



ASX Announcement
ASX: DUB

22 December 2025

Director Remuneration Salary Sacrifice

Dubber Corporation Limited (ASX: DUB) ('Dubber' or 'the Company'), the conversation intelligence platform for Communications Service Providers announced on 26 November 2025 that shareholders approved at the 2025 Annual General Meeting ("AGM") the initial salary sacrifice scheme for non-executive Directors.

The Directors of the Company are again showing their faith and confidence in the business and its future growth prospects by again further agreeing to salary sacrifice some or all of their fixed cash remuneration for the second year of their appointment for new issued shares in the Company, subject to shareholder approval no later than the 2026 AGM, as follows:

Value of Cash Fee or Salary

Director	Base cash fee / salary (\$)	Period of salary sacrifice	Proportion to be salary sacrificed	Remuneration to be paid in shares (\$)
Ted Pretty	\$120,000	1 Feb 2026 – 31 Jan 2027	100%	\$120,000
John Selak	\$100,000	9 December 2025 – 8 December 2026	100%	\$100,000
Simon Crowther	\$75,000	9 December 2025 – 8 December 2026	30%	\$22,500
Jeremy Davis	\$75,000	1 January 2026 – 31 December 2026	100%	\$75,000
Matthew Bellizia	\$500,000	1 January 2026 – 31 December 2026	24%	\$120,000

CEO and Managing Director Matthew Bellizia has fixed salary remuneration of \$500,000 per annum as announced to the ASX on 9 September 2024.

Pricing Mechanism

The Board has set the pricing mechanism as the Volume Weighted Average ("VWAP") Share Price of DUB shares, as traded on the ASX and Cboe, between Wednesday 26 November 2025 and Thursday 26 February 2026 (inclusive).



The Company will update the ASX through a further announcement in early March 2026 once the pricing mechanism is able to be calculated, providing the price per share based on the VWAP calculation and the number of shares based on the dollar amounts in the table above.

Shareholder Approval

The issue of the above mentioned shares is subject to shareholder approval at the 2026 AGM, or a general meeting if scheduled earlier.

Should the remuneration to be paid in shares not be approved by shareholders, then the Director's will be paid the fixed cash amount in line with their contractual agreements.

This ASX release has been approved for release to ASX by Board of Directors.

About Dubber:

Dubber enables Communications Service Providers to unlock the potential of the network - turning every conversation into an exponential source of value for differentiated innovation, retention, and revenue. Listed on the ASX, Dubber is the clear market leader in conversational intelligence and unified conversational recording - embedded at the heart of over 245 Communications Service Provider networks and services.

For more information, please visit Dubber on www.dubber.net or contact:

Investor Relations

investor@dubber.net

+61 1800 382 237

