

ASX Announcement

18 December 2025

## Appointment of Managing Director and Board Changes to Align with Progress of Pivotal FDA 510(k) Trial and Early Commercialisation Steps

### Highlights:

- **Co-Founder and CEO, Dr Henk-Jan Boele is appointed as Managing Director, reflecting the Company's progression toward its pivotal FDA 510(k) regulatory trial.**
- **Leadership is being structured to better align with increased clinical, regulatory, and operational requirements for progress.**
- **BlinkLab Dx 1 targeting early diagnosis of autism set to commence main study of pivotal FDA trial in Q1 of CY2026.**
- **Non-Executive Director, Ms Jane Morgan, to resign.**

**BlinkLab Limited (ASX:BB1)** ("BlinkLab", or the "Company"), an Australian digital health innovator focused on the development of objective diagnostic technologies for neurodevelopmental conditions, is announcing changes to its Board of Directors in light of its recent achievements and progress toward the impending FDA 510(k) regulatory trial for its BlinkLab Dx 1 technology.

### Appointment of Managing Director – Dr Henk-Jan Boele

Following a review of Board composition to support BlinkLab's next stage of growth, the Board has appointed Dr Henk-Jan Boele as Managing Director. This appointment is intended to ensure clear leadership and strategic alignment as the Company completes its pivotal FDA study and progresses towards early commercialisation.

Dr. Boele, a Medical Doctor and PhD in neuroscience (cum laude), trained at Erasmus MC and Princeton University, co-founded the Company in 2021 and has served as its CEO since inception, leading the Company through its ASX listing. He brings in-depth expertise in BlinkLab's neurometric assessments, together with deep experience in clinical implementation and adoption, and a strong understanding of the health-care landscape.

### **Key Milestones Achieved & Positioning for Growth**

Under Dr Boele's leadership, the Company has achieved a number of critical milestones that have built the foundation for this pivotal next phase of BlinkLab, including:

- De-risking the regulatory pathway for BlinkLab Dx 1 with the completion of a successful pilot study, delivering positive results.
- Establishing a world-class network of U.S. clinical sites for BlinkLab's upcoming FDA 510(k) regulatory trial, including some of the nation's leading autism research centres.
- A demonstrated capacity for BlinkLab to run several simultaneous complex research programs across conditions (i.e., autism, ADHD, dementia, etc.) and jurisdictions (e.g., U.S., Europe, Australia, etc.).
- Engagement with capital markets and the investment community, as well as successful corporate activity, including BlinkLab's most recent capital raise in May of 2025, laying the foundation for the Company's second regulatory pathway for BlinkLab Dx 2 targeting ADHD.

These achievements have positioned the Company well as it advances toward its most significant milestone, the imminent start of the pivotal FDA 510(k) regulatory trial for BlinkLab Dx 1, the Company's technology aimed at diagnosing autism in children.

The Board considers the appointment of Dr Boele as Managing Director to be a natural evolution of the Company's leadership structure, ensuring continuity, clarity of accountability.

### **Resignation of Non-Executive Director – Ms Jane Morgan**

The Company also advises that Ms Jane Morgan will resign as a Non-Executive Director of BlinkLab, effective immediately. Ms Morgan will be focusing on other professional commitments in 2026, and the Board thanks her for her valuable contribution to the Company during her tenure.

Ms Morgan provided guidance and oversight across key strategic milestones leading up to BlinkLab's IPO and ASX listing and played an important role in establishing the Company's profile and credibility within the Australian capital markets during its first 20 months as an ASX listed company.

### **BlinkLab's Co-Founder CEO, and now Managing Director, Dr Henk-Jan Boele, stated:**

*"I'm honored to step into the role of MD, and ready for the responsibilities ahead. Together with the BB1 team, I look forward to serving our shareholders as we advance BlinkLab through its next stage of growth. I also want to sincerely thank Ms Morgan for her important service as a Board member from the day of listing on the ASX, to today. Thank you, Jane"*

**Reflecting on her time on the Board of BlinkLab, Ms Jane Morgan stated:** *“When I joined BlinkLab, the Company was at a pivotal stage where its strategy and value proposition needed to be clearly articulated and presented to the market with confidence. The technology, the science and the mission were compelling to me as someone with direct personal connections to people living with autism and ADHD, and I hoped to assist BlinkLab with greater visibility and understanding from investors, potential shareholders during a pivotal step in its growth, namely, becoming a public company.*

*I have believed in BlinkLab since its inception and early discussions with the Board, and that belief has not changed. I remain a strong supporter of BlinkLab and its long-term potential. I continue to have great confidence in the Company’s strategy, people and purpose. BlinkLab is addressing a profound unmet need in healthcare, both here in Australia and abroad, and I am proud of the role I have played in helping the Company build awareness and momentum at an important phase of its inception and early development.*

*I want to thank both Dr Henk-Jan Boele and the board for their exceptional leadership, vision and relentless commitment to building a company grounded in scientific excellence and real-world impact when it comes to healthcare.*

*I look forward to continuing to support BlinkLab as a shareholder and advocate, and I wish the Board and management every success as they progress into the next stage of growth.”*

The new Board wishes to express its gratitude to Ms Morgan for her dedication and counsel as a Board member, and thanks her for her valuable contribution since the Company’s listing. The new Board wishes her every success in her next focus in 2026 and in all her future endeavours.

### **This announcement has been approved by the Board of Directors**

There has been no change in remuneration to Dr Henk-Jan Boele, key terms remain as outlined below:

Position	Managing Director/CEO
Term	Appointment on an on-going basis
Total Fixed Remuneration	A\$250,000 base salary, per annum (excluding GST)
Bonus/Incentive Plan	Dr Boele is entitled to participate (subject to prior shareholder approval) in the Company’s employee securities incentive plan and the Company’s bonus program (as determined by the Board from time to time)
Termination	The Company and Dr Boele can terminate the agreement by providing three months’ notice.

**For further information please contact:**

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**About BlinkLab Limited**

BlinkLab Limited, a company founded by neuroscientists at Princeton University, over the past several years has fully developed a smartphone based diagnostic platform for autism and ADHD. Our most advanced product is an autism diagnostic aid for clinicians that leverages the power of smartphones, AI and machine learning, that enables early and accurate detection of autism enabling early intervention during crucial early windows of brain development. BlinkLab is led by an experienced management team and directors with a proven track record in building companies and vast knowledge in digital healthcare, computer vision, AI and machine learning. Our Scientific Advisory Board consists of leading experts in the field of autism and brain development allowing us to bridge most advanced technological innovations with groundbreaking scientific research.