Notification Waiver Determination

Volaris Group – SpinifexIT

Acquisition	Volaris Newco, a wholly owned subsidiary of Volaris Group Australia Pty Ltd to be established to undertake the acquisition, applied for a notification waiver in respect of its proposed acquisition of 100% of the fully diluted shares of the core business of Spinifex IT Group Holdings Pty Ltd (**SpinifexIT**), as described in the transaction documents provided as part of the application (the **Acquisition**).
Determination	The Australian Competition and Consumer Commission has determined under section 51ABV(1)(a) of the *Competition and Consumer Act 2010* (Cth) that the Acquisition is not required to be notified.
Date of determination	16 November 2026

Parties to the Acquisition	Volaris Group Inc (**Volaris**) is a Canadian-headquartered company that acquires and manages software businesses globally. Volaris Group Australia Pty Ltd is a wholly owned subsidiary of Volaris. Volaris has 20 companies within its Australian portfolio, focused on marketing technology and education technology. Volaris is a wholly owned subsidiary of Constellation Software Inc. (**CSI**). The CSI group of companies acquire, manage, and build industry-specific software businesses globally in a variety of public and private sector industries. The target, SpinifexIT, is an Australian-founded software company that develops and supplies Systems, Applications and Products in Data Processing (**SAP**) payroll automation tools to enterprise and government customers. Its principal product group (referred to as Easy Suite) comprises of SAP certified solutions that automate payroll validation, reconciliation, reporting and data migration processes for organisations using SAP Human Capital Management and SuccessFactors systems.
Explanation for determination	In making this notification waiver determination, the Australian Competition and Consumer Commission (the **ACCC**) has considered the information provided with the notification waiver application and had regard to the factors in section 51ABV(2)(b) of the *Competition and Consumer Act 2010* (Cth) (the **Act**). Based on the information provided in the application, the ACCC considers that the Acquisition is unlikely to give rise to any material lessening of competition. In particular: a. there is a small horizontal overlap between Volaris (including its connected entities) and SpinifexIT in the supply of payroll automation software in Australia, and the increase in share of supply arising from the Acquisition would be small

	b. there are alternative suppliers of payroll automation software, including for usage with SAP, to customers in Australia. In these circumstances, the ACCC does not consider it necessary to reach a concluded view on the likelihood of the notification thresholds being met. Given that material competition concerns are unlikely to arise, the ACCC has determined that the Acquisition is not required to be notified. The ACCC considers that the determination is consistent with the object of the Act and the interests of consumers in promoting competition. For more information about the ACCC's approach to considering notification waiver applications and to assessing competition effects more generally, see the ACCC's guidance on notification waivers and merger assessment guidelines.

Determination made by Commissioner Woodward pursuant to a delegation under section 25(1) of the Act