



10 December 2025

## Executive Director Remuneration Update Simon McKay, CEO Cyber Security

Infotrust Ltd (“Infotrust”; “Company”) advises that it has approved a material variation to the remuneration arrangements of Mr Simon McKay, Chief Executive Officer – Cyber Security and Executive Director.

### Summary of Revised Remuneration

Following completion of the FY25 remuneration review, the Board has approved the following changes to Mr McKay’s remuneration package, effective 1 September 2025:

Component	Previous Arrangement	Updated Arrangement
<b>Fixed Remuneration</b>	\$160,000 p.a. + superannuation	\$380,000 p.a. + superannuation
<b>Short-Term Incentive (STI)</b>	Up to \$31,000 p.a.	25% of fixed remuneration, subject to business and individual KPIs
<b>Long-Term Incentive (LTI)</b>	138,888 performance rights under the Equity Incentive Plan (“EIP”) (subject to shareholder approval)	Annual LTI opportunity of up to 25% of fixed remuneration, to be delivered in an award under the EIP (subject to shareholder approval)

These changes align Mr McKay’s remuneration with the scale, complexity and strategic importance of Infotrust’s cyber security and secure managed technology operations. The uplift recognises the expanded mandate following the Forensic IT integration and the Group’s broader transformation program, positioning the role in line with market expectations for the CEO of a scaled cyber business in Australia.

### Shareholder Approval Requirements

Mr McKay’s LTI participation continues to fall within ASX Listing Rule 10.14, requiring shareholder approval prior to the issue of any performance rights. Details of the proposed FY26 LTI grant (including performance-based and service-based vesting conditions) were previously outlined in this calendar year’s Notice of Annual General Meeting.

Updated LTI values and conditions for FY27 will be reflected in future shareholder materials.

**Other Terms**

No other terms of Mr McKay's employment contract have been amended. No loans are or will be made in relation to any securities issued under the LTI.

**This announcement is authorised for release to the market by the Board of Directors of Infotrust Ltd.**

**For further information, please contact:**

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**About Infotrust Ltd:**

Infotrust empowers organisations to stay secure, compliant and connected through integrated cyber security, secure managed technology, and cloud and communication services.