

## Change of Director's Interest Notice

**Melbourne, Australia, 5 January 2024:** AD1 Holdings Limited ('AD1', the 'Company' or the 'Group') (ASX: AD1), provides the following Appendix 3Y "Change of Director's Interest Notice" for Michael Norster. The Appendix 3Y includes an acquisition of shares on 16 – 17 November 2023.

In relation to the late lodgement of the Appendix 3Y, the Company advises as follows:

1. The Appendix 3Y is being lodged late due to an administrative oversight. As soon as the oversight was identified, the documents were prepared and lodged with ASX.
2. The Company and the directors are aware of their obligations under ASX Listing Rules 3.19A and 3.19B and the late lodgement is due to an administrative oversight.
3. The Company believes that its current practices are adequate to ensure compliance with the ASX Listing Rules and appropriate for a company of its size.

**END**

*This release has been authorised by the Board of Directors of the Company.*

### For enquiries please contact:

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### About AD1 Holdings

AD1 Holdings is a technology company with a growing portfolio of market-leading software businesses. We build, manage, and acquire best of breed, high potential software businesses that develop specialised software solutions to address the specific needs of the global workforce. The Company currently operates in two main verticals being 'HR Services' and 'Niche Services'. Under HR services the company provides talent recruitment solutions in the form of ApplyDirect and Jobtale and mentoring products under the Art of Mentoring banner. The Company also operates Utility Software Solutions which specialises in SaaS hosted customer interface solutions (CIS) and Business Process Outsourcing (BPO) services for energy providers.

### For more information

-  Follow us on [LinkedIn](#)
-  Visit our investor websites: [www.ad1holdings.com.au](http://www.ad1holdings.com.au)
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# 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>AD1 Holdings Limited</b>
<b>ABN</b>	<b>29 123 129 162</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>	Michael Norster
<b>Date of last notice</b>	19 May 2023

### 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>	Indirect		
<b>Nature of indirect interest (including registered holder)</b> Note: Provide details of the circumstances giving rise to the relevant interest.	Beneficial interest: Director related party		
<b>Date of change</b>	16 - 17 November and 29 December 2023		
<b>No. of securities held prior to change</b>		<b>Shares</b>	<b>Options</b>
	Direct	264,000	-
	Indirect	187,228,408	66,971,496
	<b>Total</b>	<b>187,492,408</b>	<b>66,971,496</b>
<b>Class</b>	Fully paid ordinary shares		
<b>Number acquired</b>	21,861,661 fully paid ordinary shares		
<b>Number disposed</b>	-		
<b>Value/Consideration</b> Note: If consideration is non-cash, provide details and estimated valuation	\$109,308.31		

+ See chapter 19 for defined terms.

## Appendix 3Y Change of Director's Interest Notice

<b>No. of securities held after change</b>		<b>Shares</b>	<b>Options</b>
	Direct	264,000	-
	Indirect	209,090,069	66,971,496
	<b>Total</b>	<b>209,354,069</b>	<b>66,971,496</b>
<b>Nature of change</b> Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	Issue of Shares on conversion of outstanding Directors' fees for the period 1 July 2022 to 30 June 2023 as approved by Shareholders at the 30 November 2023 AGM and on market purchases.		

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

### Part 3 – <sup>+</sup>Closed period

<b>Were the interests in the securities or contracts detailed above traded during a <sup>+</sup>closed period where prior written clearance was required?</b>	No
<b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>	N/A
<b>If prior written clearance was provided, on what date was this provided?</b>	N/A

<sup>+</sup> See chapter 19 for defined terms.