Chief Financial Officer Transition

Perth, Australia – Thursday, 29 October 2026. Mader Group Limited (ASX: MAD) ("Mader" or the "Company") advises that Mr Paul Hegarty will step down as Chief Financial Officer (CFO) effective 29 October 2026, with Executive Director Mr Patrick Conway appointed as interim CFO from that date.

Mr Hegarty joined Mader in September 2020 and has played an important role in strengthening the Company's finance and reporting functions and supporting its continued growth and international expansion.

Mr Conway is an experienced finance executive with more than 15 years' experience in senior finance roles. Having been with Mader for over 11 years, he has previously held both the CEO and CFO positions and currently serves as Executive Director and Director of Emerging Businesses. Mr Conway will continue in his existing role alongside his interim CFO responsibilities, providing continuity and extensive knowledge of the Company's operations and financial management during the transition period.

Mader has commenced a recruitment process to appoint a permanent CFO and will update the market once an appointment has been finalised.

Mader Executive Chairman and Founder, Luke Mader, said:

"On behalf of the Board and the entire Mader team, I would like to sincerely thank Paul for his dedication and contribution over the past six years. Paul has been a valued member of our leadership team during a period of significant growth and transformation for Mader. We are grateful for his commitment and wish him success in his future endeavours."

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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 520 customers to a skilled in-house workforce of approximately 4,500+ personnel on flexible, fit for purpose, and cost-effective terms. Mader Group has received multiple prestigious awards, reflecting our commitment to excellence across various areas. These include Employer of the Year and WA Business of the Year at the 2025 WA Business Awards.

Executive Director & Chief Executive Officer
Justin Nuich
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Approved for release by the Board of Mader Group Limited.