

ASX Announcement

Monash IVF Group Limited (ASX:MVF)

3 July 2025

Acting CEO Remuneration Update

Monash IVF Group Limited (ASX:MVF) refers to its announcement on 12 June 2025 disclosing Mr Malik Jainudeen's appointment as Acting Chief Executive Officer (CEO). The Company has agreed the interim remuneration for Mr Jainudeen as Acting CEO as follows:

Terms	Details
Effective date	12 June 2025
Total Fixed Remuneration (TFR)	TFR is \$401,007.26 per annum A higher duties allowance is payable of \$228,000 per annum (Higher Duties), for an aggregate of \$629,007.26 payable per annum. Higher duties is only paid for the period of the interim appointment.
Short Term Incentives (STI)	The Acting CEO has the opportunity to earn an annual incentive of 50% of TFR, inclusive of Higher Duties, based on meeting certain defined criteria determined by the Board. Any Board approved STI award will be delivered as cash. The FY26 STI, if applicable, will be pro-rated to reflect the change in remuneration in that year.
Long Term Incentives (LTI)	The Acting CEO has the opportunity to earn an annual incentive of 60% of TFR (not inclusive of higher duties) based on meeting certain defined criteria determined by the Board. The criteria are based on the achievement of Earning Per Share ("EPS") Hurdle and a Total Shareholder Return ("TSR") Hurdle over a three-year performance period. The LTI award will be granted in the form of Performance Rights.
Notice period	3 months
Term of agreement	No fixed term

The increase in Mr Jainudeen's remuneration reflects the additional duties he has taken on with the departure of CEO and Managing Director, Michael Knaap. All other terms and conditions remain as per Mr Jainudeen's existing employment agreement, and the previous remuneration terms will be reinstated post the interim appointment as Acting CEO.

This announcement has been authorised for release by the Board of Monash IVF Group Limited.

ENDS

For further information please contact:

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