\$ in millions

Fiscal Year Ended 6/30

	FY 24	FY 25
Debt	\$79.6	\$65.3
Inventory	\$97.4	\$102.9

Nasdaq: AENT

IPO: 2023 | Founded: 1990

Market Cap \$306M

52-week Range \$1.64-11.57

Avg Volume (90-day) 41,941

Shares Outstanding 50.97M

Float 3.1M

Employee Owners 724

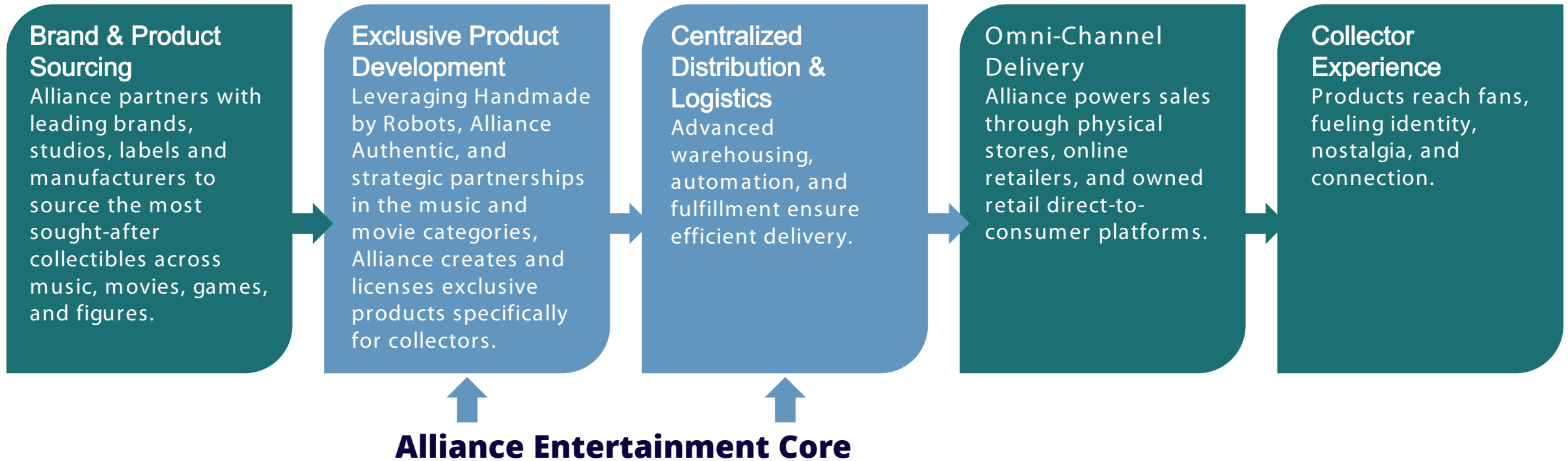
Closing Price

\$5.90¹

1) September 09, 2025

The Engine of the Collectibles Value Chain

Alliance Entertainment is the engine that powers the collectibles ecosystem—curating, connecting, and delivering joy to collectors at every stage



Alliance's Strategic Role

Curator & Connector:

Alliance selects, develops, and distributes the best collectible products, acting as the central hub between brands and collectors.

Business Units:

AMPED Entertainment(music), Alliance Home Entertainment (film/TV), Handmade by Robots, Exclusive Products.

Strategic Partnerships:

Licensing partnerships and Category Advisor to a major retailer.

Major Customers

Alliance Entertainment provides unparalleled distribution services to our B2B customers, including major chains and independent retailers



Walmart

BARNES & NOBLE



Fred Meyer



meijer



BrandsMart USA



Aaron's

amazon



ebay

sam's club

wayfair

fingerhut



curacao



PC.
RICHARD
& SON



MIDWEST TAPE

verizon

Suppliers

Alliance Entertainment distributes and markets products worldwide for the industry's premier content providers and manufacturers



SQUARE ENIX



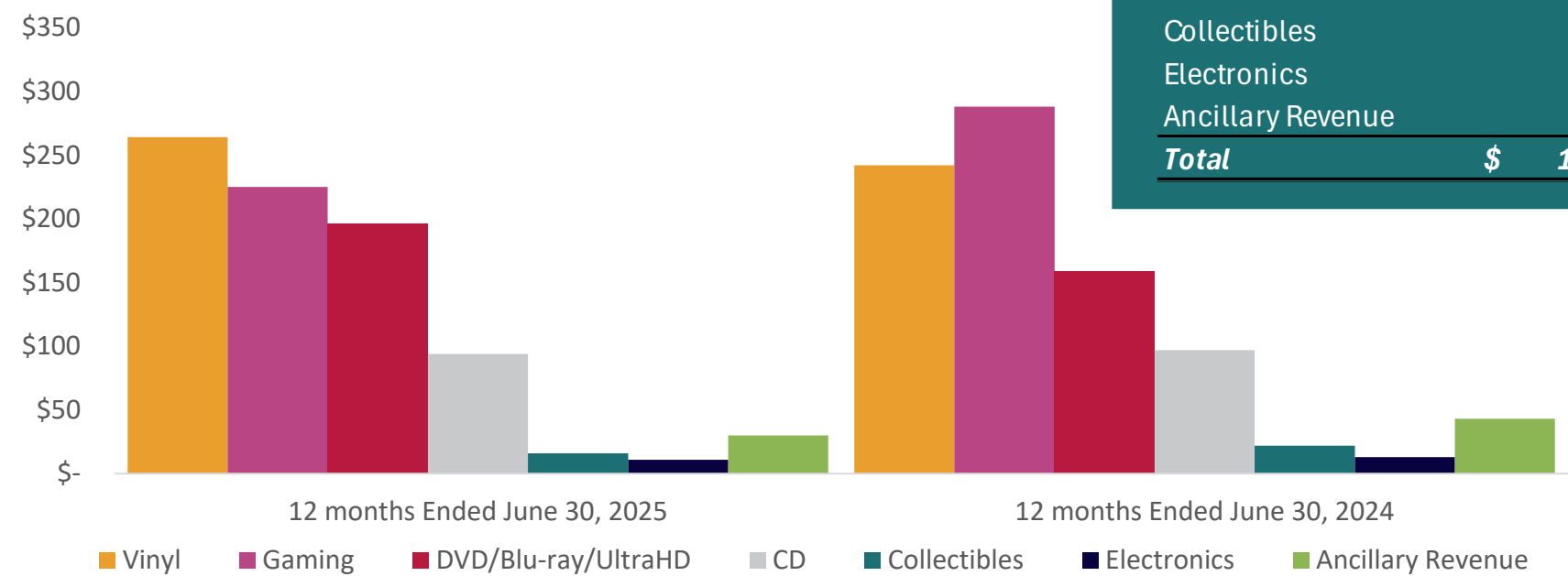
THRUSTMASTER®



Alliance Entertainment, We Build Your Collection!

Alliance Entertainment is the leading distributor of collectible entertainment products, driving over \$1 billion in annual revenue across diverse categories—including Vinyl Records, Gaming, DVDs/Blu-rays, CDs, Collectibles, Electronics, and Handmade by Robots character collectibles.

Alliance connects collectors and physical media fans to the music, movies, games, and memorabilia they love—serving 175 online retailers and over 35,000 retail locations through our trusted omni-channel network known for quality, reliability, and standout service.

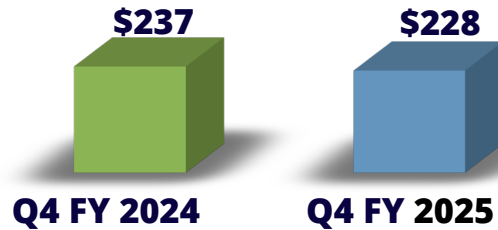


\$ Millions	12 Months Ended June 30, 2025		12 Months Ended June 30, 2024	
Vinyl	\$	337	32%	\$ 330 30%
Gaming		252	24%	339 31%
DVD/Blu-ray/UltraHD		276	26%	205 19%
CD		123	12%	130 12%
Collectibles		22	2%	27 2%
Electronics		15	1%	16 1%
Ancillary Revenue		38	4%	53 5%
Total	\$	1,063	100%	\$ 1,100 100%

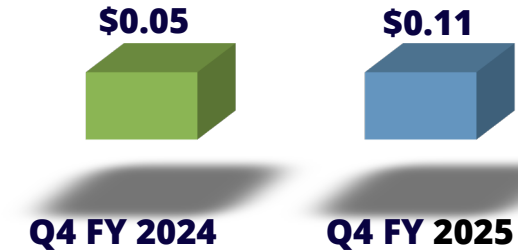
Financial Highlights

FY25 Q4

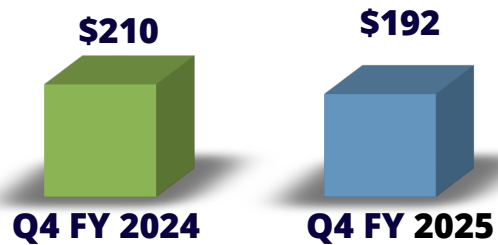
Revenue in millions



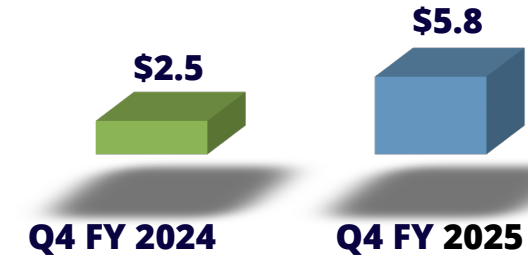
Earnings Per Share



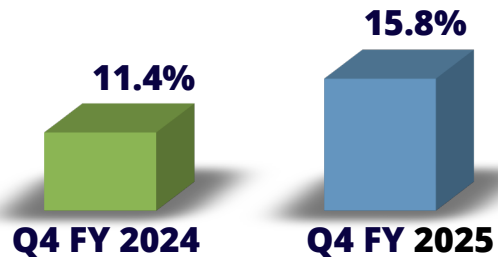
Cost of Revenue in millions



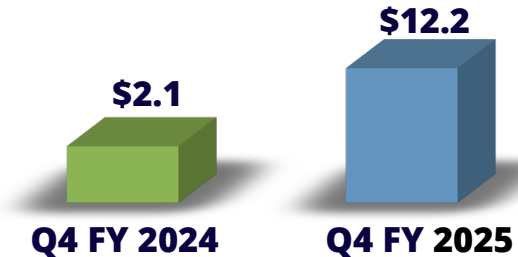
Net Income in millions



Gross Margin percent



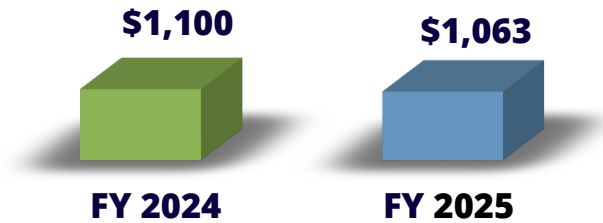
Adjusted EBITDA in millions



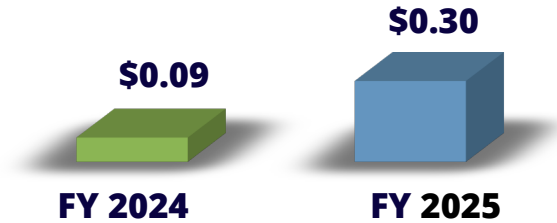
Financial Highlights

FY25 Year Ended 6/30/25

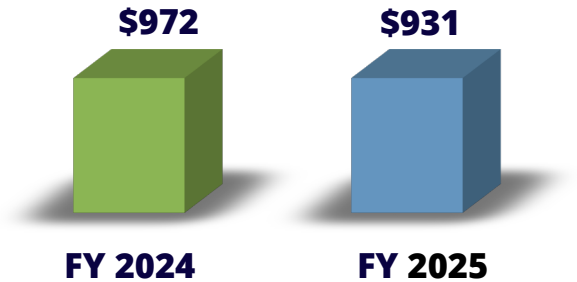
Revenue in millions



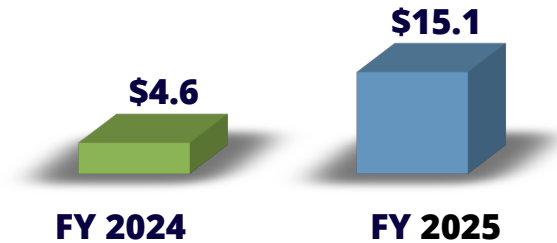
Earnings Per Share



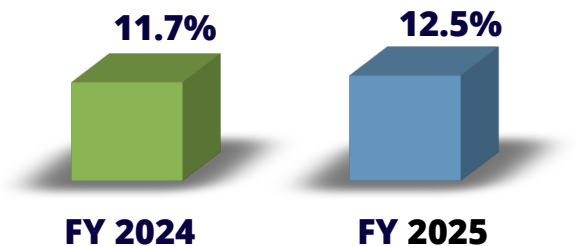
Cost of Revenue in millions



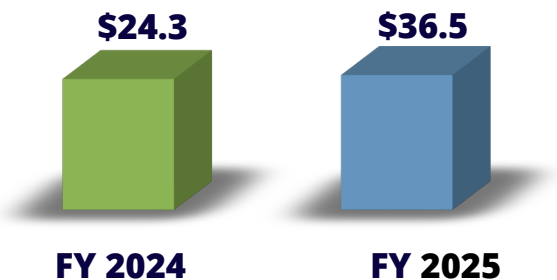
Net Income in millions



Gross Margin percent



Adjusted EBITDA in millions





Scalable Operations: Powering Growth & Efficiency

50M+
UNITS ANNUALLY

State-of-the-art automation (e.g., AutoStore, Sure Sort X) increases efficiency, accuracy, and scalability

261K
PEAK SCALABILITY

Capacity to scale to 261,000 daily units during peak demand

76
COUNTRIES

76 countries shipped to in fiscal year 2025

340K+
UNIQUE SKUS

Deep Inventory: 340,000+ SKUs at your fingertips

Cost Efficiency:

Significant operational cost savings and flexible labor model.

Product Integrity:

Optimized storage and reduced manual touches preserve product condition.

Sustainability:

Energy-efficient systems and reduced waste.

Empowering Independent Retailers



Alliance Entertainment proudly supports 3,500 Independent Retailers with a strong portfolio of products catered to enthusiasts across a variety of product categories

Our diverse selection—including vinyl records, CDs, movies, video games, and collectibles—helps independent retailers attract loyal customers and enrich their local communities.

We are committed to helping these stores thrive by providing access to high-quality, in-demand entertainment products across every category.

- **Vinyl Records**
- **Movie & Film (Including DVD, Blu-ray, 4K and Special Edition SteelBook®)**
- **Collectibles**



PROUD SUPPORTER OF RECORD STORE DAY

Alliance Entertainment is the preferred supplier to over 1,500 participating Record Store Day locations providing exclusive content to our valued customers

Omni-Channel Distribution: Powering DTC & B2B Growth

Alliance Entertainment delivers a seamless omni-channel experience, serving approximately 175 online retailers and more than 35,000 physical stores. Our extensive inventory selection allows DTC customers to access a wide range of entertainment products and collectibles through our drop shipping service—eliminating the need for them to invest in inventory.

On the B2B side, we empower retailers with high-quality, in-demand products, robust fulfillment, and flexible integration options.

DTC is a major growth driver, contributing 37% of our net revenue.

As a trusted brand, Alliance is known for quality, reliability, and exceptional customer service—connecting fans and retailers with the entertainment they love.



Alliance Entertainment Retail Group (AERG)



- Alliance Entertainment Retail Group is the direct retail arm of AENT, selling via wholly-owned websites and catalogs, as well as dozens of third-party marketplaces around the world.
- AERG's retail reach ensures that AENT's extensive product selection is available to customers wherever they shop.
- The Retail Group also handles direct-to-consumer sales, marketing and social media management for Alliance's proprietary brands, HandmadeByRobots and Alliance Authentic.
- AERG often acts as the first mover into new marketplaces and with new product lines, giving AENT the ability to monetize new opportunities quickly and efficiently.



ccmusic.com

importcds.com

moviesunlimited.com

deepdiscount.com

popmarket.com

ccvideo.com

wowhd.co.uk

Category Advisor for Walmart Video

Alliance Entertainment has been appointed as the Category Advisor for Walmart's video category, a strategic role that positions us as a trusted insights partner in the evolving physical media space at retail. In this role, we deliver data-driven analyses, consumer insights, and operational support that Walmart incorporates into its category planning and execution. Our focus is on enabling Walmart to make informed decisions that optimize shelf space, align with shopper demand, and support an enhanced customer experience

Why This Is Valuable

- **Strategic Insights:** We provide Walmart with category-level analysis to inform decisions around assortment, facings, and promotional planning.
- **Data-Driven Support:** Our forecasting and analytics highlight consumer trends and demand signals to help Walmart align inventory with shopper expectations.
- **Retail Execution:** We contribute to planogram design inputs and operational insights that support Walmart's in-store and online execution.
- **Industry Acknowledgment:** This designation reflects Alliance Entertainment's expertise in physical media and reinforces our position as a leading distribution partner to retailers and studios alike.

Note: The Category Advisor team is strictly firewalled from Alliance Entertainment's commercial operations. No data, strategy, or insight is shared between the two groups—this separation is deliberate, enforced, and non-negotiable.



Exclusive Distribution & Licensing

Our expanding portfolio of exclusive distribution and licensing agreements drives annual sales exceeding \$375 million



Leading distributor of physical and digital entertainment, representing 48 labels across film and television



With over 110 labels, AMPED delivers CD's and vinyl with cutting-edge distribution services



Features a wide range of limited-edition licensed figures from film, TV, and holiday-related themes



Weta Workshop designs and produces collectible items, including prop replicas, apparel, and jewelry.



Collectibles, figures and prop replicas from huge licensed brands like Star Trek, Marvel, Dr. Who and so many more.



Trusted by Studios, Loved by Collectors

Alliance Home Entertainment is North America's premier distributor of film and TV content, trusted by 48 leading studios. We offer full-service solutions across theatrical, physical, digital, and broadcast platforms including release strategy, creative, marketing, and metadata management. With exclusive Amazon Vendor Services (AVS) access and top-tier retail placement, we drive strong sell-through. Our collector focused e-commerce platforms deliver exclusive editions, while our major licensing partnerships bring iconic and cult titles to market with precision. Alliance is the trusted source for content distribution and fan-focused licensing.

alliancehomeentertainment.com



EXCLUSIVE LICENSED DISTRIBUTOR

Alliance Home Entertainment exclusively started handling Paramount Pictures' Blu-ray, 4K, and DVD content for creation, manufacturing, marketing, and sales to retailers like Walmart and Amazon



Exclusive Music Distribution

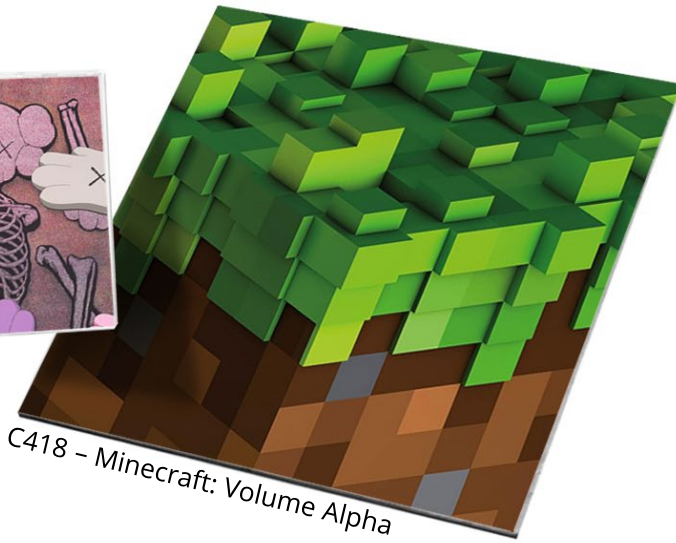
- Exclusive distribution for 110 label partners such as Better Noise, Empire, Epitaph, Firebird, FUGA, Hopeless, Integral/PIAS, Mexican Summer, Naxos, Secretly Distribution, Sub Pop, Vydia/Gamma sells to more brick and click retailers than any other music distributor:
 - Non-traditional retailers such as Cracker Barrel, Hot Topic, Meijer, Tractor Supply, Urban Outfitters, Vans, gift shops, public libraries
 - Mass Merchants and Chains: Barnes & Noble, Best Buy, Target, and Wal-Mart
 - We sell on all marketplaces across the globe via Alliance Entertainment Retail Group: TikTok, Discogs, eBay, Temu, Shein, and many more
- Detailed and customizable B2B detailing sales and inventory management in real time with a huge variety of class of trade and genre reporting options

Billboard – Luminate Chart Activity (week ending August 11, 2025)

- 2 Albums in Billboard Top 20 of Billboard Top 200
- 5 of the Top 10 titles in the Alternative New Artists
- 15 of the Top 50 titles in the Alternative New Artists
- 27 of the Top 100 Independent Albums
- 55 of the Top 200 Independent Albums
- 2 of the Top 10 Soundtrack Albums
- 2 of the Top 10 Country Albums
- 6 of the Top 50 Folk American Albums Chart
- 3 of the Top 10 Blues Albums Chart
- #1 Classical Album
- 3 of the Top 5 Classical Albums
- 20 of the Top 50 Contemporary Jazz Albums
- 7 of the Top 50 Hip Hop/Rap Albums
- 3 of the Top 15 Reggae Albums



Cripplefoot



C418 – Minecraft: Volume Alpha

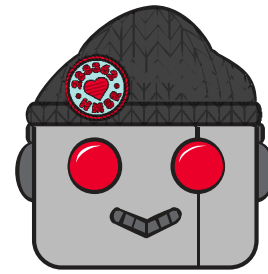


Shaboozey



Zach Top

ampeddistribution.com



HANDMADE BY
ROBOTS™

Preposterously Adorable Vinyl Figures

Handmade by Robots creates collectible vinyl figures that mimic the look of knit plush collectibles. Inspired by popular movies, TV shows, and holidays, each figure features sculpted “knit-like” details and unique touches like glow-in-the-dark elements. Licensed from fan-favorite franchises such as DC Comics, Marvel, Sanrio and Sega, these durable designs appeal to collectors and casual fans alike.

handmadebyrobots.com

COMING SOON!



PEANUTS



**STAR
WARS**



By Fans, for Fans

From Middle-earth to the 41st Millennium, our team of passionate artists brings beloved fictional worlds to life through handcrafted collectibles. Inspired by the stories we love; we create figures that celebrate the worlds fans hold dear.

Whether it's statues, miniatures, or prop replicas, every collectible reflects Wētā Workshop's signature craftsmanship. Prototyped in-house and produced with trusted partners, our figures are made by fans, for fans—available worldwide.

wetanz.com



Celebrating the Worlds Fans Love

A premier collectibles company specializing in high-quality, officially licensed replicas from some of the most iconic film and television franchises. Known for its screen-accurate recreations, the brand has built a strong reputation through its detailed prop weapons, helmets, and scaled models from universes like ***Star Trek***, ***Marvel***, ***Lord of the Rings***, and more. Each piece is crafted with precision and authenticity, often released as limited editions with certificates of authenticity—making them highly sought-after by collectors and fans.

masterreplicas.com

15

Successful
Acquisitions

Expanding
Our Collectibles
& Media
Portfolio



HANDMADE BY
ROBOTS

Strengthening
Our Pop Culture
Collectibles
Offering



Strategic M&A

Strengthening Our Leadership in
Collectibles & Entertainment.

Opportunities:

- Other Large Movie Studios in discussions to sell/license and outsource their Home Entertainment Divisions of physical media rights
- Licensing and manufacturers of entertainment products
- Acquisition opportunities of family-owned competitors exiting the business
- Strategic entertainment distributors and wholesalers
- ECommerce retailers of entertainment products
- Acquisitions of specialty fan communities and services

**Future
Targets**

Collectibles
Brands

Exclusive
Licensing, &
Enhanced
E-Commerce
Fulfillment



**Ongoing
Focus**

Expanding
Licensing
Agreements
& Proprietary
Collectible
Products



Leadership

Senior Management

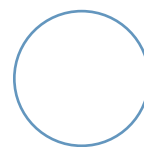
77.6%
Insider
Ownership



Jeff Walker
CEO, Director

Jeff's entrepreneurial spirit and financial acumen drives innovation, growth, and execution by focusing on transformative strategies and future opportunities.

Jeff Walker co-founded the CD Listening Bar in 1990, which evolved into Super D, a leading music wholesaler. Partnering with Bruce Ogilvie in 2001, they expanded Super D's footprint, leading to the acquisition of Alliance Entertainment 2013.



Bruce Ogilvie
Executive Chairman

As Chairman, Bruce uses his strategic vision and technical expertise to drive innovation and accelerate efficiency and growth.

Bruce Ogilvie founded Abbey Road Distributors, growing it to over \$94 million in sales. He led a major retail chain through a turnaround, resulting in its acquisition by a private equity firm. Partnering with Jeff Walker, the duo grew Super D leading to the acquisition of Alliance Entertainment.



Warwick Goldby
Chief Operating Officer

Warwick Goldby joined Alliance in 2016 as a Project Manager with over 20 years of experience in operations, inventory management, analytic problem solving and performance analysis. His critical role in the Company's recent automation initiatives, including AutoStore storage and retrieval technology and Sure Sort® X, a cost-saving sortation technology system have positioned him to lead the Company's overall operations and continue to steer innovation.



Amanda Gnecco, CPA
Chief Financial Officer

Joining Alliance Entertainment in 2018, Amanda Gnecco brings over 15 years of finance and accounting experience in both private and public sectors. Her expertise includes navigating complex financials and driving major initiatives like acquisitions and the recent de-SPAC. In her new role, she will lead the Accounting and Finance team, overseeing SEC reporting, regulatory compliance, corporate governance, risk management, cost management, and ESG reporting.



Robert Black
Chief Compliance Officer

Robert Black joined Alliance Entertainment in 2019, bringing over 25 years of experience in financial planning, profitability improvement, and operational leadership. As Chief Compliance Officer and Corporate Secretary, he develops enterprise policies, oversees financial controls, and drives AI adoption and innovation to drive revenue, enhance efficiency, and transparency across the organization.

Sales Leadership

Ken Glaser
Senior Vice President of Sales

Champions innovation and operational excellence, spearheading strategic partnerships with deep expertise in the entertainment retail landscape.

Robert Oram
Executive Vice President of Alliance Home Entertainment

Directs sales, licensing, brand marketing, retail operations, and strategic partnerships for the company's filmed entertainment division, delivering growth across multiple platforms.

Mike Schimmel
Senior Vice President of Sales

Oversees sales operations for Graphic Novels, Games, and Collectibles driving category growth through targeted channel strategies and strategic partner collaboration.

Tim Hinsley
Senior Vice President of Retail Sales

Oversees all Alliance owned retail sites and catalogs as well as all third-party marketplaces, social selling and niche marketplaces.

Julianne Gorman
Senior Vice President of Marketing, Alliance Home Entertainment

Leads brand marketing, creative strategy, and product development for a diverse portfolio of film and television releases, ensuring cohesive brand storytelling and market impact.

Sales Leadership

Dean Tabaac
Senior Vice President of Sales of AMPED

At the helm of AMPED, Dean has amassed extensive executive level music industry experience in management, sales, marketing and distribution operations.

Meagan Roberts
Senior Vice President of Sales Alliance Home Entertainment

Oversees national sales strategy and execution across key retail accounts with a deep expertise in retail growth, category management, and P&L ownership

Gustavo Bello
Senior Vice President, International Sales

Gustavo brings 40 years of leadership at Alliance, driving its expansion into 70+ international markets. His expertise in global distribution and market strategy has built lasting industry partnerships and remains central to Alliance's worldwide success.

Kevin Quigley
Senior Vice President of Sales, Alliance Home Entertainment

Leads strategic initiatives and oversees both physical and digital sales, while expanding relationships with label and studio partners to enhance business performance.

Marc Bartlett
Senior Vice President of Walmart Music

Drives the execution and performance of physical music sales within Vendor Managed Inventory (VMI) programs, ensuring optimal stock levels and sales alignment.

Alex Jimenez
Senior Vice President, Import Services

Alex has spent his career in the music industry, driving Alliance's international growth and founding its imports division with partnerships in 28 countries. His expertise in global distribution and catalog management continues to support AMPED Distribution's worldwide success.

Operations Leadership



Tony Moyers **Senior Vice President of Collectibles**

Drives the development and strategic direction for the Collectibles and Electronics category, leveraging market insights to maximize growth and consumer engagement.



Laura Provenzano **Senior Vice President of Purchasing & Marketing**

Manages relationships with music distribution and studio partners, advocating for retail needs and ensuring timely, secure, and efficient delivery of physical media products.



Alia Hussain Baksh **Senior Vice President of Finance/Controller**

With a deep expertise in financial operations, she has been instrumental in driving financial discipline, supporting growth initiatives, and mentoring future finance leaders.



Jeff Hayne **Senior Vice President of Licensing and Productions** **Alliance Home Entertainment**

Heads content acquisitions and original productions while cultivating strategic industry partnerships to expand the company's portfolio and market share.



Tony Timpano **General Counsel, Vice President of Business & Legal Affairs**

As General Counsel, Timpano's focus is providing strategic legal advice in support of Alliance's business initiatives to drive responsible innovation, protect its assets, and to foster a culture of compliance.

Operations Leadership



Ian Ching
Senior Vice President, Information Technology

Ian began his career with a pioneering e-commerce startup before joining Super D in 2006 and Alliance in 2013. He now leads transformative IT initiatives that scale infrastructure and capabilities, recognized for his innovative and collaborative leadership.



Sandy Marsans
Senior Vice President, Information Technology

With 30+ years of IT experience, Sandy has strengthened Alliance's technology operations as VP of IT. She has led cybersecurity initiatives, ensured compliance with public standards, and driven system modernization to improve efficiency and support the company's growth.



Terri Borders
Senior Vice President of Human Resources

Serves as the head of Human Resources and oversees all aspects of human capital management, including talent acquisition, leadership development, employee engagement and organizational effectiveness.

Board Leadership

Independent Members



Tom Donaldson
Director, Compensation, Audit, and Nominating and Corporate Governance Committees

Tom Donaldson is the Founder and Managing Partner of Charlotte-based investment firm Blystone & Donaldson, focused on middle-market companies. He served as a director of Adara Acquisition Corp. from its 2020 inception through its 2023 combination. Previously, Donaldson was an executive at Investors Management Corporation (IMC), focusing on investments, risk management, and company relationships. Before IMC, he was a Partner at Morehead Capital Management (merged into IMC in 2016) and practiced law at McGuireWoods LLP, representing private funds and companies. He holds an MBA and JD from Villanova University and a Political Science degree from North Carolina State University.



Chris Nagelson
Director, Compensation, and Nominating and Corporate Governance Committees

During his time as Vice President, DMM for Walmart, Inc. in Bentonville, AR, Chris provided strategic direction that drove market share growth and supported the company's overall strategy. He established key performance indicators to enhance team efficiency and sales strategies, while leading cross-functional teams in strategic executive-level planning. Prior to Walmart, Chris served as Divisional Merchandise Manager for American Eagle Outfitters, Inc. in Pittsburgh, PA, from June 1997 to February 2005.



Teri Wielenga
Director, Chair of Audit Committee

Teri is a senior global finance executive, board director, and advisor with over 30 years of experience at Fortune 500 companies and a Big Four firm. She led global tax policy and strategy for Gilead Sciences and currently serves as a board director, secretary, and treasurer for The Gilead Foundation, as well as audit committee chair for the Arc Research Institute. Teri previously managed rapid global growth as Senior Vice President of Tax for Allergan, where she also served as CFO of the Allergan Foundation and as a board director for multiple international subsidiaries.

Income Statement – FY25 Q4

(\$ in thousands)	Three Months Ended 6/30/2024	Three Months Ended 6/30/2025
Net Revenues	\$ 236,934	\$ 227,750
Cost of Revenues (excluding depreciation and amortization)	210,014	191,783
Operating Expenses		
Distribution and Fulfillment Expense	10,835 4.6%	8,949 3.9
Selling, General and Administrative Expense	13,984	14,902
Depreciation and Amortization	1,424	1,469
Transaction Costs	-	957
Restructuring Cost	54	-
(Loss) on Disposal of Fixed Assets	84	-
Total Operating Expenses	26,381	26,277
Operating Income	539	9,690
Other Expenses		
Interest Expense, Net	2,727	2,474
Change in Fair Value of Warrants	82	(58)
Total Other Expenses	2,809	2,416
(Loss) Income Before Income Tax (Benefit) Expense	(2,270)	7,274
Income Tax (Benefit) Expense	(4,777)	1,514
Net Income	\$ 2,507	\$ 5,760
Net Income per Share	\$ 0.05	\$ 0.11

- Operating Income up over \$9 million year over year
- Profitability driven by a \$1.9 million or 17% decline in Distribution and Fulfillment expense
- Net Income from \$2.5 to \$5.8 million (\$3.3 or 130%)

- Adjusted EBITDA from \$2.1 million to \$12.2 million (\$10.1 or 480%) year over year
- Adjusted EBITDA margin, as a percent of net sales, from 0.9% to 5.3% year over year

(\$ in thousands)	Year Ended 6/30/2024	Year Ended 6/30/2025
Net Income	\$ 4,581	\$ 15,078
<i>Add back:</i>		
Interest Expense	12,247	10,575
Income Tax (Benefit) Expense	(2,728)	3,630
Depreciation and Amortization	5,880	5,334
EBITDA	\$ 19,980	\$ 34,617
<i>Adjustments</i>		
Transaction Costs	2,086	957
Restructuring Costs	280	73
Stock-based Compensation Expense	1,386	58
Change in Fair Value of Warrants	41	853
Contingent Loss	461	-
Loss (Gain) on Disposal of PPE	33	(15)
	\$ 24,267	\$ 36,543
Adjusted EBITDA Margin %	2.2%	3.4%

Income Statement – FY25

(\$ in thousands)	Year Ended 6/30/2024	Year Ended 6/30/2025
Net Revenues	\$ 1,100,483	\$ 1,063,457
Cost of Revenues (excluding depreciation and amortization)	971,594	930,605
Operating Expenses		
Distribution and Fulfillment Expense	48,818 4.4%	40,375 3.8%
Selling, General and Administrative Expense	57,651	55,992
Depreciation and Amortization	5,880	5,334
Transaction Costs	2,086	957
Restructuring Cost	280	73
Loss (Gain) on Disposal of Fixed Assets	33	(15)
Total Operating Expenses	114,748	102,716
Operating Income	14,141	30,136
Other Expenses		
Interest Expense, Net	12,247	10,575
Change in Fair Value of Warrants	41	853
Total Other Expenses	12,288	11,428
Income Before Income Tax (Benefit) Expense	1,853	18,708
Income Tax (Benefit) Expense	(2,728)	3,630
Net Income	\$ 4,581	\$ 15,078
Net Income per Share	\$ 0.09	\$ 0.30

- Operating Income increased from \$14.1 to \$30.1 million year over year (\$16.0 or 113%) primarily driven by a 17% decline in Distribution and Fulfillment expense
- Net Income increased from \$4.6 to \$15.1 million (\$10.5 million or 229%) year over year

- Interest expense decreased from \$12.2 million to \$10.6 million (-\$1.7 million or -14%) as less reliance on debt
- Adjusted EBITDA increased from \$24.3 to \$36.5 million (\$12.3 million or 51%) year over year
- EBITDA as a percent of revenue increased from 2.2% to 3.4%

(\$ in thousands)	Year Ended 6/30/2024	Year Ended 6/30/2025
Net Income	\$ 4,581	\$ 15,078
<i>Add back:</i>		
Interest Expense	12,247	10,575
Income Tax (Benefit) Expense	(2,728)	3,630
Depreciation and Amortization	5,880	5,334
EBITDA	\$ 19,980	\$ 34,617
<i>Adjustments</i>		
Transaction Costs	2,086	957
Restructuring Costs	280	73
Stock-based Compensation Expense	1,386	58
Change in Fair Value of Warrants	41	853
Contingent Loss	461	-
Loss (Gain) on Disposal of PPE	33	(15)
	\$ 24,267	\$ 36,543
Adjusted EBITDA Margin %	2.2%	3.4%

Balance Sheet & Cashflow Statement

June 30, 2025

(\$ in thousands)	June 30, 2024 Audited	June 30, 2025 Audited
Assets		
Cash	\$ 1,129	\$ 1,236
Accounts Receivable	92,357	97,369
Inventory	97,429	102,848
Other Current Assets	5,298	16,679
Net PP&E & Operating Lease Right-of-Use Assets	35,066	30,505
Net Intangible Assets	13,381	18,475
Net Goodwill	89,116	89,116
Total Other Assets	7,036	5,000
Total Assets	\$ 340,812	\$ 361,228
Liabilities		
Accounts Payable & Accrued Expenses	142,592	164,848
Revolving Credit Facility, Net	69,587	55,268
Shareholder Loan	10,000	10,000
Other Current Liabilities	5,328	7,881
Non-Current Liabilities	25,676	20,009
Total Liabilities	\$ 253,183	\$ 258,006
Equity		
Total Equity	\$ 87,629	\$ 103,222
Total Liabilities and Equity	\$ 340,812	\$ 361,228

- Accounts Receivables and Inventory up \$10.4 million enhancing liquidity for growth without diluting equity
- Revolver, Net balance declined from \$69.6 million to \$55.3 Million (-\$14.3 million or - 21%)
- Equity increased \$15.6 million or 18% year over year

- Net Income increased from \$4.6 million to \$15.1 million (\$10.5 million or 229%)
- Cash inflow from operating activities \$26.8 million primarily driven by \$22 million increase in AP
- The key driver for the change in cash outflow from investing activities is due to the acquisition of Handmade by Robots
- Cash used in Financing of \$18.6 million driven by net repayments on the revolver

(\$ in thousands)	Year Ended June 30, 2024	Year Ended June 30, 2025
Net Income	\$ 4,581	\$ 15,078
Net Cash (Used In) Provided By		
Operating Activities	55,773	26,809
Investing Activities	(117)	(8,134)
Financing Activities	(55,390)	18,571

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