

IGNITE LIMITED

ABN 43 002 724 334

NOTICE OF ANNUAL GENERAL MEETING

to be held at 10:30am (AEDT) on
18 November 2025
Level 1, The Grace Hotel
77 York Street, Sydney, NSW, 2000

Shareholders who have elected not to receive a printed copy of the Company's 2025 Annual Report may obtain a copy from the Company's website www.igniteco.com under "Investor Information".

Ignite Limited

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Notice is hereby given that the Annual General Meeting (“the Meeting” or the “AGM”) of Ignite Limited (“the Company”) will be held at 10:30am (AEDT) on 18 November 2025 in the King Room, Level 1, The Grace Hotel, 77 York Street, Sydney, NSW, 2000.

Important Information regarding the holding of, and attendance, at the Meeting.

The Annual General Meeting will be a physical meeting only, as permitted under the provisions of the Company’s constitution (“Constitution”).

Shareholders are encouraged to lodge a proxy form to vote at the AGM at least 48 hours before the Meeting or lodge your vote on-line prior to the Meeting if you do not intend to attend the Meeting.

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ORDINARY BUSINESS

Consideration of Financial Report

To consider the Financial Report and the reports of the Directors and Auditors for the year ended 30 June 2025.

Neither the Corporations Act 2001 (Cth) ("Corporations Act") nor the Company's Constitution requires a vote of shareholders on the reports or statements. However, shareholders will be given the opportunity to ask questions or make comments on the reports and statements at the Meeting.

Resolution 1 Re-election of Mr Cameron Judson – Executive Director

To consider and if thought fit, pass the following **ordinary resolution**:

"That Mr Cameron Judson, being a Director of the Company, retires in accordance with the Constitution and the ASX Listing Rules and, being eligible, offers himself for re-election, be re-elected as a Director of the Company, details of which are set out in the explanatory notes to Resolution 1 in the notice of meeting."

Resolution 2 Adoption of Remuneration Report

To consider and, if thought fit, pass the following non-binding resolution as an **ordinary resolution**:

"That the Remuneration Report required by section 300A of the Corporations Act, as contained in the Directors' Report of the Company for the year ended 30 June 2025, be adopted, details of which are set out in the explanatory notes to resolution 2 in the notice of meeting."

Resolution 3 Grant of Options to Mr Cameron Judson

To consider and, if thought fit, pass the following resolution as an **ordinary resolution**:

"The grant of 350,000 Options to the Company's Executive Director, Mr Cameron Judson, under the Company's Equity Incentive Plan, as described in the explanatory notes to Resolution 3, be approved for the purposes of ASX Listing Rule 10.14 and other purposes".



Lisa Baden
Company Secretary
16 October 2025

VOTING EXCLUSION

In accordance with the Corporations Act and the ASX Listing Rules, the Company makes the following statement:

Resolution 2: Adoption of Remuneration Report

The Company will disregard any votes cast on Resolutions 2:

- a) by or on behalf of a member of the Key Management Personnel, details of whose remuneration are included in the Remuneration Report, or a closely related party of that member of the Key Management Personnel, regardless of the capacity in which the vote is cast; or
- b) as a proxy by a member of the Key Management Personnel at the date of the meeting, or a closely related party of that member of the Key Management Personnel, unless the vote is cast as a proxy for a person who is entitled to vote on this resolution:
 - (i) in accordance with their directions of how to vote as set out in the proxy appointment; or
 - (ii) by the chair of the Meeting pursuant to an express authorisation on the relevant proxy form to exercise the proxy as the chair of the Meeting thinks fit.

EXPLANATORY NOTES

This Explanatory Memorandum has been prepared for the shareholders of the Company to provide information about the items of business to be considered at the Annual General Meeting of shareholders to be held on 18 November 2025. Shareholders are encouraged to read this document in full.

Resolutions 1 and 2 are ordinary resolutions. An ordinary resolution requires a simple majority of votes cast by shareholders entitled to vote on the resolution in order for it to be carried.

All resolutions will be determined by way of a poll.

Shareholders may cast their vote in any of the following ways:

1. Submitting a proxy form to be received by Computershare at least 48 hours prior to the commencement of the Meeting.
2. Lodging their vote on-line (via appointment of a Proxy) prior to the Meeting as detailed on the Proxy document.

If appropriate, and if time permits, the Chairman will discuss significant issues raised by shareholders prior to the Meeting and will invite questions and comments from shareholders on these key issues and any other appropriate and relevant matters that shareholders would like to raise at the Meeting.

In addition, a reasonable opportunity will be given to members present at the Meeting to ask the Company's auditor, PKF, questions relevant to the conduct of the audit, the preparation and content of the Auditor's Report, the accounting policies adopted by the Company in relation to the preparation of the financial statements and the independence of the auditor. If you would like to submit a written question to PKF before the Meeting on any of the foregoing matters, please send your question(s) to the Company Secretary, Lisa Baden, at AGM@igniteco.com before 11 November 2025. If you have a more general issue or question that you would like discussed at the Meeting, please write to the Company Secretary at the above email address.

How will the Chairman vote as proxy if the shareholder has not directed the Chairman to vote?

The Chairman intends to vote **in favour** of all Resolutions. If a shareholder appoints the Chairman of the Meeting as proxy and does not direct the Chairman how to vote on a Resolution then, if that shareholder is entitled to vote on that Resolution, the Chairman will vote **in favour** of that Resolution, including if that Resolution is to adopt the Remuneration Report.

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Resolution 1 – Re-election of Mr Cameron Judson as a Director

Pursuant to Clause 6.3(b) of the Constitution and the ASX Listing Rules, Mr Cameron Judson will retire as a Director and will seek re-election as a Director.

Cameron is the Executive Director of the Company and was appointed to that role in March 2023. He has over 30 years leadership experience across a range of industries, including transport and logistics, security, recruitment, professional services, intellectual property, real estate, and human services.

Cameron was most recently Chief Executive Officer and Managing Director of Angus Knight Group. He was previously Chief Executive Officer of McGrath Limited (ASX: MEA), and prior to that Chief Executive Officer and Managing Director of Chandler Macleod Group Limited (ASX: CMG) from 2012 to 2015, which at that time was Australia's second largest staffing company. Previously, he was a Non-Executive Director of QANTM IP Limited (ASX: QIP) and Limeade, Inc (ASX: LME). In his earlier career, Cameron held senior executive roles at UTC Fire & Security and TNT Express.

During the last three years Cameron has not been a director of any other listed company.

Cameron holds a Bachelor of Arts from the University of NSW and a Master of Business Administration from the Australian Graduate School of Management.

Cameron is a member of the Board Audit, Risk and Compliance Committee and a member of the Board Remuneration and Nomination Committee. As for all Directors, in circumstances where a conflict of interest arises, either actual or perceived, he is required to leave the relevant meeting.

Recommendation

The Board, other than Mr Judson, recommends the re-election of Mr Judson as a Director for the following reasons:

- Mr Judson has significant CEO experience in the recruitment industry.
- He also has Non – Executive Director experience in ASX listed companies which he has brought to the IGNITE Board
- Mr Judson has led the turnaround in IGNITE's financial performance and established a high-performance culture.

Resolution 2 - Adoption of the Remuneration Report

Consistent with section 250R of the Corporations Act, the Company submits to shareholders for consideration and adoption, by way of a non-binding resolution, its Remuneration Report for the year ended 30 June 2025.

The Remuneration Report is a distinct section of the annual Directors' Report which deals with the remuneration of Directors and executives (which includes Key Management Personnel) of the Company. The Remuneration Report can be located in the Company's Annual Report on pages numbered 7-11. The Annual Report is available online at www.igniteco.com under "Investor Information".

The Resolution is advisory only and does not bind the Company or its Directors. However, the Board will consider the outcome of the vote and comments made by shareholders at the Meeting on the Remuneration Report when reviewing the Company's remuneration policies. If 25% or more of votes that are cast are voted against the adoption of the Remuneration Report at two consecutive AGMs, shareholders will be required to vote at the second of those AGMs on a resolution (a "spill resolution") that another meeting be held within 90 days at which all of the Company's Directors (other than the Executive Director) must stand for re-election. The Company encourages all shareholders to vote on Resolution 2 (Adoption of the Remuneration Report).

Since the last General Meeting, the Board has not received any comments on the contents of the Remuneration Report that was presented at last year's AGM. Since the release of the FY25 Annual Report, the Board has not received any comments on the contents of the FY25 Remuneration Report

The Chairman intends to exercise all undirected proxies in favour of Resolution 2. If the Chairman of the Meeting is appointed as your proxy and you have not directed the Chairman how to vote on Resolution 2 by signing and returning the Proxy Form, the shareholder is considered to have provided an express authorisation for the Chairman to vote the proxy in accordance with the Chairman's expressed intention.

Recommendation

The Board recommends that shareholders approve the adoption of the Remuneration Report for the year ended 30 June 2025.

Resolution 3 – Grant of Options to Mr Cameron Judson

ASX Listing Rule 10.14 requires the Company to obtain approval from Shareholders for the issue of securities to a director under an employee incentive scheme. The Company is seeking Shareholder approval for the proposed grant of Options to Mr Cameron Judson under the Equity Incentive Plan, as set out below, in recognition of his contribution in FY25.

As described above, a key component of effective remuneration for employees is equity interests, as they link remuneration to the performance of the Company and align employee interests with those of Shareholders.

Options have been used, as opposed to performance rights, as options have only ever been issued to key staff by the Company and the Board considers that options are readily understood by Shareholders and the market.

A summary of the key terms of the Options to be granted to Mr Cameron Judson under the Equity Incentive Plan is set out below.

Term	Details
Total Options to be issued	350,000 Options
Tranches	Tranche 1 – 350,000 Options
Performance measures to vest	Tranche 1 – Vests immediately
Expiry date	5 years
Exercise price	\$1.00
Restrictions	Shares issued on exercise will be restricted for three years, subject to certain Board discretions permitted by the Equity Incentive Plan (including in respect of a change of control event or 'special circumstance'). A holding lock may be applied
Termination	If Cameron Judson ceases to be Executive Director (regardless of whether he continues as a non-executive director of the Company) all unvested Options will immediately lapse if not exercised within 12 months of termination.
Date of issue	Within 30 days of shareholder approval

The approval is required under ASX Listing Rule 10.14 on the basis that Mr Cameron Judson is a director and so covered by ASX Listing Rule 10.14.1. Subject to Shareholder approval of resolution 3, the Options be granted within 30 days of the Meeting.

The consideration to be paid for the issue of each option to Mr Cameron Judson is \$0.00.

Details of any securities issued under the Plan will be published in the subsequent Annual Report of the Company relating to the period in which the securities were issued, along with a statement that approval for the issue was obtained under listing rule 10.14.

Recommendation

The directors, excluding Mr Cameron Judson, unanimously recommend that Shareholders vote **in favour** of Resolution 3. If Shareholders do not approve Resolution 3, the Options cannot be issued to Mr Cameron Judson, and the Board will consider, in due course, alternative approaches to rewarding Mr Judson.

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NOTES

1. A member entitled to attend and vote at the Meeting is entitled to appoint a proxy to attend and vote on the member's behalf. If the member is entitled to cast two or more votes at the Meeting, the member may appoint not more than two proxies to attend and vote on the member's behalf.
2. If a member appoints two proxies, each proxy should be appointed to represent a specified proportion or number of the member's votes. In the absence of such a specification, each proxy will be entitled to exercise half the votes.
3. A proxy need not be a member of the Company.
4. To appoint a proxy (or two proxies), a proxy form must be signed by the member or the member's attorney duly authorised in writing. If the member is a corporation, the proxy form must be signed either under the corporation's common seal (if any) or under the hand of its attorney or officer duly authorised.
5. To be effective, a proxy form (and, if it is signed by an attorney, the authority under which it is signed or a certified copy of the authority) must be received by the Company not later than 10.30am (AEDT) on 16 November 2025 – 48 hours prior to the Meeting. Proxy forms and authorities may be sent to the Company by post, personal delivery or fax as follows:

Computershare Investor Services Pty Limited

Mailing address: GPO Box 242, Melbourne VIC 3001

Fax: (within Australia) 1800 783 447 (outside Australia) +61 3 9473 2555

Web: www.investorvote.com.au and follow the instruction provided

For custodians – who are subscribers of Intermediary Online, please submit your votes electronically via www.intermediaryonline.com

6. A corporate shareholder entitled to attend and vote at the Meeting may appoint a body corporate representative to attend and vote for the shareholder. Also, as noted previously, a body corporate may be appointed as a proxy.

The Company will accept the original appointment, a certified copy of the appointment or a certificate from the corporate shareholder giving notice of the appointment as satisfactory evidence of the appointment.

You must lodge your body corporate representative appointment document before the Meeting.

7. For the purposes of the Meeting, persons on the register of members as at 7:00pm (AEDT) on 16 November 2025 will be treated as members. This means that if you are not the registered holder of a relevant share at that time you will not be entitled to vote in respect of that share.



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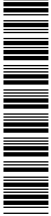
Need assistance?



Phone:
1300 850 505 (within Australia)
+61 3 9415 4000 (outside Australia)



Online:
www.investorcentre.com/contact



IGN

MR SAM SAMPLE
FLAT 123
123 SAMPLE STREET
THE SAMPLE HILL
SAMPLE ESTATE
SAMPLEVILLE VIC 3030

Ignite Limited Annual General Meeting

The Ignite Limited Annual General Meeting will be held on Tuesday, 18 November 2025 at 10:30am (AEDT). You are encouraged to participate in the meeting using the following options:



MAKE YOUR VOTE COUNT

To lodge a proxy, access the Notice of Meeting and other meeting documentation visit www.investorvote.com.au and use the below information:



Control Number: 999999
SRN/HIN: I9999999999
PIN: 99999

For Intermediary Online subscribers (custodians) go to www.intermediaryonline.com

For your proxy appointment to be effective it must be received by 10:30am (AEDT) on Sunday, 16 November 2025.



ATTENDING THE MEETING IN PERSON

The meeting will be held at:
In the King Room, Level 1, The Grace Hotel, 77 York Street, Sydney, NSW, 2000

You may elect to receive meeting-related documents, or request a particular one, in electronic or physical form and may elect not to receive annual reports. To do so, contact Computershare.



ABN 43 002 724 334

IGN

MR SAM SAMPLE
FLAT 123
123 SAMPLE STREET
THE SAMPLE HILL
SAMPLE ESTATE
SAMPLEVILLE VIC 3030

Need assistance?



Phone:
1300 850 505 (within Australia)
+61 3 9415 4000 (outside Australia)



Online:
www.investorcentre.com/contact



YOUR VOTE IS IMPORTANT

For your proxy appointment to be effective it must be received by **10:30am (AEDT) on Sunday, 16 November 2025.**

Proxy Form

How to Vote on Items of Business

All your securities will be voted in accordance with your directions.

APPOINTMENT OF PROXY

Voting 100% of your holding: Direct your proxy how to vote by marking one of the boxes opposite each item of business. If you do not mark a box your proxy may vote or abstain as they choose (to the extent permitted by law). If you mark more than one box on an item your vote will be invalid on that item.

Voting a portion of your holding: Indicate a portion of your voting rights by inserting the percentage or number of securities you wish to vote in the For, Against or Abstain box or boxes. The sum of the votes cast must not exceed your voting entitlement or 100%.

Appointing a second proxy: You are entitled to appoint up to two proxies to attend the meeting and vote on a poll. If you appoint two proxies you must specify the percentage of votes or number of securities for each proxy, otherwise each proxy may exercise half of the votes. When appointing a second proxy write both names and the percentage of votes or number of securities for each in Step 1 overleaf.

A proxy need not be a securityholder of the Company.

SIGNING INSTRUCTIONS FOR POSTAL FORMS

Individual: Where the holding is in one name, the securityholder must sign.

Joint Holding: Where the holding is in more than one name, all of the securityholders should sign.

Power of Attorney: If you have not already lodged the Power of Attorney with the registry, please attach a certified photocopy of the Power of Attorney to this form when you return it.

Companies: Where the company has a Sole Director who is also the Sole Company Secretary, this form must be signed by that person. If the company (pursuant to section 204A of the Corporations Act 2001) does not have a Company Secretary, a Sole Director can also sign alone. Otherwise this form must be signed by a Director jointly with either another Director or a Company Secretary. Please sign in the appropriate place to indicate the office held. Delete titles as applicable.

PARTICIPATING IN THE MEETING

Corporate Representative

If a representative of a corporate securityholder or proxy is to participate in the meeting you will need to provide the appropriate "Appointment of Corporate Representative". A form may be obtained from Computershare or online at www.investorcentre.com/au and select "Printable Forms".

Lodge your Proxy Form:

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Online:

Lodge your vote online at www.investorvote.com.au using your secure access information or use your mobile device to scan the personalised QR code.

Your secure access information is



Control Number: 999999

SRN/HIN: I9999999999

PIN: 99999

For Intermediary Online subscribers (custodians) go to www.intermediaryonline.com

By Mail:

Computershare Investor Services Pty Limited
GPO Box 242
Melbourne VIC 3001
Australia

By Fax:

1800 783 447 within Australia or
+61 3 9473 2555 outside Australia



PLEASE NOTE: For security reasons it is important that you keep your SRN/HIN confidential.

You may elect to receive meeting-related documents, or request a particular one, in electronic or physical form and may elect not to receive annual reports. To do so, contact Computershare.

MR SAM SAMPLE
FLAT 123
123 SAMPLE STREET
THE SAMPLE HILL
SAMPLE ESTATE
SAMPLEVILLE VIC 3030

Change of address. If incorrect, mark this box and make the correction in the space to the left. Securityholders sponsored by a broker (reference number commences with 'X') should advise your broker of any changes.



I 9999999999

IND

Proxy Form

Please mark to indicate your directions

Step 1 Appoint a Proxy to Vote on Your Behalf

XX

I/We being a member/s of Ignite Limited hereby appoint

the Chairman of the Meeting OR

PLEASE NOTE: Leave this box blank if you have selected the Chairman of the Meeting. Do not insert your own name(s).

or failing the individual or body corporate named, or if no individual or body corporate is named, the Chairman of the Meeting, as my/our proxy to act generally at the meeting on my/our behalf and to vote in accordance with the following directions (or if no directions have been given, and to the extent permitted by law, as the proxy sees fit) at the Annual General Meeting of Ignite Limited to be held in the King Room, Level 1, The Grace Hotel, 77 York Street, Sydney, NSW, 2000 on Tuesday, 18 November 2025 at 10:30am (AEDT) and at any adjournment or postponement of that meeting.

Chairman authorised to exercise undirected proxies on remuneration related resolutions: Where I/we have appointed the Chairman of the Meeting as my/our proxy (or the Chairman becomes my/our proxy by default), I/we expressly authorise the Chairman to exercise my/our proxy on Item 2 & 3 (except where I/we have indicated a different voting intention in step 2) even though Item 2 & 3 are connected directly or indirectly with the remuneration of a member of key management personnel, which includes the Chairman.

Important Note: If the Chairman of the Meeting is (or becomes) your proxy you can direct the Chairman to vote for or against or abstain from voting on Item 2 & 3 by marking the appropriate box in step 2.

Step 2 Items of Business

PLEASE NOTE: If you mark the **Abstain** box for an item, you are directing your proxy not to vote on your behalf on a show of hands or a poll and your votes will not be counted in computing the required majority.

	For	Against	Abstain
Resolution 1 Re-election of Mr Cameron Judson as a Director	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 2 Adoption of the Remuneration Report	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolution 3 Grant of Options to Mr Cameron Judson	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The Chairman of the Meeting intends to vote undirected proxies in favour of each item of business. In exceptional circumstances, the Chairman of the Meeting may change his/her voting intention on any resolution, in which case an ASX announcement will be made.

Step 3 Signature of Securityholder(s) *This section must be completed.*

Individual or Securityholder 1

Sole Director & Sole Company Secretary

Securityholder 2

Director

Securityholder 3

Director/Company Secretary

/ /
Date

Update your communication details (Optional)

Mobile Number

Email Address

By providing your email address, you consent to receive future Notice of Meeting & Proxy communications electronically

IGN

3 2 0 7 7 9 A



Computershare

