

MARKET ANNOUNCEMENT

Integrated Research announces the appointment of new CEO

Sydney, August 27, 2013 - Integrated Research Limited (ASX:IRI) today announced the appointment of Mr Darc Rasmussen to the position of Chief Executive Officer with effect from 8 October 2013. Mr Rasmussen will also be appointed Managing Director of the Company subject to Board approval. He succeeds Mr Mark Brayan who leaves his employment with the Company as of today.

Mr Rasmussen is a seasoned 25-year IT and enterprise software professional with extensive experience in the development and deployment of Software as a Service (SaaS) and Cloud Computing solutions. Mr Rasmussen was Chief Operating Officer at TrustedCloud (formerly IntraPower). Prior to joining TrustedCloud, Mr Rasmussen served as Senior Vice President of CRM (Customer Relationship Management) Application Solution Management at SAP and led SAP's Global CRM Initiative which was based in Germany.

The Company's Chairman, Mr Steve Killelea, today said:

"On behalf of the Board, I want to thank Mark Brayan for his leadership during recent years. The Company has grown its international operations and Mark has contributed substantially to the development of IR's Unified Communications market. Mark has also led significant change in the structure and capability of the business positioning the Company for continued growth and success. I am grateful for the contribution that he has made over the last six years".

The Company will continue with its current strategy of aggressively growing its Unified Communications and Payments markets while continuing to maintain its highly profitable Infrastructure management product line.

Mr Rasmussen will be introduced to shareholders at the Company's Annual General Meeting to be held on 14 November 2013. The Company is delighted to welcome Mr Rasmussen as CEO and looks forward to his contribution to the Company's growth.

About Integrated Research (IR) - IR is a leading global provider of high availability performance monitoring, business intelligence and diagnostic software. The creator of award-winning Prognosis® – IR builds scalable, customizable solutions designed to manage continuity-critical IT infrastructure, payments and communications ecosystems. IR provides real time solutions that give customers the insight they need to run their business, reduce their operating costs, minimize risk, and gain competitive advantage.

By authority of the Board,

David Purdue

Company Secretary

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Summary of Employment Contract with Mr Darc Rasmussen

The contractual arrangement between Mr Rasmussen and Integrated Research is for an indefinite term.

Mr Rasmussen's remuneration is comprised of a base component, a short-term incentive payment component and a long-term equity component.

Base salary component

Mr Rasmussen will be paid a compensation package of \$500,000 per annum plus statutory superannuation contributions, payable monthly.

Incentive component

Mr Rasmussen is eligible for an annual incentive payment of \$200,000 per annum, dependent on achieving qualitative objectives and performance targets agreed with the Board.

Equity component

Subject to approval by shareholders at the company's AGM on 14 November 2013, the Board intends to grant Mr Rasmussen 850,000 performance rights over the ordinary shares of the Company. The key commercial terms are summarised below:

	Grant date	Number of performance rights	Exercise price	Earliest vesting date
Tranche 1	8 October 2013	350,000	Nil	8 October 2014
Tranche 2	8 October 2014	250,000	Nil	8 October 2015
Tranche 3	8 October 2015	250,000	Nil	8 October 2016

Each of the performance rights are subject to profit after tax hurdles.

Additional benefits

Mr Rasmussen will receive additional benefits including car parking, AICD membership and initial relocation expenses.

Termination of the agreement

Specific notice and severance understandings have been agreed based on the particular circumstances – voluntary resignation, termination by either side with or without cause, non-performance or good reason on either side. Mr Rasmussen can terminate his employment by giving three months prior notice in writing.

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