2 October 2025

Changes to CEO's Remuneration Package

Clean TeQ Water Limited (ASX: CNQ) (the "**Company**" or "**Clean TeQ**") advises that it has recently undertaken a review of the remuneration package of its CEO, Mr Peter Voigt. The review was conducted by independent external consultants who undertook a salary benchmarking audit.

In accordance with ASX Listing Rule 3.16.4, the Company advises that Mr Voigt's revised remuneration and employment arrangements are as set out below. The remuneration arrangements are to be effective from 1 July 2025.

Total Fixed Remuneration ("TFR")
Mr Voigt's TFR is now $410,000 per annum, inclusive of statutory superannuation.

Short and long-term incentives

Mr Voigt's short-term incentive ("**STI**") and long-term incentive ("**LTI**") opportunities remain unchanged at up to 25% of TFR for each component, now calculated on the revised TFR. The STI is intended to be cash settled and the LTI will take the form of performance rights. The performance rights are subject to shareholder approval prior to issue.

One-off enhanced LTI incentive

The Board also proposes a one-off grant of 3 million performance rights to Mr Voigt as part of his LTI opportunity. These performance rights will be measured against service conditions as well as Relative TSR and Absolute Total Shareholder Return ("TSR") hurdles to directly align executive incentive outcomes with the achievement of shareholder returns. In addition, these performance rights are designed to ensure leadership continuity during a defined succession period and to foster stability throughout this critical transition period.

After this one-off performance rights grant it is intended that further LTI awards will only be made in line with the 25% component of TFR as described above.

The grant of these performance rights is subject to shareholder approval. Further details will be available in the Company's forthcoming Notice of Annual General Meeting.

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Termination

Term: No fixed term. Ongoing until terminated by either party (see below).

Notice Period: Three months' notice by either party.

Immediate Termination: For serious misconduct or in certain other customary circumstances.

Payment in lieu: Mr Voigt may be required to serve the whole or part of his notice period, or the Company may pay out any unserved notice period, at the Board's discretion.

Restraint: A 12 month non-compete and non-solicitation restraint provision applies.

All other material terms of Mr Voigt's Executive Employment Agreement with the Company remain unchanged.

This announcement is authorised for release to the market by the Board of Directors of Clean TeQ Water Limited.

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About Clean TeQ Water Limited (ASX: CNQ)

Clean TeQ is a global technology leader headquartered in Melbourne, Australia, specialising in providing economic and environmentally sustainable solutions to address critical issues related to freshwater scarcity, mine tailings, and metal recovery. Clean TeQ's core markets include water and wastewater recycling, lithium production, and the remining and rehabilitation of mine tailings. These markets reflect a commitment to addressing environmental challenges and promoting responsible resource management. The company has a presence in various locations, with offices in Melbourne, Perth, Darwin, Leeuwarden (Netherlands), Beijing, and Tianjin. Additionally, Clean TeQ has established partnerships in Africa and Latin America, showcasing its commitment to addressing global challenges and collaborating with stakeholders on an international level.

For more information about Clean TeQ Water please visit www.cleanteqwater.com. To subscribe to our company updates, please visit Subscribe For Updates | Clean TeQ Water.