

ASX ANNOUNCEMENT

19 March 2026

Orora announces appointment of new Chief Financial Officer

Orora Limited (ASX: **ORA**) today announced the appointment of Paul Victor as the Company's Chief Financial Officer (**CFO**) effective 4th November 2026, following an extensive search to find a suitable replacement for Shaun Hughes who will leave the Company after six years of financial and commercial leadership. Mr Hughes remains committed to ensuring a smooth transition over the coming months.

Commenting on the announcement, Orora Managing Director and Chief Executive Officer Brian Lowe said: "Shaun relocated to France on assignment for two years to provide on-the-ground support following Orora's acquisition of Saverglass. With this assignment nearing completion, he has made the decision to remain in Europe.

"As a result of this, I'm very pleased to announce the appointment of Paul Victor as Orora's new Chief Financial Officer. With a career spanning more than three decades, Paul has extensive strategic and financial leadership experience, having worked across multiple industries, geographies and functions, and in ASX-listed environments. He has a strong track record of building teams and transforming organisations through organic growth and large-scale transactions. Paul has held executive leadership roles with Sasol and Incitec-Pivot, and was most recently CFO of Mainland Group, a Fonterra business.

Mr Lowe acknowledged the contribution of outgoing CFO Mr Hughes: "Shaun has been an outstanding member of the Global Management Team at Orora over the past six years. During his time with Orora, he has played a critical leadership role not only in guiding our global finance function and navigating global market pressures, but also in the significant transformation of Orora, including the acquisition of Saverglass and the sale of Orora Packaging Solutions. On behalf of Orora, I would like to thank Shaun for everything that he has contributed to our Company and for his ongoing support over the coming months, and wish Shaun all the very best for the future."

ENDS

Authorised for release to the ASX by Orora's Company Secretary, Ann Stubbings.

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