

ASX Announcement

24 September 2025

Board Renewal and Resignation of Michael Norster

AdNeo Limited (ASX: AD1) (**AdNeo** or the **Company**), advises that as part of the corporate governance plan and Board renewal strategy, Mr Michael Norster has resigned from the AdNeo's Board effective 23 September 2025.

Mr Norster joined the AdNeo Board in May 2018 and has provided significant leadership and guidance to the Company as Non-Executive Director and Chair of the Audit, Risk and Compliance committee. Mr Norster has effectively transitioned his responsibilities to the incoming Board Members.

The composition of AdNeo's Board is now comprised of:

- Mr Nicholas Smedley, Non-Executive Chairman (Appointed 2020)
- Mr Angus Washington, Managing Director and CEO (Appointed 2024)
- Mr Ian Bassar, Independent Non-Executive Director (Appointed 2025)
- Mr Kevin Lynch, Independent Non-Executive Director (Appointed 2025)

Non-Executive Chairman Mr Smedley commented: *"On behalf of AdNeo's Board members and Shareholders, I wanted to thank Michael for his longstanding commitment to the Company's governance and financial discipline. His support in the latest capital raising and M&A deals has been invaluable, and have set up the company for success."*

All Board Members wish to thank Mr Norster for his tenure on the Board of AdNeo and wish him all the best in his future corporate endeavours.

END

Authorised for release by AdNeo's Chairman of the Board, Nicholas Smedley.

For further information, please contact: investors@AdNeo.com.au

AdNeo Ltd (ASX: AD1)

AdNeo (ASX:AD1) actively acquires, owns, and manages high-growth companies in the SaaS and innovative services sectors. AdNeo drives shareholder value by strategically acquiring synergistic companies with significant growth potential. Our experienced management team enhances operational efficiency and stimulates innovation, opening new market opportunities. This focused strategy maximises profitability and ensures exceptional returns for our shareholders.

Forward-looking statements

You are cautioned not to place undue reliance on any forward-looking statements regarding our belief, intent or expectations with respect to AdNeo's businesses, market conditions and/or results of operations (particularly in light of the current economic uncertainties and volatility).

Not advice

Information in this announcement, including forecast financial information, should not be considered as investment, legal, tax or other advice. You should make your own assessment and seek independent professional advice in connection with any investment decisions.

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