ION Video Ltd (ASX:IOV)

Alteration in Proposed Performance-Based Securities

Melbourne, Australia, 13 November 2026: ION Video Limited (ION or the **Company)** advises of a alteration to the numbers of performance-based securities proposed to be awarded to Executive Chair Brent Jones and Non-Executive Directors Dominic O'Hanlon and Clark Kirby as part of their remuneration packages.

As announced to ASX on 19 October 2026, ION has introduced a company-wide update to remuneration for all key personnel and the Board, which has been designed to incentivise and align their interests with shareholders through service and share price performance conditions.

Following consultation with key stakeholders, changes have been made to long term incentive (**LTI**) equity grants as follows:

- Brent Jones: the number of securities comprising the LTI component of his remuneration reduces from 3,000,000 to 1,500,000 performance rights, with each of tranches A, B and C in the vesting conditions attached to those securities reducing to 500,000 performance rights respectively; and
- Dominic O'Hanlon and Clark Kirby: the number of securities comprising the LTI component of their remuneration in each case reduces from 1,500,000 to 1,000,000.

There are no other changes and the Company will grant these reduced numbers of securities subject to shareholder approval being obtained at the Annual General Meeting convened for 30 November 2026 (**AGM**).

The notice of meeting for the AGM released to ASX on 30 October 2026 provides for a maximum of 3,000,000 performance rights to be granted to Mr Jones and a maximum of 1,500,000 performance rights to each of Mr O'Hanlon and Mr Kirby. Notwithstanding these maximum amounts, if shareholders approve the grants then the Company will issue the reduced number of performance rights to each of these directors. The impact of these changes is that:

- the aggregate number of performance rights reduces from 13,500,000 to 11,000,000 and, if vested and converted into shares, would increase the Company's current issued share capital by approximately 7.8%; and
- the aggregate values of the securities proposed to be issued and percentage of the current issued share capital they represent reduces for Mr Jones to $383,312 and 1.1%, and for each of Mr O'Hanlon and Mr Kirby to $307,333 and 0.7%, respectively.

This announcement was authorised for release by the Board of Directors.

For Further Information

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About ION Video Limited

ION Video Limited (ASX: IOV) is an infrastructure company that has developed patented technology to virtualise video at the file architecture level, transforming static files into programmable data. Spanning multiple foundational patent families, ION's technology enables intelligent systems to access and compose with existing video content as programmable data, without transcoding. For more information, visit www.ion.video.