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Rubicon Water

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Change of Chief Financial Officer

Australian water technology solutions company Rubicon Water Limited (ASX: RWL) (“**Rubicon**” or “**the Company**”) today announces the retirement of Chief Financial Officer (CFO) Andrew Bendall and the appointment of Lukasz Hansdorfer as CFO.

Following a significant health issue earlier this year, Mr Bendall has advised the Board of his decision to retire, effective 25 September 2026. Appointed in May 2023, he was instrumental in establishing the financial disciplines and processes that underpin the Company’s continued international growth, including through Rubicon’s capital raising.

Mr Hansdorfer will step up to CFO effective 28 September 2026, from his current role as Group Financial Controller, which he has held since joining Rubicon in May 2019. He served as interim CFO during Mr Bendall’s absence earlier this year. Prior to Rubicon, he spent nine years in senior finance roles at Engenco Limited. Mr Hansdorfer holds a Master of Finance and Banking and a Master of Accounting. He is a member of CPA Australia and Chartered Accountants Australia and New Zealand.

The Board is satisfied that the internal appointment provides continuity through a period of international growth, and a structured handover is underway ahead of the transition date.

Rubicon Chief Executive Officer Bruce Rodgerson said:

“On behalf of the Board, I thank Andrew for his contribution. He brought significant experience to the role at a time when the Company needed to elevate its capital management discipline and embed a culture of cash focus. We wish him all the very best in his continued recovery and a long and enjoyable retirement.

“I also congratulate Lukasz on his promotion. Having worked closely with him over the last seven years, I am confident his technical capability, commitment to continuous improvement and deep knowledge of the business will be invaluable as we continue our growth journey.”

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

The Rubicon Disclosure Committee

For more information contact:

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