

ASX ANNOUNCEMENT

17 September 2025

Retirement of Chair and Non-Executive Director – Dr John Tarrant

Norwood Systems Limited (“Norwood” or “the Company”) advises that Dr John Tarrant has resigned as a Director and as Chair of the Board, effective immediately, as he transitions to retirement.

Dr Tarrant leaves the Board after a period in which Norwood strengthened its commercial footing and advanced a robust sales pipeline and robust partnerships with leading firms such as Microsoft. His decision reflects his confidence in the Company’s current trajectory and governance foundations.

Dr John Tarrant said: “It has been a pleasure working as a non-executive director of Norwood Systems Limited for the last three and a half years and more recently as the chair of the board of directors. During this period Norwood was successful in securing the Optus voicemail contract and through the hard work of the whole Norwood team Norwood is now well placed with a strong sales pipeline. My decision to transition to retirement provides Norwood with an opportunity to refresh the board of directors which is vital for all companies as they seek to grow in the global market.”

Paul Ostergaard, CEO, said: “John leaves Norwood in excellent shape: commercially sharper, strategically tighter and with real momentum in the pipeline. His steady leadership through key wins and governance improvements has helped put the Company on strong footing. John is retiring on a high, and he does so with the Board’s full support and appreciation. On behalf of our team and shareholders, I thank John for his service and wish him a happy and well-earned retirement.”

Dr Tarrant’s professional career spans more than 45 years across insurance, accounting, funds management, mining and oil & gas, academia (including the ARC College of Experts), the legal profession as a barrister, private higher education, and most recently technology - experience he brought to the Company’s Board and chairmanship.

Board transition and next steps

- The Board has commenced a process to appoint a new Chair. A further update will be provided in due course.
- An Appendix 3Z – Final Director’s Interest Notice will be lodged in accordance with the ASX Listing Rules.

Authorised for release by: The Board of Norwood Systems Ltd

– ENDS –

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About Norwood Systems

Norwood Systems Ltd (ASX: NOR) is a global innovator in voice communication services, leveraging advanced conversational AI technologies to revolutionise telecom operator and enterprise voice networks. Its solutions enhance customer experiences and deliver operational excellence.