



**ION Video Ltd (ASX: IOV)**

**19 October 2026**

## **Board Changes, Updated Remuneration Packages and Change of AGM Date**

### **Key Highlights**

- **Brent Jones moves to Executive Chair role**
- **Performance-based remuneration packages updated for Managing Director Anthony Baker and key personnel as partner-led, co-sponsored technology trials expected to get underway**
- **Andrew Demetriou to retire at the conclusion of the 2026 Annual General Meeting**
- **2026 Annual General Meeting to be held on Monday 30 November 2026 (previously Tuesday 24 November 2026)**

ION Video Limited (**ION** or the **Company**) is pleased to announce that Director Brent Jones has changed role on ION's Board of Directors from Non-Executive Chair to Executive Chair with effect from 19 October 2026.

This change of role for Mr Jones is reflective of the additional focus and resources being allocated by the Company as ION advances the commercialisation of its patented video technology and the recently announced partner-led, co-sponsored trials and financial validation of the technology's capabilities.

Mr Jones will be engaged on a part-time basis under a customary agreement for appointments of this nature. Mr Jones' remuneration as Executive Chair applies with effect from 1 July 2026, with any Non-Executive Director fees paid to him in respect of the period from that date to be credited against his salary. Details of his remuneration are set out in the annexure to this announcement.

The Company has also agreed a revised remuneration package for CEO and Managing Director, Anthony Baker, with effect from 1 July 2026, that is aligned to the package for Mr Jones (also set out in the annexure to this announcement).

These remuneration packages are part of a broader company-wide update to remuneration for all key personnel and the Board, which have been designed to incentivise and align their interests with shareholders through service and share price performance conditions. Where required, the Company will seek shareholder approval for any proposed issue of equity securities under these packages at the 2026 Annual General Meeting (**2026 AGM**).

ION Video Limited (ASX: IOV) ACN 149 796 332



Separately, Non-Executive Director Andrew Demetriou is the Director required to retire by rotation at the 2026 AGM and has advised the Board that he will not seek re-election. Mr Demetriou will accordingly retire from the Board at the conclusion of the 2026 AGM. The Board thanks Andrew Demetriou for his contribution to the Company and wishes him well in his future endeavours.

The Company also advises that the 2026 AGM, which was previously announced on 29 September 2026 as being held on Tuesday 24 November 2026, will now be held at 11.00 am (Melbourne time) on Monday 30 November 2026 at William Buck, Level 20, 181 William Street, Melbourne VIC 3000. The Notice of Meeting will be dispatched to shareholders in due course.

This announcement has been authorised for release by the Board of Directors.

For more information, please contact:

**ION Enquiries:**

- Anthony Baker, Managing Director and Chief Executive Officer
- Email: [investor.relations@ion.video](mailto:investor.relations@ion.video)
- Tel: +61 3 8672 7186

**Media & PR Enquiries:**

- Rod North, Managing Director, Bourse Communications
- Email: [rod@boursecommunications.com.au](mailto:rod@boursecommunications.com.au)
- Tel: +61 3 9510 8309 or +61 408 670 706

**About ION Video Limited**

ION Video Limited (ASX: IOV) has developed patented technology to virtualise video at the file architecture level, transforming static files into programmable data. ION's technology enables intelligent systems to access and compose with existing video content as programmable data, without transcoding.

For additional information, please visit [www.ion.video](http://www.ion.video)

ION Video Limited (ASX: IOV) ACN 149 796 332

## Annexure – Remuneration for Brent Jones and Anthony Baker

|                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |           |                                                                                                                                                                                                                                                                                                                                               |                    |
|--------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| Salary                                     | Brent Jones: \$150,000 per annum plus superannuation<br>Anthony Baker: \$300,000 per annum plus superannuation                                                                                                                                                                                                                                                                                                                                                                                                             |           |                                                                                                                                                                                                                                                                                                                                               |                    |
| Annual short term incentive (STI) or bonus | Brent Jones: Up to \$50,000<br>Anthony Baker: Up to \$200,000<br>In each case subject to achievement of certain performance criteria to be agreed annually (with the criteria for FY27 linked to the recently announced partner-led, co-sponsored technology trials as set out below), which may be taken as a cash payment or in fully paid ordinary shares in the Company (subject to requisite shareholder approval) based on a deemed issue price of the 30 day VWAP ending on 30 June in the relevant financial year. |           |                                                                                                                                                                                                                                                                                                                                               |                    |
|                                            | FY27 Criteria                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | %         | Conditions                                                                                                                                                                                                                                                                                                                                    | Determination Date |
|                                            | Completion of at least three of the six planned product trials prior to COB on 30 June 2027.                                                                                                                                                                                                                                                                                                                                                                                                                               | 60%       | Satisfaction of this condition will be determined solely by the Board with full Board discretion                                                                                                                                                                                                                                              | 1 July 2027        |
|                                            | Completion of an additional one of the six planned product trials shown below prior to COB on 30 June 2027.                                                                                                                                                                                                                                                                                                                                                                                                                | 10%       | Satisfaction of this condition will be determined solely by the Board with full Board discretion                                                                                                                                                                                                                                              | 1 July 2027        |
|                                            | Extending the Company's current cash runway beyond December 2027 by raising at least \$3M from new and existing investors via a placement and or rights issue                                                                                                                                                                                                                                                                                                                                                              | 30%       | Satisfaction of this condition will be determined solely by the Board with full Board discretion                                                                                                                                                                                                                                              | 1 July 2027        |
| Long term incentive (LTI)                  | Brent Jones: Up to 3,000,000 performance rights<br>Anthony Baker: Up to 3,000,000 performance rights<br>In each case subject to shareholder approval at the 2026 AGM and to achievement of the vesting conditions set out below.                                                                                                                                                                                                                                                                                           |           |                                                                                                                                                                                                                                                                                                                                               |                    |
|                                            | Tranche                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | No.       | Vesting Conditions*                                                                                                                                                                                                                                                                                                                           |                    |
|                                            | A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1,000,000 | The later of:<br>1. 12 months from the grant date; and<br>2. the Share price reaching \$1.00 on ASX at any time after the grant date,<br>provided in each case the holder (or, in the case of a nominee holder, the person who nominated the holder) remains employed or engaged by the Company at the date of satisfaction of the condition. |                    |
|                                            | B                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1,000,000 | The later of:<br>1. 12 months from the grant date; and<br>2. the Share price reaching \$1.50 on ASX at any time after the grant date,<br>provided in each case the holder (or, in the case of a nominee holder, the person who nominated the holder) remains employed or engaged by the Company at the date of satisfaction of the condition. |                    |
|                                            | C                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 1,000,000 | The later of:<br>1. 12 months from the grant date; and<br>2. the Share price reaching \$2.00 on ASX at any time after the grant date,<br>provided in each case the holder (or, in the case of a nominee holder, the person who nominated the holder) remains employed or engaged by the Company at the date of satisfaction of the condition. |                    |



\* In each case accelerated vesting will apply for a "Change of Control Event", subject to the Board's discretion to determine that some or all of the unvested performance rights will not vest, or will vest only in part. The performance rights will have a five-year expiry period from the grant date. Full terms will be set out in the Notice of Meeting for the 2026 AGM.

ION Video Limited (ASX: IOV) ACN 149 796 332



Level 2, 161 Collins Street,  
Melbourne, VIC 3000



+61 3 8672 7186



info@ion.video

## Important Notices

Some of the statements appearing in this announcement may be in the nature of forward looking statements.

You should be aware that such statements are only predictions and are subject to inherent risks and uncertainties. Those risks and uncertainties include factors and risks specific to the industries in which ION operates and proposes to operate as well as general economic conditions, prevailing exchange rates and interest rates and conditions in the financial markets, among other things. Actual events or results may differ materially from the events or results expressed or implied in any forward looking statement.

No forward looking statement is a guarantee or representation as to future performance or any other future matters, which will be influenced by a number of factors and subject to various uncertainties and contingencies, many of which will be outside of ION's control. ION does not undertake any obligation to update publicly or release any revisions to these forward looking statements to reflect events or circumstances after today's date or to reflect the occurrence of unanticipated events.

No representation or warranty, express or implied, is made as to the fairness, accuracy, completeness or correctness of the information, opinions or conclusions contained in this announcement. To the maximum extent permitted by law, none of ION, its directors, employees, advisors or agents, nor any other person, accepts any liability for any loss arising from the use of the information contained in this announcement. You are cautioned not to place undue reliance on any forward looking statement. The forward looking statements in this announcement reflect views held only as at the date of this announcement.

This announcement is not an offer, invitation or recommendation to subscribe for, or purchase, securities by ION. Nor does this announcement constitute investment or financial product advice (nor tax, accounting or legal advice) and is not intended to be used for the basis of making an investment decision. Investors should obtain their own advice before making any investment decision. By reviewing or retaining this announcement, you acknowledge and represent that you have read, understood and accepted the terms of this important notice.