

Board Change: Transition to Executive Director

Adrad Holdings Limited ('ASX: AHL', 'Adrad' or the 'Company') announces that Mr Gary Washington will transition from Non-Executive Director to Executive Director, effective immediately.

Mr Washington is the founder of Adrad and has played a pivotal role in the Company's growth and development over many years.

Mr Washington transitioned to a Non-Executive Director role in July 2025 after previously serving as an Executive Director. He will now resume an executive role and continue to contribute his significant industry experience, customer relationships and deep knowledge of Adrad's operations to support the Company's strategic and operational priorities.

Mr Washington's existing director fee arrangements will cease from the date of his transition to Executive Director.

In connection with Mr Washington's return to the role of Executive Director, the Company has entered into an executive employment agreement with Mr Washington on the same material terms as those previously disclosed in the Company's replacement prospectus dated 22 August 2022 and released to the ASX on 4 October 2022 in respect of Mr Washington's prior role as Executive Director, including in relation to base remuneration, incentive arrangements and termination provisions.

For the purposes ASX Listing Rule 3.16.4, a summary of the material terms is set out below;

Salary:	\$90,000 p/a plus superannuation
Allowances:	\$24,000 p/a Motor Vehicle allowance
Termination/Notice:	One (1) month's written notice

The Board looks forward to Mr Washington's continued contribution in this expanded executive capacity.

This announcement is authorised for release by the Board of Directors of Adrad Holdings Limited.

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For more information, please visit <http://adradholdings.com.au/>