

Form 603Corporations Act 2001
Section 671B**Notice of initial substantial holder**To Company Name/Scheme **1ST GROUP LIMITED ("1ST")**ACN/ARSN **138 897 533****1. Details of substantial holder (1)**Name **1ST GROUP LIMITED**ACN/ARSN (if applicable) **138 897 533**The holder became a substantial holder on **17/06/2022****2. Details of voting power**

The total number of votes attached to all the voting shares in the company or voting interests in the scheme that the substantial holder or an associate (2) had a relevant interest (3) in on the date the substantial holder became a substantial holder are as follows:

| Class of securities (4) | Number of securities | Person's votes (5) | Voting power (6) |
|------------------------------------|----------------------|--------------------|------------------|
| Fully paid ordinary shares. | 700,349,050 | 700,349,050 | 54.37% |
| | | | |

3. Details of relevant interests

The nature of the relevant interest the substantial holder or an associate had in the following voting securities on the date the substantial holder became a substantial holder are as follows:

| Holder of relevant interest | Nature of relevant interest (7) | Class and number of securities |
|-----------------------------|---|--|
| 1ST Group Limited | Restirctions on the disposal of shares under voltunary escrow arrangements give 1ST a deemed relevant interest in its own shares under section 606(1) (c) of the Corporations Act 2001 (Cth). However, 1ST has no right to acquire these shares or to control the voting rights attaching to these shares. | 700,349,050 fully paid ordinary shares. |
| | | |

4. Details of present registered holders

The persons registered as holders of the securities referred to in paragraph 3 above are as follows:

| Holder of relevant interest | Registered holder of securities | Person entitled to be registered as holder (8) | Class and number of securities |
|-----------------------------|---------------------------------|--|--------------------------------|
| See Annexure A. | | | |
| | | | |

5. Consideration

The consideration paid for each relevant interest referred to in paragraph 3 above, and acquired in the four months prior to the day that the substantial holder became a substantial holder is as follows:

| Holder of relevant interest | Date of acquisition | Consideration (9) | | Class and number of securities |
|-----------------------------|---------------------|-------------------|-------------|--|
| | | Cash | Non-cash | |
| 1ST Group Limited | 17 June 2022 | Nil. | Nil. | 700,349,050 fully paid ordinary shares. |
| | | | | |

6. Associates

The reasons the persons named in paragraph 3 above are associates of the substantial holder are as follows:

| Name and ACN/ARSN (if applicable) | Nature of association |
|-----------------------------------|-----------------------|
| See Annexure B. | |
| | |

7. Addresses

The addresses of persons named in this form are as follows:

| Name | Address |
|------------------------|---------|
| See Annexure C. | |
| | |

Signature

print name **Stephe Wilks**

capacity **Director**

sign here

date **21/06/2022**

DIRECTIONS

- (1) If there are a number of substantial holders with similar or related relevant interests (eg. a corporation and its related corporations, or the manager and trustee of an equity trust), the names could be included in an annexure to the form. If the relevant interests of a group of persons are essentially similar, they may be referred to throughout the form as a specifically named group if the membership of each group, with the names and addresses of members is clearly set out in paragraph 7 of the form.
- (2) See the definition of "associate" in section 9 of the Corporations Act 2001.
- (3) See the definition of "relevant interest" in sections 608 and 671B(7) of the Corporations Act 2001.
- (4) The voting shares of a company constitute one class unless divided into separate classes.
- (5) The total number of votes attached to all the voting shares in the company or voting interests in the scheme (if any) that the person or an associate has a relevant interest in.
- (6) The person's votes divided by the total votes in the body corporate or scheme multiplied by 100.
- (7) Include details of:
 - (a) any relevant agreement or other circumstances by which the relevant interest was acquired. If subsection 671B(4) applies, a copy of any document setting out the terms of any relevant agreement, and a statement by the person giving full and accurate details of any contract, scheme or arrangement, must accompany this form, together with a written statement certifying this contract, scheme or arrangement; and
 - (b) any qualification of the power of a person to exercise, control the exercise of, or influence the exercise of, the voting powers or disposal of the securities to which the relevant interest relates (indicating clearly the particular securities to which the qualification applies).

See the definition of "relevant agreement" in section 9 of the Corporations Act 2001.

- (8) If the substantial holder is unable to determine the identity of the person (eg. if the relevant interest arises because of an option) write "unknown".

- (9) Details of the consideration must include any and all benefits, money and other, that any person from whom a relevant interest was acquired has, or may, become entitled to receive in relation to that acquisition. Details must be included even if the benefit is conditional on the happening or not of a contingency. Details must be included of any benefit paid on behalf of the substantial holder or its associate in relation to the acquisitions, even if they are not paid directly to the person from whom the relevant interest was acquired.

ANNEXURE A – FORM 603

| HOLDER OF RELEVANT INTEREST | REGISTERED HOLDER OF SECURITIES | PERSONS ENTITLED TO BE REGISTERED AS HOLDER | CLASS AND NUMBER OF SECURITIES |
|-----------------------------|-----------------------------------|---|--------------------------------|
| 1ST GROUP LIMITED | ADCOCK PRIVATE EQUITY PTY LIMITED | ADCOCK PRIVATE EQUITY PTY LIMITED | 502,766,044 |
| 1ST GROUP LIMITED | ELKE CHRISTINE HARMAN | ELKE CHRISTINE HARMAN | 98,674,610 |
| 1ST GROUP LIMITED | MICHAEL JOHN HARMAN | MICHAEL JOHN HARMAN | 98,908,436 |

ANNEXURE B - FORM 603

| Name and ACN/ARSN | Nature of Association |
|---|-----------------------------|
| ADCOCK PRIVATE EQUITY PTY LIMITED ACN 137 476 843 | GRANTOR OF VOLUNTARY ESCROW |
| ELKE CHRISTINE HARMAN | GRANTOR OF VOLUNTARY ESCROW |
| MICHAEL JOHN HARMAN | GRANTOR OF VOLUNTARY ESCROW |

ANNEXURE C - FORM 603

| NAME | ADDRESS |
|-----------------------------------|--|
| 1ST GROUP LIMITED | 2-22 FOVEAUX STREET 2C LEVEL 2 SYDNEY NSW 2000 |
| ADCOCK PRIVATE EQUITY PTY LIMITED | 38 D/6 JUBILEE AVE WARRIEWOOD NSW 2102 |
| ELKE CHRISTINE HARMAN | 21 NEPTUNE ROAD NEWPORT NSW 2106 |
| MICHAEL JOHN HARMAN | 21 NEPTUNE ROAD NEWPORT NSW 2106 |