3 October 2024

Earl Eddings appointed Executive Chairman of HITIQ

Global leader in concussion management technologies, **HITIQ Limited** (**ASX: HIQ**) (**HITIQ** or the **Company**) today announces the appointment of former Cricket Australia Chair, Earl Eddings, as Executive Chairman.

Mr Eddings, who will be transitioning Into the role over coming weeks, brings a wealth of high-level board experience to the HITIQ leadership team, previously serving as an independent non-executive director of ASX listed sports technology company, MSL Solutions, from April 2019 until its acquisition by Pemba Capital Partners in April 2023.

He was Chairman and Director of Cricket Australia from 2008-2021, Director of Cricket Victoria from 2006-2015 and held the position of Deputy Chairman from 2008-2015.

Mr Eddings was also Director of the Kerry Packer Foundation and Director of the International Cricket Council.

He is a Fellow of the Governance Institute of Australia and Graduate of the AICD. Previously he was Managing Director for WSP Asia Pacific and Managing Director of ASX-listed Greencap before selling to Wesfarmers.

“We are delighted to welcome Earl Eddings as our new Executive Chairman,” said HITIQ Director, Philip Carulli. "His extensive corporate leadership experience and proven track record will be a significant asset for HITIQ as we continue to deliver value for all stakeholders and drive innovation in building the world’s first end-to-end concussion management platform in sport,’’.

“I would also like to take this opportunity to thank our co-founder and former CEO and MD Mike Vegar who will be transitioning away from the company. It was his vision, energy and leadership that turned an idea into a company that is leading globally in the fast-emerging market of concussion measurement and management. We wish Mike all the best in his future endeavours,’’ he said.

Mr Eddings said he was honoured to be joining HITIQ as Executive Chairman.

"I look forward to working closely with the Board, management team and all stakeholders to build on the company's success and drive further commercial returns from our technology. Our technology is validated and we are on an exciting growth trajectory, with key opportunities both in Australia and on a global stage,'' Mr Eddings said.

HITIQ will be announcing new senior management appointments in the coming weeks.

Material Terms of employment

Details of the material terms of Mr Eddings' employment arrangements are set out below.

Appointment	Earl Eddings has been appointed as Executive Chairman, commencing 3 October 2024 (**Commencement Date**).
Term	The appointment is ongoing with no fixed term.
Fixed Remuneration	$280,000 per annum (plus superannuation).
Short Term Incentives (STI)	Eligible to participate in the Company's STI Scheme. Any award will be at the discretion of the Board and will be subject to shareholder approval.
Long Term Incentives (LTI)	Eligible to participate in the Company's LTI Scheme. Any award will be at the discretion of the Board and will be subject to shareholder approval.
Notice Period	Earl Eddings may resign at any time on giving 3-months' notice. The Company may terminate Earl Eddings' employment without cause by giving 1-months' notice. The Company may also terminate employment without notice in certain circumstances. The Company may elect to pay Earl Eddings in lieu of part or all of the notice period.
Post Employment Restraint	Earl Eddings will be subject to a 12-month non-solicitation restraint after termination of employment, and a 12-month non-compete restraint after termination of employment.

This announcement is authorised for release by the HITIQ Board.

Ends

For more information, contact: **investors@hitiq.com**

Further enquiries to Andrew Crook 0419 788 431

About HITIQ

HITIQ has an evidenced-based brain care solution company deploying world-class technologies.

Our solutions include a sensor-enabled mouthguard to an AI-enabled data analytics interface and, best in class return to play/work support software.

Our technology enables data driven decisions for thousands of professional and amateur sports players who experience brain impacts, empowers clinicians who care for their brains and enhance concussion management policies for progressive leagues around the globe.

Our customers include the Australian Football League (AFL), English Premier League (EPL), and the National Rugby League (NRL), along with numerous other teams in a variety of sporting codes. We also service universities and research organisations studying the impacts (both short and long-term) of repeat head impacts.