ASX ANNOUNCEMENT

19 November 2026

Sparc Appoints Kingsley Hall as CEO to Lead Next Phase of Commercial Growth

Planned leadership transition follows significant progress in graphene commercialisation and hydrogen technology development

HIGHLIGHTS

- **Sparc appoints experienced technology executive Mr Kingsley Hall as Chief Executive Officer,** commencing 23 November 2026, following a planned succession process undertaken over several months.
- **Mr Hall brings more than 25 years of executive experience spanning commercial leadership, operations and finance,** including more than three years as CEO of ASX-listed technology company Micro-X Limited, with experience in advancing innovative technologies through product development and commercialisation.
- **The appointment comes at an important stage in Sparc's development,** with flagship graphene additive product ecosparc® entering commercial sales and market expansion, while Sparc Hydrogen advances beyond initial pilot demonstration into its next phase of technology scale-up and commercial development.
- **Mr Nick O'Loughlin will step down as Managing Director following a period of significant progress across both businesses** to pursue new opportunities outside and unrelated to Sparc. He will remain a Non-Executive Director until 31 December 2026 and support the executive handover in a consulting capacity until mid-December 2026.

Sparc Technologies Limited (**ASX: SPN | FRA: NLR | OTCQB: SPTCF**) (**Sparc, Sparc Technologies** or the **Company**) is pleased to announce the appointment of Mr Kingsley Hall as Chief Executive Officer (**CEO**) commencing 23 November 2026. The appointment follows a planned and orderly executive succession process undertaken over several months with the active involvement of outgoing Managing Director Mr Nick O'Loughlin.

The leadership transition comes at an important point in Sparc's development, as its two core businesses enter their next phases of growth. The Company's graphene additives business has progressed from research and product development to commercial product launches and initial sales, while Sparc Hydrogen has successfully established and operated its pilot facility and is advancing its next phase of technology development and scale-up. With these important milestones achieved, Sparc's priorities increasingly centre on accelerating commercial adoption, building customer relationships, expanding strategic partnerships and progressing its technologies towards larger-scale commercial opportunities.

Mr Hall brings extensive experience in commercial strategy, financial management and operational leadership, providing the skills and experience to lead Sparc through this next stage. Most recently, Mr Hall served as Chief Executive Officer of Micro-X Limited (ASX: MX1) from May 2023 to July 2026, having previously joined the company in February 2020 as Chief Financial Officer and Company Secretary. During his tenure, he led the business through an important phase of product development and commercialisation across its medical imaging, security and defence technologies. Prior to Micro-X, Mr Hall held senior executive positions including Chief Financial Officer, Chief Operating Officer and Director of Operations, with responsibilities spanning commercial strategy, sales, operations, strategic planning and profit and loss management. Mr Hall holds a Bachelor of Economics.

Sparc Non-Executive Chairman, Mr Simon Kidston commented:

> *"On behalf of the Board, I sincerely thank Nick for his outstanding leadership and contribution to Sparc. Under his guidance, ecosparc® has progressed into commercial sales, while Sparc Hydrogen has successfully advanced through its initial pilot phase. Nick has been instrumental in positioning both businesses for their next stages of growth.*
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> *Nick's decision to pursue new opportunities has been managed through a carefully planned succession process over several months, with his active involvement and full support. As Sparc enters its next phase, our focus is increasingly on commercial execution, expanding ecosparc® sales and advancing Sparc Hydrogen towards commercial deployment.*
>
> *Kingsley brings extensive commercial, operational and financial leadership experience, including successfully guiding an ASX-listed technology business through product development and commercialisation. His experience and skills are ideally suited to building on Nick's achievements and leading Sparc through this important next stage of growth."*

Outgoing Managing Director, Mr Nick O'Loughlin commented:

> *"I am extremely proud of what the Sparc team has achieved over the past few years, particularly bringing ecosparc® to market and advancing Sparc Hydrogen through its initial piloting phase.*
>
> *With both businesses now entering their next stages of growth, I believe this is the right time to hand over to a highly regarded leader with the commercial experience to build on these achievements.*
>
> *I have worked closely with the Board on the succession process over recent months and am delighted Kingsley will be taking on the role. I look forward to supporting a smooth transition and remaining a strong supporter of Sparc as I pursue new opportunities."*

Incoming Chief Executive Officer, Mr Kingsley Hall commented:

> *"I am excited to be joining Sparc at this important stage in its development. The Company has established two highly promising technology businesses, supported by strong technical capabilities, valuable intellectual property and leading industry partners.*
>
> *My immediate priority will be to build on these foundations, accelerating commercial adoption and sales growth for ecosparc®, while working closely with our joint venture partners to advance Sparc Hydrogen's technology scale-up and pathway towards commercial deployment.*
>
> *I look forward to working with the Board and team to realise the significant opportunities ahead and deliver long-term value for shareholders."*

A summary of the material terms of Sparc's employment contract with Mr Hall is set out in the Appendix to this announcement.

ENDS-

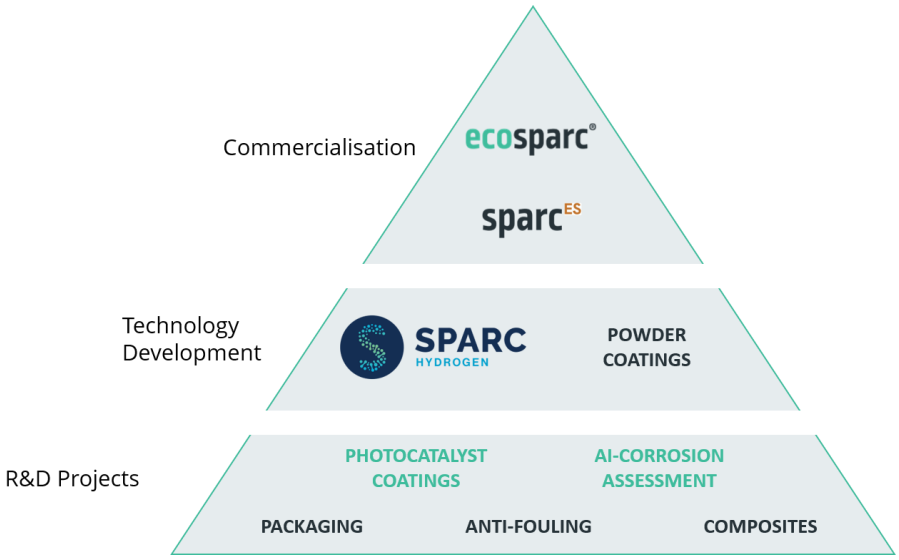
Authorised for release by: The Board of Sparc Technologies.

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About Sparc Technologies



Sparc Technologies Limited ('Sparc', ASX: SPN | FRA: NLR | OTCQB: SPTCF) is an Australian technology company developing solutions that enhance environmental and sustainability outcomes for global industries. Sparc has two transformative technology areas in which it works: graphene enhanced materials and green hydrogen. Sparc conducts research and development in-house and has extensive engagement and relationships with the university sector in Australia and globally.

1. Sparc has developed and commercialised a **graphene additive** product, **ecosparc®**, which at low dosages significantly improves the performance of commercially available epoxy-based protective coatings. Sparc has commissioned a manufacturing facility to produce **ecosparc®** and is engaging with global coatings companies and large asset owners on testing, trials and commercial partnerships.

2. **Sparc Hydrogen** is a joint venture between Sparc Technologies, Fortescue Ltd and the Adelaide University which is pioneering next-generation green hydrogen production technology. Photocatalytic water splitting (**PWS**) is an emerging method to produce green hydrogen without electrolysers - using only sunlight, water and a photocatalyst. Given lower infrastructure requirements and energy use, PWS has the potential to deliver cost and flexibility advantages over existing hydrogen production methods.

For more information about the company please visit: sparctechnologies.com.au

For more information about Sparc Hydrogen please visit: sparchydrogen.com

Appendix: Material terms of CEO employment contract

Commencement Date and Term:	23 November 2026 with no fixed term.
FTE:	Full time.
Base Salary:	A$360,000 plus statutory superannuation.
Short-term Incentive (STI):	Split into two bands: 1) Target STI opportunity: 25% of Base Salary, payable in cash and subject to performance against agreed KPIs, with the actual award at discretion of the Board reflecting the level of achievement. 2) Maximum/stretch STI opportunity: 50% of Base Salary, with any amount awarded above the Target STI (>25% of Base Salary) payable in shares and subject to performance against agreed stretch KPIs, with the actual award at discretion of the Board reflecting the level of achievement.
Long-term Incentive (LTI):	An initial grant of 4 million Performance Rights, subject to shareholder approval, with a face value of ~A$600,000 covering a three year performance period. Performance and vesting conditions are as follows: • Shareholder return (50%): Three-year Absolute Total Shareholder Return (ATSR) hurdles, with 50% of this component (1 million Performance Rights) vesting at 20% compound annual growth and full vesting (2 million Performance Rights) at 25% compound annual growth over the performance period. • Commercial milestones (50%): Cumulative revenue targets with 50% of this component (1 million Performance Rights) vesting at A$3 million and full vesting (2 million Performance Rights) at A$5 million, supported by repeat orders from multiple customers.
Notice period:	Either party may terminate the employment by giving three (3) months' written notice.
Probation period:	6 months. During the probationary period, either party may terminate the employment by giving one (1) week's written notice.
Confidentiality and intellectual property:	Customary provisions protecting Sparc's confidential information, inventions and intellectual property.
Change of control:	Payment of 12 months Base Salary in the event of a change of control transaction.