



## MARKET ANNOUNCEMENT

### Continuous Disclosure

#### Integrated Research Announces Interim CEO

**Sydney, December 21, 2018** – Integrated Research (ASX: IRI) today announced that Peter Adams, currently IRI’s Chief Financial Officer (CFO), has been appointed as Interim CEO effective 18 February 2019, when the Company’s current CEO John Merakovsky leaves the business.

Mr Adams joined IRI in March 2008 as CFO and has more than 25 years’ experience, which includes a number of senior finance and accounting roles with Infomedia, Renison Goldfields and Transfield Pty Ltd prior to joining the Company.

Integrated Research’s Chairman, Mr. Paul Brandling, today said:

“On behalf of the Company, I want to congratulate Peter Adams on his appointment to the role of Interim CEO. Peter is a highly experienced executive who has distinguished himself as CFO and has deep knowledge and understanding of the IRI’s global business operations and the software industry. Under Peter’s leadership, we have confidence that it will be an orderly transition as the Company finalises the search for a permanent CEO.”

During the transition, the Company will utilise its strong internal team and resources across its global operating regions to maintain strong finance leadership.

Please refer to the following page with information of the Agreement for the company’s Interim CEO

By authority of the Board

David C Purdue  
Company Secretary  
Integrated Research Limited  
ABN 76 003 588 449

- Ends -

#### About IR

IR is the corporate brand name of **Integrated Research Limited** (ASX:IRI), the leading global provider of experience management solutions for critical IT infrastructure, payments and communications ecosystems. More than 1000 organizations in over 60 countries—including some of the world’s largest banks, airlines and telecommunication companies rely on IR Prognosis to provide business critical insights and ensure continuity-critical systems deliver high availability and performance for millions of their customers across the globe. For further information on IR, visit [www.ir.com](http://www.ir.com)

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**Integrated Research Limited**  
**ABN: 76 003 588 449**

**Summary of Agreement for Interim CEO**

As per the Company's disclosure, Mr. Peter Adams has been appointed as Interim Chief Executive Officer of Integrated Research.

Remuneration for the Interim CEO.

**1. Commencement Date**

Mr. Adams has been appointed Interim Chief Executive Officer from Monday 18 February 2018.

**2. Remuneration**

*Base Salary:*

Mr. Adams is entitled to an annual Base Salary of \$510,000 per annum (inclusive of fringe benefits and superannuation) paid monthly.

*Short Term Incentive (STI):*

Mr. Adams is entitled to an annual On Target STI of \$210,000 per annum, calculated on a quarterly basis.

*Long Term Incentive (LTI):*

Mr. Adams will be entitled to a grant of 40,000 performance rights over ordinary shares of the Company. The vesting conditions are contingent upon a service condition of 2 years.

**3. Additional Benefits**

There are no additional benefits provided.

**4. Termination of the Agreement**

The arrangement continues until such time as a permanent CEO is appointed. Mr. Adams can terminate his employment by giving six months prior notice in writing.