

ASX Announcement

ASX: SMN

23 December 2025



Court proceedings update and director change

Structural Monitoring Systems Plc (“SMS” or “the Company”) (ASX:SMN) refers to its announcement dated 16 October 2025 in relation to Court proceedings brought against the Company and certain other parties (“**Proceedings**”).

The Federal Court of Australia (“**Court**”) has issued a decision in relation to an application for an injunctive order (“**Injunction**”) to apply until the court hears and determines the claim. The Court’s decision was not to grant the injunction. A temporary injunction that was in place while the Court decided about the Injunction application has now been removed.

Following the Court’s decision, the Company resolved that Mr Ross Love be removed as a director and the agreement with Turton House Group Pty Ltd (**THG**), through which Mr Love is engaged, be terminated as well.

Additionally, the Court ordered that Mr. Love and THG pay the Company’s costs incurred in connection with the Injunction.

Background

A formal complaint was received from the People & Culture Director at the Company’s Canadian subsidiary, Anodyne Electronics Manufacturing Corporation (AEM).

The complaint alleged serious workplace issues. In response, the Board engaged an independent third party with expertise in Canadian employment law to conduct a workplace investigation into the allegations and it was concluded that most of the allegations were substantiated.

Throughout this process, the Board acted in accordance with its statutory and fiduciary duties, ensuring that Mr. Love was given notice of the concerns and a reasonable opportunity to respond. The investigation was conducted entirely independently, and Mr. Love was invited to participate.

Following careful consideration of the report and Mr. Love’s subsequent behaviour, the Board determined that it was in the best interests of the Company to terminate Mr. Love’s Executive Services Agreement. However, until the judgment was handed down yesterday, the Company was prevented from taking steps to terminate the Services Agreement.



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Continuation of the Proceedings

The Proceedings will otherwise be continuing and the other allegations by Mr. Love and THG, including with respect to adverse action and whistleblowing claims are yet to be heard by the Court.

The Company denies any of the allegations and will continue to vigorously defend against the Proceedings.

This ASX release has been approved for release by Sam Wright on behalf of the Board of Directors.

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