

13 July 2026

Jim Haden appointed Managing Director

Highlights

- Jim Haden moves from Executive Director to Managing Director
- Mr Haden has been CEO since 1 March 2023 and Executive Director since 9 December 2025
- Appointment as Managing Director aligns Mr Haden's title with his existing executive leadership responsibilities and better reflects standard market practice

Global semiconductor developer BluGlass Limited (**ASX: BLG**, "**BluGlass**" or "**Company**") advises that the Board has appointed Mr Jim Haden, currently an Executive Director, as Managing Director effective immediately.

Mr Haden was appointed Executive Director on 9 December 2025 and has been CEO of BluGlass since 1 March 2023. There is no change to his position as CEO. The appointment as Managing Director reflects his existing management responsibilities and is more reflective of standard market practice.

There is no change to Mr Haden's remuneration arrangements in connection with the change in role and the terms of his existing executive agreement otherwise remain unchanged.

This announcement has been approved for release by the Board of BluGlass.

For more information, please contact:

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About BluGlass

BluGlass Limited (ASX:BLG) is a leading supplier of GaN laser diode products to the global photonics industry, focused on the industrial, defence, bio-medical, and scientific markets.

Listed on the ASX, BluGlass is one of just a handful of end-to-end GaN laser manufacturers globally. Its operations in Australia and the USA offer cutting-edge, custom laser diode development and manufacturing, from small-batch custom lasers to medium and high-volume off-the-shelf products.

The Company combines its proprietary low temperature, low hydrogen, remote plasma chemical vapour deposition (RPCVD) manufacturing process with advanced device design and fabrication to deliver differentiated laser solutions. With end-to-end capabilities spanning epitaxy, device design, fabrication, and testing, BluGlass is well-positioned to support critical next-generation photonics applications and sovereign supply chains.