Appendix 3Y – Justin Nuich

Perth, Australia – Wednesday, 1 July 2026. Mader Group Limited (ASX:MAD) provides the following Appendix 3Y for Mr Justin Nuich in accordance with ASX Listing Rule 3.19A.2.

Mrs Candice Nuich, wife of Mr Justin Nuich, has entered into a loan facility with Equities First Holdings LLC *(Equities First)* (*Loan*). In connection with the facility and related arrangements, Mrs Nuich has transferred a total of 1,000,000 Mader Group Limited shares to HSBC Custody Nominees (Australia) Pty Ltd as custodian for Equities First, comprising 750,000 shares transferred as security for the loan facility and a further 250,000 shares transferred pursuant to a Share Possession Agreement.

Mrs Nuich retains a relevant interest in the shares transferred pursuant to these arrangements.

The Loan has a three-year term. Subject to repayment of all amounts owing under the Loan in accordance with its terms, the transferred shares are to be returned to Mrs Nuich at the end of the Loan term.

- 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 4,000+ personnel on flexible, fit-for-purpose, and cost-effective terms. Mader Group has won multiple prestigious awards, reflecting our commitment to excellence across various areas. These include Employer of the Year and Overall Business of the Year at the 2025 WA Business Awards.

Chief Executive Officer
Justin Nuich
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Chief Financial Officer
Paul Hegarty
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Approved for release by the Company Secretary of Mader Group Limited.

Rule 3.19A.2

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	13 March 2026

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	24 June 2026
No. of securities held prior to change	<u>Indirect</u> 1,245,576 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. 1,031,516 Shares held by Candice Nuich, Mr Nuich's spouse; 2,700 Shares are held by Mr Justin Nuich and Mrs Candice Nuich; 211,360 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
Number acquired	Nil
Number disposed	Nil
Value/Consideration Note: If consideration is non-cash, provide details and estimated valuation	Refer to Part 2
No. of securities held after change	Indirect 1,245,576 Fully Paid Ordinary Shares[1,2] 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[3] 1. 31,516 Shares held by Candice Nuich, Mr Nuich's spouse; 2,700 Shares are held by Mr Justin Nuich and Mrs Candice Nuich; 211,360 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. 1,000,000 Shares are held by HSBC Custody Nominees (Australia) Pty Ltd as custodian for Equities First Holdings LLC, as described in Part 2. 3. 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
Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	Off-market transfer of 1,000,000 Fully Paid Ordinary Shares to HSBC Custody Nominees (Australia) Pty Ltd as custodian for Equities First Holdings LLC pursuant to a Master Loan Agreement, Share Possession Agreement and Deed of Security, described in Part 2 below. No change in beneficial ownership.

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	Master Loan Agreement, Share Possession Agreement and Deed of Security

Nature of interest	Candice Nuich has entered into a margin lending facility to in respect of a portion of her Shareholding in Mader Group Limited. In connection with the facility and associated arrangements, Mrs Nuich has transferred 1,000,000 shares to HSBC Custody Nominees (Australia) Pty Ltd as custodian for Equities First Holdings LLC, comprising 750,000 shares transferred as security for the loan facility and a further 250,000 shares transferred pursuant to a Share Possession Agreement. The term of the loan is three years. The transferred shares must be returned to Mrs Nuich on repayment of the loan, in accordance with the terms of the facility and associated arrangements. Under the terms of the facility, Equities First may require Mrs Nuich to pay cash to meet margin calls and may dispose of secured shares in the event that such calls are not met or the loan is not repaid when due.
Name of registered holder (if issued securities)	HSBC Custody Nominees (Australia) Pty Ltd
Date of change	24 June 2026
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	N/A
Interest acquired	N/A
Interest disposed	N/A
Value/Consideration Note: If consideration is non-cash, provide details and an estimated valuation	N/A
Interest after change	N/A

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.