

**ASX Announcement**

27 March 2025

## Executive Leadership Team Changes

Waterco Limited (**Waterco** or the **Company**) (**ASX: WAT**) today announces a key leadership transition with the appointment of Mr Nigel Hobler as Chief Financial Officer (CFO), following the planned retirement of Chief Financial Officer and Joint Company Secretary, Mr Gerard Doumit. Mr Doumit, who has served Waterco for nearly 39 years, will step down from his respective roles effective 15 July 2025.

Mr Doumit joined Waterco as an Accountant and has played a pivotal role in the Company's financial stewardship, culminating in his tenure as CFO and Joint Company Secretary. The Board expresses its sincere gratitude for his dedication and contributions to the business over nearly four decades. He will work closely with Mr Hobler over the coming months to ensure a smooth leadership transition.

Mr Hobler, will assume the role of CFO, bringing a fresh perspective and deep financial expertise to Waterco. A Chartered Accountant (CA ANZ), he has extensive experience across the Asia Pacific region, having served as a Partner with KPMG and PwC, specialising in M&A, tax, and corporate advisory. His appointment strengthens Waterco's leadership team as the Company continues to execute its growth strategy in both domestic and international markets.

**Waterco Chairman and Group CEO, Mr Soon Sinn Goh, commented:** *"Gerard has made an important contribution to Waterco's success, leading our finance function with dedication. On behalf of the Board, I thank him for his many years of service and wish him a well-earned and fulfilling retirement.*

*At the same time, I am delighted to welcome Nigel as our new CFO. His extensive financial and strategic experience, combined with his leadership skills, will be instrumental as we pursue our growth plans, and is an important step forward for Waterco."*

This announcement has been authorised for release by the Board of Directors of Waterco Limited.

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**About Waterco Limited – [www.waterco.com.au](http://www.waterco.com.au)**

Established in 1981 and listed on the ASX in 1989, Waterco (ASX:WAT) manufactures and distributes a diverse range of products for the international swimming pool and water treatment markets. Waterco is also the franchisor of Swimart, Australia and New Zealand's leading network of pool and spa retail outlets and is also the distributor of Zane Pool Heating solutions via a network of Australian dealerships.

Waterco delivers high quality, innovative products at exceptional value in over 40 countries. This includes a comprehensive range of swimming pool and spa equipment and chemicals as well as domestic and industrial water treatment equipment. The company's head office is in Sydney, Australia with international offices, manufacturing plants and warehouses located in Australia, New Zealand, Malaysia, Indonesia, Singapore, China, USA and the UK.