



3 March 2025

ASX Announcement

Appointment of Group Chief Executive Officer

HighCom Limited (**ASX: HCL**) (**HighCom** or **the Group**) is pleased to announce the appointment of Mr Todd Ashurst, DSM as Group Chief Executive Officer effective today, following an extensive recruitment process.

Mr Ashurst, DSM joined HighCom following 32 years of full-time military service with the Australian Army where he rose to the rank of Brigadier. He has commanded at every rank, culminating with several senior command and executive appointments within the senior leadership group of the Australian Defence Force. Key senior appointments include Head of Australian Army Logistics, and as the final commander of Task Group Afghanistan commanding Australian troops as part of the NATO Resolute Support mission. During this deployment, he was also the NATO Combined Joint Operations Officer responsible for the strategic planning and execution of daily operations across Afghanistan. Prior to leaving full-time service in March 2023, he was also the Director General Support at Headquarters Joint Operations Command, responsible for all logistics, health and personnel for all Australian operations overseas and domestically.

A proven strategic leader who is values-driven with strengths in collaborative stakeholder engagement, strategic planning, change management, critical thinking and problem solving, Todd has led multiple complex multi-billion-dollar projects, contracts and budgets, often delivering outcomes within tight timeframes.

Todd initially joined HighCom on 11 September 2023 as the Vice President of International Defence Programs and was subsequently appointed as Group Chief Operating Officer on 13 February 2024. In addition, Todd also assumed the role of General Manager Technology Division from 1 July 2024 and, as the most senior executive in the Group since 31 July 2024, he has been instrumental in executing the Board's strategic vision and mission, and particularly in returning the Group to profitability for H1 FY25.

Mr Ben Harrison, HighCom Chairman, commented: *"On behalf of the Board, I am delighted to announce the formal appointment of Todd Ashurst, DSM as HighCom's Group Chief Executive Officer. Todd has a wealth of experience and a distinguished track record of success. We are confident that his leadership will continue to be instrumental in guiding HighCom as it executes its strategic objectives"*.

In accordance with ASX Listing Rule 3.16.4, the material terms of Mr Ashurst's remuneration includes a base salary of \$310,000 per annum plus 11.5% superannuation and a cash bonus of up to \$40,000 per annum that may be paid at the discretion of the board on its assessment of qualitative and quantitative factors in his contributions as CEO. A six-month notice period applies.

This ASX announcement has been authorised for release by the HighCom Limited Board of Directors.



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