

Remuneration and Reward Policy

Corporate Policy
ACN 008 947 813



1. Purpose

Imdex Limited and its subsidiaries (the Company) is committed to ensuring that there is a clear and demonstrable link between performance and reward. Reward practices are designed to support the Company with the achievement of its strategic and commercial objectives in alignment with the creation of value for shareholders over the short, medium and longer term, and discourage conduct inconsistent with the Company's values and risk appetite.

2. Scope

This policy and its associated documents cover all issues related to reward within the Company. This includes, but is not limited to, the reward of Senior Executives, Executive Directors and Non-Executive Directors (NEDs). It covers all elements of reward including base remuneration, statutory obligations, superannuation and retirement benefit arrangements, allowances, incentives and employee equity plans.

3. Principles

The Reward Policy is underpinned by the following principles to guide processes and practices in relation to:

Principles	
Fairness & equity	<ul style="list-style-type: none">• A consistent approach across IMDEX to target above market pay, for above market performers
Performance alignment	<ul style="list-style-type: none">• Strengthen performance alignment, and provide employees with opportunities to share in, and benefit from the success of IMDEX over the longer term
Sustainability	<ul style="list-style-type: none">• A total reward approach to attract, retain and engage employees throughout industry cycles and be compliant with global / local practices
Clarity	<ul style="list-style-type: none">• Easily understandable for all employees with appropriate transparency and simplicity of administration
Agility	<ul style="list-style-type: none">• Supports scalability and growth into new markets and IMDEX's needs for diversity in talent to enable innovation and emerging technologies

4. Role of the Remuneration and Nomination Committee

The Company has established a Remuneration and Nomination Committee (the Committee) which operates under a Charter approved by the Company board of directors (which is available in the Corporate Governance section of the Company's website). This policy should be read in conjunction with the Committee Charter.

5. Remuneration Of Senior Executives and Executive Directors

Senior Executive and Executive Director remuneration comprises fixed and variable components designed to be competitive with relevant market benchmarks and aligned with Company performance. Variable remuneration is structured to reward both short-term performance and long-term value creation.

6. Remuneration of Non-Executive Directors

Non-Executive Director remuneration is set with reference to market benchmarks for comparable companies and reflects the time commitment, responsibilities and risks of the role. Remuneration is structured to attract and retain high-quality directors while remaining appropriate for shareholders.

7. Minimum Shareholding Guidelines

The Minimum Shareholding Guidelines (the Guidelines) further strengthen the alignment of IMDEX's reward practices with contemporary market practice. The Guidelines are designed to support meaningful equity ownership by Senior Executives, Executive Directors and NEDs which enhances alignment with shareholder interests over time.

8. Related Documentation

For information relating to the elements of reward, please see the supporting documentation:

- Remuneration Standard (GRHR-STA-03-01)
- Levels of Work Standard (GRHR-STA-03-02)
- STI Standard (GRHR-STA-03-03)
- LTI Standard (GRHR-STA-03-04)
- Minimum Shareholding Guidelines

9. Review of this Policy

This Policy and the Remuneration Standard will be reviewed from time to time (not less than once every (3) years) by the Committee, or the Board at its discretion, to ensure ongoing compliance with applicable laws, regulations and alignment with IMDEX's objectives.

10. Review History

Remuneration & Nomination Committee	April 2026
IMDEX Board	April 2026