

# 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

<b>Name of entity</b>	<b>Cardno Limited</b>
<b>ABN</b>	<b>70 108 112 303</b>

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.

<b>Name of Director</b>	Susan Reisbord
<b>Date of last notice</b>	04 November 2020

### 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.

<b>Direct or indirect interest</b>	Direct
<b>Nature of indirect interest (including registered holder)</b> Note: Provide details of the circumstances giving rise to the relevant interest.	N/A
<b>Date of change</b>	24 December 2020
<b>No. of securities held prior to change</b>	319,019 Fully Paid Ordinary Shares  236,402 Performance Rights (18A) (with vesting date of 01 November 2021, subject to satisfaction of certain conditions)
<b>Class</b>	Performance Rights
<b>Number acquired</b>	2,230,368
<b>Number disposed</b>	N/A
<b>Value/Consideration</b> Note: If consideration is non-cash, provide details and estimated valuation	Nil

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+ See chapter 19 for defined terms.

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<b>No. of securities held after change</b>	<p>319,019 Fully Paid Ordinary Shares</p> <p>236,402 Performance Rights (18A) (with vesting date of 01 November 2021, subject to satisfaction of certain conditions)</p> <p>769,662 Performance Rights (19A) (with a vesting date after completion of the measurement period ending on 30 June 2022)</p> <p>1,460,706 Performance Rights (20A) (with a vesting date after completion of the measurement period ending on 30 June 2023)</p>
<b>Nature of change</b> <small>Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</small>	<p>Issue of Performance Rights (as approved by shareholders at the Annual General Meeting on 22 October 2020.</p>

### 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.

<b>Detail of contract</b>	<p>N/A</p>
<b>Nature of interest</b>	
<b>Name of registered holder (if issued securities)</b>	
<b>Date of change</b>	
<b>No. and class of securities to which interest related prior to change</b> <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	
<b>Interest acquired</b>	
<b>Interest disposed</b>	
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	
<b>Interest after change</b>	

+ See chapter 19 for defined terms.

**Part 3 – +Closed period**

<b>Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?</b>	
<b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>	
<b>If prior written clearance was provided, on what date was this provided?</b>	

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