SCIDEV

ASX Announcement

13 August 2026

CEO Remuneration and Shareholding

SciDev Ltd (ASX:SDV) ("the Company") announced the appointment of Todd Scott as CEO on 26 May 2026. Details of Mr Scott's remuneration are disclosed in Schedule 1, consistent with ASX Listing Rule 3.16.4.

SciDev also advises that, in CY2026 to date:

The Board has purchased over 1.4 million SciDev Ltd shares on market (refer various Appendix 3Y notices).

Recently appointed CEO Todd Scott has purchased over 3.8 million SciDev Ltd shares, representing 2% of equity. (Mr Scott does not fall subject to the ASX Appendix 3X, Y, Z reporting regime).

The Board of SciDev Limited authorises this announcement.

For Further Information

Investor Relations	About SciDev Ltd
info@scidevltd.com +61 2 9622 5185	SciDev is a leading water treatment technology company providing innovative solutions to the mining, data centre, and energy industries.

SciDev Limited
ABN: 25 001 150 849
e: info@scidevltd.com
w: scidevltd.com

The Work Project – Level 2
50 Bridge Street, Sydney
NSW 2000 AUSTRALIA
p: +61 2 9622 5185

Schedule 1 – Material Terms of CEO Remuneration

Employing entity	SciDev Limited (SciDev or Company)
Commencement date	26 May 2026 (although Mr Scott commenced employment with SciDev as CFO on 27 October 2025 and statutory rights are preserved from that date).
Term (duration)	No fixed term, subject to termination provisions in the employee contract.
Fixed remuneration	$400,000 per annum ('base salary'). Review of base against performance at regular milestones.
Ancillary	Statutory superannuation capped at the concessional limit and statutory leave entitlements.
Sign on payment	Issue of performance rights at 40% of fixed remuneration at Target* and up to 80% of fixed remuneration (at Stretch*). * Target and stretch are directly linked to the achievement of agreed total shareholder return metrics.
Short term Incentive (STI) FY 2027	Up to 15% of fixed remuneration at Threshold*, 30% at Target* and 100% at Stretch*. The STI will be paid in cash. *STI Threshold, Target and Stretch are directly linked to the achievement of KPIs established around various operational and financial performance targets.
Long Term Incentive	Up to 75% of base salary at Target* and 150% at Stretch*. *The LTI will be delivered through the grant of performance rights to the CEO. The LTI incentives will be directly linked to the achievement of KPIs established around strategic, operational and financial performance targets. The performance rights to be granted to the CEO will vest over a 3-year period. Any shares issued under the LTI will be issued on a 5-day volume weighted price over a period set by the Board.
Termination	Either party may terminate the CEO's employment for any reason by giving six months written notice. The Company may immediately terminate employment for material breaches of the Agreement for serious misconduct or other prescribed circumstances warranting termination without notice.
Restraints	Standard confidentiality and non-compete clauses.