Annual General Meeting - Chair’s Address

Perth, Australia – 23 November 2023

Good morning everyone. My name is Luke Mader and it is my pleasure as Executive Chairman to welcome you to Mader Group Limited’s 2023 Annual General Meeting of Shareholders.

Firstly, I would like to introduce my fellow directors; Executive Director and Chief Executive Officer, Justin Nuich; Executive Director, Patrick Conway; and Non-executive Director, Craig Burton.

I would also like to extend my thanks to our outgoing Chairman, Jim Walker, for his valuable contribution to the Group during his tenure. I have known Jim for 25 years. He was the CEO at the company I joined when I was an apprentice, so to share a boardroom is an honour and I couldn’t think of anyone better suited to have guided the business during its initial years as a publicly listed company.

Also present today, is our CFO, Paul Hegarty; Company Secretary, Sarah Wilson; and representatives from the Company’s auditors for the 2023 financial year; Dean Just and Vanessa Way, who will be available to answer questions in relation to the financial statements and conduct of the audit for the 2023 financial year.

Today our CEO Justin Nuich, will provide a detailed review of what has been a successful year. We are now well into a new financial year and I am proud to report that we continue to be backed by strong operational outputs that will steer our growth trajectory.

As this is my first time chairing this meeting, I would like to take this opportunity to reflect on the journey that has brought us to this point today. Our Company at its core delivers value and flexibility to our customers, our business puts more dollars in our employees’ pockets and maintains a disciplined lean business model to allow for shareholder return and growth. Regardless of the operating environment, service businesses with these ingredients do not go out of fashion.

As a culture-led business we have reverse engineered what our target demographic wants from a workplace and more broadly, life. Like our people, our company is curious and looks toward the horizon for adventure and growth. We have layered this into our DNA, providing not just slogans but life changing opportunities for the individuals in our business.

We are continually exploring new ways to deliver value to our employees’ lives, and in return, they contribute value to our business in a significant way. The value of a loyal workforce should never be underestimated. Our people are our biggest asset, and we will continue to invest in them.

Through staying true to our traditional values and following a disciplined and proven model, we are able to leverage our strengths to take calculated risks and always, always push for new ground through geographical expansion and diversification of service lines. This is who we are.

This has allowed us to unlock new avenues for growth and strengthen our position as an employer of choice. Today, we are right where we want to be; cementing our foothold in key markets around the globe and in turn, creating more flexibility and more opportunities for our people than ever before.

Whilst Justin will dive into the specifics of our culture programs later today, I believe it's important to highlight how pivotal these programs are to upholding our foundational values and enabling sustainable and compounding growth. We have spent many years laying the foundational blocks that solidify our operations today.

Now turning our attention to the formal part of the meeting. As set out in the Notice of Meeting dated 24 October 2023, we will consider the resolutions to be put to shareholders. Following the close of the formal part of the meeting, I will invite our Executive Director and Chief Executive Officer, Justin Nuich, to provide an overview of the Company's activities and performance in 2023 and to give an update on our plans for 2024.

I invite you all to stay with us after the meeting for morning tea where we can continue to discuss the exciting future ahead.

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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 350 customers to a skilled in-house workforce of approximately 2,900+ personnel on flexible, fit for purpose, and cost-effective terms. Mader was named Large Business of the Year at the 2022 RISE Business Awards, 2022 Employer of Choice by the Australian Business Awards, received an excellence award for Workplace Flexibility at the 2022 Australian HR Awards and were named finalists for Best Candidate Experience Initiative at the 2023 SEEK STAR Awards.

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Approved for release by the Executive Chair of Mader Group Limited.