ASX ANNOUNCEMENT

26 August 2026

# Change to Chief Executive Officer's Remuneration

SOCO Corporation Ltd (ASX:SOC) ("SOCO" or the "Company"), a leading Australian information technology services consultancy, advises that the Board has approved changes to the remuneration arrangements for the Company's Chief Executive Officer, Sebastian Rizzo in August 2026, effective from 1 July, 2026.

The Board determined the revised remuneration arrangements following a review of executive remuneration, consideration of relevant market benchmarking, and an assessment of the CEO's responsibilities.

The Board considers the revised arrangements to be appropriate and aligned with the interests of shareholders, including incentivising the CEO based on the achievement of appropriate growth targets.

A summary of the material revised terms is set out in Annexure A to this ASX announcement. There are no other changes to Mr Rizzo's contractual terms, termination provisions or change-of-control arrangements.

This announcement has been authorised for release by the Board of SOCO Corporation Ltd.

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## ABOUT SOCO

SOCO (ASX:SOC) is a multi-award-winning IT consultancy specialising in the delivery of digital solutions, business applications and integration projects. Since 2013, SOCO has been working shoulder to shoulder with our clients to achieve transformative business outcomes. By placing people at the centre of everything we do, we ensure our focus remains on meeting the unique requirements of our people, including employees, clients, and partners.

Annexure A

| | Sebastian Rizzo |
|---|---|
| Appointment | CEO |
| Term | The appointment is on an ongoing basis. Termination upon 6 months' notice by either party. |
| Fixed Remuneration | $313,600 (inclusive of superannuation), effective 1 July 2026, subject to review in July of each year.<br>(an increase of $89,600) |
| Short-term incentive | Up to $180,000 upon satisfying performance hurdles set by the Board each year, effective 1 July 2026.<br>(an increase of up to $80,000) |
| Long term incentive | Current holder of indeterminate performance rights previously granted.<br>No performance rights form part of the current remuneration package. |