



Change of Director's Interest Notice

Perth, Australia – Tuesday, 16 September 2025. Mader Group Limited (ASX:MAD) attaches an Appendix 3Y – Change of Director's Interest Notice for Mr Justin Nuich, Executive Director and Chief Executive Officer.

The sale of shares disclosed in the attached Appendix 3Y was undertaken by Mr Nuich to meet personal tax obligations. He retains a significant shareholding in the Company and is fully committed to the Company's strategy and long-term growth.

- end -

About Mader Group Limited

Mader Group Limited (ASX:MAD) is a global leader in the provision of specialist technical services across multiple industries. Today, the Company's well-established labour market platform allows it to connect a global network of over 490 customers to a skilled in-house workforce of approximately 3,900+ personnel on flexible, fit for purpose, and cost-effective terms. Mader Group has been named finalist in multiple prestigious awards, reflecting our commitment to excellence across various areas. These include Large Business of the Year at the 2024 WA Business Awards, Employer of Choice at the 2024 HR Awards, and Large Employer of the Year at the 2024 WA Training Awards and the 2024 TAFE Queensland Awards. Additionally, our dedication to safety was recognised, as finalists in the Safety category at the 2024 Bowen Basin Queensland Mining Awards.

Chief Executive Officer

Justin Nuich
justin.nuich@madergroup.com.au

Chief Financial Officer

Paul Hegarty
paul.hegarty@madergroup.com.au

Approved for release by the Company Secretary of Mader Group Limited.



Appendix 3Y

Change of Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/09/01 Amended 01/01/11

Name of entity	Mader Group Ltd
ABN	51 159 340 397

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Justin Nuich
Date of last notice	5 September 2025

Part 1 - Change of director's relevant interests in securities

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	Indirect
Nature of indirect interest (including registered holder) Note: Provide details of the circumstances giving rise to the relevant interest.	The Securities are held by Candice Nuich, Justin Nuich's spouse.
Date of change	12 September 2025
No. of securities held prior to change	<u>Indirect</u> 1,741,476 Fully Paid Ordinary Shares ¹ 1,500,000 Performance Rights, subject to vesting conditions as disclosed in the Company's Notice of Annual General Meeting dated 7 September 2021, expiring 6 October 2026 ² 1. 1,531,516 Shares held by Candice Nuich, Mr Nuich's spouse; 209,960 Shares are held by Nuich Betros Pty Ltd as trustee for the Nuich Family Super Fund. Mr Nuich is a director and shareholder of Nuich Betros Pty Ltd and a beneficiary of the Nuich Family Super Fund. 2. Securities are held by Mr Justin Nuich as trustee for the J&C Nuich Family Trust. Mr Nuich is a beneficiary of the J&C Nuich Family Trust.
Class	Fully Paid Ordinary Shares

+ See chapter 19 for defined terms.

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Number acquired	Nil
Number disposed	500,000 Fully Paid Ordinary Shares
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	\$4,200,000
No. of securities held after change	<u>Indirect</u> 1,241,476 Fully Paid Ordinary Shares¹ 1,500,000 Performance Rights, subject to vesting conditions as disclosed in the Company's Notice of Annual General Meeting dated 7 September 2021, expiring 6 October 2026² 1,031,516 Shares held by Candice Nuich, Mr Nuich's spouse; 209,960 Shares are held by Nuich Betros Pty Ltd as trustee for the Nuich Family Super Fund. Mr Nuich is a director and shareholder of Nuich Betros Pty Ltd and a beneficiary of the Nuich Family Super Fund. - Securities are held by Mr Justin Nuich as trustee for the J&C Nuich Family Trust. Mr Nuich is a beneficiary of the J&C Nuich Family Trust.
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	On-market trade

Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	N/A
Nature of interest	
Name of registered holder (if issued securities)	
Date of change	
No. and class of securities to which interest related prior to change Note: Details are only required for a contract in relation to which the interest has changed	
Interest acquired	
Interest disposed	

+ See chapter 19 for defined terms.

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Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	
Interest after change	

Part 3 – ⁺Closed period

Were the interests in the securities or contracts detailed above traded during a ⁺closed period where prior written clearance was required?	No
If so, was prior written clearance provided to allow the trade to proceed during this period?	
If prior written clearance was provided, on what date was this provided?	

⁺ See chapter 19 for defined terms.