**ASX & MEDIA RELEASE** **(ASX: SGM, USOTC: SMSMY)** **20 November 2026**

# Chief Financial Officer Succession

Sims Limited ("Sims" or the "Company") today announced that Warrick Ranson has advised of his intention to retire from his role as Chief Financial Officer in the fourth quarter of FY27 and resume his transition to a non-executive career. Following an extensive search process, Dimitri Courtelis has been appointed as Sims' Chief Financial Officer elect and will succeed Mr Ranson upon his retirement.

Mr Ranson will continue as Chief Financial Officer through most of the remainder of the 2027 financial year until Mr Courtelis commences in the fourth quarter of FY27, supporting an orderly transition.

Mr Courtelis joins Sims from SunRice Group (ASX:SGLLV), where he has served as Group Chief Financial Officer since 2018. He brings more than twenty-five years of international finance experience, with significant expertise in mergers and acquisitions, business transformation and complex international operations. Prior to joining SunRice, Mr Courtelis served as Group Chief Financial Officer of Air Berlin and Air Serbia and held senior finance roles at Etihad Airways. He is also a Non-Executive Director of Virgin Australia (ASX:VGN).

Sims Limited Group Chief Executive Officer and Managing Director Stephen Mikkelsen said:

"On behalf of Sims, I would like to thank Warrick for his contributions to the Company and for the counsel and support he has provided to me and the leadership team. Warrick will continue to play an important role through the balance of FY27 and in ensuring a smooth transition ahead of his retirement.

"Dimitri is a highly experienced international finance executive with a strong track record in business transformation, strategic transactions and capital management. His commercial and financial leadership, together with his experience in complex global businesses, will be invaluable as Sims continues to strengthen its performance, allocate capital with discipline, and execute its strategy. I look forward to welcoming him to the team."

**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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