



ASX RELEASE

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SIMS ANNOUNCES CHANGES TO THE EXECUTIVE LEADERSHIP TEAM

Sims Limited (“**Sims**” or “**the Company**”) today announced a number of executive leadership changes, reflecting the continued evolution of the Company and its businesses.

The changes support planned leadership succession, greater alignment across Sims’ global metal platform, the increasing strategic importance of technology and digital capability, and the continued development of Sims Lifecycle Services (SLS) as an important growth platform for the Company.

John Glyde Transitioning to Retirement; Rob Thompson Appointed President, Global Sims Metal

Following a 42-year career with Sims, John Glyde has commenced his transition to retirement.

Effective 1 July 2026, Mr Glyde will transition from his role as Managing Director, ANZ Metal and member of the Executive Leadership Team. Mr Glyde will remain with Sims through mid-calendar 2027, reporting directly to the Chief Executive Officer and Managing Director and focusing on a number of strategic priorities, including the progressive development of the Pinkenba site, key operational projects in Australia and New Zealand, innovation initiatives, and leadership development across the Metal business.

Mr Glyde has held a broad range of operational, commercial and executive leadership roles during his career, including Global Chief Operating Officer of Sims Metal and Managing Director, ANZ Metal.

As part of this planned succession process, Rob Thompson, currently President, North America Metal, has been appointed President, Global Sims Metal, effective 1 July 2026. Mr Thompson has been a member of the Executive Leadership Team since 2022 and has led

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Sims' North America Metal business. In his expanded role, Mr Thompson will be responsible for all Sims' global Metal operations.

Leadership Transition at Sims Lifecycle Services

Ingrid Sinclair is stepping down from her role as President, Sims Lifecycle Services.

Ms Sinclair has been with Sims for approximately 19 years following Sims' purchase of Noranda Recycling in 2007. During her tenure, she has held a number of senior leadership positions across the Company including General Manager, Sims Recycling Solutions, Vice President, Recycling and Global President of SLS.

During this period, SLS has expanded its role in supporting the global data centre ecosystem, including hyperscale cloud infrastructure, and has become an increasingly important part of Sims' portfolio.

A search process has commenced to appoint Ms Sinclair's successor. SLS will continue to focus on serving its global customers and delivering against its strategic priorities, supported by its experienced leadership team and the broader Sims Executive Leadership Team.

Jeff Wysocki Appointed Group Chief Technology Officer

Effective 1 May 2026, Jeff Wysocki has been appointed Group Chief Technology Officer (CTO).

Mr Wysocki has joined Sims from The Mosaic Company, where he most recently served as Global Chief Information Officer and Digital Transformation leader. He brings more than 30 years of global leadership spanning technology, digital transformation, cybersecurity, data and analytics, artificial intelligence, and enterprise systems across mining, consumer goods and healthcare industries.

The appointment reflects the increasing strategic importance of technology, digital capability and data-driven decision making across Sims' operations and growth initiatives. The Group CTO role is a member of the Executive Leadership Team and is responsible for advancing the Company's technology strategy, digital capabilities and enterprise systems roadmap.

Commenting on the changes, Sims's Chief Executive Officer and Managing Director, Stephen Mikkelsen said:

"We thank John and Ingrid for their significant contributions to Sims and welcome Rob and Jeff to their new roles. These appointments and transitions position the Company well to continue executing its strategic priorities and pursuing future growth opportunities."

Authorised for release by: The Company Secretary

About Sims Limited

Founded in Australia in 1917, Sims Limited is a global leader in metal recycling and the provision of circular solutions for technology. Employing approximately 3,900 employees globally, the company operates more than 150 facilities across 13 countries. Sims Limited plays a vital role in helping increase circularity and decarbonisation by supplying recycled materials and re-purposed products. The company's ordinary shares are listed on the Australian Securities Exchange (ASX: SGM), and its American Depositary Shares are quoted on the Over-the-Counter market in the United States (USOTC: SMSMY). The Company's purpose, create a world without waste to preserve our planet, is what drives its constant innovation and leadership in the circular economy. For more information, visit www.simsltd.com.

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