

12 November 2025

Strategic Review of Board Remuneration

4DS Memory Limited (ASX:4DS) ("4DS" or the "Company") advises that the Board has resolved that effective 1 November 2025 the following changes to Board remuneration are in effect.

Fee changes (effective from 1 November 2025)

- All Non-Executive Director ("NED") fees have been reduced to \$0.
- Consulting fees payable to Dr Guido Arnout have been reduced by 50%.
- Executive Chairman Mr David McAuliffe's base salary will reduce by 50% from \$200,000 per annum to \$100,000 per annum plus statutory superannuation.

As a result of these reductions, Non-Executive Director Dr Guido Arnout's annual Director fee will decrease from \$30,000 to \$0, and Non-Executive Director Mr Howard Digby's annual Director fee will decrease from \$45,000 to \$0.

Upcoming Annual General Meeting

4DS has issued a formal Notice of Meeting and voting recommendations for the upcoming Annual General Meeting on 20 November 2025.

The Board notes that material changes at Board level at this time may pose a risk to continuity and to the effective completion of the strategic review and associated business development activities in Artificial Intelligence.

The Board strongly urges shareholders to vote AGAINST the new director nominations and supports the re-election of current Non-Executive Director Mr Howard Digby to the Board.

In the meantime, shareholders are strongly encouraged to exercise caution when considering any communications or solicitations from third parties relating to these nominations.

Shareholders who have not yet received a copy of the Notice of Meeting, Explanatory Memorandum or Proxy Form are encouraged to contact the Company's Investor Relations team or Company Secretary via the details provided below.

ENDS

Authorised for release by the Board.

Contact Information

Peter Webse, Company Secretary: pwebse@governancecorp.com.au

Investors:

David McAuliffe, Executive Chairman: info@4dsmemory.com

Sarah Lenard, Investor Relations, NarratIR: sarah@narratir.com.au

About 4DS

4DS Memory Limited (ASX: 4DS), with facilities located in Silicon Valley, is a semiconductor technology company bringing high bandwidth, high endurance, persistent non-volatile memory to advanced CMOS process nodes. Its technology, known as Interface Switching ReRAM, features tuneable persistence and low energy per bit for today's most challenging compute intensive and AI processor applications. Established in 2007, 4DS owns a patented IP portfolio, comprising 34 USA patents, and is the first company to develop PCMO ReRAM, on an advanced CMOS processing node. For more information, please visit www.4dsmemory.com.