ASX ANNOUNCEMENT
ASX: HIQ

28 October 2025

Appointment of Tony Toohey and Retirement of Phil Carulli

HITIQ Limited (**ASX: HIQ**) (**HITIQ** or the **Company**) advises the Board has resolved to appoint Tony Toohey as a Non-Executive Director of the Company and retirement of Mr Phil Carulli as a Non-Executive Director, effective 31 October 2025. Mr Carulli will also conduct a staged transition of accounting and bookkeeping services provided to the Company over the next three months.

The impending changes will result in a complete refresh of the Board since November 2023.

Mr Toohey has over 35 years of experience in the gaming, hospitality, leisure and technology industries. He is the former managing director, CEO & Executive Chairman of ASX-listed Intecq Limited (formerly eBet Limited) and served as GM Business Development Gaming at Tabcorp from 2016 until July 2018. Mr Toohey was also previously the Executive Director and Chairman of MSL Solutions Limited (ASX: MSL) from 2019 until its acquisition in 2023 for $123m. He currently serves as a Director of North Sydney Leagues Club Ltd, Focus on Gaming Ltd and Boronia International Ltd.

Mr Carulli has been involved with HITIQ since 2015 and has served as a Director since 2018. In this time, he has played a pivotal role in the Company's development from a novel concept, its 2021 IPO on ASX through to commercialisation of its world-class concussion management system.

Commenting on his appointment, Mr Toohey said "I am delighted to be invited to join the Board at this exciting time in the Company's growth. The world-class concussion management technology HITIQ is commercialising is being embraced by sporting codes, the community and other stakeholders alike, and I look forward to actively contributing to the Board moving forward."

Mr Carulli said “After a decade of involvement with the Company, I believe the time is right to step aside. The Company is well positioned for future success, supported by a clear strategy and strong leadership team capable of driving continued growth and delivering on its commercial objectives. It has been a privilege to work alongside current and former board members and management, and to contribute to the Company’s journey from its inception as a novel concept in 2015 to the development of a world-class concussion management system.”

HITIQ Executive Chairman Earl Eddings said "Tony is an accomplished Director and brings a wealth of experience and exceptional track record in business sustainability, strategic oversight and growth. His appointment further complements the Board's skills and attributes to oversee the growing momentum of its pivot to the consumer market.”

He added, "Phil has been an integral part of the HITIQ family for a decade. His leadership, insights and support over that time cannot be understated and we wish him every success with his future endeavors."

An Appendix 3X for Mr Toohey and Appendix 3Z for Mr Carulli will be separately lodged.

The release of this announcement was authorised by the Board.

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About HITIQ
To learn more about HITIQ's Impact IQ technology please visit hitiq.com



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