

Rubicon Water

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29 April 2025

Rubicon Water Board Leadership Transition

Australian water technology solutions company Rubicon Water Limited (ASX: RWL) ("**Rubicon**" or "**the Company**") announces a leadership transition with Gordon Dickinson stepping down as Chair to assume the roles of Deputy Chair and Chair of the Audit and Risk Committee. The Board has unanimously elected Tony Morganti, current Independent Non-Executive Director and Chair of the Audit and Risk Committee, to succeed as Chair effective 29 April 2025.

This transition aligns with ASX Corporate Governance Council recommendations that the Chair should be an independent director.

Mr Dickinson has served as a director of Rubicon Water since 2003 and has led the Board as Chair since 2010. As the Company's largest shareholder, Mr Dickinson's continued involvement as Deputy Chair ensures valuable corporate knowledge is retained while supporting the Company's governance objectives.

Mr Dickinson said: "After 15 years as Chair, a change to an independent chair with Tony's knowledge of the company and skills is a positive one. I remain committed to the business and confident that the period of investing to build the business internationally is now bearing fruit. Tony understands the business very well and will bring a fresh approach to the role of Chair."

Mr Morganti brings substantial financial and corporate governance expertise to the Chair position, having served on the Board since July 2021. He has 30 years' experience as a professional advisor in tax and M&A transactions and was previously a corporate tax partner at KPMG for 20 years, specialising in the agribusiness, telecommunications, media and mining industries.

Mr Morganti is currently the Chief Financial Officer of GS1 Australia Ltd and is a Fellow of the Chartered Accountants Australia & New Zealand, and admitted as a lawyer of the Supreme Court of Victoria.

Mr Morganti said: "It is a privilege to be appointed Chair of Rubicon Water. Under Gordon's leadership, the Company has built strong foundations for sustainable growth across multiple geographic markets. I look forward to working closely with the Board and management team to continue executing our strategic initiatives and am committed to generating long-term value for all our shareholders. Gordon's ongoing contribution as Deputy Chair will be invaluable as we navigate the next phase of Rubicon Water's journey, particularly as we execute our globalisation strategy in response to increasing international demand for water management solutions."

This announcement has been authorised for release to the ASX by:

The Rubicon Disclosure Committee

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