

**Form 603**  
**Corporations Act 2001**  
**Section 671B**  
**Notice of initial substantial holder**

To Company Name/Scheme Appen Ltd

ACN/ARSN 138 878 298

**1. Details of substantial holder (1)**

Name First Sentier Investors Holdings Pty Limited ACN 630 725 558 and its related bodies corporate or associates listed in annexure A

ACN/ARSN (if applicable) 630 725 558

The holder became a substantial holder on 12-11-2024

**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 | 13,773,603           | 13,773,603         | 5.28%            |

\*Note these securities are comprised of 4,017,239 shares in which First Sentier Investors Holdings Pty Limited and its subsidiaries have voting power and 9,756,364 securities in which First Sentier Investors Holdings Pty Limited's ultimate parent, Mitsubishi UFJ Financial Group, Inc. on and from 12 November 2024, has informed it that it has voting power prior to the date of this notice.

**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       |
|---|---|--------------------------------------|
| First Sentier Investors RQI Pty Ltd ACN 133 312 017 | Relevant interest under paragraph 608(1)(b) and/or 608(1)(c) of the Corporations Act 2001 (Cth), being a relevant interest arising from having the power to control the exercise of the right to vote attached to securities and/or to control the exercise of the power to dispose of securities in its capacity as investment manager, as provided for under its investment mandates. In addition, if any OTC derivatives, warrants or other securities (other than ordinary shares or ordinary units (as applicable)) are referred to below in this row, the relevant interest in respect of those securities arises under subsection 608(8) being an accelerated relevant interest held in the same capacity.                       | 4,017,239 Fully Paid ordinary shares |
| Mitsubishi UFJ Financial Group                      | Mitsubishi UFJ Financial Group Inc. (MUFG) owns 100% of First Sentier Investors Holdings Pty Limited (indirectly) and has informed First Sentier Investors Holdings Pty Limited that it has a relevant interest in the shares noted in this column. Accordingly, First Sentier Investors Holdings Pty Limited has a relevant interest or voting power in those shares pursuant to section 608(3) or section 12(2)(a) of the Corporations Act (as relevant). MUFG has not provided any further details of that relevant interest - accordingly no transaction information is recorded in Appendix B or holder information is recorded in Section 4. Reference is made to any subsequent filing of MUFG which will reflect this interest. | 9,756,364 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       |
|---|---------------------------------|--|--------------------------------------|
| First Sentier Investors RQI Pty Ltd ACN 133 312 017 | Citibank N A Hong Kong          |  | 3,048,361 Fully Paid ordinary shares |
| First Sentier Investors RQI Pty Ltd ACN 133 312 017 | National Australian bank        |  | 968,878 Fully Paid ordinary shares   |
| Mitsubishi UFJ Financial Group                      | Mitsubishi UFJ Financial Group  |  | 9,756,364 Fully Paid ordinary shares |

**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 |                                |
| See annexure B to this notice |                     |                   |          |                                |

**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   |
|---|---|
| First Sentier Investors RQI Pty Ltd ACN 133 312 017 | A wholly-owned subsidiary, and therefore related body corporate, of First Sentier Investors Holdings Pty Limited          |
| Mitsubishi UFJ Financial Group                      | Each company referred to is an associate of Mitsubishi UFJ Financial Group, Inc. under section 12 of the Corporations Act |

**7. Addresses**

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

| Name  | Address   |
|---|---|
| First Sentier Investors RQI Pty Ltd ACN 133 312 017 | Level 5, Tower Three International Towers Sydney, 300 Barangaroo Avenue, Barangaroo NSW 2000, Australia |
| Mitsubishi UFJ Financial Group                      | 1-4-5, Marunouchi, Chiyoda-ku, Tokyo 100-8330, Japan  |

**Signature**

print name Rachel Lim capacity Company Secretary  
sign here  date 14-11-2024

**Annexure A**

This is Annexure A referred to in Form 603, Notice of initial substantial holder dated 12-11-2024



Rachel Lim

Company Secretary

Dated the 14-11-2024

**SCHEDULE**

First Sentier Investors (Malta) Limited (Company Code C41267)  
First Sentier Investors (Malta) Holdings Limited (Company Code C41260)  
CFSIM Limited (Company No. 00153197)  
First Sentier Investors (Luxembourg) EDIF II GP S.Á.R.L. (Company No. B204413)  
First Sentier Investors (Australia) Services Pty Limited (ACN 624 305 595)  
First Sentier Investors (Australia) IM Ltd (ACN 114 194 311)  
First Sentier Investors (Australia) Infrastructure Holdings Ltd (ACN 085 313 926)  
First Sentier Investors (Australia) Infrastructure Managers Pty Ltd (ACN 101 384 294)  
First Sentier Investors Strategic Investments Pty Limited (ACN 625 765 399)  
First Sentier Investors (Australia) RE Ltd (ACN 006 464 428)  
First Sentier Investors Asia Holdings Limited (ACN 054 571 701)  
First Sentier Investors RQI Pty Ltd (ACN 133 312 017)  
First Sentier Investors (Luxembourg) EDIF I Feeders MC S.A.R.L. (Company No. B134314)  
First Sentier Infrastructure Managers (International) Limited (Company No. 298444)  
First Sentier Investors (UK) IM Limited (Company No. SC047708)  
First Sentier Investors (UK) Services Limited (Company No. 03904320)  
First Sentier Investors (Hong Kong) Limited (CR No. 11541926)  
First Sentier Investors (Ireland) Limited (Company No. 629188)  
First Sentier Investors (Japan) Limited (Company No. 0104-01-093090)  
First Sentier Investors (Singapore) (Company No. 196900420D)  
First Sentier Investors UK Holdings Limited (Company No. 03904310)  
First Sentier Investors (UK) Funds Limited (Company No. 02294743)  
First Sentier Investors (Luxembourg) Infrastructure (B) GP S.A.R.L. (Company No. B262476)  
First Sentier Investors (Luxembourg) EDIF I MC S.A.R.L. (Company No. B128117)  
First Sentier Investors (Singapore) Holdings Limited (Registration No. 199901706Z)  
First Sentier Investors International IM Limited (Company No. SC079063)  
First Sentier Investors (Hong Kong) Nominees Limited (CR NO. 11541934)  
FSIB LTD (Registration No. 26193)  
Mitsubishi UFJ Financial Group, Inc (Registration No. 0100-01-073486)  
Mitsubishi UFJ Trust and Banking Corporation (Registration No. 0100-01-008770)  
SI Holdings Limited (Company No. SC109439)  
First Sentier Investors (Hong Kong) AMC Limited (CR NO. 20492095)  
First Sentier Investors (Luxembourg) EDIF III GP S.A.R.L. (Company No. B238701)  
First Sentier Investors EU Holdings Limited (Company No. 727873)  
AlbaCore Capital Group Limited (Company No. 727871)  
AlbaCore Capital Limited (Company No. 581750)  
AlbaCore Capital (UK) Limited (Company No. 10220978)  
AlbaCore Capital LLP (Company No. OC412196)  
FSSA Holdings Limited (Company No. UEN 202418662W)  
FSSA (Singapore) Limited (Company No. UEN 202421579R)

**Annexure B**

This is Annexure B referred to in Form 603, Notice of initial substantial holder dated 12-11-2024



Rachel Lim

Company Secretary

Dated the 14-11-2024

| Holder of relevant Interest                         | Date of Acquisition | Consideration Cash | Consideration non-cash | Class and number of securities affected |                            |
|---|---------------------|--------------------|------------------------|---|----------------------------|
| First Sentier Investors RQI Pty Ltd ACN 133 312 017 | 02-08-2024          | 44,334.46          |                        | 58,037                                  | Fully Paid ordinary shares |
| First Sentier Investors RQI Pty Ltd ACN 133 312 017 | 02-08-2024          | 230,994.96         |                        | 302,389                                 | Fully Paid ordinary shares |
| First Sentier Investors RQI Pty Ltd ACN 133 312 017 | 02-09-2024          | 95,408.93          |                        | 94,036                                  | Fully Paid ordinary shares |
| First Sentier Investors RQI Pty Ltd ACN 133 312 017 | 02-09-2024          | 280,517.62         |                        | 276,481                                 | Fully Paid ordinary shares |
| First Sentier Investors RQI Pty Ltd ACN 133 312 017 | 26-09-2024          | 112,641.32         |                        | 60,236                                  | Fully Paid ordinary shares |
| First Sentier Investors RQI Pty Ltd ACN 133 312 017 | 26-09-2024          | 39,283.09          |                        | 21,007                                  | Fully Paid ordinary shares |
| First Sentier Investors RQI Pty Ltd ACN 133 312 017 | 09-10-2024          | 24,465.56          |                        | 12,052                                  | Fully Paid ordinary shares |
| First Sentier Investors RQI Pty Ltd ACN 133 312 017 | 09-10-2024          | 59,915.45          |                        | 29,515                                  | Fully Paid ordinary shares |
| First Sentier Investors RQI Pty Ltd ACN 133 312 017 | 09-10-2024          | 30,000.00          |                        | 15,625                                  | Fully Paid ordinary shares |
| First Sentier Investors RQI Pty Ltd ACN 133 312 017 | 09-10-2024          | 30,000.00          |                        | 15,625                                  | Fully Paid ordinary shares |
| First Sentier Investors RQI Pty Ltd ACN 133 312 017 | 17-10-2024          | 582,806.40         |                        | 303,545                                 | Fully Paid ordinary shares |
| First Sentier Investors RQI Pty Ltd ACN 133 312 017 | 17-10-2024          | 185,193.60         |                        | 96,455                                  | Fully Paid ordinary shares |