

ASX Announcement

11 May 2026

BCAL appoints Anne-Louise Arnett as Chief Executive Officer

Highlights

- Anne-Louise Arnett appointed Chief Executive Officer, effective 1 June 2026 to accelerate BCAL's commercial roadmap.
- Ms Arnett brings over 25 years of experience in medical technology and has successfully launched diagnostic and medical technology products into Australian and international markets.
- Shane Ryan appointed Director Clinical Affairs Breast Cancer ensuring full continuity of BCAL's core product during the leadership transition.
- Executive Chair Jayne Shaw transitions to Non-Executive Chair effective 1 July 2026 reflecting evolution of BCAL's leadership.

BCAL Diagnostics Limited (ASX: BDX), an Australian healthcare company pioneering diagnostics for early detection of cancer, has appointed Anne-Louise (Annie) Arnett as Chief Executive Officer, effective 1 June 2026 to accelerate BCAL's commercial roadmap.

Ms Arnett brings more than 25 years of senior commercial and operational leadership across the medical technology sector, with depth in diagnostics, capital equipment and regulated product portfolios. She has successfully launched diagnostic and medical technology products into Australian and international markets. Her appointment comes at a pivotal moment for BCAL, as the Company prepares to bring multiple new products to market and extend its reach beyond Australia.

BCAL Executive Chair Jayne Shaw said, *"Annie is the right CEO to take BCAL into its next chapter. We have built a genuinely differentiated portfolio of early cancer detection products and the opportunity in front of us, both here in Australia and internationally is substantial. Annie has spent her career doing exactly what we need: taking innovative medical technology to market, building the commercial infrastructure to support it, and scaling organisations to meet that growth. Her deep familiarity with diagnostic and medical technology products, regulatory environments and international market entry will be invaluable as we execute our pipeline."*

"I want to acknowledge the contribution of Shane Ryan as CEO. Shane has led BCAL's scientific and commercial foundations for BREASTEST, and we are fortunate that his expertise will continue to benefit the Company. In his new role as Director Clinical Affairs Breast Cancer, Shane will ensure continuity of our breast program while Annie leads the broader commercial agenda."

BCAL CEO Anne-Louise Arnett said: *"I am excited to be joining BCAL and working with the Board and team on the compelling product pipeline, from BREASTESTplus through to the Multi Cancer Early Detection (MCED) platform. Early cancer detection is one of the most important areas in healthcare, and BCAL has built something genuinely special and meaningful to patients. I look*

forward to bringing my commercial and organisational experience to the opportunities, both domestically and across international markets to realise the potential this technology can bring for BCAL and its shareholders.”

About Anne-Louise Arnett

Ms Arnett is a seasoned medical technology executive. As General Manager ANZ at Arthrex, Ms Arnett built the Australian and New Zealand commercial business following the company's transition from a distributor model to direct market operations. She grew the business from inception to achieve high double-digit growth across five years.

Prior to Arthrex, Ms Arnett served as Vice President and General Manager ANZ at Hologic where she led a portfolio spanning Capital Diagnostic Imaging, Women's Health Surgery and Diagnostics across three business units, driving revenue growth and introducing new diagnostic testing into the Australian and New Zealand market. Her work in cancer sector advocacy and government relations including engagement with screening program policy is directly relevant to BCAL's operating environment.

Earlier in her career, Ms Arnett held senior global marketing roles at Stryker where she led new product development and the global launch of multiple products across the surgical business unit, integrating four acquisitions and directing commercial strategy across the US, EU and APAC markets.

Ms Arnett holds a Master of Business (Marketing) from the University of Technology Sydney, a Bachelor of Science from the Australian National University. She is a 2025 graduate of the Australian Institute of Company Directors (AICD) and has held Executive Director responsibilities across Australian and New Zealand regulated entities throughout her career.

For the terms of Ms Arnett's employment agreement in accordance with Listing Rule 3.16.4 see Appendix A.

Leadership transition

Shane Ryan, outgoing CEO, will continue with BCAL Diagnostics in the role of Director Clinical Affairs Breast Cancer, ensuring full continuity of BCAL's core product program during the leadership transition.

Jayne Shaw, who has served as Executive Chair since the Company's ASX listing, will transition to Non-Executive Chair effective 1 July 2026, reflecting the natural evolution of BCAL's governance structure as the Company matures. Ms Shaw will remain actively engaged with the Company and the Board.

This announcement has been approved for release by the Board of BCAL.

ENDS

For further information:

Jayne Shaw

Executive Chair

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About BCAL Diagnostics

BCAL is an Australian health care company engaged in early cancer detection. BCAL launched its first test BREASTEST*plus*[™] as a 'rule-out' test designed to be used in the clinical evaluation of breast disease for women with dense breasts. BREASTEST*plus*[™] is a simple, non-invasive blood test used in conjunction with mammography to improve screening and diagnostic outcomes for breast health in women.

BCAL holds exclusive license with ClearNote Health Inc., a US-based precision diagnostics company, for the sale and distribution of Avantect Pancreatic, Avantect Ovarian and Avantect multi-cancer blood tests in Australia and New Zealand.

BCAL is headquartered in Sydney, Australia and listed on the Australian Securities Exchange (ASX: BDX). For more information: <https://www.bcaldiagnostics.com/> or contact info@bcaldiagnostics.com.

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Appendix A

In accordance with ASX Listing Rule 3.16.4 the Company provides the following summary of the material terms of Ms Arnett's employment agreement.

Ms Arnett – Remuneration Structure

Base salary	\$403,650
Superannuation	Statutory
Termination period	3 months
<i>Short Term Incentive</i>	up to 50% of Base Salary based on achieving agreed milestones
<i>Long Term Incentive</i>	Performance Rights – 2 million, each convertible into one share (ASX:BDX), on completion of 6 months service. Additional Performance Rights for the financial years 2027 to 2029 to be agreed, with related milestones.