



**ASX RELEASE | De.mem Limited (ASX:DEM)**

## **DE.MEM – RETIREMENT OF DIRECTOR**

**2 January 2026:** Australian headquartered, international water technology company De.mem Ltd (ASX:DEM) (“De.mem” or “the Company”) announces the retirement of director Mr. Cosimo Trimigliozi.

### **Retirement of Director**

Mr. Cosimo Trimigliozi retires from the role of a Director of De.mem effective 31 December 2025. Mr. Trimigliozi held the role of Chairman of the Board for more than 8 years – from the IPO in April 2017 to 1 May 2025. Since then, he served as a Director of De.mem.

During Cosimo’s tenure, De.mem achieved numerous strategic 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 acquisitions, including the most recent acquisition of Core Chemicals Pty Ltd in Perth announced on 17 October 2025. De.mem’s revenues grew from \$273k in Calendar Year (“CY”) 2016, prior to his appointment, to approx. \$24.9m in CY 2024, and the Company achieved operating cash flow break even in CY 2024.

Cosimo’s retirement comes at his own request, to allow him to focus on other professional opportunities.

De.mem’s board continues under the leadership of Chairman Mr. Andreas Hendrik (“Harry”) De Wit, previously a senior corporate executive with extensive international board and leadership experience, and lead independent director Mr. Michael Edwards, a Geologist and an Economist with over 25 years’ experience in senior management roles in both the private and public sectors. The other directors are Mr. Danny Conlon, Mr. Bernd Dautel and Mr. Andreas Kroell.

### **Management Commentary**

De.mem Chairman Mr. Harry De Wit said:

*“I would like to thank Cosimo Trimigliozi for his contributions to De.mem and wish him all the best for the future. Under his leadership, De.mem has grown from a small start up into a significant and leading water and waste water treatment business. Numerous milestones have been achieved, such as the expansion of the Australian business, expansion into Europe and the launch of our innovative Graphene Oxide enhanced membrane technology into domestic water treatment applications while achieving operating cash flow break even. Cosimo leaves our Company well positioned for further growth in the coming years.”*



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

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**De.mem Limited (ASX:DEM)** is a decentralised 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's technology to treat water and wastewater is among the most advanced globally. The Company is headquartered in Australia and has international locations in Singapore and Germany. It is commercialising an array of innovative proprietary membrane technologies.

To learn more, please visit: [www.demembranes.com](http://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.