



ASX Announcement

28 May 2026

IPH appoints Tony O'Malley as new Managing Director and CEO

IPH Limited (**IPH**) is pleased to announce the appointment of Anthony (Tony) O'Malley as the Company's new Managing Director and Chief Executive Officer with effect from 1 July 2026.

Tony will succeed Dr Andrew Blattman who announced his intention to retire as MD & CEO in November 2025.

IPH Chairman, Peter Warne said: "Following a comprehensive global search, the Board is pleased to appoint Tony as our new CEO. His calibre and broad professional services experience position him well to lead the next phase of the Company's growth strategy."

"Tony is a highly experienced global professional services leader with over 30 years' experience. He has worked across the Big Four advisory firms at a global level, major law firms and large corporations in complex multi-jurisdictional and highly regulated environments. His extensive experience includes large-scale business transformation, particularly the early adoption and global rollout of AI-enabled legal technology".

Tony's most recent senior executive role was Global Legal Business Solutions Leader at PwC where he was responsible for a market-facing legal services business operating across more than 100 territories with ~4,000 employees. Earlier career roles include senior leadership positions, including Managing Partner at King & Wood Mallesons (now Mallesons) and Deputy General Counsel and Regulatory Counsel at Telstra.

He has extensive experience working with autonomous firms to create value through coordination, shared services and scale globally. He also has significant experience in technology-enabled service delivery, including leading the evaluation, pilot and global deployment of generative AI platforms within PwC's legal business, focused on improved client service, productivity, quality and economic impact.

Tony O'Malley said: "I am excited to join IPH at a pivotal point in its transformation. Under Andrew Blattman's leadership, IPH has built a leading position across international IP secondary markets, and I look forward to building on that platform to deliver further growth and shareholder returns."

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Tony will commence in the role on 1 July 2026. Dr Blattman will continue to provide support to IPH for the period to 30 November 2026 at which time his employment with IPH will cease.

Peter Warne said: “Andrew has made an exceptional contribution to IPH over a remarkable 30-year career with the Group, including nine years as Managing Director & CEO. IPH has established itself as the market leader in international IP secondary markets under his leadership, with top practices in Australia, New Zealand, Canada, and Southeast Asia. We are pleased he will continue to support the Company through the CEO transition.”

A summary of the material terms of Mr O’Malley’s employment agreement is set out in the **attached** Appendix.

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Authorised for release to ASX by:

The Board of Directors

[About IPH Limited](#)

IPH is the leading intellectual property services group, comprising a network of member firms operating out of 27 offices and servicing more than 25 IP jurisdictions. The group includes leading IP firms AJ Park, Applied Marks, Griffith Hack, Pizzeys, ROBIC, Smart & Biggar and Spruson & Ferguson. IPH employs more than 1,700 employees working in Australia, Canada, China, Hong Kong SAR, Indonesia, Malaysia, New Zealand, The Philippines, Singapore and Thailand.

Appendix

Summary of the material terms of Mr O'Malley's employment

Term	Detail
Position	Managing Director and Chief Executive Officer
Commencement Date	1 July 2026
Term	Ongoing subject to termination by either party (see "Termination" below).
Total Fixed Remuneration (TFR)	\$950,000 (inclusive of superannuation) per annum, subject to annual review.
Short-Term Incentive (STI)	<p>\$760,000 maximum (80% of TFR) at stretch in accordance with the rules of IPH's short-term incentive plan.</p> <p>Payment of any short-term incentive will be subject to Mr O'Malley's performance against financial (50%) and non-financial (50%) targets and structured as follows:</p> <ul style="list-style-type: none"> > 50% cash; and > 50% deferred into share rights vesting over 2 years with the option to take higher percentage of STI award in shares.
Long-Term Incentive (LTI)	<p>\$1,350,000 allocation value. Mr O'Malley may choose to receive his LTI allocation in either of:</p> <ul style="list-style-type: none"> > zero-exercise-price performance rights valued at the 10-day VWAP immediately prior to the announcement of CEO appointment; or > traditional stock options valued at the 10-day VWAP immediately prior to the announcement of CEO appointment. Allocation Multiplier: 4 times the performance rights quantum, reflecting the lower Black-Scholes fair value of an option relative to a performance right. <p>Vested LTI awards are subject to a 4-year performance period.</p> <p>The award is split equally between two independent performance hurdles:</p> <ul style="list-style-type: none"> > 50% Earnings Per Share (EPS) Growth (CAGR); and > 50% Relative Total Shareholder Return (rTSR) vs S&P/ASX Small Industrials Index.
Termination	Either party may terminate by the provision of 6 months' notice except in the first 18 months of employment when 12 months' notice is required. Standard provisions for termination for cause.

Further details of IPH's remuneration framework can be found in the 2025 Remuneration Report.