

**2023 Annual General Meeting  
Addresses and CEO presentation**

Attached are copies of the addresses to be given by the Chair and the Chief Executive Officer at Adrad's Annual General Meeting today.

***This announcement is authorised for release by the Board of Directors of Adrad Holdings Limited.***

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## Chair's Address

The past year has been an exciting one, full of challenges, including the Company's listing on the Australian Securities Exchange. Since the listing at the end of October 2022 the business has been transitioning from a private company to a public company. This included providing all eligible employees with the opportunity to become shareholders in Adrad through an Employee Share Issue which was implemented in July this year. Employees, as shareholders, have the same goals as other shareholders, to see the company excels in all areas.

On 4<sup>th</sup> October 2023 we issued the Company's 2023 Annual Report. The Annual Report outlines the progress of the group over the last year, including the continued strong revenue growth, driven partly by the increase in the product range, the continued development of the Thailand manufacturing facility with additional equipment and capacity, and the work in developing leading edge heat exchange solutions for low or zero emission vehicles. In addition on 29 September 2023 Adrad paid shareholders a fully franked final dividend.

On 1<sup>st</sup> February 2023, the Group's Chief Executive Officer for the past 17 years, Mr Don Cormack, announced his intention to retire. We thank Don for his contribution to making Adrad the Company it is today.

In April 2023 Mr Darryl Abotomey joined the Adrad Board as a Non-executive Director. As a consequence of Don Cormack's retirement in August Mr Abotomey agreed to stand in as Adrad's interim Chief Executive Officer until a permanent appointment was made.

With the assistance of an Executive Recruitment Adviser, potential internal and external candidates have been interviewed for the CEO role. This process has taken longer than anticipated, however we consider it important to appoint the right person to the role. An announcement on an appointment is imminent. In the meantime Mr Abotomey has been providing leadership to the business.

I would like to thank my fellow directors, all employees and shareholders for their ongoing support.

Now I would like to invite Mr Abotomey to update shareholders on the Adrad Group's performance and initiatives.

## Chief Executive Officer's Address

Thankyou Glenn, and a warm welcome to our shareholders joining us for our 2023 AGM.

2023 financial year was Adrad's first year as a public company, and the beginning of a transformation for the business.

Our disclaimer is set out in the presentation for those of you who wish to review it later.

The financial results for 2023 were solid, with revenue growing 8% to \$141 million which delivered proforma Earnings before interest, tax, and depreciation of \$15.6 million.

Highlights from the year were shown in the full year results presentation and the Annual Report, so I won't repeat them all.

The first quarter of the 2024 financial year has delivered a strong performance with revenue and earnings increasing by at least 8% - in line with the guidance provided with the 2023 full year results. Both the Heat Transfer Solutions and Adrad Distribution segments delivered increased results compared to the prior corresponding period.

We have also made good progress on the various transformation initiatives including:

- Implementation of the new structure of two business segments with the appropriate management structures for each segment, including the introduction of monthly group and segment leadership team meetings to provide ongoing review of performance and initiatives.
- The appointment of the GM for Heat Transfer Solutions, appointment of the GM- People and Culture and we are well progressed on the appointment of a GM for Adrad Distribution.
- Rationalization of manufacturing facilities following the closure of Queensland and New Zealand manufacturing sites and the expansion of the Thailand facilities
- Undertaking workshops on the strategy of the group.

In 2024 we aim to:

- Finalise the group strategy;
- Complete the manufacturing rationalization plan;
- Install new machinery in Thailand and commence construction of an additional factory;
- Commence acceptance testing of Alufin product with major international equipment manufacturer, noting this evaluation is a twelve-month program by the customer; and

- Progress appropriate acquisition opportunities.

Deliver full year revenue and earnings in the range of 5% to 8% above FY23.

It will be an exciting year for the Adrad Group. I thank the Board, the Leadership Teams and all employees for their support.

I will now hand back to Glenn to conduct the formal business of the meeting.