

## 2025 Annual General Meeting Executive Chair's Address

**Perth, Australia – Friday, 31 October 2025.**

### **WELCOME**

Good morning, ladies and gentlemen. My name is Luke Mader, Founder and Executive Chair of Mader Group Limited. It is my pleasure to welcome you to the Company's 2025 Annual General Meeting of Shareholders.

This meeting has been convened in accordance with the Corporations Act and, with a quorum present, I now declare the meeting open.

I would like to acknowledge my fellow Directors: Executive Director and Chief Executive Officer, Justin Nuich; Executive Director, Patrick Conway; and Non-Executive Director, Craig Burton.

Also joining us today are our Chief Financial Officer, Paul Hegarty; our Company Secretary, Sarah Wilson; and a representative of our auditors for the 2025 financial year, Dean Just, who is available to address any questions regarding the financial statements and audit.

### **REFLECTING ON 20 YEARS OF GROWTH**

This year marks a significant milestone for Mader Group – 20 years of consecutive growth. From day one, our vision has been clear: to create the best working environment in the industry. A place where hard work is recognised, careers are built, and the people who help grow the business from the ground up are genuinely rewarded.

Our culture led programs exclusive to Mader, Three Gears and Global Pathways are no longer concepts or pilot programs - they are part of the fabric of who we are. These initiatives enable our people to work, live, and adventure across the world, with opportunities created and supported entirely within our organisation. We are proud to stand as trailblazers and industry leaders in this space.

As we look ahead, the opportunities before us are substantial. We will continue to expand deeper into infrastructure, transport, port, rail, and energy - all critical sectors with strong long-term demand - while staying true to our roots in core maintenance services and our culture-led foundations.

Our roadmap is bold yet disciplined; to build a large, diversified service business with meaningful crossover across key industries & geographical locations. Our growth will be bullish whilst remaining disciplined and deliberate, anchored by the same qualities that have driven our success to date - resilience, customer-focused capability, and an unwavering commitment to our people.

Every milestone and every new frontier we reach is driven by our people. Their talent, their dedication, and their belief in what we are building is what sets Mader apart. With this team, we will continue creating opportunities, breaking new ground, and delivering lasting value for our shareholders, our customers, our communities, and all those who make the Mader story possible.

## CLOSING

To our team, our shareholders, our customers, and our partners - thank you for your trust, support, and hard work. It is with immense pride that I stand here today to close out FY25 and look forward with confidence to the journey ahead.

We will now turn to the formal part of today's meeting, where we will consider the resolutions set out in the Notice of Meeting issued on 1 October 2025.

Following this, I will invite our CEO, Justin Nuich, to present an overview of the Company's performance during 2025 and to outline our priorities for 2026. I also invite you to join us for tea and coffee after the meeting.

- 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 Board of Mader Group Limited.

