

5 Lady Fisher Place
East Tamaki
Auckland, 2013

PO Box 58 144
Botany
Manukau
Auckland, 2163

P 09 927 3000
F 09 914 3325

NZX.MPG, ASX.MPP

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Metro Glass organisational change and director appointment.

Metro Glass is pleased to announce the appointment of Nick Hardy-Jones to the newly created role of NZ Country Manager and the pending appointment of Steve Hamer to the Metro Group Board as a non-executive director.

Over the past few years, our structure and the leadership of AGG in Australia has been very effective and this has been ably led by Steve Hamer our Australian CEO. Steve has indicated his intention to retire from this role in September 2025 and will join the board at that time. The Board has determined that Steve will be a non-independent director.

We are delighted to announce that Steve will be appointed to the Metro Group Board and will also contract to Metro Group in a part time strategy role working with Simon Bennett. We are excited to bring Steve on to the Board, bringing his deep manufacturing expertise and giving us two Australia based directors at a time when the Australian businesses are expected to be a significant part of the Metro Group.

Steve is an Electrical Engineer with Advanced Management training from Harvard University. Steve has spent 40 years in the steel industry running a range of distribution and manufacturing businesses, culminating in being the Chief Executive of OneSteel. Steve also has New Zealand board governance experience serving previously as a non-executive director of Steel and Tube Holdings Limited.

We expect to appoint an Australian Country Manager to succeed Steve in the coming months.

In New Zealand, a new national position of Country Manager has been created and we are pleased to announce Nick Hardy-Jones will assume this position immediately. Nick will report directly to Executive Director Simon Bennett, focusing on leading the New Zealand business and supporting the leadership team in implementing the revised business strategy.

Based in Christchurch, Nick will split his time between the North and South Island to ensure he maintains oversight of our nationwide operations. He's looking forward to extending his leadership approach across all of New Zealand.

Nick joined Metro in 2016 and has spent the last nine years developing strong industry and glass processing knowledge. Nick was promoted to South Island General Manager in 2021, growing EBIT profitability by 26%, showcasing his commercial expertise and strategic vision. He has built a solid leadership team reflecting his strong commitment to workplace safety and operational standards.

This 'mirrored' structure of Country Managers in both New Zealand and Australia will be crucial in embedding and driving forward our operational improvements and our turnaround strategy. The Country Managers will have a clear focus on generating consistent profit and cash through delivering a high quality and high service offer to our customers.

We are grateful for Steve and Nick's contributions to Metro to date and look forward to their ongoing impact in their new roles.

ENDS

For further information please contact:

Simon Bennett – Executive Director: 021 036 8387