

Transparency Report

For the year ended 30 June 2026



Australia's *best* kept
accounting secret

Key highlights

127

Audit & Accounting training sessions
in FY26

**Appointment of new
AAD Technical
Director**

98

Client satisfaction score
as rated by 2026 Independent
research conducted by Beaton
Research + Consulting

100%

of semi-annual independence
declarations signed by AAD

88%

Peer respondents agreed or strongly
agreed that AAD Partners deliver
quality work

100%

AAD attendance at mandatory ethics
and independence training

Message from the Chair of the Board and Quality & Risk Committee

Quality is embedded in how we operate every day. Our unwavering commitment to audit quality remains a key priority to our clients, our people, me personally and the SW Accountants & Advisors (SW) brand.

Trust and integrity in our profession have never been more important. Integrity defines who we are, shaping how we work and the decisions we make. Strong governance reinforces these foundations by providing effective oversight of risk and clear accountability across the Firm. Together, these principles support a culture of quality and help ensure we continue to act in the public interest.

The principles embedded in our System of Quality Management (SOQM) remain fundamental to delivering on our commitment to acting in the public interest and upholding the reputation of the profession. Our ongoing investment in people, culture and technology are central to achieving high quality audits, and driving accountability and continuous improvement.

We continue to strengthen our SOQM through regular review and enhancement, ensuring it adapts to emerging risks and regulatory expectations. This year's Transparency Report demonstrates further progress in many of our audit quality measures, reflecting our commitment to maintaining the highest standards of quality across our Firm, transparent reporting, and a culture of excellence.

As we navigate through an increasingly complex political, economic, and social landscape, the accounting and auditing profession faces heightened scrutiny and regulatory change, underscoring the importance of our work. We support our teams with a strong values-based ethical framework, ensuring our people are equipped to respond to challenges with integrity, professionalism and a sense of curiosity.



Steven Allan

**Chair of the Board
and Quality & Risk Committee**



Message from the Head of our Assurance & Advisory division

Delivering high-quality audits that build trust and confidence remains at the heart of everything we do. Our audits support a diverse range of organisations, from large private businesses and growing enterprises to public interest entities. Audit quality supports confidence in financial reporting, enables informed decision-making and strengthens trust among shareholders, owners, boards, lenders, investors and the broader community.

Trust and integrity in our profession have never been more important. Irrespective of the size, ownership structure or public profile of an organisation, stakeholders rely on auditors to bring independence, professional scepticism and sound professional judgement to their work. That trust is earned through our actions every day, through ethical conduct, the protection of confidential information and an unwavering commitment to quality.

Over the past year, we have continued to strengthen our SOQM, including enhancements to our monitoring and quality processes and the appointment of an Assurance & Advisory Technical Quality Director. Together with our Head of Quality & Risk, this provides additional leadership, technical support and challenge to our engagement teams, helping to embed quality consistently across our practice.

At the heart of every quality audit are quality people. We continue to invest significantly in our professionals through technical and ethical training, mentoring, coaching and specialist development programs. These investments strengthen critical thinking, professional judgement, communication skills and industry expertise, ensuring our people are equipped to respond to an increasingly complex business, reporting and assurance environment.

Technology also continues to play an important role in supporting audit quality. Our audit platform, Inflo, supports data-driven risk assessment, enhanced analytics, workflow consistency and greater collaboration across engagements. We

are also exploring the opportunities presented by artificial intelligence to enhance audit quality and efficiency. As we do so, professional judgement, scepticism and ethical decision-making remain fundamental to our role as auditors. Emerging technologies must be used within a strong framework of quality, governance, independence and confidentiality.

The businesses and organisations we audit continue to evolve, as do their regulatory, reporting and stakeholder expectations. This includes changing financial reporting requirements, increasing use of technology and the emergence of sustainability reporting and assurance. We remain committed to investing in the capabilities, expertise and resources needed to respond to these changes. Whether we are auditing a large private business, a growing organisation or a public interest entity, our objective remains the same: to deliver high-quality assurance that stakeholders can trust.

I would like to thank our Assurance & Advisory team members for their dedication, professionalism and commitment to quality. Their willingness to embrace change, challenge themselves and one another and maintain high ethical and professional standards is fundamental to our continued success and the trust our clients and stakeholders place in SW.



Hayley Underwood
Partner & Head of Assurance and Advisory Division



About SW

SW is an Australian owned advisory and accounting firm with a 90 year history that understands relationships make all the difference in delivering great outcomes.

12,000+

people globally

21 + 120

combined jurisdictions
with Praxity Alliance

112+

offices globally

400+

people nationally

90

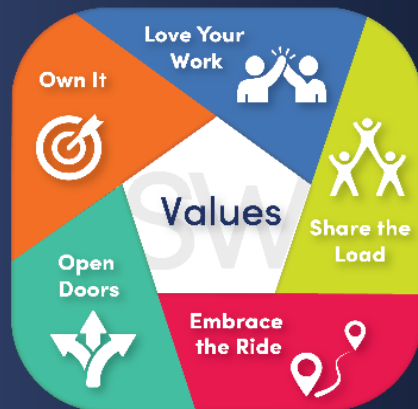
years Australian owned

\$793.8m

worldwide revenue
2025 (USD)

We have 400+ people across four locations, and are ranked 22nd largest firm by revenue in the 2026 AFR Top 100 Accounting Firms. Of all national practices in Australia, we rank 9th.

As a member firm of SW International, one of the world's leading member organisations of independently owned and managed accounting and advisory firms, we also have access to professionals across the globe to support our clients in their global aspirations.



Our purpose |

Build lasting relationships with our clients and people to achieve shared success

Our values |

We are a values led firm with these values embedded into our everyday behaviour and language and are unique to our people. They also reflect the manner in which we work with you: Own It, Share the Load, Embrace the Ride, Open Doors and Love Your Work.

Australia's best kept
accounting secret

Services

Advisory Services

Financial

- Acquisition & investments
- Capital raising
- Due diligence
- Financial modelling
- Grants and incentives
- IARs & IERs
- IPOs
- Merger integration
- Private wealth advisory
- Transaction advisory services
- Valuations

Strategic, operational, compliance

- Business & strategic planning
- Business planning tax advice
- Cloud accounting
- Compliance services
- Corporate advisory services
- Corporate governance
- Data analytics
- Information technology risk & security
- Outsourced accounting solutions
- Risk management

Assurance

- Compliance audits & reviews
- Expert accounting & audit opinions
- External audit
- Internal audit
- Forensics
- Review of financial reports
- Systems and controls reviews
- Technical IFRS, accounting advice & training

Tax

- Corporate tax risk management
- Employment taxes (FBT, superannuation & payroll)
- Expatriate taxes & global mobility
- Fuel tax credits
- GST & indirect taxes
- International tax
- Remuneration & benefits (share schemes)
- Research & development tax incentive
- Tax structuring
- Transfer pricing



Our Purpose & Values

Own it | Open doors | Share the load | Embrace the ride | Love your work



SW has a strong set of values that underpin how we go about transparency.

We have strong values that underpin how we work with our clients and each other. Our commitment to quality is demonstrated through having dedicated teams responsible for policies, systems and processes that support adherence to professional quality and ethical standards.

At our firm, five core values guide everything we do.

These values, chosen by our people, are more than just words - they're central to our work culture. They are flexible, allowing everyone to connect with them in their own way.

To reinforce these values, we run Values Awards throughout the year across each division, with Partner Values Awards recognised annually at the Partner offsite.

Our purpose

Our purpose is to **“Build lasting relationships with our clients and people to achieve shared success.”** This underscores the importance of integrity and honesty in our business dealings, backed by strong governance and independence. Our culture is driven by these values, which, in turn, fuel staff engagement and a high-performance environment.

Engagement Survey results

In our 2025 Engagement Survey, we achieved a 75% engagement score which is 4% higher than the professional services industry benchmark. This high engagement helps us retain top talent and ensure continuity.

Additionally, 86% believe we recognise people who demonstrate our values. An impressive 86% of people would recommend SW as a great place to work.

Own It



- Give it a go
- Be authentic
- Believe in yourself
- Say what you think
- Show spirit
- Rally
- Have an opinion
- Be accountable
- Have a view

Share the Load



- Build lasting relationships
- Contribute
- Work together as a team
- Problem solve
- Be humble
- Provide client support
- Collaborate
- A second set of eyes add value
- Celebrate shared success

Open Doors



- Innovate
- Welcoming
- Embrace difference
- Flexible
- Make & take opportunities
- Diverse
- Approachable
- Always growing and developing
- Nurturing
- Have an open door

Embrace the Ride



- Growth mindset
- Be resilient
- On a continuous journey
- Learn & Evolve
- Be prepared to make mistakes
- Accept change
- Exhibit grit
- Strive for knowledge
- Embrace ups and downs

Love your Work



- Have fun
- Love what you do
- Balance
- Give back to community
- Family feel
- Prioritise wellbeing
- Supportive
- Make friendships
- Be social
- Care for clients

Legal Structure & Corporate Governance

We take quality and risk seriously. For this reason, we have a designated Quality and Risk Committee reporting to the Executive Board comprising of the CEO, nominated Quality & Risk Partners, and Quality & Risk specialists.



Legal Structure & Corporate Governance

Legal structure

SW Accountants & Advisors (SW) operates through the following practice entities:

- SW Audit
- SW Accountants & Advisors Pty Ltd
- ShineWing Australia Wealth Pty Ltd
- ShineWing Australia Securities Pty Ltd

All entities are privately owned, and all shareholder owners are associated investment entities of the practicing directors of the Firm. Audit services are provided by SW Audit, a partnership, comprising all practicing directors of SW Accountants & Advisors Pty Ltd. Audit services are conducted by designated Audit partners, all of whom have the required qualifications and registrations.

Corporate governance structure

We have a Corporate Governance Charter that outlines the roles and responsibilities of the Executive Board and Executive Committee along with the roles, function and areas of responsibility in matters relating to the strategic direction and day to day operations of SW.

Executive Board

The Executive Board comprises:

- the Chair
- the Chief Executive Officer (CEO)
- at least three other Directors, of which 75% or more must be Practicing Directors, and including one Independent Director. Divisional Heads are ineligible to be a member of the Executive Board.

The Executive Board is elected by Practicing Directors.

The Executive Board meets at least six times per year with meetings chaired by the Chair. Others may be invited to attend as guests as required.

Role of Executive Board

The role of the Executive Board of SW is to serve the interests of all its stakeholders, provide strategic direction for the Firm and manage risks associated with the Firm including monitoring quality and risk management as outlined in the Corporate Governance Charter.

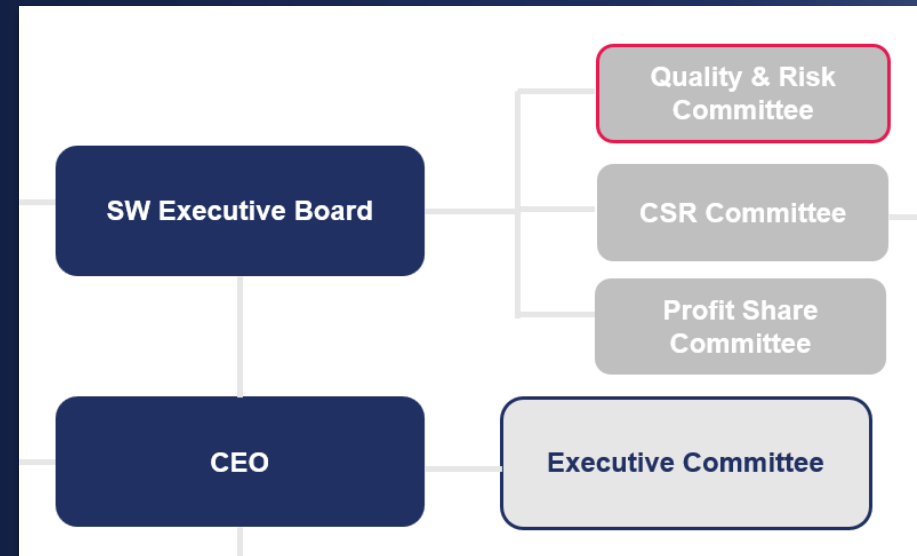


Quality & Risk Committee

The Quality and Risk Committee is an advisory committee reporting to the Executive Board whose responsibilities include:

- identifying risks to achieving quality objectives
- consulting with key stakeholders, to identify and monitor the implementation of adequate controls to manage quality risks
- assessing whether adequate policies, procedures and supporting systems are in place to facilitate adherence with relevant regulatory requirements including:
 - client acceptance and continuance
 - independence
 - quality management under ASQM 1 and APES 320
- monitoring the performance of internal quality reviews over assurance engagements, non-assurance engagements and our SOQM
- continuously improving the SOQM based on root cause analysis and implementing appropriate remedial actions in line with the requirements of ASQM 1, APES 320 and Firm Policy
- establishing a quality-related accountability framework to set and reinforce expectations of quality behaviours, including through appraisals, remuneration, and career progression decisions
- monitoring that appropriate induction, education and training of policies and processes occurs on an ongoing basis to support the requirements of ASQM 1, APES 320 and Firm Policy
- serving as an escalation point for quality and risk management queries
- monitoring compliance with regulatory body requirements (including ASIC, ASX, CAANZ and AFRC etc).

The Executive Board and the Executive Committee may refer additional matters to the Quality and Risk Committee as required. The Quality and Risk Committee will collaborate with both governing bodies to achieve the outcomes outlined above.



International Networks

ShineWing International Limited (SWI) is one of the world's leading organisations of independently owned and managed advisory and accounting firms. SW entered the SWI network on 1 February 2015. SWI is also a member of the Praxity Alliance.

Globally, SWI was ranked 24st in terms of fee income and 20th in terms of total headcount among all top 30 networks globally according to the World Survey 2026 of the International Accounting Bulletin (IAB).

Each member firm of SWI is separate and independent from both SWI and other member firms. Member firms of SWI do not share their respective profits or losses, they are not under common ownership or control and each member firm appoints its own management.

SWI is a company incorporated in Hong Kong with limited liability. The company does not provide professional services in any jurisdiction. Its role is to promote the coordination of member firms' professional strategies. SWI monitors the adherence by member firms to the quality obligations set by International Standard on Quality Management (ISQM) 1 *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*. They also assess the suitability of candidate firms for admission and the requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards).

All prospective member firms must obtain approval from SWI prior to acceptance into the SWI network. If the approval process is successful, the prospective member firm must enter into a Member Firm Agreement with SWI, whereby the new member firm agrees to be bound by the SWI Members' Agreement.

Member firms are expected to comply with applicable regulatory and professional obligations including, where relevant, those established by the International Federation of Accountants (IFAC) and its affiliated bodies.

Membership also requires compliance with various administrative obligations.

Concerning the delivery of assurance services, member firms are subject to periodic monitoring visits. The nature of monitoring procedures gives recognition to the professional environment in which individual firms operate. Equivalent procedures are applied where firms are candidates for admission. Where deficiencies are identified at a member firm, remedial recommendations are made. If deficiencies are not resolved, then SWI may determine that the firm be excluded from membership.

Neither SWI nor any role within it carries any executive authority over the operations of individual member firms. Their membership of SWI should not be construed as constituting or implying any partnership between them.

SWI is a member of IFAC's Forum of Firms which requires members to conduct high-quality international audits.

Praxity International alliance

SWI and its members are part of the Praxity Alliance.

Praxity is an alliance of global independent accountancy, tax and business consulting firms with 817 offices and 71,000 professionals.

Praxity is the world's largest alliance of independent accounting firms and is ranked seventh in the IAB League Table of international accounting networks and associations. Operating in over 120 countries across the world, Praxity has a strong presence throughout the USA, Europe, Asia-Pacific, Africa and The Middle East regions.

Australia | Chile | Mainland China | Democratic Republic of Congo | Egypt | Germany | Guinea | Hong Kong | India | Indonesia | Japan | Macau | Malaysia | Pakistan | Saudi Arabia | Singapore | Spain | Taiwan | Thailand | Turkey | UAE | United Kingdom | Vietnam



55+

Firms worldwide with combined revenue of US\$8.77bn

817+

Global member offices

70,000+

Partners and staff globally



SW International is a proud member of the Forum of Firms of IFAC, an independent association of international network firms that perform transnational audits.

The Forum's objective is to promote consistent and high-quality standards of financial reporting and auditing practices worldwide—bringing together firms that perform transnational audits and involving them more closely with IFAC's activities in audit and other assurance-related areas.

Forum members must demonstrate their commitment to adhere to and promote the consistent application of high-quality audit practices worldwide.

As a forum member, we have committed to:

- Maintaining quality management standards in accordance with the International Standard on Quality Management issued by the IAASB in addition to relevant national quality management standards
- Conducting, to the extent not prohibited by national regulation, regular globally coordinated internal quality assurance reviews
- Having policies and methodologies for the conduct of transnational audits that are based, to the extent practicable, on the International Standards on Auditing issued by the IAASB
- Having policies and methodologies that conform to the IESBA International Code of Ethics for Professional Accountants and national codes of ethics, and
- Agreeing to submit to the Secretary of the Forum an annual report, in an approved format, indicating that it meets the membership obligations set forth above.

System of Quality Management at SW

Our System of Quality Management (SOQM) drives the delivery of quality audit and assurance engagements.

The diagram below demonstrates what constitutes SW's SOQM.



Quality Management Standards applicable:

- ASQM 1 *Quality Management for firms that perform audits or reviews of financial reports and other financial information, or other assurance or related services engagements.*
- ASQM 2 *Engagement quality reviews*
- ASA 220 *Quality Management for an audit of a financial report or other historical financial information*





Risk assessment

Governance & leadership

Proactive approach

We have a proactive approach to achieving quality outcomes. This entails:

- setting clear quality objectives
- proactively identifying risks and analysing factors that could adversely impact our ability to achieve our quality objectives
- assessing each risk for its likely occurrence and potential impact
- implementing appropriate controls, policies and procedures to mitigate those risks from occurring
- continuously identifying areas for improvement by promptly performing root cause analysis and implementing remedial actions
- establishing a clear capability framework that embeds quality related expectations across all roles within SW and links to performance outcomes

At a minimum, the risk assessment process is conducted annually with the results reviewed by the Quality and Risk Committee.

Responsibility

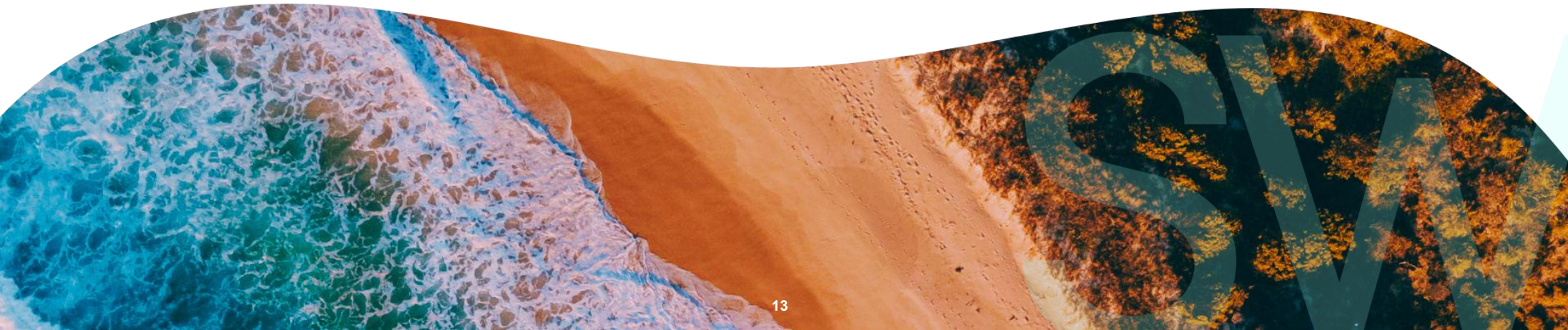
The CEO has ultimate responsibility for the SOQM with the Head of Quality and Risk holding operational responsibility. Both understand the quality management standards and are tasked with evaluating and monitoring the system's effectiveness in achieving its quality objectives.

Quality driven culture

The SW Board and the Quality and Risk Committee play vital roles in promoting a culture of quality across the Firm. Their actions and attitudes set a consistent and clear message about the importance of quality on all engagements. There is a clear mandate that quality is everybody's responsibility.

We conduct 360 Degree Feedback Surveys annually to assess partner performance. These anonymous surveys include an assessment by staff and partners of the quality behaviours and integrity demonstrated by all partners. In the FY26 survey, 100% of team member respondents either agreed or strongly agreed that SW Assurance & Advisory partners deliver quality work.

We also obtain formal client feedback to assess the Firm's reputation for audit quality through the lens of our audit and assurance clients.



Relevant ethical requirements

Behaving ethically and maintaining our independence is critical for us to act in the public interest.

Independence is fundamental to audit quality - it ensures our integrity and objectivity.

We have prescriptive policies and procedures governing independence in all assurance and non-assurance divisions. They are designed to identify and manage potential conflicts of interest in line with the requirements of the APES 110 – *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) and the *Corporations Act 2001*. We have a culture that supports adherence to independence requirements by addressing instances of non-compliance and encouraging open consultation. Partners and staff regularly consult within their divisions and with the Firm's Quality and Risk team where potential threats to independence are identified.

We conduct mandatory ethics and independence training for all partners and staff on the key requirements of the Code and our independence policy. This training is run by the Quality and Risk team.

Independence compliance is monitored actively and timely, including annual testing of a selection of partner semi-annual independence declarations. Our independence monitoring policies and procedures are designed to promptly and efficiently detect and remediate any potential conflicts.

Result

Ethics Training attendance	100%
Ethics Testing achieving 80% or more to pass	100%



The following areas are a key focus to ensure compliance with our Quality Assurance Procedures Manual and Independence Policy:

Policies

1

Restrictions on holding investments in certain entities to mitigate potential conflicts of interest

2

Compliance with firm policy on the provision of non-audit services to audit clients

3

Semi-Annual declaration of compliance with SW's policies and procedures in relation to Ethics & Independence

Completed by all directors, staff and contractors.

4

Formal client acceptance and re-acceptance process across all divisions

Using SW proprietary tool SWAccept

Relevant to external audit only:

- Independence sign-off at the planning and completion phases of the audit for all audit engagements
- s307C Independence declarations for Corporations Act 2001 engagements
- Audit Partner rotation policy



Client acceptance & re-acceptance

A robust client acceptance and re-acceptance policy and process is a fundamental element of our SOQM. SWAccept, SW's proprietary application, facilitates compliance with this policy and processes by partners and staff.

SWAccept has a comprehensive risk assessment process which incorporates a risk scoring model.

This risk scoring model underpins the approval framework which is designed to escalate client acceptance and re-acceptance decisions to appropriate designated partners depending on the level of risk identified. All new audit and assurance client acceptances are approved by the Head of the Assurance and Advisory Division

This strong control ensures that only suitable clients are onboarded to SW.

Evaluating new or potential clients and engagements prior to acceptance and regularly reviewing our continued involvement with clients is a fundamental risk management processes.

This includes considering whether we:

- are competent to perform the engagement
- have the necessary resources and time, and can comply with relevant ethical requirements, including independence
- have appropriately considered the integrity of the client

Our integrity and reputation are more important than any single client or engagement. Selectivity in the acceptance and retention of clients and engagements is consistent with our vision and values.

A conflict checking application forms part of the client acceptance process, and a conflict check email is sent to all partners and staff daily incorporating all clients that have commenced the client acceptance process in SWAccept.

SWAccept



Client detail

Independence consideration

Proposed client risk assessment

Engagement risk assessment

Final approval

Our people are a core part of our strategy to build lasting relationships and achieve success.

Audit technical competencies

The technical competency of all audit and assurance partners and staff is critical to the delivery of a quality work product. To support this, the Audit and Assurance Division maintains a technical competency framework that outlines the technical knowledge, skills and professional requirements expected at each career level.

The Firm has introduced:

- Our Way of Working which sets out the minimum, non-negotiable behaviours expected of all staff, including clear compliance obligations.
- The SW Capability Framework which outlines role-specific expectations, across technical capability, client service, leadership and quality outcomes, including adherence to quality objectives and compliance requirements.
- These frameworks are supported by Dayforce, the firm's human resources information system, which supports consistent performance, development and learning processes, and provides reliable workforce data and reporting
- Partners and staff are held accountable for these expectations through the performance review process, with ratings impacted where compliance obligations are not met. This approach is aligned with the Partner Profit Share framework, where non-compliance similarly affects overall performance ratings and remuneration.

Partner remuneration model

SW Accountants & Advisors Pty Ltd profit share is allocated as follows:

- All directors and their associated investment entities receive a fixed draw component based on a defined banding level
- All directors and their associated investment entities participate in a profit share allocation based on performance compared against their individual responsibilities and divisional performance criteria
- All shareholder directors and their associated investment entities receive a distribution based on their relevant equity holding
- The Executive Board oversees the assessment of performance to ensure recognition of performance and a fair and equitable distribution of profit.

The Executive Committee recommends movements to banding levels and equity holding based on sustained performance, this is approved by the Executive Board. Audit and assurance partners are not incentivised or remunerated for cross selling non-assurance services to their audit and assurance clients.

Resources | Audit & Assurance quality culture

We take our quality culture seriously; it's at the heart of how we perform assurance engagements.

Investment in our people

127

audit & accounting training sessions in FY26

87%

of our people believe they have access to technical learning & development opportunities to do their jobs well*

88%

Peer review respondents affirmed that SW audit and assurance partners are committed to audit quality.**

98%

Client satisfaction score

As rated by 2026 Independent research conducted by Beaton Research + Consulting

84%

of our people would recommend SW as a great place to work*

* latest Biennial Engagement Survey results 2025

** 360 Degree Feedback Surveys in 2026

Our AAD Values Awards

The Audit & Assurance Division Values Awards recognise individuals who exemplify the Firm's values of Love Your Work, Share the Load, Open Doors, Own It and Embrace the Ride.

These awards reinforce behaviours that support audit quality, including professionalism, accountability, collaboration, continuous improvement and the development of others.



Investment in professional development

Providing ongoing Learning & Development is critical to meeting the needs of the individual and the Assurance & Advisory Division.

We invest in a broad learning and development program designed to support high-quality audit and assurance engagements and the ongoing development of our people. Our Assurance & Advisory Division receive regular training on the SW audit methodology, application of audit tools, developments in auditing, assurance and accounting standards, audit risk, engagement quality and relevant ethical requirements.

Independence and ethics are a core element of our training framework. All new partners and professional staff are required to complete independence and ethics training as part of their induction. This is reinforced through regular refresher training and updates to support continued compliance with mandatory independence and ethical responsibilities.

In addition to technical learning, we recognise that strong interpersonal skills are essential in the delivering quality engagements.

Our learning program is aligned to the SWs Capability Framework which sets out the behaviours and capabilities expected at each career level. In our recent staff engagement survey 84% of our employees responded favourably to 'I have access to interpersonal (soft skills) learning and development opportunities'.

A key element of our SOQM is setting clear expectations for training completion and ethical conduct. We monitor compliance with our training requirements, and follow up instances of non-compliance where required.



Professional requirements

Our auditors are required to complete the CA Program as part of their employment.

Members of CAANZ are required to undertake a minimum of 120 hours of training and development over a three-year period of which 90 hours must be verifiable. At least 20 hours of verifiable training must be completed each year. CAANZ has amended their requirements to allow on the job training to be captured as part of the training and development program with mandatory ethics training requirements also brought into the program. SW is a Registered Training Organisation, meaning that our career framework aligns with CA assessment framework and therefore candidates are exempt from completing their practical experience logbook.

We support our staff members through their CA program by:

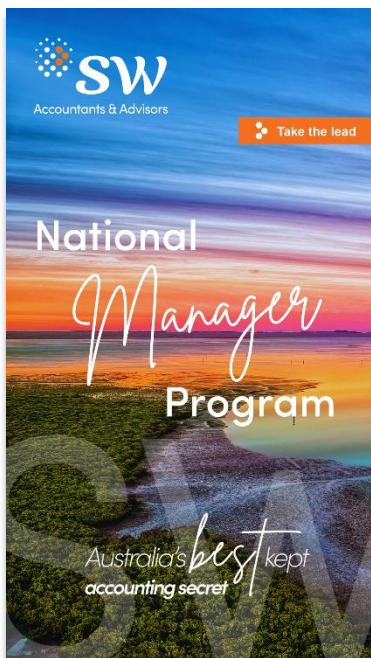
- Paying upfront for all CA modules to complete the program (9 modules)
- Providing 2.5 days of study leave per subject
- Paying for CA Study Support Classes (CA Masterclass)
- Increasing remuneration in recognition of completing the program
- Paying annual CA membership fees (both provisional and full)

Investment in professional development

We are committed to and invest heavily in continuing professional development covering accounting, financial reporting and auditing.

During the FY26 period the following technical training was provided. Training is designed to keep participants updated on the latest regulatory changes, technical standards, and best practices, ensuring they are equipped to navigate complex financial environments.

	Consultant	Senior Consultant Level	Assistant Manager / Manager Level	Senior Manager / Director / Partner Level
Technical Training	96	78	75	60
Sustainability & other key changes	12	12	12	14
Total	108	90	87	74



Leadership Capability Development

SW continues to invest in developing strong people leaders across the firm. During the reporting period, we designed and delivered our inaugural National Manager Program, aligned to the SW Way of Working and Capability Framework. The program equips managers with the skills, behaviours and practical leadership tools required to lead high-performing teams and support the development of others.

This investment forms part of our broader leadership capability strategy and will be complemented by our refreshed Senior Leaders Program, providing a clear and consistent leadership development pathway across the firm.



Sustainability Assurance Training & Accreditation

In alignment with the phased introduction of mandatory sustainability reporting and assurance requirements in Australia, we have implemented a structured sustainability assurance capability program.

Our initial training and accreditation activities have been focused on partners and team members engaged on Group 1 sustainability assurance engagements, with participants completing a comprehensive program covering relevant assurance standards, regulatory developments, firm methodology and engagement delivery practices.

As mandatory reporting requirements extend to Group 2 and Group 3 entities, the program will be progressively rolled out across the broader assurance practice, ensuring our people develop the necessary technical expertise and practical experience to support high-quality sustainability assurance engagements.

This phased approach allows us to align capability development with market demand while maintaining the quality and consistency of our assurance services.

Engagement performance

The entire SOQM underpins the ability of personnel being able to deliver quality at the engagement level.

The SW Audit Approach

The SW audit methodology is based on the requirements of the Australian Auditing and Assurance Standards, professional and ethical standards and relevant laws and regulations. It is dynamic, easy to apply and uses SharePoint to connect seamlessly to external standard setter and regulator websites.

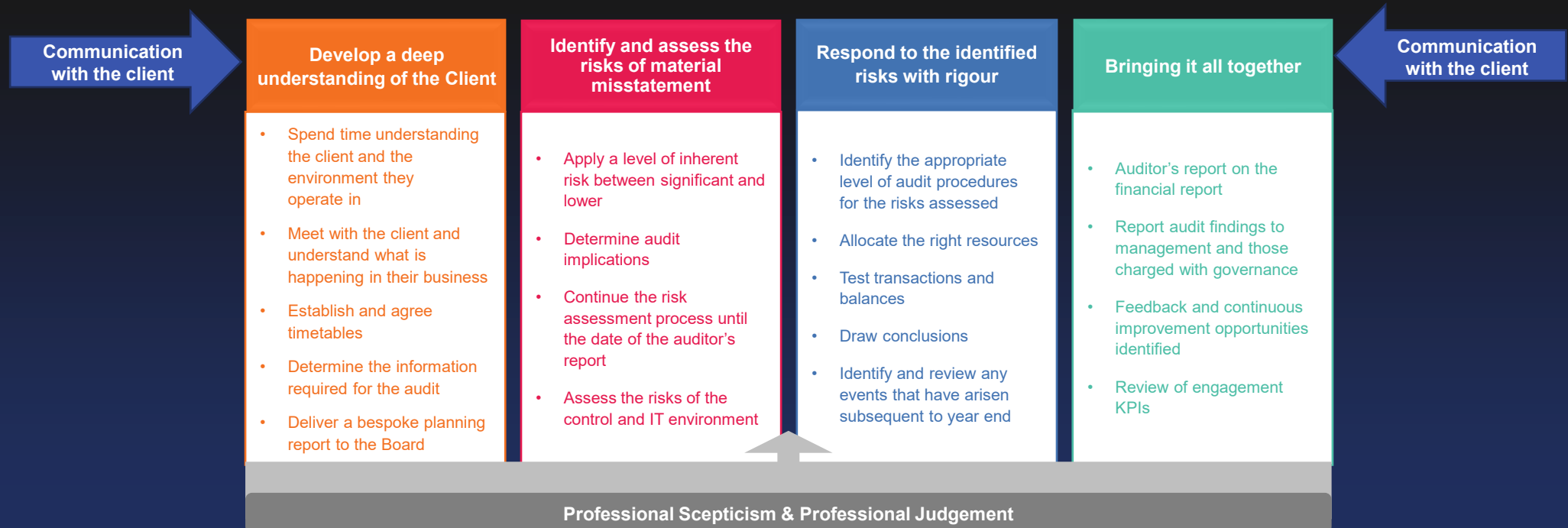


Audit documentation system – Inflo



Our use of Inflo supports a modern, data-enabled audit approach by bringing together our audit methodology, analytics, workflow automation and secure client collaboration in one platform. This enables our teams to work more consistently, focus their effort on higher-risk areas and derive deeper insights from financial and non-financial information.

As audit delivery continues to evolve, the digitisation of audit procedures plays an important role in driving consistency, enhancing audit quality, strengthening documentation and supporting more efficient and secure engagement delivery.



Engagement performance

Professional Scepticism & Professional Judgement

Professional scepticism and sound professional judgement remain fundamental to the delivery of high-quality audit and assurance engagements. In an environment of increasing complexity, heightened regulatory expectations and greater use of data and technology, we continue to reinforce the importance of a questioning mindset, critical evaluation of evidence and well-documented decision making.

We promote these behaviours through our audit methodology, policies, training, supervision and review processes, and our capability. Our approach encourages engagement teams to challenge assumptions, consider contradictory evidence, identify bias and escalate complex or contentious matters for consultation where appropriate.

Professional scepticism is demonstrated through a questioning mind and a willingness to critically assess whether evidence is sufficient and appropriate, rather than simply corroborating information already known. Professional judgement is applied when making informed decisions based on relevant facts and circumstances, professional standards, ethical requirements and the public interest.

Responsible use of artificial intelligence (AI) and digital technologies is an important component of our commitment to audit quality and continuous improvement. We use technology-enabled tools, including data

analytics and AI-assisted capabilities, to enhance risk assessment, analyse large volumes of data, improve consistency and support more effective audit execution.

These technologies are designed to augment, not replace, the professional scepticism, judgement and expertise of our audit professionals. Human oversight remains fundamental to all significant decisions and conclusions.

Our use of AI is governed by our system of quality management and ethical framework, with a focus on accountability, transparency, confidentiality, independence, data privacy, security and regulatory compliance.

We continually evaluate emerging technologies to ensure they are deployed responsibly, appropriately controlled and aligned with our obligation to deliver high-quality audits in the public interest.

Together these behaviours support the fundamental principles of APES 110, including:

- Integrity
- Objectivity
- Professional competence and due care



Engagement performance

Roles & responsibilities

Clear roles, responsibilities and accountability are essential to delivering consistent, high-quality audit and assurance engagements. We require all audit and assurance engagements to be directed, supervised and reviewed by personnel with appropriate knowledge, skills, experience, authority and capacity.

We support this through our engagement planning and resourcing processes. Individual engagement budgets are prepared and engagement teams are scheduled to jobs based on the nature, complexity and timing of the engagement, as well as the capabilities and availability of partners and staff. This helps ensure teams have appropriate time and support to perform their roles and respond to matters as they arise. We also reinforce responsibilities through our consultation framework and performance expectations. This includes ensuring that significant matters and judgements are appropriately escalated, reviewed and documented.

Engagement Partner

Engagement partners comply with SW policies and procedures that have been mapped to the requirements of ASA 220 *Quality Management for an Audit of a Financial Report and Other Historical Financial Information*.

Engagement partners are responsible for the overall quality of the engagement. This includes taking responsibility for the direction, supervision and review of the engagement team's work, ensuring sufficient and appropriate resources are assigned, and being appropriately involved throughout the engagement, particularly in relation to significant matters, key judgements and areas of higher risk.

Partners play an important role in reinforcing quality expectations with engagement teams, including the importance of professional scepticism, consultation, timely review and clear documentation of audit evidence and conclusions.

Engagement Quality Reviewer

The Engagement Quality Reviewer (EQR) plays a critical role in our SOQM by providing an objective evaluation of significant judgements made by the engagement team and the conclusions reached.

EQR partners are appointed according to their experience, technical knowledge, objectivity and authority. They are involved at appropriate stages of the engagement, including reviewing the engagement team's judgements and responses to significant risks, and considering key auditing and financial reporting matters and disclosures.

Consultations & technical support

We have developed a strong culture of consultation which is fundamental to achieving quality audit and assurance outcomes. Consultation is encouraged where engagement teams encounter complex, contentious or emerging matters, or where additional technical input would support the quality of judgement and documentation.

We continue to invest in dedicated audit technical support through an associate director who supports engagement teams on a full-time basis. This is complemented by IFRS specialist resources and our dedicated Quality and Risk function.

Together, these resources help engagement teams navigate technical matters, regulatory expectations and emerging areas such as sustainability assurance, technology-enabled audit procedures and evolving independence and ethical requirements.



Information & communication

We take pride in the way information is communicated throughout the Firm.
We use a range of communication channels to convey or reinforce key quality messaging.

Internal communication

From the Chair of the Board and CEO through to divisional leaders, partners and engagement teams, the importance of quality is communicated on an ongoing basis through meetings, partner and divisional conferences, email updates, and Teams channels. Effective communication at the engagement level is equally critical to the effective operation of the SOQM. This includes regular communication between partners and staff, engagement teams and EQRs, and timely consultation with relevant technical specialists or external experts where difficult, complex or contentious matters arise.

These communication channels help ensure quality expectations are understood, significant matters are escalated appropriately, and engagement teams have access to the guidance and support needed to deliver high-quality assurance outcomes.

External communication

Open, timely and transparent communication with clients and those charged with governance is central to building trust and supporting high-quality assurance outcomes. Throughout our audit and assurance engagements, we maintain regular communication to ensure expectations are clear, significant matters are discussed at the appropriate level, and emerging issues are identified and addressed in a timely way.

Our communication with clients and those charged with governance includes:

- Developing a deep understanding of what the client's business, operating environment and key risks
- Agreeing engagement timelines, information requirements and communication protocols
- Reporting on audit planning, including areas of audit focus and significant risks
- Maintaining regular communication throughout the engagement on progress, issues and emerging matters
- Reporting audit findings and recommendations to management and to those charged with governance
- Sharing relevant information about our Firm's SOQM
- Providing alerts, webinars and other updates on relevant audit, accounting, sustainability and regulatory developments



Monitoring & remediation

Monitoring and remediation play a crucial role in the SOQM and are key elements to our Audit and Assurance strategy.

Monitoring enables us to assess whether the controls within our SOQM are operating effectively and continue to mitigate risks that may impact the achievement of our quality objectives.

To date our monitoring activities have provided positive assurance over the effectiveness of key quality controls, with internal inspection results demonstrating continued compliance with our quality requirements. Where findings, deficiencies or

improvement opportunities are identified, we update relevant controls, policies or processes to support timely remediation and continuous improvement.

This helps ensure our SOQM remains responsive to emerging risks, regulatory expectations and the evolving needs of our Audit and Assurance practice.

Internal monitoring

Monitoring activities are conducted on an ongoing basis at a firm-wide and engagement level:

- Internal quality file reviews are conducted at least annually to assess the quality of audit and assurance engagement files and compliance with our quality and risk management framework.
- Engagement partners are selected on a three-year rotational basis, with files selected by the Quality and Risk team. An Independent External Reviewer manages the engagement review and reporting process
- The final report is tabled with the Quality and Risk Committee and Head of Assurance and Advisory, with remedial actions implemented where required. Partners receiving an unsatisfactory rating are subject to further monitoring, training or other actions, including review in the following reporting period.
- Monitoring of the other aspects of the SOQM is undertaken by the Quality & Risk team.

External monitoring

In addition to internal monitoring, SW is subject to several external reviews including:

- Australian Securities & Investment Commission (ASIC) – Last inspection 2026,
- Chartered Accountants Australia and New Zealand (CAANZ) – Last inspection 2024
- Hong Kong Accounting and Financial Reporting Council (AFRC) – No inspections to date

The readers of this transparency report should not make any assumptions about the scope of, or findings from any of the reviews undertaken by the aforementioned external reviews.

SW had one audit file selected in ASIC's 2025/26 audit surveillance program. ASIC identified one finding across the three key audit areas reviewed. There were no restatements of the current or comparative period arising from ASIC's audit or financial reporting surveillance where SW was the auditor.

FY26

No. of Audit and Assurance reviews performed	5
Partners reviewed as a percentage of 'total partners'	42%
Engagement that met our internal inspection program requirements	80%

Monitoring & remediation

Monitoring and remediation play a crucial role in the SOQM and are key elements to our Audit and Assurance strategy.

Root cause analysis

If pervasive deficiencies in our SOQM are identified through internal or external monitoring activities, we perform a Root Cause Analysis (RCA) in accordance with our RCA policy. The RCA process applies the 5 Whys methodology is applied to understand the underlying cause of the matter identified, whether it relates to an individual engagement, a specific SOQM control or a broader process, training or resourcing issue.

This approach supports a structured analysis based on a clearly defined problem statement and helps ensure that remediation actions address the underlying cause, rather than only the immediate finding. Depending on the nature of the deficiency identified, the RCA may involve the discussions with the engagement team, the engagement partner, or may be limited to specific staff grades. Remediation actions are tracked and implemented in a timely manner, with outcomes considered as part of our ongoing monitoring activities and annual SOQM evaluation.

SW International (SWI) Global Quality Monitoring Program

SWI has a centralised global network quality monitoring program which:

- Facilitates compliance with relevant professional standards
- Assesses and monitors the quality of member firms' audit and assurance practices
- Identifies areas for improvement

SWI conducted a review in November 2025 which encompassed:

- A review of SW Australia's policies and procedures
- An examination of selected audit engagements; and
- A review of the firm's SOQM as dictated by ASQM 1.
- Four (4) audit files were selected for review with satisfactory rating and one file was identified with areas of partial compliance with applicable auditing and professional standards.



Statement on the effectiveness of SW's System of Quality Management

SW is committed to maintaining a robust SOQM that supports the consistent delivery of quality engagements and compliance with relevant professional standards and applicable legal and regulatory requirements.

Our SOQM has been designed and implemented in accordance with ASQM 1 and establishes the framework through which we identify, assess and respond to quality risks across our assurance practice.

We monitor and evaluate the operation of our SOQM through a range of internal and external monitoring activities. The outcomes of these activities, including identified findings and areas for improvement, are considered as part of our ongoing assessment of the effectiveness of the SOQM and inform actions to strengthen our policies, processes and controls.

Our evaluation considers whether the SOQM provides reasonable assurance that:

- SW and its personnel fulfil their responsibilities in accordance with relevant professional standards and applicable legal and regulatory requirements, and conduct engagements in accordance with those standards and requirements
- engagement reports issued by SW and our engagement partners are appropriate in the circumstances
- the quality objectives established under our SOQM are being achieved.

The results of our monitoring and evaluation activities are used to support continuous improvement and strengthen the effectiveness of our system of quality management.

Steven Allan

Chair of the Board, and
Quality & Risk Committee

Duane Rogers

CEO & Partner



Clients of SW Audit

Audits conducted at any time in the financial year ended 30 June 2026 of listed companies, listed registered schemes.

Entity Name	Exchange(s)	Ticker(s)/Code(s)
Associate Global Partners	ASX	APL
CPT Global Limited	ASX	CGO
European Lithium	ASX	EUR
Group 6 Metals Ltd	ASX	G6M
Harris Technology Group Limited	ASX	HT8
N1 Holdings Limited	ASX	N1H
H3 Energy Limited	ASX	H3E
Muzinich BDC Income Fund - Active ETF	ASX	BDCI
Phoslock Environmental Technologies Limited	ASX	PET
Rey Resources Limited	ASX	REY
Sagalia Energy Limited	ASX	SAN
SHAPE Australia Corporations Limited	ASX	SHA
Switzer Dividend Growth Fund	ASX	SWTZ
Terragen Holdings Limited	ASX	TGH
WCM Global Growth Fund	ASX	WCMQ
Yancoal Australia Limited	ASX, HKEx	ASX:YAL, HKEx:3668



Financial information for SW

Revenue from services		
Services Provided	2026 (\$'000)	2025 (\$'000)
Audits and reviews of financial statements	26,606	20,907
Non-audit services to audit clients	7,458	6,368
Non-audit services to non-audit clients	66,629	62,791
Total revenue	100,693	90,067



Accountants & Advisors

SW acknowledges and pays respect to the past, present and future Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.

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accounting secret