

17 November 2025

ASX ANNOUNCEMENT

CEO Options in lieu of Salary

Dr German Arango, CEO of IMEXHS Limited (ASX: IME) (IMEXHS or the Company) will salary sacrifice approximately 50% of his salary for the six months from 1 October 2025 to 31 March 2026 in exchange for an entitlement to nil-price options in the company subject to shareholder approval.

The total number of options for the six-month period is being calculated based on the 10-day VWAP of IME shares post the company's Q3 Quarterly Activities Report & Appendix 4C announcement made on 31 October 2025. That 10-day VWAP is \$0.272 per share and the total number of options to be issued is ~266,438 options.

The Company will seek shareholder approval for the grant of the options at the 2026 Annual General Meeting of the company to be held in April 2026. Should shareholders not approve the grant, the unpaid portion of the salary prior to the date of the AGM will become immediately payable.

Directors are supportive of the plan as it strongly aligns the CEO with shareholders interest and demonstrates his commitment to and belief in the future of the company. Since its inception the company's Long Term Incentive Plan has not so far seen any options vested to the CEO or other executives.

Authorised for release by the Board of IMEXHS Limited.

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For more information, please contact:

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About IMEXHS

IMEXHS Limited (ASX: IME) is an innovative provider of medical imaging software and radiology services in 18 countries including Colombia, the US and Australia. Founded in 2012, IMEXHS develops software as a service (SaaS) imaging solutions that includes a Picture Archiving and Communications System (PACS), a Radiology Information System (RIS), a Cardiology Information System (CIS) and an Anatomical Pathology Laboratory Information System (APLIS). Its solutions are completely cloud-based, vendor neutral and zero footprint, with no need for installed software. The IMEXHS products are designed to increase productivity and save money for end users, with a scalable platform that enhances patient outcomes. For more information, [visit www.imexhs.com](http://www.imexhs.com)



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