



27 April 2026

ASX Release

Appointment of Chief Financial Officer (CFO)

The Board of Symal Group Limited (ASX: SYL) (“Symal” or “the Group”) is pleased to announce the appointment of Scott McQueen as Chief Financial Officer, effective 4 May 2026.

Scott is a highly accomplished finance and commercial executive with more than 30 years’ experience leading financial strategy, capital management and operational performance across complex industrial businesses in Australia and internationally. He brings a strong track record of driving disciplined growth, strengthening balance sheets and delivering shareholder value.

Most recently, Scott served as Executive Vice President and Chief Financial Officer of OceanaGold Corporation, where he was responsible for financial strategy across a dual-listed gold and copper producer operating globally. In this role, he led capital allocation, funding strategy, investor engagement and financial governance through a period of operational and market complexity. Prior to this, Scott held senior leadership roles with Iluka Resources Ltd, A-Gas International and Edison International, building deep expertise across resources, energy, industrial operations and global markets.

Scott holds a Bachelor of Business from Monash University, a Master of Tax Law from the University of Melbourne, and is a member of CPA Australia.

Scott’s appointment follows a comprehensive international search process and reflects the Board’s focus on strengthening Symal’s financial leadership capability as it continues to scale as an ASX-listed business.

As Chief Financial Officer, Scott will have responsibility for Group finance, treasury, taxation, investor relations and financial governance, and will play a key role in supporting Symal’s next phase of growth, capital discipline and long-term value creation. He will join Symal’s Executive Leadership Team.

Symal’s Founder and Group Managing Director, Joe Bartolo, said:

“Scott is an outstanding appointment for Symal at a pivotal point in our growth journey. He brings deep experience in capital allocation, financial discipline and governance within the businesses, and a proven ability to partner with operations to drive performance and long-term value.



His leadership will further strengthen our financial platform as we scale, enhance our engagement with investors and the market, and continue to execute on our strategy with discipline and confidence.”

As previously announced, David Gill has been acting as Interim Chief Financial Officer, providing strong and steady leadership during this transition period. The Board and management extend their sincere thanks to David for his professionalism, commitment and significant contribution in ensuring continuity, stability and momentum across the Group. David will continue in his prior role with Syal and will support a seamless transition and handover to Scott.

-ENDS-

This announcement was authorised for release to the ASX by the Board of Directors.

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About Syal:

Syal Group is a diversified services provider focused on resilient end markets, delivering contracting and specialised technical services across Australia’s most critical industries. Through an integrated model, Syal provides end-to-end solutions spanning infrastructure, power and renewables, utilities, data centres, defence, building and facilities. Founded in 2001, Syal is headquartered in Melbourne, Australia and is listed on the Australian Securities Exchange (ASX: SYL). www.symal.com.au