



ASX & MEDIA RELEASE

(ASX: SGM, USOTC: SMSMY)

15 December 2025

**Sims Limited Announces the Appointment of Nancy Novak
as an Independent, Non-Executive Director of the Company**

Sims Limited (“Sims” or the “Company”) today announced the appointment of Nancy Novak as an Independent Non-Executive Director. Ms Novak is the Chief Innovation Officer for Compass Datacenters, which designs, builds and operates large-scale data centers for hyperscalers and cloud providers. Through this work, she has developed strong relationships with her clients. Ms Novak has more than 35 years of construction experience and has overseen delivery of over \$5 billion in projects during that time. Prior to joining Compass, Ms Novak was the National Vice President of Operations for Balfour Beatty Construction.

Sims’ Chair Phil Bainbridge said “I’m delighted to welcome Nancy to our board. Her deep knowledge of the hyperscaler industry and robotics will be invaluable in positioning the SLS business to capitalise on growth in Artificial Intelligence. Nancy’s background will complement our existing mix of skills and experience, and I look forward to working with her.” Ms Novak will also serve as a member of the Board’s SHECS and People & Culture Committees.

In accordance with the Company’s constitution, Ms Novak will stand for election at the Company’s 2026 Annual General Meeting.

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 4,000 employees globally, the company operates more than 120 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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