



XREALITY GROUP LIMITED

xReality Group Limited (ASX:XRG)

ACN 154 103 607

ASX Release

Sydney, Australia – 7 October 2025

Material change to responsibilities of Director – Appointment of Chief Operating Officer

xReality Group Limited (ASX: XRG) (Company) advises, in accordance with ASX Listing Rule 3.16.1, that Executive Director Kim Hopwood has been appointed Chief Operating Officer (COO), effective immediately.

In this expanded role, Mr Hopwood will broaden his remit beyond product and technology to oversee day-to-day operations across Australia and the United States, including delivery, customer success, supply chain, quality and HSE systems, and operational scaling as the Company expands deployments of Operator XR.

This appointment reflects the rapid phase of growth in Operator XR and underpins the Company's continued investment in the product roadmap, including new product delivery. Mr Hopwood will continue to retain oversight of technology strategy and innovation, ensuring continuity of product direction while newly recruited leaders within the development team assume greater responsibility for execution.

The expanded operating cadence in North America is further supported by the recent promotion of Simon Maxwell to General Manager, USA, strengthening local leadership and on-the-ground execution as XRG accelerates growth in that market.

In addition to these promotions, the Company will continue to add further resourcing across its operating and technology teams in recognition of the significant opportunity set that Operator XR is executing against globally.

Wayne Jones, Chief Executive Officer, said: "Kim's elevation to COO formalises the leadership he has already been providing across delivery and operations while preserving his stewardship of technology and innovation as we scale. With Simon leading the U.S. team, we are adding the resourcing and structure to scale efficiently and maintain our standards with customers as we grow rapidly."

Board and governance

Mr Hopwood remains an Executive Director on the Board. There is no change to the composition of the Board as a result of this appointment.

Remuneration

Mr Hopwood's incentive arrangements are unchanged. His Short-Term Incentive (STI) opportunity (including metrics, weightings and gateways) and Long-Term Incentive (LTI) participation (including performance hurdles and vesting) remain as previously disclosed. To recognise the broadened scope of his responsibilities as Chief Operating Officer, his total fixed remuneration (base salary) increased



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from \$210k to \$272k per annum (exclusive of statutory superannuation), effective 01 October 2025. All other terms of his employment are unchanged.

Authorised for release by: The Board of xReality Group Limited

About xReality Group Limited (ACN: 154 103 607)

xReality Group Limited are leaders in enterprise software development for mission critical simulations for military and law enforcement. The company develops and operates physical and digital simulations. Portfolio companies include Indoor Skydiving facilities, Virtual Reality (VR) and Augmented Reality (AR) entertainment, training, and production.

Operator XR provides Military and Law Enforcement agencies with a unique, integrated Mission Planning & Rehearsal System, which is portable, secure and highly immersive. See operatorxr.com

The Company is listed on ASX on under the code XRG.

Investor & Media Enquiries

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