

11 December 2023

ASX Announcement

Change of Company Secretary

Key highlights:

- **Mr Lawrence Gardiner, Company Secretary, retires after 20 years service**
- **Ms Jacqui Myers, appointed as Company Secretary, adds role to her CFO responsibilities**
- **Ms Natalie Climo, appointed as Co-Company Secretary**
- **Changes commence with effect from 11 December 2023**

HighCom Limited (ASX: HCL, 'HighCom', 'Group') advises the following changes to its Company Secretarial arrangements that take effect from today, Monday 11 December 2023.

Retirement of Mr Lawrence Gardiner

After twenty years of dedicated service as the Group's Company Secretary, Mr Lawrence (Laurie) Gardiner, has retired from the role with effect from today, Monday 11 December 2023. Mr Gardiner has faithfully and wisely supported the Board, having served 5 Chairmen, 21 Directors, and 7 Chief Executive Officers, throughout his tenure. The Group sincerely thanks Laurie for his important contributions and dedicated long service, and we wish him well in his retirement and future endeavours.

Company Secretary appointment of Ms Jacqui Myers, Group CFO

Ms Jacqui Myers, HighCom Group's CFO, will add the responsibility of Company Secretary to her existing CFO duties. A highly experienced and qualified finance professional, Jacqui is a Certified Practising Accountant (CPA) and holds a Bachelor of Commerce from the Australian National University, as well as a Master of Business Administration from Deakin University, and is a Member of the Australian Institute of Company Directors.

In accordance with ASX Listing Rule 12.6, the Company advises that Ms Myers is nominated as responsible for communication with the ASX in relation to Listing Rule matters.

Co-Company Secretary appointment of Ms Natalie Climo

Ms Natalie Climo is appointed to the position of Co-Company Secretary. Ms Climo is a fulltime employee of Boardroom Pty Ltd, who have been engaged to provide Company Secretarial support services to the Group, with effect from today. Natalie has 12 years-experience working in the corporate sector, previously as an in-house lawyer for Repsol S.A., and more recently as a Company Secretary for a portfolio of ASX listed companies. She holds a Bachelor of Laws and a Graduate Diploma in Legal Practice and has extensive experience in corporate governance and board advisory of ASX listed and unlisted companies.

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

Signed for and on behalf of HighCom Limited

A handwritten signature in blue ink that reads 'Jacqui Myers'.

Jacqueline Myers
Company Secretary



For General & Media Enquiries:

Scott Basham

Group CEO

T: +61 422 014 593

E: scott.basham@highcom.group

About HighCom Limited

Highcom Group is comprised of HighCom Ltd (ASX:HCL), and its two distinct businesses – HighCom Armor & HighCom Technology.

HighCom Armor designs, manufactures, and supplies global military, law enforcement, and first responder customers with world-class, advanced personal protection ballistic products and solutions for Body Armour, Ballistic Helmets, and Composite Armour Panels & Platform Structures.

HighCom Technology supplies Australian Defence and Security Agencies with world-leading Small Uncrewed Aerial Systems (SUAS) and Sensor Payloads, and provides local Program, Project and Engineering Management, Systems Integration, Maintenance, Composite Repairs, and Logistics Support Services.

Learn more about HighCom: www.highcom.group

Subscribe: investors@highcom.group

Follow us:     

Disclaimer

This announcement may contain certain "forward-looking statements" including statements regarding HighCom's intent, belief or current expectations with respect to HighCom's business and operations, market conditions, results of operations, financial condition, and risk management practices. The words "likely", "expect", "aim", "should", "could", "may", "anticipate", "predict", "believe", "plan" and other similar expressions are intended to identify forward-looking statements. Indications of, and guidance on, future earnings, financial position and performance, establishment costs and capital requirements are also forward-looking statements. Forward-looking statements including projections, guidance on future earnings and estimates are provided as a general guide only and should not be relied upon as an indication or guarantee of future performance. This announcement may contain such statements that are subject to risk factors associated with an investment in HighCom. Forward-looking statements involve known and unknown risks, uncertainties and assumptions and other important factors that could cause the actual results, performances or achievements of HighCom to be materially different from future results, performances or achievements expressed or implied by such statements. Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date of this announcement.