

ASX Announcement

23 April 2026

Transition of Chief Technology Officer

Audeara Limited (ASX: AUA) advises that Co-founder and Chief Technology Officer, Alex Afflick, has tendered his resignation and will step down from his executive role, effective July 1st 2026. Mr Afflick's resignation will coincide with a structured transition period to ensure continuity across operations and minimal disruption to ongoing development work.

Mr Afflick has been instrumental in the development of Audeara's core technology, including its personalised audio processing capabilities and product architecture, which underpins both the Company's branded products and its AUA Technology licensing platform.

Mr Afflick's decision follows ongoing liaison with the Board, which has reiterated the requirement for a different leadership profile as Audeara enters its next phase of growth and commercial scale. He leaves the Company with strong foundations in place across technology, product, and partnerships to support this pending scale up opportunity and the Company would like to thank him for his guidance and wish him well for future endeavours. Audeara confirms that its technology stack, intellectual property, and product roadmap remain unchanged, with established internal and external resources ensuring continuity across all development programs. The Company confirms there is no expected impact to current customer programs, licensing agreements, or product delivery timelines.

Consistent with the Company's evolution toward a scalable AUA Technology platform, Audeara will continue to leverage a combination of internal capability and external development partners to support ongoing product development and commercialisation.

Audeara CEO and founder, Dr James Fielding said:

"Alex has played a foundational role in building Audeara's technology and product capability. As a co-founder, it has been a privilege to build this business alongside him, from early development through to the platform we have today.

I want to personally thank Alex for his commitment, creativity, and the impact he has had on Audeara. We wish him every success as he pursues his next big adventure.

As we continue to scale our AUA Technology platform and expand into new markets and partnerships, this transition represents a natural evolution of the business. We are well positioned to build on the strong technical foundations in place and execute on our commercial strategy."



Mr Afflick said:

"It has been an incredible journey co-founding and building Audeara alongside James and the team. I'm proud of the technology and platform we've created, and the impact it is having globally.

As the business enters its next phase of growth, I believe it is the right time for new leadership to take the technology platform forward. I remain confident in Audeara's direction and look forward to seeing its continued success."

Mr Afflick will work with the Company to finalise critical projects and ensure a smooth transition.

This announcement has been authorised by the Board of Audeara Limited.

For more information please visit, audeara.com.

CORPORATE & MEDIA ENQUIRIES

Dr James Fielding

Managing Director and Chief Executive Officer

james.fielding@audeara.com

INVESTOR ENQUIRIES

Henry Jordan

Six Degrees Investor Relations

henry.jordan@sdir.com.au

ABOUT AUDEARA

Feel connected, your way.

Audeara Limited (ASX: AUA) is a global hearing health leader specialised in innovative listening solutions for people with hearing challenges.

We are passionate about redefining hearing health, with a particular focus on delivering products that provide world-class tailored listening experiences.

We care about connecting people with experiences that bring them joy - whether that's watching a favourite TV show, FaceTiming family or listening to music with confidence.

All Audeara products are purposefully designed and engineered in Australia with precision detail and state-of-the-art technology. Each product delivers optimum listening experiences to enhance quality of life for people of all ages and abilities.

Audeara sells its products through distributors and resellers in Australia, Europe, Asia and North America, and through e-commerce channels.