28 October 2026

EXECUTIVE LEADERSHIP TRANSITION

Skin Elements Limited (ASX: SKN; "**Skin Elements**" or "**the Company**") advises that Chief Executive Officer, Mr Peter Malone, and Chief Financial Officer, Mr Craig Piercy, have ceased their executive engagements with the Company, effective immediately.

Appointment of Executive Chairman

Non-Executive Chairman, Mr Roderick (Rod) Nicholas, has agreed to assume the role of Executive Chairman, effective immediately, to lead the Company through its strategy for the development and commercialisation of its current product portfolio. Mr Nicholas is an experienced commercial executive and a substantial shareholder of the Company.

Mr Nicholas has more than 30 years' executive leadership and commercial experience across the consumer products, food, retail, financial services and biotechnology sectors. As Group Chief Executive Officer and Managing Director of Kingsbury Wealth, Kingsbury Investment Fund and the Tarrod Group (including Tarrod Enterprises and Tarrod Investments), he directs multi-sector capital deployment and operational management. His experience includes scaling a multi-site retail business within the Tarrod Group to approximately $15 million in peak annual turnover and more than 250 employees prior to its sale. Mr Nicholas holds a Bachelor of Arts (Training & Development) from Edith Cowan University and a Diploma in Business.

As Executive Chairman, Mr Nicholas will take direct responsibility for the Company's day-to-day commercial operations, product development, operational continuity and the commercialisation of the Company's product portfolio, supported by the Board. A summary of the material terms of Mr Nicholas' executive engagement is set out in Annexure A.

Mr Nicholas will receive a total remuneration package of $120,000 per annum. Either party may terminate the engagement by providing three months' written notice, and the Company may terminate the engagement immediately for cause.

Business continuity

There is no change to the Company's near-term priorities. Development and commercialisation of the Soleo Organics, PapayaActivs, SuprCuvr and ECO-Nurture product lines will continue, and the Board will work closely with the Company's team to help secure continuity of operations and of the Company's relationships with customers, distributors and suppliers.

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Appointment of Chief Financial Officer

The Company is pleased to announce the appointment of Mr Jay Stephenson as Chief Financial Officer, effective immediately.

Mr Stephenson is an experienced finance executive with more than 35 years' experience in business development and corporate advisory roles, including approximately 29 years as a Director, Chief Financial Officer and Company Secretary for various listed and unlisted entities in the resources sector and other industries in Australia and overseas. He holds a Master of Business Administration and is a Chartered Accountant and Fellow of CPA Australia, a Chartered Professional Accountant (Canada), a Certified Management Accountant (Canada), and a Fellow of the Governance Institute of Australia.

Executive Chairman, Mr Roderick Nicholas, said:

"On behalf of the Company, I thank Peter and Craig for their contributions to Skin Elements and wish them well in their future endeavours, and I welcome Jay to the Company. The Board is taking a disciplined, cost-managed approach to accelerating the commercialisation of our core product portfolio. In stepping into this executive role alongside the Board, I look forward to working directly with our team and partners to advance the development and commercialisation of our current products and grow value for shareholders."

This ASX announcement has been authorised for release by the Board of Skin Elements Limited.

– END –

For further information
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About Skin Elements

Skin Elements (ASX: SKN) is an award-winning Australian-owned and operated ASX-listed natural biotechnology company focused on the development of its SE Formula Biotechnology. Skin Elements' approach to research and development of plant-based and organically sourced ingredients has enabled the creation of a portfolio of natural plant-based formulations with global applications.

Its product portfolio includes SuprCuvr TGA-registered hospital-grade plant-based disinfectant, ECO-Nurture plant bio-stimulant, Soléo Organics, PapayaActivs natural therapeutics skincare products and the Elizabeth Jane Natural Cosmetics brand.

Further information is available at www.skinelementslimited.com and www.sknlife.com.au.

Forward-Looking Statements

This announcement may contain forward-looking statements, including statements regarding Skin Elements' plans, strategies, objectives and expectations for its products, commercialisation programs, regulatory approvals, distribution arrangements, revenue and financial position. Forward-looking statements are often, but not always, identified by words such as "anticipate", "believe", "expect", "intend", "may", "plan", "target", "will" and similar expressions. Forward-looking statements are based on the Company's current expectations and assumptions as at the date of this announcement. They are not guarantees of future performance and are subject to known and unknown risks, uncertainties and other factors, many of which are outside the Company's control, that may cause actual results to differ materially from those expressed or implied. These include regulatory, commercial, operational, funding and market risks, and changes in laws and economic conditions. Readers are cautioned not to place undue reliance on forward-looking statements. Except as required by law or the ASX Listing Rules, Skin Elements does not undertake any obligation to update or revise any forward-looking statement, whether as a result of new information, future events or otherwise. While the information in this announcement has been prepared in good faith, neither the Company nor any of its directors, officers, employees or advisers gives any representation or warranty, express or implied, as to the fairness, accuracy, completeness or correctness of the information, opinions and conclusions contained in this announcement. Descriptions of the Company's products in this announcement are provided for investor information only and are not intended as therapeutic, medical or agricultural chemical claims. Product claims are made only in accordance with each product's applicable regulatory classification and approvals.

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