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17 November 2025

ASX ANNOUNCEMENT – ORCODA LIMITED (ASX:ODA)

Managing Director Succession

Orcoda Limited (ASX: ODA) (Orcoda or the Company) a leading provider of integrated smart technology solutions in transport logistics, workforce logistics and transport infrastructure is pleased to announce the appointment of Mr Patrick Bodegraven as Managing Director effective 17 November 2025. Mr Geoff Jamieson has decided it was time to step down from the role of Managing Director after 13 years full time in Managing Director/CFO roles at Orcoda and Resource Connect. He will remain with the Company as CFO and Executive Director in a part time capacity to support Mr Bodegraven through his transition period and beyond as required.

Orcoda Chairman Brendan Mason said: “Geoff has played a key role in several successful mergers and acquisitions for Orcoda and guided Orcoda through a number of challenging periods including COVID with his calm steady leadership. The Board acknowledges his enormous contribution to the Company. The Board want to ensure Geoff’s experience remains available to the business and he has agreed to stay on as CFO and Executive Director working on a part time basis.”

“The Board believes Patrick is the right person to succeed Geoff in the role of MD. Patrick joined Orcoda in May 2025 as Group General Manager Sales & Marketing after an extensive search that confirmed he would be the ideal candidate to eventually lead the Company into our next growth phase. Patrick was appointed as an Executive Director in July 2025.”

Commenting on his decision to step down Mr Jamieson said: “I am very thankful and proud to have led Orcoda to this stage where we have built a unique business positioned to deliver strong returns for shareholders. The time is right for me to step back and I believe succession is an important part of good governance. Patrick is a proven leader who brings extensive experience in managing complex deals with large multinational organisations. I have full confidence in his abilities to take Orcoda through its next stage of growth.”

Patrick Bodegraven has held senior leadership roles with global technology leaders including Tata Consultancy Services (TCS), Wipro, SAP, Lexmark and Deloitte Consulting. He has a proven record of building high performing business units. Most recently as General Manager at TCS he led complex deals and applied cloud computing, artificial intelligence, data analytics and cybersecurity to drive innovation efficiency and significant sales growth.

Incoming Managing Director Patrick Bodegraven said: “It is a privilege to work with Geoff and the Orcoda team. Geoff is an outstanding leader and I am grateful that he will remain in a key role within the business. I am excited by the opportunity the Board has provided me to lead Orcoda into our next chapter of growth.”

Brendan Mason
Chairman

Managing Director Services Agreement Material Terms

Commencement Date	17th November 2025
Position	Managing Director
Term	12 Months, renewed on Board review annually
Annual Remuneration	\$350,000 per annum with additional fees subject to meeting KPIs that are designed to drive recurring revenue and share price
Notice Period	6 months by either party

Chief Financial Officer and Executive Director Services Agreement Material Terms

Commencement Date	17th November 2025
Position	CFO, Executive Director, part time
Term	36 Months, fixed term
Annual Remuneration	\$150,000 per annum, fee increasing at 3% and additional fees if extra hours required
Notice Period	24 months by either party

This ASX release is authorised by the Board of Orcoda Limited

ABOUT ORCODA

Orcoda Limited (ASX: ODA) is a leading provider of integrated smart technology solutions in transport logistics, workforce logistics and transport infrastructure. We are dedicated to optimising our clients' operations, enhancing efficiencies, connectivity and compliance. Our mission is to be our clients' trusted partner in their digital transformation journey.

Our clients include some of Australia's largest companies in the transport logistics, healthcare transport, infrastructure and resources sectors.

Our long-term vision is to be a leading Intelligent Transport Management Systems provider to manage smart cities and smart transport corridors of the future. www.orcoda.com.