



Announcement Summary

Entity name

INTEGRATED RESEARCH LIMITED

Date of this announcement

Thursday January 15, 2026

The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
IRIAAA	PERFORMANCE RIGHTS	581,395	14/01/2026

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

1.1 Name of entity

INTEGRATED RESEARCH LIMITED

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ABN

Registration number

76003588449

1.3 ASX issuer code

IRI

1.4 The announcement is

New announcement

1.5 Date of this announcement

15/1/2026

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Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:

has an existing ASX security code ("existing class")



Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

Additional +securities in an existing class issued under an +employee incentive scheme**ASX +security code and description**

IRIAAA : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

14/1/2026

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

No

If some of the issued +securities do not rank equally:**Is the actual date from which the +securities will rank equally (non-ranking end date) known?**

No

Provide the estimated non-ranking end period

The Performance Rights to which this Appendix relates were issued to the CEO as his FY26 LTI. The Performance Rights vest over a three year period with a performance condition at the end of the performance period. Performance Rights failing to meet the criteria shall lapse.

Please state the extent to which the +securities do not rank equally:

- In relation to the next dividend, distribution or interest payment; or
- For any other reason

The Performance Rights on issue hav different performance conditions and terms.

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Ian Lowe	Ian Lowe	581,395

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

https://www.ir.com/hubfs/IR%20Limited_Equity%20Plan%20Rules_2023.pdf

Any other information the entity wishes to provide about the +securities the subject of this notification

No.

Issue details**Number of +securities**

581,395



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Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

ASX +security code and description	Total number of +securities on issue
IRI : ORDINARY FULLY PAID	180,591,803

4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
IRIAAA : PERFORMANCE RIGHTS	6,353,920
IRIAB : OPTION EXPIRING 31-AUG-2026 EX \$1.98	220,960



Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?

Yes

5.1a Select the number of the applicable exception in Listing Rule 7.2

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