

ASX Announcement

07.07.2026

AdNeo awarded \$187,546 Queensland Human Rights Commission contract; active tender pipeline exceeds \$6 million

Highlights:

Aspire by Catapult, AdNeo's education content business, has been awarded a \$187,546 contract by the Queensland Human Rights Commission (QHRC) to design and develop human rights and anti-discrimination eLearning courses for the Queensland public sector workforce, with revenue expected to be recognised in Q1 FY27.

Second engagement with QHRC, extending prior contract C-25131 and evidencing repeat government client work, with further modules planned by QHRC for 2027.

The award follows the Bendigo Kangan announcement and further supports the September 2025 acquisition of Aspire and its integration under the Catapult brand.

AdNeo's active tender pipeline exceeds \$6 million across more than 20 submissions, with management targeting disciplined conversion and delivery through FY27.

AdNeo Limited (ASX: AD1) ("AdNeo" or the "Company") is pleased to announce that its education content subsidiary, **Aspire by Catapult**, has been awarded a contract by the **Queensland Human Rights Commission (QHRC)** to develop a series of professional development modules for the Queensland public sector workforce.

Queensland Human Rights Commission – eLearning Course Development

The Company has executed a Standing Offer Arrangement (SOA OIR 45_2223, Contract No. C-25160) with QHRC for the design and development of a suite of human rights and anti-discrimination eLearning courses. Signed on 29 June 2026, the contract is valued at \$187,546 and runs from 22 June to 28 September 2026, with revenue expected to be recognised in Q1 FY27.

Under the engagement, Aspire by Catapult will uplift the existing *Foundations: Human Rights for Public Entities* course and design three new courses covering Anti-Discrimination, Sexual Harassment and Diversity. All courses will be developed in

Articulate Rise and integrated into QHRC's aXcelerate learning management system, with full compliance with WCAG 2.2 AA accessibility standards. The scope includes interactive multimedia, scenario-based learning, video production, animation and branded graphic design.

Beyond its contract value, the award is strategically significant. It is the Company's second engagement with QHRC, extending prior contract C-25131, and reflects the client's continued confidence in Aspire by Catapult's capability to deliver high-quality, inclusive digital learning for Queensland Government agencies. QHRC has planned further modules for 2027, presenting a defined opportunity for additional contracted work.

Acquisition strategy delivering

Aspire Learning Resources was acquired by AdNeo Limited in September 2025 and has been integrated under the **Aspire by Catapult** brand as a specialist Content as a Service offering for the education and public sector markets. The acquisition added more than 150 clients, approximately 350 units of competency and an experienced content development team to AdNeo's education platform.

Together, Catapult and Aspire bring approximately 30 years of experience in the Australian education sector, with established relationships across TAFE, government, universities and VET providers. The QHRC award provides further evidence of the combined platform's capability in high-quality content, course development and project delivery.

Tender pipeline

AdNeo has built an active tender pipeline exceeding **\$6 million** across more than 20 submissions, weighted toward government, TAFE and university clients. Management is targeting disciplined conversion of this pipeline, with outcomes dependent on tender timing, client decisions and successful delivery.

Commenting on the award, AdNeo CEO and Managing Director Angus Washington said:

"This contract demonstrates our acquisition model working as intended. We acquired Aspire in September 2025 to build a specialist content-as-a-service capability under the Catapult brand, and the business is now securing repeat work from government clients. With an active tender pipeline above \$6 million, our focus remains disciplined conversion, delivery quality and long-term client relationships."

Authorised for release by AdNeo's CEO and Managing Director, Angus Washington. For further information, please contact: investors@adneo.com.au

Forward-looking statements

This announcement may contain forward-looking statements, including statements regarding AdNeo's tender pipeline, expected conversion rates and future financial performance. Forward-looking statements

are based on assumptions and are subject to known and unknown risks and uncertainties, many of which are beyond the Company's control, and actual results may differ materially. You are cautioned not to place undue reliance on any forward-looking statements, particularly in light of current economic uncertainties and volatility.

Not advice

Information in this announcement, including any forecast financial information, should not be considered as investment, legal, tax or other advice. You should make your own assessment and seek independent professional advice in connection with any investment decision.

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