

IGNITE LIMITED

ABN 43 002 724 334

NOTICE OF ANNUAL GENERAL MEETING

to be held at 10:30am (AEDT) on
17 November 2026
At PKF Sydney
Level 8, 1 O'Connell Street
Sydney, NSW, 2000

Shareholders can access a copy of the Company's 2026 Annual Report from the Company's website at <https://www.igniteco.com/investors/>

Ignite Limited

ABN 43 002 724 334

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 17 November 2026 at PKF Sydney on Level 8, 1 O'Connell 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.

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 2026.

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 Garry Sladden – Chair

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

"That Mr Garry Sladden, being Chair and Non-Executive 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 Chair 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 2026, be adopted, details of which are set out in the explanatory notes to Resolution 2 in the notice of meeting."

Resolution 3 Election of Mr Daniel Altiock Brown

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

"That, Mr Daniel Altiock Brown be elected as a Director of the Company."



Lisa Baden
Company Secretary
15 October 2026

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 Resolution 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 17 November 2026. Shareholders are encouraged to read this document in full.

Resolutions 1, 2 and 3 are ordinary resolutions. An ordinary resolution requires a simple majority of votes cast by shareholders entitled to vote on the resolution 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 Chair 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 lisa.baden@igniteco.com before 11 November 2026. If you have a more general issue or question that you would like to discuss at the Meeting, please write to the Company Secretary at the above email address.

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

The Chair intends to vote all available undirected proxies **in favour** of Resolutions 1 and 2; and **against** Resolution 3. If a shareholder appoints the Chair of the Meeting as their proxy and does not direct the Chair how to vote on a Resolution then, to the extent permitted by law, vote that shareholder's proxy **in favour** of Resolutions 1 and 2, and **against** Resolution 3.

Resolution 1 – Re-election of Mr Garry Sladden as Chair

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

Garry is the Chair and Non-Executive Director of the Company and was appointed to the Ignite Board in September 2013, and appointed Chair in November 2013. Garry is an strategic business advisor with a diverse business background in real estate, private equity, business turnarounds and banking and finance. On 11 May 2026, Garry was appointed a Non-Executive Director of Humm Group Limited (ASX: HUM).

Other than his appointment at Humm Group Limited, during the last three years Garry has not been a Director of any other listed companies.

Garry is Chair of the Board and a member of the Board Audit, Risk and Compliance Committee and Chair 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 Sladden, **recommends the re-election** of Mr Sladden as a Chair and Non-Executive Director of the Company for the following reasons:

- Mr Sladden has extensive experience as Chair of ASX listed Companies
- Mr Sladden has played an important role in the turnaround in IGNITE's financial performance
- Mr Sladden brings strong commercial judgment to the assessment of new business opportunities including M&A

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 2026.

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 is in the Company's Annual Report on pages numbered 7-11. The 2026 Annual Report is available online at <https://www.igniteco.com/investor>.

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 2026 Annual Report, the Board has not received any comments on the contents of the 2026 Remuneration Report

The Chair intends to exercise all undirected proxies in favour of Resolution 2. If the Chair of the Meeting is appointed as your proxy and you have not directed the Chair 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 Chair to vote the proxy in accordance with the Chair's expressed intention.

Recommendation

The Board recommends that shareholders **approve** the adoption of the Remuneration Report for the year ended 30 June 2026.

Resolution 3 – Election of Mr Daniel Altiok Brown

Octavium Capital Investment Pty Ltd ACN 629 927 671 (previously OC20181 Pty Ltd) (“Octavium”) has nominated Mr Daniel Altiok Brown for election as a Director of the Company. Mr Brown has consented to being nominated for election and to act as a Director of the Company if elected.

The Company received the nomination on 28 September 2026. The nomination was made in accordance with the requirements of the Company’s Constitution and the ASX Listing Rules.

Information provided by Mr Brown in support of the nomination is set out in Appendix A to this Notice of Meeting.

Recommendation

The Board recommends that shareholders vote **AGAINST** the election of Mr Daniel Altiok Brown as a Director.

In reaching this recommendation, the Board has considered the skills, experience and demonstrated contribution that it believes are required of Directors of the Company. In particular, the Board has taken into account the following matters:

- If elected, Mr Brown would not be an independent director, as Mr Brown is the sole director and shareholder of Octavium.
- Based on the information provided in Appendix A, the Board does not consider that Mr Brown has demonstrated the depth of listed company and recruitment-sector experience that the Board considers desirable, having regard to the operational and strategic issues currently facing the industry.
- Mr Brown has from time to time put forward his views on business plans and strategic proposals for the Company. Having considered those proposals, the Board did not consider that they identified material strategies beyond those already being pursued by the Company or provided a sufficiently developed commercial basis for the Company to alter its existing strategy.
- Having reviewed the information provided by Mr Brown in Appendix A, the Board does not consider that his skills and experience would add to the existing skills or knowledge of the Board.
- Mr Brown has previously sought appointment or election as a director on a number of occasions from 2021 to 2023. On each occasion, the resolution did not receive sufficient shareholder support.

Having carefully considered these matters collectively, the Board **does not** believe that Mr Brown’s election would add the skills, experience and shareholder alignment required by the Board at this stage of the Company’s development.

Accordingly, the Board unanimously recommends that shareholders vote **AGAINST** Resolution 3.

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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 15 November 2026 – 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 15 November 2026 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.

Appendix A: Candidate Information – Daniel Altiok Brown

The following information has been provided by Daniel Altiok Brown in support of his nomination for election as a Director and has not been independently verified by the Company.

Octavium considers that Mr Brown's appointment would add valuable shareholder, commercial and operational experience to the IGN Board. More specifically he would bring as a significant IGN shareholder since 2018 greater focus on net profitability and initiatives to realise IGN's unrealised intrinsic value.

Mr Brown has more than 20 years' experience owning, operating and overseeing Australian businesses in a wide range of sectors, including businesses requiring operational improvement, financial discipline and strategic repositioning. His experience includes business acquisition and evaluation, restructuring and turnaround execution, capital allocation, risk assessment and with a particular emphasis on the development of sustainable long-term business strategies.

As the representative of a substantial, long-standing shareholder, Mr Brown would bring a strong alignment with the interests of Ignite Limited shareholders and a disciplined focus on:

- operational and financial performance;
- sustainable growth in shareholder value;
- prudent capital allocation;
- strategic opportunities available to the Company;
- disciplined assessment of acquisitions, divestments and capital-management alternatives;
- effective oversight of management;
- transparent shareholder communication; and
- appropriate corporate governance and accountability.

Mr Brown understands that, because of his association with Octavium as a substantial shareholder, the Board may not classify him as an independent director under the ASX Corporate Governance Principles and Recommendations. He is therefore nominated for election as a Non-Executive Director without making a representation that he would be classified as independent.