ASX Announcement

12 November 2025

Board Renewal & Chair Transition

IODM Limited (ASX:IOD), ("IODM" or "the Company"), is pleased to announce the following changes to the Board of Directors

- **Dr Paul Kasian resigns as Chair and Non-Executive Director**
- **Karen Penney appointed as Interim Chair**
- **Paul Masi appointed Non-Executive Director**
- **Diana Heggie resigns as a Non-Executive Director**

Dr Paul Kasian joined the Board as a Non-Executive Director in August 2016 and was appointed Chair in July 2018. Dr Kasian has shared the entire nine years ASX Listed journey with the Company and was significantly involved with both the Listing and formative years of operation. Dr Kasian has provided valuable oversight during his tenure and the Company is grateful for his efforts and wishes him well in his future endeavours.

Ms Karen Penney has agreed to assume the position of Interim Chair pending further evaluation of Board composition and skillsets, particularly given the international commercialisation opportunities being pursued by the Company at the present time.

The Company welcomes Mr Paul Masi to the Board as a Non-Executive Director. Mr Masi is an accomplished finance professional holding both executive and non-executive positions.

Having previously held CEO positions with Austock Group Ltd and Bank of America Merrill Lynch Australia, Mr Masi is currently the Chair of Greenwich Capital Partners Pty Ltd and holds Non-Executive Director roles with Shaw and Partners Ltd (formerly Chair), and Not For Profit Girls and Boys Brigade Foundation (formerly Chair) and Argus Property Partners.

Ms Diana Heggie joined the Board in February 2025 during a time of significant Company transition, including international development of the proprietary IODM Connect platform. IODM is appreciative of Diana's guidance and efforts and wishes her well in her future endeavors.

IODM's Annual General Meeting is scheduled for 10.00am tomorrow.

IODM Interim Chair Karen Pennney said

"I am very excited and positive about the direction the Board is taking as we consolidate our international expansion into North America, Europe and Japan while continuing the overwhelmingly positive growth enjoyed in the UK. On behalf of the Board, I welcome Mr Masi as a non-executive director and am confident the Company will be a beneficiary of his valuable insights and experience garnered across multiple sectors and capital markets.

On behalf of all shareholders, I thank Dr Kasian and Ms Heggie for their respective contributions to the Company and otherwise wish them well."

This announcement is authorised by IODM's Board of Directors

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About IODM

IODM is a leading accounts receivable (AR) solution that utilises digital technology to optimise automation. The IODM connect platform delivers a fully integrated end-to-end AR process that supports customers with invoicing, query management, payment reminders, escalation, analytics and more. The connect platform drives increased client productivity and timely payments while reducing costs, minimising human error and decreasing bad and doubtful debt provisioning. The solution is a customisable application that seamlessly integrates with any accounting ERP software package. IODM operates globally and is headquartered in Melbourne, Australia. To learn more, please visit www.iodmconnect.com

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