GWA
Group Limited

ABN 15 055 964 380
www.gwagroup.com.au

Level 24
100 Mount Street
North Sydney NSW 2060

17 August 2026

ASX Announcement

Appendix 4E and Annual Results for the financial year ended 30 June 2026

In accordance with ASX Listing Rule 4.3A and the *Corporations Act 2001* (Cth), GWA Group Limited (**GWA**) attaches the following documentation for immediate release to the market for the financial year ended 30 June 2026:

1) Appendix 4E;
2) Managing Director's Review of Operations;
3) Directors' Report (including Remuneration Report);
4) Financial Report; and
5) Independent Auditor's Report.

On 17 August 2026 at 10.00 am (AEST), GWA is hosting a webcast of its FY2026 results briefing. The webcast is accessible via GWA's website at www.gwagroup.com.au.

This announcement is authorised by the Board.

Yours faithfully

Ernie Lagis

Ernie Lagis
Company Secretary and General Counsel

GWA GROUP LIMITED

ABN: 15 055 964 380

Appendix 4E

Preliminary final report - 30 June 2026

Results for announcement to the market

For the year ended 30 June				**2026**	**2025**
Reported Results ($'000)					
Total Revenue from ordinary activities	Up	0.9%	to	422,322	418,475
Total EBIT from ordinary activities	Up	6.8%	to	76,808	71,949
Total NPAT from ordinary activities	Up	10.6%	to	47,982	43,374
Continuing Operations (Normalised[1]) ($'000)					
Revenue from continuing operations	Up	0.9%	to	422,322	418,475
EBIT from continuing operations - normalised	Up	2.5%	to	78,155	76,264
NPAT from continuing operations - normalised	Up	5.3%	to	48,925	46,473

[1] *Normalised results exclude certain significant items - 2026: Included in other expenses is $1.3m (pre-tax) of costs relating to enhancement of the Group digital platforms.*
2024: Included in other expenses is $4.3m (pre-tax) of costs made up of $1.3m relating to UK entity's Enterprise Resource Planning, $3.0m relating to enhancement of the Group digital platforms.

Dividends (cents per share)		
Final ordinary dividend[2] - 100% franked	8.5	8.0
Interim ordinary dividend - 100% franked	8.0	7.5

[2] *The record date for determining entitlements to the final ordinary 2026 dividend is 21 August 2026 and the dividend is payable on 4 September 2026*

Net tangible asset and net asset backing (cents per share)	**As at**	**30 June 26**	**30 June 25**
Net tangible asset backing		(50.2)	(44.3)
Net asset backing		108.0	114.2

Brief explanation of the figures reported above

Refer to the attached Media Release and Managing Director's Review of Operations.
The attached Annual Financial Report has been audited by GWA's independent statutory auditors.

Managing Director's Review of Operations

Volume, revenue and earnings growth despite challenging markets

GWA's focus on executing its strategy and "controlling the controllables" delivered volume growth across all three geographic markets in FY26 – the third consecutive year of Group volume growth.

We maintained our operational and cost discipline which resulted in a 2.5% increase in Group normalised EBIT and an improved EBIT margin, despite the ongoing challenging market conditions.

GWA's balance sheet remains solid which has assisted in delivering enhanced returns to shareholders, including a 6.9% increase in underlying Earnings Per Share and a 6.5% lift in the full-year dividend, fully franked.

We also made further progress on our strategic growth priorities – with our focus on "Profitable Volume Growth" and "Customer First" priorities assisting to deliver the improved financial result.

Health & Safety

Our focus remains on driving a safety culture that promotes open and transparent reporting, proactive safety initiatives and enhanced training to raise health and safety awareness.

Our emphasis on improved incident and hazard reporting has resulted in a sustained high level of worker insights which is a key lead safety indicator.

Total Injury Frequency Rate (TIFR) for FY26 which was 11.3 compared to 5.5 in the prior year, while frequency was driven by a high volume of low-consequence claims, severity increased, reflecting a single injury event. FY26 fell short of our standards and targeted actions are underway.

Group Financial Results

Normalised Results – excludes significant items

A$ million ***(Normalised - Excludes Significant Items)***	**FY26**	**FY25**	**% change**
Revenue	422.3	418.5	+0.9%
EBITDA	93.8	92.0	+2.0%
EBIT	**78.2**	**76.3**	**+2.5%**
EBIT Margin (%)	*18.5%*	*18.2%*	*+0.3ppts*
NPAT	**48.8**	**46.5**	**+4.9%**

Group revenue increased by 0.9% to $422.3 million, reflecting volume growth of 2.3%. Volume growth was achieved across all three markets (Australia, New Zealand and the UK) and represents the third consecutive year of Group volume growth.

Revenue in **Australia** increased by 0.9% to $353.6 million with volume growth of 1.8%, reflecting continued momentum from customer-first and profitable volume growth strategic priorities.

Sales and volume growth were achieved in all states (ex-Victoria) driven by GWA state-based teams partnering with their respective local customer bases to identify and execute on mutual opportunities.

Given the continued softness in the home renovation sector in H2, GWA maintained a particular focus on Win the Plumber and Repair and Maintenance. This included targeted initiatives for maintenance plumbers, leading to a 3.3% increase in specialised plumber bundle and spares sales compared to the prior year.

The Group also achieved sales growth in entry-level products aimed at volume home builders in the detached housing and multi-residential segments.

Revenue returned to growth in **New Zealand**, increasing by 1.3% to $31.1 million. Revenue increased by 7.1% in local currency terms.

We simplified and right-sized our NZ operations, driving a return to growth. In addition we successfully launched the next evolution of Methven's signature tapware and shower collection, Waipori MK2.

Revenue in the **UK** increased by 0.8% (+1.3% in local currency) to $37.6 million. Sales and volume growth reflects key National merchant partnerships and growth in social housing contracts.

The 0.9% increase in Group revenue translated to a 2.5% improvement in normalised Group EBIT to $78.2 million, reflecting operating leverage and continued cost discipline.

Product price / mix reflected small gains from price increases offset by an anticipated mix shift from increased sales in product ranges targeted at multi-residential and volume home builders.

Management is actively managing input costs and its cost base through disciplined cost control linked to volume growth. This also addressed cost pressure on energy and raw materials from ongoing global market conditions.

This ongoing discipline enabled an increase in normalised Group EBIT margin to 18.5% in FY26 compared to 18.2% for the prior year.

Reported Results – includes significant items

Group reported results in FY26 include significant items of $1.3 million (pre tax). These include costs associated with enhancement of the Group's digital platforms. FY25 significant items were $4.3 million (pre tax).

A$ million ***(Reported - Includes Significant Items)***	**FY26**	**FY25**	**% change**
Revenue	422.3	418.5	+0.9%
EBITDA	92.4	87.7	+5.3%
EBIT	**76.8**	**72.0**	**+6.7%**
EBIT Margin (%)	*18.2%*	*17.2%*	*+1.0ppts*
NPAT	**48.0**	**43.4**	**+10.6%**

Continued solid cashflow generation

GWA continues to generate solid operating cashflow, with cashflow from operations of $71.7 million for FY26. Operating cashflow was lower than the prior year (FY25: $101.8 million) due to proactive pull forward of stock purchases to defer the impact of product cost increases. This resulted in a short-term impact to working capital which also resulted in a temporary decline in cash conversion compared to usual levels.

Cash conversion was 76% for FY26 and is expected to be above the target 80-85% range in FY27 (depending on global conditions).

Capital expenditure and other investing activities were $4.3 million for FY26 which compared to $2.8 million for the prior year.

The Group’s capital expenditure programme remains focused on growth initiatives to drive revenue growth opportunities and cost efficiencies.

Full year dividend of 16.5 cents per share, up 6.5%

The Board declared a final dividend of 8.5 cents per share, fully-franked, bringing the full-year dividend to 16.5 cents per share, fully-franked compared to 15.5 cents for the prior year.

The record date for entitlement to receive the final dividend will be 21 August 2026 with the payment date of 4 September 2026. The full-year dividend represents a payout ratio of normalised net profit of 88%.

Given the Group’s ongoing strong financial position, the Board commenced an on-market share buyback of up to $30 million on 2 September 2025. We believe the buyback is an efficient use of capital and is consistent with the Board’s focus on ensuring an effective mix of continued investment in our growth strategy while returning excess cash to shareholders.

As at 30 June 2026, the Company had bought back ~10.8 million shares as part of this program, with a total value of ~$25 million. The share buyback is in addition to the Company's existing dividend policy.

GWA’s financial position remains solid

Net debt as at 30 June 2026 was $127.9 million compared to $85.1 million for the prior year. The increase in net debt reflects working capital timing and the on-market share buyback.

GWA’s credit metrics remain strong and within the Company’s target range.

The Company’s leverage ratio (net debt/EBITDA) was 1.6 times (compared to 1.1 times at 30 June 2025) while the gearing ratio (net debt/net debt plus equity) was 25.7% at 30 June 2026 compared to 18.0% at 30 June 2025.

GWA maintains total bank facilities of $205 million with significant headroom of $77 million as at 30 June 2026.

Continued momentum in growth strategy

GWA maintained strong momentum in executing its core strategic priorities of ‘Customer First’ and ‘Profitable Volume Growth’.

Plumbers remain central to GWA's strategy and we continued to extend our reach and engagement, delivering over 30,000 technical interactions throughout the year with a 3.3% increase in 'plumber bundle and spares' sales, primarily targeting maintenance plumbers.

Our 'Customer First' priority continues to resonate well in the market with DIFOT performance remaining above 90 % with a continued improvement in our Net Promoter Score from customers.

During 2026 GWA launched a pilot new business opportunity, Leak SmartShield™. This is an AI-enabled smart system designed to monitor houses for leaks, alert the owner in real time if a leak is detected, and, if necessary, automatically shut off the water supply to prevent costly water damage.

Early feedback has proved encouraging with trial systems installed with a water leak detection rate of 100% across installed residences to date.

FY27 Outlook and Priorities

GWA has evolved its strategy which centres on disciplined execution across three strategic horizons:

- Horizon 1: strengthening our core business,
- Horizon 2: deepening engagement with plumbers, and
- Horizon 3: building new growth opportunities where we have a clear right to win.

FY27 market conditions are expected to remain mixed. What we control is how we respond — and GWA enters the year with a clear plan, built on disciplined execution across the three strategic horizons above and focused on attractive segments including healthcare and aged care, multi-residential housing, social and affordable housing, repair and maintenance, and deeper merchant and plumber engagement. The Group will also continue to leverage its strong customer relationships, service proposition and leading brands to drive sustainable growth and enhanced shareholder returns over the medium term.

Risk Approach

Set out at the end of this Review of Operations is a table outlining the Group's material business risks, and how Management seeks to monitor and mitigate those risks. We recognise that effective risk management helps ensure the Group is more likely to deliver on its strategy and achieve its business objectives.

Our team at GWA

We are fortunate at GWA to have a focused and dedicated team who consistently embody our cultural pillars: We are One Team, We are Customer Focused and We Care for Each Other.

It is the combined efforts of our team across Australia, New Zealand and the UK that continues to drive our success and I wish to thank them sincerely for their efforts over the past year.

I also wish to thank our customers and shareholders for your ongoing support of GWA.

Appendix – Risk Materiality Table

Risk	Monitoring and Mitigation
A significant deterioration in building activity impacting sales growth and margins.	GWA monitors building activity and this is factored into the company's forecasting, annual budget and planning processes. Approximately 60% of GWA's revenue is generated from the Renovation and Replacement segment in Australia which is the largest segment of the overall market. GWA's strategy of Plumber Obsession is targeted at the minor renovation and repair segment which is more resilient during periods of economic uncertainty. In addition, GWA's corporate strategy incorporates opportunities for GWA to expand beyond current segments, categories and markets.
A significant movement in the Australian dollar impacting the price of imported products leading to changes in market pricing to maintain profitability.	GWA monitors foreign exchange rates closely and adopts appropriate mitigation strategies. Approximately 55% of US dollar exposure is hedged at US$0.69 for FY27. GWA has the ability to adjust pricing with customers in response to movements in the Australian dollar.
Unforeseen disruptions impacting product supply from offshore suppliers leading to reputational damage, lower sales and loss of market share.	GWA has exclusive long-term supply partnerships with multiple proven offshore suppliers, many of whom have diverse capabilities and would be able to assist in the event of any disruption. GWA's supply chain processes include dual-sourcing strategies and access to safety stock to mitigate the risk of supplier disruption. GWA has its own employees located in Asia working directly with its supply partners and is actively diversifying its regional supply base. GWA has seen increased volatility in ocean freight pricing and container availability due to changing market conditions and government policies, armed conflict and extreme weather events. GWA's business continuity plans are updated frequently to mitigate these issues.

Security risks around external threats to the digital network, IT systems and data could potentially result in adverse operational, financial and reputational impacts through possible system failures and security / cyber breaches.	GWA has established a formal IT security risk and governance framework to mitigate the risks being faced by GWA. During FY26 an external third party was engaged to perform Cyber penetration testing, the actions identified from this exercise are being implemented to strengthen GWA's cyber security posture. In addition, GWA carries out disaster recovery and business continuity planning on a regular basis to test the effectiveness of its ability to respond to security and cyber risks. A tabletop exercise to test GWA's business continuity plan in the context of a simulated major incident impacting operations is planned for FY27.
Workplace health and safety risks could potentially result in physical injury to employees, contractors or others, or damage to the Company's reputation.	Aligned with its Cultural Pillar of "We care for each other", GWA remains committed to continuous improvement in workplace health and safety performance. GWA has implemented comprehensive safety systems and processes, communications with and training of employees, and increased diligence in identifying and removing safety risks. GWA has also increased its focus on the management of mental health issues. Group-wide WHS Operational Risks have been identified and a risk mitigation program is in place with each risk sponsored by an Executive. All GWA UK, Aust and NZ sites are certified to ISO45001:2018 (occupational health and safety management system).

Major global event (e.g., war, pandemic) impacting GWA's ability to operate, including workforce, supply chain and customer service disruptions.	GWA has comprehensive crisis management and business continuity frameworks in place for dealing with major global and domestic events. The frameworks guide GWA's response to events outside of the control of GWA and are continually reviewed to ensure they remain effective.
Adverse impact of environmental or social risks on the GWA business.	GWA is committed to managing environmental and social risks by embedding ESG principles as a foundation pillar of the corporate strategy. In addition, GWA has an ESG Steering Committee to oversee the progress and execution of GWA's ESG program. The physical risks of climate change on the GWA business are regularly assessed with risk mitigation and contingency plans in place. GWA's supply chain comprises internationally diverse manufacturing hubs, transport (shipping), storage, distribution and logistics. To mitigate the environmental risks associated with extreme weather events, GWA has implemented dual-sourcing strategies enabling it to source goods from multiple locations. GWA also carries on average 3 months' safety stock in GWA's geographically diverse distribution centres. On the social front GWA carries out ongoing ethical sourcing and modern slavery analysis and has engaged independent third-party providers to carry out compliance engagements. GWA believes the overall risk level to be low given the scope and location of GWA's operations, the maturity of its supply partner relationships and the diligence applied by GWA to identify and manage risks in the business. In December 2025, GWA's latest Modern Slavery Statement was lodged with the Australian Border Force. Refer to GWA's ESG Reporting for further information on GWA's initiatives supporting broader ESG value creation opportunities, and risk management of GWA's environmental and social impacts.

Directors' Report as at 30 June 2026

The directors present their report on the consolidated entity consisting of GWA Group Limited (the **Company**) and its controlled entities at the end of, or during, the financial year ended 30 June 2026 (together, **the Group**).

Directors

The following persons were directors of the Company during the financial year and up to the date of this report, unless otherwise stated.

Director - current	**Position held**
Bernadette Inglis	Chair and Independent, Non-Executive Director
Richard Thornton	Deputy Chair and Non-Executive Director
Urs Meyerhans	Managing Director and Chief Executive Officer
Patria Mann	Independent, Non-Executive Director
Brett Draffen	Independent, Non-Executive Director
Nicola (Nicki) Page	Independent, Non-Executive Director (from 31 October 2025)
Director - former	
Stephen Roche	Independent, Non-Executive Director (until 31 August 2025)
John Mulcahy	Independent, Non-Executive Director (until 5 June 2026)

Details of directors' qualifications, experience, special responsibilities and other directorships held in the three years prior to the end of FY26, is outlined in the director profiles at the end of this Directors' Report.

Company Secretary

Ernie Lagis BBus LLB (Hons), LLM, Cert Gov&RiskMgt

Ernie has an extensive career in legal, governance and company secretariat. Prior to joining the Company, Ernie led the legal, company secretariat and insurance functions for the Asia Pacific operations of Tetra Tech Inc, including Tetra Tech Coffey. He began his career as a lawyer with Ashurst.

Directors' Interests

The relevant interest of each director in the share capital of the Company as notified by the directors to the Australian Securities Exchange in accordance with Section 205G(1) of the *Corporations Act 2001* as at the date of this report is:

Director	**Ordinary Shares***
Bernadette Inglis	30,000
Richard Thornton	363,114
Urs Meyerhans**	507,874
Patria Mann	10,000
Brett Draffen	20,000
Nicola (Nicki) Page	0
Total* **	**930,988**

Notes:
* The number of shares held refers to shares held either directly or indirectly by the relevant director.
** As at the date of this report, Urs Meyerhans also holds 1,212,957 Performance Rights, excluding performance rights granted in 2024 which vested and were exercised after the end of FY26. For full details of the Performance Rights held please refer to sections 7.2 and 7.3 of the Remuneration Report.
*** Section 7.3.3 of the Remuneration Report sets out the number of shares held directly, indirectly, or beneficially by key management personnel or their related entities at balance date as prescribed in Accounting Standard AASB 124, this being 1,358,189 shares (2025: 1,315,423 shares).

Directors' Meetings

The number of directors' meetings (including meetings of Board Committees) held during FY26, and the number of meetings attended by each director is outlined in the following table:

Director	Board		Audit and Risk Committee		People and Culture Committee	
Director - current	**A**	**B**	**A**	**B**	**A**	**B**
Bernadette Inglis	9	9	4	4	5	5
Richard Thornton	9	8	4	4	-	-
Urs Meyerhans	9	9	-	-	-	-
Patria Mann	9	8	4	4	-	-
Brett Draffen	9	9	-	-	5	5
Nicola (Nicki) Page[1]	5	5	-	-	1	1
Director – former	**A**	**B**	**A**	**B**	**A**	**B**
John Mulcahy[2]	8	8	-	-	4	4
Stephen Roche[3]	2	2	1	1	-	-

Notes:
A – Number of meetings held during the time the director or committee member held office during the year, including meetings of the non-executive directors only
B – Number of meetings attended during the period the director was a member of the Board or relevant Committee
[1] Nicola (Nicki) Page was appointed a non-executive director of the Company on 31 October 2025.
[2] John Mulcahy ceased being a non-executive director of the Company on 5 June 2026.
[3] Stephen Roche ceased being a non-executive director of the Company on 31 August 2025.

Principal Activities

The principal activities of the Group during the financial year were the research, design, import and marketing of building fixtures and fittings to residential and commercial premises, including sanitaryware, tapware and showers, baths, intelligent water management solutions, and related kitchen, bathroom and laundry products/accessories. The Group distributes, installs, maintains and repairs various products through a range of distribution and customer channels in Australia, New Zealand and selected international markets.

There have been no significant changes in the nature of the activities of the consolidated entity during the financial year.

State of affairs

There have been no significant changes in the Group's state of affairs during the financial year.

Operating and Financial Review

The Operating and Financial Review for the consolidated entity during FY26 is provided in the Managing Director's Review of Operations, and forms part of this Directors' Report.

Dividends

Dividends paid or declared by the Group to shareholders since the end of the previous financial year were as follows.

Declared and paid during FY26

Dividends	Cents per share	Total Amount $'000	Franked Percentage	Payment Date
Final 2024/25 Ordinary	8.0	21,216	100%	5 September 2025

Interim 2025/26 Ordinary	8.0	20,903	100%	9 March 2026

Dividends declared and paid during the year were fully franked at the corporate tax rate of 30%.

Determined after end of FY26: Dividend

After the balance date the following dividend was determined by the directors. The dividend has not been provided and there are no income tax consequences as at 30 June 2026.

Dividend	Cents per share	Total Amount $'000	Franked Percentage	Payment Date
Final 2025/26 Ordinary	8.5	21,623	100%	4 September 2026

The financial effect of the final dividend has not been brought to account in the financial statements for FY26 and will be recognised in subsequent financial reports.

The record date for the FY26 final dividend is 21 August 2026 and the dividend payment date is 4 September 2026. The Dividend Reinvestment Plan will not be offered to shareholders for the final dividend.

Share buyback

As previously announced to the market, the Company has in the course of FY26 conducted an on-market share buyback of up to $30 million. As at 30 June 2026, 10,821,584 shares have been acquired at a cost of $25,003,757.86 (excluding brokerage and GST). Further information on the terms of the share buyback can be found in the Company's announcement to the market on 18 August 2025.

Events Subsequent to Reporting Date

Excepting the dividend declared after the end of FY26, there has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the directors of the Company, to affect significantly the operations of the consolidated entity, the results of those operations or the state of affairs of the consolidated entity, in future financial years.

Likely Developments

Likely developments and expected results of the operations of the Group are provided in the Managing Director's Review of Operations.

Further information on likely developments and expected results of the operations of the Group has not been included in this report because the directors believe it would be likely to result in unreasonable prejudice to the Group.

Environmental Regulations

The Group's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

Indemnification and Insurance of Directors and Officers Indemnification

The Company's constitution provides that, to the extent permitted by the law, every current (and former) director or secretary of the Group shall be indemnified out of the assets of the Group against all costs, expenses and liabilities which result directly or indirectly from facts or circumstances relating to the person serving (or having served) in their capacity as director or secretary of the Group, but excluding any liability arising out of conduct involving a lack of good faith or conduct known to the person to be wrongful or any liability to the Group or related body corporate.

In accordance with the Company's constitution, the Company has entered into a Deed of Indemnity, Insurance and Access with each of the Company's directors and company secretary. No director or officer of the Company has received benefits under an indemnity from the Company during or since the end of the financial year.

Insurance Premiums.

The Company has paid a premium in respect of a contract insuring current and former directors, company secretaries and officers of the Company and its subsidiaries against liability that they may incur as an officer of the Company or any of its subsidiaries, including liability for costs and expenses incurred by them in defending civil or criminal proceedings involving them as such officers, with certain exceptions. It is a condition of the insurance contract that no details of the premiums payable or the nature of the liabilities insured are disclosed.

Non-Audit Services

During the year KPMG, the Group's lead auditor, did not perform any non-audit services.

The Company may decide to engage KPMG on assignments additional to their statutory audit duties where their expertise or experience with the Group is important. The Company has a policy on engaging KPMG, which includes a requirement for the Chair of the Audit & Risk Committee to pre-approve any non-audit services.

Additionally, where applicable, the Board will consider the relevant non-audit services and be satisfied that the provision of the non-audit services is compatible with the general standard of independence for auditors imposed by the *Corporations Act 2001* (Cth).

Details of the amounts paid to KPMG and its network firms for audit and any non-audit services provided during the year are outlined in Note 21 of the financial statements.

Proceedings on behalf of the Company

No application has been made under section 237 of the *Corporations Act* (Cth) in respect of the Company, and there are no proceedings that a person has brought or intervened in on behalf of the Company under that section.

Rounding

The Group is of a kind referred to in *ASIC Corporations (Rounding in Financial/Directors' Reports) Instrument 2016/191*, relating to the rounding of amounts in the Directors' Report. Amounts in the Directors' Report have been rounded in accordance with that Instrument to the nearest thousand dollars, unless otherwise stated.

Other Information

The following information forms part of this Directors' Report:

- the **Managing Director's Review of Operations**, incorporating the Operating and Financial Review for the consolidated entity during FY26, as detailed in the 7 pages preceding this Directors' Report;
- the **Remuneration Report**, which begins on the following page; and
- the lead **Auditor's Independence Declaration**, which appears immediately after this Directors' Report.

Remuneration Report

Letter to Shareholders from the Chair of the People & Culture Committee

Dear Shareholders

On behalf of the Board, we are pleased to present the GWA Group Limited 2026 Remuneration Report. The Remuneration Report provides information on the remuneration arrangements for our Key Management Personnel (KMP) which includes the Managing Director & Chief Executive Officer (MD&CEO), other Executive KMP and Non-Executive Directors of the Company.

Company Performance

The Board is pleased with the continued strategic progress made over the year, notwithstanding subdued market conditions and ongoing volatility in the broader economic environment. GWA delivered a resilient result in FY26, delivering volume, revenue and earnings growth. The Company remains in a strong financial position, reflecting the sustained discipline and focus embedded over recent years through its 'Customer First' and 'Profitable Volume Growth' initiatives, together with continued emphasis on controlling the controllables.

Notable achievements in FY26 include;

- Strong safety reporting culture with worker insights above target at 2,385 versus a target of 2,000.
- Resilient financial performance with Group revenue growth of 0.9%, Group volume growth of 2.3% and Normalised EBIT growth of 2.5%.
- Continued disciplined capital management with an increase in FY26 dividend by 6.5% to 16.5c/share fully franked
- Strong customer outcomes, with DIFOT remaining above 90% and continued improvement in Net Promoter Scores.
- Continued augmentation to our online digital platforms for merchants, plumbers and partners, reinforcing our focus on making GWA easier to do business with.
- Advancement of our Win the Plumber strategy, focusing on the Trusted Technical Partnership objective delivering over 30,000 plumber technical interactions.

The market for executive talent remains highly competitive. Given the challenging conditions across the housing, renovation and construction sectors, the Board believes retaining leaders with deep industry knowledge and a proven ability to deliver disciplined execution is important to the successful delivery of GWA's strategy.

The Board's remuneration framework is designed to remain competitive, performance-driven and aligned to shareholder value, ensuring we can attract and retain the capability required to lead the business through a challenging and evolving market environment.

In October 2025 we welcomed the appointment of Nicola Page to the Board, who brings expertise in digital platforms, customer-centric innovation, and technology commercialisation. Ms Page's appointment was part of the previously disclosed non-executive director renewal process. This year we farewelled John Mulcahy (June 2026) and Stephen Roche (August 2025). We thank them for their valuable contributions to the Company. The Board is satisfied that the current Board composition represents a diverse range of professional backgrounds, experience and perspectives, aligned with the Company's strategy.

Outcomes for FY26

The Board approved a targeted fixed remuneration adjustment for the Group General Manager – Marketing for FY26. The adjustment reflects the strategic importance of the role, the executive's contribution and performance since appointment, and the need to maintain appropriate internal relativities within the Executive Leadership Team. The Board considers the adjustment appropriate to support retention of key capability in a role central to delivery of the Group's growth agenda, and consistent with GWA's executive remuneration principles.

Changes to the Remuneration Framework for FY26

The Board continues to assess the key applicable measures and relevance in line with market competitiveness of Executive remuneration aligned to shareholder interest.

The short-term (STI) and long-term incentive (LTI) plans were reviewed in FY25 with no changes made to the FY26 plans.

The LTI performance measures for the FY24, FY25 and FY26 three-year grants comprised Total Shareholder Return (TSR) and Earnings Per Share (EPS). The relative weighting of these measures was 50% TSR / 50% EPS for the FY24 grant, 30% TSR / 70% EPS for the FY25 grant, and 50% TSR / 50% EPS for the FY26 grant strengthening alignment between executive reward and shareholder outcomes.

On behalf of the Board, I would like to thank the management team and all GWA staff for their contribution across FY2026.

Brett Draffen
Chair, GWA People & Culture Committee

Introduction

The Directors of GWA Group Limited present this Remuneration Report for the period ended 30 June 2026. The Remuneration Report outlines the Group's remuneration strategy and principles, explains how the Group's FY26 performance has driven executive remuneration outcomes, and provides the details of specific remuneration arrangements that apply to Key Management Personnel (KMP) in accordance with section 300A of the *Corporations Act 2001 (Cth)* (Corporations Act) and applicable accounting standards.

Sections 1 to 8 of this Remuneration Report, excluding Section 7.1.1, have been audited by the Group's External Auditor, KPMG.

The structure of the Remuneration Report is outlined below:

- Key Management Personnel
- Remuneration Framework
    - Strategic Priorities
    - Remuneration Principles
    - Remuneration Structure
    - Relationship between remuneration policy and Group performance
    - Remuneration Governance
- Key Management Personnel Remuneration
    - Fixed Remuneration
    - Managing Director Variable Remuneration Structure
    - Executive Team Variable Remuneration Structure
    - STI Overview, Targets and Outcomes
- Key Performance Goals and Outcomes
- LTI Overviews, Targets and Outcomes
- Non-Executive Directors Remuneration
- Statutory disclosures (if applicable)
- Remuneration Tables

The director base fees have remained unchanged since FY16 and there was no change for FY26.

Looking ahead, FY27 represents an exciting and important year for GWA as the Group embarks on its transformation strategy. The Board will continue to review remuneration outcomes against both financial performance and shareholder value creation as the transformation strategy progresses.

For the year ahead, management will focus on disciplined execution through 'Winning the Core', embedding 'Obsession with the Plumber', and building a new 'Water Solutions' business. These priorities are designed to strengthen the Group's core market position, deepen customer and plumber partnerships, and create new pathways for sustainable growth. The Board will continue to review annual incentive targets to ensure they remain aligned to strategy, appropriately challenging, and focused on delivering long-term shareholder value.

On behalf of the Board, I extend a thank you to our people for their relentless focus on servicing our valued customers, partners, plumbers and the communities in which we operate.

1. Key Management Personnel (KMP)

KMP are as defined by the Accounting Standard AASB 124 *Related Party Disclosures* (AASB 124).

The KMP for FY26 is reflected in the table below.

Table 1: Key Management Personnel

This Remuneration Report details KMP performance and remuneration for FY26. KMP is defined as persons having authority and responsibility for planning, directing and controlling the activities of an entity, directly or indirectly. The KMP are the Non-Executive Directors of GWA Group Limited, the Managing Director & CEO and Executive Team members (collectively termed Executive KMP)

Name	**Position Held**	**Term**
Non-Executive Directors		
B Inglis	Non-Executive Director / Chair	Full year
R Thornton	Non-Executive Director / Deputy Chair	Full year
P Mann	Non-Executive Director	Full year
B Draffen	Non-Executive Director	Full year
N Page	Non-Executive Director	Appointed 31 October 2025
Former Non-Executive Directors		
J Mulcahy	Non-Executive Director	Retired 5 June 2026
S Roche	Non-Executive Director	Retired 31 August 2025
Executive Director		
U Meyerhans	Managing Director and Chief Executive Officer	Full Year
Executive KMP		
C Scott	Group Chief Financial Officer	Full year
C Norwell	Group General Manager, Sales – Australia	Full year
C Sunaryo	Group General Manager, Supply Chain & Innovation	Full year
R Patel	Chief Information Officer	Full year
J Webster	Group General Manager, Marketing	Full year
P Oliver	Group General Manager, People & Performance	Full year
E Lagis	Company Secretary and General Counsel	Full year

2. Remuneration Framework

2.1 Strategic Priorities

GWA's remuneration framework is designed to support delivery of the Group's purpose and strategy, while reinforcing the cultural pillars that guide how performance is achieved.

In line with the transformation strategy FY26, the Vision, Purpose and Cultural Pillars were refreshed to ensure they remain aligned to business priorities commercially and culturally. A new cultural pillar 'Accountability' was introduced to drive a strong focus on performance and outcomes.

OUR VISION: *Redefining everyday water experiences to be simple, intelligent and reliable.*

OUR PURPOSE: *To make life better through everyday water experiences.*

OUR CAPABILITY: *Creating customer value through deep technical expertise.*

OUR OBJECTIVES:
- *Customer First*
- *Profitable Volume Growth*

OUR CULTURAL PILLARS

2.2 Remuneration Principles

Strategic Alignment	Stakeholder Value	Talent	Risk	Fairness & Equity
Aligned to purpose, strategic priorities and values that deliver positive cultural and commercial outcomes	Aligned to the interests of customers, shareholders, employees and community	Secures the best talent required to lead the strategy and create sustainable long-term value	Encourages high standards of conduct in decision making and accountability	Is market competitive, differentiates contributions towards common goals, is transparent and easily understood

2.3 Strategic Priorities

Executive remuneration has a fixed component and a component that varies with performance. The variable component comprises a short-term incentive (STI) plan which provides rewards for performance over a 1-year period, and a long-term incentive (LTI) plan which provides rewards for performance over a 3-year period. The maximum total remuneration that can be provided to an executive is capped, with incentive payments expressed as a percentage of total fixed remuneration. Total fixed remuneration for the purposes of incentives includes superannuation and non-monetary benefits.

The executive remuneration structure, including for the Managing Director, reflects the short-term challenges of the cyclical housing industry and supports competitiveness, value creation, growth in mature markets, and sustained operating cash flows for dividends

The Board is of the view that EBIT is an effective basis for STI financial targets as it is a key business metric aligned with the Group's strategy and shareholder interest.

Objective	Attract and retain best talent	Reward current year performance	Reward long term performance
	Fixed	Variable (at risk)	
Remuneration Components	Fixed Remuneration	Short-Term Incentive (STI)	Long-Term Incentive (LTI)
Delivery	– Base salary – Non-monetary benefits – Superannuation	– Annual cash payment subject to performance – Portion deferred for one year and paid in cash	– Annual grant of Performance Rights vesting after 3 years subject to performance
FY26 Approach	– Fixed remuneration periodically benchmarked to companies of similar size and operational scope – Variables considered include strategic value, size, complexity, experience and skills	STI performance measures: – Financial target (75%) – Individual targets (25%)	LTI performance measures: – 3-year performance period – 50% cash settled and 50% equity settled (30th June 2026) – 2 Performance hurdles • Relative TSR (50%) • EPS (50%)

2.4 Relationship between remuneration policy and Group performance

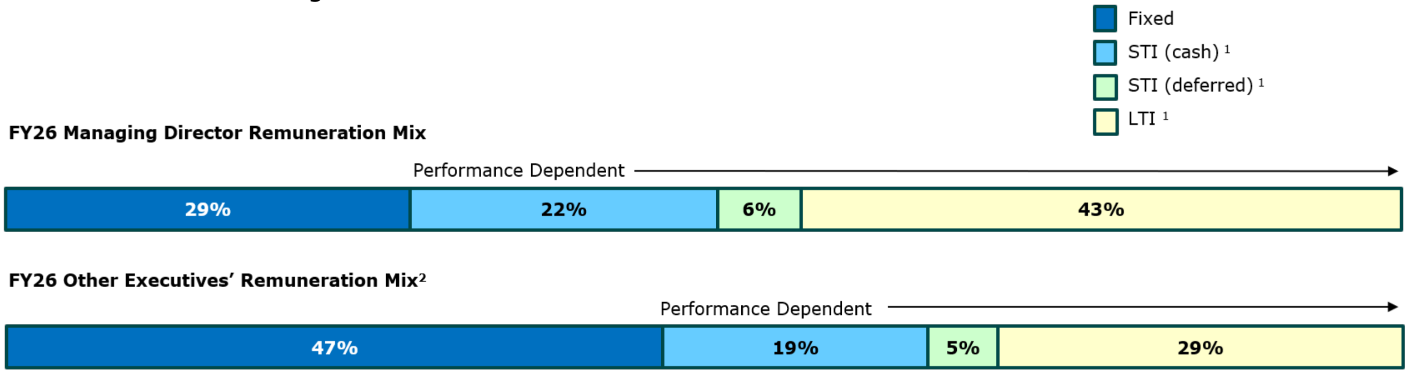
Remuneration is linked to performance by:

- Applying challenging financial and non-financial measures to assess performance.
- Ensuring measures focus executives on strategic and operational business objectives that create shareholder value while balancing short-term and medium/longer term shareholder value creation.

GWA measures performance by the following key corporate measures:

- Earnings Before Interest and Tax (EBIT);
- Total Shareholder Return (TSR)
- Earnings Per Share (EPS)

The components of remuneration for the Managing Director and other Executives for FY26 are provided in the following table.



Note:
[1] STI and LTI are based on 100% vesting.
[2] Includes the average remuneration of KMP and other executives' excluding the Managing Director.

2.5 Remuneration Governance

Roles & Responsibilities	
GWA Board	The Board has responsibility for the following: • Overall responsibility for the remuneration strategy and outcomes for the Group; • Approving the remuneration framework and ensures alignment to strategy, objectives, values and risk appetite • Reviewing and, as appropriate, approving recommendations from the P&C Committee. • Consulting with shareholders and other stakeholders relating to remuneration
People & Culture Committee	The P&C Committee has responsibility for the following: • Reviewing the Group's executive remuneration and incentive policies and schemes; • Designing the Remuneration framework for non-executive directors; packages and performance objectives; • Evaluating the performance and determining the overall salary increase and performance-based incentives for the MD/CEO;
Management	Management has the responsibility for the following: • Providing information and making recommendations to the P&C Committee relevant to remuneration decisions. • Obtaining remuneration information from external advisors to assist the P&C Committee.
Independent External Advisors	From time to time the Board and/or the P&C Committee may engage independent advisors in relation to remuneration matters such as market benchmarking or related remuneration recommendations. There were no remuneration recommendations received from the external adviser during the year.

The Board has the discretion to normalise the EBIT and EPS measures where they are unduly distorted by significant or abnormal events to ensure that the measures reflect underlying trading performance. Examples include the impact of restructuring costs or other non-recurring expenses or income, to ensure management is not discouraged from undertaking initiatives in the long-term interests of shareholders.

The EBIT measure for FY26 was normalised by $1.3 million (pre-tax) relating to the next phase of the Group's multi-year digital platform enhancement activities which the Board determined to be non-recurring in nature. The adjustment was applied consistently against EBIT and by $0.9 million (post-tax) against net profit after tax (EPS measure) for remuneration assessment purposes and is disclosed for transparency.

Remuneration for all executives varies with performance on the key EBIT, TSR and EPS measures, together with the achievement of their measurable individual KPI objectives, which underpin delivery of the financial outcomes, and are linked to the Group's performance review process.

The Total Shareholder Return (TSR) hurdle for the FY24 LTI grant was met, accordingly those performance rights vested, while the EPS hurdle for the FY24 LTI grant was not met (refer section 7.3.4 for details).

The following is a summary of key statistics for the Group over the last five years:

Financial Year	EBIT(a) ($m)	Net Profit After Tax (a) ($m)	EPS(a) (cents)	Total Dividend Per Share (cents)	Share Price (30 June) ($)	Market Capitalisation (30 June) ($m)
2020/21	68.5	42.3	16.0	12.5	2.77	734.6
2021/22	74.8	47.3	17.8	15.0	1.97	522.5
2022/23	70.5	44.1	16.6	13.0	1.75	464.1
2023/24	74.2	45.6	17.2	15.0	2.42	641.8
2024/25	76.3	46.5	17.5	15.5	2.40	636.5
2025/26	78.2	48.9	18.7	16.5	2.30	585.1

Notes:
(a) Excludes significant items.

The Board recognises that while revenue, earnings, earnings per share and dividends improved in FY26, the Company's share price and market capitalisation were lower at year end. This reinforces the importance of Total Shareholder Return as a key long-term remuneration measure and was considered when assessing remuneration outcomes.

The remuneration and incentive framework are designed to focus executives on sustaining short-term operating performance coupled with investment in long-term strategic growth in the markets in which the business operates. The Group's Normalised EBIT was up 2.5% year on year despite challenging market conditions, in particular the detached housing sector which saw declining completions, lower commercial new builds and softening renovation spend. This result was achieved due to the disciplined execution of the Group's strategy by the Executive.

The Group remains in a solid financial position. FY27 is expected to be a challenging year where GWA's overall addressable market is expected to decline, however the Executive KMP have developed strategies to specifically target market segments that will provide maximum return to shareholders. The earnings performance for FY26 enabled the Board to pay a full year fully franked dividend of 16.5 cents per share for FY26 representing a dividend pay-out ratio of reported profit of 90% and normalised profit of 88%.

The Group has continued its progress in FY26 against its strategic objectives to enhance the operating performance of the business and to maximise returns to shareholders over time. The progress against the strategy is outlined in the Managing Director's Review of Operations.

The successful execution of the Group's strategy was included in executives' measurable individual goals and reflected in the financial performance targets under the STI and LTI plans for FY26; refer sections 3.4 Short-Term Incentive and 5. Long-Term Incentive.

The remuneration and incentive framework focused executives on proactively responding appropriately to market conditions in FY26. It has encouraged management to respond quickly and make medium-term decisions to sustain competitiveness, ensuring that the Group is well placed to maximise returns through the market cycle.

3. Key Management Personnel Remuneration

3.1 Fixed Remuneration

Fixed remuneration is the sum of base salary, superannuation, and non-monetary benefits.

The level of fixed remuneration is set to:

- retain and motivate proven performers with the relevant and required executive experience and competence.
- attract external recruits with depth and breadth of expertise usually acquired while working with larger companies.
- recognise the short-term challenges posed by cyclical factors and the required focus on long-term growth.

The Board targets the setting of fixed remuneration for executives between the median and the 75th percentile (if warranted by superior performance) and relative to companies of comparable size and operational scope to GWA. The comparator companies are primarily from the Consumer Discretionary, Industrial and Material sectors.

The Board approved a targeted fixed remuneration adjustment for the Group General Manager – Marketing for FY26 consistent with GWA's executive remuneration principles.

3.2 Managing Director - variable remuneration structure

The FY26 incentives structure for the Managing Director is provided in the following table:

Managing Director	Maximum STI as % of fixed remuneration	Maximum LTI as % of fixed remuneration (grant date fair value)	Maximum total performance pay as % of fixed remuneration
FY26	100%	150%	**250%**

The FY26 STI components for the Managing Director is provided in the following table:

Managing Director	Financial targets as maximum % of fixed remuneration	Critical non-financial KPIs as maximum % of fixed remuneration	Maximum STI as % of fixed remuneration
FY26	75%	25%	**100%**

Note:

[1] Following the achievement of the STI financial targets, 30% of the financial component will be deferred until the Board approves the FY27 audited financial statements to verify the integrity of achieving the results.

[2] Critical non-financial KPIs have been established for the Managing Director at the beginning of each year covering key areas such as health and safety, customer first, profitable volume growth, employee engagement, ESG deliverables and strategy achievement.

3.3 Executive Leadership Team - variable remuneration structure

The FY26 incentives structure for members of the Executive KMP is provided in the following table:

Other Executives	Maximum STI as % of fixed remuneration	Maximum LTI as % of fixed remuneration (grant date fair value)	Maximum total performance pay as % of fixed remuneration
FY26	50%	60%	**110%**

The FY26 STI components for the Executive KMP are provided in the following table:

Other Executives	Financial targets as maximum % of fixed remuneration	Critical non-financial KPIs at maximum % of fixed remuneration	Maximum STI as % of fixed remuneration
FY26	37.5%	12.5%	**50%**

Note:
[1] Following the achievement of the STI financial targets, 30% of the financial component will be deferred until the Board approves the FY27 audited financial statements to verify the integrity of achieving the results.

3.4 Short-Term Incentive (STI)

3.4.1 STI Plan Overview

The STI plan provides for an annual payment that varies with performance measured over the Group's financial year to 30 June 2026.

Financial gateways are in place to ensure a minimum level of financial performance is achieved before any financial STI payments are awarded to executives. If the gateway has not been achieved, then the executives are not eligible for an STI payment related to financials. The Board has absolute discretion in exercising any power or discretion concerning the STI and any payments accordingly made as they relate to the Executive.

The STI payment is made in cash after finalisation of the annual audited financial statements. 30% of the financial component of the STI is deferred for executives that achieve their STI financial targets. The deferred component is subject to further testing by the Board to confirm the integrity of the achievement of the STI financial targets following finalisation of the following year's audited financial statements. If the Board is satisfied, the deferred component will be paid to executives together with nominal interest at market rates. However, if the Board is not satisfied the deferred component will be subject to forfeiture.

3.4.2 STI Plan Targets

The Board maintained the Short-Term Incentive (STI) financial targets for FY26 under the STI plan of Earnings Before Interest and Tax (EBIT) as the single financial target.

The Board has the discretion to normalise the EBIT measure where it is unduly distorted by significant or abnormal events, to ensure that the measure reflects underlying trading performance. Any adjustments to normalise the EBIT measure, and the reasons for any adjustments, will be disclosed.

STI payments for non-financial KPI's will be at the Board discretion if the financial threshold is not met

3.4.3 STI Plan Financial Performance Targets

The 'gateway' and 'maximum' STI financial targets are determined by the Board at the beginning of the financial year following approval of the budget by the Board. The budget performance levels are taken into consideration in setting the financial targets, however different targets may be set (either higher or lower than budget) that ensure management is motivated while reflecting the degree of difficulty in achieving the budget. Performance between the 'gateway' and 'maximum' levels is rewarded on a straight-line basis.

The Board retains the right to vary from policy if required, however, any variation from policy and the reasons for it will be disclosed. There was no variation from policy in setting the STI financial performance targets for FY26.

3.4.4 STI Plan – Financial Performance Outcomes

Despite the ongoing volatile market conditions throughout FY26, through disciplined execution of the strategy the business delivered operational outcomes above the gateway, hence STI part payment relating to the financial outcomes was triggered.

3.5 STI Plan – Non-Financial Performance Goals

Individual goals for executives target key milestones that strengthen the Group or business unit's strategic position. Business improvement goals focus on sustainable progress, like enhancing safety, sustainability, customer experience, productivity, or implementing strategic initiatives.
These goals vary by role, risk, and opportunity, and align with the Group's strategy and priorities. They contribute up to 25% of the Managing Director's and 12.5% of other executives fixed remuneration.

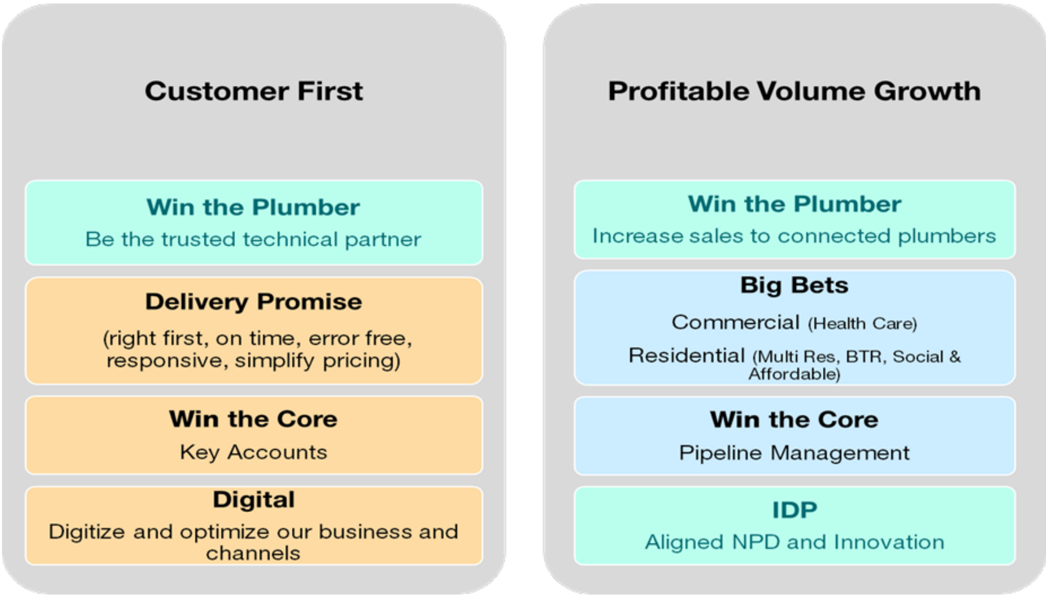
The People & Culture Committee applies strict criteria for goal approval. Goals must be specific, measurable, aligned, realistic, and time-bound, and may reflect strategic priorities unique to each role.

The Executives' performance against individual goals is reviewed semi-annually by the Managing Director, with annual outcomes reviewed by the Board. The Board also reviews and approves goals for the following year.

The Managing Director's performance is reviewed semi-annually by the Chair, with input from the Board and with the outcomes reviewed and approved by the Board. Section 4 outlines FY26 performance goals linked to STI incentives.

4. Key Performance Goals and Outcomes

To ensure consistent and aligned focus for FY26, collective and individual non-financial KPI's for Executives are set in the context of the strategic priorities below.



An assessment of key performance goals and financial targets subject to STI incentive payments for FY26 is provided in the following table:

Category	Goals	Performance FY26	Outcome
Safety	Lead workplace health and safety (WHS) performance.	The Board carefully considered the increase in injury frequency during FY26. While this outcome was disappointing, the Board's assessment extended beyond lagging injury metrics to include safety leadership, worker engagement, hazard identification and risk reduction activities. • Worker Insights exceeded target at 2,385 versus 2,000, and targeted actions were implemented to strengthen reporting, leadership accountability and workforce safety engagement. Further improvement in injury outcomes remains a priority for FY27.	
Financials	Deliver EBIT	EBIT delivered in a challenging market and lower than planned sales, demonstrating disciplined execution and cost control. • Audited FY26 EBIT of $78.2m was delivered, an improvement of 2.5% compared to FY25.	
People	Build capability across leadership levels	Organisational capability was advanced through deployment of training, development and embedding initiatives fostering cultural and commercial outcomes. • Comprehensive suite of Leadership Development Programs delivered across Senior, Frontline and Team Leader levels • Sales Excellence program deployed across AU Increased technical interactions through structured technical training interventions.	

Customer First	Improve customer experiences	Customer outcomes and channel performance improved despite continued market weakness, reinforcing the effectiveness of our customer-led strategy. • Merchant NPS improved further to the mid-70s, the highest level achieved to date. • Merchant channel (sales) grew 3.1%, reflecting the success of the Win the Plumber initiatives. Overall Group volume grew by 2.3% vs last year	
Operational Discipline	Operational efficiency	Significant progress was made in simplifying and strengthening the operating platform, improving scalability, consistency and decision-making capability. • Global Quotation & Pricing platform deployed across all three markets. • Global HRIS platform implemented across all three markets. Demand Planning Optimisation remained on track for August 2026 go-live.	
Digital Innovation	Digital solutions and product innovation	FY26 focused on converting innovation investments into operational capability and validating new future growth platforms. • Thermal Disinfection innovation system delivered in line with construction deadlines and operated without major issues over the first six months. • LeakSmartShield validated as a new business model: approximately 50 units sold in six months and endorsement from WA water authorities. Aiva voice automation solution handles approximately 35% of estimated time of arrival enquiries and more than 30% of stock availability enquiries.	
ESG	Delivery of ESG priorities	Lead delivery of overall ESG program in line with approved roadmap to drive sustainable business outcomes and deliver improvements across key ESG metrics. FY26 achievements include: • renewable energy Power Purchase Agreement (PPA) executed for two operating facilities in Australia, supporting a reduction in carbon footprint; • leadership in product stewardship and innovation through the advancement of lead-free products ahead of regulatory requirements; and • >40% female workforce participation across the Group.	

Above Target **On Target** **Below Target**

5. Long-Term Incentive (LTI)

5.1 LTI Plan Overview

Executives participate in an LTI plan. This is an equity-based plan that provides a reward that varies with Group performance over three-year periods. Three years is defined to be the maximum period over which financial projections and detailed business plans can reasonably be made and reflect what the Board considers to be a reasonable period to require and test the sustainability of earnings accretion from investments and given the nature of the business.

The LTI is provided as Performance Rights, with each right entitling the holder to an ordinary share in the Group, subject to meeting financial performance hurdles and must remain in GWA employment until the nominated vesting date, unless otherwise approved by the Board.

Vested Performance Rights are settled 50% in cash and 50% in equity. This approach supports continued executive share ownership while managing the potential impact of on-market share purchases on the Company's share price, given relatively low daily trading volumes.

If the performance hurdles are not met, then the Performance Rights are cancelled. The LTI plan rules do not allow for re-testing of the performance hurdles after the initial performance period.

Subsequent measurement: The liability arising from the cash-settled share-based payment is measured at fair value at each reporting date using a Monte Carlo simulation model and is remeasured until the date of settlement. Changes in fair value are recognised in profit or loss.

Valuation Assumptions Cash Portion (as at 30 June 2026):

	2024 LTIP	2025 LTIP	2026 LTIP
Fair value	2.30	1.28	1.39
Expected volatility	34.20%	29.90%	28.90%
Risk-free interest rate	4.41%	4.41%	4.41%
Expected dividend yield	0.00%	6.96%	6.96%

The performance hurdles for the LTI are selected by the Board. For the FY26 LTI grant, the basis of the grants of Performance Rights to executives is subject to two performance measures:

- Total Shareholder Return (TSR) which is a relative performance requirement. TSR is a key measure on which the Group's strategic plan is focused and ensures LTI rewards are contingent on this measure is consistent with the Board's approved strategy.
- Earnings Per Share (EPS) growth (CAGR over 3-year performance period).

Participants may not dispose of the ordinary shares issued under the LTI until Board approval has been obtained and the shares are subject to a holding lock upon issue. This is to ensure that executives retain a suitable shareholding in the Group. In considering an application from a participant to dispose of the shares, the Board will consider whether the sale is in the best interests of the Group, relevant policies and regulations, the extent of the executive's Group shareholdings as a multiple of fixed remuneration, and such other factors as it considers relevant to the application. No applications from participants to dispose of shares were received by the Board in FY26.

In accordance with the LTI plan rules, the executives are prohibited from entering hedging transactions or arrangements which reduce or limit the economic risk of holding unvested Performance Rights.

In the event of a change of control, the Board will determine at its discretion the extent to which the outstanding Performance Rights granted to executives will be vested and exercised into ordinary shares. In exercising its discretion, the Board will consider whether the vesting conditions are unlikely to be satisfied, and the outstanding Performance Rights cancelled. If the Board makes the decision that not all outstanding Performance Rights will vest on a change of control, then all remaining Performance Rights will be cancelled.

For the FY26 LTI grant, performance will be tested over the three year period ending 30 June 2028, with the vesting outcome calculated in August 2028 subject to achieving the performance hurdle. If the performance hurdle is not met the Performance Rights will be cancelled.

The ‘claw back’ provisions under the LTI plan enable the Board to reduce or 'claw back' benefits under the LTI (including unvested Performance Rights, shares, proceeds of shares or cash amounts) if the Board considers that action is justified in the circumstance. This includes where an executive has committed an act of fraud, defalcation, or gross misconduct.

The maximum number of outstanding Performance Rights granted to executives must not exceed 5% of the total number of shares on issue by the Group. The total number of outstanding Performance Rights granted to executives as at 30 June 2026 was 4,214,335 which represents 1.7% of the Group’s total issued shares.

5.2 LTI Plan Targets

5.2.1 TSR hurdle

For the FY26 LTI grant, 50% of the performance rights were subject to a TSR hurdle (50% subject to EPS as per 5.2.2). The TSR hurdle and the proportion of performance rights to vest if the TSR hurdle is met are summarised below:

TSR of GWA Group Limited relative to TSR of Comparator Companies	**Proportion of Performance Rights to vest if TSR hurdle is met**
Less than the 50th percentile	0%
Equal to 50% percentile	50% (FY2025 and FY2024: 25%)
Between 50% and 75% percentile	Straight line vesting between 50% (FY2025 and FY2024: 25%) and 100%
75th percentile or higher	100% (i.e. 50% of total grant)

The group of comparator companies for the TSR Hurdle is all companies in the S&P/ASX Small Ordinaries index.

The S&P/ASX Small Ordinaries index is used as an institutional benchmark for small-cap Australian equity portfolios. The index is designed to measure companies included in the S&P/ASX 300, but not in the S&P/ASX 100. The Board has determined this index to be appropriate for comparison.

The Board has discretion to adjust the comparator group to take into account events including, but not limited to, takeovers, mergers, de-mergers and similar transactions that might occur over the performance period. The Board reviews the comparator group on an annual basis to ensure they remain relevant. The use of any discretion and the reasons for it will be disclosed.

5.2.2 EPS hurdle

For the FY26 LTI grant, 50% of the performance rights were subject to an EPS hurdle (50% subject to TSR as per 5.2.1). The performance hurdles and vesting proportions for the EPS performance measure that applies to the FY26 LTI grant is outlined in the following table:

GWA Group Limited EPS growth over three-year performance period	Proportion of Performance Rights to Vest if EPS hurdle is met
EPS less than 5% per annum	0%
EPS equal to 5% per annum	50% (FY2025 and FY2024: 25%)
EPS between 5% and 10% per annum	Straight line vesting between 50% (FY2025 and FY2024: 25%) and 100%
EPS equal to 10% or higher per annum	100% (i.e. 50% of total grant)

The EPS performance hurdle is calculated by reference to the Group's audited accounts. The EPS hurdle is calculated in accordance with the Accounting Standards.

The Board has discretion to make reasonable adjustments to the profit component of the calculation where it is unduly distorted by significant or abnormal events, and to ensure that it reflects underlying trading performance. The use of any discretion and the reasons for it will be disclosed.

5.2.3 LTI Plan performance outcomes

The 2024 LTI grant was assessed against both TSR and EPS. The TSR component vested at 100%, while the EPS component did not vest due to not meeting the required Compound Annual Growth Rate (CAGR). The vesting threshold for the EPS Component was normalised EPS of 19.2c for FY 2026 while actual normalised EPS for FY 2026 was 18.7c, reflecting 97% of the vesting threshold.

6. Non-executive director remuneration

Fees for non-executive directors are fixed and are not linked to the financial performance of the Group to ensure that non-executive directors maintain their independence.

At the 2018 Annual General Meeting, shareholders approved an increase in non-executive director fees to an annual maximum aggregate amount of $1,350,000 including statutory superannuation. This increase was to allow for new director appointments over time in accordance with the Board succession plans.

The actual fees paid to the non-executive directors are outlined in the Remuneration Tables in section 7.1 and are based on the following:

- Board Chair $280,000 (including superannuation);
- Other non-executive directors $120,000 (including superannuation); and
- Committee Chair an additional $10,000 (including superannuation).

There have been no changes to the actual fees paid to non-executive directors since FY16.

Non-executive director remuneration comprises base fees and statutory superannuation, plus an additional fee for chairing a Board Committee (where applicable). The payment of committee fees recognises the additional time commitment required by a chair of a Board committee. Non-executive directors are not eligible to participate in the executive incentive schemes.

The People & Culture Committee, from time to time, obtains market benchmarking data from an external remuneration adviser to ensure that the level and allocation of non-executive director remuneration is market based and fairly represents the responsibilities and time spent by the directors on Group matters.

Retirement benefits other than statutory superannuation are not available for non-executive directors.

The Board does not require its non-executive directors to hold GWA shares; however, the holding of shares is actively encouraged. For details of the non-executive director shareholdings, please refer to section 7.3.3.

7. Details of director and executive remuneration

7.1 Remuneration Tables

Details of the nature and amount of each element of remuneration for each director of the Group and other key management personnel (KMP) for the year ended 30 June 2026 are provided in the following Remuneration Tables.

		Short-term				Long-term			Post-employment					
		Salary & Fees	Non-Monetary	STI Bonus	STI Bonus - Deferred	Value of Share-Based Awards (equity settled)	Value of Share-Based Awards (cash settled)	Long Service Leave	Super-annuation Benefits	Termination Benefits	Total	Proportion of remuneration performance based	STI Bonus vested in year	STI Bonus forfeited in year
		$[a]	$[c]	$[b][h]	$[b]	$[d]	$[d]	$[i]	$	$	$	%[h]	%	%
Non-Executive Directors [f]														
B Inglis, Chair	2026	272,500	-	-	-	-	-	-	7,500	-	280,000	-	-	-
	2025	218,629	-	-	-	-	-	-	10,217	-	228,846	-	-	-
D McDonough, Director	2026	-	-	-	-	-	-	-	-	-	-	-	-	-
(resigned 4 November 2024)	2025	116,667	-	-	-	-	-	-	-	-	116,667	-	-	-
J Mulcahy, Non-Executive Director	2026	107,143	-	-	-	-	-	-	12,857	-	120,000	-	-	-
(retired 5 June 2026)	2025	108,707	-	-	-	-	-	-	14,126	-	122,833	-	-	-
P Mann, Non-Executive Director	2026	116,071	-	-	-	-	-	-	13,929	-	130,000	-	-	-
	2025	115,050	-	-	-	-	-	-	14,950	-	130,000	-	-	-
B Draffen, Non-Executive Director	2026	116,071	-	-	-	-	-	-	13,929	-	130,000	-	-	-
(appointed 4 November 2024)	2025	73,750	-	-	-	-	-	-	9,583	-	83,333	-	-	-
S Roche, Non-Executive Director	2026	20,000	-	-	-	-	-	-	-	-	20,000	-	-	-
(retired 31 August 2025)	2025	106,200	-	-	-	-	-	-	13,800	-	120,000	-	-	-
R Thornton, Non-Executive Director and Deputy Chair	2026	107,143	-	-	-	-	-	-	12,857	-	120,000	-	-	-
	2025	102,537	-	-	-	-	-	-	17,463	-	120,000	-	-	-
N Page, Non-Executive Director	2026	71,841	-	-	-	-	-	-	8,621	-	80,462	-	-	-
(appointed 31 October 2025)	2025	-	-	-	-	-	-	-	-	-	-	-	-	-
Total - Non-Executive Directors	**2026**	**810,769**	-	-	-	-	-	-	**69,693**	-	**880,462**			
	2025	**841,540**	**-**	**-**	**-**	**-**	**-**	**-**	**80,139**	**-**	**921,679**			
Executive Directors														
U Meyerhans, Managing Director and Chief Executive Officer [e]	2026	985,384	3,528	691,000	189,000	361,540	517,476	88,900	30,000	-	2,866,828	61	88	12
	2025	993,076	2,717	775,000	225,000	282,969	-	-	30,000	-	2,308,762	56	100	-
Total – Directors Remuneration	**2026**	**1,796,153**	**3,528**	**691,000**	**189,000**	**361,540**	**517,476**	**88,900**	**99,693**	-	**3,747,290**			
	2025	**1,834,616**	**2,717**	**775,000**	**225,000**	**282,969**	**-**	**-**	**110,139**	**-**	**3,230,441**			

		Short-term							Post-employment					
		Salary & Fees	Non-Monetary	STI Bonus	STI Bonus - Deferred	Value of Share-Based Awards (equity settled)	Value of Share-Based Awards (cash settled)	Long Service Leave	Super-annuation Benefits	Termination Benefits	Total	Proportion of remuneration performance based	STI Bonus vested in year	STI Bonus forfeited in year
		$[a]	$[c]	$[b][h]	$[b]	$[d]	$[d]	$[i]	$	$	$	%[h]	%	%
Executives [f]														
M Hayes, Group General Manager - Marketing	2026	-	-	-	-	-	-	-	-	-	-	-	-	-
(resigned 06 November 2024)	2025	86,438	962	-	-	-	-	-	14,553	307,500	409,453	-	-	100
E Lagis, Company Secretary and General Counsel	2026	371,738	3,283	115,794	38,666	58,410	83,349	-	30,000	-	701,240	42	76	24
	2025	372,368	3,189	150,000	45,000	45,275	-	-	30,000	-	645,832	37	98	2
Julie Webster, Group General Manager - Marketing	2026	386,093	3,698	136,530	38,745	22,984	22,801	-	30,000	-	640,851	34	86	14
(appointed 24 February 2025)	2025	119,733	679	-	-	-	-	-	11,611	-	132,023	-	-	-
C Norwell, Group General Manager - Sales	2026	562,725	1,604	189,618	52,819	76,157	105,091	17,266	30,000	-	1,035,280	41	87	13
	2025	476,092	962	195,200	57,600	54,317	-	8,535	30,000	-	822,706	37	99	1
P Oliver, Group General Manager - People & Performance	2026	436,549	3,359	154,323	42,210	61,382	86,287	38,712	30,000	-	852,822	40	88	12
	2025	393,570	2,736	158,875	46,125	45,268	-	-	30,000	-	676,574	37	100	-
R Patel, Chief Information Officer	2026	414,298	1,151	146,471	41,566	62,298	87,226	-	30,000	-	783,011	43	86	14
	2025	400,767	1,868	161,250	48,375	31,732	-	-	29,932	-	673,924	36	98	2
C Scott, Group Chief Financial Officer	2026	537,179	3,509	195,251	53,404	79,975	112,384	-	30,000	-	1,011,702	44	88	12
	2025	538,921	2,887	209,688	61,875	59,933	-	-	30,000	-	903,304	37	99	1
C Sunaryo, Group General Manager - Supply & Innovation	2026	550,912	3,208	184,843	50,558	70,170	96,284	24,347	30,000	-	1,010,321	40	88	12
	2025	440,878	2,396	180,187	52,313	49,152	-	7,749	30,000	-	762,675	37	100	-
Total – Executives Remuneration [g]	**2026**	**3,259,494**	**19,812**	**1,122,830**	**317,968**	**431,375**	**593,423**	**80,325**	**210,000**	**-**	**6,035,228**			
	2025	**2,828,767**	**15,679**	**1,055,200**	**311,288**	**285,677**	**-**	**16,284**	**206,096**	**307,500**	**5,026,492**			
Total – Directors and Executives Remuneration [g]	**2026**	**5,055,647**	**23,340**	**1,813,830**	**506,968**	**792,915**	**1,110,899**	**169,225**	**309,693**	**-**	**9,782,519**			
	2025	**4,663,383**	**18,396**	**1,830,200**	**536,288**	**568,646**	**-**	**16,284**	**316,235**	**307,500**	**8,256,932**			

Notes to the Remuneration Tables:

(a) Salary and fees represent base salary and includes the movement in annual leave provision.
(b) Despite the challenging market conditions, offset by disciplined execution of customer first and profitable volume growth initiatives, the Managing Director and other executives met the financial gateway hurdles and were therefore eligible for STI payments (both financial and individual goals) for FY26. Refer to Section 3.4.1 for details on the deferred STI component.
(c) The short-term non-monetary benefits include insurance and other minor benefits including any applicable fringe benefits tax.
(d) The Long-Term Incentive (LTI) plan was approved by shareholders at the 2008 Annual General Meeting. The outstanding Performance Rights as at 30 June 2026 were granted to executives in FY25 and FY26 (as applicable) and are subject to vesting conditions and the achievement of specified performance hurdles over the three-year performance periods. The fair values of the Performance Rights granted in FY24, FY25 and FY26 were calculated using Monte Carlo Simulation (TSR hurdle) and Black Scholes Model (EPS hurdle) valuation methodologies and allocated to each financial year evenly over the three-year performance period. If the specified performance hurdles are not achieved, then no benefits will be received by the executives under the LTI plan, and the Performance Rights are cancelled. This column represents the current year Profit and loss expense for the open grants in current year.
(e) For details of Mr. Urs Meyerhans' remuneration arrangements as Managing Director, please refer to section 8.1.
(f) Non-executive director remuneration has remained frozen since FY16 (excluding the pay reduction of 20% during Q4 FY20 to assist in managing costs during COVID-19). The total non-executive director remuneration is within the annual aggregate maximum amount approved by shareholders. For details of non-executive director remuneration, please refer to section 6.
(g) For the actual remuneration received by the executives for FY26, please refer to the table in section 7.1.1.
(h) Long service leave remuneration is based on the movement in long service leave provision.

7.1.1 Actual remuneration received by executives

The following table sets out the actual value of remuneration received by executives for FY26 derived from the various components of their remuneration during FY26 This table differs from the more detailed statutory remuneration disclosures in the Remuneration Tables in section 7.1 due to the exclusion of LTI amounts not vested and the reversal of accounting expenses associated with LTI grants, accruals for the retention bonus scheme, and movements in leave entitlements, and is therefore unaudited.

		Fixed Remuneration $[(a)]	Short Term Incentive $	Long Term Incentive Equity settled $[(b)]	Long Term Incentive Cash settled $[(b)]	Total $
U Meyerhans, Managing Director and Chief Executive Officer[(c)]	2026	1,003,528	880,000	426,980	426,980	2,737,488
	2025	1,002,717	1,000,000	636,281	636,281	3,275,279
M Hayes, Group General Manager - Marketing	2026	-	-	-	-	-
(resigned 6 Nov 2024) (d)	2025	409,453	-	101,804	101,804	613,061
E Lagis, Company Secretary and General Counsel	2026	412,450	154,460	68,317	68,317	703,544
	2025	403,189	195,000	-	-	598,189
Julie Webster, Group General Manager - Marketing	2026	413,698	175,275	-	-	588,973
	2025	124,076	-	-	-	124,076
C Norwell, Group General Manager - Sales	2026	560,537	242,437	79,418	79,418	961,811
	2025	512,962	252,800	118,348	118,348	1,002,458
P Oliver, Group General Manager - People & Performance	2026	450,026	196,533	68,317	68,317	783,193
	2025	412,736	205,000	99,259	99,259	816,254
R Patel, Chief Information Officer	2026	441,005	188,038	68,317	68,317	765,676
	2025	431,868	209,625	-	-	641,493
C Scott, Group Chief Financial Officer	2026	568,634	248,655	88,812	88,812	994,912
	2025	552,887	271,563	132,345	132,345	1,089,140
C Sunaryo, Group General Manager – Supply & Innovation	2026	533,208	235,400	71,732	71,732	912,073
	2025	467,396	232,500	89,079	89,079	878,054
Total	**2026**	**4,383,086**	**2,320,799**	**871,893**	**871,893**	**8,447,671**
	2025	**4,317,284**	**2,366,488**	**1,177,116**	**1,177,116**	**9,038,004**

Notes:

(a) Fixed remuneration represents amounts actually paid to executives and includes base salary, non- monetary benefits, and superannuation.
(b) The performance hurdles for the FY24 LTI grant were tested during FY26 and 50% vested; refer section 7.2.1 Performance Rights. Excludes the value of any unvested LTI grants expensed or reversed during FY26.
(c) For details of Mr. Urs Meyerhans' remuneration arrangements as Managing Director refer to section 8.1.
(d) Fixed remuneration for 2025 includes annual leave paid out on termination and other termination benefits.

7.2 Share based payments

7.2.1 Performance Rights

The following table shows details of the Performance Rights granted to key management personnel during the year ended 30 June 2026 and in prior years that affects compensation in this or future reporting periods.

	Year of grant	Number of rights granted	Grant date*	% vested in year	% forfeit in year	Fair value of rights at grant date $(a)	Issue price used to determine number of rights granted
Executive Directors							
U Meyerhans, Managing Director							
	2026	590,551	31 October 2025	-	-	1,095,000	2.54
	2025	622,406	4 November 2024	-	-	1,153,318	2.31
	2024	742,574	30 October 2023	50	50	813,861	1.76
Executives							
E Lagis, Company Secretary and General Counsel							
	2026	96,850	31 October 2025	-	-	179,579	2.54
	2025	99,585	4 November 2024	-	-	184,531	2.31
	2024	118,812	30 October 2023	50	50	130,218	1.76
C Norwell, Group General Manager - Sales							
	2026	133,039	31 October 2025	-	-	246,681	2.54
	2025	127,468	4 November 2024	-	-	236,198	2.31
	2024	138,119	30 October 2023	50	50	151,378	1.76
P Oliver, Group General Manager - People & Performance							
	2026	106,299	31 October 2025	-	-	197,100	2.54
	2025	102,074	4 November 2024	-	-	189,143	2.31
	2024	118,812	30 October 2023	50	50	130,218	1.76
R Patel, Chief Information Officer							
(appointed 17 April 2023)	2026	104,114	31 October 2025	-	-	193,048	2.54
	2025	107,053	4 November 2024	-	-	198,369	2.31
	2024	118,812	30 October 2023	50	50	130,218	1.76
C Scott, Group Chief Financial Officer							
	2026	133,818	31 October 2025	-	-	248,125	2.54
	2025	136,929	4 November 2024	-	-	253,729	2.31
	2024	154,455	30 October 2023	50	50	169,283	1.76
C Sunaryo, Group General Manager – Supply & Innovation							
	2026	125,196	31 October 2025	-	-	232,138	2.54
	2025	115,767	4 November 2024	-	-	214,516	2.31
	2024	124,752	30 October 2023	50	50	136,728	1.76
J Webster, Group General Manager - Marketing							
(appointed 24 February 2025)	2026	96,850	31 October 2025	-	-	179,579	-
	2025	-	-	-	-	-	-
	2024	-	-	-	-	-	-

Note:

(a) The issue price used to determine the number of Performance Rights offered to key management personnel during FY26 was $2.54 being the volume weighted average price of the Group's shares calculated over the 10 trading days from the Group's FY25 results release on 18 August 2025. The grant dates and corresponding fair values per right in the table have been determined in accordance with Australian Accounting Standards. Fair values have been calculated using the Black Scholes Model valuation methodology for the EPS hurdle and Monte Carlo simulation for the TSR hurdle. The fair value of rights issued during the year under the EPS hurdle was $2.07 and under the TSR hurdle was $1.35 per right.

All the rights carry an exercise price of nil. The rights granted on 31 October 2025 will vest on the date of the release to the Australian Securities Exchange of the Group's annual audited financial statements for the year to 30 June 2028, subject to the achievement of the performance hurdles. The rights granted on 30 October 2023 (2024 LTIP) were tested on 30 June 2026 following the 30 June 2026 results with the TSR portion fully vesting (50% cash, 50% equity) and the EPS portion being forfeited.

The rights granted to Mr. Meyerhans were approved by shareholders at the 2023, 2024 and 2025 Annual General Meetings (as applicable) in accordance with ASX Listing Rule 10.14.

Rights were forfeited when an employee ceased employment with the Group during the year in accordance with the rules of the LTI plan.

The number of rights outstanding as at 30 June 2026 represents the balance yet to be tested.

7.2.2 Status and key dates of LTI awards

The following table shows the status and key dates for Performance Rights granted to key management personnel under the LTI plan.

Grant Date	**Valuation Per Right[1]**	**Performance Testing Windows**	**Expiry Date (if hurdle not met)**	**Performance Status[2]**
28 October 2023	Tranche A (TSR) [3] $1.77 Tranche B (EPS) $1.37	1 July 2023 to 30 June 2026 (Tranche A) 1 July 2023 to 30 June 2026 (Tranche B)	August 2026	For the TSR portion of the grant, 100% vested and for the EPS portion, 0% vested at the testing date of 30 June 2026.
4 November 2024	Tranche A (TSR) [3] $1.42 Tranche B (EPS) $2.03	1 July 2024 to 30 June 2027 (Tranche A) 1 July 2024 to 30 June 2027 (Tranche B)	August 2027	Performance testing not yet commenced.
31 October 2025	Tranche A (TSR) [3] $1.346 Tranche B (EPS) $2.072	1 July 2025 to 30 June 2028 (Tranche A) 1 July 2025 to 30 June 2028 (Tranche B)	August 2028	Performance testing not yet commenced.

Notes:

[1] The value of performance rights at grant date calculated in accordance with AASB 2 *Share-based Payments*. Valuations were performed by a third party, Deloitte.

[2] GWA engages the services of an external organisation, Deloitte, to assist with determining performance under the TSR hurdle.

[3] Fair value for TSR portion of LTIP grants as at 30 June 2026.

7.3 Key management personnel transactions

7.3.1 Loans to key management personnel and their related parties

No loans were made to key management personnel or their related parties during the year ended 30 June 2026 (2025: nil).

7.3.2 Other key management personnel transactions with the Group or its controlled entities

There were no other key management personnel transactions with the Group or its controlled entities during the year ended 30 June 2026 (2025: nil).

From time to time, key management personnel of the Group or its controlled entities, or their related entities, may purchase goods from the consolidated entity. These purchases are on the same terms and conditions as those entered into by other consolidated entity employees and are trivial or domestic in nature.

7.3.3 Movements in shares

The movement during the reporting period in the number of ordinary shares in GWA Group Limited held, directly, indirectly, or beneficially, by each key management person, including their related parties, is as follows:

	Held at 1 July 2025	Granted as compensation	Purchases	Sales	Held at 30 June 2026
Non Executive Directors					
N Page (appointed 31 November 2025)	-	-	-	-	-
B Inglis	30,000	-	-	-	30,000
P Mann	10,000	-	-	-	10,000
B Draffen	20,000	-	-	-	20,000
R Thornton	363,114	-	-	-	363,114
Executive Directors					
U Meyerhans	425,975	81,899	-	-	507,874
Executives					
E Lagis	4,100	13,104	-	-	17,204
J Webster	-	-	-	-	-
C Norwell	201,024	15,233	-	-	216,257
P Oliver	42,329	12,686	-	-	55,015
R. Patel	-	-	-	-	-
C Scott	70,025	17,035	-	-	87,060
C Sunaryo	37,906	13,759	-	-	51,665

The relevant interest of each director in the share capital of the Group as notified by the directors to the Australian Securities Exchange in accordance with Section 205G(1) of the *Corporations Act 2001* as at 30 June 2026 is listed in the Directors' Report under Directors' Interests.

During FY26, 50% of Performance Rights vested to key management personnel as compensation (2025: 100%). The aggregate number of shares held by key management personnel or their related parties as at 30 June 2026 was 1,358,189

7.3.4 Movements in performance rights

The movement during the reporting period in the number of performance rights in GWA Group Limited held by each key management person is as follows:

	Held at 1 July 2025	Granted during the year	Vested during the year	Lapsed during the year	Held at 30 June 2026	Max value to be expensed ($)
Executive Director						
U Meyerhans	1,364,980	590,551	(371,287)	(371,287)	1,212,957	762,110
Executives						
J Webster (appointed 24h Feb 2025)	-	96,850	-	-	96,850	91,550
E Lagis	218,397	96,850	(59,406)	(59,406)	196,435	124,170
C Norwell	265,587	133,039	(69,060)	(69,060)	260,507	167,512
P Oliver	220,886	106,299	(59,406)	(59,406)	208,373	133,918
R Patel	225,865	104,114	(59,406)	(59,406)	211,167	133,483
C Scott	291,384	133,818	(77,228)	(77,228)	270,747	171,348
C Sunaryo	240,519	125,196	(62,376)	(62,376)	240,963	156,266

The maximum value of performance rights, based on 30 June 2026 valuations, that has not been expensed is $1.7 million, the minimum is Nil.

8 Key terms of employment contracts

8.1 Managing Director remuneration

The remuneration arrangements for Mr. Urs Meyerhans as Managing Director and Chief Executive Officer were advised to the market on 29 June 2021. The arrangements were determined by the Board following the provision of market data from an independent external adviser, Guerdon Associates. Based on the benchmark data, Mr. Meyerhans' total remuneration was aligned with the market median in relation to a group of 18 peer companies of comparable operational scope and size to GWA. The following is a summary of Mr. Meyerhans' remuneration package for FY26 consistent with FY25:

- Total Fixed Remuneration (TFR) of $1,000,000 comprising salary, superannuation, and all other benefits other than incentive plans and minor fringe benefits;
- Participation in GWA's Short-Term Incentive (STI) plan:
    - STI opportunity of 100% of TFR based on Mr. Meyerhans meeting Board approved Key Performance Indicator (KPI) objectives, including both financial and critical non-financial KPIs.
- Participation in GWA's Long-Term Incentive (LTI) plan:
    - LTI opportunity of 150% of TFR over a three-year performance period and subject to achievement of two performance hurdles of relative TSR and EPS.

8.2 Notice and termination payments.

The specified executives in the Directors' Report including the Managing Director, Mr. Urs Meyerhans, are on open-ended contracts.

The employment contract for Mr. Meyerhans provides that if either the Group or Mr. Meyerhans wishes to terminate employment for any reason, no less than one year's written notice of termination is required. The Group retains the right to immediately terminate the employment contract of Mr. Meyerhans by making payment equal to twelve months' salary in lieu of providing notice.

For the other specified executives, the Group or the executives are required to give no less than six months' notice of termination of employment for any reason. The Group retains the right to immediately terminate the employment contracts of the executives by making payment equal to six months' salary in lieu of providing notice.

The executives are also entitled to receive on termination of employment their statutory entitlements of accrued annual and long service leave, together with any superannuation benefits.

If an executive is terminated for serious misconduct, no payment in lieu of notice is payable.

The termination arrangements for the executives are specified in their employment contracts and any other termination payments require approval of the Board. Shareholder approval is required for termination payments in excess of twelve months' salary.

8.3 Treatment of incentives on termination

The following table shows the treatment of incentives on termination of employment in the various circumstances shown.

Circumstances	Short-term incentive[1]	Long-term incentive – unvested Performance Rights
Immediate termination for cause	No STI payable and 'claw back' provisions may apply (including deferred STI)	Performance Rights are forfeited
Resignation	Board discretion to award STI on a pro- rata basis (including deferred STI)	Performance Rights are forfeited unless Board determines otherwise
Notice by Company, good leaver, retirement, redundancy, death, or permanent disability	Board discretion to award STI on a pro- rata basis (including deferred STI)	Board discretion to allow awards to vest or remain subject to performance hurdles after termination on a pro-rata basis
Change of control	STI will be paid on a pro-rata basis	The Board has discretion to allow awards to vest on a change of control of GWA (e.g., a takeover or merger).

1. Any STI payments will be paid according to the normal annual STI payment time frame (i.e., payment timing will not be accelerated).

The Directors' Report is made out in accordance with a resolution of the directors:

Bernadette Inglis
Chair

Urs B Meyerhans
Managing Director

17 August 2026

Lead Auditor's Independence Declaration under Section 307C of the Corporations Act 2001

To the Directors of GWA Group Limited

I declare that, to the best of my knowledge and belief, in relation to the audit of GWA Group Limited for the financial year ended 30 June 2026 there have been:

i. no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and

ii. no contraventions of any applicable code of professional conduct in relation to the audit.

KPMG

J. Dillon

KPMG

Jessica Dillon
Partner
Sydney
17 August 2026

BOARD OF DIRECTORS - PROFILES

Bernadette Inglis **BBus, MBA, GAICD, INSEAD Graduate**

Independent Chair and Non-Executive Director

- Expertise: Experienced company executive with extensive strategic and transformation experience
- Special Responsibilities: Chair of the Board and member of People and Culture and Audit and Risk Committees

Ms Inglis was appointed Chair of the Board on 4 November 2024, and has been a Non-Executive Director of GWA Group Limited since November 2022.

Ms Inglis has more than 20 years' experience as a business executive in retail banking, wealth management and insurance, with strong experience in the areas of business transformation including new and emerging technologies, execution of strategy and fostering partnerships. Ms Inglis' executive experience includes her role as Managing Director and Chief Executive Officer of Newcastle Greater Mutual Group Ltd (NGM Group), a customer-owned financial services organisation, and she has non-executive director experience across a broad spectrum including arts, education, infrastructure and charitable foundations.

Bernadette is also a Director of the Business Council of Co-operatives and Mutuals (BCCM).

Richard Thornton **CA, BCOM (ACC), LLB (HONS), LLM**

Deputy Chair and Non-Executive Director

- Expertise: Chartered Accountant with extensive governance, risk management and finance experience
- Special Responsibilities: Deputy Chair of the Board and Member of the Audit and Risk Committee

Mr Thornton was appointed Deputy Chair of the Board on 3 March 2025, and was appointed a Non-Executive Director of GWA Group Limited in June 2022. Mr Thornton has a rich history with the Company, having first joined the Company in 2002, previously serving as the Company Secretary between 2003 and 2022, and an Executive Director from 2009 to 2022. He is a Chartered Accountant and is experienced in accounting, taxation and finance through positions at Coopers & Lybrand, Citibank and Ernst & Young in Australia and overseas. He has extensive leadership, governance and risk management experience as a longstanding GWA senior executive.

He is a member of the founding Anderson family, and is a Director of HGT Investments Pty Ltd and Great Western Corporation, a diversified Australian private group.

Urs Meyerhans FCPA

Managing Director and Chief Executive Officer

Mr Meyerhans was appointed Managing Director and Chief Executive Officer of GWA Group Limited on 1 July 2021. He was formerly the Acting Chief Executive Officer of GWA Group Limited from 1 March 2021.

Mr Meyerhans has international industry experience in manufacturing and distribution, professional services, mining, engineering and construction in Australia, Europe, USA and Asia Pacific. Mr Meyerhans served as President of Tetra Tech Asia Pacific and Chief Executive Officer of Coffey International Limited (Coffey) from 2017 to 2020.

Previous roles have included Chief Operating Officer and Finance Director of Coffey, Finance Director of Wattyl Limited as well as executive roles with United Group Limited and WMC Resources Limited.

Mr Meyerhans is a graduate of the School of Business Executive Program at Stanford University, and Fellow of CPA Australia.

Patria Mann BEc, FAICD

Independent Non-Executive Director

- Expertise: Experienced non-executive director with extensive audit, risk management and governance experience
- Special Responsibilities: Chair of Audit and Risk Committee

Ms Mann was appointed a Non-Executive Director of GWA Group Limited on 1 January 2023. She has more than 20 years' board experience across various sectors. Patria is currently a non-executive director, and member of the Audit and Risk Committees, of Ridley Corporation Limited, EVT Limited and Bega Cheese Limited. She qualified as a Chartered Accountant and was a former Partner of KPMG.

During the past three years Ms Mann has served as a director of the following listed companies for the time periods noted:

- Bega Cheese Limited since September 2019*
- GDI Property Group Limited since April 2024*
- Bapcor Limited since 1 October 2025*
- Ridley Corporation Limited from March 2008 to November 2023
- EVT Limited from October 2013 to February 2024

*denotes current directorship

Brett Draffen **BBus (Valuation & Land Economy), INSEAD Graduate**

Independent Non-Executive Director

- Expertise: Experienced company executive with extensive strategic and operational experience
- Special Responsibilities: Chair of the People and Culture Committee

Mr Draffen was appointed a Non-Executive Director of GWA Group Limited on 4 November 2024. Mr Draffen has extensive experience in the construction, development and property investment sectors, including his current role as CEO of Lewis Land Group since October 2023.

Mr Draffen has previously held various executive roles at Mirvac Group Ltd including Chief Investment Officer for 9 years and CEO Development, where he was responsible for portfolio construction, strategy, capital allocation and investment and operational decisions across Mirvac's $15 billion real estate investment and development activities.

Nicola (Nicki) Page **EMBA, GAICD**

Independent Non-Executive Director

- Expertise: Experienced non-executive director and company executive, with deep expertise in digital transformation, strategy and governance
- Special Responsibilities: Member of the People and Culture Committee

Ms Page was appointed as a Non-Executive Director of the Company on 31 October 2025.

Ms Page is an experienced non-Executive Director and former ASX-listed technology CEO with a distinguished career across digital transformation, governance, strategic growth, and innovation. Her executive background includes senior leadership roles at Microsoft, MOQ Limited, and Breeze, where she led large-scale digital programs, M&A, and commercial strategy across Australia and the UK.

Ms Page is also a non-executive director of the following unlisted companies: NGM Group Limited, Kennards Hire Pty Ltd and Interactive Pty Ltd.

GWA Group Limited
and its controlled entities
ABN 15 055 964 380

Annual financial report
30 June 2026

GWA Group Limited and its controlled entities
Consolidated statement of profit or loss and other comprehensive income

For the year ended 30 June *In thousands of AUD*	**Note**	**2026**	**2025**
Profit or loss			
Continuing operations			
Sales revenue	3(a)	422,322	418,475
Cost of sales(i)	3(c)	(250,800)	(248,942)
Gross profit		171,522	169,533
Other income	3(b)	381	576
Selling expenses		(44,915)	(47,157)
Administrative expenses		(48,773)	(46,670)
Other expenses(i)	3(d)	(1,407)	(4,333)
Operating profit		76,808	71,949
Finance income	3(f)	761	1,210
Finance expenses	3(f)	(9,984)	(9,367)
Net financing costs		(9,223)	(8,157)
Profit before tax		67,585	63,792
Income tax expense	4	(19,603)	(20,418)
Profit from continuing operations		47,982	43,374
Other comprehensive income			
Items that will not be reclassified subsequently to profit or loss:			
Net change in fair value of financial assets		-	-
Items that may be reclassified subsequently to profit or loss:			
Exchange differences on translation of foreign subsidiaries		(2,737)	1,775
Cashflow hedges		3,941	(3,172)
Other comprehensive income		1,204	(1,397)
Total comprehensive income for the period		49,186	41,977
Earnings per share (cents)			
- Basic	5	18.4	16.4
- Diluted	5	18.3	16.2

The consolidated statement of profit or loss and other comprehensive income is to be read in conjunction with the accompanying notes.

GWA Group Limited and its controlled entities
Consolidated statement of financial position

As at *In thousands of AUD*	**Note**	**30 June 2026**	**30 June 2025**
Current assets			
Cash and cash equivalents	6	46,418	*49,300*
Trade and other receivables	7	54,297	*45,021*
Inventories	8	98,913	*90,634*
Derivative financial instruments	18	2,646	*40*
Other		4,864	*4,254*
Total current assets		207,138	*189,249*
Non-current assets			
Deferred tax assets	9	2,806	*3,121*
Property, plant and equipment	10	6,878	*8,580*
Intangible assets	11	419,536	*420,387*
Right-of-use assets	12	19,907	*26,589*
Derivative financial instruments	18	328	*362*
Total non-current assets		449,455	*459,039*
Total assets		656,593	*648,288*
Current liabilities			
Trade and other payables	13	55,967	*60,346*
Loans and borrowings	16	35,000	*35,000*
Employee benefits	14	6,039	*6,131*
Income tax payable	4	1,469	*2,370*
Lease liabilities	12	11,678	*12,181*
Derivative financial instruments	18	-	*2,157*
Provisions	15	2,328	*2,148*
Total current liabilities		112,481	*120,333*
Non-current liabilities			
Deferred tax liability	9	91,002	*90,402*
Trade and other payables	13	10	*77*
Loans and borrowings	16	138,047	*98,126*
Lease liabilities	12	16,783	*24,474*
Employee benefits	14	4,870	*5,306*
Provisions	15	7,166	*6,596*
Total non-current liabilities		257,878	*224,981*
Total liabilities		370,359	*345,314*
Net assets		286,234	*302,974*
Equity			
Issued capital	17	286,182	*311,294*
Reserves		(2,656)	*(5,165)*
Retained earnings		2,708	*(3,155)*
Total equity		286,234	*302,974*

The consolidated statement of financial position should be read in conjunction with the accompanying notes.

GWA Group Limited and its controlled entities
Consolidated statement of cash flows

For the year ended 30 June	**2026**	**2025**
In thousands of AUD		
Cash flows from operating activities		
Receipts from customers	469,176	465,174
Payments to suppliers and employees	(399,733)	(367,157)
Cash generated from operations	69,443	98,017
Interest and facility fees paid	(8,663)	(7,769)
Lease interest paid	(1,314)	(1,587)
Interest received	763	1,202
Income taxes paid	(19,947)	(20,712)
Net cash from operating activities	40,282	69,151
Cash flows from investing activities		
Acquisition of property, plant and equipment	(2,089)	(1,245)
Acquisition of intangible assets	(2,261)	(1,591)
Net cash used in investing activities	(4,350)	(2,836)
Cash flows from financing activities		
Proceeds from borrowings	85,000	38,800
Repayment of borrowings	(44,500)	(44,000)
Payment for on-market share buy-back	(25,112)	-
Dividends paid	(42,119)	(41,106)
Repayment of lease liability	(11,921)	(12,311)
Net cash used in financing activities	(38,652)	(58,617)
Net increase/(decrease) in cash and cash equivalents	(2,720)	7,698
Cash and cash equivalents at the beginning of the year	49,301	42,008
Effect of exchange rate changes	(163)	(406)
Cash and cash equivalents as at 30 June	46,418	49,301

The consolidated statement of cash flows is to be read in conjunction with the accompanying notes.

GWA Group Limited and its controlled entities
Consolidated statement of changes in equity

For the year ended 30 June 2026

In thousands of AUD

	Note	Share Capital	Translation Reserve	Hedging Reserve	Asset Revaluation Reserve	Equity Compensation Reserve	Retained Earnings	Total
Balance as at 1 July 2025		311,294	(1,014)	(1,621)	(1,980)	(550)	(3,155)	302,974
Total comprehensive income for the period								
Profit for the period		-	-	-	-	-	47,982	47,982
Other comprehensive income								
Exchange differences on translation of foreign subsidiaries		-	(2,737)	-	-	-	-	(2,737)
Cash flow hedges	17	-	-	3,941	-	-	-	3,941
Total other comprehensive income		-	(2,737)	3,941	-	-	-	1,204
Total comprehensive income		-	(2,737)	3,941	-	-	47,982	49,186
Transaction with owners, recorded directly in equity								
Share-based payments, net of tax		-	-	-	-	1,305	-	1,305
Share buyback		(25,112)						(25,112)
Dividends paid		-	-	-	-	-	(42,119)	(42,119)
Total transactions with owners		(25,112)	-	-	-	1,305	(42,119)	(65,926)
Balance as at 30 June 2026		286,182	(3,751)	2,320	(1,980)	755	2,708	286,234

For the year ended 30 June 2026

In thousands of AUD

	Note	Share Capital	Translation Reserve	Hedging Reserve	Asset Revaluation Reserve	Equity Compensation Reserve	Retained Earnings	Total
Balance as at 1 July 2024		311,294	(2,789)	1,551	(1,980)	1,942	(5,427)	304,591
Total comprehensive income for the period								
Profit for the period		-	-	-	-	-	43,378	43,378
Other comprehensive income								
Exchange differences on translation of foreign subsidiaries		-	1,775	-	-	-	-	1,775
Cash flow hedges	17	-	-	(3,172)	-	-	-	(3,172)
Total other comprehensive income		-	1,775	(3,172)	-	-	43,378	41,981
Total comprehensive income		-	1,775	(3,172)	-	-	43,378	41,981
Transaction with owners, recorded directly in equity								
Share-based payments, net of tax		-	-	-	-	(2,492)	-	(2,492)
Dividends paid		-	-	-	-	-	(41,106)	(41,106)
Total transactions with owners		-	-	-	-	(2,492)	(41,106)	(43,598)
Balance as at 30 June 2025		311,294	(1,014)	(1,621)	(1,980)	(550)	(3,155)	302,974

The consolidated statement of changes in equity is to be read in conjunction with the accompanying notes.

Section I: Overview

1. Material accounting policies

GWA Group Limited (the 'Company') is a for-profit company domiciled in Australia, limited by shares, which are publicly traded on the Australian Securities Exchange ('ASX') under the ASX code 'GWA'. The consolidated financial report of the Company for the financial year ended 30 June 2026 comprises the Company and its subsidiaries (together referred to as the 'consolidated entity').

The principal activities of the Group during the financial year were the research, design, import and marketing of building fixtures and fittings to residential and commercial premises, including sanitaryware, tapware and showers, baths, intelligent water management solutions, and related kitchen, bathroom and laundry products/accessories. The Group distributes, installs, maintains and repairs various products through a range of distribution and customer channels in Australia, New Zealand and selected international markets.

There have been no significant changes in the nature of the activities of the consolidated entity during the financial year.

The financial report was authorised for issue by the directors on 17 August 2026.

(a) Statement of compliance

The financial report is a general purpose financial report which has been prepared in accordance with Australian Accounting Standards, adopted by the Australian Accounting Standards Board ('AASB') and the *Corporations Act 2001.* The consolidated entity's financial report complies with International Financial Reporting Standards ('IFRS') adopted by the International Accounting Standards Board ('IASB').

(b) Basis of preparation

The financial report is presented in Australian dollars, which is the Company's functional currency and the consolidated entity's presentation currency. The functional currency of each entity in the consolidated entity is determined based on the currency of the primary economic environment in which that entity operates.

The financial report is prepared on the historical cost basis except for derivative financial instruments and financial assets measured at fair value.

The Company is of a kind referred to in ASIC Corporations Instrument (Rounding in Financial and Directors' reports) 2026/183 dated 12 March 2026 and, in accordance with that instrument, amounts in the financial report and Directors' Report have been rounded to the nearest thousand dollars, unless otherwise stated.

The preparation of a financial report requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods. Information about significant areas of estimation uncertainty and critical judgements in applying accounting policies that have the most significant effect on the amounts recognised in the financial statements are described in the following notes:

- Note 8 - Inventories
- Note 11 – Intangible assets

The accounting policies set out in this consolidated financial report have been applied consistently to all periods presented. The accounting policies have been applied consistently by all entities in the consolidated entity. The entity has elected not to early adopt any accounting standards or amendments.

Certain comparative information included in note disclosures have been amended in these financial statements to conform to the current year's presentation.

Section I: Overview (continued)

1. Material accounting policies (continued)

(c) Changes in accounting policies, disclosures, standards and interpretations

(i) Standards and Interpretations affecting amounts reported in the current period

The following new and revised Standards and Interpretations have been adopted by the consolidated entity for the first time for the year ended 30 June 2026:

- AASB 2023-5 — Amendments to Australian Accounting Standards – Lack of Exchangeability.
- AASB 2026-1 — Amendments to Australian Accounting Standards – Disclosures about uncertainties in the financial statements.

(ii) Standards and Interpretations issued but not yet effective

At the date of authorisation of the consolidated financial statements, the following Standards and Interpretations were issued but not yet effective.

AASB 18 was issued in June 2024 and replaces AASB 101 Presentation of Financial Statements. The new standard introduces new requirements for the Statement of Profit or Loss, including:

- New categories for the classification of income and expenses into operating, investing and financing categories, and
- Presentation of subtotals for "operating profit" and "profit before financing and income taxes."

Additional disclosure requirements are introduced for management-defined performance measures and new principles for aggregation and disaggregation of information in the notes and the primary financial statements and the presentation of interest and dividends in the statement of cash flows. The new standard is effective for annual periods beginning on or after 1 January 2027 and will first apply to the Group for the financial year ending 30 June 2028.

Section I: Overview (continued)

1. Material accounting policies (continued)

(d) Basis of consolidation

(i) Business combinations

The consolidated entity accounts for business combinations using the acquisition method when control is transferred to the consolidated entity. The consideration transferred in a business combination shall be measured at fair value, which shall be calculated as the sum of the business combination date fair values of the assets transferred by the acquirer, the liabilities incurred by the acquirer to former owners of the acquiree and the equity issued by the acquirer, and the amount of any non-controlling interest in the acquiree. Transaction costs are expensed as incurred.

(ii) Subsidiaries

Subsidiaries are entities controlled by the consolidated entity. The consolidated entity controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity. The financial results and balances of subsidiaries are included in the consolidated financial statements from the date on which control commences until the date on which control ceases.

(iii) Transactions eliminated on consolidation

Intra-group balances and transactions, and unrealised income and expense arising from intra-group transactions, are eliminated.

(e) Foreign currency

(i) Foreign currency transactions

Transactions in foreign currencies are translated at the foreign exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the reporting date are retranslated to Australian dollars at the foreign exchange rate ruling at that date. Foreign exchange differences arising on translation are recognised in profit or loss. Non-monetary assets and liabilities that are measured in terms of historical cost in a foreign currency are retranslated to Australian dollars using the exchange rate at the date of the transaction. Non-monetary assets and liabilities denominated in foreign currencies that are stated at fair value are translated to Australian dollars at foreign exchange rates ruling at the date the fair value was determined.

(ii) Financial statements of foreign operations

The revenues and expenses of foreign operations are translated to Australian dollars at rates approximating the foreign exchange rates ruling at the dates of the transactions.

The assets and liabilities of foreign operations, including goodwill and fair value adjustments arising on acquisition, are translated to Australian dollars at foreign exchange rates ruling at the reporting date. Foreign exchange differences arising on retranslation at balance date are recognised in other comprehensive income and presented in the foreign currency translation reserve (FCTR) in equity. Hedge instrument movements of a hedge of a net investment in a foreign operation is also recognised in the FCTR to the extent the hedge is effective.

When a foreign operation is disposed such that control, significant influence or joint control is lost, the cumulative amount in the translation reserve related to that foreign operation is reclassified to profit or loss as part of the gain or loss on disposal.

Section I: Overview (continued)

1. Material accounting policies (continued)

(f) Current vs non-current classification

The consolidated entity presents assets and liabilities in the consolidated statement of financial position based on current/non-current classification.

An asset is current when it is:

- Expected to be realised or intended to be sold or consumed in the normal operating cycle;
- Expected to be realised within twelve months after the reporting period;
- Held primarily for trading; or
- Cash and cash equivalent unless restricted from being exchanged or used to settle a liability for at least twelve months after the reporting period.

All other assets are classified as non-current.

A liability is current when:

- It is expected to be settled in the normal operating cycle;
- It is due to be settled within twelve months after the reporting period;
- Held primarily for trading; or
- There is no right to defer the settlement of the liability for at least twelve months after the reporting period.

All other liabilities are classified as non-current. Deferred tax assets and liabilities are classified as non-current assets and liabilities.

Section II: Results for the year

2. Operating segments

The consolidated entity has one reportable segment, Water Solutions. The CEO reviews internal management reports on a monthly basis.

Information regarding the results of the consolidated entity's reportable segment is included below. Performance is measured based on segment profit before interest and income tax ('EBIT') and excludes certain significant items (FY26 costs in relation to the enhancement of Group digital platforms), in line with management reports that are reviewed by the CEO. Segment profit is used to measure performance as management believes that such information is the most relevant in evaluating the results of the segment relative to other entities that operate in these industries.

Section II: Results for the year (continued)

2. Operating segments (continued)

In thousands of AUD	Water Solutions	
For the year ended 30 June	**2026**	**2025**
Sales revenue	422,322	418,475
Cost of Sales	250,800	248,942
Segment EBIT	78,155	76,268
Depreciation (property, plant and equipment)	3,674	3,694
Depreciation (right of use assets)	10,972	11,451
Amortisation	941	642
Capital expenditure	4,347	2,837
Net interest expense	9,223	8,157
Reconciliation of profit		
Total EBIT for reportable segment	78,155	76,268
Significant items(i)	(1,347)	(4,315)
Operating profit from continuing operations	76,808	71,953
(i) Significant items		
Total significant items, pre-tax	1,347	4,315
Income tax benefit	(404)	(1,216)
Total significant items, net of tax	943	3,099
As at 30 June	**2026**	**2025**
Reportable segment assets	656,593	648,288
Reportable segment liabilities	370,359	345,314

Geographical information

In thousands of AUD	Australia		New Zealand		United Kingdom		Other		Consolidated	
For the full year ended 30 June	**2026**	**2025**	**2026**	**2025**	**2026**	**2025**	**2026**	**2025**	**2026**	**2025**
External sales revenue	353,609	350,475	31,082	30,740	37,628	37,245	3	15	422,322	418,475
Non-current assets	414,432	419,933	14,584	19,733	17,303	18,934	0	439	446,320	459,039

The revenue information above is based on the geographical location of customers. Non-current assets are based on the geographical location of the assets.

Major customers

The consolidated entity conducts business with four customers (2025: four) where the revenue generated from each customer contributes significantly to the consolidated entity's revenue. Revenue from these customers was:

For the year ended 30 Jun	**2026**	**2025**
In thousands of AUD		
Customer 1	90,806	87,231
Customer 2	62,197	63,753
Customer 3	48,301	46,468
Customer 4	38,829	43,277

Section II: Results for the year (continued)

3. Income and Expenses (continued)

(a) Sales revenue

In thousands of AUD	**2026**	**2025**
Sales revenue	(422,322)	418,475

Sales revenue is recognised on the satisfaction of each performance obligation the consolidated entity has with its customers and is measured based on an allocation of the contract's transaction price, in accordance with AASB 15 *Revenue from Contracts with Customers*. The consolidated entity's key performance obligation is the delivery of goods to its customers with typical payment terms of 30 days. Key components of the transaction price include the price for the goods, along with rebates (estimated based on customer contracts) and stock return estimates, which are recognised as revenue at the time of delivery.

Refer to Note 2 geographical information for disaggregated revenue information.

(b) Other income

In thousands of AUD	**2026**	**2025**
Foreign currency gains	60	39
Government grant income	249	216
Other - scrap income, royalties	72	321
	381	576

Government grant income is recognised as income where there is reasonable assurance that the grant will be received and all attached conditions will be complied with.

(c) Cost of sales

In thousands of AUD	**2026**	**2025**
Cost of sales	250,800	248,942

Cost of sales comprises the cost of purchasing and distribution of goods including supply chain costs such as freight and warehousing.

The amount of inventories recognised as an expense (within cost of sales) during the period was $192,942,000 (2025: $192,450,000).

(d) Other expenses

In thousands of AUD	**Note**	**2026**	**2025**
Significant items	2	1,347	4,315
Foreign currency losses		43	14
Other		17	0
		1,407	4,329

The 2026 Group significant items total $1.3 million before tax and comprise costs associated with enhancements to the Group's digital platforms, included in other expenses. The 2025 Group significant items total $4.3 million before tax and comprise $1.3 million of costs associated with the UK entity's enterprise resource planning program and $3.0 million associated with enhancements to the Group's digital platforms, included in other expenses. Refer to Note 2 for further details.

Section II: Results for the year (continued)

3. Income and Expenses (continued)

(e) Personnel expenses

In thousands of AUD	2026	2025
Wages and salaries – including superannuation contributions, annual leave and long service leave	74,181	73,415
Share-based payment transactions	1,999	691
	76,180	74,106

Defined contribution superannuation funds
The consolidated entity makes contributions to defined contribution superannuation funds. A defined contribution superannuation fund is a post-employment benefit plan under which an entity pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution superannuation funds are recognised as an employee benefit expense in profit or loss in the periods during which the services are rendered by employees. The amount recognised as an expense was $4,973,000 for the financial year ended 30 June 2026 (2025: $4,927,000) for continuing operations.

(f) Net financing costs

In thousands of AUD	2026	2025
Other	761	1,202
Finance income	761	1,202
Finance expense		
Interest expense on financial liabilities	8,836	9,042
Interest (income) / expense on swaps	(648)	(1,597)
Fees on financial liabilities including amortisation	482	327
Interest on lease liabilities	1,314	1,587
	9,984	9,359
Net financing costs	9,223	8,157

Net financing costs comprise interest payable on borrowings calculated using the effective interest method, interest receivable on funds invested and gains and losses on hedging instruments that are recognised in profit or loss. Borrowing costs are expensed as incurred unless they relate to qualifying assets. Interest income is recognised in profit or loss as it accrues, using the effective interest method.

Section II: Results for the year (continued)

4. Income tax expense

Recognised in profit or loss

For the year ended 30 June *In thousands of AUD*	**2026**	**2025**
Current tax expense		
Current year	20,322	18,642
Adjustments for prior years	(879)	305
	19,443	18,947
Deferred Tax Benefit		
Origination and reversal of temporary differences	160	1,471
Tax expense for the consolidated entity	19,603	20,418

Numerical reconciliation between tax expense and pre-tax profit

Profit before tax for the consolidated entity	67,585	63,796
Tax expense using the domestic rate of 30%	20,276	19,139
Tax expense / (benefit) due to:		
Non-deductible expenses	99	149
Effect of tax rate in foreign jurisdictions	(108)	(64)
Rebateable research and development	(150)	(205)
Other items	365	1,094
	20,482	20,113
(Over) / under provided in prior years	(879)	305
Income tax expense on pre-tax profit for the consolidated entity	19,603	20,418

Deferred tax recognised directly in other comprehensive income

In thousands of AUD	**2026**	**2025**
Cash flow hedges	713	(1,212)
	713	(1,212)

Current tax liability

In thousands of AUD	**2026**	**2025**
Current tax liability	1,469	2,370

Income tax

Tax expense comprises current and deferred tax. Current and deferred taxes are recognised in profit or loss except to the extent that they relate to a business combination, or items recognised directly in equity or in other comprehensive income.

Current tax is the expected tax payable or receivable on the taxable income or loss for the year, using tax rates enacted or substantively enacted at the reporting date in the countries where the Company and its subsidiaries operate in, and any adjustment to tax payable in respect of previous years. Current tax payable also includes any tax liability arising from the declaration of dividends.

Section II: Results for the year (continued)

4. Income tax expense (continued)

Deferred tax is recognised in respect of temporary differences between the carrying amounts of assets and liabilities for financial reporting purposes and the amounts used for taxation purposes. Deferred tax is not recognised for:

- temporary differences on the initial recognition of assets or liabilities in a transaction that is not a business combination and that affects neither accounting nor taxable profit or loss and does not give rise to equal taxable and deductible temporary differences;
- temporary differences related to investments in subsidiaries and associates and jointly controlled entities to the extent that it is probable that they will not reverse in the foreseeable future;
- taxable temporary differences arising on the initial recognition of goodwill.

Deferred tax is measured at the tax rates that are expected to be applied to temporary differences when they reverse, using tax rates enacted or substantively enacted at the reporting date.

In determining the amount of current and deferred tax, the consolidated entity takes into account the impact of uncertain tax positions and whether additional taxes and interest may be due. The consolidated entity believes that its accruals for tax liabilities are adequate for all open tax years based on its assessment of many factors, including interpretations of tax law and prior experience. This assessment relies on estimates and assumptions and may involve a series of judgements about future events. New information may become available that causes the consolidated entity to change its judgements regarding the adequacy of existing tax liabilities; such changes to tax liabilities will impact tax expense in the period that such a determination is made.

Deferred tax assets and liabilities are offset if there is a legally enforceable right to offset current tax liabilities and assets, and they relate to income taxes levied by the same tax authority on the same taxable entity, or on different tax entities, but they intend to settle current tax liabilities and assets on a net basis or their tax assets and liabilities will be realised simultaneously.

A deferred tax asset is recognised for unused tax losses, tax credits and deductible temporary differences, to the extent that it is probable that future taxable profits will be available against which they can be utilised. Deferred tax assets are reviewed at each reporting date and are reduced to the extent that it is no longer probable that the related tax benefit will be realised.

The Company and its wholly owned Australian resident entities are part of a tax-consolidated group. As a consequence, all members of the tax-consolidated group are taxed as a single entity. The head entity within the tax-consolidated group is GWA Group Limited.

The current tax liability for the consolidated entity represents the amount of income taxes payable. In accordance with tax consolidation legislation, the Company as the head entity of the Australian tax-consolidated group has assumed the current tax liability initially recognised by the members in the tax-consolidated group.

Goods and Services Tax

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the taxation authority. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated with the amount of GST included. The net amount of GST recoverable from, or payable to, the taxation authorities is included as a current asset or liability in the statement of financial position.

Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the taxation authorities are classified as operating cash flows.

Section II: Results for the year (continued)

5. Earnings per share

In cents	2026	2025
Total		
- Basic	18.4	16.4
- Diluted	18.3	16.2

Basic earnings per share (EPS) is calculated by dividing the profit or loss attributable to ordinary shareholders of the Company by the weighted average number of ordinary shares outstanding during the period.

Diluted EPS is determined by adjusting the profit or loss attributable to ordinary shareholders and the weighted average number of ordinary shares outstanding for the effects of all dilutive potential ordinary shares.

The calculation of basic and diluted EPS has been based on the following profit attributable to ordinary shareholders.

Profit attributable to ordinary shareholders – basic and diluted

In thousands of AUD	2026	2025
Profit before significant items	48,925	46,477
Significant items, net of tax (**Note 2**)	(943)	(3,099)
Profit for the year	47,982	43,378

The calculation of basic earnings per share has been based on the following weighted average number of shares outstanding.

Weighted average number of ordinary shares (basic)

In thousands of shares	2026	2025
Issued ordinary shares at 1 July	265,205	265,205
Effective shares sold under share buy-back	(3,838)	-
Weighted average number of ordinary shares	261,367	265,205

The calculation of diluted earnings per share has been based on the following weighted average number of ordinary shares outstanding adjusted for the effects of all dilutive potential ordinary shares.

Weighted average number of ordinary shares (diluted)

In thousands of shares	2026	2025
Weighted average number of ordinary shares (basic)	261,367	265,205
Effect of performance rights on issue	1,196	2,851
Weighted average number of ordinary shares (diluted)	262,563	268,056

Section III: Assets and Liabilities

6. Cash and cash equivalents

(a) Balances

In thousands of AUD	2026	2025
Bank balances	46,418	42,008
Cash and cash equivalents	46,418	42,008

Cash and cash equivalents comprise cash balances and call deposits with an original maturity date of three months or less.

The consolidated entity's exposure to interest rate risk and a sensitivity analysis for financial assets and liabilities are disclosed in Note 18.

(b) Reconciliation of cash flows from operating activities to net profit

In thousands of AUD	2026	2025
Profit for the year	47,982	43,378
Adjustments for:		
Depreciation	14,643	15,145
Amortisation	946	642
Net share-based payments	(591)	(2,493)
Unrealised foreign exchange (gain)/loss	(34)	49
(Gain) on sale of PP&E and intangible assets	(14)	(15)
Deferred tax recognised directly in equity	-	(1,212)
Other non-cash movements	83	3,341
Changes in assets and liabilities:		
Decrease / (increase) in trade and other receivables	(1,476)	2,341
Decrease / (Increase) in inventories	(8,279)	5,148
(Increase) in prepayments	(610)	(117)
Increase in trade payables and accrued expenses	(13,121)	3,835
(Decrease) in deferred taxes and in taxes payable	(344)	(1,875)
Increase / (decrease) in provisions and employee benefits	1,097	984
Net cash flows from operating activities	40,282	69,151

Section III: Assets and Liabilities (continued)

7. Trade and other receivables

In thousands of AUD	2026	2025
Net trade receivables	54,142	44,884
Other	155	137
	54,297	45,021

Trade receivables are initially measured at the transaction price determined under AASB 15 *Revenue from Contracts with Customers* (refer to Note 3(a)) and subsequently measured at amortised cost using the effective interest rate (EIR) method and are subject to impairment. Impairment losses are recognised in profit or loss and reflected in an allowance account against trade receivables.

The consolidated entity recognises an allowance for expected credit losses (ECLs) for trade receivables. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows expected to be received, discounted at an approximation of the original EIR.

The consolidated entity applies a simplified approach in calculating ECLs. Therefore, the consolidated entity does not track changes in credit risk but instead recognises a loss allowance based on lifetime ECLs at each reporting date. The consolidated entity has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment.

The consolidated entity's exposure to credit and currency risk and impairment loss related to trade and other receivables are disclosed in Note 18.

8. Inventories

In thousands of AUD	2026	2025
Raw materials and consumables	150	214
Work in progress	-	34
Finished goods	98,763	90,386
	98,913	90,634

Inventories are measured at the lower of cost and net realisable value.

The cost of inventories is based on the weighted average cost principle and includes expenditure incurred in acquiring the inventories, production or conversion costs and other costs incurred in bringing them to their existing location and condition. In the case of work in progress, cost includes an appropriate share of production overheads based on normal operating capacity.

Net realisable value is the estimated selling price in the ordinary course of business, less the estimated costs of completion and selling or disposal expenses. The future estimated recoverability of inventory was determined with consideration of excess inventory volumes (i.e. ageing analysis), discontinued product lines and risk weightings applied by management with reference to their assessment of recovery rates.

During the year $996,000 (2025: $921,000) of inventories were recycled and a $769,000 net decrease (2025: $5,241,000 net increase) in the provision for inventories was recognised.

Section III: Assets and Liabilities (continued)

9. Deferred tax assets and liabilities

Recognised deferred tax assets and liabilities

Deferred tax assets and liabilities are attributable to the following:

	Assets		Liabilities		Net	
In thousands of AUD	**Jun-26**	**Jun-25**	**Jun-26**	**Jun-25**	**Jun-26**	**Jun-25**
Property, plant & equipment (Including Right of Use Assets)	131	145	(6,247)	(8,437)	(6,116)	(8,292)
Non-indefinite life intangibles	786	718	(344)	(227)	442	491
Indefinite life intangibles	-	-	(103,058)	(103,058)	(103,058)	(103,058)
Inventories	3,995	4,166	-	-	3,995	4,166
Employee benefits	3,486	3,375	-	-	3,486	3,375
Provisions	2,718	2,501	-	-	2,718	2,501
Lease Liability	8,112	10,348	-	-	8,112	10,348
Other items	2,347	3,828	(122)	(640)	2,225	3,188
Tax assets / (liabilities)	21,575	25,081	(109,771)	(112,362)	(88,196)	(87,281)
Set off of tax	(18,769)	(21,960)	18,769	21,960	-	-
Net tax assets / (liabilities)	2,806	3,121	(91,002)	(90,402)	(88,196)	(87,281)

Movement in temporary differences during the year

In thousands of AUD	**Balance 1 July 25**	**Recognised in income**	**Recognised in OCI**	**Exchange differences**	**Balance 31 Jun 26**
Property, plant & equipment (Including Right of Use Assets)	(8,292)	2,154	-	22	(6,116)
Non-indefinite life intangibles	491	117	-	13	621
Indefinite life intangibles	(103,058)	103	-	(103)	(103,058)
Inventories	4,166	(189)	-	18	3,995
Employee benefits	3,375	117	-	(6)	3,486
Provisions	2,501	233	-	(16)	2,718
Lease Liability	10,348	(2,236)	-	-	8,112
Other items	3,188	(459)	(713)	30	2,046
	(87,281)	(160)	(713)	(42)	(88,196)

In thousands of AUD	**Balance 1 July 24**	**Recognised in income**	**Recognised in OCI**	**Exchange differences**	**Balance 30 Jun 25**
Property, plant & equipment (Including Right of Use Assets)	(11,054)	2,737	-	25	(8,292)
Non-indefinite life intangibles	340	143	-	8	491
Indefinite life intangibles	(102,835) -	103	-	(120)	(103,058)
Inventories	6,815	(2,669)	-	20	4,166
Employee benefits	3,000	382	-	(7)	3,375
Provisions	2,489	22	-	(10)	2,501
Lease Liability	12,698	(2,350)	-	-	10,348
Other items	1,525	399	1,212	52	3,188
	(87,022)	(1,439)	1,212	(32)	(87,281)

Unregcognised deferred tax assets

Deferred tax assets have not been recognised in respect of the following items:

In thousands of AUD	**2026**	**2025**
Capital losses	15,203	15,203
Revenue losses from foreign jurisdictions	2,650	2,821

The deductible losses accumulated at balance date do not expire under current tax legislation. Refer to Note 4 for the consolidated entity's accounting policy on deferred tax.

Section III: Assets and Liabilities (continued)

10. Property, plant and equipment

In thousands of AUD	Plant and equipment	Work in progress	Total
Cost			
Balance at 1 July 2025	51,887	(207)	51,680
Additions	1,402	690	2,092
Disposals	(2)	-	(2)
Transfers	-		-
Exchange rate movements	(689)	(1)	(690)
Balance at 30 June 2026	52,598	482	53,080
Balance at 1 July 2024	50,095	1,041	51,136
Additions	116	1,182	1,298
Disposals	(933)	-	(933)
Transfers	2,430	(2,430)	-
Exchange rate movements	179	-	179
Balance at 30 June 2025	51,887	(207)	51,680
Accumulated depreciation			
Balance at 1 July 2025	(43,100)	-	(43,100)
Depreciation	(3,674)	-	(3,674)
Disposals	31	-	31
Exchange rate movements	540	-	540
Balance at 30 June 2026	(46,202)	-	(46,202)
Balance at 1 July 2024	(40,185)	-	(40,185)
Depreciation	(3,694)	-	(3,694)
Disposals	881	-	881
Exchange rate movements	(102)	-	(102)
Balance at 30 June 2025	(43,100)	-	(43,100)
Carrying amounts			
As at 30 June 2026	6,396	482	6,878
As at 30 June 2025	8,787	(207)	8,580

Recognition and Measurement

Items of property, plant and equipment are measured at cost less accumulated depreciation and impairment losses. Cost includes expenditure that is directly attributable to the acquisition of the asset. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items of property, plant and equipment.

The consolidated entity recognises in the carrying amount of an item of property, plant and equipment the cost of replacing part of such an item when that cost is incurred if it is probable that the future economic benefits embodied within the item will flow to the consolidated entity and the cost of the item can be measured reliably. The carrying amount of the replaced part is derecognised. All other costs are recognised in profit or loss as an expense as incurred.

Gains and losses on disposal of an item of property, plant and equipment are determined by comparing proceeds from disposal with the carrying amount of property, plant and equipment and are recognised net within 'other income' or 'other expenses' in profit or loss.

Section III: Assets and Liabilities (continued)

10. Property, plant and equipment (continued)

Depreciation

Depreciation is recognised in profit or loss as incurred on a straight-line basis over the estimated useful lives of each part of an item of property, plant and equipment. The estimated useful lives in the current and comparative periods are as follows:

- plant and equipment 3-15 years

The residual value, the useful life and the depreciation method applied to an asset are reassessed annually.

Impairment

The carrying values of property, plant and equipment are reviewed for impairment at each reporting date, with the recoverable amount being estimated when events or changes in circumstances indicate that the carrying value may be impaired. The recoverable amount of property, plant and equipment is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset.

For an asset that does not generate largely independent cash inflows, recoverable amount is determined for the cash-generating unit to which the asset belongs, unless the asset's value in use can be estimated to be close to its fair value.

An impairment exists when the carrying value of an asset or cash-generating unit exceeds its estimated recoverable amount. The asset or cash-generating unit is then written down to its recoverable amount. Impairment losses are recognised in profit or loss.

11. Intangible assets

In thousands of AUD	**Software**	**Brand names**	**Trade names, designs and patents**	**Goodwill**	**Total**
Cost					
Balance at 1 July 2025	12,288	348,559	2,017	67,809	430,673
Additions	2,106	-	165	-	2,271
Disposals	(10)	-	(137)	-	(147)
Exchange rate movements	(15)	(524)	(64)	(1,623)	(2,226)
Balance at 30 June 2026	14,369	348,035	1,981	66,186	430,571
Balance at 1 July 2024	11,576	347,630	2,202	67,226	428,634
Additions	1,544	-	58	-	1,602
Disposals	(874)	-	(332)	-	(1,206)
Exchange rate movements	42	929	89	583	1,643
Balance at 30 June 2025	12,288	348,559	2,017	67,809	430,673
Accumulated amortisation					
Balance at 1 July 2025	(8,594)	-	(1,692)	-	(10,286)
Amortisation	(586)	-	(355)	-	(941)
Disposals	10	-	137	-	147
Exchange rate movements	15	-	29	-	44
Balance at 30 June 2026	(9,155)	-	(1,881)	-	(11,035)
Balance at 1 July 2024	(9,306)	-	(1,427)	-	(10,733)
Amortisation	(111)	-	(531)	-	(642)
Disposals	874	-	317	-	1,191
Exchange rate movements	(51)	-	(51)	-	(102)
Balance at 30 June 2025	(8,594)	-	(1,692)	-	(10,286)
Carrying amounts					
As at 30 June 2026	5,214	348,035	100	66,186	419,536
As at 30 June 2025	3,694	348,559	325	67,809	420,387

Section III: Assets and Liabilities (continued)

11 Intangible assets (continued)

Recognition and measurement

Intangible assets acquired separately are measured on initial recognition at cost. Following initial recognition, intangible assets are carried at cost less any accumulated amortisation and any accumulated impairment losses.

The cost of an intangible asset acquired in a business combination is its fair value as at the date of acquisition. Goodwill acquired in business combinations is initially measured at cost being the excess of the cost of the business combination over the consolidated entity's interest in the net fair value of the acquiree's identifiable assets, liabilities and contingent liabilities.

Subsequent expenditure on capitalised intangible assets is capitalised only when it increases the future economic benefits embodied in the specific assets to which it relates. All other expenditure is expensed as incurred.

Expenditure on development activities, whereby research findings are applied to a plan or design for the production of new or substantially improved products and processes, is capitalised only if the product or process is technically and commercially feasible and the consolidated entity has sufficient resources to complete development.

Expenditure on research activities, undertaken with the prospect of gaining new scientific or technical knowledge and understanding, is recognised in the profit or loss as incurred. Expenditure incurred in developing, maintaining or enhancing brand names is recognised in the Income Statement in the year in which it is incurred.

Capitalisation of configuration and customisation costs in SaaS arrangements

Software-as-a-service ('SaaS') arrangements are service contracts providing the Company with the right to access the cloud provider's application software over the contract period. As such, the Group does not receive a software intangible asset for this right to use at the contract commencement date and associated costs are recognised as an operating expense when the services are received.

In implementing SaaS arrangements, the Company develops software code that either enhances, modifies or creates additional capability of existing software and connects with the SaaS arrangement cloud-based application, or develops software code that meets the definition of and recognition criteria of an intangible asset in accordance with AASB 138 Intangible Assets and International Financial Reporting Standards Interpretations Committee's (IFRIC) Configuration or customisation costs in a cloud computing arrangement - April 2021 agenda decision. This requires the application of judgement including determining whether the developed software code is distinct or not from the underlying use of the application software. Costs that do not meet either of these criteria are recognised as an operating expense.

Amortisation

Amortisation is recognised in the Income Statement on a straight-line basis over the estimated useful lives of intangible assets unless such lives are indefinite. Intangible assets are amortised from the date they are available for use. The estimated useful lives in the current and comparative periods are as follows:

- goodwill — indefinite
- brand names — indefinite
- software — 3-5 years
- trade names — 10-20 years
- designs — 15 years
- patents — 3-19 years (based on patent term)

Brand names are not amortised as they have an indefinite useful life.

Section III: Assets and Liabilities (continued)

11. Intangible assets (continued)

Impairment

Intangible assets with finite lives are assessed for impairment whenever there is an indication that the intangible asset may be impaired.

Intangible assets with an indefinite useful life are tested for impairment annually, or more frequently if events or changes in circumstances indicate that the carrying value is impaired.

An impairment loss is recognised if the carrying amount of an asset or its related cash-generating unit (CGU) exceeds its recoverable amount.

The recoverable amount of an asset or CGU is the greater of its own value in use and its fair value less costs to sell. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset.

For the purpose of impairment testing, assets that cannot be tested individually are grouped together into the smallest group of assets that generates cash inflows from continuing use that are largely independent of the cash inflows of other assets or CGU's. Subject to an operating segment ceiling test, CGU's to which goodwill has been allocated are aggregated so that the level at which impairment is tested reflects the lowest level at which goodwill is monitored for internal reporting purposes. Goodwill acquired in a business combination is allocated to groups of CGU's that are expected to benefit from the synergies of the combination.

Impairment losses are recognised in profit or loss. Impairment losses recognised in respect of CGU's are allocated first to reduce the carrying amount of any goodwill allocated to the CGU (or group of CGU's), and then to reduce the carrying amounts of the other assets in the CGU (or group of CGU's) on a pro rata basis.

An impairment loss in respect of goodwill is not reversed. For other assets, an impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

Carrying value of brand names and goodwill for each cash generating unit

In thousands of AUD	**2026**	**2025**
Water Solutions	414,221	416,368

Impairment testing for brand names and goodwill

The recoverable amounts of Water Solutions' brand names and goodwill were assessed as at 30 June 2026 based on internal value in use calculations and no impairment was identified (2025: nil).

Value in use was determined by discounting the future cash flows to be generated from the continuing use of the business unit and to which the brand names and goodwill are attached and was based on the following assumptions:

- Cash flows were projected based on actual operating results and business plans of the business unit, with projected cash flows to four years before a terminal value was calculated;
- Management used a constant growth rate of 1.7% (2025: 1.2%) in calculating the terminal value, which does not exceed the long-term average growth rate for the industry;
- A pre-tax discount rate of 11.9% was used (2025: 9.4%).

Key assumptions include management's forecast of construction market activity, market share and economic conditions (e.g. inflationary impacts to product costs). The values assigned to the key assumptions represent management's assessment of future trends in the Water Solutions industry and are based on both external sources and internal sources (historical data).

The recoverable amount of the CGU exceeds its carrying value as at 30 June 2026 and there are no reasonably possible changes in any of the key assumptions that would cause the CGU's recoverable amount to be less than its carrying amount.

Section III: Assets and Liabilities (continued)

12. Right-of-use assets and lease liabilities

In thousands of AUD **For the year ended 30 June**	**2026**	**2025**
Right-of-use assets		
Balance as at 1 July	26,589	34,113
Additions to right-of-use assets	3,671	3,689
Depreciation for the period	(10,972)	(11,451)
Exchange rate movements	619	238
Balance as at 30 June	19,907	26,589
Lease liabilities		
Balance as at 1 July	(36,655)	(45,092)
Additions to lease liabilities	(3,671)	(3,689)
Accretion of interest	(1,314)	(1,587)
Payments made	13,235	13,898
Exchange rate movements	(56)	(185)
Balance as at 30 June	(28,461)	(36,655)
Current lease liabilities	(11,678)	(12,181)
Non-current lease liabilities	(16,783)	(24,474)
	(28,461)	(36,655)

The following table sets out the maturity analysis of lease payments showing the undiscounted lease payments to be made after the reporting date (and therefore differs from the carrying amount of lease liabilities).

In thousands of AUD	**2026**	**2025**
Less than one year	12,619	13,396
One to two years	8,796	10,912
Two to five years	8,739	14,827
More than five years	-	-
Total	30,153	39,135

Recognition and measurement

The consolidated entity enters into non-cancellable lease contracts, largely for the use of office and warehouse facilities. The leases typically run for a period of three to ten years.

The consolidated entity recognises a right-of-use asset and a lease liability at the lease commencement date.

The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability, adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred, and an estimate for site restoration, less any lease incentives received.

The right-of-use asset is subsequently depreciated using the straight-line method from commencement date to the end of the lease term, unless the lease transfers ownership of the underlying asset to the consolidated entity by the end of the lease term or the cost of the right-of-use asset reflects that the consolidated entity will exercise a purchase option. In that case the right-of-use asset will be depreciated over the useful life of the underlying asset. The right-of-use asset is also adjusted for certain remeasurements of the lease liability, and for any impairment losses recognised.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the consolidated entity's incremental borrowing rate (adjusted to reflect the lease terms, for example, the lease period). The consolidated entity assesses whether it is reasonably certain to exercise the extension options (contracts typically have 3 to 6 years extension options), and if so, includes the option period into the calculation of the lease liability.

Section III: Assets and Liabilities (continued)

12. Right-of-use assets and lease liabilities (continued)

The lease liability is remeasured when there is a change in future payments arising from a change in an index or rate, or if there is a changed assessment as to whether it will exercise an extension option.

The consolidated entity has elected not to recognise right-of-use assets and lease liabilities for leases of low value and/or those that are short term.

The principal component of leased payments forms part of financing cash flows, and the interest component forms part of operating cash flows in the statement of cash flows.

In thousands of AUD **For the year ended 30 June**	**2026**	**2025**
Amounts recognised in the profit or loss statement		
Interest on lease liabilities	1,314	1,587
Depreciation of right-of-use assets	10,972	11,451
Payments made for low value / short-term leases	823	619
	13,109	13,657
Amounts recognised in the statement of cash flows		
Payments of lease liability principal	(11,921)	(12,311)
Payments of lease liability interest	(1,314)	(1,587)
	(13,235)	(13,898)

13. Trade and other payables

In thousands of AUD	**2026**	**2025**
Current		
Trade payables and accrued expenses	55,967	60,346
Non-current		
Trade payables and accrued expenses	10	77

Trade and other payables are initially measured at fair value and subsequently at their amortised cost.

The consolidated entity's exposure to currency risk and liquidity risk related to trade and other payables are disclosed in Note 18.

14 Employee benefits

In thousands of AUD	**2026**	**2025**
Current		
Liability for annual leave	4,821	4,946
Liability for long service leave	1,218	1,185
	6,039	6,131
Non-current		
Liability for long service leave	4,870	5,306

Section III: Assets and Liabilities (continued)

14. Employee benefits (continued)

Short-term employee benefits

Short-term employee benefits are expensed as the related service is provided. A liability is recognised for the amount expected to be paid if the consolidated entity has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee and the obligation can be estimated reliably.

Long-term employee benefits

The consolidated entity's net obligation in respect of long-term employee benefits is the amount of future benefit that employees have earned in return for their service in the current and prior periods. The benefit is calculated using expected future increases in wage and salary rates including related on-costs and expected settlement dates, and is discounted to present value using market yields at reporting date on corporate bonds with terms to maturity that match, as closely as possible, to estimated future cash outflows.

15. Provisions

In thousands of AUD	**Warranties**	**Site restoration**	**Total**
Balance at 1 July 2025	4,062	4,682	8,744
Provisions made / (released)	1,945	61	2,006
Provisions utilised	(988)	(114)	(1,102)
Exchange rate differences	(56)	(98)	(154)
Balance at 30 June 2026	4,963	4,531	9,494
Current	1,908	420	2,328
Non-current	3,055	4,111	7,166
	4,963	4,531	9,494

Recognition and Measurement

A provision is recognised when the consolidated entity has a present legal or constructive obligation as a result of a past event that can be estimated reliably, and it is probable that an outflow of economic benefits will be required to settle the obligation. Provisions are determined by discounting the expected future cash flows at a pre-tax rate that reflects current market assessments of the time value of money and, where appropriate, the risks specific to the liability.

Warranties

The provision for warranties relates to future warranty expenses on products sold during the current and previous financial years. A provision for warranties is recognised when the underlying products or services are sold. The provision is based on estimates made from historical warranty data and a weighting of all possible outcomes against their associated probabilities.

Site restoration

A provision for restoration in respect of leased premises is recognised when the obligation to restore arises. The provision is the best estimate of the present value of the expenditure required to settle the restoration obligation at the reporting date. Future restoration obligations are reviewed annually and any changes are reflected in the present value of the provision at the end of the reporting period. The unwinding of the effect of discounting on the provision is recognised as a finance cost

Section IV. Funding and Risk Management

16. Loans and borrowings

This note provides information about the contractual terms of the consolidated entity's loans and borrowings, which are measured at amortised cost. For more information about the consolidated entity's exposure to interest rate and foreign currency risk, refer to Note 18.

In thousands of AUD	**2026**	**2025**
Current - unsecured bilateral loan facilities	35,000	35,000
Non-current - unsecured syndicated loan facilities	138,047	98,126
	173,047	133,126
Facilities available		
Unsecured loan facilities	205,000	220,000
Bank guarantees and standby letters of credit	5,347	5,377
	210,347	225,377
Facilities utilised at reporting date		
Unsecured loan facilities	173,047	133,126
Bank guarantees and standby letters of credit	1,294	1,321
	174,341	134,447
Facilities not utilised at reporting date		
Unsecured loan facilities	31,953	86,874
Bank guarantees and standby letters of credit	4,053	4,056
	36,006	90,930

Recognition and Measurement
Interest-bearing borrowings are recognised initially at fair value less attributable transaction costs. Subsequent to initial recognition, interest-bearing borrowings are measured at amortised cost using the effective interest rate (EIR) method. The EIR amortisation is included as finance costs in profit or loss.

Unsecured loan facilities

On 22 December 2025 the consolidated entity successfully completed the refinance of its syndicated banking facility. The facility comprises a single three year multicurrency revolving facility of $165,000,000 which matures on 21 October 2028, unless extended.

In October 2025, the consolidated entity extended its one year multicurrency revolving bilateral facility of $40,000,000 which now matures in October 2026 and will be reviewed in due course.

The consolidated entity has unsecured bank loans of $173,047,000 drawn as at 30 June 2026 (30 June 2025: $133,126,000). The notional amount of the interest-bearing loans is deemed to reflect the fair value. The facilities were drawn in the following currencies:

In thousands of	**2026**	**2025**
AUD	166,500	126,000
GBP	3,400	3,400

The loan bears interest at market rates and interest is typically payable every 30 to 90 days. The consolidated entity partially hedges its exposure to variable interest rates through interest rate swap transactions (refer Note 18(c)).

Section IV. Funding and Risk Management (continued)

16. Loans and borrowings (continued)

Bank guarantee and standby letter of credit facilities

The bank guarantee and standby letter of credit facilities are committed facilities available to be drawn down under the facility agreement. The limits are specified in the facility agreement.

Banking Covenants in place

The syndicated bank facility imposes a comprehensive set of financial and non-financial covenants that the entity needs to comply with. These include leverage, gearing and interest cover ratio's. During the period ending 30 June 2026 all covenants have been met, and the intention and expectation is that the entity will remain compliant in the future.

17. Share capital and reserves

Share capital

	Ordinary shares			
	Number of shares *(in thousands)*		AUD *(in thousands)*	
	2026	**2025**	**2026**	**2025**
Opening Balance - 1 July	265,205	265,205	311,294	311,294
Share buyback	(10,821)	-	(25,112)	-
Closing Balance - 30 June	254,384	265,205	286,182	311,294

Ordinary Shares
Ordinary shares are classified as equity. Incremental costs (transaction costs) directly attributable to the issue of ordinary shares are recognised as a deduction from equity, net of any tax effects.The Company has neither authorised capital nor par value in respect of its issued shares.

Amounts paid to acquire equity instruments are credited to equity. No gains or losses are recorded in profit or loss on sale, transfer or cancellation of own equity instruments.

The holders of ordinary shares are entitled to receive dividends as declared from time to time and are entitled to one vote per share at meetings of the Company. All shares rank equally with regard to the Company's residual assets.

Translation reserve

The translation reserve comprises all foreign exchange differences arising from the retranslation of the financial statements of foreign operations where their functional currency is different from the presentation currency of the reporting entity, as well as from the retranslation of liabilities that hedge the Company's net investment in a foreign subsidiary.

Hedging reserve

The hedging reserve comprises the effective portion of the cumulative net change in the fair value of cash flow hedging instruments related to hedged transactions that have not yet occurred.

In thousands of AUD	**2026**	**2025**
Opening balance at 1 July	(1,621)	1,551
Reclassed to P&L	-	(161)
Change in fair value	3,941	(3,011)
Closing balance at 30 June	2,320	(1,621)

The equity compensation reserve represents the fair value of the cumulative net charges of performance rights granted (refer Note 19).

Section IV. Funding and Risk Management (continued)

17. Share capital and reserves (continued)

Dividends

Dividends recognised in the current year are:

Dividends paid

	Costs per share *(In cents)*	Total amount *(In thousands of AUD)*	Franked	Date of Payment
2026				
Interim 2026 ordinary	8.0	20,903	100%	6th March 2026
Final 2025 ordinary	8.0	21,216	100%	5th September 2025
Total amount	16.0	42,119		
2025				
Interim 2025 ordinary	7.5	19,890	100%	7th March 2025
Final 2024 ordinary	8.0	21,216	100%	6th September 2024
Total amount	15.5	41,106		

Dividends are recognised as a liability in the period in which they are declared. Franked dividends declared or paid during the year were franked at the tax rate of 30%.

After the balance date the following dividends were determined by the directors. These will be paid out of the parent entity's retained earnings in accordance with the *Corporations Act 2001*. The dividends have not been provided for as at the balance date. The determination and payment of the dividend has no income tax consequences.

Dividends declared	Costs per share *(In cents)*	Total amount *(In thousands of AUD)*	Franked	Date of Payment
Final 2026 ordinary	8.5	21,623	100%	4th September 2026

The financial effect of these dividends has not been brought to account in the financial statements for the financial year ended 30 June 2026 and will be recognised in subsequent financial reports.

Dividend franking account

	The Company	
In thousands of AUD	**2026**	**2025**
30 per cent franking credits available to shareholders of GWA Group Limited for subsequent financial years (i.e. prior to payment of final 2026 ordinary dividend)	12,299	18,762

The above available amounts are based on the balance of the dividend franking account at year-end adjusted for:

(a) franking credits/debits that will arise from the payment/settlement of the current tax liabilities/assets; and

(b) franking debits that will arise from the payment of dividends recognised as a liability at year-end.

The above franking account balance will decrease following the payment of the final dividend determined subsequent to balance date.

Section IV. Funding and Risk Management (continued)

18. Financial instruments and financial risk management

(a) Policies

Exposure to credit, interest rate and currency risks arise in the normal course of the consolidated entity's business. Derivative financial instruments are used to hedge exposures to fluctuations in foreign exchange rates and interest rates.

Risk management policy

The Board has overall responsibility for the establishment and oversight of the risk management framework. The Board has established the Finance Risk Committee, which is responsible for developing and monitoring risk management policies.

Risk management policies are established to identify and analyse the risk faced by the consolidated entity, to set appropriate risk limits and controls, and to monitor risks and adherence to limits. Risk management policies and systems are reviewed regularly to reflect changes in market conditions and the consolidated entity's activities.

The Audit and Risk Committee oversees how management monitors compliance with the risk management policies and procedures and reviews the adequacy of the risk management framework in relation to the risks faced by the consolidated entity. The Audit and Risk Committee is assisted in its oversight role by the Internal Audit function. The Internal Audit function conducts both regular and ad hoc reviews of risk management controls and procedures. The results of the reviews are reported to the Audit and Risk Committee.

Capital management policy

The Board's policy is to maintain a strong capital base and grow shareholder wealth. The Board monitors debt levels, cash flows and financial forecasts to establish appropriate levels of dividends and funds available to reinvest in the businesses or invest in growth opportunities.

The Board focuses on growing shareholder value by monitoring the performance of the consolidated entity by reference to earnings growth and the return on funds employed. The Board defines return on funds employed as operating profit (earnings before interest and tax) divided by net assets after adding back net debt and net AASB 16 *Leases* balances.

There were no changes to the Board's approach to capital management during the year.

Derivative financial instruments

The consolidated entity uses derivative financial instruments to hedge its exposure to foreign exchange and interest rate risks arising from operating, financing and investing activities. In accordance with its treasury policy, the consolidated entity does not hold or issue derivative financial instruments for trading purposes.

Derivative financial instruments are recognised initially at fair value. Subsequent to initial recognition, derivative financial instruments are stated at fair value. The gain or loss on re-measurement to fair value is recognised in profit or loss, unless the derivative qualifies for hedge accounting, in which case the recognition of any resultant gain or loss depends on the nature of the item being hedged.

The fair value of interest rate swaps is the estimated amount that the consolidated entity would receive or pay to terminate the swap at the reporting date, taking into account current interest rates and the current creditworthiness of the swap counterparties. The fair value of forward exchange contracts is their quoted market price at the reporting date, being the present value of the quoted forward price.

Section IV. Funding and Risk Management (continued)

18. Financial instruments and financial risk management (continued)

(a) Policies (continued)

Derivative financial instruments (continued)

Hedging

The consolidated entity holds derivative financial instruments to hedge its foreign currency and interest rate risk exposures. Embedded derivatives are separated from the host contract and accounted for separately if the economic characteristics and risks of the host contract and the embedded derivative are not closely related, a separate instrument with the same terms as the embedded derivative would meet the definition of a derivative, and the combined instrument is not measured at fair value through profit or loss.

On initial designation of the derivative as the hedging instrument, the consolidated entity formally documents the relationship between the hedging instrument and hedged item, including the risk management objectives and strategy in undertaking the hedge transaction and the hedged risk, together with the methods that will be used to assess the effectiveness of the hedging relationship. The consolidated entity makes an assessment, both at the inception of the hedge relationship as well as on an ongoing basis, whether the hedging instruments are expected to be highly effective in offsetting the changes in the fair value or cash flows of the hedged items. For a cash flow hedge of a forecast transaction, the transaction should be highly probable to occur and should present an exposure to variation in cash flows that could ultimately affect reported profit or loss.

Derivatives are recognised initially at fair value and attributable transaction costs are recognised in profit or loss as incurred. Subsequent to initial recognition, derivatives are measured at fair value and changes therein are accounted for as described below.

When a derivative is designated as the hedging instrument in a hedge of the variability in cash flows attributable to a particular risk associated with a recognised asset or liability or a highly probable forecast transaction that could affect profit or loss, the effective portion of changes in the fair value of the derivative is recognised in other comprehensive income and presented in the hedging reserve in equity. Any ineffective portion of changes in the fair value of the derivative is recognised immediately in profit or loss.

When the hedged item is a non-financial asset, the amount recognised in equity is included in the carrying amount of the asset when the asset is recognised. In other cases the amount accumulated in equity is reclassified to profit or loss in the same period as the hedged item affects profit or loss. If the hedging instrument no longer meets the criteria for hedge accounting, expires or is sold, terminated or exercised, or the designation is revoked, then hedge accounting is discontinued prospectively. If the forecast transaction is no longer expected to occur, then the balance in equity is reclassified to profit or loss.

Changes in the fair value of separable embedded derivatives are recognised immediately in profit or loss.

When a derivative financial instrument is not designated in a hedge relationship that qualifies for hedge accounting, all changes in its fair value are recognised immediately in profit or loss.

Where a derivative financial instrument is used to hedge economically the foreign exchange exposure of a recognised monetary asset or liability, no hedge accounting is applied and any gain or loss on the hedging instrument is recognised in profit or loss.

Section IV. Funding and Risk Management (continued)

18. Financial instruments and financial risk management (continued)

(b) Credit risk

Credit risk is the risk of financial loss to the consolidated entity if a customer or other counterparty to a financial instrument fails to discharge their obligations.

Management has a credit policy in place and the exposure to credit risk is monitored on an ongoing basis. A risk assessment process is used for some customers requiring credit and credit insurance is utilised. Goods are sold subject to retention of title clauses in most circumstances. The consolidated entity does not require collateral in respect of financial assets.

The consolidated entity maintains an allowance for impairment that represents its estimate of incurred losses in respect of trade receivables. To date, recent economic uncertainties driven by global events (e.g. inflation) have not led to any material losses in respect of trade receivables.

Transactions involving derivative financial instruments are with counterparties with sound credit ratings. The latest credit ratings of the three counterparties involved vary between A-1 and A-1+ on the short term and A+ and AA- on the long term (S&P). Given their sound credit ratings, management does not expect any counterparty to fail to meet its obligations.

The consolidated entity has four major customers which comprise 65% of the trade receivables carrying amount as at 30 June 2026 (2025: four customers comprising 63% of trade receivables).

The carrying amount of financial assets represents the maximum credit exposure of the consolidated entity. The maximum exposure to credit risk at balance date was:

Maximum credit exposure of the consolidated entity at balance date:

In thousands of AUD	**2026**	**2025**
Cash and cash equivalents	46,418	49,300
Net trade receivables	54,297	44,884
Other receivables	155	137
	100,870	94,321

The ageing of trade receivables for the consolidated entity at balance date is as follows:

In thousands of AUD	**2026**	**2025**
Not yet due	57,048	60,424
Past due 0-30 days	11,065	10,499
Past due 31-60 days	94	64
Past due 61-120 days	59	42
Past due 120+ days	-	-
Less accrued rebates	(13,814)	(26,008)
	54,452	45,021

There were no trade receivables with re-negotiated terms.

The movement in the allowance for impairment in respect of trade receivables during the year for the consolidated entity was as follows:

In thousands of AUD	**2026**	**2025**
Balance at 1 July	(702)	(581)
Impairment losses recognised	-	-
Provisions (made)/used during the year	13	(121)
Balance at 30 June	(690)	(702)

18. Financial instruments and financial risk management (continued)

(c) Liquidity risk

Liquidity risk is the risk that the consolidated entity will not be able to meet its financial obligations as they fall due. The consolidated entity prepares cash flow forecasts and maintains financing facilities with a number of institutions to ensure sufficient funds will be available to meet obligations without incurring excessive costs. The cash flows of the consolidated entity are controlled by management and reported monthly to the Board.

The contractual maturities of financial liabilities and derivatives that are cash flow hedges of the consolidated entity, including estimated interest payments are as follows:

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Maturity analysis *In thousands of AUD*	**Carrying amount**	**Contractual cash flows**	**0-6 months**	**6 - 12 months**	**1-2 years**	**2-5 years**	**5+ years**
2026							
Non-derivatives financial liabilities							
Unsecured cash advance facilities	(173,047)	(191,510)	(40,437)	(4,342)	(146,731)	-	-
Trade and other payables	(55,957)	(56,461)	(56,286)	(58)	(117)	-	-
Lease liabilities	(28,461)	(30,153)	(6,310)	(6,309)	(8,796)	(8,739)	-
Derivative financial instruments							
Interest rate swaps used for hedging (net)	1,047	1,028	481	480	66	-	-
Forward exchange contracts used for hedging (net)	1,927	1,927	1,637	290	-	-	-
Total at 30 June 2026	(254,490)	(275,168)	(100,914)	(9,939)	(155,580)	(8,739)	-
2025							
Non-derivatives financial liabilities							
Unsecured cash advance facilities	(133,126)	(146,049)	(38,968)	(2,985)	(104,097)	-	-
Trade and other payables	(60,424)	(60,928)	(60,694)	-	(117)	(117)	-
Lease liabilities	(36,655)	(39,135)	(6,698)	(6,698)	(10,912)	(14,827)	-
Derivative financial instruments							
Interest rate swaps used for hedging (net)	402	402	131	89	179	2	-
Forward exchange contracts used for hedging (net)	(2,157)	(2,157)	(1,835)	(323)	-	-	-
Total at 30 June 2025	(231,960)	(247,867)	(108,064)	(9,917)	(114,947)	(14,942)	

(d) Market risk

Market risk is the risk that changes in market prices such as interest rates and foreign exchange rates will affect the consolidated entity's income or value of holdings of financial instruments. The objective of market risk management is to manage and control market risk exposures within acceptable parameters.

The consolidated entity enters into derivatives in order to manage market risks. All transactions are carried out within the guidelines set by the Finance Risk Committee.

(i) Interest rate risk

Interest rate risk is the risk that changes in interest rates will affect the consolidated entity's income. The consolidated entity's variable rate borrowings are exposed to a risk of change in cash flows due to changes in interest rates in Australia and the United Kingdom.

The consolidated entity adopts a policy of ensuring that its exposure to changes in interest rates on borrowings is reduced (typically to less than 50% for the next two year period). Interest rate swaps, denominated in Australian dollars have been entered into to achieve an appropriate mix of fixed and floating rate exposure.

Section IV. Funding and Risk Management (continued)

18. Financial instruments and financial risk management (continued)

(d) Market risk (continued)

(i) Interest rate risk (continued)

As at 30 June 2026, the consolidated entity had interest rate swaps in operation with a notional contract amount of $75,000,000 (2025: $75,000,000). These swaps have fixed rates ranging from 2.34% to 3.34% (2025: 1.02% to 3.15%) and mature over the next two years.

The consolidated entity classifies interest rate swaps as cash flow hedges and states them at fair value.

The net fair value of swaps as at 30 June 2026 of $1,047,000 was recognised as a fair value derivative asset (2025: $402,000 asset). No hedge ineffectiveness was recognised, and therefore the full movement in the value of the hedging instrument was recognised in Other Comprehensive Income.

Profile

At balance date the consolidated entity's interest bearing financial instruments were:

In thousands of AUD	**2026 Notional value**	**2026 Carrying amount**	**2025 Notional value**	**2025 Carrying amount**
Variable rate financial instruments				
Unsecured cash advance facilities	(173,047)	(173,047)	(133,126)	(133,126)
Cash	46,418	46,418	49,300	49,300
	(126,629)	(126,629)	(83,826)	(83,826)
Fixed rate financial instruments				
Interest rate swap derivatives	75,000	1,047	75,000	402
Total	(51,629)	(125,582)	(8,826)	(83,424)

Sensitivity analysis

The following table demonstrates the sensitivity to a reasonably possible change in interest rates on that portion of loans and borrowings affected, after the impact of hedge accounting, with all other variables held constant.

The impact on the consolidated entity's profit is affected through the impact on floating rate borrowings and derivatives. The impact on the consolidated entity's other comprehensive income ('OCI') is due to changes in the fair value of interest rate swap contracts designated as cash flow hedges.

The assumed movement in basis points for the interest rate sensitivity analysis is considered reasonably possible given the market forecasts available at the reporting date and the current economic environment in which the consolidated entity operates.

Section IV. Funding and Risk Management (continued)

18. Financial instruments and financial risk management (continued)

(d) Market risk (continued)

(i) Interest rate risk (continued)

Sensitivity analysis (continued)

In thousands of AUD - Higher/(Lower)	**2026 Post Tax Profit**	**2026 OCI(i)**	**2025 Post Tax Profit**	**2025 OCI(i)**
AUD denominated loans				
+50 basis points (2024: +50 basis points)	818	239	781	313
-50 basis points (2024: -50 basis points)	(818)	(239)	(781)	(313)
GBP denominated loans				
+50 basis points (2024: +50 basis points)	(23)	-	(25)	-
-50 basis points (2024: -50 basis points)	23	-	25	-

(i) *Other Comprehensive Income: cash flow hedges*

(ii) Foreign currency risk

The consolidated entity is exposed to foreign currency risk on sales, purchases and asset and liability holdings that are denominated in a currency other than the respective functional currencies of its subsidiaries. The currencies giving rise to this risk are primarily USD and RMB.

The consolidated entity hedges its foreign currency exposure in respect of forecasted sales and purchases by entering into forward exchange contracts (typically for at least 50% for the next six months). The forward exchange contracts have maturities of up to 12 months after the balance date.

The consolidated entity classifies forward exchange contracts as cash flow hedges and states them at fair value. The net fair value of contracts as at 30 June 2026 of $1,926,605 was recognised as a fair value derivative asset (2025: $2,157,000 liability). No hedge ineffectiveness was recognised, and therefore the full movement in the value of the hedging instrument was recognised in Other Comprehensive Income.

The consolidated entity is also exposed to foreign currency risk on retranslation of the financial statements of foreign subsidiaries into AUD. The currencies giving rise to this risk are NZD, GBP and RMB.

Profile of Foreign exchange hedges utilised

2026	Notional amount	Related asset	Related liability	Balance sheet line item
Forward exchange contracts utilised during the year	91,038	1,927	-	Derivative financial assets (note 18)

Profile of Foreign exchange hedges utilised

2025	Notional amount	Related asset	Related liability	Balance sheet line item
Forward exchange contracts utilised during the year	85,520	-	2,157	Derivative financial liabilities (note 18)

Section IV. Funding and Risk Management (continued)

18. Financial instruments and financial risk management (continued)

(d) Market risk (continued)

(ii) Foreign currency risk (continued)

At 30 June 2026 the Group held the following instruments to hedge exposures to foreign currency

	Maturity	
2026	**0-6 months**	**6 to 12 months**
AUD:USD		
Net exposure in thousands of AUD	6,298	23,694
Foreign exchange exposure covered	83%	38%
Average forward contract rate	0.6955	0.7029
AUD:RMB		
Net exposure in thousands of AUD	8,023	24,023
Foreign exchange exposure covered	77%	22%
Average forward contract rate	4.7869	4.7518
GBP:USD		
Net exposure in thousands of AUD	1,137	6,122
Foreign exchange exposure covered	91%	26%
Average forward contract rate	1.3482	1.3774

At 30 June 2025 the Group held the following instruments to hedge exposures to foreign currency

	Maturity	
2025	**0-6 months**	**6 to 12 months**
AUD:USD		
Net exposure in thousands of AUD	8,029	13,879
Foreign exchange exposure covered	55%	73%
Average forward contract rate	0.6345	0.6493
AUD:RMB		
Net exposure in thousands of AUD	11,984	26,667
Foreign exchange exposure covered	50%	15%
Average forward contract rate	4.5377	4.6335
GBP:USD		
Net exposure in thousands of GBP	187	2,125
Foreign exchange exposure covered	97%	77%
Average forward contract rate	1.2691	1.3188

Hedge instruments held at 30 June 2026 with maturity exceeding 12 months: None (30 June 2025: None)

Section IV. Funding and Risk Management (continued)

18. Financial instruments and financial risk management (continued)

(d) Market risk (continued)

(ii) Foreign currency risk (continued)

Sensitivity analysis

The following table demonstrates the impact of reasonably possible exchange rate movements with all other variables held constant. However, the impact of exchange rate movements on profit is subject to other variables including competitor exchange rate positions and movement in market prices.

The impact on the consolidated entity's other comprehensive income ('OCI') is due to changes in the fair value of forward exchange contracts designated as cash flow hedges, as well as from changes in the net borrowings in foreign currencies designated as net investment hedges (these movements will offset the translation of the financial statements foreign subsidiaries into AUD).

The assumed movement in exchange rates for the sensitivity analysis is considered reasonably possible given the market forecasts available at the reporting date and the current economic environment in which the consolidated entity operates.

The impact on foreign currency monetary assets and liabilities not designated as cash flow hedges are not material.

In thousands of AUD - Higher/(Lower)	**2026**	**2025**
USD		
10% increase in USD:AUD – OCI (cash flow hedges, net of tax) (2024: 10% increase in USD:AUD)	2,042	1,808
10% decrease in USD:AUD – OCI (cash flow hedges, net of tax) (2024: 10% decrease in USD:AUD)	(2,495)	(2,209)
10% increase in USD:GBP – OCI (cash flow hedges, net of tax) (2024: 10% increase in USD:GBP)	619	251
10% decrease in USD:GBP – OCI (cash flow hedges, net of tax) (2024: 10% decrease in USD:GBP)	(756)	(306)
RMB		
10% increase in RMB:AUD – OCI (cash flow hedges, net of tax) (2024: 10% increase in RMB:AUD)	2,119	2,219
10% decrease in RMB:AUD – OCI (cash flow hedges, net of tax) (2024: 10% decrease in RMB:AUD)	(2,590)	(2,712)
NZD		
10% increase in NZD:AUD – OCI (cash flow hedges, net of tax) (2024: 10% increase in NZD:AUD)	0	1,012
10% decrease in NZD:AUD – OCI (cash flow hedges, net of tax) (2024: 10% decrease in NZD:AUD)	0	(828)
10% increase in NZD:AUD – OCI (net investment hedge, net of tax) (2024: 10% increase in NZD:AUD)	-	-
10% decrease in NZD:AUD – OCI (net investment hedge, net of tax) (2024: 10% decrease in NZD:AUD)	-	-
GBP		
10% increase in GBP:AUD – OCI (net investment hedge, net of tax) (2024: 10% increase in GBP:AUD)	(509)	(554)
10% decrease in GBP:AUD – OCI (net investment hedge, net of tax) (2024: 10% decrease in GBP:AUD)	417	453

Section IV. Funding and Risk Management (continued)

18. Financial instruments and financial risk management (continued)

(e) Fair values

The carrying value of financial assets and liabilities as at 30 June 2026 equalled fair value (30 June 2025: equalled fair value). The fair values of financial instruments were estimated using the following methods and assumptions.

(i) Derivatives

Forward exchange contracts are marked to market by discounting the contractual forward price and deducting the current spot rate. For interest rate swaps broker quotes are obtained. These quotes are back tested using discounted cash flow techniques. Where discounted cash flow techniques are used, estimated future cash flows are based on management's best estimates and the discount rate is a market related rate for a similar instrument at the balance sheet date. Where other pricing models are used, inputs are based on market related data at the balance sheet date.

(ii) Loans and borrowings

Interest-bearing loans bear interest at market rates. Accordingly, the notional amount of the interest-bearing loans is deemed to reflect the fair value.

(iii) Trade and other receivables / payables

All current receivables / payables are either repayable within twelve months or repayable on demand. Non-current payables relate to a supplier contractual obligation. Accordingly, the notional amount is deemed to reflect the fair value.

(iv) Financial asset at fair value

The investment in an unlisted company is accounted as a financial asset at fair value through other comprehensive income ('FVOCI') following an irrevocable decision made at initial recognition. The fair value of the financial asset is based on the equity price established in the most recent round of equity financing or an independent valuation with consideration of any other key changes in the investment which requires a level of judgement, with the changes in the fair value being recognised in OCI.

(v) Interest rates used for determining fair value

The consolidated entity uses the government yield curve as at the balance date plus an adequate constant credit spread to discount financial instruments. The interest rates used are as follows:

	2026	2025
Derivatives	4.5% - 4.5%	3.2% - 3.6%
Loans and borrowings denominated in AUD	6% - 6.2%	5.3% - 5.5%
Loans and borrowings denominated in GBP	5.3% - 5.5%	5.8% - 6%

(vi) Fair value hierarchy

The consolidated entity recognises the fair value of its financial instruments and financial asset at fair value using the level 2 and level 3 valuation methods respectively. The different levels have been defined as follows:

- Level 1: quoted prices (unadjusted) in active markets for identical assets or liabilities;
- Level 2: inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices);
- Level 3: inputs for the asset or liability that are not based on observable market data (unobservable inputs)

Section IV. Funding and Risk Management (continued)

18. Financial instruments and financial risk management (continued)

(e) Fair values (continued)

(vi) Fair value hierarchy (continued)

In thousands of AUD

30 June 2026	**Level 1**	**Level 2**	**Level 3**	**Total**
Forward contracts used for hedging	-	1,927	-	1,927
Interest rate swaps used for hedging	-	1,047	-	1,047
Investment in unlisted entity	-	-	-	-
	-	2,974	-	2,974
30 June 2025				
Forward contracts used for hedging	-	(2,157)	-	(2,157)
Interest rate swaps used for hedging	-	401	-	401
Investment in unlisted entity	-	-	-	0
	-	(1,756)	-	(1,756)

19. Share-based payments

The Long Term Incentive (Equity) Plan was approved by shareholders at the 2008 Annual General Meeting. Under the plan, the Board may offer performance rights to participants which entitle the holder to ordinary shares in the Company subject to meeting certain financial performance hurdles and the holder remaining in employment with the Company until the nominated vesting date.

The performance hurdles in relation to performance rights granted to the 2026, 2025 and 2024 financial years are subject to financial performance conditions which measure growth in Earnings Per Share (EPS) and/or Total Shareholder Return (TSR) compared to a peer group of companies. The performance hurdles are challenging but achievable and focus executives on sustained long term growth consistent with shareholder wealth creation.

The Plan runs over a three year performance period and the rights will only vest if the performance hurdles are achieved. If the vesting conditions and performance hurdles are achieved, ordinary shares will be issued to the participants at no cost. If the performance hurdles are not met, then the rights are cancelled.

On 30th June 2025, the consolidated group modified its existing share-based payment arrangement initially classified as equity-settled, to a 50% cash-settled and 50% equity settled arrangement. The modification was implemented to preserve equity, due to low daily trading share volumes, an on-market share purchases may influence the value of share price. Therefore, a 50% cash settled and 50% equity settled arrangement will be used for future vesting.

Section V. Other Information (continued)

19. Share-based payments (continued)

For performance rights granted to executives for the 2026 financial year, the performance hurdles and vesting proportions for the TSR performance measure are outlined in the table below.

TSR of GWA Group Limited relative to TSRs of Comparator Companies	**Proportion of Performance Rights to Vest if TSR hurdle is met**
Less than the 50th percentile	0%
50th percentile	50% (25% in relevant prior years)
Between the 50th percentile and 75th percentile	Straight line vesting between 50% (25% in relevant prior years) and 100%
75th percentile or higher	100% (i.e. 50% of total grant)

For the performance rights granted to executives for the 2026 financial year, the performance hurdles and vesting conditions for the EPS performance measures are outlined in the tables below.

GWA Group Limited EPS (CAGR Over 3-Year Performance Period)	**Proportion of Performance Rights to Vest if EPS hurdle is met**
Less than 5%	0%
Equal to 5%	50% (25% in relevant prior years)
Between 5 and 10%	Straight line vesting between 50% (25% in relevant prior years) and 100%
10% and higher	100% (i.e. 50% of total grant)

Recognition and Measurement

The grant date fair value of performance rights granted to employees is recognised as a personnel expense, with a corresponding increase in equity (equity compensation reserve), evenly over the specified three year period that the performance rights vest to employees.

The amount recognised as an expense is adjusted to reflect the actual number of performance rights for which the related service and non-market vesting hurdles are met, such that the amount ultimately recognised as an expense is based on the number of awards that meet the related service and non-market performance conditions at the vesting date. For share-based payment awards with market based conditions, the grant date fair value of the share-based payment is measured to reflect such conditions and there is no true-up for differences between expected and actual outcomes.

Fair Value

During the year 1,416,699 performance rights were granted to employees (2025: 1,379,444) at a weighted average fair value of $1.35 (TSR) and $2.07 (EPS) (2024: $1.44 and $2.03 respectively)

The fair value of the performance rights granted subject to the TSR hurdle for vesting was determined by using a Monte Carlo simulation, for rights granted under the EPS hurdle the fair value was calculated using the Black Scholes model. When determining the fair values for both the TSR and EPS hurdles, it was assumed the Company would have a dividend yield of 6.28%, the risk-free rate was 3.59% and annualised share price volatility was 30.1% (2025: 6.22%, 4.05%, 31.4% respectively).

The amount recognised as personnel expenses (Note 3(e)) in the current financial year was $1,999,000 (2025: $692,000).

For further details of the Long-Term Incentive (Equity) Plan, refer to the Remuneration Report section of the Directors' Report.

Section V. Other Information (continued)

19. Share-based payments (continued)

Modification of Share-Based Payment Arrangement in prior year

On 30th June 2025, the consolidated group modified its existing 2023, 2024 and 2025 share-based payment arrangement initially classified as equity-settled, to a 50% cash-settled and 50% equity settled arrangement. Additionally, the 2022 plan was modified during the year from equity settled to 50% cash settled and 50% equity settled. Under the original arrangement, eligible employees were granted performance rights that would have vested into ordinary shares of the Group subject to the achievement of specified performance conditions over a 3-year period.

The modification was implemented to preserve equity, due to low daily trading share volumes, and an on-market share purchases may influence the value of share price. Therefore, a 50% cash settled, and 50% equity settled arrangement will be used for future vesting.

Subsequent measurement: The liability arising from the cash-settled share-based payment is measured at fair value at each reporting date using a Monte Carlo simulation (2024,2025, and 2026 grants) and is remeasured until the date of settlement. Changes in fair value are recognised in profit or loss.

Valuation Assumptions Cash Portion (as at 30 June 2026):

	2024 LTIP	2025 LTIP	2026 LTIP
Share price	2.30	1.28	1.39
Expected volatility	34.20%	29.90%	28.90%
Risk-free interest rate	4.41%	4.41%	4.41%
Expected dividend yield	0.0%	6.96%	6.96%

As at 30 June 2026, the carrying amount of the liability was $875k. (2025: $849k)

In number of performance rights	Grant date	Expiry date	Balance at beginning of the year	Granted during the year	Cancelled during the year	Vested during the year	Forfeited during the year	Balance at end of the year
2026								
	28/10/2022	30/06/2025	-	-	-	-	-	-
	28/10/2023	30/06/2026	1,589,182	-	-	(794,591)	(794,591)	-
	4/11/2024	30/06/2027	1,379,444	-	-	-		1,379,444
	31/10/2025	30/06/2028	-	1,416,699	-	-	-	1,416,699
			2,968,626	1,416,699	-	(794,591)	(794,591)	2,796,143
2025								
	6/12/2021	30/06/2024	1,059,676	-	-	(1,059,676)	-	-
	28/10/2022	30/06/2025	1,495,117	-	-	(311,565)	(1,183,552)	-
	28/10/2023	30/06/2026	1,746,979	-	-	-	(157,797)	1,589,182
	4/11/2024	30/06/2027	-	1,379,444	-	-	-	1,379,444
			4,301,772	1,379,444	-	(1,371,241)	(1,341,349)	2,968,626

Section V. Other Information (continued)

20. Related parties

Key management personnel compensation

The key management personnel compensation included in personnel expenses (Note 3(e)) are as follows:

In AUD	**2026**	**2025**
Short-term employee benefits	7,399,786	7,048,268
Post-employment benefits	309,693	316,235
Termination benefits	-	307,500
Share-based payments	1,903,814	568,646
Other long term employee benefits	169,225	16,284
	9,782,519	8,256,933

Information regarding individual key management personnel compensation is provided in the Remuneration Report section of the Directors' Report.

21. Auditor's remuneration

In AUD	**2026**	**2025**
The auditor of GWA Group Limited is KPMG Australia.		
Audit services		
KPMG Australia:		
Audit and review of financial reports	427,382	413,000
Other assurance services	10,000	10,000
Overseas KPMG firms:		
Audit of financial reports	41,000	41,000
	478,382	464,000
Overseas auditors (non KPMG):		
Audit and review of financial statements	63,000	68,000
	63,000	68,000
Total audit services	541,382	532,000
Other services		
KPMG Australia:		
Other services	-	-
Total other services	-	-

Section V. Other Information (continued)

22. Commitments

Expenditure commitments for software, plant and equipment purchases and major projects contracted but not provided for are payable as follows:

In thousands of AUD	**2026**	**2025**
Less than one year	2,160	2,584
Between one and five years	99	1,008
	2,259	3,592

23. Consolidated entities

	Parties to cross guarantee	**Country of incorporation**	**Ownership interest**	
Parent entity			**2026**	**2025**
GWA Group Limited	Y	Australia		
Subsidiaries				
Caroma Holdings Limited	Y	Australia	100%	100%
Caroma Industries Limited	Y	Australia	100%	100%
Caroma International Pty Ltd	N	Australia	100%	100%
Caroma Singapore Pte Ltd[1]	N	Singapore	0%	100%
Deva Tap Company Ltd	N	United Kingdom	100%	100%
GWA Finance Pty Limited	Y	Australia	100%	100%
GWA Group Holdings Limited	Y	Australia	100%	100%
GWA Group Holdings (NZ) Limited	N	New Zealand	100%	100%
GWA Group (NZ) Limited	N	New Zealand	100%	100%
GWA Trading (Shanghai) Co Ltd	N	China	100%	100%
Methven Australia Pty Limited	Y	Australia	100%	100%
Methven ROI Limited	N	Ireland	100%	100%
Methven UK Limited	N	United Kingdom	100%	100%
Sebel Furniture Holdings Pty Ltd	N	Australia	100%	100%

[1] - Caroma Singapore was dissolved on 7 January 2026

Section V. Other Information (continued)

24. Deed of cross guarantee

Pursuant to ASIC Class Order 98/1418 (as amended) dated 13 August 1998, the wholly-owned subsidiaries as listed in Note 23 are relieved from the *Corporations Act 2001* requirements for preparation, audit and lodgment of financial reports, and Directors' reports.

It is a condition of the Class Order that the Company and each of the subsidiaries enter into a Deed of Cross Guarantee. The effect of the Deed is that the Company guarantees to each creditor payment in full of any debt in the event of winding up of any of the subsidiaries under certain provisions of the *Corporations Act 2001*. If a winding up occurs under other provisions of the Act, the Company will only be liable in the event that after six months any creditor has not been paid in full. The subsidiaries have also given similar guarantees in the event that the Company is wound up.

A consolidated statement of profit or loss and other comprehensive income and consolidated statement of financial position, comprising the Company and controlled entities which are a party to the Deed, after eliminating all transactions between parties to the Deed of Cross Guarantee, for the year ands as at 30 June 2026 and 30 June 2025, are set out in the tables below.

Summarised statement of profit or loss and other comprehensive income

In thousands of AUD - For the year ended 30 June	**2026**	**2025**
Sales revenue	353,606	350,471
Cost of sales	(206,014)	(205,235)
Gross profit	147,592	145,236
Operating expenses	(76,831)	(75,388)
Finance income	710	1,189
Finance expenses	(7,012)	(5,462)
Profit/(loss) before tax	64,459	65,575
Tax (Expense)/Benefit	(18,583)	(19,091)
Profit/(loss) from continuing operations, net of tax	45,876	46,484
Net Profit/(loss)	45,876	46,484
Other comprehensive (loss), net of tax	1,922	(2,380)
Total comprehensive income/(loss), net of tax	47,798	44,104

Section V. Other Information (continued)

24. Deed of cross guarantee (continued)

Statement of financial position **As at 30 June** *In thousands of AUD*	**2026**	**2025**
Assets		
Cash and cash equivalents	39,314	40,464
Trade and other receivables	39,921	39,794
Inventories	81,384	73,343
Derivative financial instruments	328	41
Other	4,398	3,985
Total current assets	165,345	157,627
Investments	376,895	376,895
Intercompany receivable	25,742	29,711
Derivative financial instruments	2,419	362
Property, plant and equipment	7,302	8,422
Intangible assets	390,683	389,347
Right of use assets	16,449	22,746
Total non-current assets	819,490	827,483
Total assets	984,835	985,110
Liabilities		
Trade and other payables	36,201	45,591
Loans and borrowings	35,000	35,000
Intercompany payable	-	-
Employee benefits	4,785	4,652
Income tax payable	1,340	2,206
Lease liabilities	12,618	11,828
Provisions	1,403	1,197
Derivative financial instruments	-	-
Total current liabilities	91,347	100,474
Trade and other payables	-	-
Deferred tax liabilities	54,654	59,669
Loans and borrowings	138,047	98,126
Lease liabilities	12,166	20,759
Derivative financial instruments	-	1,169
Employee benefits	6,301	6,011
Provisions	5,330	5,108
Total non-current liabilities	216,498	190,842
Total liabilities	307,845	291,316
Net assets	676,991	693,794
Equity		
Issued capital	286,182	311,294
Reserves	3,087	(1,465)
Retained earnings	387,722	383,965
Total equity	676,991	693,794
Retained earnings at beginning of the year	383,965	378,587
Net profit/(loss)	45,876	46,484
Dividends paid during the year	(42,119)	(41,106)
Retained earnings at end of the year	387,722	383,965

Section V. Other Information (continued)

25. Parent entity disclosures

As at, and throughout, the financial year ended 30 June 2026 the parent company of the consolidated entity was GWA Group Limited.

In thousands of AUD	**2026**	**2025**
Results of the parent entity		
Loss for the year	(6,007)	(5,425)
Other comprehensive income	-	-
Total comprehensive loss for the year	(6,007)	(5,425)
Financial position of the parent entity		
Current assets	5,719	3,117
Total assets	260,274	753,238
Current liabilities	674	418
Total liabilities	1,762	422,793
Equity of the parent entity		
Share capital	286,182	311,294
Equity compensation reserve	754	(551)
Opening retained earnings	19,702	66,233
(Loss) / Profit for the year	(6,007)	(5,425)
Dividends	(42,119)	(41,106)
Closing equity	258,512	330,445

Parent entity contingencies

The directors are of the opinion that provisions are not required in respect of these matters below, as it is not probable that a future sacrifice of economic benefits will be required or the amount is not capable of reliable measurement.

Contingent liabilities

The directors are not aware of any contingent liabilities of the parent entity as at reporting date (2025: $nil)

Capital expenditure commitments

The parent entity has not entered into contractual commitments on behalf of wholly-owned subsidiaries for the acquisition of property, plant or equipment as at reporting date (2025: $nil).

Parent entity guarantees

The parent entity in the ordinary course of business has guaranteed the performance of certain contractual commitments entered into by its subsidiaries.

The parent entity has entered into a Deed of Cross Guarantee with the effect that the parent entity has guaranteed the repayment of all current and future creditors in the event any of the entities party to the Deed is wound up. Further details of the Deed of Cross Guarantee and the subsidiaries subject to the Deed are disclosed in Notes 23 and 24.

26. Subsequent events

On 17 August 2026, the Group announced a fully franked dividend of 8.5 cents per share to shareholders, amounting to approximately $21.6 million in total (Refer to note 17). Additionally, the 2024 performance rights, which partially vested on 30 June 2026, were granted to executives on 11 August 2026.

Other than as disclosed above, to the Directors' best knowledge, there are no events that have arisen subsequent to 30 June 2026 that will, or may, significantly affect the operation or results of the consolidated entity.

GWA Group Limited and its controlled entities
Consolidated Entity Disclosure Statement

Set out below is a list of entities that are consolidated in this set of Consolidated Financial Statements at the end of the financial year

Entity	Body corporate, partnership or trust	Place incorporation /formed	% of Share capital held directly or indirectly by the Company in the body corporate		Australian or Foreign resident	Jurisdiction for Foreign resident
			2026	2025		
GWA Group Limited (the Company)	Body corporate	Australia	100%	100%	Australian	N/A
Caroma Holdings Limited	Body corporate	Australia	100%	100%	Australian	N/A
Caroma Industries Limited	Body corporate	Australia	100%	100%	Australian	N/A
Caroma International Pty Ltd	Body corporate	Australia	100%	100%	Australian	N/A
Caroma Singapore Pte Ltd[1]	Body corporate	Singapore	0%	100%	Foreign	Singapore
Deva Tap Company Ltd	Body corporate	United Kingdom	100%	100%	Foreign	United Kingdom
GWA Finance Pty Limited	Body corporate	Australia	100%	100%	Australian	N/A
GWA Group Holdings Limited	Body corporate	Australia	100%	100%	Australian	N/A
GWA Group Holdings (NZ) Limited	Body corporate	New Zealand	100%	100%	Foreign	New Zealand
GWA Group (NZ) Limited	Body corporate	New Zealand	100%	100%	Foreign	New Zealand
GWA Trading (Shanghai) Co Ltd	Body corporate	China	100%	100%	Foreign	China
Methven Australia Pty Limited	Body corporate	Australia	100%	100%	Australian	N/A
Methven ROI Limited	Body corporate	Ireland	100%	100%	Foreign	Ireland
Methven UK Limited	Body corporate	United Kingdom	100%	100%	Foreign	United Kingdom
Sebel Furniture Holdings Pty Ltd	Body corporate	Australia	100%	100%	Australian	N/A

[1] Caroma Singapore was dissolved on 7 January 2026.

Key assumptions and judgments

Determination of Tax Residency

Section 295 (3A) of the *Corporations Act 2001* requires that the tax residency of each entity which is included in the Consolidated Entity Disclosure Statement (CEDS) be disclosed. In the context of an entity which was an Australian resident, "Australian resident" has the meaning provided in the Income *Tax Assessment Act 1997*. The determination of tax residency involves judgement as the determination of tax residency is highly fact dependent and there are currently several different interpretations that could be adopted, and which could give rise to a different conclusion on residency.

In determining tax residency, the consolidated entity has applied the following interpretation:

Australian tax residency

The consolidated entity has applied current legislation and judicial precedent, including having regard to the Commissioner of Taxation's public guidance in Tax Ruling TR 2018/5.

Foreign tax residency

The consolidated entity has applied current legislation and judicial precedent in determination of foreign tax residency. Where necessary, the consolidated entity has used independent tax advisers in foreign jurisdictions to assist in its determination of tax residency to ensure applicable foreign tax legislation has been complied with.

Directors' Declaration

In the opinion of the directors of GWA Group Limited (the Company):

1. The consolidated financial statements and notes, and the Remuneration Report in the Directors' Report, are in accordance with the *Corporations Act 2001* including:

    a) giving a true and fair view of the financial position of the consolidated entity as at 30 June 2026 and of its performance for the year ended on that date; and

    b) complying with Australian Accounting Standards and the *Corporations Regulations 2001*;

2. The consolidated entity disclosure statement as at 30 June 2026 set out on pages 46-47 is true and correct;

3. There are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable;

4. There are reasonable grounds to believe that the Company and the group entities identified in Note 23 will be able to meet any obligations or liabilities to which they are or may become subject to by virtue of the Deed of Cross Guarantee between the Company and those group entities pursuant to *ASIC Corporations (wholly owned companies) Instrument 2016/785*;

5. The directors have been given the declarations required by Section 295A of the *Corporations Act 2001* from the Managing Director and the Chief Financial Officer for the financial year ended 30 June 2026; and

6. The directors draw attention to Note 1 to the consolidated financial statements which includes a statement of compliance with International Financial Reporting Standards (IFRS).

Dated on 17 August 2026.

Signed in accordance with a resolution of the directors:

Bernadette J M Inglis

Director

Urs B Meyerhans

Director

Independent Auditor's Report

To the shareholders of GWA Group Limited

Report on the audit of the Financial Report

Opinion

We have audited the ***Financial Report*** of GWA Group Limited (the Company).

In our opinion, the accompanying Financial Report of the Company gives a true and fair view, including of the ***Group***'s financial position as at 30 June 2026 and of its financial performance for the year then ended, in accordance with the Corporations Act 2001, in compliance with Australian Accounting Standards and the Corporations Regulations 2001.

The ***Financial Report*** comprises:

- Consolidated statement of financial position as at 30 June 2026.
- Consolidated statement of profit or loss and other comprehensive income, Consolidated statement of changes in equity, and Consolidated statement of cash flows for the year then ended
- Consolidated entity disclosure statement and accompanying basis of preparation as at 30 June 2026.
- Notes, including material accounting policies
- Directors' Declaration.

The ***Group*** consists of the Company and the entities it controlled at the year end or from time to time during the financial year.

Basis for opinion

We conducted our audit in accordance with *Australian Auditing Standards*. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report.

We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* issued by the Accounting Professional & Ethical Standards Board Limited (the Code) that are relevant to audits of the financial report of public interest entities in Australia. We have fulfilled our other ethical responsibilities in accordance with these requirements.

Key Audit Matters

Key Audit Matters are those matters that, in our professional judgement, were of most significance in our audit of the Financial Report of the current period.

This matter was addressed in the context of our audit of the Financial Report as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on this matter.

<table>
<tr><th colspan="2">Valuation of finished goods inventory ($98.9m)</th></tr>
<tr><td colspan="2">Refer to Note 8 to the Financial Report</td></tr>
<tr><th>The key audit matter</th><th>How the matter was addressed in our audit</th></tr>
<tr><td>The valuation of finished goods inventory is a key audit matter due to the significance to the financial report and the judgement involved in determining net realisable value, particularly in relation to excess and discontinued inventory. Such judgements may have a significant impact on the Group’s inventory provision and therefore the overall carrying value of finished goods inventory, necessitating additional audit effort.

The key areas of judgement we focused on were in assessing the Group's:
• Expected forecast demand, which is based on recent sales. The Group categorises inventory stock keeping units (SKUs) by risk such as discontinued or excess, and uses different provision policy rates;
• Assessment of SKU recovery rates based on the expected selling price of inventory.</td><td>Our procedures included:
• Obtaining an understanding of the Group's key processes for the valuation of finished goods inventory (determination of net realisable value), including the Group's determination of excess and discontinued inventory;
• Assessing the Group's accounting policies for the valuation of finished goods inventory against the requirements of the accounting standards, our understanding of the business and industry practice;
• Attending stocktakes in significant locations and observing the Group’s processes, which included identifying discontinued finished goods inventory;
• Comparing forecast demand to sales in the period for a sample of inventory SKUs. This informed our evaluation of sales forecasts incorporated in the inventory provision at year end;
• Testing the completeness of inventory SKUs identified as discontinued or excess by developing an expectation and comparing to the Group's results;
• Comparing the unit cost of a sample of finished goods on hand to the latest current year selling price to identify negative gross margin products at risk of selling below their recorded value.
• Challenging the Group's key judgements, such as recovery rates and provision percentages by product category by:
  • Using our understanding of the Group's business;
  • Developing an expected inventory valuation range by considering:
    • Inventory turnover rate by inventory SKU; and
    • Recovery rates achieved historically when selling discontinued inventory. We considered the historical quantum recovered compared to the original cost.
  • Comparing our expected inventory valuation range to the inventory value recorded by the Group;
• Assessing the Group’s disclosures in the financial report using our understanding obtained from our testing, against the requirements of the accounting standard.</td></tr>
</table>

Other Information

Other Information is financial and non-financial information in GWA Group Limited's annual report which is provided in addition to the Financial Report and the Auditor's Report. The Directors are responsible for the Other Information.

Our opinion on the Financial Report does not cover the Other Information and, accordingly, we do not express an audit opinion or any form of assurance conclusion thereon, with the exception of the Remuneration Report and our respective assurance opinion.

In connection with our audit of the Financial Report, our responsibility is to read the Other Information. In doing so, we consider whether the Other Information is materially inconsistent with the Financial Report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

We are required to report if we conclude that there is a material misstatement of this Other Information, and based on the work we have performed on the Other Information that we obtained prior to the date of this Auditor's Report we have nothing to report.

Responsibilities of the Directors for the Financial Report

The Directors are responsible for:

- preparing the Financial Report in accordance with the *Corporations Act 2001*, including giving a true and fair view of the financial position and performance of the Group, and in compliance with *Australian Accounting Standards* and the *Corporations Regulations 2001*
- implementing necessary internal control to enable the preparation of a Financial Report in accordance with the *Corporations Act 2001*, including giving a true and fair view of the financial position and performance of the Group, and that is free from material misstatement, whether due to fraud or error
- assessing the Group and Company's ability to continue as a going concern and whether the use of the going concern basis of accounting is appropriate. This includes disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless they either intend to liquidate the Group and Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the Financial Report

Our objective is:

- to obtain reasonable assurance about whether the Financial Report as a whole is free from material misstatement, whether due to fraud or error; and
- to issue an Auditor's Report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with *Australian Auditing Standards* will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error. They are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the Financial Report.

A further description of our responsibilities for the audit of the Financial Report is located at the *Auditing and Assurance Standards Board* website at: https://www.auasb.gov.au/media/bwvjcgre/ar1_2024.pdf. This description forms part of our Auditor's Report.

Report on the Remuneration Report

Opinion

In our opinion, the Remuneration Report of GWA Group Limited for the year ended 30 June 2026, complies with *Section 300A* of the *Corporations Act 2001*.

Directors' responsibilities

The Directors of the Company are responsible for the preparation and presentation of the Remuneration Report in accordance with *Section 300A* of the *Corporations Act 2001*.

Our responsibilities

We have audited Sections 1 to 8 (excluding Section 7.1.1) of the Remuneration Report included in the Directors' report for the year ended 30 June 2026.

Our responsibility is to express an opinion as to whether the Remuneration Report complies in all material respects with *Section 300A* of the *Corporations Act 2001*, based on our audit conducted in accordance with *Australian Auditing Standards*.

KPMG

J. Dillon

KPMG

Jessica Dillon
Partner
Sydney
17 August 2026