

ASX announcement

5 October 2026

Key executive transitions to underpin growth trajectory

- **Mr Andrew Garth appointed CEO, building on his current role as Executive Director - Strategy & Partnerships**
- **Mr Garth brings over 20 years' experience across defence, aerospace, advanced manufacturing and government**
- **Rebekah Letheby to transition to Chief Operating Officer, bringing more than ten years with Aurora and deep technical expertise in additive manufacturing**
- **Ms Letheby to focus on advancing Aurora's established Defence relationships, optimising technical execution and advancing current opportunities towards commercial outcomes**
- **Leadership sharpens executive focus as Aurora advances scaled manufacture and commercialisation of its innovative Defence and propulsion technologies**

Aurora Labs Limited (ASX: A3D) ("Aurora" or the "Company") is pleased to announce that Mr Andrew Garth has been appointed Chief Executive Officer, effective 5 October 2026. As part of the appointment, Ms Rebekah Letheby has transitioned to Chief Operating Officer.

These appointments are designed to sharpen executive focus and provide the Company with dedicated resources to advance multiple near-term opportunities associated with the commercialisation and scaled manufacture of its Defence and propulsion technologies.

Mr Garth will lead the Company's overall strategy and market engagement initiatives, while Ms Letheby will continue to advance Aurora's relationships with key Defence industry partners and potential customer groups towards near term commercial outcomes.

Mr Garth brings more than two decades of experience across Defence, aerospace, advanced manufacturing and government. He is a qualified aeronautical engineer, who previously served as Senior Program Manager at GKN Aerospace, working across major aerospace programs including the Joint Strike Fighter and Airbus programs. His government experience has included roles with the Victorian Government Defence Council, the Centre for Defence Industry Capability and the Defence Industry Innovation Centre.

Ms Letheby has been with Aurora for over ten years across senior technical and executive roles, including most recently as Chief Executive Officer. During this time, she has developed deep technical knowledge of Aurora's additive manufacturing technology and long-standing relationships with commercial and Defence partners in Australia and internationally.

Management commentary:

Non-Executive Chairman, Mr David Trimboli said: *"Aurora has made significant progress in establishing its technology, manufacturing capability and position within the Defence sector. As we move into the next phase of our development, our focus is increasingly on converting that foundation into scaled manufacturing programs, strategic partnerships and commercial outcomes."*

This leadership transition aligns our executive resources directly with those priorities. Andrew brings a strong combination of Defence, aerospace, government and advanced manufacturing experience, together with an established understanding of Aurora's strategy and the opportunities now in front of the Company. As CEO, he will lead our broader commercial strategy, industry engagement and positioning as we seek to expand Aurora's role within the Australian and international Defence supply chain.



Aurora Labs®

Empowering Industry to Revolutionise Manufacturing

Rebekah has been central to the development of Aurora's technology and capabilities over the past eight years. Her transition to Chief Operating Officer enables us to deploy that experience where it can have the greatest impact, which is working closely with our Defence and commercial partners, advancing key programs and ensuring we have the technical and operational capability to execute as opportunities progress.

Together, these appointments provide a clear division of executive focus and strengthen Aurora's ability to progress its growing pipeline from engagement and development through to potential commercialisation and scaled production."

Executive remuneration:

Andrew Garth – in performing his duties as CEO, Andrew will receive an annual salary of \$350,000 plus statutory superannuation and entitlement to participate in the Company's Performance Bonus Scheme. In addition, Andrew is entitled to be reimbursed for expenses reasonably and necessarily incurred in undertaking his duties, including travelling, accommodation and general expenses. Employment may be terminated by either party in writing by giving three months' notice or otherwise immediately for serious breaches. The agreement also contains post-employment restraint clauses for non-competition without written consent of the Company.

Rebekah Letheby – in performing her duties as COO, Rebekah will receive an annual salary of \$325,000 plus statutory superannuation and entitlement to participate in the Company's Performance Bonus Scheme. In addition, Rebekah is entitled to be reimbursed for expenses reasonably and necessarily incurred in undertaking her duties, including travelling, accommodation and general expenses. Employment may be terminated by either party in writing by giving three months' notice or otherwise immediately for serious breaches. The agreement also contains post-employment restraint clauses for non-competition without written consent of the Company.

No additional fees will be paid to either Andrew or Rebekah for their roles as an Executive Director of the Company.

This announcement has been approved for release by the Company's Board of Directors

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ABOUT AURORA LABS

Aurora Labs Limited is an industrial technology and innovation company that specialises in the provision of 3D metal printed parts for industrial applications, the development of 3D metal printers, and associated intellectual property. The Company is primarily focused on the development of advanced propulsion systems for Unmanned Aerial Systems (UAS) for the Defence sector. Aurora Labs is listed on the Australian Securities Exchange under ASX code A3D.