

22 December 2023

### **Adjustments to CEO Remuneration**

**Sydney, Australia:** Ai-Media Technologies Limited ('**AI-Media**' or the '**Company**') (**ASX: AIM**), is a global technology company providing captioning, transcription and translation solutions to its customers across the globe with headquarters in Sydney, Australia and operations in North America and the United Kingdom.

To ensure that we are attracting and retaining the right talent as our business expands globally the Board commissioned an external expert study to benchmark the remuneration of our CEO and senior leadership executives against other comparable companies in Australia and the USA.

In FY23, 58% of the Company's total revenues (of A\$61.8m) were generated in North America. The Company expects an increasing share of its revenues to be generated in North America in the future. Half of our senior executives are based in our New York office and our CEO and co-founder, Tony Abrahams, spends an increasing amount of his time in North America.

As a result of this study, the Board has resolved to increase the CEO's total fixed remuneration as set out in the table below. There has been no material review to the CEO's fixed remuneration since the IPO in September 2020. The CEO's remuneration includes a short-term cash incentive which is awarded on successful completion of agreed KPIs, but (unlike many comparable companies) does not currently include any long-term incentives.

The increase in the CEO's fixed remuneration and short-term incentive will be effective from 1 January 2024.

<b>Remuneration Component</b>	<b>AUD Amount</b>
Total fixed remuneration	600,000
Short-term incentive (subject to agreed KPIs)	50,000
Long-term incentive	Nil
<b>Total Remuneration</b>	<b>650,000</b>

As at the date of this announcement, the CEO has a relevant interest in 30,339,89 AI-Media shares (14.59%).

The material terms of the CEO's employment agreement were set out in the IPO Prospectus dated 10 August 2020 and the CEO's remuneration is disclosed in the

Remuneration Report section of the Company's Annual Report (which are available at [www.asx.com.au](http://www.asx.com.au)). Other than the variation to remuneration detailed above, the terms of Mr Abrahams' employment agreement remain unchanged.

**ENDS**

***Authorised for release by Ai-Media's Company Secretary.***

#### **Further Information**

##### **Ai-Media Technologies**

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#### **About Ai-Media**

Founded in Australia in 2003, technology company AI-Media is a global leader in live and recorded captioning, transcription and translation solutions. The company helps some of the world's leading broadcasters, enterprises and government agencies ensure high accuracy, secure and cost-effective captioning via its AI-powered LEXI automatic captioning solution. LEXI captions are delivered to millions of screens worldwide via AI-Media's range of captioning encoders and its iCap Cloud Network – the world's largest, most secure caption delivery network. Globally, AI-Media delivers over 9 million minutes of live and recorded media monthly. AI-Media (ASX: AIM) commenced trading on the ASX on 15 September 2020.