ASX: SRJ

CEO Remuneration Update

In accordance with ASX Listing Rule 3.16.4, **SRJ Technologies Group Plc (ASX: SRJ)** ("SRJ" or the "Company") advises that, following an annual remuneration review, the Board has approved amendments to the employment arrangements of Chief Executive Officer ("CEO"), Kurt Reeves, effective 15 May 2026, being the first anniversary of his appointment.

The Board conducted a comprehensive review of Mr Reeves' remuneration having regard to his performance during his inaugural year as CEO, the Company's strategic progress, and prevailing market conditions for executive remuneration.

The Board determined that the approved remuneration adjustments appropriately recognise Mr Reeves' contribution in his first year as CEO and reflect the successful execution of the foundation phase of the Company's three-year growth strategy. Specifically, the Board had regard to the following achievements:

- Organisational restructure – Mr Reeves led a comprehensive restructuring of the business, implementing initiatives expected to deliver annualised cost savings in excess of GBP500,000 and materially improving the Company's operating efficiency and financial position.
- Middle East expansion – Establishment of the Company's Middle East operating platform, creating a foundation for regional growth and diversified revenue streams.
- Commercial development – Strengthened client engagement and the securing of strategic contracts and framework agreements that are now transitioning into active, revenue-generating contracts.
- Strategic positioning – Advancement of the Company's commercial pipeline and successful transition toward the next phase of its three-year growth strategy.

The Board further considered the importance of retaining and incentivising executive leadership as the Company seeks to convert its existing contract portfolio into recurring revenue and deliver long-term shareholder value.

The updated material terms of Kurt Reeves employment agreement are as follows:

Total Fixed Remuneration: Increased to £324,000 (~A$623,000) per annum

Equity Incentive: Proposed grant of 20,000,000 CDIs at nil consideration, with no escrow restrictions, subject to shareholder approval of the amendment to remove the Company's authorised share capital limitation.

All other material terms of Kurt Reeves employment agreement remain unchanged.

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This announcement has been authorised for release by the Board.

FOR FURTHER INFORMATION PLEASE CONTACT

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ABOUT SRJ TECHNOLOGIES

SRJ delivers integrated asset integrity maintenance, engineering and technology-enabled services to the energy, industrial and maritime industries. Asset integrity maintenance involves the provision of embedded site-based maintenance, advanced inspection, predictive monitoring and repair solutions designed to prevent asset failures and extend asset life. The services are focused on maintaining and assuring the integrity of critical mechanical and pressure containment systems, supporting safe, reliable and compliant operations across operating facilities. SRJ's asset integrity and maintenance services support asset owners in the development, implementation and execution of long-term lifecycle integrity strategies, including regulatory compliance requirements applicable to critical mechanical and pressure containment systems.

Remote inspection services are provided utilising advanced robotics and custom UAV technologies. SRJ's range of containment management solutions enable customers to assure the integrity of new and ageing assets subject to ever more demanding regulatory pressures.

By providing advanced robotic and UAV systems, ACE (an SRJ Group company) is revolutionising asset inspection in terms of minimising human risk and providing accurate and repeatable inspection data. ACE can inspect the previously un-inspectable, delivering asset integrity assurance and management to the Energy and Marine industries. ACE has achieved accreditation with all the major Marine Class Societies.

SRJ's range of asset integrity products and solutions have gained industry approval across the energy sector and are now in use across the world. SRJ's products are designed to maintain and assure the integrity of pressure containment systems and therefore play an important role in the overall integrity of operating facilities.

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