

News Release

Empire Hydrogen Energy Systems Inc. Announces Appointment of New CEO, Tom Sponarski

Sidney, BC – September 24, 2025 – Empire Hydrogen Energy Systems Inc. is pleased to announce the appointment of **Tom Sponarski (Tom@empirehydrogen.com)** as the company’s new **Chief Executive Officer (CEO)**, effective immediately. This appointment marks an important milestone in Empire Hydrogen’s journey as we transition from research and development to full-scale commercialization of our hydrogen-based Fuel Enhancement Systems.

Mr. Sponarski brings a wealth of experience and proven leadership to Empire Hydrogen. With a strong background in corporate growth, he has consistently demonstrated the ability to scale organizations, foster innovation, and deliver sustainable growth.

“We are excited to welcome Tom to lead Empire Hydrogen into our next chapter,” said **Sven Tjelta, Chairman of the Board**. *“His expertise, vision, and track record of building strong teams and successful businesses align perfectly with our mission to provide cleaner, greener solutions for the heavy-duty transportation and industrial sectors.”*

As CEO, Tom will spearhead Empire Hydrogen’s efforts to expand installations across Canada, the United States, and global markets, working closely with municipalities, fleet operators, and strategic partners. His leadership will also focus on strengthening stakeholder engagement, building investor confidence, and advancing Empire Hydrogen’s role in reducing emissions and improving fuel efficiency.

He is committed to ensuring a smooth transition and engaging with shareholders, partners, and clients as Empire Hydrogen accelerates its scale-up plans.

“It is an honour to join Empire Hydrogen at such a pivotal moment,” said **Tom Sponarski**. *“Together with our talented team, we will continue to advance clean energy innovation, support industry partners, and deliver measurable environmental and economic benefits.”*

Empire Hydrogen remains committed to driving forward its mission of creating a sustainable future through hydrogen-enhanced fuel systems, and the appointment of Mr. Sponarski as CEO reinforces the company’s dedication to strong leadership and long-term growth.

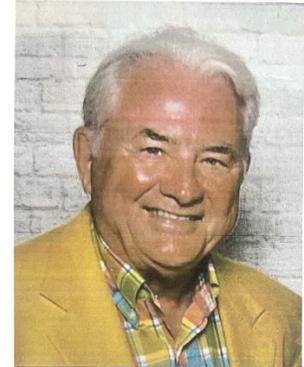
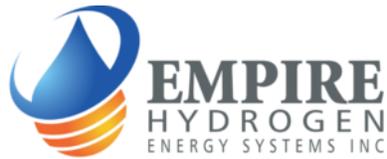
Media Contact:

Empire Hydrogen Energy Systems Inc.

Email: ravinder@empirehydrogen.com

Phone: +1 (778) 426-0911

Website: www.empirehydrogen.com



Tom Sponarski

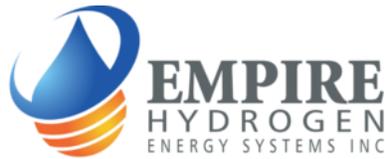
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Company turnaround specialist / Business Leader / Strong People Skills and communicator / Proven Profit and Loss expert / Strong track record of staff leadership and mentoring / Problem solver / Profit Driver / Strategic Planner / Business Development Specialist.

Have a history of successful business turnarounds and increasing revenues and profits. A clear understanding on how business works and operational needs to support the business. Operations must be an efficient unit and accountable to be successful. A believer in having the right people with the right skills in order to operate the business profitably.

- Effective in taking an ailing business through a total turnaround to profitability and increasing its market share.
- Proven change and business reorganizer, working with current staff to create an operational culture of success.
- Creating a new vision and direction for the company to lift it to higher levels of revenue.
- Working closely with Ownership/Board to garner approval for the new business direction.
- Working with the employees to get their buy in on the new plan, as well as accountability for their vertical of responsibility.

Business Degree from the University of North Dakota, Sales Marketing Executive Diploma from the U of BC (part of their Master's Program) Professional Sales, Leadership and Communications Training and past member of the MacKay CEO Mentoring Group in Western Canada.



Accomplishments:

President - Spin Tec Corporation.

Spin Tec Corporation was contracted to Mark's Work Wearhouse to exclusively produce all their Fire Resistant Cloth and some workwear lines. The company has strong relationships with associate clothing factories in Mexico, China, Vietnam and Bangladesh. Spin Tec also does contracted mentoring projects for companies that need to achieve next level of success.

President/CEO Marv Holland Apparel: June 2007 to June 2012

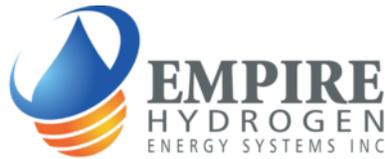
Accepted the position of CEO/President of Marv Holland Apparel Ltd. knowing the company was in serious financial trouble! It was a 62 year old company in the clothing manufacturing business has losing a \$1M a year and insolvent. Ownership needed a quick turnaround. This required a total review of expenses, operations, sales, margins and manufacturing. In three months, I came up with a new business plan, changed the management team, moved all production to China and Mexico and laid off 100 personal. The company margins were increased by double and MHA broke even the first year. The company experienced a 300% growth in business over the next five years, developed a very strong profit line with 25M in sales. MHA was a dominating company in its vertical of business in Western Canada.

Director of Marketing RG Properties: March 2003 to June 2007

The City of Victoria needed a new Sport Plex. RG Properties entered an agreement to do a P3 with RG Properties to build and operate their facility for the City. RG Properties built the facility. I led a management team to operate and create the revenue stream for the building. We purchased an ECHL Professional Hockey Team then sold out all the executive suites, signage, video screen and sponsorships in the first year. Additional revenue was garnered from sporting events, trade show and concerts. I managed the revenue team for an additional three years, increasing revenues each year.

President of Light Vision: June 2000 to March 2003

Lightvision was an Outdoor Video Billboard business based in Vancouver. The concept was to place video screen at key intersections of the city and sell ads without the large expense of owning a TV Station. When I arrived the company was insolvent and was losing \$1M a year. Over the next three years Lightvision changed its signage locations to four key high



traffic locations and added four new screens. I changed the whole sales team and our revenues tripled in size and became very profitable. The company was purchased by a large National Outdoor Company. I chose not to stay on a President.

VP of Sales and Marketing: Orca Bay Sports and Entertainment Ltd.

April 1987 to July 2000

Pat Quinn and I were hired by the Griffith Family to turnaround both the team and business operations. The total revenues in 1987 were \$15M. In the first year, I replaced the entire marketing team. Unprecedented in the league at the time, I moved all the TV and Radio Broadcast properties in house. We increased our revenues from \$150,000 to \$8M the first year. The team became very profitable and was looking to own their own building. Five of our management team was asked to create a Business Plan for a new arena. It had big challenges! In order for the plan to work a second large revenue source was required. The Vancouver Grizzlies was acquired from the NBA. Now we had two professional sports teams and a new state of the art sport arena to manage and promote. For the next eight years, I was part of senior management of Orca Bay Sport and Entertainment. We had 300 employees and increased revenues to 250M in the first year and increase that number each year. Our business plan worked and we recovered the NBA Franchise fee and paid for the \$250 M Building in six years. Orca Bay became the biggest and most successful entertainment company in Western Canada.