Announcement Summary

Entity name

GWA GROUP LIMITED.

Date of this announcement

Thursday November 05, 2026

The +securities the subject of this notification are:
+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
GWAAI	PERFORMANCE RIGHTS	1,789,647	30/10/2026

Refer to next page for full details of the announcement

Part 1 - Entity and announcement details

1.1 Name of entity

GWA GROUP LIMITED.

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

1.2 Registered number type

ABN

Registration number

15055964380

1.3 ASX issuer code

GWA

1.4 The announcement is

New announcement

1.5 Date of this announcement

5/11/2026

Part 2 - Issue details

2.1 The +securities the subject of this notification are:
+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:
has an existing ASX security code ("existing class")

Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

ASX +security code and description

GWAAI : PERFORMANCE RIGHTS

Date the +securities the subject of this notification were issued

30/10/2026

Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class

Yes

Were any of the +securities issued to +key management personnel (KMP) or an +associate?

Yes

Provide details of the KMP or +associates being issued +securities.

Name of KMP	Name of registered holder	Number of +securities
Urs Meyerhans	Urs Meyerhans	701,853
Calin Scott	Calin Scott	159,040
Craig Norwell	Craig Norwell	158,113
Caroline Sunaryo	Caroline Sunaryo	148,793
Julie Webster	Julie Webster	126,334
Ritesh Patel	Ritesh Patel	123,737
Patricia Oliver	Patricia Oliver	126,334
Ernie Lagis	Ernie Lagis	115,104

Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms

Each Performance Right is a right to receive one fully paid ordinary share in GWA (ASX: GWA), subject to meeting performance conditions and the terms of the GWA Group Long Term Incentive Plan. The terms of the Performance Rights are the same as the terms that apply to the MD & CEO, as set out in the Notice of Meeting for the 2026 Annual General Meeting dated 25 September 2026. A copy of this document can be found at https://gwagroup.com.au/investor-relations/asx-announcements.

Any other information the entity wishes to provide about the +securities the subject of this notification

n/a

Issue details

Number of +securities

1,789,647

Part 4 - +Securities on issue

Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)

ASX +security code and description	Total number of +securities on issue
GWA : ORDINARY FULLY PAID	254,383,529

4.2 Unquoted +securities (Total number of each +class of +securities issued but not quoted on ASX)

ASX +security code and description	Total number of +securities on issue
GWAAI : PERFORMANCE RIGHTS	4,585,790

Part 5 - Other Listing Rule requirements

5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?
No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?
No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?
Yes

5.2b.1 How many +securities are being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

1,087,794

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?
No