

ASX Announcement

ASX: DUB

04 March 2026

## Director Remuneration Salary Sacrifice -VWAP Pricing Update

Dubber Corporation Limited (ASX: DUB) ('Dubber' or 'the Company'), the conversation intelligence platform for Communications Service Providers, refers to its announcement dated 22 December 2025 regarding the salary sacrifice arrangements for Directors and Managing Director & CEO.

The Board advised that the pricing mechanism for the issue of shares would be based on the Volume Weighted Average Price ("VWAP") of DUB shares traded on the ASX and Cboe between 26 November 2025 and 26 February 2026 (inclusive).

The Company confirms that the VWAP for this period is: \$0.017292

Director	Base cash fee / salary (\$)	Period of salary sacrifice	Proportion to be salary sacrificed	Remuneration to be paid in shares (\$)	Number of shares
<b>Non-Executive Directors</b>					
Ted Pretty	\$120,000	1 Feb 2026 – 31 Jan 2027	100%	\$120,000	6,939,625
John Selak	\$100,000	9 Dec 2025 – 8 Dec 2026	100%	\$100,000	5,783,021
Simon Crowther	\$75,000	9 Dec 2025 – 8 Dec 2026	30%	\$22,500	1,301,179
Jeremy Davis	\$75,000	1 Jan 2026 – 31 Dec 2026	100%	\$75,000	4,337,265
<b>Executive Director</b>					
Matthew Bellizia	\$500,000	1 Jan 2026 – 31 Dec 2026	24%	\$120,000	6,939,625

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

This is subject to shareholder approval at the 2026 AGM. 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](http://www.dubber.net) or contact:

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