

## Reece Group 2025 AGM Report

<b>ASX code</b>	<b>REH</b>
<b>Meeting date</b>	<b>Friday, 21 November 2025</b>
<b>Type of meeting</b>	Virtual
<b>Monitor</b>	Peter Aird
<b>Pre AGM-meeting</b>	No

### Meeting Statistics

<b>Number of holdings represented by ASA</b>	28
<b>Number of shares represented by ASA</b>	542,442
<b>Value of shares represented by ASA</b>	\$5.97m
<b>Total number attending meeting</b>	50 shareholders/proxy, 117 guests
<b>Market capitalisation</b>	\$6.64B
<b>ASA open proxies voted</b>	ASA voted in favour of Items 2, 3, 4 and 10 and against Items 5, 6, 7 (non-independent director elections), and 9 (Remuneration Report). Abstained from Item 8

*Monitor Shareholding: The individual involved in the preparation of this report has no shareholding in this company.*

The Virtual-only meeting started with a slick promotional video followed by a Welcome to Country and then introduction by Chair Peter Wilson. Company Secretary Chantelle Duffy explained the meeting processes, which put all discussion and questions until the end of the meeting.

The Chair and CEO addresses were both positive, noting the current “soft activity in both regions (US, ANZ)” but also viewing their strategy as long-term (decades). The Chair indicated that they were still seeking a Lead Independent Director.

All the items were presented with the proxy votes shown with all Directors elected with votes above 96%. A second remuneration strike resulted from a 44% vote against the report, but the spill motion was lost.

Having completed presentation of the resolutions, the Chair asked for questions after running a brief video on the activities of the Reece Foundation.

Questions from shareholders included concerns about the US business noting Bunnings failure in the UK.

- **Answer:** the US market is fundamentally different to UK and Reece are taking a very long-term view of their investment.

Was the falling share price due to the US investment and when would it get back to \$20?

- **Answer:** the company can't control the share price but are focusing on business strategy with a decade-long view.

Are they still seeking to appoint a lead Independent Director?

- **Answer:** yes, but needs to fit with the Reece culture, have some US exposure, logistics and perhaps be a recent retired CEO.

Stephen Mayne asked whether they would publish a recording of the meeting and why they didn't have a copy of their constitution on their website?

- **Answer:** their approach is the same as Reece.

Will they advise the number of shareholders voting for each Item?

- **Answer:** No

What access does Alan Wilson have to Board papers and meetings?

- **Answer:** he likes to visit stores and has travelled to the US and NZ. He observes at Board meetings but is not interested in Committee meetings.

If all Directors are seeking re-election each year, why doesn't Peter Wilson also do this?

**Answer:** there are procedural issues, but he may consider it in the future.

ASA asked several questions:

- **Q:** As asked last year, why don't they consider a meeting format involving a face-to-face component?  
**A:** deeply considered format but believe that Virtual format is best for Reece)?
- **Q:** Why had selling and admin costs rise and what actions were in place to mitigate?  
**A:** Reece invests in the long term, and the cost increases primarily reflect the addition of new branches.
- **Q:** Why have the award of STI despite the poor profit, lower dividend, and substantial share price reduction?  
**A:** STI was awarded against the measures put in place, is reviewed independently of the KMPs, and was substantially below that from FY24)
- The discussion in the Remuneration report about comparator companies used to review/justify Executive pay rather than just listing the companies (will take that feedback)
- The increase in the Wilson family holdings of Reece shares after buyback (now 70.1%), and
- The linking of KMP's remuneration to US conditions when none of them live there (they spend a lot of time in the US and prefer the Executive Remuneration model there which rewards risk taking and innovation).

There being no other questions, the meeting closed after about 50 minutes.

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