

DE.MEM - CHANGES IN BOARD COMPOSITION

1 May 2025: Australian headquartered, international water technology company De.mem Ltd (ASX:DEM) (“De.mem” or “the Company”) is pleased to announce the following changes to its board composition.

Appointment of New Chairman

The Board of Directors (“board”) is pleased to announce that Mr. Andreas Hendrik (“Harry”) De Wit has assumed the role of the Non-Executive Chairman, effective today. Mr. De Wit has served as a Non-Executive Director on De.mem’s board since May 2023.

Mr. De Wit is a senior corporate executive with extensive international board and leadership experience. In his last role he was the CEO of Asia Pacific for Fresenius Medical Care, the world’s leading provider of products and services for individuals with renal diseases. In this role, he was also responsible for the company’s operations in Australia & New Zealand. In addition, he served as a member of Fresenius Medical Care’s management board from 2016 to 2021.

In Australia alone, the Fresenius Medical Care group has 23 dialysis clinics and more than 350 staff. Fresenius Medical Care is listed on the Frankfurt Stock Exchange and the New York Stock Exchange, being a member of the German DAX index, which represents 40 of the largest and most liquid companies that trade on German stock markets.

Water treatment and the use of membranes have a key importance for dialysis. While many clinics operate their own waste water treatment processes which are typically relying on membranes, the dialysis process itself deploys hollow fibre membranes – the technology that De.mem is specializing in – serving as artificial kidneys for the patient.

Mr. De Wit is a significant holder in De.mem and currently holds 21,777,942 shares in the Company, approximately 7.4% of the Company’s issued capital.

The board believes that Mr. De Wit’s domicile in Asia, one of the key target markets for De.mem, his business experience in Australia, his strategic and capital markets experience as well as his significant shareholdings in the Company will enable him to lead the Company’s next growth phase of global expansion.

Along with the appointment of Mr. De Wit, Mr. Cosimo Trimiglozzi retires from the role of Non-Executive Chairman. Mr. Trimiglozzi held the role for more than 8 years during which De.mem achieved numerous milestones, such as the listing of the Company on the ASX in 2017, the expansion of the Company’s business across Australia and internationally into Germany and Europe as well as the completion of a number of successful M&A transactions. Cosimo will continue to support the board of De.mem as a Non-Executive Director.

The board is also pleased to confirm the appointment of Michael Edwards as lead independent director.

Mr. Edwards is a Geologist and an Economist with over 25 years' experience in senior management roles in both the private and public sectors.

He has been involved in numerous ASX listings, raising seed and IPO capital as well as being involved in many reverse takeovers across a range of industries.

Mr. Edwards has been a non-executive director with De.mem for the last 8 years and has played an important role in ASX listing and the expansion of the company. He is currently Non-Executive Chairman of Metal Hawk Ltd (ASX:MHK) and Non-Executive Chairman of Somerset Minerals Ltd (ASX:SMM).

This release was authorized by the Company's CEO, Andreas Kroell, on behalf of the Board.

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De.mem Limited (ASX:DEM) is an Australian headquartered, international decentralized water and wastewater treatment business that designs, builds, owns and operates turnkey water and wastewater treatment systems for some of the world's largest companies in the mining, electronics, chemical, oil & gas, and food & beverage industries. Its systems also provide municipalities, residential developments and hotels/resorts across the Asia Pacific with a reliable supply of clean drinking water. De.mem offers a "one-stop-shop" of equipment, services, chemicals and consumables to its clients, for the ongoing operations of their water and wastewater treatment plants.

De.mem's technology to treat water and wastewater is among the most advanced globally. The Company commercialises an array of innovative proprietary hollow-fibre membrane technologies. De.mem has been partnering with Nanyang Technological University (NTU) in Singapore, a world leader in membrane and water research.

To learn more, please visit: www.demembranes.com

Forward Looking Statements

Statements contained in this release, particularly those regarding possible or assumed future performance, revenue, costs, dividends, production levels or rates, prices or potential growth of De.mem Limited, are, or may be, forward looking statements. Such statements relate to future events and expectations and, as such, involve known and unknown risks and uncertainties. Actual results and developments may differ materially from those expressed or implied by these forward-looking statements depending on a variety of factors.