



PWR Holdings Limited (ASX: PWH)

9 December 2025

Appointment of Managing Director and Chief Executive Officer

PWR Holdings Limited (PWR or Company) (ASX: PWH) announces the appointment of Ms. Sharyn Williams as its Chief Executive Officer (CEO) and Managing Director (MD).

Ms Williams currently serves as Chief Financial Officer (CFO), a role she has held since 20 January 2025. The Board has commenced a search for a replacement CFO and Ms Williams will assume the CEO and MD role once the recruitment process is complete and an orderly handover has occurred.

Until the new CFO is appointed, Matthew Bryson will continue as Acting CEO. Upon Ms Williams' commencement as CEO and MD, Mr Bryson will return to his role as Chief Technical and Commercial Officer, where he plays a fundamental role in PWR's technical leadership, customer engagement and program delivery.

Ms Williams brings over 17 years of ASX-listed experience as an Executive Leader and CFO. She has a strong background in driving strategic, financial, governance and operational outcomes across diverse industries, including automotive and electrical manufacturing, as well as education. Her experience spans multiple geographies including Australia, China, Singapore and the United States of America.

Since joining PWR, Ms Williams has strengthened the Company's financial governance frameworks, supported the development of its defence, aerospace and emerging technology activities, and played a key role in the financial and operational changes associated with the transition to the new Stapylton facility.

Sharyn holds an MBA, Bachelor degrees in Business and Education and is a Fellow of CPA Australia and a Graduate of the Australian Institute of Company Directors.

Kees Weel, PWR's Chair said; "We are pleased to confirm Sharyn's appointment as CEO and MD. She has a strong understanding of the business, its culture and strategic priorities, and is a key member of the leadership team. Sharyn is well regarded across the organisation, and her appointment provides continuity that aligns with the way the team is already operating. Aligning her commencement with the appointment of a new CFO ensures a smooth, well-sequenced transition across both roles.

The Board also acknowledges Matt's continued leadership as Acting CEO throughout a demanding period. His willingness to step into the role and provide stability has been important. Matt, working closely with the Board, will continue to guide the business during the interim period."

This announcement has been approved by the Board of Directors.

For further information please contact:

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Sharyn Williams
Chief Financial Officer
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APPENDIX A

The material terms of Ms Williams appointment are summarised in the table below.

Position	Chief Executive Officer and Managing Director
Length of Contract	Open ended
Notice Period	6 months
Total Fixed Remuneration	\$701,000 (including superannuation)
Short Term Incentive Plan Participation*	Up to 60% of Total Fixed Remuneration
Long Term Incentive Plan Participation *	Up to 90% of Total Fixed Remuneration
Termination Provisions	Termination benefits are limited to statutory entitlements

* For the current financial year, the STI and LTI participation will be calculated on a pro rata basis to reflect the period during which Ms Williams performs the duties of this role and the period in which she performed her prior role of Chief Financial Officer (which had an STI and LTIP participation each of up to 50% of Total Fixed Remuneration).