Appendix 4E

Sims Limited
ABN 69 114 838 630
Preliminary Final Report

Results for announcement to the market

Current period Year ended 30 June 2025
Prior corresponding period: Year ended 30 June 2024

Results A$M				Year ended 30 June 2025		2024
Sales Revenue from continuing operations	Up	4.1%	to	7,494.0	from	7,195.4
Net (loss) for the period attributable to members	Up	67.1%	to	(19.0)	from	(57.8)

Dividends (A¢)	Cents per Security	% Franked per Security
2025 Interim Dividend	10.00	100 %
2025 Final Dividend	13.00	100 %
Record date for final dividend		1 October 2025
Payment date for final dividend		15 October 2025

The Board has determined that the dividend reinvestment plan will not operate in relation to this dividend.

Net tangible assets (A$)	30 June 2025	30 June 2024
Net tangible asset per security (cents)	12.01	11.70

Details of entities where control has been gained or lost during the period			% of equity held by the ultimate parent as at	
Name of entity	Country of incorporation	Date control obtained or lost	30 June 2025	30 June 2024
Sims Group UK Limited	United Kingdom	30 September 2024	0	100

Annual General Meeting

Pursuant to Listing Rule 3.13.1, notice is hereby given that the Annual General Meeting of Sims Limited will be held, virtually and in person, on Friday, 21 November 2025, commencing at 9am.

In accordance with Listing Rule 3.13.1, the closing date for receipt of director nominations is Friday, 10 October 2025.

For further explanation of the above figures, please refer to the Directors' Report and the consolidated financial statements, press release and market presentations filed with the Australian Securities Exchange Limited ("ASX").

The remainder of the information required by Listing Rule 4.2A is contained in the attached additional information.

The accompanying full year financial report has been audited by Deloitte Touche Tohmatsu. A signed copy of their 30 June 2025 report is included in the financial report.

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DIRECTORS' REPORT

The Directors present their report on the consolidated entity (referred to hereafter as the "Group") consisting of Sims Limited (the "Company") and the entities it controlled at the end of, or during, the year ended 30 June 2025 ("FY25").

PRINCIPAL ACTIVITIES

The principal activities of the Group during FY25 comprised of (a) buying, processing, and selling of ferrous and non-ferrous recycled metals and (b) repurposing and recycling of IT assets and electronic equipment for commercial customers. The Group's principal activities remained unchanged from the previous financial year.

OPERATING AND FINANCIAL REVIEW

Disclosing Non-IFRS Financial Information (unaudited)

(A$M UNLESS OTHERWISE DEFINED)	FY25	FY24	CHANGE
Financial Performance metrics from continuing operations			
Sales revenue	**7,494.0**	7,195.4	4.1%
Statutory earnings before interest, tax, depreciation and amortisation ("EBITDA")	**323.7**	361.7	(10.5%)
Significant items, and the impact of non-qualifying hedges	**(106.3)**	71.4	(248.9%)
Underlying EBITDA[1]	**430.0**	290.3	48.1%
Depreciation expense	**(238.2)**	(218.8)	8.9%
Amortisation expense	**(16.9)**	(12.8)	32.0%
Statutory earnings before interest and tax ("EBIT")	**68.6**	130.1	(47.3%)
Underlying EBIT[1]	**174.9**	58.7	198.0%
Net interest expense	**(33.7)**	(52.3)	(35.6%)
Statutory income tax expense	**(32.5)**	(76.0)	(57.2%)
Underlying income tax expense	**(58.1)**	(29.8)	95.0%
Statutory net profit after tax ("NPAT")	**2.4**	1.8	33.3%
Underlying NPAT[1]	**83.1**	(23.4)	(455.1%)
Statutory diluted earnings per share ("EPS") (cents)	**1.2**	0.9	33.3%
Underlying diluted EPS (cents)	**42.5**	(11.9)	(457.1%)
Full year dividends per share (cents)	**23.0**	10.0	130.0%
Financial Position metrics			
Net assets	**2,586.8**	2,562.7	0.9%
Net debt	**332.3**	411.9	19.3%
Lease liabilities	**274.3**	279.4	1.8%
Total capital[2]	**3,193.4**	3,254.0	(1.9%)
Average non-current assets excluding lease-related assets and deferred tax assets	**2,384.5**	2,297.5	3.8%
Return on productive assets (%)[3]	**7.3%**	2.6%	4.7ppts
Return on invested capital (%)[4]	**4.9%**	1.8%	3.1ppts
Net tangible assets	**2,320.2**	2,261.4	2.6%
Net tangible assets per share (cents)	**12.0**	11.7	2.6%
Other Key metrics			
Net cash inflow/ (outflow) from operating activities	**297.1**	202.5	46.7%
Free cashflow[5]	**106.8**	(41.7)	(356.1%)
Employees	**3,916**	3,917	—%
Proprietary sales tonnes ('000)	**6,341**	6,593	(3.8%)

1 Underlying EBITDA, underlying EBIT and underlying NPAT excludes significant non-recurring items, the impact of non-qualifying hedges and internal recharges.
2 Total capital = net assets plus net debt plus lease liabilities.
3 Return on productive assets = underlying EBIT/average of opening non-current assets and ending non-current assets excluding right of use assets arising from AASB16 *Leases*, deferred tax assets and long term lease receivables.
4 Return on invested capital ("ROIC") = net operating profit after tax / average invested capital. Assumed 25% effective tax rate.
5 Free cash flow = underlying EBITDA adjusted for changes in working capital, sustaining and growth capex, lease payments, interest and underlying taxes.

OPERATING AND FINANCIAL REVIEW (continued)

Sensitivity to movements in foreign exchange rates

The principal currencies in which the Group's continuing operations conducted business during the year were United States ("US$") dollars and Australian dollars ("A$"). Although the Group's reporting currency is the Australian dollar, a significant portion of the Group's sales and purchases are in currencies other than the Australian dollar. In addition, significant portions of the Group's net assets are denominated in currencies other than the Australian dollar.

The Group's consolidated financial position, results of operations, and cash flows may be materially affected by movements in the exchange rate between the Australian dollar and the respective local currencies to which its subsidiaries are exposed.

Some of the results discussed below are presented on a "constant currency" basis, which means that the current period results are translated into Australian dollars using applicable exchange rates from the prior corresponding period. This allows for a relative performance comparison between the two periods before the translation impact of currency fluctuations.

Foreign exchange rates compared with the prior corresponding periods for the major currency that affect the Group's results are as follows:

	AVERAGE RATE–YEAR ENDED 30 JUNE			CLOSING RATE–AS AT 30 JUNE		
	2025	2024	CHANGE	2025	2024	CHANGE
US dollar	**0.6477**	0.6556	(1.2%)	**0.6580**	0.6667	(1.3%)

As at 30 June 2025, the cumulative effect of the retranslation of net assets of foreign controlled entities, recognised through the foreign currency translation reserve, was A$207.3 million compared to A$128.5 million as at 30 June 2024.

At reporting date, if the foreign currency exchange rates had weakened or strengthened against the functional currency by 10% with all other variables held constant, the Group's after tax profit would have increased or decreased by A$5.9 million (2024: A$3.6 million) respectively. There would have been no impact to other comprehensive income. The sensitivity analysis includes only outstanding foreign currency denominated monetary items at the reporting date and adjusts their translation for a 10% change in the foreign currency rate.

All balances are stated in Australian dollars unless otherwise indicated.

OPERATING AND FINANCIAL REVIEW (continued)

External operating environment

Metal

Market conditions in the ferrous segment were challenging throughout FY25. US rebar prices declined year-over-year, marked by sharp volatility due to softer demand, trade policy uncertainty, and the eventual introduction of tariffs. Despite this, U.S. steel spreads held firm across the year. Midwest U.S. ferrous scrap prices rose 3% year-on-year, reflecting a weak first half followed by a second-half recovery supported by tariff measures. Severe weather on the US East Coast in January and February disrupted scrap collection, adding pressure to an already tight supply environment. Overall, conditions remained cautious, shaped by subdued demand and disciplined behaviour from scrap suppliers.

Export market conditions were particularly challenging for much of FY25. Chinese steel production and export activity remained elevated for much of the year, exerting downward pressure on global steel prices and undermining export market viability.

The resulting global oversupply of finished and semi-finished steel placed sustained pressure on mill spreads and displaced scrap in some regions. While there were early signs of moderation in late Q4FY25, oversupply conditions persisted across the South-East Asia region. Despite this backdrop, net importers of scrap, such as Turkey and Bangladesh, remained active and consistent buyers.

Macro-economic conditions remained broadly neutral year-on-year, albeit with some indicators deteriorating. Elevated interest rates and persistent inflation in both the US and Australia continued to place pressure on cost structures, while GDP growth in both markets softened further. Construction activity remained subdued and consumer sentiment stayed cautious. Despite this muted backdrop, scrap market sentiment was encouraging, supported by a progressive increase of Electric Arc Furnace ("EAF") capacity in the US and announcements of proposed EAF developments in Australia and New Zealand.

Non-ferrous markets provided a degree of earnings stability, with prices proving resilient throughout the year. LME copper rose approximately 7% year-on-year, supported by improving downstream demand, while LME aluminium saw a stronger 10% gain on broad-based sentiment and resilient global consumption trends. This helped partially offset ferrous market headwinds.

OPERATING AND FINANCIAL REVIEW (continued)

External operating environment (continued)

Sims Lifecycle Services

Demand for memory modules remained strong throughout the year, with Dual In Line Memory Module ("DIMM") average prices increasing by 14% year-on-year and a notable 34% surge in Q4 FY25 compared to the prior corresponding period[2]. Growth was underpinned by rising AI adoption, data-heavy applications, and shifts toward onshoring amid tariffs.

The rapid expansion of AI-enabled data centres accelerated demand for processing power and memory, leading to significant investment in new and upgraded infrastructure. As a result, both new and repurposed IT components, including DIMMs, experienced increased demand and upward pricing pressure.

Business activity levels

INTAKE VOLUMES TONNES ,000	YEAR ENDED 30 JUNE 2025	2024	CHANGE
Continuing Operations			
North America Metal	**4,678**	4,999	(6.4%)
Australia/New Zealand Metal	**1,429**	1,497	(4.5%)
Total Proprietary Volumes	**6,107**	6,496	(6.0%)
Global Trading Operations and other	**1,382**	1,308	5.7%
Total Intake Volume from continuing operations	**7,489**	7,804	(4.0%)
Discontinued operations			
UK Metal[1]	**369**	1,286	(71.3%)
Total Intake Volume	**7,858**	9,090	(13.6%)

Shrunk intake volumes excluding brokerage tonnes ("proprietary intake volumes") decreased by 6.0% to 6.1 million tonnes in FY25 in comparison to FY24 levels. This reduction was primarily the result of a strategic shift towards prioritising unprocessed volumes over processed in the North America Metal ("NAM") business, enhancing margins. Severe weather conditions on the US East Coast during January and February disrupted scrap collection activities in the second half. NAM volumes declined by 6.4% in FY25 compared to FY24. In addition, weak economic conditions and global steel market pressure from higher Chinese steel exports, lowered pricing and scrap demand in the Australia/New Zealand ("ANZ") business. The business was able to secure additional volumes in the second half as a result of market dynamics affecting a large competitor, providing a partial offset. Overall, ANZ reported a 4.5% decrease in volumes in FY25 compared to FY24.

SALES VOLUMES TONNES ,000	YEAR ENDED 30 JUNE 2025	2024	CHANGE
Continuing Operations			
North America Metal	**4,751**	5,000	(5.0%)
Australia/New Zealand Metal	**1,590**	1,593	(0.2%)
Total Proprietary Volumes	**6,341**	6,593	(3.8%)
Global Trading Operations and other	**1,261**	1,322	(4.6%)
Total Sales Volume from continuing operations	**7,602**	7,915	(4.0%)
Discontinued operations			
UK Metal[1]	**421**	1,288	(67.3%)
Total Sales Volume	**8,023**	9,203	(12.8%)

Proprietary sales volume were 3.8% down in FY25 compared to FY24, primarily due to reduced volumes in NAM, driven by the strategic shift towards unprocessed material to gain margin and severe weather disruptions on the East Coast in January and February. ANZ recorded a modest 0.2% sales volume decline, assisted by the timing of cargo movements.

1 Year ended 30 June 2025 represents three months trading.
2 DIMM prices derived from DRAM chip internal estimates.

OPERATING AND FINANCIAL REVIEW (continued)

Financial Performance

FY25 sales revenue of $7,494.0 million was up 4.1% compared to FY24 sales revenue of $7,195.4 million. At constant currency, sales revenue was up 3.2%. Revenue growth was assisted by a 4.0% (3.1% at constant currency) increase in Metal average sales prices, supported by a higher non-ferrous component but partially offset by a 3.8% reduction in overall Metal sales volumes. Sims Lifecycle Services revenue was 22.0% higher in FY25 compared to FY24.

Sims Metal trading margin[1] for FY25 was up by 10.4% or up by 9.5% in constant currency, compared to FY24. The increase was driven by an improvement in NAM's performance, including contributions from Baltimore Scrap and NEMT, partially offset by deteriorating market conditions in ANZ.

The Group generated an underlying EBITDA of $430.0 million, reflecting an increase of 48.1% compared to the FY24 underlying EBITDA of $290.3 million. Sims recognised $120.0 million in underlying EBITDA from its 50% equity interest in the SAR joint venture in FY25, up from $102.2 million in FY24.

FY25 Underlying EBIT was $174.9 million compared to $58.7 million in FY24, an increase of 198.0%. At constant currency, Underlying EBIT increased by 198.7%. Improvements in metal margin, SA Recycling uplift, SLS growth and cost reductions across the Group contributed to the increase.

Statutory EBIT was $106.3 million lower than Underlying EBIT, after including the impact of the closure of SRR, asset impairments, and redundancy and restructuring costs. Statutory EBIT for FY25 was $68.6 million, a decrease of 47.3% compared to FY24 statutory EBIT of $130.1 million which included the profit on the sale of the Group's interest in the LMS business. At constant currency, statutory EBIT decreased by 47.8%.

FY25 net interest expense was down by 35.6% compared to FY24, as a result of lower average borrowing levels.

1 Sims Metal trading margin includes NAM and ANZ

OPERATING AND FINANCIAL REVIEW (continued)

Operating Segment Results - Continuing Operations

North America Metal

A$M	YEAR ENDED 30 JUNE 2025	2024	CHANGE	CONSTANT CURRENCY CHANGE
Sales revenue	**4,503.6**	4,479.8	0.5%	(0.7%)
Trading margin	**942.8**	784.3	20.2%	18.8%
Operating costs (excluding D&A)	**(688.5)**	(632.5)	8.9%	7.2%
Underlying EBITDA	**254.3**	151.8	67.5%	67.0%
Underlying EBIT	**80.1**	(12.6)	735.7%	746.0%
Proprietary Sales tonnes (thousands)	**4,751**	5,000	(5.0%)	
Trading margin (%)	**20.9%**	17.5%	3.4%	
Underlying EBIT margin (%)	**1.8%**	(0.3%)	2.1%	

North America Metal ("NAM") FY25 sales revenue was $4,503.6 million, reflecting a 0.5% increase compared to FY24. Lower ferrous sales volumes reflected a strategic focus on sourcing unprocessed material over processed scrap. The impact was offset by a higher average sales price driven by strong non-ferrous volumes and pricing. At constant currency, sales revenue was down 0.7% to $4,449.6 million.

Challenging trading conditions persisted throughout the year, driven by a weak export market and further compounded by severe weather on the East Coast in January and February, which disrupted both scrap collection and regional steel production. Although tariffs introduced volatility, they bolstered domestic trading activity, particularly in areas not significantly affected by weather until the market became more lacklustre towards the end of the year.

Trading margin was 20.2% higher (18.8% at constant currency) in FY25 compared to FY24 and Trading margin percent increased to 20.9%. The uplift reflects strong commercial discipline, including increased sourcing of unprocessed scrap, and more agile sales execution to better match purchase pricing to market movements.

Operating costs increased by 8.9% to $688.5 million or 7.2% at constant currency in FY25 compared to FY24. The increase reflects a full year of Baltimore Scrap costs in FY25, compared to eight months in FY24, labour inflation and performance bonuses, and the discontinuation of an environmental process levy previously charged to customers. Offsets were achieved via savings from restructuring programs and a range of smaller cost-out efforts.

In FY25, underlying EBIT increased by 735.7% to $80.1 million or $81.4 million on constant currency.

OPERATING AND FINANCIAL REVIEW (continued)

Operating Segment Results - Continuing Operations (continued)

Investment in SAR

	YEAR ENDED 30 JUNE			
A$M	2025	2024	CHANGE	CONSTANT CURRENCY CHANGE
Sales revenue	**5,232.4**	4,768.6	9.7%	8.4%
Trading margin	**1,565.6**	1,436.8	9.0%	7.6%
Operating costs (excluding D&A)	**(1,106.3)**	(1,039.7)	6.4%	5.1%
Underlying EBITDA	**459.3**	397.1	15.7%	14.2%
Underlying EBIT	**259.5**	218.1	19.0%	17.6%
Underlying PBT	**240.0**	204.4	17.4%	16.0%
Sims underlying EBIT (50% share)[1]	**120.0**	102.2	17.4%	16.0%
Proprietary Sales tonnes (thousands)	**5,391**	5,026	7.3%	
Trading margin (%)	**29.9%**	30.1%	(0.2%)	
Underlying EBIT margin (%)	**5.0%**	4.6%	0.4%	

[1]Sims underlying EBIT represents a 50% share of SAR's profit before tax, after accounting for adjustments from US GAAP to IFRS.

SAR's FY25 sales revenue was up by 9.7% to $5,232.4 million, partially reflecting increased volumes following the integration of eight core acquisitions. Trading margin was up by 9.0% in FY25 compared to FY24, supported by favourable non-ferrous pricing and a JV's favourable product mix weighted towards zorba.

Operating costs were up by 6.4% (5.1% at constant currency) due to additional feeder yard costs and ongoing inflation, partially mitigated by ongoing cost control measures.

The JV contributed $120.0 million to the Group’s underlying EBIT compared to $102.2 million in FY24, up 17.4%. At constant currency, SAR's contribution was $118.6 million, representing a 16.0% increase.

OPERATING AND FINANCIAL REVIEW (continued)

Operating Segment Results - Continuing Operations (continued)

Australia & New Zealand Metal

	YEAR ENDED 30 JUNE		
A$M	2025	2024	CHANGE
Sales revenue	**1,575.5**	1,595.1	(1.2%)
Trading margin	**375.5**	410.3	(8.5%)
Operating costs (excluding D&A)	**(241.3)**	(264.6)	(8.8%)
Underlying EBITDA	**134.2**	145.7	(7.9%)
Underlying EBIT	**72.2**	95.5	(24.4%)
Proprietary Sales tonnes (thousands)	**1,590**	1,593	(0.2%)
Trading margin (%)	**23.8%**	25.7%	(1.9%)
Underlying EBIT margin (%)	**4.6%**	6.0%	(1.4%)

Australia and New Zealand ("ANZ") sales revenue of $1,575.5 million in FY25 was 1.2% lower compared to FY24. A decline in ferrous volumes in FY25 was substantially offset by strong growth in non-ferrous volumes, resulting in total sales volumes being largely unchanged from FY24.

The FY25 Trading margin reduced by 8.5% compared to FY24, due to deteriorating market conditions from increased Chinese exports into Asia and a slowdown in the domestic market. While ferrous margin pressure persisted throughout the year, buy prices were kept in check and strong zorba margins helped to partially offset the impact.

Operating costs decreased by 8.8% compared to FY24, reflecting disciplined cost control and efficiency gains across most operational areas. The reduction was further supported by improvements in fixed cost management, lower reliance on contract labour, and reduced fuel expenses.

The business delivered an underlying EBIT of $72.2 million in FY25, reflecting a 24.4% decrease on the prior year.

Sims Lifecycle Services ("SLS")

	YEAR ENDED 30 JUNE		
A$M	2025	2024	CHANGE
Sales revenue	**426.6**	349.7	22.0%
Underlying EBITDA	**45.9**	30.4	51.0%
Underlying EBIT	**32.6**	17.7	84.2%
Underlying EBIT margin (%)	**7.6%**	5.1%	2.5%
Repurposed Units (million)	**8.8**	6.1	44.3%

Sims Lifecycle Services ("SLS") FY25 sales revenue was $426.6 million, representing an increase of 22.0% compared to FY24.

SLS's volume of processed repurposed units grew by 44.3% compared to the prior year, driven by higher demand for memory module repurposing and resale. Favourable market conditions, supported by growing hyperscaler activity and US centre data centre expansion linked to AI advancements, expanded SLS's addressable market, accelerating demand for its solutions.

Underlying EBIT margin percentage increased 2.5% percentage points to 7.6%, supported by a favourable shift towards higher margin services and the ability to scale the business efficiently.

Underlying EBIT increased to $32.6 million in FY25 from $17.7 million in FY24, reflecting the strong operating leverage from higher volumes.

OPERATING AND FINANCIAL REVIEW (continued)

Operating Segment Results - Continuing Operations (continued)

Corporate and Other (Underlying EBIT)

	YEAR ENDED 30 JUNE		
A$M	2025	2024	CHANGE
Global Trading Operations	**(3.5)**	(20.2)	(82.7%)
Central, Corporate and Projects	**(120.5)**	(113.0)	6.6%
Sims Resource Renewal	**(6.0)**	(10.9)	(45.0%)

Global Trading Operations' underlying EBIT loss of $3.5 million in FY25 was an 82.7% improvement on its FY24 underlying EBIT loss of $20.2 million. The result includes a reduction in the operating cost base of $7.8 million and a 9 month gain in brokerage from the previous UK Metal business. There is currently no on-going brokerage commitment between the parties.

Central, Corporate and Projects costs were ($120.5) million for FY25, an increment of $7.5 million on FY24 costs, primarily driven by increased IT expenditure to support the rollout of a new yard-based operations management system for the Metal business. It was partially offset by cost savings from the cost reduction program.

Sims Resource Renewal

Sims elected to cease work on the development and commercialisation of plasma-assisted gasification technology for the processing of Automotive Shredder Residue (ASR) waste, conducted through its wholly owned subsidiary Sims Resource Renewal (“SRR”).

Following the successful construction and commissioning of the Rocklea demonstration plant, a market assessment of the technical and commercial viability of this proven technology was undertaken. The plant produced high-quality syngas, contributed to the development of circular plastics, and generated a vitrified by-product suitable for use as a recycled construction material. While the circular plastics economy continues to evolve, current market conditions were considered as not yet conducive to scaling the technology.

Closure-related costs totalled $3.9 million. In addition, a non-cash write-off of $21.2 million was recognised.

OPERATING AND FINANCIAL REVIEW (continued)

Reconciliation of Statutory Results to Underlying Results (Non-IFRS Information - Unaudited)

	EBITDA[1]		EBIT		Profit after tax from continuing operations	
	FY25	FY24	FY25	FY24	FY25	FY24
A$M						
Reported earnings	**323.7**	361.7	**68.6**	130.1	**2.4**	1.8
Significant items:						
Gain on business transactions (net of transaction costs and impact of discontinued operations)	**(1.7)**	(144.4)	**(1.7)**	(144.4)	**(2.5)**	(80.3)
Non-qualifying hedges	**14.3**	(2.1)	**14.3**	(2.1)	**14.3**	(2.1)
Closure of Sims Resource Renewal	**25.1**	–	**25.1**	–	**17.6**	–
Redundancies and restructuring	**23.5**	10.9	**23.5**	10.9	**17.3**	7.9
Asset impairments	**45.1**	64.2	**45.1**	64.2	**34.0**	49.3
Underlying earnings[2]	**430.0**	290.3	**174.9**	58.7	**83.1**	(23.4)

1 EBITDA is a non-IFRS financial measure. See table above that reconciles EBITDA to statutory net profit.

2 Underlying earnings is a non-IFRS measure that is presented to provide an understanding of the underlying performance of the Group. The measure excludes the impacts of acquisitions and disposals, as well as items that are subject to significant variability from one period to the next. The reconciling items above (before tax) have been extracted from the annual financial statements.

Significant item amounts in FY25 include the following:

- Gain on business transactions (net of transaction costs and impact of discontinued operations) primarily relates to an adjustment on sale of Sims' interest in Closed Loop following finalisation of the transaction and the disposal of UK Metal.
- Non-qualifying hedges primarily reflect the mark-to-market adjustment on commodity hedges held at balance date. These hedges reflect the impact of financial hedges that do not qualify for hedge accounting.
- Closure of Sims Resource Renewal includes costs from asset impairments, redundancy and closure and decommissioning.
- Redundancies and restructuring primarily relate to ongoing measures to simplify the organisational structure in FY25 and restructuring of certain site and lease arrangements.
- Residual impairments of the Group's financial and non-financial assets. Included within this line is a loss allowance of $36.1 million relating to the receivable on sale of UK Metal. Refer Note 8 for further commentary.

Reconciliation of Statutory NPAT to Statutory EBIT to Statutory EBITDA

	YEAR ENDED 30 JUNE	
A$M	2025	2024
Statutory net profit after tax from continuing operations	**2.4**	1.8
Interest expense from external borrowings, net of interest income	**21.0**	38.7
Lease liability interest expense	**12.7**	13.6
Income tax expense	**32.5**	76.0
Statutory EBIT from continuing operations	**68.6**	130.1
Depreciation and amortisation, excluding right of use asset depreciation	**169.8**	155.0
Right of use asset depreciation	**85.3**	76.6
Statutory EBITDA from continuing operations	**323.7**	361.7

OPERATING AND FINANCIAL REVIEW (continued)

Cashflow and Net Debt

The approach to capital management is staged and disciplined and reflects the volatility of the market. The company remains conservative in its approach to debt to ensure appropriate flexibility and liquidity to operate through the cycles.

On a statutory basis, FY25 cashflow from operating activities was $297.1 million compared to $202.5 million in FY24 as a result of the higher earnings, however this was offset by a lower dividend distribution from SA Recycling, and higher tax payments relating to the prior year sale of the LMS business.

Capital expenditure for property, plant and equipment and intangible assets, on a statutory basis, was a total cash outflow of $194.1 million in FY25 compared to $ 214.6million in FY24.

The first instalment of the principal component from the sale of UK Metal was received in the first half of the year as scheduled. Given the difficult trading conditions, particularly in Europe and the Middle East, the parties have agreed to extend the final payment into FY26 pending the finalisation of a refinancing package for the business.

The Company continues to actively pursue other opportunities to recycle capital through the sale of other surplus assets.

Free cash flow

Free Cash Flow represents cash flow available to pay dividends, repay debt, invest in additional major growth projects or return surplus cash to shareholders. In line with the Group's Dividend policy, Group aims to provide returns to shareholders by targeting an ordinary dividend of between 25% and 35% of its pre-growth free cashflow, while prioritising the maintenance of a strong balance sheet. The following table presents the Group’s free cash flow for the year, reconciled from underlying EBITDA.

	AS AT 30 JUNE	
A$M	2025	2024
Underlying EBITDA	**430.0**	290.3
Underlying working capital movement	**98.9**	30.7
Net interest paid	**(40.8)**	(53.4)
Underlying tax paid	**(40.7)**	(28.9)
Underlying operating cash flow	**447.4**	238.7
Lease payments	**(89.6)**	(88.9)
Sustaining capex	**(170.0)**	(152.2)
Non cash impact of SAR	**(63.3)**	(21.6)
Pre-growth free cashflow	**124.5**	(24.0)
Growth capex	**(17.7)**	(17.7)
Free cashflow	**106.8**	(41.7)

The majority of FY25 growth-related capital expenditure occurred in NAM, primarily driven by investments into improving metal recovery and increasing throughput at select facilities. In ANZ, the investments have been in a copper recovery plant at Pinkenba.

Sustaining capex includes regulatory-related projects such as shredder emission controls, as well as operational investments like railcar and material handler purchases, supporting the efficient operation of the yards and distribution infrastructure.

The Group paid cash dividends of $38.6 million in FY25, consistent with the prior year level of $40.6 million, adopting a revised capital management and dividend allocation framework this year. $17.9 million was spent to purchase shares under the employee share plan.

Net Debt

On 30 June 2025, the Group had a net debt position of $332.3 million compared to a net debt position of $411.9 million on 30 June 2024. The Group calculates net debt as total financial borrowings less cash balances as follows:

	AS AT 30 JUNE	
A$M	2025	2024
Total borrowings	**513.4**	505.0
Less: total cash[1]	**(181.1)**	(93.1)
Net Debt	**332.3**	411.9

[1] Includes restricted cash of $29.6 million (30 June 2024: $39.8 million). Refer to note 19 for further information.

OPERATING AND FINANCIAL REVIEW (continued)

Strategic Developments

Solid progress was made on the Group's strategic initiatives during FY25. To ensure long-term growth the company actively managed its portfolio to adapt to market changes. As part of this effort, underperforming, undervalued and underutilised assets were identified and steps to revalue, divest or adjust operational processes were implemented.

Initiative	Progress
Metal	• Completed the sale of UK Metal **ANZ Metal** • Commenced upgrade of St Mary's shredder • Commenced the installation of fines plants at Pinkenba and Broadmeadows **North America Metal** • Invested in shredder downstream and separation technology in the Mid-Atlantic region • Expanded the national railcar fleet, and increased barge and vessel loading capacity • Investments in trucking and rail infrastructure within West operations to improve material flows
SA Recycling	Completed eight acquisitions
Lifecycle Services	• Deployed various automation projects • Expanded capacity in Midwest and West Coast, US
Resource Renewal	Closure of Sims Resource Renewal

Outlook

Long-term fundamentals remain strong, with EAF capacity and scrap demand continuing to grow, underpinned by decarbonisation, government policies supporting onshoring, and general market support. Accelerating AI adoption is creating sustained demand for non-ferrous materials and repurposed units.

Sustained strength in non-ferrous demand is expected, with non-ferrous markets expected to remain robust throughout FY26 and continuing to deliver strong trading margin contributions across NAM, ANZ, and SAR operations.

Tariff support is bolstering US ferrous demand, with tariffs protecting domestic steel and aluminium industries, and supporting local demand for ferrous scrap. The premium for domestic sales is expected to extend from FY25 into FY26, continuing to benefit NAM and SAR's margins from US sales.

Chinese exports remain the greatest headwind, with record-high Chinese steel exports expected to keep ferrous prices muted in markets outside the USA. This will continue to challenge NAM and SAR ferrous export sales, as well as ANZ's domestic and export volumes. While pricing pressure is likely to persist through FY26, further significant declines from FY25 levels appear limited as prices find their floor.

Hyperscaler data centre expansion, together with stronger local supply chains supported by tariffs, is driving demand and lifting resale prices. This is fuelling strong market momentum, and SLS remains well positioned in FY26 to build on its FY25 outcome.

NAMES AND PARTICULARS OF DIRECTORS

The following persons, together with their qualifications and experience, were Directors of the Company during the financial year and up to the date of this report:

Philip Bainbridge BS (Mech Eng)
Chairman and Independent non-executive director

Mr Bainbridge was appointed as a director on 1 September 2022 and appointed chairperson of the Company on 25 March 2024. He is also the Chair of the Nomination/Governance Committee. Mr Bainbridge has extensive senior executive experience, primarily in the oil and gas sector across exploration, development and production. He has worked in a variety of jurisdictions, including North America, Europe, Asia and Australia. His most recent executive role was as Executive General Manager LNG for Oil Search Limited. Prior to that, he served in senior executive roles at Pacific National and BP Group. Mr Bainbridge is also Chairman of the Global Carbon Capture and Storage Institute, and Sino Gas and Energy. He was previously Chair of the Papua New Guinea Sustainable Development Program.

Stephen Mikkelsen BBS, CA
Group Chief Executive Officer and Managing Director

Mr Mikkelsen was appointed Chief Executive Officer and Managing Director in October 2023, after originally joining Sims Limited in 2018 as the Global Chief Financial Officer. He brings more than 30 years of finance and executive management experience to the company.

Prior to joining Sims Limited, Mr Mikkelsen held senior leadership positions at AGL Energy, including serving as Chief Financial Officer from 2006 to 2012, followed by Group General Manager Retail Energy and Executive General Manager Energy Markets. Before his tenure at AGL, Mr Mikkelsen was the Chief Financial Officer of Snowy Hydro from 2001 to 2006. Mr Mikkelsen is a member of Chartered Accountants Australia & New Zealand.

Victoria Binns B.Eng (Mining), FAusIMM, GAICD, Grad Dip SIA
Independent non-executive director

Ms Binns was appointed as a director on 8 October 2021. She is Chair of the People & Culture Committee, and a member of the Audit and Risk Committee and the Nomination/Governance Committee. Ms Binns has more than 35 years of experience in the global resources and financial services sectors, including 10 years in executive leadership roles at BHP in Asia and 15 years in financial services with Merrill Lynch Australia and Macquarie Equities. During her career at BHP, Ms Binns' roles included Vice President Minerals Marketing, leadership positions in the metals and coal marketing business, and Vice President of Market Analysis and Economics. She was also co-Founder and Chair of Women in Mining and Resources Sg (WIMAR Sg). Prior to joining BHP, Ms Binns held a number of Board and senior management roles at Merrill Lynch Australia, including Managing Director and Head of Australian Research, Head of Global Mining, Metals and Steel, and Head of Australian Mining Research. Ms Binns is a Non-Executive Director of ASX-listed Evolution Mining, a Non-Executive Director for the NFP Carbon Market Institute (CMI), a member of the Advisory Council for JP Morgan, Australia & New Zealand, and on the Advisory Board of Merlon Capital Partners.

Grant Dempsey B.Com
Independent non-executive director

Mr Dempsey was appointed as director on 22 April 2024. He is the chair of the Audit and Risk Committee.

Mr. Dempsey has more than 35 years' experience, having served in numerous roles as a senior executive, strategic advisor and investment banker. Most recently, Mr. Dempsey served as the Chief Financial Officer of TPG Telecom, one of Australia's largest telecommunications companies. He previously served as Chief Financial Officer at Alumina Limited, Senior Adviser, Finance at ANZ Banking Group, and Head of Investment Banking (Australia and New Zealand) at JP Morgan. He is a non-executive director of Industry Funds Management (IFM) Investors and chairs its Board investment committee. Mr Dempsey is also a non-executive director of Megaport, an ASX-listed company, and chair of its audit and risk committee. He was appointed as a non-executive director of a2 Milk Company, an ASX and NZX-listed company, with effect from 1 September 2025.

Tom Gorman BA, MS, MBA - Retired on 9 May 2025
Independent non-executive director

Mr Gorman was appointed as a director in June 2020 and retired on 9 Mary 2025. Mr Gorman served as the Global Chief Executive Officer of Brambles Ltd for seven years, retiring in February 2017. Prior to Brambles, Mr Gorman held a number of senior executive positions over a 21 year career at Ford Motor Company, culminating in President and Chief Executive Officer of Ford Australia from 2004 to 2008. He is the Chair of Alcoa Corporation, a global leader in the production of bauxite, alumina and aluminium products, and a director of Worley Ltd, a global provider of professional project and asset services, and Orora Ltd, a packaging solutions specialist. Mr Gorman holds a Bachelor of Arts in Economics from Tufts University, a Master of Business Administration from Harvard Business School and a Global Master of Arts in International Relations and Affairs from Tufts University. He serves as Chair of the Maine Chapter of The Nature Conservancy.

NAMES AND PARTICULARS OF DIRECTORS (continued)

Kathy Hirschfeld AM, BE, HonDEng *Qld*, HonFIEAust, FIChemE, FTSE, FAICD
Independent non-executive director

Ms Hirschfeld was appointed as a director on 1 September 2023. She is the Chair of the Safety, Health, Environment, Community and Sustainability Committee (SHECS) and a member of the Audit and Risk Committee. Ms Hirschfeld is a chemical engineer with 20 years' experience with BP in oil refining, logistics and exploration in Australia, the United Kingdom and Turkey. She also served as a logistics officer in the Australian Army Reserve.

Ms Hirschfeld has extensive experience on ASX, NYSE, private company and government boards. She is currently the Chair of Powerlink Queensland, and an independent non-executive director of Central Petroleum. Ms Hirschfeld previously served as a Board Member and president of UN Women National Committee Australia and non-executive director of Energy Queensland, ToxFree Solutions, InterOil Corporation, Broadspectrum, Snowy Hydro, Queensland Urban Utilities and Spark Infrastructure RE Limited. Additionally, she was a member of the Senate of the University of Queensland for 10 years.

Hiroyuki Kato BA - Retired on 13 November 2024
Non-independent non-executive director

Mr Kato was appointed as a director in November 2018 and was Mitsui & Co, Ltd's nominated non-independent director. He retired on 13 November 2024. Mr Kato started his business career in the iron ore division of Mitsui, where he gained considerable experience relating to the mining industry, which became the backbone of his long career at Mitsui. After completing two assignments in New York and attending MIT Sloan School of Management, Mr. Kato held various positions in Mitsui's oil and gas divisions. In June 2020, Mr Kato retired from his position as a Counsellor to Mitsui. He is a director of Obayashi Corporation, a leading global construction company.

Deborah O'Toole LLB, MAICD - Retired on 25 February 2025
Independent non-executive director

Ms O'Toole was appointed as a director in November 2014 and retired on 25 February 2025. Ms O'Toole has extensive executive experience across a number of sectors including over 20 years in the mining industry and, more recently, in transport and logistics which included managerial, operational and financial roles. She has been Chief Financial Officer in three ASX listed companies, MIM Holdings Limited, Queensland Cotton Holdings Limited, and Aurizon Holdings Limited. Ms O'Toole currently serves as Chair of Transurban Queensland, and as an independent director of Pacific National Rail Group, Great Southern Bank (formerly Credit Union Australia), and Sydney Airport Corporation Limited. Ms O'Toole holds a law degree and is a Member of the Australian Institute of Company Directors.

Shinchiro Omachi - Appointed on 13 November 2024

Non-independent non-executive director

Mr Omachi was appointed as a director in November 2024 and is Mitsui & Co, Ltd's nominated non-independent director. He is a member of the People and Culture Committee and the Safety, Health, Environment, Community & Sustainability (SHECS) Committee. Mr Omachi started his business career in the Mineral & Metal Resources division of Mitsui. He held various senior strategy positions at Mitsui during his tenure, including the Executive Vice President, Chief Strategy Officer. In June 2022, Mr Omachi took the position of Counseller to Mitsui.

Russell Rinn - Appointed on 2 December 2024

Independent non-executive director

Mr Rinn was appointed as a director on 2 December 2024. He is a member of the People & Culture Committee, the Nomination/ Governance Committee, and the Safety, Health, Environment, Community & Sustainability (SHECS) Committee. Mr Rinn has more than 40 years of experience in the steel, fabrication and metal recycling industries. Most recently, Mr Rinn served as an executive vice president of Steel Dynamics Inc. and the President and Chief Operating Officer of OmniSource, its metal recycling subsidiary. He previously served as an executive vice president of Commercial Metals Company (CMC), a Texas-based metal recycler and producer of rebar and related products. Mr Rinn holds a Bachelor's Degree in Finance, Marketing and Business Administration from Texas Lutheran University and is a graduate of the Executive Program of the Stanford University Graduate School of Business and of the Management Development Program at the University of Michigan's Ross School of Business.

COMPANY SECRETARIES

Gretchen Johanns (Executive)

Ms Johanns joined the Company in November 2018 as Group General Counsel and Company Secretary. Ms Johanns has more than 25 years of experience as a senior legal advisor with U.S. publicly-listed companies in the information technology, service and media industries. Prior to joining the Company, Ms Johanns served as Deputy General Counsel and Corporate Secretary at Xerox Corporation. Previously, she served in various legal roles at Time Warner Cable Inc.

Michelle Pole

Ms Pole was appointed General Counsel and Company Secretary for the ANZ region in August 2024. She is an experienced governance professional with a strong background in company secretarial practice, legal advisory, and regulatory compliance in the mining and resources sector. Prior to joining Sims, she held a senior legal and company secretarial role at ASX 100-listed OZ Minerals Ltd. Immediately before joining the Company, she held an operational leadership position at BHP's Carrapateena copper mine, broadening her insight into the interface between governance, legal, and operational outcomes.

DIRECTORS' MEETINGS

The following table shows the number of board and committee meetings held during the financial year ended 30 June 2025 and the number of meetings attended by each Director:

	BOARD OF DIRECTORS		AUDIT COMMITTEE		RISK COMMITTEE		AUDIT & RISK COMMITTEE[6]		SHECS COMMITTEE		PEOPLE & CULTURE COMMITTEE		NOMINATION/ GOVERNANCE COMMITTEE	
	A	B	A	B	A	B	A	B	A	B	A	B	A	B
P Bainbridge	8	8	–	–	–	–	–	–	3	3	–	–	4	4
S Mikkelsen	8	8	–	–	–	–	–	–	–	–	–	–	–	–
V Binns	8	8	5	5	–	–	1	1	–	–	4	4	2	2
G Dempsey	8	8	5	5	–	–	1	1	–	–	–	–	–	–
T Gorman[5]	6	4	–	–	–	–	–	–	4	3	–	–	3	2
K Hirschfeld	8	7	4	4	3	3	1	1	2	2	3	3	–	–
H Kato[1]	3	3	–	–	2	2	–	–	3	3	–	–	–	–
D O'Toole[4]	5	5	4	4	2	2	–	–	–	–	2	2	–	–
S Omachi[2]	5	5	–	–	1	1	–	–	2	2	–	–	–	–
R Rinn[3]	5	5	–	–	–	–	–	–	2	2	2	2	2	2

1 Mr Kato retired from the Board on 13 November 2024.
2 Mr Omachi joined the Board from 13 November 2024 and has attended all meetings since his appointment.
3 Mr Rinn joined the Board from 2 December 2024 and has attended all meetings since his appointment.
4 Ms O'Toole retired from the Board on 25 February 2025.
5 Mr Gorman retired from the Board on 9 May 2025.
6 The Audit Committee and the Risk Committee were combined to form a single Audit & Risk Committee in March 2025.

A = Number of meetings held during the year ended 30 June 2025, during which the relevant Director was a member of the Board or applicable Committee, as the case may be.
B = Number of meetings attended by the relevant Director.

Directors also attend meetings of committees of which they are not a member. This is not reflected in the table above.

DIRECTORS' INTERESTS

As at the date of this report, the interests of the Directors in the shares, options, or performance rights of the Company are set forth below:

	SHARES
P Bainbridge	31,330
S Mikkelsen[1]	139,122
V Binns	7,700
G Dempsey	–
K Hirschfeld	10,082
S Omachi	–
R Rinn	2,900

1 The table above shows only the shares held by Mr Mikkelsen. Refer to the Remuneration Report for information on options and performance rights held by Mr Mikkelsen.

DIVIDENDS

In August 2025, the Directors declared a final dividend of 13.0 cents per share (100% franked) for the year ended 30 June 2025. The dividend will be payable on 15 October 2025 to shareholders on the Company's register at the record date of 1 October 2025.

The Directors have determined that the dividend reinvestment plan will not operate in relation to this dividend.

SIGNIFICANT CHANGES IN THE STATE OF AFFAIRS

No significant changes in the state of affairs for the year ended 30 June 2025.

SIGNIFICANT EVENTS AFTER THE BALANCE SHEET DATE

The Directors are not aware of any items, transactions or events of a material or unusual nature that have arisen since the end of the financial year which will significantly affect, or may significantly affect, the operations of the Group, the results of those operations or the state of affairs of the Group in subsequent financial years.

LIKELY DEVELOPMENTS

Information as to likely developments in the operations of the Group is set out in the Operating and Financial Review above.

ENVIRONMENTAL REGULATION

Sims Limited and its controlled entities ("Sims" or "the Group") are subject to environmental regulations and reporting requirements in Australia as well as other countries in which it operates. The Group has environmental licenses and consents in place at various operating sites as prescribed by relevant environmental laws and regulations in respective jurisdictions. Conditions associated with these licenses and consents include those which stipulate environmental monitoring requirements and reporting limits to monitor conformance with the requirements of such licenses and consents.

Under Australian environmental regulation, an entity is required to provide a summary of its environmental performance as per s299(1)(f) of the Corporations Act 2001. Further information on the Company's environmental performance is set out in the Group's Annual Sustainability Report. On 8 November 2024, the Group lodged its 2024 Sustainability Report on the ASX. A copy of the report can be viewed at https://www.simsltd.com/investors/reports.

Additionally, the Group's Australian operations are subject to the reporting requirements of the National Greenhouse and Energy Reporting Act 2007 ("NGER"). The NGER Act requires the Group to report its annual greenhouse emissions and energy use of its Australian operations.

Sims has been closely monitoring the development of the Australian Sustainability Reporting Standards ("ASRS"), which will introduce mandatory climate-related and broader sustainability disclosures in line with global standards. In anticipation, the Group has engaged external consultants and begun enhancing its internal systems and processes to ensure compliance and maintain high-quality disclosure practices.

There has been no material exposure to the risk of breaches of environmental permits conditions or legislation.

MANAGING RISKS

An integral part of the way Sims operates is recognising and managing the broad range of risks that it faces. Each must be given careful and appropriate consideration in order to support our commitments to our customers and stakeholders in line with our vision to: create a world without waste to preserve our planet. In accordance with our Risk Management Policy and Framework, Sims manages risk with the aim of:

- Supporting the achievement of strategic objectives through the identification and management of key areas of risk and opportunity on a proactive basis;
- Providing the basis for informed decision making;
- Enabling consistent and frequent communication between management and key governance committees; and
- Continuously enhancing the perception of Sims to our key stakeholders, including customers, shareholders and the community.

Through our Risk Management process (which is detailed in our Risk Management Policy), Sims Limited continuously monitors, assesses and manages the response to these risks, which range from operational events to external factors. Some of these key areas of risk and opportunities are discussed in detail in the following sections.

CLIMATE CHANGE RISKS

Climate change poses physical risks to our business, our people, and to the infrastructure, communities and environment that we engage with. We believe that the transition to a low-carbon economy encompasses a parallel transition to a circular economy and presents opportunities for our business as well as threats.

Learn more about our approach to climate change, including our detailed assessment of the risks and opportunities, in our FY24 Climate Report. Performance data is included in our Sustainability Databook, both available at https://www.simsltd.com/sustainability/download-centre/

Opportunities

At Sims, the low-carbon transition is at the heart of our business strategy. Sims provides high-quality recycled metals in place of virgin materials, which enables the avoidance of emissions, including those associated with extraction, refining and production. Metals such as steel, copper and aluminium are essential to the transition to a low-carbon urban economy and are used in applications such as Solar photovoltaic ("PV") and wind farms, electric vehicles and urban construction.

The strategic and scenario analyses we have outlined in our FY24 Climate Report demonstrates that as an enabler of the global circular economy, Sims is well placed to assist customers in lowering their respective carbon footprints as the world transitions to a circular, low-carbon economy and to deliver on our corporate purpose to create a world without waste to preserve our planet.

CLIMATE CHANGE RISKS (continued)

Threats

Climate change impacts physical, economic and social systems, so climate risks are reflected across the Sims risk profile. Climate change can alter the likelihood and impact of risks, as well as the effectiveness of controls. The potential impacts of climate change on our strategy (both physical risk and climate risk) are outlined in the FY24 Climate Report. Key physical risks arise as a result of extreme temperatures (including health & safety issues for employees and productivity loss) and extreme wet (including flooding, sea level rise, and other acute weather events).

Failure to manage climate change risk could lead to loss of stakeholder support, increased taxes and regulation, enforcement action, litigation or class actions, and negatively affect our reputation, ability to attract and retain talent, ability to access capital, operational continuity and financial performance.

Risk appetite

Sims is committed to living its purpose and views environmental risks as opportunities that allow us to differentiate our offering, even when it is difficult. We pride ourselves in providing a pathway to decarbonisation and circularity to our customers, delivering constant innovation and improvement that aims at protecting the environment and communities we operate in, and setting the standard for our industry.

Our management response includes:

- Providing a comprehensive view on our climate impact, aligned to the Task Force on Climate-related Financial Disclosures ("TCFD") recommendations.
- Outlining our approach to managing the transition and physical risks of climate change in our Climate Report;
- Establishing clear targets to lower greenhouse gas ("GHG") emissions in our direct operations over the short, medium, and longer term to reduce risk exposure relating to policy, regulation, and carbon pricing;
- Considering the carbon impact of capital expenditure decisions, including merger & acquisition activity;
- Advocating for an orderly transition to a circular, low-carbon economy; including reviewing industry association memberships to ensure alignment with our climate and energy policy positions;
- Engaging regularly with investors, governments, industry associations, membership-based sustainability organisations, Environmental, social, and governance ("ESG") proxy advisers and customers to identify and monitor emerging climate change risks, opportunities and trends;
- Being transparent in our annual disclosure of climate related performance, opportunities and threats, in accordance with sustainability reporting standards including Global Reporting Initiative ("GRI"), Sustainability Accounting Standards Board ("SASB") and TCFD.

HEALTH & SAFETY RISKS

Health & Safety are core company values. Sims leads in safety performance for the simple reason that we do not wait to respond to incidents but rather we effectively address risks proactively through our global lead indicator programs. Our Health and Safety strategy uses data to target specific risks and verify the effectiveness of controls, to drive continuous improvement. We build culture through proactive Commit to Care training; principles that focus on psychological safety and building trust based management/ employee relationships.

Learn more about our approach to safety, including performance data in the Sustainability Report and Databook, available at https://www.simsltd.com/sustainability/download-centre/

Opportunities

Demonstrating that we can meet or exceed our commitments in safety supports operational resilience, our ability to attract and retain talent, and helps us achieve our purpose.

Threats

We engage in activities that have the potential to cause harm to our people, including serious injuries and fatalities. Safety incidents can alter the lives of the individual, their family and community. A serious safety event could also cause damage or disruptions to our assets and operations, impact our financial performance, result in litigation or regulatory action, and cause long-term damage to our social license to operate and reputation.

HEALTH & SAFETY RISKS (continued)

Risk Appetite

First and foremost is safety. We are committed to providing a safe working environment for our people, and will take all reasonable steps to protect the public, our customers, contractors and suppliers. Therefore, we have no tolerance for behaviour that knowingly compromises the safety of our people and the wider community. Sims takes the mental well-being of our workforce just as seriously as their physical well-being and encourages our workforce to feel comfortable openly discussing their struggles, concerns or challenges. Therefore Sims has built a program as the foundation to our safety culture called Commit to Care. A program that all leaders must complete, building understanding and setting expectations on how to treat personnel, avoiding blame culture. The success of this program has seen an increase in the reporting of high-risk potential incidents, as well as low risk events, which gives Sims the opportunity to improve upon control measures.

Our management response includes:

- Defining critical control verifications to address critical risks (those risks with the potential of causing the most serious harms). Key focus areas, such as traffic management, have been identified based on risk levels and the highest likelihood of occurrence;
- Specifying minimum and recommended requirements for hazard controls;
- Reporting, investigating, and sharing learnings from incidents across Sims;
- Developing a proactive safety culture through training, surveying and management example;
- Investigating and deploying technology for incident prevention and detection;
- Providing mental health and wellbeing training in order to reduce the stigma of mental health conditions. Ensuring Employee Assistance Programs are in place for employees to receive support related to mental health, general wellbeing, and other concerns;
- Including Leading Indicator targets related to safety performance in remuneration incentives. Reactive ‘Lagging Indicators’ programs (Injury treatment data) have been retired (Total Case Injury Frequence Rate & Lost Time Injury Frequency Rate) in order to focus on hazards and associated risks although continue to be monitored;
- Maintaining Emergency Response Plans, which include evacuation routes, fire response equipment, and injury first aid;
- Being transparent in our annual disclosure of climate related performance, opportunities and threats, in accordance with sustainability reporting standards including GRI and SASB.

SOCIAL LICENCE

We recognise the significant shifts in our external operating environment and increased stakeholder expectations regarding the role of companies in society and the communities in which they operate. In particular, we recognise that without a social licence from our communities and broader stakeholders, we would simply not be able to operate. In this context we have developed a Social Licence Framework, not just to manage risks associated with maintaining our Social Licence, but importantly to ensure Sims continues to be a partner for change in the communities in which we operate.

Opportunities

Building and deepening our relationships with the communities we operate in, and our wider stakeholders, supports operational resilience and our ability to attract and retain talent (which is mostly sourced from the local community). Our customer base is often also local, and we want to be the place where the local community and supplier base recycle their metals. This not only helps our bottom-line by giving us access to intake at source, but also develops our brand and credibility as a business and supports our purpose.

Threats

The rapid gentrification or urbanisation of previously industrial or semi-rural suburbs in the vicinity of larger cities means that most of our sites, even if relatively removed from urban centres at inception, are now in close proximity to (or in the midst of) urban areas or sensitive receptors. Through our operations, we have the potential to cause disruption and nuisance to the communities and the environment around us, whether through fires at our sites, dust, noise, increased heavy-vehicle traffic, other factors, and ultimately cause long-term damage to our social licence to operate and reputation.

Risk Appetite

We pride ourselves in providing a pathway to de-carbonisation and circularity to our customers, and delivering constant innovation and improvement that aims at protecting the environment and communities we operate in, and set the standard for our industry.

Our management response includes:

- A vast array of operational measures is in place and substantial investments identified to address and mitigate any undesirable impact of our operations on our communities and the environment. Such measures include (but are not limited to) buffer walls, enclosing some of our equipment (where reasonably practicable), and planting trees to screen off noise and improve visuals;
- Targeted, locally focused, action plans in place for key sites;
- Social Licence Framework and associated governance mechanisms in place;
- Dedicated resources in key locations to understand our communities' needs and drive our action plans;
- Reporting, investigating, and sharing learnings from incidents impacting our communities and the environment across the Group;
- Developed crisis and emergency response plans and business continuity plans;
- Sims works collaboratively with local fire departments and fire detection firms to ensure our control measures in fire prevention and methods for response continually improve with new technologies. Over the past few years, we have partnered with fire detection firms to trial state-of-the-art, machine-learning, early detection warning systems to control fire risk.

REGULATIONS AND PUBLIC POLICY

As previously articulated, we recognise the significant shift in our external operating environment and increased stakeholder expectations, including those from government and regulatory authorities. In this regard, we view the efforts of government (and the private sector) to decarbonise and lower emissions as a significant opportunity for Sims.

Particularly relevant to Sims are cap and trade schemes, emission limits, as well as carbon-pricing mechanisms and taxes on GHG emissions. Sims supports the efforts endorsed by the European Council in December 2019 to make the EU climate neutral by 2050 and by Australia to achieve net zero greenhouse gas emissions by no later than 2050, in line with the Paris Agreement. Sims remains committed to curbing its own emissions.

Opportunities

As described under 'Climate Change' for Sims, a low-carbon transition is at the heart of our business strategy. As such, we see a significant upside in the current and proposed government policies which have the objective of transitioning to a low-carbon economy. As a leader in the metals recycling industry, we see ourselves as an indispensable part of the transition, and in furthering the circular-economy agenda, either through strategic industry associations or directly engaging with government where appropriate.

Threats

The potential threats arising from these changes or measures range between tactical challenges such as an increased cost of purchased energy, or capital costs needed for the electrification of equipment, or lower emissions equipment to, on a strategic front, potential restrictions to the export of our products which may come through waste management initiatives. Sims has not to date experienced any material negative impact related to these current or potential regulations but we continue to monitor, evaluate and engage with government and through industry associations to ensure we remain current and are able to respond to these changes with sufficient agility.

Risk appetite

Sims requires strict compliance with laws and regulations across our organisation including safety, trading, environment, and reporting to our stakeholders and the public. While we require compliance, we simultaneously pursue clarity in regulations which impact our business and strive to ensure all players in the industry are held to the same environmental standards that we pursue.

We encourage regular community and bi-partisan political engagement efforts at a federal, state and local level to support the achievement of our purpose and vision. We discourage complacency in our processes and procedures that put us at risk of regulatory violations and potential litigation

Our management response includes:

- Engaging through industry associations, business chambers, and directly with government where appropriate;
- Annual review of industry association lobbying to monitor activity alignment with Sims' policy and position (particularly regarding climate change);
- Monitoring and scanning for changes in the policy and regulatory environment;
- Engagement of specialised third-party advisory firms or individuals as required;
- Government Engagement & Advocacy Policy to guide activities;
- Rotating, regular internal Audit reviews of site compliance with key regulatory obligations;
- Internal Controls Questionnaires to regularly assess and report on the status of key controls pertaining to areas of regulatory compliance across all our sites;
- Annual compliance training for all staff;
- Whistleblower mechanisms in place to ensure any breaches of laws or regulation can be promptly and anonymously reported and recorded.

TECHNOLOGY AND CYBER SECURITY

As Sims continues to evolve, our processes are becoming increasingly reliant on technology and the systems with which we operate more sophisticated. We view technology as a tool to assist and enhance the running of our day-to-day operations and also a key component of our future strategy. Consequently, Sims has consistently invested in enhancing its technology suite and bolstering its cyber security and incident response management.

Opportunities

We see a significant upside in enhancing our core operating systems, as well as in the use of business intelligence, data analytics and, where appropriate, artificial intelligence.

Our Sims Lifecycle Services business is exceptionally positioned to take full advantage of the increasing use of data centres across the globe and partners with a range of well-established technology companies, playing a critical role in helping businesses and data centres manage the profound shift in how and where technology is managed. As a worldwide leader in IT asset and cloud infrastructure reuse, redeployment, recycling and refining, SLS provides repurposing and IT recycling solutions for businesses. Our data centre division plays a hands-on role in decommissioning IT equipment, bulk hard drive destruction and repurposing data centre parts and equipment.

Threats

We view technology and its use as a sizeable opportunity, while also recognising that it presents clear threats which need to be managed, such as risks associated with the adoption and implementation of new technologies and the failure to take necessary steps to prepare for cybersecurity incidents or technical outages which could result in operational incidents, business disruptions or data breaches, and ultimately have adverse effects on our social license to operate, reputation, financial performance, and overall competitiveness.

Risk appetite

We encourage all Sims employees to acknowledge that they have a responsibility to protect Sims' assets and data and encourage investment in training that promotes proactive behaviours to prevent, detect, respond and recover from cyber security incidents.

Our management response includes:

- Maintaining technologies to improve our overall cybersecurity resilience, including but not limited to global virtual private networks ("VPNs"), multi-factor authentication ("MFA"), robust anti-virus/anti-spyware/anti-malware software technologies, data protection via encryption and machine authentication;
- Implementing a robust incident response strategy in partnership with third-party service providers of managed detection and incident response and conducting our annual global IT incident response tabletop exercise;
- Conducting executive level Crisis Management exercises simulating a wide-spread cyber security event with the participation of the Board as well as key executives across all potentially impacted business units and functions;
- Enhancing our information security/cybersecurity awareness training program by leveraging various internal communication channels, including email (frequent publication of cybersecurity articles) and MySims Intranet site (security videos and Cybersecurity Awareness newsletter);
- Continuing to include training on relevant security awareness policies (e.g., acceptable use, protection of information assets) as part of our new employee onboarding process;
- Deployed our mandatory Annual Cybersecurity Training video, which is managed through the Sims University Learning Centre;
- Conducting bi-monthly internal simulated phishing testing attacks and enhancing our KPI reporting;
- Maintaining appropriate cyber insurance;
- Testing our Disaster Recovery Plans across all regions;
- Subjecting our cybersecurity practices to annual internal and external audit, and vulnerability assessment and penetration testing multiple times during the year.

GEOPOLITICAL AND MACROECONOMIC RISKS

Sims financial and operational performance is exposed to fluctuations in the market price for ferrous and non-ferrous metals and precious metals, which at times are volatile. The underlying causes for these fluctuations are typically geopolitical and macroeconomic factors which, albeit being beyond Sims' direct control, need to be closely monitored and, to the extent possible, their impact anticipated and mitigated.

Opportunities

We are confident in the medium and long-term fundamentals of the business. The demand for ferrous scrap spurred on by infrastructure spending and Electric Arc Furnace ("EAF") steelmaking production is expected to remain robust. India remains a key area of growth and we expect to be able to leverage its foreshadowed infrastructure expansion in the coming years.

On more general terms, we continue to build our understanding of geopolitical and macroeconomic threats and opportunities as we believe this can, not just assist us in implementing appropriate risk mitigation measures but also enhance the development of our strategy, our operations planning and response, and ultimately provide a potential future competitive advantage. We are closely monitoring the development of tariffs on goods to and from the USA, particularly as they impact our industry, both from an opportunity and threat point of view.

Threats

In the short term, adverse movements in commodity prices may negatively impact our financial performance. Current ferrous scrap prices, driven, at least partially, from an oversupply of Chinese steel, may result in a continuation of soft scrap inflows. We expect non-ferrous volumes and prices to provide a level of offset.

The cost of capital, may also affect the results of our operations, financial performance and returns to investors in the short term depending on interest rates and currency movements.

Our management response includes:

- Monitoring geopolitical and macroeconomic developments and trends, including through signal monitoring and our enterprise-level watch list of emerging themes, to provide an early indication of events that could impact our strategy;
- Regular briefings or updates from external Subject Matter Experts to management and the Board;
- Maintaining response plans for various scenarios (including major international conflict/s) to mitigate disruptions to sales and logistics;
- Inventory management and turning inventories quickly;
- Use of forward commodity contracts matched to purchases or sales of non-ferrous metals (primarily copper, nickel and aluminium) and certain precious metals (primarily gold, silver and palladium);
- Strategic planning and stress testing of assumptions using a range of diverse pricing forecasts for key commodities;
- Cost containment measures and other initiatives deployed to offset the impact of a commodity pricing downturn and improve margins.

INSURANCE AND INDEMNIFICATION OF OFFICERS

During the financial year, the Company had contracts in place insuring all Directors and Executives of the Company (and/or any subsidiary companies in which it holds greater than 50% of the voting shares), including Directors in office at the date of this report and those who served on the Board during the year, against liabilities that may arise from their positions within the Company and its controlled entities, except where the liabilities arise out of conduct involving a lack of good faith. The Directors have not included details of the nature of the liabilities covered or the amount of the premium paid as such disclosure is prohibited under the terms of their contracts.

SHARE OPTIONS AND RIGHTS

Unissued shares

As of the date of this report, there are 177,067 share options outstanding and 4,746,056 rights outstanding in relation to the Company's ordinary shares. Refer to note 29 of the consolidated financial statements for further details of the options and rights outstanding as at 30 June 2025. Option and right holders do not have any right, by virtue of the option or right, to participate in any share issue of the Company.

Shares issued as a result of the exercise of options and vesting of rights

During the financial year, there were 1,110,203 ordinary shares issued upon the exercise of share options and 976,887 ordinary shares issued through the employee share ownership programme trusts in connection with the vesting of rights. Refer to note 29 of the consolidated financial statements for further details of shares issued pursuant to share-based awards. Subsequent to the end of the financial year and up to the date of this report, there have been nil ordinary shares issued upon the exercise of share options and nil ordinary shares issued in connection with the vesting of rights.

DIRECTORS' REPORT (CONTINUED)

NON-AUDIT SERVICES

The Company may decide to employ its external auditor (Deloitte Touche Tohmatsu) on assignments additional to their statutory audit duties where the auditor's expertise and experience with the Company and/or the Group are important.

Details of the amounts paid or payable to the auditor for audit and non-audit services provided during the financial year are set out in note 32 of the consolidated financial statements.

The Board has considered the position and, in accordance with advice received from the Audit Committee, is satisfied that the provision of the non-audit services is compatible with the general standard of independence for auditors imposed by the Corporations Act 2001. The Directors are satisfied that the provision of non-audit services by the auditor, as set forth in note 32 of the consolidated financial statements, did not compromise the auditor independence requirements of the Corporations Act 2001 for the following reasons:

- all non-audit services have been reviewed by the Audit Committee to ensure they do not impact the impartiality and objectivity of the auditor; and
- none of the services undermine the general principles relating to auditor independence as set out in APES 110 Code of Ethics for Professional Accountants.

AUDITOR'S INDEPENDENCE DECLARATION

The auditor's independence declaration as required under section 307C of the Act is set out on page 57 and forms part of the Directors' Report for the year ended 30 June 2025.

ROUNDING OF AMOUNTS

The Company is a company of the kind referred to in ASIC Corporations (Rounding in Financials/Directors' Reports) Instrument 2016/191, dated 24 March 2016, and in accordance with that Corporations Instrument amounts in the directors' report and the financial statements are rounded off to the nearest tenth of a million dollars, unless otherwise indicated.

This report is made in accordance with a resolution of the Board of Directors and is signed for and on behalf of the Board of Directors.

P Bainbridge	S Mikkelsen
Chairperson	Managing Director and Group CEO
New South Wales	New South Wales
19 August 2025	19 August 2025

REMUNERATION REPORT

INTRODUCTION FROM THE CHAIR OF THE PEOPLE & CULTURE COMMITTEE

Dear Shareholders,

On behalf of the Board of Directors, I am pleased to present Sims Limited's Remuneration Report for the fiscal year ended 30 June 2025 (FY25).

Sims' executive remuneration framework is designed to attract, motivate, develop and retain an excellent calibre of leadership talent from the global marketplace in which we operate, align executive remuneration with shareholder's interest, drive both short-term and long-term performance within our cyclical industry given changing market dynamics, and foster and support our purpose, values and culture.

Each year, we review our executive remuneration framework to ensure that it remains competitive considering our short- and longer-term strategic objectives, ensuring we have appropriately considered external factors, as well as views expressed by our shareholders. As a result of this engagement, in FY25 we made several changes to our long-term incentive plan (LTI) structure for the performance measurement period FY25-FY27, to bolster alignment with shareholder outcomes. The goals within the Performance Rights placed a stronger emphasis on productivity initiatives that drive improved earnings, we introduced a Return on Invested Capital (ROIC) metric to replace the prior Return on Productive Assets metric and rebalanced the LTI offering to be equally weighted among Productivity Performance Rights, ROIC Rights and Total Shareholder Return (TSR) Rights.

Overview of FY25

FY25 was a year of significant volatility driven largely by shifts in US trade policy and pressures from low-priced Chinese steel exports. Despite these challenges, Sims remained focused on executing its business strategy – simplifying operations, improving margins, and increasing direct sourcing of unprocessed scrap – delivering strong results and significant margin and profitability improvement over the prior year.

During the first half of FY25, we executed the sale of our UK Metal business which contributed to an uplift to overall earnings while also strengthening our balance sheet and providing capital to recycle into more profitable opportunities in the business and reward shareholders with higher dividends. We have agreed with the purchaser to defer its residual capital payment given current trading conditions (all other payments having been received).

In North America, our largest metal market, we continued to refine our cultural and organisational structure to enable more effective commercial execution and greater domestic/export sales optionality. This enhanced our responsiveness to the ongoing shifting market towards domestic sales, while still capitalising on the right international opportunities as they arose. The strategic focus on increasing unprocessed scrap intake resulted in significant margin and earnings improvements.

Our ANZ Metal business was challenged by deteriorating market conditions from increased Chinese steel exports to Asia and a slowdown in the domestic market, in particular New Zealand, with supply remaining tight, resulting in a 1.2% reduction in year-over-year sales revenue and an 8.5% decrease in trading margins. However, the team was able to reduce its cash operating costs by over $23 million during the year and benefited from a strong performance in its non-ferrous retail business supported by good underlying demand for copper and aluminium.

Sims Lifecycle Services continues to execute on its strong growth strategy and has added meaningful and consistent earnings to Sims' overall result. With strong demand for hyperscale data centres, we remain optimistic about its continued growth potential and are allocating resources and support accordingly.

We continued to deliver efficiency and productivity improvements through our cost reduction efforts during the year, with material savings realised through the elimination of overhead roles resulting in a more streamlined and agile organisational structure. We also made the decision to cease our work on the plasma-assisted gasification technology, which will also reduce costs.

From a sustainability perspective, our safety performance again excelled, achieving another outstanding year of keeping our employees, contractors and visitors safe, illustrated by achieving our second consecutive year with a Total Recordable Injury Frequency Rate of 1.0 or lower, and our best-ever Lost Time Injury Rate of 0.11. We delivered on our 2025 climate goals, transitioning to 100% renewable electricity where practicable and reducing our Scope 1 and 2 emissions by nearly 50%, far surpassing the 23% target. We are proud of our SLS business, which achieved carbon neutrality and was named as the 2025 ITAD Services Company of the year by CIO Review, highlighting our commitment to sustainable IT asset disposition through repurposing into a global circular infrastructure.

REMUNERATION REPORT (continued)

FY25 remuneration framework and outcomes

The FY25 financial component of the Short-term Incentive (STI) was assessed on an EBIT target set for the entire year. Based on the FY25 EBIT result, the Company achieved above the targeted EBIT resulting in an average payment for the KMP executives of 134% of the financial component (representing 80% of the total STI opportunity).

The second component of the STI (representing 20% of the total opportunity) is based on an assessment of executives' individual performance goals. In FY25, KMP achieved 100% - 115% for that portion of the STI bonus. In total, the CEO and executives achieved STI outcomes of 70% of the maximum STI bonus. On account of the bonus exceeding 120% of the target amount, one-half of the excess of the STI bonus over the target is deferred post-tax into Sims ordinary shares with a 2-year holding period.

Our Long-term Incentive award is focused on alignment to shareholder experiences and delivering sustainable growth and value over the long term. The LTI structure for the performance measurement period FY23-FY25 has three components, TSR, Strategic Performance Rights (SPR) and Return on Productive Assets (ROPA). The TSR performance over the three-year measurement period resulted in an achievement of the 43rd percentile against the comparator group, resulting in zero (nil) vesting of the TSR performance rights. After careful consideration of a range of factors, including a very successful focus on improving trading margin and earnings, the Board determined that SPR vesting would be 80%. The ROPA rights did not meet the minimum threshold requirements resulting in zero (nil) vesting of the ROPA rights. The combination of the three components resulted in an overall achievement of 36% of the LTI performance rights eligible to vest in the performance period ending in FY25.

KMP changes

A number of changes to the KMP occurred throughout the course of FY25, including retirements of long-standing directors and the welcoming of several new directors.

Shinichiro Omachi was appointed to the Board as a Non-Independent, Non-Executive Director of the Company and replaced Mr Hiroyuki Kato, who retired, both effective 13 November 2024. The Board thanks Mr Kato for his service to the Board.

Russell Rinn was appointed to the Board as an Independent Non-Executive Director effective 2 December 2024. Mr Rinn has more than 40 years of experience in the steel, fabrication and metal recycling industries, primarily in the United States. Most recently, Mr Rinn served as an executive vice president of Steel Dynamics Inc. and the President and Chief Operating Officer of OmniSource, its metal recycling subsidiary.

Deborah O'Toole announced her retirement from the Sims Board effective 25 February 2025. The Board thanks Ms O'Toole for her 11 years of dedicated service to the Sims Board, including her roles as Chair of the Audit Committee, as well as a member and past Chair of the People and Culture Committee.

Thomas Gorman announced his retirement from the Sims Board effective 9 May 2025. The Board thanks Mr Gorman for his five years of dedicated service to the Board, including his roles as Chair of the Safety, Health, Environmental, Community, and Sustainability (SHECS) Committee and a member of the Nomination/Governance Committee.

Looking ahead to FY26

Sims relies on a high-performing geographically diverse management team to execute our growth strategy and deliver sustainable long-term value for shareholders, in a manner that is consistent with our purpose, values and culture. We believe Sims' remuneration structure provides the right balance and meets the multiple objectives of our remuneration framework. As a result, there are no plans for material changes in FY26 from the framework put in place in FY25.

Thank you for your ongoing support and we welcome your feedback at the AGM.

Yours sincerely,

Victoria Binns

People & Culture Committee Chairperson

RemCoChair@simsmm.com

REMUNERATION REPORT (continued)

The Committee presents the Remuneration Report (Report) for the Company and the Group for the performance period from 1 July 2024 to 30 June 2025 (FY25). This Report forms part of the Directors' Report and has been audited by our independent auditor, Deloitte Touche Tohmatsu, in accordance with section 308 (3C) of the Corporations Act 2001. The Report sets out remuneration information for the Company's Key Management Personnel (KMP).

CONTENTS		PAGE
Section 1:	FY25 Executive Remuneration Strategy and Framework	**29**
Section 2:	FY25 Company Performance/Executive Remuneration Outcomes	**39**
Section 3:	FY26 Executive Remuneration Strategy and Framework	**48**
Section 4:	Executive Remuneration Governance and Disclosure Tables	**49**

Listed below are KMPs for FY25 including Executives and Non-Executive Directors (NEDs). "Executives" in this report refers to executive KMP.

Directors and Executives who were KMP during FY25

NAME	POSITION	COUNTRY	APPOINTED/DEPARTED (WHERE APPLICABLE)
Executives			
Stephen Mikkelsen	Group Chief Executive Officer and Managing Director (Group CEO)	Australia	–
Warrick Ranson	Group Chief Financial Officer (Group CFO)	Australia	–
John Glyde	Managing Director Australia & New Zealand Metal (MD ANZ Metal)	Australia	–
Robert Thompson	President, North America Metal (President NAM)	USA	–
NEDs			
Philip Bainbridge	Chairperson and Independent NED	Australia	–
Victoria Binns	Independent NED	Australia	–
Grant Dempsey	Independent NED	Australia	–
Kathy Hirschfeld	Independent NED	Australia	–
Shinichiro Omachi	Non-Independent NED	Japan	Appointed 13 November 2024
Russell Rinn	Independent NED	USA	Appointed 2 December 2024
Former NEDs			
Thomas Gorman	Independent NED	USA	Retired 9 May 2025
Hiroyuki Kato	Non-Independent NED	Japan	Retired 13 November 2024
Deborah O'Toole	Independent NED	Australia	Retired 25 February 2025

There were no changes to the KMPs since the end of the reporting period.

REMUNERATION REPORT (continued)

SECTION 1: FY25 EXECUTIVE REMUNERATION STRATEGY AND FRAMEWORK

1.1 EXECUTIVE REMUNERATION FRAMEWORK SNAPSHOT AND GUIDING PRINCIPLES

At Sims, our remuneration philosophy is designed to underpin the Company's Purpose, Vision and Strategy and ensure the performance culture of the business is strongly aligned to our overarching objective of safely delivering sustainable value to our shareholders. Aligning to this philosophy are guiding principles used to evaluate our remuneration design, structure and framework decisions.

Sims' Executive remuneration framework provides the foundation for how remuneration is determined and paid. The framework is aligned with the business' performance objectives, the remuneration guiding principles, and is informed by market practice. The mix of total target remuneration for Executives consists of fixed remuneration for the performance of job duties, short-term incentives for delivery of one-year financial goals and execution of important strategic and operational objectives, and long-term incentives for achievement of multi-year financial goals and execution of strategic initiatives that position the company for future success.

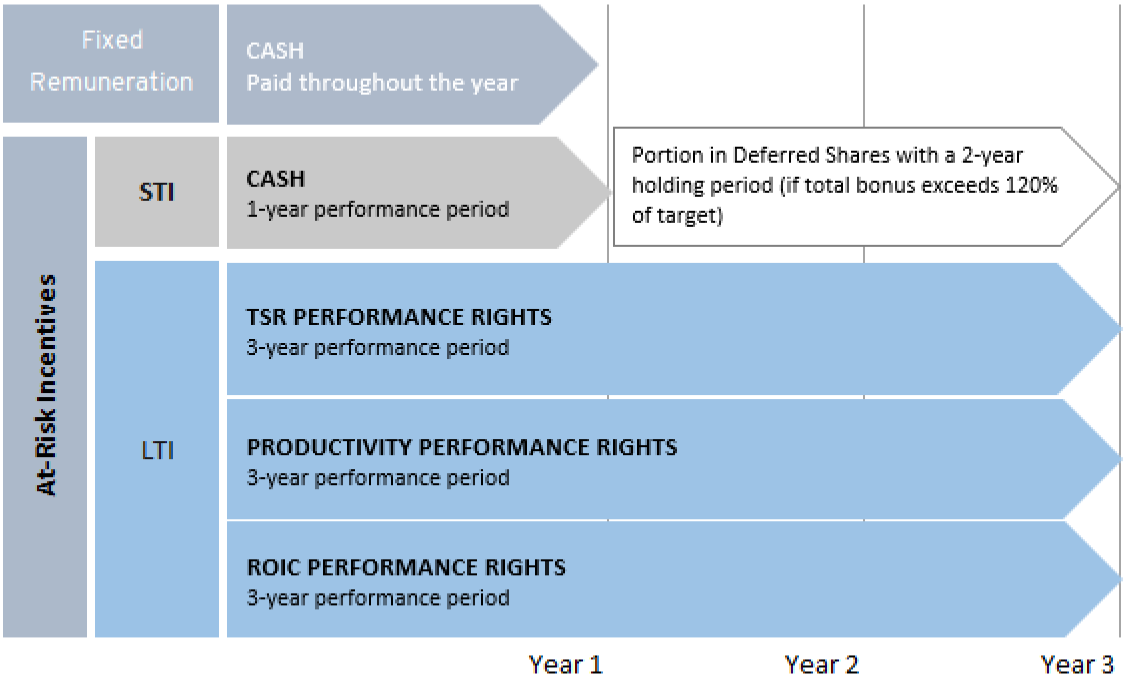
Our Remuneration Principles				
We align Executive & Shareholder Interest by emphasising the achievement of long-term results using at-risk incentives and share ownership through deferred equity and holding requirements.	**We drive Short-Term & Long-Term Achievements** with balanced objectives linked to Group, business unit and individual performance.	**We Attract, Motivate, Develop & Retain Talent** through competitive remuneration programs reflective of the market, scope of role, geographic location and performance.	**We align Remuneration with Sims' Purpose & Market Dynamics** by designing fit-for-purpose programs accounting for our global operations, cyclical industry and market dynamics, and the Company's purpose.	**We align Risk & Strategy Execution** through appropriate and balanced mix of incentives and metrics linked to both short-term execution and long-term strategy.

REMUNERATION REPORT (continued)

Executive Remuneration Framework			
		AT-RISK INCENTIVE	
	FIXED REMUNERATION	SHORT-TERM INCENTIVE	LONG-TERM INCENTIVE
Purpose	Attract and retain top global talent	Rewards for meeting or exceeding challenging annual financial, strategic and individual performance goals	Drives a focus on creating sustainable long-term shareholder value and reinforcing an ownership mindset
Instrument	Base salary, superannuation, pension, and/or retirement contributions where applicable, and other non-monetary benefits	Cash and Deferred Ordinary Shares	• Total Shareholder Return Performance Rights (TSR) (33.33% of total LTI opportunity) • Productivity Performance Rights (33.33% of total LTI opportunity) • Return on Invested Capital Rights (ROIC) (33.33% of total LTI opportunity)
Measurement / Considerations	Reviewed periodically considering various factors including (but not limited to) role size and complexity, skills and experience, talent scarcity and relevant external remuneration benchmarks	**Financial performance (80%)** Underlying EBIT **Non-financial performance (20%)** Individual performance goals under several key focus areas: • Environment, Health & Safety • Organisational Simplification • Margin Optimisation • Culture, Leadership, Diversity and People • Sustainability and Community	**TSR Performance Rights** Relative TSR against companies in the ASX 200 materials and energy sectors, over a three-year performance period **Productivity Performance Rights** Achievement of goals tied to productivity and margin improvements over a three-year performance period **ROIC Rights** Achievement of the Company's performance relative to a Return on Invested Capital metric over a three-year performance period
Quantum		**Group CEO, Group CFO** 100% of base salary at-target (184% of base maximum) **MD ANZ Metal, President NAM** 75% of base salary at-target (138% of base maximum)	**Group CEO** LTI grant value of 150% of base salary **Group CFO, MD ANZ Metal, President NAM** LTI grant value of 100% of base salary

REMUNERATION REPORT (continued)

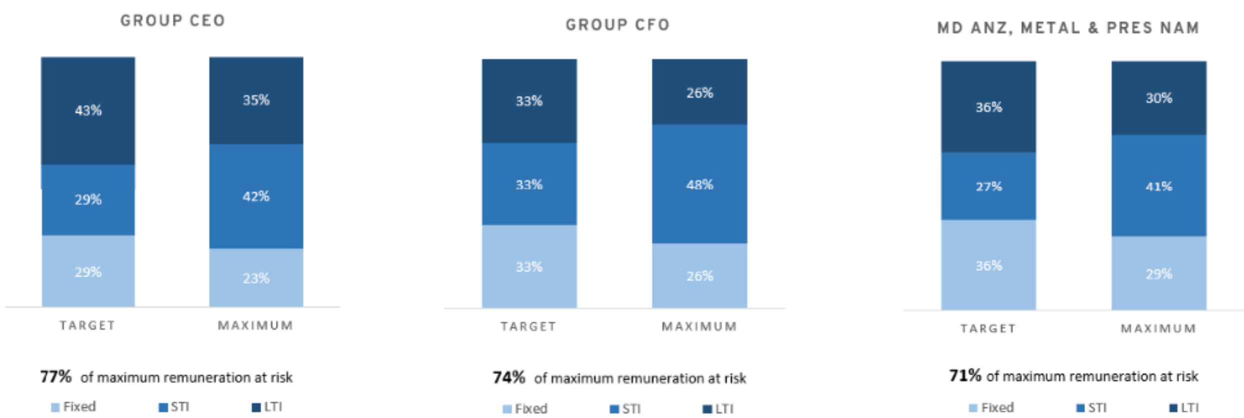
Delivery of FY25 remuneration components



1.2 EXECUTIVE REMUNERATION MIX

The charts below show the mix of the aggregate remuneration components at target and maximum for each of our Executives for FY25. References to actual remuneration outcomes received by the Sims' Executives for FY25 are provided in section 3.

FY25 Remuneration structure and mix at target and at maximum achievement for Sims' Executives[1,2]

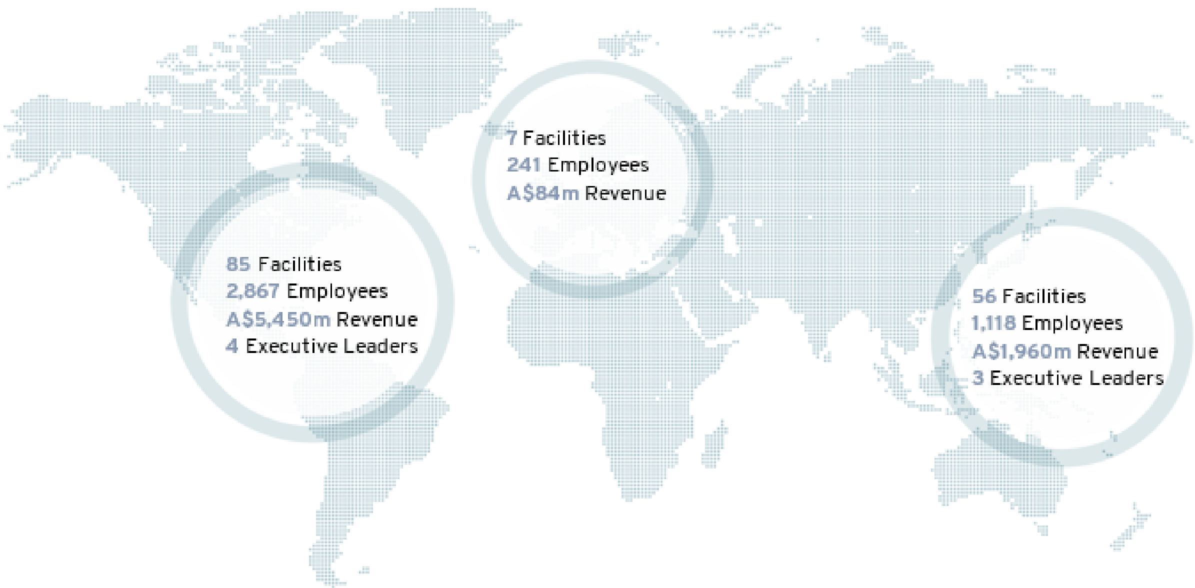


1 Fixed Remuneration excludes accrued benefits.
2 Totals may not add to 100% due to rounding of individual components.

REMUNERATION REPORT (continued)

1.3 EXECUTIVE REMUNERATION BENCHMARKING

The Committee believes it is important to understand the relevant market for executive talent in order to ensure Sims' remuneration strategy and programs support the guiding principle to attract, retain and develop a pipeline of highly qualified leaders. Sims has adopted a market positioning strategy where the remuneration program design and total remuneration for Executives are benchmarked against a group of peer companies that are listed on the Australian Securities Exchange (ASX), New York Stock Exchange and the NASDAQ Stock Market. The Company competes against the peer companies for executive talent across its different business operations and jurisdictions, globally.



Fixed remuneration acts as a base level of pay for ongoing performance of job responsibilities. A competitive level of fixed remuneration is critical to attract and retain executives.

Total fixed remuneration includes base salary and benefits, such as superannuation or other retirement programs, health insurance, life and disability insurance, and automobile allowances where applicable. At-risk remuneration elements are based on annual bonus and performance-based equity incentives.

Fixed and at-risk remuneration at Sims references an appropriate range around the market median (50th percentile) as one input to the Company's remuneration decisions. In addition, other inputs include:

- The geographic reach of the role;
- The complexity of the role;
- Skills and experience required for the role;
- Market pay levels and competitiveness against the benchmark peer group;
- The criticality of the role to successful execution of the business strategy; and
- Market dynamics and cyclicality affecting the industry in which the Company operates.

REMUNERATION REPORT (continued)

Executive Benchmarking Peer Group

The People & Culture Committee, with assistance from its independent remuneration consultants, monitors composition of the peer group to ensure it continues to serve as an appropriate reference for establishing total remuneration for Sims' Executives. The Committee considers companies with similarities to Sims on one or more of the following characteristics:

- within our industry or comparable lines of business
- complexity of global operations and geographic footprint
- similar revenue, profit, assets, and capital expenditures
- similar industry dynamics and cyclicality
- similar number of employees
- similar market capitalisation

This peer group is used exclusively for benchmarking of executive remuneration and is not linked to any incentive program.

By considering benchmarking peers across a number of parameters, this ensures that Sims is able to attract and retain key talent that reflects the geographical and operational complexity of our business. The Committee believes that overemphasising peer companies by market capitalisation can lead to significant volatility in remuneration quantum due to temporary peaks or troughs in Sims' and peers' market value. It should be noted that the U.S. listed peers companies not only represent our key source of competition for executive talent, but many are also companies that Sims competes with for business acquisitions.

The Committee, along with its independent compensation consultant recently reviewed Sims' peer group which currently reflect the 36 companies listed below:

AUSTRALIAN LISTED COMPANIES

Ansell	Coronado Global Resources	James Hardie Industries	Qube
Aurizon	CSR	Metcash	Viva Energy Group
BlueScope Steel	Downer EDI	Nufarm	Worley
Brickworks	Graincorp	Orica	
Cleanaway Waste Management	Dyno Nobel (formerly Incitec Pivot)	Orora	

U.S. LISTED COMPANIES

Algoma Steel Group	Clean Harbors	Greif	Schneider National
Alpha Metallurgical Resources	Commercial Metals Co	Hyster-Yale Materials	Silgan
ATI	Constellium SE	O-I Glass	Worthington Steel
Boise Cascade Co	Eagle Materials	Pactiv Evergreen	
Carpenter Technology Corp	Enviri Corp	Ryerson Holding Corp	

REMUNERATION REPORT (continued)

1.4 SHORT-TERM INCENTIVE PLAN OVERVIEW FOR FY25

<table>
<tr><td>Who participates in the STI Plan?</td><td colspan="3">The Group CEO and other KMP Executives</td></tr>
<tr><td>What is the objective of the STI Plan?</td><td colspan="3">To recognise KMP Executives for the achievement of financial, strategic and individual performance goals over one year.</td></tr>
<tr><td>How is it paid?</td><td colspan="3">Cash and Deferred Shares - if the total bonus award exceeds 120% of target, one-half of the excess over 100% will be deferred post-tax into Sims ordinary shares with a 2-year holding period.</td></tr>
<tr><td>When is it paid?</td><td colspan="3">STI is delivered in September following finalisation of the Company's audited financial results.</td></tr>
<tr><td>What is the performance period?</td><td colspan="3">STI awards are assessed over a 12-month performance period aligned with the Company's financial year (1 July 2024 to 30 June 2025).</td></tr>
<tr><td rowspan="4">How much can the Executive earn?</td><td>Positions</td><td>Target Opportunity</td><td>Maximum Opportunity</td></tr>
<tr><td>Group CEO, Group CFO</td><td>100% of Base Salary</td><td>184% of Base Salary</td></tr>
<tr><td>MD ANZ Metal and President NAM</td><td>75% of Base Salary</td><td>138% of Base Salary</td></tr>
<tr><td colspan="3">The maximum opportunity represents 200% achievement on the financial component and 120% achievement on the non-financial component (see below).</td></tr>
<tr><td>How is performance assessed and what are the performance measures?</td><td colspan="3">Financial Performance Measure

The financial measure under the STI is underlying EBIT, representing 80% of the total target STI opportunity. Underlying EBIT is established as part of the Company's budget process which includes consideration of the current economic environment. The Board assesses the underlying EBIT achievement and Executives can earn a maximum of 200% achievement of the financial component of the STI, being approximately 87% of the total maximum STI opportunity. Sims' Board may reassess the effectiveness of the performance measures under the STI annually and may determine to make adjustments to ensure continued alignment to strategy and delivery of appropriate returns to shareholders.

The Board believes the utilisation of underlying EBIT as a reporting metric provides a consistent and comparable year-over-year measure. This improves transparency, line of sight, communication and simplicity. EBIT associated with the disposal of businesses, impact of impairments, restructuring charges, timing of non-qualified hedges and other non-recurring items that are subject to significant variability from one period to the next are excluded from the calculation. Refer to the Reconciliation of Statutory Results to Underlying Results within the Operating and Financial Review section of the Directors' Report for a reconciliation of underlying EBIT to statutory EBIT.

Details of the FY25 remuneration outcomes and accomplishments for KMP are provided under section 3.

Non-Financial Performance Measure

An Executive's individual performance is also a component of the STI awards, representing 20% of the total target STI opportunity. Individual Performance Goals (IPGs) are set in a number of key areas which focus on safety and business initiatives critical to the overall success of the Company and execution of its strategic initiatives and operating objectives. The Board assesses the IPG achievement of the CEO and reviews and approves the CEO's assessment of achievement by other Executives. Executives can earn a maximum of 120% achievement for the IPG component of the STI, being approximately 13% of the total maximum STI opportunity.

The People & Culture Committee established specific criteria for FY25 individual performance goals pertaining to the Group CEO and other Executives of Sims. IPGs for Executives included objectives in the areas of safety; culture and leadership; organisational simplification; margin optimisation; sustainability; and community engagement. Additional details regarding achievement against goals are provided for each Executive in section 2.6.

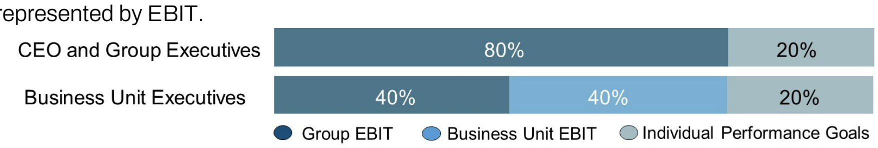
No minimum financial achievement is required for Executives to earn a payout for the achievement of the non-financial component of the STI. The Board retains discretion regarding the funding of the non-financial component payouts.

The Group CEO's performance is assessed by the Committee and any earned incentive payment recommendation must be approved by the Board of Directors. The performance of other Executives is reviewed annually by the Group CEO, and recommended payments are considered and, if appropriate, approved by the Committee.</td></tr>
</table>

REMUNERATION REPORT (continued)

What are the performance weightings for each Executive?

The table below outlines financial and non-financial weightings for each Executive, of which 80% is represented by EBIT.



For FY25 the Business Unit EBIT was defined as the underlying EBIT for the Global Metal business.

The Board believes these weightings align to the principle of balancing objectives for which Executives are directly accountable and responsible, while retaining a link to Group performance.

What is the range of achievement and payout levels for the financial component?

The STI is determined by reference to a range of threshold, target and maximum levels of performance hurdles. For FY25, the People and Culture Committee established goals for the fiscal year with the range of financial achievement and potential STI payout opportunities as outlined below. Results between the values are determined on a linear basis.

Group and Business Unit EBIT Achievement	STI Funding Percentage
Below Threshold	0%
At Threshold	50%
At Target (100% of Budget)	100%
At or Above Maximum	200%

What happens to STI awards when an Executive ceases employment?

STI performance for the relevant period will be assessed and paid on a pro rata basis for a qualifying employment cessation event (i.e. generally termination due to death, permanent disability, redundancy, retirement or in other circumstances determined at the discretion of the Board). See section 4.2 for further information on the treatment of an Executive's STI upon termination. A voluntary termination prior to the date of any earned payout will result in no STI award being paid for the year, unless the Committee determines otherwise. STI awards are not payable in the case of termination for cause.

Is there a malus/ clawback provision?

Yes. Sims' Board may exercise clawback provisions related to STI payments in the event of fraud or serious misconduct by Executives, or any other eligible plan participant.

Why does the Board consider Board discretion to be appropriate?

At all times, the Board may exercise discretion on STI awards. The Board acknowledges that selected performance measures and formulaic calculations may not provide the right remuneration outcome in every situation, leading to occasions where the incentive does not reflect the true performance and overall contributions of the executive. It is at this point that discretion becomes necessary, such that the Board can adjust outcomes up or down as warranted.

Discretion will only be applied in a manner that aligns the experience of both the Company and shareholders. Any discretion to be applied will be disclosed and explained in the Remuneration Report, as necessary.

REMUNERATION REPORT (continued)

1.5 LONG-TERM INCENTIVE PLAN OVERVIEW FOR FY25

<table>
<tr><td>Who participates in the LTI Plan?</td><td>The Group CEO and other KMP Executives</td></tr>
<tr><td>What is the objective of the LTI Plan?</td><td>

To align executive and shareholder interests through share ownership, focusing on Group results through awards of long-term, at-risk, deferred equity while also motivating and retaining its key Executives.
To reward executives for accomplishment of strategic objectives that position the Company for future success and improve operational capabilities as well as for achievement of multi-year financial objectives.
The Company's FY25 LTI design encourages strong alignment of Executives' interest with those of the Company's shareholders, as the ultimate reward is dependent upon the Company's financial and share price performance.
</td></tr>
<tr><td>How is the award delivered and what is the performance period?</td><td>Executives are offered grants in the form of Performance Rights under the LTI plan.

Performance Rights
A Performance Right is a contractual right to acquire an ordinary share for nil consideration if specified performance conditions are met. Performance Rights include TSR Rights, Productivity Rights and ROIC Rights. Details regarding the performance rights are below:

<u>TSR Rights</u>: reward achievement of higher shareholder returns relative to peer companies in the ASX 200 materials and energy sectors, over the three-year performance period of 1 July 2024 through 30 June 2027. Rights vest after three years, with the quantum subject to attainment of the performance conditions.
<u>Productivity Rights</u>: incentivise achievement of goals tied to productivity improvements underlying improved margins and earnings over the three-year performance period of 1 July 2024 through 30 June 2027. Rights vest after three years, with the quantum subject to attainment of the performance conditions.
<u>ROIC Rights</u>: incentivise achievement of the Company's Return on Invested Capital over the three-year performance period of 1 July 2024 through 30 June 2027. ROIC is defined as Net Operating Profit After Tax divided by Average Invested Capital. Rights vest after three years, with the quantum subject to attainment of the performance conditions.
</td></tr>
<tr><td>How often are awards made?</td><td>LTI awards are granted on an annual basis to eligible executives.

The Board has absolute discretion to determine the frequency and timing of grants under the LTI Plan.</td></tr>
<tr><td>What is the mix of awards?</td><td>All Executives were granted LTI for FY25 in values proportionate as follows:
<table>
<tr><th>POSITIONS</th><th>TSR RIGHTS</th><th>PRODUCTIVITY RIGHTS</th><th>ROIC RIGHTS</th></tr>
<tr><td>Group CEO & other KMP Executives</td><td>33.33%</td><td>33.33%</td><td>33.33%</td></tr>
</table></td></tr>
<tr><td>What is the quantum of the award and what allocation methodology is used?</td><td>Performance Rights
For all Performance Rights, the number of rights granted is calculated by dividing 150% of the CEO's base salary or 100% of other Executive's base salary by the average closing price of the underlying shares of the Company for the five trading days up to and including August 30, 2024.

Further details and the Company's rationale for the grants offered under the LTI plan are highlighted throughout the remainder of this section.</td></tr>
</table>

REMUNERATION REPORT (continued)

How are the TSR Rights measured?

TSR measures the growth over a particular period in the Company's share price plus the value of reinvested dividends. The TSR performance hurdle was chosen as it directly aligns with shareholders' interest as executives are rewarded only when the Company's TSR equals or exceeds the median of the comparator companies.

Comparator Group

The comparator group used to measure TSR performance is the constituent companies as of 1 July 2024 in the ASX 200 materials and energy sectors. This comparator group is made up of companies in related sectors and of similar size to Sims, that are subject to many of the same economic trends as Sims.

Vesting schedule

TSR-based grants vest according to relative positioning of the Company's TSR at the end of a three-year performance period.

Sims' TSR Relative to the TSR of Comparator Group	Proportion of TSR Rights Vesting
Below 50th Percentile	0%
At 50th Percentile	50%
Between 50th and 75th Percentile	Straight line between 50% and 100%
At or Above 75th Percentile	100%

How are the Productivity Rights measured?

Productivity Rights are measured over a three-year performance period.

Productivity Rights vest based on achievement of defined goals over the Performance Period.

Sims' Board has full discretion to make adjustments on either the calculation or testing results of the Productivity Rights performance measures.

Productivity Goals / Weighting	Measure at Test Date (30 June 2027)
Margin Optimisation / 45%	Advancement of sustainable strategic improvements to metal margins through initiatives such as improved shredder capacity utilisation, increased unprocessed intake tonnages, optimising home market and export sales channels, and production of tailored products to key home or international customers.
Metal in Waste Reduction / 27.5%	Identify opportunities and make improvements to reduce the inclusion of valuable non-ferrous metals in ASR, thereby increasing revenue, lowering landfill costs, and improving earnings and margin.
Labour Cost Controls / 27.5%	Absorb labour inflation by holding labour costs per tonne processed in Sims Group at FY24 baseline.

How are the ROIC Rights measured?

ROIC Rights are measured over a three-year performance period. ROIC Rights vest based on the Company's Return on Invested Capital over the Performance Period. WACC is Weighted Average Cost of Capital.

FY2027 ROIC	Proportion of Earned ROIC Rights Vesting
Below 85% of WACC	0%
85% of WACC	50%
85% of WACC - 100% of WACC	Straight line between 50% and 100%
Achieved WACC or Higher	100%

REMUNERATION REPORT (continued)

What happens to LTI awards when an Executive ceases employment?	When a participant voluntarily resigns or is terminated for cause, all unvested awards are forfeited, as all rights are subject to a continuous service provision. Where termination of employment is the result of a qualifying cessation (i.e., generally death, permanent disablement, redundancy, retirement, or in other circumstances at the discretion of the Board), a participant will be entitled to his or her unvested awards subject to any performance conditions, in accordance with the original vesting schedule. Any unvested awards that did not meet the required performance conditions will lapse at the end of the relevant performance period.
How are dividends treated during the vesting period?	Holders of rights and options are not entitled to dividends over the term of the relevant vesting period (and in the case of options, until exercised). Deferred shares do earn dividends during the holding period, as these shares are fully vested.
Is there a malus/ clawback provision?	Yes. Sims' Board may exercise clawback provisions related to LTI payments and future vesting in the event of fraud or serious misconduct by Executives, or any other eligible plan participant.
What happens in the event of a change of control?	The Board has the discretion to immediately vest the rights and options prior to their vesting date if there is a change of control event or in the event that a takeover bid of the Company is recommended by the Board, or a scheme of arrangement concerning the Company, which would have a similar effect to a full takeover bid, is approved by the Company's shareholders.
Why does the Board consider Board discretion to be appropriate?	At all times, the Board may exercise discretion on LTI awards. The Board acknowledges that selected performance measures and formulaic calculations may not provide the right remuneration outcome in every situation, leading to occasions where the incentive does not reflect the true performance and overall contributions of the executive. It is at this point that discretion becomes necessary, such that the Board can adjust outcomes up or down as warranted. Any discretion applied is disclosed and explained in the Remuneration Report.

1.6 MINIMUM SHAREHOLDING GUIDELINES

All KMP Executives are subject to Minimum Shareholding Guidelines. Unless otherwise approved by the Board, Executives will be prohibited from selling any shares (other than as necessary to satisfy tax withholding obligations upon vesting of Rights), while under the Minimum Shareholding Guideline. Minimum Shareholding Guidelines consider all vested shares, including those subject to a holding period.

KMP Executive	Minimum Shareholding Guideline
CEO	2x Fixed Remuneration
Other Executives	1x Fixed Remuneration

REMUNERATION REPORT (continued)

SECTION 2: FY25 COMPANY PERFORMANCE/EXECUTIVE REMUNERATION OUTCOMES

2.1 SIMS' FINANCIAL PERFORMANCE RESULTS

Year-on-Year Performance

In FY25, Sims delivered a strong financial result while underwent significant transformation. This was achieved against a backdrop of a complex global environment marked by geopolitical tensions, evolving trade dynamics and inflationary pressures.

The company remained focused on executing its strategic agenda and responding with agility to changing market conditions. NAM delivered improved performance, demonstrating the benefits of leadership changes, increased domestic sales optionality, and a deliberate shift toward higher-margin, unprocessed material. This strategic repositioning enhanced both commercial responsiveness and profitability. ANZ remained resilient, navigating the impact of increased Chinese steel exports while positioning for future Electric Arc Furnace growth. SLS continued to scale rapidly, delivering EBIT growth of 84.2% and volume growth of 44.3%. The strong performance reinforced confidence in the business model: high-growth, capital-light, and well aligned with the expanding demand for circularity solutions in data centre and hyperscaler sectors.

Statutory EBIT was $68.6 million, with an Underlying EBIT of $174.9 million.

FY25 sales revenue of $7,494.0 million was up 4.1% compared to FY24 sales revenue of $7,195.4 million, assisted by an 4.0% (3.1% at constant currency) increase in Metal average sales prices, partially offset by a 3.8% reduction in overall Metal sales volumes.

Total metal trading margin for FY25 was up by 10.4% compared to FY24, despite challenging trading conditions across all markets.

FY25 operating cash flow was $297.1 million, compared to $202.5 million in FY24.

A total dividend of $38.6 million was paid in FY25.

Total capital expenditures for property, plant and equipment and intangible assets, on a statutory basis, were $194.1 million during FY25 compared to $214.6 million in FY24.

The company also formalised a refreshed capital management framework designed to support long-term balance sheet strength, fund future growth opportunities, and return value to shareholders.

Additionally, it completed the divestment of its UK Metal business, further simplifying the company's portfolio and releasing capital for reinvestment.

Finally, the company maintained its world-class safety performance, with a Total Recordable Injury Frequency Rate (TRIFR) of 1.0, well below industry benchmarks. This outcome highlights a deep and sustained commitment to embedding a strong safety culture across all operations.

REMUNERATION REPORT (continued)

The following table provides a summary of the results over the past five years:

	FINANCIAL YEAR				
	2025	2024[7]	2023	2022	2021
Statutory profit/ (loss) before interest and tax (A$m)[1]	**68.6**	72.6	293.0	773.6	314.0
Statutory diluted earnings/ (loss) per share (A¢)	**1.2**	(29.9)	91.7	295.6	112.8
Statutory return/ (loss) on shareholders' equity	**0.1%**	(2.3%)	6.8%	23.8%	10.8%
Net debt/ (cash) (A$m)	**332.3**	411.9	135.5	102.7	(8.3)
Return on productive assets[2]	**7.3%**	1.8%	11.4%	39.0%	23.0%
Underlying profit/ (loss) before interest and tax (A$m) [3]	**174.9**	42.9	252.2	756.1	386.6
Total dividends paid (A$m)[4]	**38.6**	40.6	123.6	140.2	24.2
Share Buyback (A$m)	**–**	–	14.6	123.9	–
Share price at 30 June (A$)[5]	**15.34**	10.30	15.75	13.71	16.60
CEO STI outcome (% of maximum) [6]	**70%**	11%	12%	100%	78%
CEO Performance Rights vesting % [6]	**36%**	32%	91%	82%	0%
CEO SSI Rights vesting % [6]	**N/A**	N/A	N/A	80%	90%

1 Statutory profit before interest and tax includes one off significant items. Refer to Reconciliation of Statutory Results to Underlying Results (Non-IFRS Information - Unaudited) section in the Directors report for more details.

2 Underlying EBIT divided by the average of opening non-current assets and ending non-current assets excluding right of use assets arising from AASB16 *Leases*, deferred tax assets and long term lease receivables.

3 Underlying EBIT is a non-IFRS measure that is presented to provide an understanding of the underlying performance of the Group. The measure excludes the impacts of impairments, disposals as well as items that are subject to significant variability from one period to the next. Refer to the *Reconciliation of Statutory Results to Underlying Results* within the *Operating and Financial Review* section of the Directors' Report for further detail.

4 FY25 final dividend of 13.0 cents per share was declared after 30 June 2025 and will be paid in FY26.

5 1 July 2020 share price was $7.93.

6 CEO STI, Performance Rights and SSI Rights are shown in the year in which their respective performance periods end.

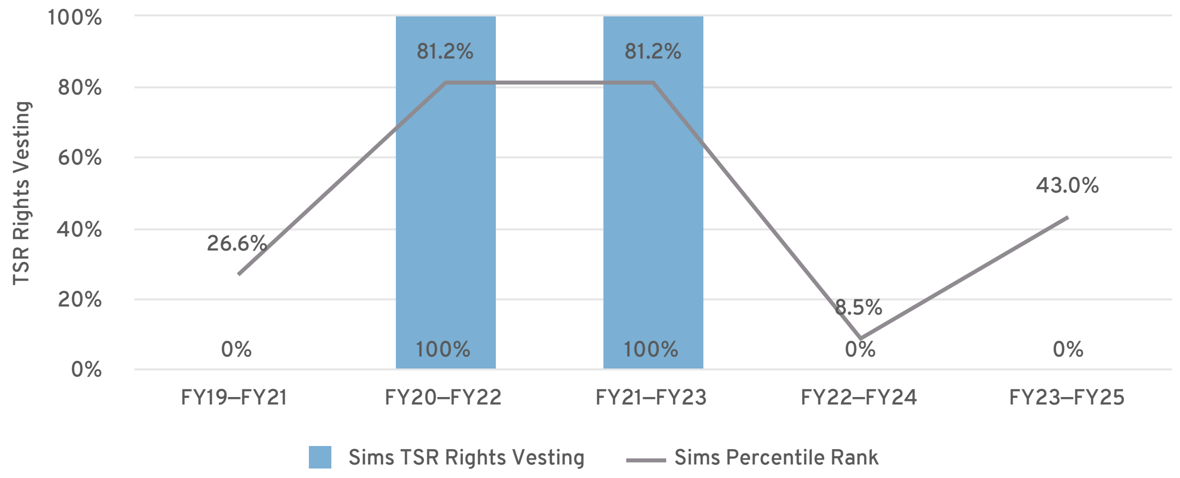
7 2024 figures combines both continuing and discontinued operations results.

REMUNERATION REPORT (continued)

2.2 TOTAL RETURN TO SHAREHOLDERS

Sims Total Shareholder Return – Sims TSR Rights Vesting

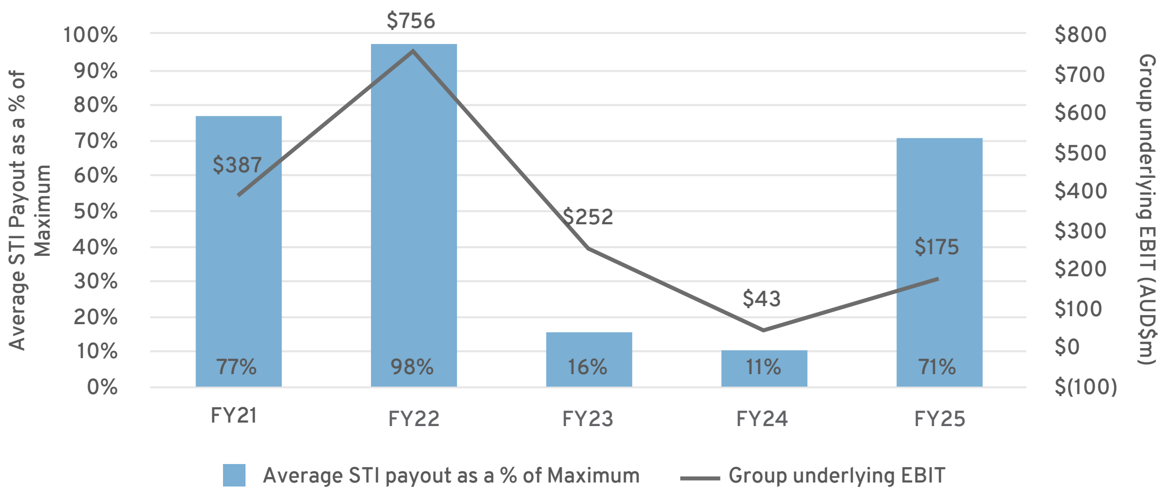
The chart below compares Sims relative TSR percentile rank to the vesting of Sims TSR Rights over the previous five performance periods:



2.3 HISTORICAL AVERAGE STI PAYOUT AS % OF MAXIMUM

Average Executive STI Payout (as a % of maximum) compared to Sims' EBIT performance

Sims' Group underlying EBIT over the past five years is shown in the chart below. The chart confirms that historical average STI outcomes for Executives are aligned with the Company's financial results.



REMUNERATION REPORT (continued)

2.4 EXECUTIVE STATUTORY REMUNERATION TABLE

Executive Statutory Remuneration

The following Executive Statutory Remuneration table has been prepared in accordance with the accounting standards and has been audited by the Company's external auditors:

			SHORT-TERM BENEFITS			POST-EMPLOYMENT BENEFITS		SHARE-BASED PAYMENTS[5]		
(A$) NAME	LOCATION	FINANCIAL YEAR	CASH SALARY[1]	CASH BONUS[2]	OTHER BENEFITS[3]	PENSION AND SUPER-ANNUATION	OTHER LONG TERM BENEFITS[4]	LTI	TOTAL	% of performance related pay
Current KMP										
S Mikkelsen[6]	Australia	**2025**	**1,472,500**	**1,899,290**	**116,743**	**29,932**	**24,466**	**1,469,600**	**5,012,531**	**67 %**
		2024	1,359,251	271,778	104,767	27,399	22,584	983,660	2,769,439	45 %
W Ranson	Australia	**2025**	**1,054,896**	**1,341,682**	**81,308**	**29,932**	**17,528**	**708,758**	**3,234,104**	**63 %**
		2024	593,849	300,000	9,309	15,874	8,631	304,637	1,232,300	25 %
J Glyde[6]	Australia	**2025**	**827,646**	**921,564**	**67,179**	**345,060**	**13,752**	**716,604**	**2,891,805**	**57 %**
		2024	800,947	135,761	65,024	311,007	13,308	641,095	1,967,142	39 %
R Thompson[6]	USA	**2025**	**1,037,003**	**1,020,284**	**11,781**	**54,561**	**22,487**	**733,241**	**2,879,357**	**61 %**
		2025[7]	**1,024,507**	**1,007,990**	**11,639**	**53,903**	**22,216**	**724,405**	**2,844,660**	**61 %**
		2024	991,458	537,485	40,836	53,261	21,965	521,798	2,166,803	49 %
Total[8]		**2025**	**4,392,045**	**5,182,820**	**277,011**	**459,485**	**78,233**	**3,628,203**	**14,017,797**	
		2025[7]	**4,379,549**	**5,170,526**	**276,869**	**458,827**	**77,962**	**3,619,367**	**13,983,100**	
		2024[8]	4,827,499	1,434,735	262,732	458,976	97,290	6,236,426	13,317,658	

1 Cash salary includes amounts sacrificed in lieu of other benefits at the discretion of the individual.

2 Cash bonus amounts reflect the amounts provided for all Executives under the FY25 and FY24 STI plan. In FY25, a total of $588,361 of the cash bonus (Mr Mikkelsen - $213,486, Mr Ranson - $143,450, Mr Glyde - $110,111 and Mr Thompson $121,314) will be used to purchase ordinary shares on 15 September 2025, on an after tax basis (subject to a two year holding period). For Mr Ranson, the FY24 cash bonus includes a first year minimum STI bonus of $300,000 for FY24 only. For Mr Thompson, the FY24 bonus includes the final instalment of his new hire sign-on bonus in the amount of US$250,000.

3 Other short-term benefits include employer contributions to health and life insurance plans, relocation expense and associated tax gross-ups, and amounts accrued for annual leave during the period.

4 Other long-term benefits include Australian accrued long-term leave (for Messrs Mikkelsen, Ranson and Glyde) and amount for deferred compensation plans (for Mr Thompson).

5 Share-based payments represent the accounting expense (as computed pursuant to AASB 2 *Share-based Payments*) recognised by the Company for share-based awards. For Messrs Thompson and Ranson this also included a one-time award of RSUs as part of their respective employment offers, and for Mr Glyde an RSU that was granted prior to becoming a KMP and vested in FY24.

6 Messrs Mikkelsen, Ranson, Glyde and Field received their cash payments in Australian dollars. Messrs Thompson was paid in U.S. dollars.

7 FY25 remuneration for Mr Thompson has been translated on a constant currency basis for a relative performance comparison to FY24 before the translation impact of currency fluctuations. The current period amounts paid in U.S. dollars are translated into Australian dollars using the prior year U.S. dollar exchange rate.

8 In FY24, total remuneration included $5,181,974 attributed to former KMPs who were not KMP at any time during FY25.

REMUNERATION REPORT (continued)

2.5 SUPPLEMENTAL REMUNERATION TABLE

Total Realised Remuneration received by Executives in FY25[1]

As part of the Company's commitment to clear and transparent communication with its shareholders, the Committee has included the table below showing the remuneration that was actually paid to Executives in FY25. The figures in this table include the market value of LTI grants that vested during FY25, while the section 2.4 table includes the accounting value for LTI grants recognised during FY25, regardless of the date on which they vest, or whether they vest at all.

		CASH SALARY	OTHER BENEFITS	CASH BONUS	LTI	TOTAL REMUNERATION	ACTUAL TOTAL
(A$) [2] EXECUTIVES	FINANCIAL YEAR	ACTUAL $	ACTUAL $[3]	ACTUAL $[4]	ACTUAL VESTED $[5]	ACTUAL $	REMUNERATION AS % OF TARGET TOTAL REMUNERATION
Current KMP							
S Mikkelsen	**2025**	**1,472,500**	**33,179**	**1,899,290**	**230,580**	**3,635,549**	**70 %**
	2024	1,359,251	27,399	271,778	1,519,979	3,178,407	64 %
W Ranson	**2025**	**1,054,896**	**29,932**	**1,341,682**	**–**	**2,426,510**	**76 %**
	2024	593,849	15,874	300,000	–	909,723	34 %
J Glyde	**2025**	**827,646**	**348,447**	**921,564**	**169,432**	**2,267,089**	**80 %**
	2024	800,947	314,297	135,761	1,423,313	2,674,318	99 %
R Thompson	**2025**	**1,037,003**	**73,352**	**1,020,284**	**196,475**	**2,327,114**	**79 %**
	2025[6]	**1,024,507**	**72,468**	**1,007,990**	**194,108**	**2,299,073**	**79 %**
	2024	991,458	70,199	537,485	283,638	1,882,780	67 %

1 The figures in the table are different from those shown in the Executive Statutory Remuneration table in section 2.4. The table in section 2.4 is consistent with financial statement recognition and measurement and includes an apportioned accounting value for all unvested STI and LTI grants during or after FY22 (some of which remain subject to satisfaction of performance and service conditions and may not ultimately vest).

2 Messrs Mikkelsen, Ranson and Glyde received their cash payments in Australian dollars. Mr Thompson was paid in U.S. dollars.

3 Other Benefits include employer contributions to defined contribution retirement plans, health and life insurance plans and relocation expenses and associated tax gross-ups, if applicable.

4 Actual Cash Bonus refers to the Executive's total STI provided for in FY25 to be paid in FY26 (and similar for the comparative period). In FY25, a total of $588,361 of the cash bonus (Mr Mikkelsen - $213,486, Mr Ranson - $143,450, Mr Glyde - $110,111 and Mr Thompson $121,314) will be used to purchase ordinary shares on 15 September 2025, on an after tax basis (subject to a two year holding period).For Mr Ranson, the FY24 cash bonus also includes a first year minimum STI bonus of $300,000 for FY24 only. For Mr Thompson, the FY24 bonus also includes the final instalment of his new hire sign-on bonus in the amount of US$250,000.

5 Actual vested LTI refers to equity grants from prior years that vested during FY25. The value is calculated using the Company's closing share price on the day of vesting after deducting any exercise price.

6 FY25 remuneration for Mr Thompson has been translated on a constant currency basis for a relative performance comparison to FY24 before the translation impact of currency fluctuations. The current period amounts paid in U.S. dollars are translated into Australian dollars using the prior year U.S. dollar exchange rate.

REMUNERATION REPORT (continued)

2.6 REMUNERATION OUTCOME FOR SIMS EXECUTIVES

KMP remuneration outcomes for fixed remuneration and the incentives related to the performance period ended 30 June 2025 are set out within this section.

FY25 Fixed Remuneration Changes

The Group CEO received a 4.0% adjustment to base salary, with the remaining KMP Executives receiving salary increases ranging 3.5% to 4.0% in FY25.

Historical remuneration practice is to review, and where warranted, make Executive base salary adjustments effective annually in September.

FY25 Short Term Incentive Performance Outcomes

An Executive's STI payout is based on two fundamental factors: how well the Company performed and how well the individual Executive performed against pre-established goals. In accordance with the methodology set out in section 1.4 of the Remuneration Report, an assessment was undertaken of the performance of the Group CEO and each KMP Executive against their FY25 objectives.

Details on the CEO's performance against financial and non-financial STI objectives, with commentary on achievements, are provided in the scorecard shown below.

CATEGORY	KPIs	RATIONALE FOR SELECTION & ASSESSMENT	TARGET WEIGHTING	PERFORMANCE (MIN / TARGET / MAX)	WEIGHTED OUTCOMES
Financials[1]	Underlying EBIT	Ensure a focus on growing and managing the profitability of the business as a key driver of sustainable shareholder returns.	80%		107.2%
Non-Financial[2] **(IPGs)**	Safety - achieve 95%+ on 6 leading EHS indicators.	Reflects key areas that drive out-performance on safety and business initiatives critical to the overall success of the Company including the execution of its strategic, performance improvement, and sustainability initiatives and operating objectives. As previously disclosed in this Report, our outstanding safety performance remains in the best in class category. The North America Metal trading margin and earnings improvements are a direct reflection of the commercial improvements and cost reduction impacts. We significantly streamlined our organisation structure and also improved talent and succession development for key roles. We again made excellent progress to close pay equity gaps where they exist, nearly achieving our longer-term goal of +/-2%.	20%		21.8%
	Drive improvement to earnings, particularly in North America Metal through improved material intake practices, capacity utilisation and sales channel improvements. Improve organisational agility through structural realignments, simplification of business processes, and reduced overhead costs.				
	Advance our culture aspiration through talent development and pipeline preparedness, addressing pay equity gaps, and embedding people processes emphasising increased accountability and agility.				
	Evaluate and develop a longer-term plan for optimisation of the business footprint across all regions. Progress the implementation of AMCS and global process standardisation.				
Scorecard Outcome			100%		129% of Target (70% of Maximum)

1 FY25 underlying EBIT of $174.9 million exceeded the target of the performance goal.

REMUNERATION REPORT (continued)

The table below outlines the percentage of maximum STI achieved (and forfeited), and the total STI awarded, for each Executive in FY25.

EXECUTIVES	STI MAXIMUM OPPORTUNITY (A$)	STI ACHIEVEMENT (% OF MAXIMUM)	STI FORFEITED (% OF MAXIMUM)	STI ACTUAL AMOUNT (A$)
Current KMP				
S Mikkelsen	2,709,065	70.1%	29.9%	1,899,290
W Ranson	1,940,797	69.1%	30.9%	1,341,682
J Glyde	1,290,471	71.4%	28.6%	921,564
R Thompson	1,430,887	71.3%	28.7%	1,020,284

FY25 Long Term Incentive Performance Outcomes for Performance Periods ending 30 June 2025

FY23 Strategic Performance Rights

Strategic performance-based rights were tested for achievement at the end of the three-year performance period ended 30 June 2025. While the specific details of those goals and the progress made thereto may be commercially sensitive, a summary of the measures and progress the Board considered in its assessment of achievement is set out below. In certain instances, the Board also evaluated the significant success in improving trading margins on metal volumes as communicated to, and supported by, shareholders. This was instrumental in achieving the strong financial performance in FY25.

REMUNERATION REPORT (continued)

INCENTIVE MEASURE	TARGET	ACHIEVEMENT/COMMENTARY	ACHIEVEMENT
Expand metal volumes in favourable geographies (25% of opportunity)	Global ferrous volumes of 8.3 million tonnes. US Ferrous volumes of 6.5 million tonnes	The board assessed this goal as a partial achievement, recognising the significant efforts to achieve a material uplift in total trading margin by reducing unprofitable ferrous volumes.	**Partially Achieved** **20% Earned**
Grow non-ferrous business (25% of opportunity)	Sales of U.S. non-ferrous volumes of 300,000 tonnes	The board assessed this goal as fully achieved by reaching the targeted non-ferrous tonnes.	**Fully Achieved** **25% Earned**
Enter resource renewal (15% of opportunity)	Convert 120,000 tonnes of ASR into reusable products	The board assessed this goal as not meeting the minimum level of achievement requirements.	**Not Achieved** **0% Earned**
Recycle the cloud (25% of opportunity)	8.5 million Repurposed Units (resold and redeployed units, excluding recycled and shredded)	The board assessed this goal as fully achieved by reaching the targeted number of repurposed units.	**Fully Achieved** **25% Earned**
Sustainability (10% of opportunity)	Reduce Scope 1 & 2 emissions from FY20 baseline by 23% by FY25 100% renewable energy where available by FY25	The board assessed this goal as fully achieved with a significant over-performance reached in our emissions reduction and achieving our targeted renewable energy goal.	**Fully Achieved** **10% Earned**
		Overall Performance	**80% Earned**

At this level of achievement, 80% of the FY23 Strategic Performance Rights will vest on 29 August 2025.

REMUNERATION REPORT (continued)

FY23 Return on Productive Assets performance rights that were tested on 30 June 2025 for achievement of goals established for the FY23-25 performance period did not vest. The ROPA achievement was assessed based on the following table:

FY23-25 Average ROPA	Proportion of ROPA Rights Vesting
Below 12%	0%
12%	50%
12% - 20%	Straight line between 50% and 100%
Above 20%	100%

For FY23-25 the average ROPA result is 7.1% which was below the 12% threshold achievement. At this level of achievement, 0% (nil) of the ROPA Rights will vest on 29 August 2025.

FY23 TSR Performance Rights

TSR performance-based rights that were tested for achievement at the end of the three-year performance period ending 30 June 2025, attained a TSR positioning of 43rd percentile against the comparator group. At this level of achievement, 0% (nil) of the TSR Performance Rights will vest on 29 August 2025. The TSR achievement is based on the following table:

Sims' TSR relative to TSR of Comparator group	Proportion of TSR Rights Vesting
Below 50th Percentile	0%
At 50th Percentile	50%
Between 50th and 75th Percentile	Straight line between 50% and 100%
At or Above 75th Percentile	100%

FY23 Total of Performance Rights

In total, 36% of the maximum opportunity of FY23 Performance Rights will vest on 29 August 2025. This total is based on the achievement levels above with Strategic Performance Rights weighted at 45%, ROPA Rights weighted at 33% and TSR Rights weighted at 22%.

REMUNERATION REPORT (continued)

SECTION 3: FY26 EXECUTIVE REMUNERATION STRATEGY AND FRAMEWORK

3.1 CHANGES TO SIMS' REMUNERATION FRAMEWORK FOR FY26

Due to the favourable feedback received from Sims' shareholders and various stakeholder groups on the changes to the FY25 remuneration structure we disclosed in last year's Report, no material changes were made to either the STI or LTI plan designs for FY26.

REMUNERATION REPORT (continued)

SECTION 4: EXECUTIVE REMUNERATION GOVERNANCE AND DISCLOSURE TABLES

4.1 REMUNERATION GOVERNANCE

The Committee assists the Board in fulfilling its oversight responsibility relative to the integrity of the Company's remuneration framework and works closely with other Board Committees to ensure the Company's policies and procedures on risk management, organisational culture, and Board effectiveness are consistent with the long-term best interests of the Company and its shareholders.

BOARD

The Sims' Board has responsibility for the Company's executive remuneration programs which include:

- Establishing remuneration philosophy and guiding principles
- Oversight of remuneration practices and policies
- Reviewing and approving recommendations from the People & Culture Committee

PEOPLE & CULTURE COMMITTEE

The Committee includes at least 3 directors of the Company with the majority being independent, and advises the Board on:

- Remuneration strategy, framework, performance goals, recruitment, retention, termination and NED fees and framework
- Considers recommendations from Sims' management in making remuneration decisions based on the Company's remuneration guiding principles

MANAGEMENT

Sims' management provides information relevant to remuneration decisions and makes recommendations to the Committee on:

- Remuneration structure, policies and market trends
- Remuneration recommendations

REMUNERATION CONSULTANT

- The People & Culture Committee may, at its discretion, select independent consultants to provide advice and information relevant to make informed remuneration decisions.

The Committee engaged its independent remuneration consultants to review and revise the remuneration peer group and also provide the Board with updated peer group pay data relative to base remuneration and short- and long-term incentives. For the purposes of the Corporations Act no remuneration recommendations in relation to KMP were provided by the Remuneration Consultant or other advisor during FY25.

REMUNERATION REPORT (continued)

4.2 EXECUTIVE CONTRACTS

Termination Entitlements under Executive Contracts

The table below outlines termination provisions for the Group CEO and other KMP executives, in accordance with formal contracts of a continuing nature with no fixed term of service. For FY25, there were no changes to the terms of the contracts for Executives reported in this year's Remuneration Report. These Termination Entitlements were approved by shareholders at the Company's 2014 Annual General Meeting.

Termination Entitlements if Terminated by the Company or by the Executive for Good Reason	Group CEO and Other Executives
Notice Period	• 3 months; provided by either the Executive or the Company • For Mr Glyde, 6 months if provided by the Company
Fixed Remuneration	• 12 months of fixed remuneration
STI	• Pro-rata STI payment subject to performance testing and Board discretion based on Executive performance
LTI	• Eligible for continued vesting of LTI awards, subject to performance testing and original vesting dates
Other Entitlements	• Eligible for any accrued but unpaid remuneration (leave and accrued benefits) • Up to 12 months Company paid health insurance premiums
Termination due to Death or Permanent Disability or Other Circumstances at the Board's discretion	• Entitlements as shown above relating to treatment of Fixed Remuneration, STI, LTI and Other Entitlements
Termination due to Retirement	• Entitlements as shown above relating to treatment of STI and LTI

REMUNERATION REPORT (continued)

4.3 SHARE BASED PAYMENTS AND EQUITY HOLDINGS

Options provided as remuneration

The number of options over fully paid ordinary shares in the Company held during the financial year by each Executive is set out below. Values are in Australian dollars. No options were awarded to Executives during FY25.

NAME	BALANCE AT 1-JUL-24	NUMBER GRANTED	NUMBER EXERCISED	NUMBER FORFEITED/ EXPIRED	BALANCE AT 30-JUN-25	VESTED	UNVESTED	NUMBER OF OPTIONS THAT VESTED DURING FY25
Ordinary shares (A$)								
Current KMPs								
S Mikkelsen	155,101	–	(99,933)	(55,168)	–	–	–	–
W Ranson	–	–	–	–	–	–	–	–
J Glyde	82,135	–	(52,135)	(30,000)	–	–	–	–
R Thompson	–	–	–	–	–	–	–	–

REMUNERATION REPORT (continued)

Performance Rights and Restricted Share Units provided as remuneration

The following table summarises the outstanding performance rights and RSUs granted to Executives.

NAME	GRANT DATE	GRANT TYPE	NUMBER GRANTED	VALUE AT GRANT DATE[2]	DATE NEXT TRANCHE VESTS	MAXIMUM TOTAL VALUE OF UNVESTED GRANT[1] (A$)
Ordinary Shares (A$)						
S Mikkelsen	9-Nov-22	ROPA	24,549	11.23	29-Aug-25	14,321
	9-Nov-22	Strategic	33,476	11.23	29-Aug-25	19,529
	9-Nov-22	TSR	16,366	5.13	29-Aug-25	4,361
	2-Nov-23	ROPA	46,529	11.66	31-Aug-26	200,224
	2-Nov-23	Strategic	63,448	11.66	31-Aug-26	273,030
	2-Nov-23	TSR	31,019	6.87	31-Aug-26	78,462
	14-Nov-24	TSR	67,437	9.60	31-Aug-27	442,984
	14-Nov-24	ROIC	67,437	12.29	31-Aug-27	567,112
	14-Nov-24	Productivity	67,437	12.29	31-Aug-27	567,112
W Ranson	2-Nov-23	ROPA	22,312	11.66	31-Aug-26	96,013
	2-Nov-23	Strategic	30,425	11.66	31-Aug-26	130,925
	2-Nov-23	TSR	14,875	6.87	31-Aug-26	37,626
	4-Dec-23	RSU	36,928	12.56	31-Aug-26	251,186
	14-Nov-24	TSR	32,183	9.60	31-Aug-27	211,406
	14-Nov-24	ROIC	32,183	12.29	31-Aug-27	270,643
	14-Nov-24	Productivity	32,183	12.29	31-Aug-27	270,643
J Glyde	9-Nov-22	ROPA	19,121	11.23	29-Aug-25	11,155
	9-Nov-22	Strategic	26,074	11.23	29-Aug-25	15,211
	9-Nov-22	TSR	12,747	5.13	29-Aug-25	3,397
	2-Nov-23	ROPA	19,701	11.66	31-Aug-26	84,778
	2-Nov-23	Strategic	26,866	11.66	31-Aug-26	115,610
	2-Nov-23	TSR	13,134	6.87	31-Aug-26	33,222
	14-Nov-24	TSR	28,555	9.60	31-Aug-27	187,574
	14-Nov-24	ROIC	28,555	12.29	31-Aug-27	240,133
	14-Nov-24	Productivity	28,555	12.29	31-Aug-27	240,133
R Thompson	9-Nov-22	ROPA	18,926	11.23	29-Aug-25	11,041
	9-Nov-22	Strategic	25,808	11.23	29-Aug-25	15,056
	9-Nov-22	TSR	12,617	5.13	29-Aug-25	3,362
	2-Nov-23	ROPA	21,018	11.66	31-Aug-26	90,445
	2-Nov-23	Strategic	28,660	11.66	31-Aug-26	123,330
	2-Nov-23	TSR	14,012	6.87	31-Aug-26	35,443
	14-Nov-24	TSR	31,282	9.60	31-Aug-27	205,487
	14-Nov-24	ROIC	31,282	12.29	31-Aug-27	263,066
	14-Nov-24	Productivity	31,282	12.29	31-Aug-27	263,066

1 No performance rights or RSUs will vest if the vesting conditions are not satisfied, hence the minimum value of unvested awards is nil. The maximum value of the unvested performance rights and RSUs has been determined as the amount of the grant date value that is yet to be expensed, which will vary from expense recognised contingent on achievement criteria. Performance rights and RSUs are granted for nil consideration.

2 Value at grant date represents the fair value of each TSR right granted at the date of grant and is independently determined using a Monte-Carlo simulation model which takes into account any market related performance conditions. Value at grant date of other performance rights were determined based on the grant date stock price discounted for lack of dividend rights.

REMUNERATION REPORT (continued)

Movement in Performance Rights and Restricted Shares Units[1] during the fiscal year ended 30 June 2025

The number of performance rights and RSUs to ordinary shares in the Company held during the financial year by each Executive is set out below:

NAME	INSTRUMENT THAT PERFORMANCE RIGHTS AND RSUS ARE OVER	BALANCE AT 1-JUL-24	NUMBER GRANTED	NUMBER VESTED/ EXERCISED	NUMBER FORFEITED	BALANCE AT 30-JUN-25
Current KMPs						
S Mikkelsen	Ordinary shares	280,392	202,311	(21,000)	(44,005)	417,698
W Ranson	Ordinary shares	104,540	96,549	–	–	201,089
J Glyde	Ordinary shares	165,409	85,665	(15,431)	(32,335)	203,308
R Thompson	Ordinary shares	139,629	93,846	(18,588)	–	214,887

1 Restricted Share Units (RSUs) represent the right of a participant to receive an ordinary share of Sims stock for no consideration other than the passage of time. RSUs are not a part of ongoing Executive remuneration and any RSUs reflected above were either granted as a one time award as part of the offer of employment with Sims, or are from awards granted prior to becoming an Executive.

KMP share holdings as at the end of the financial year ended 30 June 2025

KMP share holdings as at the end of the financial year and activity during the financial year, including personally related parties, is set out below:

NAME	BALANCE AT 1-JUL-24	RECEIVED ON EXERCISE OF OPTION, PERFORMANCE RIGHTS AND RSUS	PURCHASES/(SALES)	BALANCE AT 30-JUN-25
NEDs				
P Bainbridge	31,330	–	–	31,330
V Binns	4,000	–	3,700	7,700
G Dempsey	–	–	–	–
K Hirschfeld	7,350	–	2,732	10,082
S Omachi	–	–	–	–
R Rinn	–	–	2,900	2,900
Executives				
S Mikkelsen	128,123	120,933	(109,933)	139,123
W Ranson	–	–	–	–
J Glyde	204,334	67,566	(57,279)	214,621
R Thompson	15,061	18,588	(4,527)	29,122

REMUNERATION REPORT (continued)

4.4 NON-EXECUTIVE DIRECTOR FEES

NED Fees

The level of NED fees reflects the need to reward directors for their commitment to the corporate governance of the Company, their active participation in the affairs of the business and the contribution they make generally to the maximisation of shareholder value. The Company aims to provide a level of fees for NEDs taking into account, among other things, fees paid for similar roles in comparable companies, the time commitment, risk and responsibility accepted by NEDs, and recognition of their commercial expertise and experience. Given the geographical spread of the NEDs, with several NEDs located in either the U.S. or Japan, the Company also considers global market competitiveness in setting fee levels.

The maximum aggregate amount available for NED fees (including superannuation) is the greater of A$3 million and US$3 million per annum as approved by shareholders at the Company's 2015 Annual General Meeting. Total aggregate NED fees for FY25 were A$1,998,298/ US$1,289,942 (FY24: A$2,222,197 / US$1,457,960).

During FY19, the Company established a policy of paying all NED fees based on the Australian dollar, regardless of where the director is resident. In FY25, all directors' NED fees were based on the Australian dollar.

There have been no changes to NED base fees since July 2011. The table below outlines NED base fees for FY25 and FY24:

	2025		2024	
(A$)/(US$)	A A$	B US$	A A$	B US$
Base Fees				
Chairperson	493,300	–	493,330	–
NED	222,750	–	222,750	203,424
Committee Fees[1]				
Committee Chairperson[1,2]	27,375	–	27,375	25,000
NED Committee Member	8,760	–	8,760	8,000

Column A: All Directors, except for U.S. resident Directors who joined the Board prior to FY19.
Column B: U.S. resident Directors who joined the Board prior to FY19.

1 The NEDs received pro-rated fees based on the time served on each Committee.
2 Chairperson of the Nomination/Governance Committee does not receive any fee for the role.

NEDs also receive reimbursement for essential travel, accommodation and other expenses incurred in travelling to and/or from meetings of the Board, or when otherwise engaged in the business of the Company in accordance with Board policy.

NEDs are not currently covered by any contract of employment; therefore, they have no contract duration, notice period for termination, or entitlement to termination payments. NEDs do not participate in any incentive (cash or equity-based) arrangements.

For Australian resident NEDs, superannuation is deducted from the above fees disclosed in Column A. The Company paid superannuation at 11.5% up to the maximum contribution (A$30,000) for each Australian resident NED in FY25. Superannuation is not paid in respect of overseas NEDs. NEDs do not receive any retirement benefits.

REMUNERATION REPORT (continued)

4.5 NON-EXECUTIVE DIRECTOR REMUNERATION

Non-Executive Director Remuneration

For NEDs who receive payments in U.S. dollars, the table below also reflects the Australian dollar equivalent based on the exchange rate at the date of payment. For NEDs who receive payments in Australian dollars, the table below also reflects the U.S. dollar equivalent based on the exchange rate at the date of payment. Accordingly, exchange rate movements have influenced the disclosed fee level.

A$ UNLESS NOTED NON-EXECUTIVE DIRECTORS			SHORT-TERM BENEFITS	POST-EMPLOYMENT BENEFITS		
NAME	LOCATION	FINANCIAL YEAR	CASH FEES	SUPERANNUATION[10]	TOTAL A$	TOTAL US$
P Bainbridge[1]	Australia	**2025**	**463,398**	**29,932**	**493,330**	**318,905**
		2024	327,260	–	327,260	214,904
V Binns	Australia	**2025**	**234,148**	**26,927**	**261,075**	**168,769**
		2024	226,285	27,223	253,508	166,387
G Dempsey[2]	Australia	**2025**	**217,698**	**25,035**	**242,733**	**156,913**
		2024	44,724	5,293	50,017	33,304
T Gorman[3]	USA	**2025**	**237,311**	**–**	**237,311**	**153,157**
		2024	250,125	–	250,125	164,167
K Hirschfeld[4]	Australia	**2025**	**232,184**	**26,701**	**258,885**	**167,352**
		2024	202,943	22,832	225,775	148,138
H Kato[5]	Japan	**2025**	**100,113**	**–**	**100,113**	**66,691**
		2024	240,270	–	240,270	157,699
D O'Toole[6]	Australia	**2025**	**154,789**	**17,801**	**172,590**	**111,996**
		2024	240,245	27,223	267,468	175,552
S Omachi[7]	Japan	**2025**	**152,171**	**–**	**152,171**	**96,448**
		2024	–	–	–	–
R Rinn[8]	USA	**2025**	**80,090**	**–**	**80,090**	**49,711**
		2024	–	–	–	–
Total[9]		**2025**	**1,871,902**	**126,396**	**1,998,298**	**1,289,942**
		2024[8]	2,119,252	102,945	2,222,197	1,457,960

1 Mr Bainbridge was appointed Chairperson of the board on 25 March 2024.
2 Mr Dempsey joined the Board from 22 April 2024.
3 Mr Gorman is a resident of the USA and received his payment in Australian dollars. Mr Gorman retired from the board on 9 May 2025.
4 Ms Hirschfeld joined the Board from 1 September 2023.
5 Mr Kato retired from the Board on 13 November 2024.
6 Ms O'Toole retired on 25 February 2025.
7 Mr Omachi joined the Board from 13 November 2024.
8 Mr Rinn joined the Board from 2 December 2024.
9 In FY24, total NED remuneration included A$607,774 attributed to former non executive directors who were not directors of the company at any time during FY25.
10 Superannuation contributions are made on behalf of Australian resident NEDs to satisfy the Company's obligations under Australian Superannuation Guarantee legislation.

REMUNERATION REPORT (continued)

4.6 OTHER TRANSACTIONS WITH KMP

Transactions entered into with any KMP of the Group, including their personally related parties, are on normal commercial terms.

This report is made in accordance with a resolution of the Board of Directors and is signed for and on behalf of the Board of Directors.

P Bainbridge
Chairperson
New South Wales
19 August 2025

S Mikkelsen
Managing Director and Group CEO
New South Wales
19 August 2025

Deloitte.

Deloitte Touche Tohmatsu
ABN 74 490 121 060
Quay Quarter Tower
50 Bridge Street
Sydney NSW 2000
Australia

Tel: +61 (0) 2 9322 7000
Fax: +61 (0) 2 9322 7001
www.deloitte.com.au

19 August 2025

The Board of Directors
Sims Limited
Level 9, 189 O'Riordan Street
Mascot, NSW, 2020

Dear Board Members

Auditor's Independence Declaration to Sims Limited

In accordance with section 307C of the Corporations Act 2001, I am pleased to provide the following declaration of independence to the directors of Sims Limited.

As lead audit partner for the audit of the financial report of Sims Limited for the year ended 30 June 2025, I declare that to the best of my knowledge and belief, there have been no contraventions of:

- The auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and
- Any applicable code of professional conduct in relation to the audit.

Yours faithfully

DELOITTE TOUCHE TOHMATSU

DELOITTE TOUCHE TOHMATSU

Samuel Vorwerg
Partner
Chartered Accountants

CONSOLIDATED INCOME STATEMENT

For the year ended 30 June 2025

	NOTE	2025 A$M	2024 A$M
Continuing operations			
Revenue	3	**7,524.5**	7,224.0
Other income	3	**23.6**	204.6
Raw materials used and changes in inventories		**(5,345.3)**	(5,216.0)
Freight expense		**(495.2)**	(454.6)
Employee benefits expense		**(766.1)**	(712.7)
Depreciation and amortisation expense	5	**(255.1)**	(231.6)
Repairs and maintenance expense		**(89.7)**	(96.3)
Other expenses	5	**(556.6)**	(602.0)
Impairment expense		**(68.1)**	(64.2)
Finance costs		**(55.1)**	(71.6)
Share of results of joint ventures	27	**118.0**	98.2
Profit before income tax		**34.9**	77.8
Income tax expense	13	**(32.5)**	(76.0)
Profit for the year from continuing operations		**2.4**	1.8
Discontinued operations			
Loss for the year from discontinued operations	25	**(21.4)**	(59.6)
Loss for the year		**(19.0)**	(57.8)
Attributable to:			
Owners of the Company		**(19.0)**	(57.8)

		A¢	A¢
Earnings/ (loss) per share			
From continuing operations			
Basic	7	**1.2**	0.9
Diluted	7	**1.2**	0.9
From discontinuing operations			
Basic	7	**(11.1)**	(30.8)
Diluted	7	**(11.1)**	(30.8)
From continuing and discontinued operations			
Basic	7	**(9.9)**	(29.9)
Diluted	7	**(9.9)**	(29.9)

The consolidated income statement should be read in conjunction with the accompanying notes.

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

For the year ended 30 June 2025

	NOTE	2025 A$M	2024 A$M
(Loss) for the year from continuing and discontinuing operations		**(19.0)**	(57.8)
Other comprehensive income/ (loss):			
Items that may be reclassified to profit or loss:			
Foreign exchange translation differences arising during the period, net of tax	22	**39.1**	2.0
Reclassified to income statement on disposal of foreign operations, net of tax	22	**39.7**	(2.6)
Share of other comprehensive income of investments accounted for using the equity method		**4.1**	–
Item that will not be reclassified to profit or loss:			
Re-measurements of defined benefit plans, net of tax	16	**0.3**	(1.5)
Other comprehensive income/ (loss) for the year, net of tax		**83.2**	(2.1)
Total comprehensive income/ (loss) for the year from continuing operations		**85.6**	(0.3)
Total comprehensive loss for the year from discontinued operations		**(21.4)**	(59.6)
Total comprehensive income/ (loss) for the year		**64.2**	(59.9)

The consolidated statement of comprehensive income should be read in conjunction with the accompanying notes.

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

As at 30 June 2025

	NOTE	2025 A$M	2024 A$M
Current assets			
Cash and cash equivalents	19	**181.1**	93.1
Trade and other receivables	8	**773.1**	566.4
Inventories	9	**506.3**	603.7
Tax receivable		**65.6**	50.9
Prepayments		**31.1**	34.3
Other financial assets	17	**34.5**	187.7
Assets classified as held for sale	18	**–**	584.6
Total current assets		**1,591.7**	2,120.7
Non-current assets			
Investments in joint ventures	27	**657.5**	584.9
Other financial assets	17	**81.3**	85.8
Right of use assets	11	**230.9**	230.1
Property, plant and equipment	10	**1,445.4**	1,399.5
Retirement benefit assets	16	**1.1**	0.5
Deferred tax assets	13	**171.6**	181.9
Intangible assets	12	**266.6**	301.3
Total non-current assets		**2,854.4**	2,784.0
Total assets		**4,446.1**	4,904.7
Current liabilities			
Trade and other payables	14	**602.7**	629.2
Deferred income	3	**77.5**	111.1
Lease liabilities	11	**75.9**	73.5
Other financial liabilities	17	**23.8**	167.4
Current tax liabilities		**24.9**	88.8
Provisions	15	**151.6**	122.9
Liabilities directly associated with assets held for sale	18	**–**	236.4
Total current liabilities		**956.4**	1,429.3
Non-current liabilities			
Payables	14	**7.8**	7.9
Borrowings	20	**513.4**	505.0
Lease liabilities	11	**198.4**	205.9
Deferred tax liabilities	13	**154.5**	167.2
Provisions	15	**27.4**	25.5
Retirement benefit obligations	16	**1.4**	1.2
Total non-current liabilities		**902.9**	912.7
Total liabilities		**1,859.3**	2,342.0
Net assets		**2,586.8**	2,562.7
Equity			
Contributed equity	21	**2,585.7**	2,593.3
Reserves	22	**547.4**	448.0
Accumulated deficit	22	**(546.3)**	(478.6)
Total equity		**2,586.8**	2,562.7

The consolidated statement of financial position should be read in conjunction with the accompanying notes.

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

For the year ended 30 June 2025

	NOTE	CONTRIBUTED EQUITY A$M	RESERVES A$M	ACCUMULATED DEFICIT A$M	TOTAL EQUITY A$M
Balance at 1 July 2023		2,575.6	430.1	(349.0)	2,656.7
Loss for the year		–	–	(57.8)	(57.8)
Other comprehensive loss		–	(0.6)	(1.5)	(2.1)
Total comprehensive loss for the year		–	(0.6)	(59.3)	(59.9)
Transactions with owners in their capacity as owners:					
Movement in treasury shares held by trust	22	17.7	–	(29.7)	(12.0)
Dividends paid		–	–	(40.6)	(40.6)
Share-based payments expense, net of tax		–	18.5	–	18.5
		17.7	18.5	(70.3)	(34.1)
Balance at 30 June 2024		2,593.3	448.0	(478.6)	2,562.7
Loss for the year		**–**	**–**	**(19.0)**	**(19.0)**
Other comprehensive income		**–**	**82.9**	**0.3**	**83.2**
Total comprehensive income for the year		**–**	**82.9**	**(18.7)**	**64.2**
Transactions with owners in their capacity					
Movement in treasury shares held by trust	21, 22	**(7.6)**	**–**	**(10.4)**	**(18.0)**
Dividends paid	6	**–**	**–**	**(38.6)**	**(38.6)**
Share-based payments expense, net of tax		**–**	**16.5**	**–**	**16.5**
		(7.6)	**16.5**	**(49.0)**	**(40.1)**
Balance at 30 June 2025		**2,585.7**	**547.4**	**(546.3)**	**2,586.8**

The consolidated statement of changes in equity should be read in conjunction with the accompanying notes.

CONSOLIDATED STATEMENT OF CASH FLOWS

For the year ended 30 June 2025

	NOTE	2025 A$M	2024 A$M
Cash flows from operating activities			
Receipts from customers (inclusive of goods and services tax)		**7,528.9**	8,500.6
Payments to suppliers and employees (inclusive of goods and services tax)		**(7,143.6)**	(8,296.4)
		385.3	204.2
Interest received		**21.4**	19.1
Interest paid		**(62.2)**	(72.5)
Dividends received from joint ventures		**56.7**	80.6
Grant income received		**0.5**	–
Insurance recoveries		**1.0**	–
Income taxes received		**0.6**	14.2
Income taxes paid		**(106.2)**	(43.1)
Net cash inflows from operating activities	19	**297.1**	202.5
Cash flows from investing activities			
Payments for property, plant and equipment		**(194.1)**	(214.3)
Payments for businesses, net of cash acquired		**–**	(340.0)
Payments for intangible assets		**–**	(0.3)
Payments for other financial assets		**(1.7)**	(3.0)
Proceeds from sale of assets held for sale		**49.4**	5.6
Proceeds from sale of business	24	**64.6**	–
Proceeds from sale of property, plant and equipment		**12.2**	7.2
Proceeds from sale of other financial assets		**5.1**	4.2
Proceeds from sale of assets held for sale (joint venture)		**–**	259.1
Payment for contingent consideration		**–**	(55.0)
Loan to joint venture		**–**	(8.0)
Net cash outflows from investing activities		**(64.5)**	(344.5)
Cash flows from financing activities			
Proceeds from borrowings		**2,180.6**	2,981.9
Repayment of borrowings		**(2,176.9)**	(2,916.0)
Repayment of leases		**(89.6)**	(88.9)
Payments for shares under employee share plan		**(17.9)**	(11.9)
Dividends paid		**(38.6)**	(40.6)
Net cash outflows from financing activities		**(142.4)**	(75.5)
Net increase/ (decrease) in cash and cash equivalents		**90.2**	(217.5)
Cash and cash equivalents at the beginning of the financial year		**93.1**	308.7
Effects of exchange rate changes on cash and cash equivalents		**(2.2)**	1.9
Cash and cash equivalents at the end of the financial year	19	**181.1**	93.1

The consolidated statements of cash flows should be read in conjunction with the accompanying notes.

Notes to the Consolidated Financial Statements

For the year ended 30 June 2025

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Notes to the Consolidated Financial Statements

OVERVIEW

1 – BASIS OF PREPARATION

Sims Limited (the "Company") is a for-profit company incorporated and domiciled in Australia. The consolidated financial statements for the year ended 30 June 2025 ("FY25") comprise the financial results of the Company and its subsidiaries (together referred to as the "Group") and the Group's interests in joint ventures.

Basis of preparation

This general-purpose financial report:

- has been prepared in accordance with Australian Accounting Standards, other authoritative pronouncements of the Australian Accounting Standards Board ("AASB") and the *Corporations Act 2001*;
- complies with International Financial Reporting Standards as issued by the International Accounting Standards Board;
- adopts all new and amended Australian Accounting Standards and Interpretations issued by the AASB that are relevant to the Group and effective for reporting periods beginning on or after 1 July 2024, all of which did not have a material impact on the financial statements;
- does not early adopt any Australian Accounting Standards and Interpretations that have been issued or amended but are not yet effective.
- has been prepared on the basis of historical cost, except for certain derivative financial assets and liabilities which have been measured at fair value (note 17);
- is presented in Australian Dollars, unless otherwise stated; and
- presents all values as rounded to the nearest tenth of a million dollars, unless otherwise stated under *ASIC Corporations (rounding in Financials/Directors' Reports) Instrument 2016/191*, dated 24 March 2016.

Going concern

The financial report has been prepared on a going concern basis of accounting with no material uncertainties as to the Company's ability to continue to operate.

Basis of consolidation

The consolidated financial statements incorporate the financial statements of the Company and entities controlled by the Company and its subsidiaries.

In preparing the consolidated financial statements, all intercompany balances and transactions are eliminated.

The financial statements of controlled entities are included in the consolidated financial statements from the date that control commences until the date that control ceases.

Critical accounting estimates and judgements

The preparation of the consolidated financial statements requires management to make judgements, estimates and assumptions about future events. Information on material estimates and judgements can be found in the following notes:

- Trade and other receivables (note 8)
- Inventory (note 9)
- Impairment (note 10, note 11 and note 12)
- Deferred tax positions (note 13)
- Business acquisitions and disposals (note 24)

Notes to the Consolidated Financial Statements

1 – BASIS OF PREPARATION (continued)

Currency

Each entity in the Group determines its own functional currency, reflecting the currency of the primary economic environment in which it operates.

Transactions

Transactions in foreign currencies are recorded at the rate of exchange ruling on the date of each transaction. At balance date, amounts payable and receivable in foreign currencies are converted at the rates of exchange ruling at that date with any resultant gain or loss recognised in the income statement.

Translation

The financial statements of overseas subsidiaries are maintained in their functional currencies and are converted to the Group's presentation currency as follows:

- assets and liabilities are translated at the rate of exchange as at balance date;
- income statements are translated at average exchange rates for the reporting period which approximate the rates ruling at the dates of the transactions; and
- all resultant exchange differences are recorded in the foreign currency translation reserve.

On consolidation, exchange differences arising from borrowings and any other currency instruments designated as hedges of investments in overseas subsidiaries are transferred to the foreign currency translation reserve on a net of tax basis where applicable. When an overseas subsidiary is sold, the cumulative amount recognised in the foreign currency translation reserve relating to the subsidiary is recognised in the income statement as part of the gain or loss on sale.

New and amended accounting standards and interpretations

New and amended accounting standards issued by the AASB and International Accounting Standards Board ("IASB") which became effective on 1 July 2024:

- AASB 2022-5 Lease liability in a sale and leaseback transaction
- AASB 2020-1, AASB 2020-6 and AASB 2022-6 Classification of liabilities as current or non-current, including non-current liabilities with covenants

The adoption of the above amendments to the accounting standards had no material impact on the Group.

Future developments in accounting standards and interpretations

On 20 September 2024, the AASB finalised the first Australian Sustainability Reporting Standards, supporting the implementation of mandatory climate-related financial disclosures in Australia by providing the disclosure standards against which entities can report.

The first Australian Sustainability Reporting Standards released by the AASB are:

- AASB S1 General Requirements for Disclosure of Sustainability-related Financial Information (AASB S1) – a voluntary standard covering disclosure of all sustainability-related risks and opportunities
- AASB S2 Climate-related Disclosures (AASB S2) – a mandatory standard covering disclosure of climate-related risks and opportunities.

These new standards will apply to Sims effective from 1 July 2025. Sims will continue to monitor developments and enhance its sustainability disclosures in line with evolving requirements. The final Australian Sustainability Reporting Standards closely align with the IFRS Sustainability Disclosure Standards.

FINANCIAL PERFORMANCE

2 – SEGMENT INFORMATION

Description of segments

Operating segments have been identified based on separate financial information that is regularly reviewed by the Group CEO, the Chief Operation Decision Maker ("CODM").

The Group operated in five principal operating segments: North America Metal ("NAM"), Australia/New Zealand Metal ("ANZ"), Investment in SA Recycling ("SAR"), Sims Lifecycle Services ("SLS") and Global Trading Operations ("GTO"). The segments are based on a combination of factors including geography, products and services.

In line with the agenda decision issued by IFRS Interpretations Committee ("IFRIC") in July 2024, Sims has presented additional information relating to specified and material items that are either regularly reviewed by the CODM or routinely provided to the CODM for the purpose of assessing segment performance. As a result, segment comparatives presentation has been revised to reflect this change.

Details of the segments are as follows:

- NAM – comprising subsidiaries and joint ventures (other than SAR) in the United States of America and Canada which perform ferrous and non-ferrous metal secondary recycling functions.
- ANZ – comprising subsidiaries in Australia, New Zealand and Papua New Guinea which perform ferrous and non-ferrous metal secondary recycling functions.
- SAR – comprising the Group's share of results from its investment in the SA Recycling joint venture, in the United Stated of America.
- SLS – comprising subsidiaries which provide IT asset and cloud infrastructure reuse, redeployment and recycling in the following countries: Australia, Brazil, Germany, India, Ireland, Mexico, Netherlands, Poland, Singapore, the United Kingdom and the United States of America.
- GTO – comprising the Group's ferrous and non-ferrous marketing subsidiaries, which coordinate the sale of ferrous bulk cargo shipments and non-ferrous sales primarily into China, Turkey and Southeast Asia, and brokerage sales on behalf of third and related parties.
- Unallocated – comprising unallocated corporate costs, interests in other joint ventures, Sims Resource Renewal ("SRR") and Global Sustainability Insurance Corporation, a captive insurance company.

Discontinued operations are not presented as a separate segment as they are not regularly reviewed by the CODM in assessing the performance of operating segments or in making decisions about the allocation of resources. As such, information relating to discontinued operations has been excluded from the segment disclosures. The prior year disclosures have been updated on a comparative basis.

2 – SEGMENT INFORMATION (continued)

Information about reportable segments

2025	NAM A$M	ANZ A$M	SLS A$M	SAR A$M	GTO A$M	UNALLO-CATED A$M	TOTAL CONTINUING OPERATIONS A$M
Sales Revenue	**4,503.6**	**1,575.5**	**426.6**	**–**	**987.2**	**1.1**	**7,494.0**
Trading margin	**942.8**	**375.5**	**240.5**	**–**	**16.9**	**0.4**	**1,576.1**
Operating costs (excluding D&A)	**(686.9)**	**(242.4)**	**(194.6)**	**–**	**(19.3)**	**(122.4)**	**(1,265.6)**
Share of results of joint ventures	**(1.6)**	**1.1**	**–**	**120.0**	**–**	**–**	**119.5**
Underlying EBITDA	**254.3**	**134.2**	**45.9**	**120.0**	**(2.4)**	**(122.0)**	**430.0**
Depreciation and amortisation	**(174.2)**	**(62.0)**	**(13.3)**	**–**	**(1.1)**	**(4.5)**	**(255.1)**
Underlying EBIT	**80.1**	**72.2**	**32.6**	**120.0**	**(3.5)**	**(126.5)**	**174.9**
Proprietary Sales tonnes (thousands)	**4,751**	**1,590**	**N/A**	**N/A**	**N/A**	**N/A**	**6,341**
Trading margin (%)	**20.9**	**23.8**	**56.4**	**N/A**	**1.7**	**36.4**	**21.0**
Underlying EBIT margin (%)	**1.8**	**4.6**	**7.6**	**N/A**	**(0.4)**	**N/A**	**2.3**
Investments in joint ventures	**18.2**	**1.3**	**–**	**638.0**	**–**	**–**	**657.5**
Property, plant and equipment additions	**139.1**	**47.6**	**12.4**	**–**	**0.2**	**–**	**199.3**
Asset impairments	**4.7**	**–**	**–**	**–**	**–**	**63.4**	**68.1**
Assets	**2,052.7**	**943.7**	**163.4**	**680.4**	**203.9**	**402.0**	**4,446.1**
Liabilities	**510.4**	**519.4**	**144.8**	**0.3**	**181.2**	**503.2**	**1,859.3**
Net assets	**1,542.3**	**424.3**	**18.6**	**680.1**	**22.7**	**(101.2)**	**2,586.8**

2024	NAM A$M	ANZ A$M	SLS A$M	SAR A$M	GTO A$M	UNALLO-CATED A$M	TOTAL CONTINUING OPERATIONS A$M
Sales revenue	4,479.8	1,595.1	349.7	–	770.8	–	7,195.4
Trading margin	784.3	410.3	198.7	–	8.1	–	1,401.4
Operating costs (excluding D&A)	(627.7)	(264.6)	(168.3)	–	(27.1)	(121.6)	(1,209.3)
Share of results of joint ventures	(4.8)	–	–	102.2	–	0.8	98.2
Underlying EBITDA	151.8	145.7	30.4	102.2	(19.0)	(120.8)	290.3
Depreciation and amortisation	(164.4)	(50.2)	(12.7)	–	(1.2)	(3.1)	(231.6)
Underlying EBIT	(12.6)	95.5	17.7	102.2	(20.2)	(123.9)	58.7
Proprietary Sales tonnes (thousands)	5,000	1,593	N/A	N/A	N/A	N/A	6,593
Trading margin (%)	17.5	25.7	56.8	N/A	1.1	N/A	19.5
Underlying EBIT margin (%)	(0.3)	6.0	5.1	N/A	(2.6)	N/A	0.8
Investments in joint ventures	20.7	0.1	–	564.1	–	–	584.9
Property, plant and equipment additions	107.1	48.5	4.3	–	–	0.9	160.8
Asset impairments	64.2	–	–	–	–	–	64.2
Assets	2,076.4	858.3	150.7	606.0	123.7	555.4	4,370.5
Liabilities	600.9	466.6	133.2	0.3	150.0	754.6	2,105.6
Net assets	1,475.5	391.7	17.5	605.7	(26.3)	(199.2)	2,264.9

2 – SEGMENT INFORMATION (continued)

Reconciliation of segment EBIT to the Group's statutory profit before income tax

	2025 A$M	2024 A$M
Underlying EBIT	**174.9**	58.7
Significant items[1]	**(106.3)**	71.4
Statutory EBIT from continuing operations	**68.6**	130.1
Finance costs	**(55.1)**	(71.6)
Interest income	**21.4**	19.3
Profit before income tax from continuing operations	**34.9**	77.8

[1]Refer to Note 4 for details on significant items.

Notes to the Consolidated Financial Statements

3 – REVENUE AND OTHER INCOME

	2025 A$M	2024 A$M
Sales revenue from continuing operations		
Ferrous secondary recycling	**4,483.2**	4,882.2
Non-ferrous secondary recycling	**2,519.6**	1,916.2
IT recycling and repurposing services	**426.7**	349.8
Secondary processing and other services	**64.5**	47.2
	7,494.0	7,195.4
Other revenue		
Interest income	**21.4**	19.3
Rental income	**8.2**	8.5
Dividend income	**0.9**	0.8
	30.5	28.6
Total revenue from continuing operations	**7,524.5**	7,224.0

Geographical sales to external customers[1]

	2025 A$M
Australia	**450.9**
China	**774.6**
India	**446.8**
Thailand	**407.5**
Turkey	**951.9**
United States	**2,488.6**
Other	**1,973.7**
Total sales revenue from continuing operations	**7,494.0**

	2024 A$M
Australia	442.0
Bangladesh	518.9
China	711.9
India	588.9
Turkey	1,236.3
United States	1,859.0
Other	1,838.4
Total sales revenue from continuing operations	7,195.4

1 Amounts reflect the customer's geographic location.

No single customer contributed 10% or more to the Group revenue for all the periods presented.

Notes to the Consolidated Financial Statements

3 – REVENUE AND OTHER INCOME (continued)

Deferred income

Movements in deferred income during the year ended 30 June 2025 relate to revenue recognised upon the satisfaction of performance obligations. Deferred income of $111.1 million at 30 June 2024 was earned during FY25. $77.5 million at 30 June 2025 relates to performance obligations outstanding at the end of the year.

Recognition and measurement

Ferrous secondary recycling

Ferrous secondary recycling comprises the collection, processing and trading of secondary raw material derived from iron and steel. The Group sells a significant portion of its secondary raw material on cost and freight or cost, insurance and freight Incoterms. Under these arrangements, revenue from the sale of material is recognised prior to the vessel arriving at the destination port as control of the material has transferred and performance obligations fulfilled (dependent on the Incoterm outlined in each contract). A material portion of the Group's ferrous bulk cargo sales arrangements specify that title of the material transfers upon loading onto the vessel, that is, once the material has passed the ship's rail. These transactions are predominantly conducted on a letter of credit basis.

Non-ferrous secondary recycling

Non-ferrous secondary recycling comprises the collection, processing and trading of other metal alloys and residues, principally aluminium, lead, copper, zinc and nickel bearing materials. Revenue from non-ferrous secondary recycling is recognised when control of the goods passes to the customer and performance obligations are satisfied. The point of transfer is determined based on the specific contractual terms, including applicable Incoterms, and typically occurs when the goods are loaded into a container, delivered to the customer, or payment is received, whichever coincides with the transfer of the original bills of lading and legal title. Incoterms are used to establish the point at which control, risk, and ownership pass to the customer, and vary depending on the customer, product, and/or destination. Sales are conducted under varying payment terms including cash in advance, deposit, letter of credit, or open credit arrangements.

Recycling services

Recycling services comprises the provision of environmental and data security responsible services for the refurbishment, resale or commodity reclamation of IT assets recycled for commercial and post-consumer suppliers. For recycling services, service revenue is recognised based on completion of the agreed performance obligations, including services such as hard disk cleansing and data capture and reporting. These performance obligations are based upon the amount collected, processed and/or on a time basis amongst other contractual terms. For precious metals reclaimed, revenue is recognised on completion and agreement of an assay, and when price and quantity can be determined, and acceptance is finalised. Contractual terms can involve a deposit received in advance for which revenue is deferred until performance obligations are satisfied.

Secondary processing and other services

Secondary processing and other services comprise stevedoring and other sources of service based revenue. Other service revenue is recognised based upon completion of the performance obligations over time.

Interest income

Interest income is recognised as it is earned, using the effective interest method.

Rental income

Rental income consists of rentals from sub-lease arrangements. Rental payment received under operating leases, along with any initial direct costs incurred, are recognised on a straight-line basis over the term of the lease.

Dividend income

Dividend income is recognised when the Group's right to receive the payment is established.

Other income

	2025 A$M	2024 A$M
Net gain on currency derivatives	**3.3**	6.1
Net gain on disposal of property, plant and equipment	**3.0**	2.1
Gain on sale of assets held for sale	**–**	182.6
Other	**17.3**	13.8
Total other income from continuing operations	**23.6**	204.6

4 – SIGNIFICANT ITEMS

Significant items are those which, by their size, nature, incidence or variability between periods, are considered relevant in explaining the Group's financial performance and as such are disclosed separately. The FY24 comparatives have been re-presented to reflect the impacts to the continuing group only.

	2025 A$M	2024 A$M RE-PRESENTED
Gain on business transactions (net of transaction costs and impact of discontinued operations)	**1.7**	144.4
Non-qualifying hedges	**(14.3)**	2.1
Closure of Sims Resource Renewal	**(25.1)**	–
Redundancies and restructuring	**(23.5)**	(10.9)
Asset impairments	**(45.1)**	(64.2)
Total Significant items	**(106.3)**	71.4

Significant item amounts in FY25 include the following:

- Gain on business transactions (net of transaction costs and impact of discontinued operations) primarily relates to an adjustment on sale of Sims' interest in Closed Loop following finalisation of the transaction and the disposal of UK Metal.
- Non-qualifying hedges primarily reflect the mark-to-market adjustment on commodity hedges held at balance date. These hedges reflect the impact of financial hedges that do not qualify for hedge accounting.
- Closure of Sims Resource Renewal includes costs from asset impairments, redundancy and closure and decommissioning.
- Redundancies and restructuring primarily relate to ongoing measures to simplify the organisational structure in FY25 and restructuring of certain site and lease arrangements.
- Residual impairments of the Group's financial and non-financial assets. Included within this line is a loss allowance of $36.1 million relating to the receivable on sale of UK Metal. Refer Note 8 for further commentary.

5 – EXPENSES

From continuing operations	2025 A$M	2024 A$M
Depreciation expense, excluding right of use asset depreciation	**152.9**	142.2
Right of use asset depreciation expense	**85.3**	76.6
Amortisation expense	**16.9**	12.8
Total depreciation and amortisation expense	**255.1**	231.6
Yard expenses	**202.8**	167.2
Selling and administration costs	**90.1**	94.2
Net loss on commodity derivatives	**4.8**	32.3
Net foreign exchange loss	**5.2**	5.6
Other[1]	**253.7**	302.7
Total other expenses	**556.6**	602.0

[1] Includes expenses relating to power, fuel and spare parts.

6 – DIVIDENDS

	CENTS PER SHARE	AMOUNT A$M
2025:		
Interim 2025 (100% franked)	**10.0**	**19.3**
Final 2024 (100% franked)	**10.0**	**19.3**
2024:		
Interim 2024	—	—
Final 2023 (100% franked)	21.0	40.6

Since the year ended 30 June 2025, the Directors have determined the payment of a final dividend of 13.0 cents per share (100% franked). The dividend will be payable on 15 October 2025 to shareholders on the Company's register at the record date of 1 October 2025. The estimated dividends to be paid, but not recognised as a liability at the end of the reporting period, is approximately $25.1 million.

Dividend franking account

The franked components of all dividends paid or declared were franked based on an Australian corporate tax rate of 30%.

As at 30 June 2025, there was a $62.5 million surplus (2024: $2.9 million surplus) of estimated franking credits. The company expects to have sufficient franking credits available within the FY26 financial year to enable the final dividend for FY25 to be fully franked.

7 – EARNINGS/(LOSS) PER SHARE

Basic earnings per share is calculated by dividing net profit/ (loss) by the weighted average number of ordinary shares outstanding during the financial year.

Diluted earnings per share is calculated by dividing net profit by the weighted average number of ordinary shares outstanding, adjusted for the effect of all potentially dilutive ordinary shares.

The weighted average number of shares used for the purpose of calculating basic earnings per share is calculated after deduction of the shares held by the Group's trusts.

	2025	2024
From continuing operations:		
Basic earnings per share (in A¢)	**1.2**	0.9
Diluted earnings per share (in A¢)	**1.2**	0.9
From discontinued operations:		
Basic (loss) per share (in A¢)	**(11.1)**	(30.8)
Diluted (loss) per share (in A¢)	**(11.1)**	(30.8)
From continuing and discontinued operations:		
Basic (loss) per share (in A¢)	**(9.9)**	(29.9)
Diluted (loss) per share (in A¢)	**(9.9)**	(29.9)
Weighted average number of shares used in the denominator ('000)		
Basic shares	**192,873**	193,199
Dilutive effect of share-based awards	**2,452**	3,003
Diluted shares	**195,325**	196,202

ASSETS AND LIABILITIES

8 – TRADE AND OTHER RECEIVABLES

	2025 A$M	2024 A$M
Trade receivables	**605.1**	455.9
Loss allowance - Trade receivables	**(8.2)**	(3.4)
Net trade receivables	**596.9**	452.5
Other receivables	**212.3**	113.9
Loss allowance - Other receivables	**(36.1)**	–
Net other receivables	**176.2**	113.9
Total current receivables	**773.1**	566.4
Movement in loss allowance - Trade receivables		
Balance at 1 July	**3.4**	2.0
Provision recognised/ (written back) during the year	**4.4**	1.4
Foreign exchange differences	**0.4**	–
Balance at 30 June	**8.2**	3.4
Debtors overdue		
Days overdue		
1–30 days	**25.8**	31.6
31–60 days	**5.8**	7.3
Over 60 days	**9.7**	4.2
	41.3	43.1

Recognition and measurement

Trade and other receivables are initially recognised at fair value, and subsequently measured at amortised cost, net of loss allowance. Trade receivables are generally due for settlement within 30 to 60 days following shipment, except in the case of certain ferrous shipments made to export destinations, which are generally secured by letters of credit that are collected on negotiated terms but generally within 10 days of shipment.

The collectability of trade receivables is reviewed on an ongoing basis. Individual debts that are known to be uncollectible are written-off by reducing the carrying amount directly. A loss allowance account is used based upon the lifetime expected credit loss model as required by AASB 9 *Financial Instruments*. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial instrument or asset. Refer to the processes described in the credit risk section of note 23 for further information regarding the Group's approach to ongoing credit monitoring. Expected credit losses on other receivables is not considered material.

When a trade receivable for which a loss allowance provision had been recognised becomes uncollectible in a subsequent period, it is written-off against the provision for impairment account. Subsequent recoveries of amounts previously written-off are credited against other expenses in profit or loss.

Critical accounting estimates and judgement

Critical accounting estimates related to receivables balances primarily concern the assessment of potential credit losses. In assessing other receivables balances, estimates become particularly important due to the absence of historical payment behaviour and the unique nature of the transactions. Management must exercise significant judgment in evaluating the recoverability of these receivables, considering factors such as the customer's financial position and the terms of the agreement. Standard provisioning models are not appropriate in these situations, and a bespoke assessment under the expected credit loss (ECL) framework may be required. Changes in assumptions or macroeconomic indicators can materially impact the valuation of receivables and the associated impairment charge, making this a key area of estimation uncertainty in financial reporting.

8 – TRADE AND OTHER RECEIVABLES (continued)

Receivable on sale of UK Metal

The sale of the Group's UK Metal business was completed on 30 September 2024 to Unimetals Group Limited for total after tax cash proceeds of A$398.8 million, comprising assigned inventory and pre-completion receivables (totalling $221.2 million, subsequently received) and a capital component of $177.6 million (£92 million). Due to the composition of the offer, the total sale price reflected a significant premium over the next best bid. Sims agreed to a staged payment of the capital component, with $64.6 million (£30 million) paid on 31 December 2024 and the balance payable on or prior to 30 June 2025. Refer to Note 24 for further details.

Subsequent to December 2024, significant industry headwinds, exacerbated by Chinese over supply and additional market volatility, have materially impacted the business' core European and Middle East markets. Supported by indicative funding from major strategic lenders, Unimetals subsequently requested an extension of the original repayment date into FY26 to enable it to complete its assessment of certain capital structures and refinancing options to extinguish the residual capital payment.

Despite significant progress, as at 30 June 2025, the structure and outcome of the refinancing is not yet certain. In accordance with AASB 9, the company is required to consider all relevant information and its implications in making a determination of a potential risk that a shortfall in the recovery of the receivable may eventuate. While the company continues to work with Unimetals and others to confirm an agreed commercial position with respect to the debt, a loss allowance of $36.1 million has been recorded in the current year's financial statements.

9 – INVENTORIES

	2025 A$M	2024 A$M
Raw materials	**40.2**	84.8
Finished goods	**414.4**	469.9
Stores and spare parts	**51.7**	49.0
	506.3	603.7

As at 30 June 2025, the value of ferrous inventory held by the Group was $138.8 million (2024: $216.2 million).

The cost of inventories recognised as an expense during FY25 amounted to $5,390.7 million (2024: $5,298.2 million).

Lower of cost and market adjustments during the year ended 30 June 2025 and 30 June 2024 were not material.

Recognition and measurement

Inventories (ferrous and non ferrous metals) are stated at the lower of cost and net realisable value. Cost is based on either first-in, first-out method or weighted average method and includes direct materials, direct labour and an appropriate proportion of variable and fixed overhead expenditures, the latter being allocated on the basis of normal operating capacity.

Stores and spare parts consist of consumable and maintenance items, and are recognised as inventory when they do not meet the definition of property, plant and equipment.

Critical accounting estimates and judgement

Existence of inventories

Quantities of ferrous inventories are determined using various estimation techniques, including observation, weighing and other industry methods and are subject to periodic physical verification and includes procedures such as zero pile out and peer review stock takes.

Valuation of inventories

The Group reviews its inventory at the end of each reporting period to determine if it is properly stated at the lower of cost and net realisable value. Net realisable value is based on estimated future selling prices. Impairment losses may be recognised on inventory if management needs to revise its estimates of net realisable value in response to changing market conditions.

10 – PROPERTY, PLANT AND EQUIPMENT

	LAND A$M	BUILDINGS A$M	LEASEHOLD IMPROVEMENTS A$M	PLANT & EQUIPMENT A$M	CAPITAL WORK IN PROGRESS A$M	TOTAL A$M
At 30 June 2025						
Cost	**493.7**	**500.0**	**83.0**	**1,422.2**	**129.4**	**2,628.3**
Accumulated depreciation and impairment	**–**	**(242.7)**	**(50.7)**	**(889.5)**	**–**	**(1,182.9)**
Net book amount	**493.7**	**257.3**	**32.3**	**532.7**	**129.4**	**1,445.4**
Movement						
Balance at 1 July 2024	**490.9**	**251.5**	**49.0**	**463.0**	**145.1**	**1,399.5**
Additions	**–**	**–**	**0.3**	**2.6**	**196.4**	**199.3**
Disposals	**(8.0)**	**–**	**–**	**(1.7)**	**(0.1)**	**(9.8)**
Transfer	**6.2**	**30.7**	**(10.0)**	**182.2**	**(209.1)**	**–**
Impairment charges	**–**	**–**	**–**	**–**	**(1.9)**	**(1.9)**
Depreciation expense	**–**	**(27.9)**	**(6.8)**	**(118.2)**	**–**	**(152.9)**
Reclassification to Right of Use Assets	**–**	**–**	**(0.4)**	**–**	**(2.6)**	**(3.0)**
Foreign exchange differences	**4.6**	**3.0**	**0.2**	**4.8**	**1.6**	**14.2**
Balance at 30 June 2025	**493.7**	**257.3**	**32.3**	**532.7**	**129.4**	**1,445.4**

	LAND A$M	BUILDINGS A$M	LEASEHOLD IMPROVEMENTS A$M	PLANT & EQUIPMENT A$M	CAPITAL WORK IN PROGRESS A$M	TOTAL A$M
At 30 June 2024						
Cost	490.9	485.7	114.5	1,305.5	145.1	2,541.7
Accumulated depreciation and impairment	–	(234.2)	(65.5)	(842.5)	–	(1,142.2)
Net book amount	490.9	251.5	49.0	463.0	145.1	1,399.5
Movement						
Balance at 1 July 2023	476.1	239.4	45.8	439.4	232.7	1,433.4
Additions - continuing operations	4.3	8.4	–	3.6	144.5	160.8
Additions - discontinued operations	–	3.4	2.8	30.1	–	36.3
Disposals	(5.3)	–	–	(1.2)	–	(6.5)
Acquisitions	29.8	19.4	–	80.1	0.4	129.7
Transfer	11.5	24.0	34.6	130.5	(200.6)	–
Reclassification to intangible assets (note 12)	–	–	–	–	(23.6)	(23.6)
Impairment charges	–	(0.1)	(0.2)	(10.2)	–	(10.5)
Depreciation expense - continuing operations	–	(26.6)	(6.5)	(109.1)	–	(142.2)
Depreciation expense - discontinued operations	–	(1.7)	(3.9)	(16.1)	–	(21.7)
Reclassification to asset held for sale	(23.3)	(13.0)	(23.8)	(79.0)	(7.1)	(146.2)
Foreign exchange differences	(2.2)	(1.7)	0.2	(5.1)	(1.2)	(10.0)
Balance at 30 June 2024	490.9	251.5	49.0	463.0	145.1	1,399.5

10 – PROPERTY, PLANT AND EQUIPMENT (continued)

Recognition and measurement

Carrying value

Property, plant and equipment is recorded at historical cost less accumulated depreciation and impairment losses. Historical cost includes expenditures that are directly attributable to the acquisition and installation of the items.

Depreciation

Assets are depreciated on a straight-line basis over their estimated useful lives. Useful lives are reassessed at the end of each reporting period and are subject to management judgement. The Group's decarbonisation strategy has been considered and included within the assessment of useful lives of assets.

The expected useful lives are as follows:

- Buildings – 5 to 40 years
- Plant and equipment – 1 to 25 years
- Leasehold improvements – lesser of life of asset or term of the lease

Proceeds from sale of assets

The gross proceeds from sale of assets are recognised at the date an unconditional contract of sale is exchanged with the purchaser and control of the asset is transferred. Gains and losses on disposals are determined by comparing proceeds with the asset's carrying amounts and recognised in profit or loss.

Critical accounting estimates and judgement

Impairment

The carrying amounts of the Group's property, plant and equipment are reviewed for impairment when there is an indication that the asset may be impaired. If the asset's carrying amount is greater than its estimated recoverable amount, then an impairment loss is recognised. Assessing the recoverable amount of property, plant and equipment requires management judgement.

11 – LEASES

Right-Of-Use Assets

The Group leases office buildings, yards and plant and equipment including motor vehicles. Some leases include extension and termination options that the Group is reasonably certain to exercise.

	REAL ESTATE A$M	PLANT & EQUIPMENT A$M	TOTAL A$M
At 30 June 2025			
Cost	**253.2**	**273.1**	**526.3**
Accumulated depreciation and impairment	**(138.2)**	**(157.2)**	**(295.4)**
Net book amount	**115.0**	**115.9**	**230.9**
Movement			
Balance at 1 July 2024	**127.3**	**102.8**	**230.1**
Additions	**21.7**	**59.4**	**81.1**
Impairment expense	**0.1**	**0.2**	**0.3**
Disposals and terminations	**(1.2)**	**(0.3)**	**(1.5)**
Depreciation expense	**(35.4)**	**(49.9)**	**(85.3)**
Reclassified from plant, property and equipment	**0.4**	**2.6**	**3.0**
Foreign exchange differences	**2.1**	**1.1**	**3.2**
Balance at 30 June 2025	**115.0**	**115.9**	**230.9**
At 30 June 2024			
Cost	261.8	226.5	488.3
Accumulated depreciation and impairment	(134.5)	(123.7)	(258.2)
Net book amount	127.3	102.8	230.1
Movement			
Balance at 1 July 2023	194.7	119.6	314.3
Additions - continuing operations	4.0	44.4	48.4
Additions - discontinued operations	–	3.9	3.9
Acquisitions	4.1	–	4.1
Impairment expense	(3.5)	–	(3.5)
Disposals and terminations	(6.9)	1.4	(5.5)
Reclassifications	(1.9)	1.9	–
Depreciation expense - continuing operations	(28.5)	(48.1)	(76.6)
Depreciation expense - discontinued operations	(1.9)	(6.7)	(8.6)
Reclassified to asset held for sale	(31.3)	(15.0)	(46.3)
Foreign exchange differences	(1.5)	1.4	(0.1)
Balance at 30 June 2024	127.3	102.8	230.1

Notes to the Consolidated Financial Statements

11 – LEASES (continued)

Amounts recognised in consolidated income statement

	2025 A$M	2024 A$M Restated
Right-of-use asset depreciation	**85.3**	76.6
Interest expense (included in finance costs)	**12.7**	11.5
Expense related to short-term and low-value leases	**5.9**	4.1

Amounts recognised in consolidated statement of cash flows

	2025 A$M	2024 A$M
Repayment of lease liabilities within 'financing activities'	**89.6**	88.9
Interest related to lease liabilities within 'operating activities'	**12.7**	11.5
Total lease cash outflows	**102.3**	100.4

Maturity analysis of lease liabilities (undiscounted)

Lease liabilities are monitored within the Group's treasury function. The contractual cash flows of the Group's lease liabilities at the reporting date are shown in the table below. The contractual amounts represent the future undiscounted cash flows.

	2025 A$M	2024 A$M
Not later than one year	**90.6**	89.5
Later than one year, but not later than five years	**155.8**	171.1
Later than five years	**38.9**	43.0
	285.3	303.6
Less: future finance costs	**11.0**	24.8
	274.3	278.8

Recognition and Measurement

The Group recognises a Right-of-Use (ROU) asset and a corresponding lease liability at the commencement date of a lease, which is the date when the leased asset is available for use by the Group.

Right-of-Use Assets

The initial measurement of ROU assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date, less any lease incentives received. ROU assets are subsequently measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. ROU assets are subject to impairment assessments under AASB 136 *Impairment of Assets*.

Lease Liabilities

At the commencement of a lease, the Group recognises lease liabilities measured at the present value of lease payments to be made over the lease term, discounted using the Group's incremental borrowing rate unless the interest rate implicit in the lease is readily determinable.

Lease payments included in the measurement of the lease liability comprise:

- Fixed payments, including in-substance fixed payments;
- Variable lease payments that depend on an index or a rate;
- Amounts expected to be payable under residual value guarantees;
- The exercise price of a purchase option if the Group is reasonably certain to exercise that option;
- Payments of penalties for terminating the lease, if the lease term reflects the Group exercising an option to terminate.

The Group does not separate lease and non-lease components for real estate leases and accounts for them as a single lease component.

Notes to the Consolidated Financial Statements

11 – LEASES (continued)

After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a change in the lease term, a change in the in-substance fixed lease payments or a change in the assessment to purchase the underlying asset.

Short-term leases and leases of low value assets

The Group has elected not to recognise ROU assets and lease liabilities for:

- Short-term leases (lease term of 12 months or less), and
- Leases of low-value assets.

Lease payments on such leases are recognised as an expense on a straight-line basis over the lease term.

12 – INTANGIBLE ASSETS

	GOODWILL A$M	SUPPLIER RELATIONSHIPS A$M	LICENSES/ CONTRACTS A$M	SOFTWARE, R&D & OTHER A$M	TOTAL A$M
At 30 June 2025					
Cost	**1,634.8**	**375.2**	**52.4**	**56.0**	**2,118.4**
Accumulated impairment	**(1,435.0)**	**(26.1)**	**(0.9)**	**(18.0)**	**(1,480.0)**
Accumulated amortisation	**–**	**(284.4)**	**(51.3)**	**(36.1)**	**(371.8)**
Net book amount	**199.8**	**64.7**	**0.2**	**1.9**	**266.6**
Movement					
Balance at 1 July 2024	**197.8**	**75.2**	**0.2**	**28.1**	**301.3**
Additions	**–**	**–**	**–**	**0.1**	**0.1**
Impairment	**–**	**–**	**–**	**(21.2)**	**(21.2)**
Amortisation expense	**–**	**(11.6)**	**–**	**(5.3)**	**(16.9)**
Foreign exchange differences	**2.0**	**1.1**	**–**	**0.2**	**3.3**
Balance at 30 June 2025	**199.8**	**64.7**	**0.2**	**1.9**	**266.6**

	GOODWILL A$M	SUPPLIER RELATIONSHIPS A$M	LICENSES/ CONTRACTS A$M	SOFTWARE, R&D & OTHER A$M	TOTAL A$M
At 30 June 2024					
Cost	1,665.1	370.4	51.8	79.0	2,166.3
Accumulated impairment	(1,467.3)	(25.7)	(0.9)	(17.8)	(1,511.7)
Accumulated depreciation	–	(269.5)	(50.7)	(33.1)	(353.3)
Net book amount	197.8	75.2	0.2	28.1	301.3
Movement					
Balance at 1 July 2023	111.3	27.8	0.6	8.5	148.2
Acquisitions (note 24)	91.4	58.2	–	–	149.6
Additions	–	–	0.2	0.3	0.5
Amortisation expense	–	(9.1)	–	(3.7)	(12.8)
Reclassification from CWIP (note 10)	–	–	–	23.6	23.6
Other reclassification	–	0.8	(0.6)	(0.4)	(0.2)
Foreign exchange differences	(4.9)	(2.5)	–	(0.2)	(7.6)
Balance at 30 June 2024	197.8	75.2	0.2	28.1	301.3

12 – INTANGIBLE ASSETS (continued)

Recognition and measurement

Goodwill

Goodwill represents the excess of the cost of an acquisition over the fair value of the identifiable net assets acquired at the acquisition date. Following initial recognition, goodwill is carried at cost less any accumulated impairment losses. Goodwill is not amortised but is tested annually for impairment, or more frequently if indicators of impairment exist.

Other intangible assets

Other intangible assets, comprise supplier relationships, licenses and contracts, software and other acquired intangible assets. These assets are acquired either individually or through business combinations and are measured at cost less accumulated amortisation and impairment losses. Software and other intangible assets include acquired software assets.

Amortisation

Intangible assets with finite useful lives are amortised on a straight-line basis over their estimated useful lives. The expected amoritsation period are as follows:

- Supplier relationships - 1 to 10 years,
- Contracts - 1 to 3 years, and
- R&D costs - 5 years.

The estimated useful life and amortisation method are reviewed at the end of each annual reporting period and adjusted if appropriate.

Impairment analysis

Goodwill and intangible assets that have an indefinite useful life are tested annually for impairment, or more frequently if events or changes in circumstances indicate that they may be impaired.

Finite life intangible assets are assessed for indicators of impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable.

An impairment loss is recognised when the carrying amount of an asset or cash generating unit ("CGU") exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs of disposal and value in use.

For impairment testing purposes, assets are grouped at the CGUs level, which represent the smallest identifiable groups of assets that generate largely independent cash inflows. Goodwill is allocated to CGUs or groups of CGUs that are expected to benefit from the business combination in which the goodwill arose.

Non-financial assets, other than goodwill, that have previously been impaired are reviewed at each reporting date to assess whether any impairment loss recognised in prior periods should be reversed.

Goodwill has been allocated to the CGUs as follows.

		2025 A$M	2024 A$M
CGU	**Segment**		
Australia and New Zealand Metal	ANZ Metal	**61.9**	61.7
North America Metal	North America Metal	**137.9**	134.4
All other CGUs		**–**	1.7
Total		**199.8**	197.8

There were no impairment charges recognised in relation to goodwill in either FY25 or FY24.

12 – INTANGIBLE ASSETS (continued)

Critical accounting estimates and judgement

The assessment of potential impairment involves estimating the recoverable amount of the CGUs to which the goodwill and intangible assets with indefinite useful lives are allocated. The recoverable amount of each CGU is determined as the higher of its value in use or fair value less costs of disposal, in line with AASB 136 *Impairment of Assets*.

These calculations require the application of significant judgement, particularly in relation to assumptions used in value-in-use model, including:

- Discount rates,
- Terminal growth rates
- Price and volume growth assumptions
- Cost escalations and inflation rates

Key assumptions used for goodwill and intangible asset impairment tests

The value in use for each CGU is estimated using a five-year cash flow projection. The first year of the projection is based on the Board approved budget for the year ended 30 June 2026, with the subsequent four years based on management forecasts. These forecasts incorporate the assumptions discussed in the Critical accounting estimates and judgement section above and are management's best estimates, drawn from historical performance, current market conditions, and external economic data.

A terminal value is calculated using the Gordon Growth model, applied to the final year of the projected cash flows. The growth rate used reflects the long-term expectations for the industry and geography in which the CGU operates.

Discount rates applied to the cash flows reflect the time value of money and specific risks associated with each CGU that are not already reflected in the cash flow assumptions. Discount rates are derived from the Group's weighted average cost of capital, adjusted for business and country-specific specific risks relevant to each CGU.

Expected future cash flows used to determine the recoverable amount are inherently uncertain and may be affected by changes in market conditions, regulatory developments, or operational performance. As such, the outcomes of impairment testing are subject to estimation uncertainty.

For CGUs utilising the value in use calculation to determine the recoverable amount, the key assumptions used for the value in use calculations were as follows:

	DISCOUNT RATE (PRE-TAX)		TERMINAL VALUE GROWTH RATE	
	2025	2024	2025	2024
CGU	%	%	%	%
North America Metal	**12.8%**	13.5%	**2.0%**	2.6%
ANZ Metal	**13.7%**	14.3%	**2.5%**	3.2%

Given the competitive and volatile nature of the industry in which the Group operates where pricing, sourcing strategies, and processing efficiencies are key differentiators, certain specific assumptions used in the impairment models have not been disclosed. Management considers this information to be commercially sensitive, and its disclosure could potentially prejudice the Group's competitive position.

The Group has performed sensitivity analysis on the key assumptions used in the value-in-use calculations and concluded that any reasonably possible change in these assumptions would not result in the carrying amount of CGUs to materially exceed their respective recoverable amounts.

Notes to the Consolidated Financial Statements

13 – INCOME TAXES

	2025 A$M	2024 A$M Restated
Income tax expense from continuing operations		
Current income tax charge	**39.1**	101.9
Adjustment for prior years	**(5.7)**	2.7
Deferred income tax	**(0.9)**	(28.6)
Income tax expense recognised in profit or loss	**32.5**	76.0
Reconciliation of income tax expense to prima facie income tax expense		
Profit before income tax from continuing operations	**34.9**	77.8
Tax at the standard Australian rate of 30%	**10.5**	23.3
Effect of tax rates in other jurisdictions	**(11.1)**	7.0
Deferred tax assets not recognised	**27.3**	2.2
Non-deductible expenses	**6.4**	10.0
Utilisation of unrecognised deferred tax assets	**(1.5)**	(1.0)
Share of results of joint ventures	**–**	(1.0)
Non-assessable income	**–**	(7.5)
Share-based payments	**2.1**	1.8
State and local taxes	**5.5**	3.7
Adjustments for prior years	**(5.7)**	2.7
Tax on sale of investment	**–**	30.9
Other	**(1.0)**	3.9
Income tax expense recognised in profit or loss	**32.5**	76.0
Income tax (benefit)/charge directly to equity		
Share-based payments	**(0.1)**	1.0
Exchange gain on foreign denominated intercompany loans	**2.7**	–
Total income tax (benefit)/charge directly to equity	**2.6**	1.0
Tax expense relating to items of other comprehensive income		
Cash flow hedges	**–**	0.5
Defined benefit plans	**0.1**	0.1
Total tax expense relating to items of other comprehensive income	**0.1**	0.6

13 – INCOME TAXES (continued)

	2025 A$M	2024 A$M
Deferred tax assets and liabilities		
Deferred tax assets		
The balance comprises temporary difference attributable to:		
(amounts recognised in profit or loss)		
Provisions and other accruals	**56.0**	37.8
Employee benefits	**19.2**	20.3
Property, plant and equipment	**2.1**	4.1
Intangible assets	**8.2**	9.0
Joint ventures	**21.6**	12.7
Tax loss carryforwards and tax credits	**21.4**	44.8
Leases	**62.4**	71.4
Share-based payments	**3.6**	3.5
ERP software-other	**24.9**	26.0
Total recognised in profit or loss	**219.4**	229.6
(amounts recognised directly in equity)		
Defined benefit plans	**0.1**	0.2
Share-based payments	**1.5**	0.3
Total recognised directly in equity	**1.6**	0.5
Total deferred tax assets	**221.0**	230.1
Movements		
Balance at 1 July	**230.1**	166.2
Charged to income statement	**(10.2)**	39.7
Charged directly to equity and other comprehensive income	**–**	1.0
Transfers to/from deferred tax liabilities	**–**	29.7
Foreign exchange differences	**1.1**	(6.5)
Balance at 30 June	**221.0**	230.1

Notes to the Consolidated Financial Statements

13 – INCOME TAXES (continued)

Deferred tax assets and liabilities (continued)

	2025 A$M	2024 A$M
Deferred tax liabilities		
The balance comprises temporary differences attributable to:		
(amounts recognised in profit or loss)		
Intangible assets	–	2.0
Leases	**56.4**	66.9
Property, plant and equipment	**108.3**	106.7
Inventory and consumables	**4.3**	4.8
Employee benefits	**0.1**	0.1
Other	**0.2**	2.2
Total recognised in profit or loss	**169.3**	182.7
(amounts recognised directly in equity)		
Defined benefit plans	–	0.1
Exchange gain on foreign denominated intercompany loans	**34.6**	32.6
Total recognised directly in equity	**34.6**	32.7
Total deferred tax liabilities	**203.9**	215.4
Movements		
Balance at 1 July	**215.4**	176.5
Charged to income statement	**(13.4)**	14.5
Charged directly to equity and other comprehensive income	**2.7**	0.6
Transfers to/from deferred tax assets	–	29.7
Foreign exchange differences	**(0.8)**	(5.9)
Balance at 30 June	**203.9**	215.4
Deferred tax balances recognised in the Consolidated Statement of Financial Position		
Deferred tax asset	**171.6**	181.9
Deferred tax liability	**154.5**	167.2
	17.1	14.7

Deferred tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets and liabilities and when the deferred tax balances relate to the same taxation authority. Current tax assets and tax liabilities are offset where the entity has a legally enforceable right to offset and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Recognition and measurement

Current tax

The income tax expense or benefit for the period is the tax payable on the current period taxable income using tax rates enacted or substantively enacted at the reporting date and any adjustment to tax payable in respect to prior years.

Deferred tax

Deferred income tax is provided in full, using the liability method, on temporary differences arising between the carrying amounts of assets and liabilities and the corresponding tax base. Deferred income tax is determined using tax rates (and laws) that have been enacted or substantially enacted by the end of the reporting period and are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled.

Deferred tax assets and liabilities are not recognised for temporary differences between the carrying amount and tax bases of investments in controlled entities where the Company is able to control the timing of the reversal of the temporary differences and it is probable that the differences will not reverse in the foreseeable future.

Notes to the Consolidated Financial Statements

13 – INCOME TAXES (continued)

Deferred tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets and liabilities and when the deferred tax balances relate to the same taxation authority. Current tax assets and tax liabilities are offset where the entity has a legally enforceable right to offset and intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Current and deferred tax is recognised in profit or loss, except to the extent that it relates to items recognised in other comprehensive income or directly in equity. In this case, the tax is also recognised in other comprehensive income or directly in equity, respectively.

As of each reporting date, management considers new evidence, both positive and negative, that could affect its view of the future realisation of deferred tax assets. The net deferred tax assets are all reviewed for realisability each reporting period. In preparing the analysis to determine if there is certainty in future profitability to utilise the deferred assets, in order to be consistent and conservative, the future profitability projected in the goodwill impairment models has been used to determine the recognition of the net deferred tax assets. At 30 June 2025, certain entities utilised deferred tax assets that were not recognised during the year resulting in a tax benefit for the period of $1.5 million. There were also deferred tax balances not recognised during the year due to uncertainty of future realisability resulting in tax expense of $27.3 million.

At 30 June 2025, the Group has not recognised deferred tax assets totalling $62.0 million (2024: $106.6 million) as it is not probable that they will be realised. A portion of the unrecognised deferred tax asset relates to unused tax losses of $59.7 million (2024: $93.0 million) due to either a history of tax losses or it is not considered probable that there will be sufficient future taxable profits to realise the benefit of deferred tax assets within certain subsidiary entities. Unrecognised tax losses include $7.9 million (2024: $6.2 million) of tax losses that will expire in five to 20 years. Other unused tax losses may be carried forward indefinitely.

The Company is within the scope of the OECD Pillar Two model rules. Pillar Two legislation has been enacted in Australia (effective 1 January 2024) and many other countries have enacted legislation in a similar form effective for accounting periods after 31 December 2023 and 31 December 2024. The Pillar Two framework aims to establish a global minimum tax rate of 15% for large multinational enterprises. The Australian Treasury released Pillar Two rules, including the Income Inclusion Rule and Domestic Minimum Tax, effective for income years starting on or after 1 January 2024. The Undertaxed Profits Rule is effective for income years on or after 1 January 2025. The first GloBE tax return is due in Australia on or before 31 December 2026. The Company has performed an initial calculation for FY2025, and all of the entities met one of the safe harbour thresholds. The transitional safe harbour provisions are effective until 31 December 2026. The Company is currently engaged with specialists to assist with establishing all of the data collection, processes for implementation, and lodging the required filings by 31 December 2026.

Australia passed legislation to implement public country-by-country ("CBC") reporting for companies with annual global consolidated income of $1.0 billion or more. The first public CBC report is due by 30 June 2026 for the financial period ending 30 June 2025. The information will be published on an Australian government website, with publication facilitated by the Commissioner. The global parent is responsible for filing the CBC report disclosing tax and other information on a jurisdiction-by-jurisdiction basis together with a statement on the company's approach to taxation, with the Australian Tax Office. In addition, certain information for specified countries will have to be reported separately on CBC basis, including Singapore and Hong Kong.

Tax consolidation legislation

The Company and its wholly owned Australian controlled entities have implemented the tax consolidation legislation as of 31 October 2005. The Company is the head entity of the tax consolidated group. Members of the tax consolidated group have entered into a tax sharing and funding agreement that provides for the allocation of income tax liabilities between entities should the head entity default on its tax payment obligations. No amounts have been recognised in the consolidated financial statements in respect of this agreement on the basis that the probability of default is remote.

Critical accounting estimate and judgement

Deferred tax

Deferred tax assets are recognised for deductible temporary differences and unused tax losses only if it is probable that future taxable amounts will be available to utilise those temporary differences and losses. Judgement is required to determine the amount of deferred tax assets that can be recognised, based upon the likely timing and the level of probable future taxable profits.

Notes to the Consolidated Financial Statements

14 – TRADE AND OTHER PAYABLES

	2025 A$M	2024 A$M
Current:		
Trade payables	**308.9**	363.9
Other payables	**293.8**	265.3
	602.7	629.2
Non-current:		
Other payables	**7.8**	7.9

Recognition and measurement

Trade and other payable amounts represent liabilities for goods and services provided to the Group prior to the end of a financial year, which are unpaid.

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15 – PROVISIONS

	2025 A$M			2024 A$M		
	Current	Non-current	Total	Current	Non-current	Total
Employee benefits	**104.6**	**21.6**	**126.2**	68.0	22.9	90.9
Self-insured risks	**25.7**	**–**	**25.7**	27.5	–	27.5
Legal provisions	**2.0**	**–**	**2.0**	0.6	–	0.6
Makegood provisions	**10.6**	**5.8**	**16.4**	13.1	2.6	15.7
Other provisions	**8.7**	**–**	**8.7**	13.7	–	13.7
	151.6	**27.4**	**179.0**	122.9	25.5	148.4

Movements in each class of provision during the year ended 30 June 2025, other than employee benefits, are set out below:

	SELF INSURANCE RISKS A$M	LEGAL A$M	PROPERTY MAKE-GOOD A$M	OTHER PROVISIONS A$M
Balance at 1 July 2024	**27.5**	**0.6**	**15.7**	**13.7**
Provisions recognised/(derecognised)	**(2.2)**	**1.4**	**4.5**	**(2.4)**
Payments	**–**	**–**	**(4.1)**	**(2.6)**
Foreign exchange differences	**0.4**	**–**	**0.3**	**–**
Balance at 30 June 2025	**25.7**	**2.0**	**16.4**	**8.7**

Notes to the Consolidated Financial Statements

15 – PROVISIONS (continued)

Recognition and measurement

Provisions are recognised when the Group has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation and the amount can be reliably estimated. Probability requires a degree of management judgement. Other than for loss contracts, provisions are not recognised for future operating losses.

Employee benefits

Provisions are made for benefits accruing to employees in respect of wages and salaries, annual leave, bonuses, long service leave and other employee obligations. Provisions made in respect of employee benefits expected to be settled within 12 months are measured at their nominal values using the remuneration rate expected to apply at the time of settlement.

Self-insurance

Certain subsidiaries of the Group are self-insured for property, health, workers' compensation and general liability claims. Provisions are recognised based on claims reported, and an estimate of claims incurred but not reported. These provisions are determined by actuaries on a discounted basis.

Make-good provisions

A provision has been recognised for the present value of anticipated future costs associated with the restoration of leased premises and environmental rehabilitation.

These costs include estimates for the removal of leasehold improvements and site remediation. The provision has been capitalised as part of the cost of the related leasehold improvements and is amortised over the shorter of the lease term or the useful life of the assets.

Legal claims

Various Group subsidiaries are parties to legal actions and claims arising in the ordinary course of their business. While the outcome of such proceedings cannot be readily predicted, the Group believes that they will be resolved without material effect on its financial statements.

Provisions have been recognised for obligations where the existence of a liability is probable and can be reasonably estimated. The Group is not aware of any contingent liabilities that are material, requiring disclosure at the reporting date.

Other provisions

Other provisions include contingent obligations resulting from acquisition-related contractual arrangements. A provision is made when a Group company has a subsequent legal or constructive obligation, and it is probable that an outflow of resources will be required to settle the obligation based on the contractual terms. Subsequent to a fair value purchase accounting assessment, any remeasurement of the contingent consideration will be recognised in profit or loss.

16 – RETIREMENT BENEFIT OBLIGATIONS

The Group operates a number of pension plans for the benefit of its employees throughout the world. The Group's pension plans are provided through either defined contribution or defined benefit plans.

Defined contribution plans

Defined contribution plans offer employees individual funds that are converted into benefits at the time of retirement. The defined contribution plans receive fixed contributions from Group companies with the Group's legal obligation limited to these contributions. The Group made contributions of $14.9 million in the year ended 30 June 2025 (2024: $15.8 million).

Defined benefit plans

The Group operates different defined benefit plans in the UK, Australia and US. The specific characteristics (benefit formulas, funding policies and types of assets held) of the defined benefit plans vary according to the regulations and laws in the country where the defined benefit plans are offered.

The amounts recognised in the consolidated statement of financial position are determined as follows:

	2025 A$M	2024 A$M
Fair value of defined benefit plan assets	**65.1**	63.0
Present value of accumulated defined benefit obligations	**(65.4)**	(63.7)
Net amount	**(0.3)**	(0.7)
Net amount comprised of:		
Retirement benefit assets	**1.1**	0.5
Retirement benefit obligations	**(1.4)**	(1.2)
Net defined benefit assets/ (liabilities)	**(0.3)**	(0.7)

The movements in the net defined benefit balance during the year ended 30 June are outlined below:

	2025			2024		
	FAIR VALUE OF PLAN ASSETS A$M	PRESENT VALUE OF OBLIGATION A$M	NET PLAN ASSET A$M	FAIR VALUE OF PLAN ASSETS A$M	PRESENT VALUE OF OBLIGATION A$M	NET PLAN ASSET A$M
Balance at 1 July	**63.0**	**(63.7)**	**(0.7)**	65.4	(65.7)	(0.3)
Actuarial gains/ (losses) recorded in comprehensive income	**(2.1)**	**2.4**	**0.3**	(2.2)	0.7	(1.5)
Current service cost	**(0.1)**	**(1.1)**	**(1.2)**	–	(0.7)	(0.7)
Net interest income	**3.3**	**(3.4)**	**(0.1)**	3.3	(3.3)	–
Employer and participant contributions	**1.6**	**(0.1)**	**1.5**	0.9	(0.1)	0.8
Benefit payments	**(4.2)**	**4.2**	**–**	(4.6)	4.6	–
Reclass to liabilities directly associated with assets held for sale	**–**	**–**	**–**	–	0.9	0.9
Foreign exchange differences	**3.6**	**(3.7)**	**(0.1)**	0.2	(0.1)	0.1
Balance at 30 June	**65.1**	**(65.4)**	**(0.3)**	63.0	(63.7)	(0.7)

16 – RETIREMENT BENEFIT OBLIGATIONS (continued)

The principal actuarial assumptions, which require estimations and judgement, used to calculate the net defined benefit balance were as follows. These are expressed as a weighted average.

	2025	2024
Discount rate	**5.3%**	5.3%
Rate of increase in salaries	**3.5%**	3.5%
Rate of increase in Retail Price Index (UK defined benefit plan only)	**2.9%**	3.2%
Inflation rate (UK and Australia defined benefit plan only)	**2.2%**	2.5%

The Group expects to make contributions of $3.5 million (2024: $0.9 million) to the defined benefit plans during the next financial year.

The major categories of plan assets are as follows:

	2025 A$M	2024 A$M
Cash	**1.3**	2.3
Equity investments	**5.0**	4.9
Debt instruments	**22.0**	18.7
Property and other assets	**36.8**	37.1
Total plan assets	**65.1**	63.0

Recognition and measurement

The defined benefit obligations are calculated annually, at a minimum, by independent actuaries using the projected unit credit method. Remeasurements of the net defined benefit balance, excluding interest, are recognised immediately in other comprehensive income.

The Group determined the net interest income on the net defined benefit balance for the period by applying the discount rate used to measure the defined benefit obligation at the beginning of the period to the opening net defined benefit balance, adjusted for any changes in the net defined benefit balance during the period resulting from contributions and benefit payments. Net interest income related to the defined benefit plans is recognised in the income statement.

Notes to the Consolidated Financial Statements

17 – OTHER FINANCIAL ASSETS AND LIABILITIES

	2025 A$M	2024 A$M
Other financial assets – Current:		
Other financial assets[3]	**12.3**	164.6
Investments in marketable securities[2]	**19.8**	20.7
Trust assets	**(0.1)**	0.2
Lease receivable	**2.5**	2.2
	34.5	187.7
Other financial assets – Non-current:		
Loans to related parties[1]	**42.9**	42.4
Long term lease receivable	**26.4**	28.5
Other receivables	**12.0**	14.9
	81.3	85.8
Other financial liabilities – Current:		
Other financial liabilities[3]	**–**	164.9
Derivative financial instruments:		
Forward foreign exchange contracts	**11.3**	–
Forward commodity contracts	**12.5**	2.5
	23.8	167.4

1 In FY20, the Group provided a US$40.0 million loan to Adams Steel of Nevada LLC, an entity held by George Adams who is a member in the Group's joint venture, SA Recycling. The loan accrues interest at 4% per annum for an eight year term. At 30 June 2025, the balance of the loan was $42.9 million.

2 Marketable securities represents an investment in a mutual fund relating to retirement obligations for employees in the US. There is a corresponding liability recognised in the Employee Benefits provision in Note 15.

3 Other financial assets and liabilities in 2024 include amounts related to forward foreign exchange contracts that were settled on 1 July 2024.

Recognition and measurement

Derivative financial instruments

Refer to note 23.

Investments in marketable securities

Investments in marketable securities are designated as a financial asset at fair value through profit or loss. Investments in marketable securities are initially recognised at fair value and are subsequently carried at fair value. The fair value of the investment is based on the last quoted price. Unrealised gains and losses arising from changes in the fair value are recognised in profit or loss.

Notes to the Consolidated Financial Statements

18 – ASSETS CLASSIFIED AS HELD FOR SALE

	2025 A$M	2024 A$M
Interest in CLP Circular Services Holdings LLC ("CLP")[1]	–	50.2
Interest in UK Metal[2]	–	534.2
Other	–	0.2
Assets classified as held for sale	**–**	**584.6**

Interest in UK Metal[2]	–	236.4
Liabilities directly associated with assets held for sale	**–**	**236.4**

1 The Group had a 12.4% interest in CLP which was an asset classified as held for sale. The sale was completed on 25 November 2024.

2 The Group entered into a binding agreement for the sale of its full interest in the UK Metal business in August 2024 and the sale completed on 30 September 2024.

Notes to the Consolidated Financial Statements

CAPITAL STRUCTURE AND RISK MANAGEMENT

19 – CASH AND CASH EQUIVALENTS

	2025 A$M	2024 A$M
Cash at bank and on hand	**151.5**	53.3
Restricted cash[1]	**29.6**	39.8
Cash and cash equivalents	**181.1**	93.1

[1] Restricted cash includes an amount of restricted cash related to captive insurance.

Reconciliation of profit/loss for the year ended 30 June to net cash inflows from operating activities

	2025 A$M	2024 A$M
Profit/ (loss) for the year ended 30 June	**(19.0)**	(57.8)
Adjustments for non-cash items:		
Depreciation and amortisation	**255.1**	262.0
Non-cash interest expense	**–**	0.8
Equity accounted results net of dividends received	**(61.3)**	(14.5)
Non-cash share-based payments expense	**15.9**	19.5
Unrealised loss on held for trading derivatives	**6.5**	6.8
Non-cash retirement benefit expense/ (benefit)	**(0.1)**	0.1
Non–cash closure costs	**–**	15.5
Loss on sale of assets held for sale	**2.0**	–
Net gain on disposal of property, plant and equipment	**(1.7)**	(4.2)
Gain on sale of interest in joint venture	**–**	(182.8)
Loss on revaluation of asset held for sale investment	**–**	48.1
Non-cash grant income	**(0.3)**	(0.5)
Impairment of financial assets	**46.9**	–
Impairment of equity accounted investment	**–**	29.4
Impairment of property, plant and equipment	**1.9**	10.5
Impairment of leases	**(0.3)**	3.5
Impairment of intangible assets	**21.3**	–
Non cash items related to discontinued operations	**11.3**	–
Other	**–**	(2.5)
Change in operating assets and liabilities:		
(Increase) in trade and other receivables	**(125.5)**	(42.6)
Decrease/ (increase) in inventories	**104.2**	(57.5)
Decrease in prepayments	**8.2**	45.0
Increase/ (decrease) in provisions	**29.0**	(0.6)
(Decrease)/ increase in income taxes	**(78.5)**	63.3
(Decrease) in deferred taxes	**(1.6)**	(25.4)
(Decrease)/ increase in trade and other payables	**(64.9)**	86.4
Cash generated from discontinued operations	**148.0**	–
Net cash inflows from operating activities	**297.1**	202.5

19 – CASH AND CASH EQUIVALENTS (continued)

Reconciliation of liabilities arising from financing activities

	BORROWINGS A$M	LEASE LIABILITIES A$M
Balance at 30 June 2023	444.2	360.6
Financing cash flows	65.9	(88.9)
Lease additions	–	56.4
Non-cash lease transactions	–	0.9
Reclass to liabilities directly associated with assets held for sale	–	(50.2)
Non-cash foreign exchange movement	(5.1)	–
Balance at 30 June 2024	505.0	278.8
Financing cash flows	**3.7**	**(86.7)**
Lease additions	**–**	**80.4**
Non-cash lease transactions	**–**	**(2.1)**
Reclass to liabilities directly associated with assets held for sale	**–**	**–**
Non-cash foreign exchange movement	**4.7**	**3.9**
Balance at 30 June 2025	**513.4**	**274.3**

Recognition and measurement

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions and other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

20 – BORROWINGS

	2025 A$M	2024 A$M
Non-current borrowings	**513.4**	505.0

The Group has access to unsecured global multi-currency/multi-option loan facilities, all of which are governed by common terms and conditions.

As at 30 June 2025, the Group had total loan facilities of $1,037.0 million (2024: $1,030.0 million). The total amount of undrawn borrowing facilities as at 30 June 2025, is $485.5 million (2024: $489.6 million). These facilities include financial guarantees and are subject to financial covenants and conditions as specified in the loan documentation.

The Group's borrowing facilities mature on 31 October 2026. The availability of undrawn credit is subject to compliance with the facility's covenants.

The Group's loan agreements include undertakings to comply with financial covenants relating to Net Debt to EBITDA, EBITDA to Net Interest Expense and Tangible Net Worth. In addition, the Group is required to ensure that the combined Total Tangible Assets and EBITDA of the guarantors meet minimum threshold levels. These covenants are tested semi-annually, 90 days after the reporting period. The next test for the period to 30 June 2025 is scheduled for 30 September 2025.

As at 30 June 2025, the Group had non-current borrowings of $513.4 million subject to these covenants. The Group complied with all covenant requirements during the year ended 30 June 2025, and based on forward-looking projections, expects to remain in compliance. A breach of covenant would entitle the lenders to demand immediate repayment, unless a waiver is obtained.

The Group incurred $48.0 million of finance costs during the year ended 30 June 2025, (2024: $60.2 million), primarily comprising interest on external borrowings and commitment fees on undrawn facilities. Lease interest has been excluded.

Recognition and measurement

Borrowings are initially recognised at fair value, net of transaction costs incurred. Borrowings are subsequently measured at amortised cost. Any difference between the proceeds, net of transaction costs, and the redemption amount is recognised in profit or loss over the period of the borrowings, using the effective interest method.

20 – BORROWINGS (continued)

Borrowings are removed from the statement of financial position when the obligation specified in the contract is discharged, cancelled or expired. The difference between the carrying amount of a financial liability that has been extinguished or transferred to another party and the consideration paid, including any non-cash assets transferred or liabilities assumed, is recognised in profit or loss as other income or finance costs.

Borrowings are classified as current liabilities unless the Group has the unconditional right to defer settlement of the liability for at least 12 months after the reporting period.

21 – CONTRIBUTED EQUITY

	2025		2024	
	NUMBER OF SHARES	A$M	NUMBER OF SHARES	A$M
On issue per share register at the beginning of the period	**193,209,667**	**2,597.1**	193,181,520	2,597.1
Issued under long-term incentive plans	**13,819**	**–**	28,147	–
On issue per share register at the end of the period	**193,223,486**	**2,597.1**	193,209,667	2,597.1
Treasury Shares				
Balance held at the beginning of the period[1]	**(251,100)**	**(3.8)**	(1,395,087)	(21.5)
Shares purchased from the market[1]	**(1,360,832)**	**(17.5)**	(699,603)	(10.7)
Issued under long term incentive plans[1]	**812,180**	**9.9**	1,843,590	28.4
Treasury shares held at the end of the period	**(799,752)**	**(11.4)**	(251,100)	(3.8)
Total contributed equity	**192,423,734**	**2,585.7**	192,958,567	2,593.3

1 The Group has revised the presentation of Treasury Shares to include a movement schedule to enhance transparency regarding the changes in Treasury Shares during the reporting period.

Holders of ordinary shares are entitled to receive dividends as declared and are entitled to one vote per share at shareholders' meetings. With effect from 1 January 2020, the Company has allowed participants of its long-term incentive plan ("LTIP") to withhold shares to satisfy applicable tax withholding and exercise costs under the LTIP.

Employee share ownership programme trusts ("treasury shares")

In August 2019, the Company established two separate employee share ownership programme trusts for the benefit of all long-term incentive plan eligible employees of the Company. The trust uses funds provided by Sims Limited and/or its subsidiaries to acquire shares on market to satisfy expected exercises and vestings under the Group's long-term incentive plans. The trusts held 799,752 shares at 30 June 2025 (2024: 251,100 shares).

Ordinary shares are classified as equity. Incremental costs directly attributable to the issuance of new shares are shown in equity as a deduction, net of tax, from the proceeds. When the Company purchases any of its own equity instruments, for example, as a result of a share buy-back, the consideration paid, including any directly attributable incremental costs (net of income taxes), is deducted from contributed equity.

22 – RESERVES AND ACCUMULATED DEFICIT

Reserves

	SHARE BASED PAYMENTS A$M	CASH FLOW HEDGING A$M	FOREIGN CURRENCY TRANSLATION A$M	TOTAL A$M
Balance at 1 July 2023	301.0	–	129.1	430.1
Equity-settled share-based payment expense	19.5	–	–	19.5
Reclassification to income statement on disposal of foreign operations	–	–	(2.6)	(2.6)
Foreign currency translation differences	–	–	2.5	2.5
Deferred tax	(1.0)	–	(0.5)	(1.5)
Balance at 30 June 2024	319.5	–	128.5	448.0
Equity-settled share-based payment expense	**15.2**	**–**	**–**	**15.2**
Share of joint venture's other comprehensive income	**–**	**4.2**	**–**	**4.2**
Reclassification to income statement on disposal of foreign operations	**–**	**–**	**39.7**	**39.7**
Foreign currency translation differences	**–**	**–**	**41.8**	**41.8**
Deferred tax	**1.2**	**–**	**(2.7)**	**(1.5)**
Balance at 30 June 2025	**335.9**	**4.2**	**207.3**	**547.4**

Nature and purpose of reserves

Share-based payments reserve

The share-based payments reserve is used to recognise the fair value of share-based awards issued to employees.

Foreign currency translation reserve

Exchange differences arising on translation of foreign operations are recognised in other comprehensive income and accumulated in a separate reserve within equity. The cumulative amount is reclassified to profit or loss when the Group disposes of the foreign operation.

Accumulated deficit

	2025 A$M	2024 A$M
Balance at 1 July	**(478.6)**	(349.0)
Loss after tax	**(19.0)**	(57.8)
Dividends paid	**(38.6)**	(40.6)
Movement in treasury shares held by trust	**(10.4)**	(29.7)
Actuarial gain on defined benefit plans, net of tax	**0.3**	(1.5)
Balance at 30 June	**(546.3)**	(478.6)

23 – FINANCIAL RISK MANAGEMENT

The Group's activities expose it to a variety of financial risks: market risk (including interest rate risk, foreign exchange risk, commodity price risk and equity securities price risk), credit risk and liquidity risk. The Group's overall financial risk management strategy seeks to mitigate these risks to minimise potential adverse effects on the financial performance of the Group.

The Group manages these risk exposures using various financial instruments and are governed by a set of policies approved by the Board. The Board provides written principles for overall risk management, as well as written policies covering specific areas, such as foreign exchange risk, interest rate risk, credit risk, use of derivative financial instruments and non-derivative financial instruments and the investment of excess liquidity.

The Audit and Risk Committee ("ARC") of the Board oversees the monitoring of compliance by management with the Group's risk management framework. The ARC is assisted in its oversight role by Internal Audit which undertakes reviews of key management controls and procedures.

The Group uses derivative financial instruments in certain circumstances in accordance with Board approved policies to hedge exposure to fluctuations in foreign exchange rates and commodity prices. Derivative financial instruments are used for hedging purposes and not as trading or other speculative instruments.

Capital risk management

The primary objective of managing the Group's capital is to ensure that there is sufficient capital available to support the funding requirements of the Group, including capital expenditure, in a way that optimises the cost of capital, maximises shareholders' returns and ensures that the Group remains in a sound financial position. In order to manage its capital structure, the Group may periodically adjust the dividend policy, return capital to shareholders, issue new shares or sell assets to reduce debt.

The Group monitors its capital structure primarily by measuring its gearing ratio and operating leverage as well as its return on invested capital.

The gearing ratio is calculated as net debt plus lease liabilities, divided by total capital. Total capital is calculated as total equity as shown in the statement of financial position plus net debt and lease liabilities. The Group targets a gearing ratio of 15% or lower. As at 30 June 2025, the gearing ratio was 18.8%.

Operating leverage is calculated as net debt divided by underlying EBITDA. The Group targets operating leverage of 0.5x or lower. As at 30 June 2025, the Group's operating leverage was 0.77x.

The Group's gearing ratio or operating leverage may exceed or drop below target levels for periods of time. When this happens the Group will seek to return these metrics to their target levels through its capital allocation processes.

As at 30 June 2025, the Group had a net debt position of $332.3 million (2024: $411.9 million) as well as lease liabilities of $274.3 million (2024: $279.4million).

Market risk

Market risk is the risk that changes in market prices, such as commodity prices, foreign exchange rates and interest rates, will affect the Group's net profit or the value of its holdings of financial instruments.

(i) Foreign exchange risk

The Group operates internationally and is exposed to foreign exchange risk, primarily with respect to transactions settled in US dollars and Euros. The exposure of an entity to transaction risk is minimised by matching local currency income with local currency costs.

The Group enters into forward foreign exchange contracts to hedge sales or purchase commitments denominated in currencies that are not the functional currency of the relevant entity. These contracts are typically entered for a period of three to six months based on when the transaction is expected to settle.

The Group's net financial assets/(liabilities) exposure to foreign exchange risk at the end of the reporting period, expressed in Australian dollars, was as follows:

	2025 A$M	2024 A$M
Currency		
US dollar	**(76.0)**	(116.2)
Euro	**38.8**	127.9

23 – FINANCIAL RISK MANAGEMENT (continued)

The table below shows the net impact of a 10% appreciation of the relevant currency against the Australian dollar for the balances above with all other variables held constant and the corresponding effect on the Group's forward foreign exchange contracts with all other variables held constant.

Impact on post-tax profit – (lower)

	2025 A$M	2024 A$M
Currency		
US dollar	**(10.8)**	(30.6)
Euro	**3.2**	10.2

Impact on equity – higher

	2025 A$M	2024 A$M
Currency		
US dollar	**43.3**	43.3

The impact on equity includes the effect from intragroup long-term borrowings which, in substance, form part of the Group's investment in an entity. Exchange gains and losses on these balances are recorded in the foreign currency translation reserve.

A 10% depreciation of the relevant currency against the Australian dollar would have an equal and opposite effect.

(ii) Commodity price risk

The Group is exposed to risks associated with fluctuations in the market price for ferrous and non-ferrous metals and precious metals, which are at times volatile. The Group seeks to mitigate commodity price risk by seeking to turn over its inventories quickly, instead of holding inventories in anticipation of higher commodity prices.

The Group uses forward commodity contracts matched to purchases or sales of non-ferrous metals (primarily copper, nickel and aluminium) and certain precious metals (primarily gold, silver and palladium) where viable forward commodity contracts are available to minimise price risk exposure. The hedges undertaken aim to protect margins and provide downside protection of the underlying value of on-site finished goods inventories and unpriced in-transit sales.

At the end of the reporting period, none of the Group's forward commodity contracts qualified for hedge accounting, despite being valid economic hedges of the relevant risk. Accordingly, any movement in commodity rates that impact the fair value of these forward commodity contracts are recorded in the profit or loss. Note 17 shows the carrying amount of the Group's forward commodity contracts at the end of the reporting period.

A 10% appreciation in commodity prices on outstanding forward commodity contracts, with all other variables held constant, would reduce net profit by $14.3 million in FY25 (2024: $24.3 million). Conversely, a 10% depreciation of the stated commodity prices would have an equal and opposite effect.

(iii) Interest rate risk

The Group is exposed to interest rate risk as entities borrow funds at variable interest rates. The Group does not use any derivative financial instruments to manage its exposure to interest rate risk. Cash deposits, loans to third parties and borrowings issued at fixed rates expose the Group to fair value interest rate risk. The interest rate risk for interest-bearing liabilities is immaterial in terms of possible impact on profit or loss.

23 – FINANCIAL RISK MANAGEMENT (continued)

Credit risk

Credit risk is the risk of financial loss if a counterparty to a financial instrument fails to meet its contractual obligations, and arises principally from the Group's receivables from customers. The carrying amount of financial assets represents the maximum credit exposure.

The Group establishes credit limits for its customers. Trade and other receivables consist of a large number of customers, spread across various metal producing sectors in international markets. Ongoing credit evaluation is performed on the financial condition of the Group's customers and, where appropriate, a loss allowance is raised. For certain customers, the Group purchases credit insurance to protect itself against collection risks. Refer to Note 8 for further information on the Group's processes to assessing recoverability of trade and other receivables.

The Group is also exposed to credit risk arising from the Group's transactions in derivative contracts. For credit purposes, there is only a credit risk where the counterparty is liable to pay the Group in the event of a closeout.

The Group has policies that limit the amount of credit exposure to any financial institution. Derivative counterparties and cash transactions are limited to financial institutions that typically have a minimum credit rating of "A" by either Standard & Poor's or Moody's, unless otherwise approved by the Board. Management also monitors the current credit exposure with each counterparty. Any changes to counterparties or their credit limits must be approved by the Group Chief Financial Officer.

Liquidity risk

Liquidity risk is associated with ensuring that there is sufficient cash and cash equivalents on hand and the availability of funding through an adequate amount of committed credit facilities to meet the Group's obligations as they mature and the ability to close out market positions.

The Group manages liquidity risk by monitoring forecast and actual cash flows and matching the maturity profiles of financial assets and liabilities. Due to the dynamic and volatile nature of the underlying businesses, the Group aims at maintaining flexibility in funding by keeping committed credit lines available with a variety of counterparties. Included in note 20 is a summary of undrawn facilities that the Group can draw upon if required.

The contractual cash flows of the Group's financial liabilities are shown in the table below. The contractual amounts represent the future undiscounted cash flows. The amounts for interest bearing liabilities also include interest cash flows and therefore, do not equate to the carrying amount. The expected timing of cash outflows are set out below:

	LESS THAN 1 YEAR A$M	BETWEEN 1 AND 5 YEARS A$M	OVER 5 YEARS A$M	TOTAL A$M
2025				
Non-derivatives:				
Trade and other payables	**602.7**	**6.3**	**1.5**	**610.5**
Borrowings	**–**	**513.4**	**–**	**513.4**
Derivatives:				
Net settled (forward commodity contracts)	**12.5**	**–**	**–**	**12.5**
Net settled (forward foreign exchange contracts)	**11.3**	**–**	**–**	**11.3**
	626.5	**519.7**	**1.5**	**1,147.7**
Interest on financial commitments	**26.5**	**9.0**	**–**	**35.5**
Financial guarantees[1]	**40.6**	**–**	**–**	**40.6**
	693.6	**528.7**	**1.5**	**1,223.8**

23 – FINANCIAL RISK MANAGEMENT (continued)

	LESS THAN 1 YEAR A$M	BETWEEN 1 AND 5 YEARS A$M	OVER 5 YEARS A$M	TOTAL A$M
2024				
Non-derivatives:				
Trade and other payables	629.0	7.2	0.7	636.9
Borrowings	–	505.0	–	505.0
Derivatives:				
Other financial liabilities	166.6	–	–	166.6
Net settled (forward commodity contracts)	2.5	–	–	2.5
Gross settled (forward foreign exchange contracts):				
– (inflows)	334.0	–	–	334.0
– outflows	(335.7)	–	–	(335.7)
	796.4	512.2	0.7	1,309.3
Interest on financial commitments	37.0	37.0	12.5	86.5
Financial guarantees	38.9	–	–	38.9
	872.3	549.2	13.2	1,434.7

1 Refer to note 31 for details on financial guarantees. The amounts disclosed above are the maximum amounts allocated to the earliest period in which the guarantee could be called. However, the Group considers that it is more likely than not that such an amount will not be payable under the arrangement.

Put option

A subsidiary of the Group holds a 50% share in the SA Recycling, LLC Joint Venture (“SAR”). The remaining 50% of SAR is owned by the Adams family through Adams Steel LLC (“Adams Steel”). Under the terms of the SAR Operating Agreement dated 1 September 2007, as subsequently amended, Adams Steel holds an option which gives Adams Steel the right to compel the Group’s subsidiary to purchase some or all of its interest on a cash free/debt free basis, using a 4.5 multiple of the average annual EBITDA for the prior three fiscal years. Sims’ assessment is that this formula would result in an exercise price that would be considered equal to the fair value of 50% of SAR. As such, the derivative does not have a material value to be accounted for. The purchase of some or all of the interest under the option is to be settled in cash within twelve months of the option being exercised. The option has no expiry date and has no impact on the current control of SAR. The Group considers that sufficient financing options are available should the put option be exercised.

Fair value

The carrying amounts and estimated fair values of the Group’s financial assets and liabilities are materially the same.

The fair value of financial instruments traded on active markets (such as publicly traded derivatives and investments in marketable securities) is based on quoted market prices at the reporting date. These instruments are included in level 1.

The fair value of financial instruments that are not traded in an active market (such as forward foreign exchange contracts) is determined using readily observable broker quotes. These instruments are included in level 2.

There were no transfers between levels during the year.

Valuation of financial assets and liabilities

Financial instruments carried at fair value are classified by valuation method using the following hierarchy:

- Level 1 – quoted prices (unadjusted) in active markets for identical assets or liabilities;
- Level 2 – inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (derived from prices); and
- Level 3 – inputs for the asset or liability that are not based on observable market data (unobservable inputs).

23 – FINANCIAL RISK MANAGEMENT (continued)

Recognition and measurement

Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently remeasured to their fair value at each reporting date. The resulting gain or loss is recognised in profit or loss immediately unless the derivative is designated and effective as a hedging instrument, in which event the timing of the recognition in profit or loss depends on the nature of the hedge relationship.

Certain derivative instruments do not qualify for hedge accounting, despite being valid economic hedges of the relevant risks. Changes in the fair value of any derivative instrument that does not qualify for hedge accounting are recognised immediately in profit or loss and are included in other income or other expenses. Refer to note 4 for the impact of hedge gains or losses for non-qualified hedges.

GROUP STRUCTURE

24 – BUSINESS ACQUISITIONS AND DISPOSALS

Acquisitions

(a) Baltimore Scrap Corporation

The accounting for the Group's acquisition of Baltimore Scrap Corporation was completed during the period with no adjustments to the acquisition accounting reported in the 30 June 2024 financial statements.

Disposals and sale of interest

(a) Interest in CLP Circular Services Holdings LLC

On 25 November 2024, the Group completed the disposal of its remaining interest in CLP Circular Services Holdings LLC of 12.4%. The proceeds on disposal of $49.4 million (US$32.2 million) were received in cash.

(b) Disposal of 100% interest in Sims UK Group Limited

The Group completed the sale of its UK Metal business, Sims Group UK Limited, on 30 September 2024. Details of the sale are as follows:

	A$M
Consideration received or receivable:	
Cash consideration (received)	**64.6**
Cash consideration (deferred)	**113.0**
Net consideration received/receivable[1]	**177.6**
Carrying amount of net assets disposed of	**(130.0)**
Other transaction costs (net of tax)	**(10.0)**
Gain on sale before income tax and reclassification of foreign currency translation reserve	**37.6**
Reclassification of foreign currency translation reserve	**(39.7)**
Income tax expense	**–**
Loss on sale after income tax	**(2.1)**
The carrying amounts of assets and liabilities as at the date of sale (30 September 2024) were:	
Inventories	**48.0**
Trade and other receivables	**55.3**
Right of Use assets	**46.0**
Property, plant and equipment	**147.5**
Total assets classified as held for sale	**296.8**
Trade and other payables	**(83.9)**
Lease liabilities	**(49.3)**
Provisions	**(33.6)**
Retirement benefits obligations	**–**
Total liabilities directly associated with assets held for sale	**(166.8)**
Net assets disposed	**130.0**

[1] Consideration for the sale included an initial payment (paid during the financial period), together with a deferred component based on the final agreed net asset value of the business. The sale agreement also incorporated certain adjustment mechanisms to transfer items of working capital in excess of the buyer's requirements to the vendor at, or prior to, completion. In particular, inventory was converted to cash for the benefit of the vendor as were certain trade receivables subsequent to the transaction date. Refer to Note 8 for further commentary on the receivable outstanding at 30 June 2025.

24 – BUSINESS ACQUISITIONS AND DISPOSALS (continued)

The total financial impact of the sale is as follows:

	A$M
Proceeds from sale of business received by 30 June 2025	**64.6**
Proceeds from sale of business - deferred consideration	**113.0**
Total net proceeds from sale	**177.6**
Converted inventory	**70.3**
Receivables retained by the Sims Group, encashed prior to 30 June 2025	**147.8**
Receivables retained by the Sims Group, receivable at 30 June 2025	**3.1**
Total anticipated cash proceeds	**398.8**
Cashflow impacts for the year ended 30 June 2025	
Cashflows on converted inventory	**70.3**
Cashflows on encashment of receivables retained by the Sims Group	**147.8**
Total cashflows included in receipts from customers relating to the disposal of UK Metal (included in cashflows from operating activities in the statement of cashflows) [1]	**218.1**
Proceeds from sale of business (included in cashflows from investing activities in the statement of cashflows)	**64.6**
Total cash received	**282.7**
Balance sheet impact	
Increase in receivables at 30 June 2025	**116.1**

[1] These cashflows are included in the total receipts from customers of $7,528.9 million per the Consolidated Statement of Cash Flows as presented on page 62.

25 – DISCONTINUED OPERATIONS

The UK Metal business has been classified within discontinued operations in the financial statements.

The results of the discontinued operations included in the profit for the year are set out below. Results for the year ended 30 June 2025 represent three months trading (30 June 2024: twelve months).

	2025 A$M	2024 A$M
Revenue	**491.4**	1,367.4
Other income	**0.9**	3.6
Raw materials used and changes in inventories	**(388.2)**	(1,016.2)
Freight expense	**(40.2)**	(133.8)
Employee benefits expense	**(20.2)**	(79.6)
Depreciation and amortisation expense	**(8.5)**	(30.3)
Repairs and maintenance expense	**(4.6)**	(16.9)
Other expenses	**(43.3)**	(151.7)
Finance costs	**(6.6)**	(2.1)
(Loss) for the year from discontinued operations before income tax	**(19.3)**	(59.6)
Income tax expense	**–**	–
(Loss) for the year	**(19.3)**	(59.6)
(Loss) on sale of business	**(2.1)**	–
(Loss) for the year from discontinued operations	**(21.4)**	(59.6)
Net cash inflow/ (outflow) from operating activities	**70.3**	(0.4)
Net cash outflow from investing activities	**(4.1)**	(31.9)
Net cash (outflow)/ inflow from financing activities	**(5.2)**	35.0
Net increase/(decrease) in cash generated by the discontinued operations	**61.0**	(15.3)

26 – SUBSIDIARIES

(a) List of subsidiaries

NAME OF ENTITY	COUNTRY OF INCORPORATION	EQUITY HOLDING % 2025	EQUITY HOLDING % 2024
SimsLimited[1]	Australia		
Electronic Product Stewardship Australasia Pty Limited	Australia	**100%**	100%
Sims Aluminium Pty Limited[1]	Australia	**100%**	100%
Sims Corporate Pty Ltd.	Australia	**100%**	100%
Sims E-Recycling Pty Limited	Australia	**100%**	100%
Sims Energy Pty Ltd	Australia	**100%**	100%
Sims Group Australia Holdings Limited [1]	Australia	**100%**	100%
Sims Group Holdings 1 Pty Ltd	Australia	**100%**	100%
Sims Group Holdings 2 Pty Ltd	Australia	**100%**	100%
Sims Group Holdings 3 Pty Limited	Australia	**100%**	100%
Sims Industrial Pty Limited	Australia	**100%**	100%
Simsmetal Holdings Pty Limited	Australia	**100%**	100%
Simsmetal Properties NSW Pty Limited	Australia	**100%**	100%
Simsmetal Properties Qld Pty Limited	Australia	**100%**	100%
Simsmetal Services Pty Limited[1]	Australia	**100%**	100%
Sims Resource Renewal Pty Limited	Australia	**100%**	100%
Sims Group Canada Holdings Limited	Canada	**100%**	100%
Sims Group Recycling Solutions Canada Ltd	Canada	**100%**	100%
Sims Group German Holdings GmbH	Germany	**100%**	100%
Sims Lifecycle Services GmbH	Germany	**100%**	100%
Sims Metal Management Asia Limited	Hong Kong	**100%**	100%
Sims Lifecycle Services India Private Limited	India	**100%**	100%
Trishyiraya Recycling India Private Limited	India	**100%**	100%
Sims Recycling Solutions Ireland Limited	Ireland	**100%**	100%
Sims Lifecycle Services BV	Netherlands	**100%**	100%
Sims E - Recycling (NZ) Limited	New Zealand	**100%**	100%
Sims Pacific Metals Limited	New Zealand	**100%**	100%
Simsmetal Industries Limited	New Zealand	**100%**	100%
PNG Recycling Limited	Papua New Guinea	**100%**	100%
Sims Global Commodities Pte. Ltd.	Singapore	**100%**	100%
Sims Recycling Solutions Pte. Ltd.	Singapore	**100%**	100%
Kaystan Holdings Limited	UK	**100%**	100%
Lord & Midgley Limited	UK	**100%**	100%
Morley Waste Traders Limited	UK	**100%**	100%
Sims Renewable Energy Limited	UK	**100%**	100%
Sims Group UK Holdings Limited	UK	**100%**	100%
Sims Group UK Intermediate Holdings Limited	UK	**100%**	100%
Sims Group UK Limited[3]	UK	**0%**	100%
Sims Group UK Pension Trustees Limited	UK	**100%**	100%
Sims Metal Management Finance Limited	UK	**100%**	100%
CIM Trucking, Inc.	US	**100%**	100%
Dover Barge Company	US	**100%**	100%
Global Sustainability Insurance Corporation	US	**100%**	100%
Metal Management Indiana, Inc.	US	**100%**	100%

26 – SUBSIDIARIES (continued)

NAME OF ENTITY	COUNTRY OF INCORPORATION	EQUITY HOLDING % 2025	EQUITY HOLDING % 2024
Metal Management Midwest, Inc.	US	**100%**	100%
Metal Management Northeast, Inc.	US	**100%**	100%
Metal Management Ohio, Inc.	US	**100%**	100%
Metal Management, Inc.	US	**100%**	100%
Sims ARG, Inc	US	**100%**	100%
Export Enterprises, LLC	US	**100%**	100%
Key Export, LLC	US	**100%**	100%
New York Recycling Ventures, Inc.	US	**100%**	100%
Sims Aluminum Inc.	US	**100%**	100%
Sims Southwest Corporation	US	**100%**	100%
Schiabo Larovo Corporation	US	**100%**	100%
Sims Energy USA Holdings Corporation	US	**100%**	100%
Sims Group Global Trade Corporation	US	**100%**	100%
Sims Group USA Corporation	US	**100%**	100%
Sims Group USA Holdings Corporation	US	**100%**	100%
Sims Metal Management USA GP	US	**100%**	100%
Sims Recycling Solutions Holdings Inc.	US	**100%**	100%
Sims Recycling Solutions Inc.	US	**100%**	100%
Simsmetal East LLC	US	**100%**	100%
Simsmetal West LLC	US	**100%**	100%
SMM – North America Trade Corporation	US	**100%**	100%
SMM Gulf Coast LLC	US	**100%**	100%
SMM New England Corporation	US	**100%**	100%
SMM South Corporation	US	**100%**	100%
SMM Southeast LLC	US	**100%**	100%
Elizabeth River Export, LLC	US	**75%**	75%
Metal Management Inc. Grantor Trust	US	**100%**	100%
Sims Lifecycle Services S.A. de C.V.	Mexico	**100%**	100%
Sims Lifecycle Reciclagem de Eletrônicos Ltda. (previously Sims Lifecycle Services Ltda.)	Brazil	**100%**	100%
Sims Lifecycle Services Limited	UK	**100%**	100%
Sims Metal Limited	UK	**100%**	100%
Sims Lifecycle Services AB	Sweden	**100%**	100%
Sims Lifecycle Services sp z.o.o. (previously Balfia sp z.o.o.)	Poland	**100%**	100%
Sims Lifecycle Services Japan KK	Japan	**100%**	100%

1 These subsidiaries and the Company are parties to a Deed of Cross Guarantee under which each entity guarantees the debts of the others. The above entities represent a Closed Group and an Extended Closed Group for the purposes of the relevant Australian Securities and Investments Commission Class Order.

2 These subsidiaries were sold or dissolved in the current year.

3 The shares of Sims Group UK Limited were sold to Unimetals Group Limited effective 30 September 2024.

Notes to the Consolidated Financial Statements

26 – SUBSIDIARIES (continued)

(b) Deed of Cross Guarantee

Sims Limited, Sims Group Australia Holdings Limited, Sims Aluminium Pty Limited and Simsmetal Services Pty Limited are parties to a Deed of Cross Guarantee ("DCG") under which each company guarantees the debts of the others. By entering into the DCG, the wholly owned entities have been relieved from the requirement to prepare a financial report and directors' report under ASIC Corporations (Wholly owned Companies) Instrument 2016/785, as in force on 28 April 2021.

The above companies represent a "Closed Group" for the purposes of the Class Order. As there are no other parties to the DCG that are controlled by Sims Limited, they also represent the "Extended Closed Group". Set out below are the condensed consolidated income statement, a consolidated statement of comprehensive income, a summary of movements in consolidated accumulated deficit and a consolidated statement of financial position for the Closed Group.

	2025 A$M	2024 A$M
(i) Consolidated income statement		
Profit before income tax	**(76.8)**	126.5
Income tax expense	**(9.7)**	(88.2)
Profit after tax	**(86.5)**	38.3
(ii) Consolidated statement of comprehensive income		
Profit after tax	**(86.5)**	38.3
Other comprehensive income:		
Items that may be reclassified to profit or loss:		
Exchange differences on translation of foreign operations, net of tax	**(0.1)**	–
Item that will not be reclassified to profit or loss:		
Actuarial gain/ (loss) on defined benefit plans, net of tax	**–**	(4.6)
Other comprehensive (loss)/income for the year, net of tax	**(0.1)**	(4.6)
Total comprehensive income for the year	**(86.6)**	33.7
(iii) Summary of movements in consolidated accumulated deficit		
Balance at 1 July	**(1,033.0)**	(997.2)
Profit for the year	**(86.6)**	38.3
Actuarial gain/ (loss) on defined benefit plans, net of tax	**–**	(4.6)
Trust reserves	**(10.4)**	(28.9)
Dividends provided for or paid	**(38.6)**	(40.6)
Balance at 30 June	**(1,168.6)**	(1,033.0)

26 – SUBSIDIARIES (continued)

	2025 A$M	2024 A$M
(iv) Consolidated statement of financial position		
Current assets		
Cash and cash equivalents	**49.6**	204.9
Trade and other receivables	**256.9**	179.0
Current tax receivables	**8.1**	–
Inventories	**121.2**	193.0
Prepayments	**6.1**	7.4
Other financial assets	**2.4**	2.4
Assets classified as held for sale	**–**	–
Total current assets	**444.3**	586.7
Non-current assets		
Other financial assets	**1,614.9**	1,615.9
Right of use assets	**56.8**	43.4
Property, plant and equipment	**347.3**	339.5
Other intangible assets	**48.1**	48.3
Total non-current assets	**2,067.1**	2,047.1
Total assets	**2,511.4**	2,633.8
Current liabilities		
Trade and other payables	**336.3**	318.1
Deferred income	**14.8**	26.9
Lease liabilities	**21.0**	15.5
Current tax liabilities	**10.7**	66.0
Provisions	**41.9**	27.5
Total current liabilities	**424.7**	454.0
Non-current liabilities		
Payables	**1.0**	16.3
Lease liabilities	**67.4**	64.5
Borrowings	**255.0**	205.0
Deferred tax liabilities	**3.6**	6.5
Retirement benefit obligations	**–**	0.2
Provisions	**6.8**	3.6
Total non-current liabilities	**333.8**	296.1
Total liabilities	**758.5**	750.1
Net assets	**1,752.9**	1,883.7
Equity		
Contributed equity	**2,585.7**	2,597.1
Reserves	**335.8**	319.6
Accumulated deficit	**(1,168.6)**	(1,033.0)
Total equity	**1,752.9**	1,883.7

Notes to the Consolidated Financial Statements

27 – INTERESTS IN OTHER ENTITIES

Joint ventures

NAME	PRINCIPAL ACTIVITY	COUNTRY OF INCORPORATION	OWNERSHIP INTEREST % 2025	OWNERSHIP INTEREST % 2024
SA Recycling, LLC ("SAR")	Recycling	USA	**50.0**	50.0
Richmond Steel Recycling Limited	Recycling	Canada	**50.0**	50.0
Rondout Iron & Metal Company LLC	Recycling	USA	**50.0**	50.0
KDCGlobal, Inc.	Recycling	USA	**49.0**	49.0
Kariyarra Sims Recycling Pty Ltd	Recycling	Australia	**50.0**	50.0
Ngardimu Pty Ltd	Recycling	Australia	**50.0**	50.0

Movements in carrying amounts of joint ventures

	SAR A$M	OTHER A$M	TOTAL A$M
Balance at 1 July 2024	**564.1**	**20.8**	**584.9**
Share of results	**120.0**	**(2.0)**	**118.0**
Dividends received	**(56.7)**	**–**	**(56.7)**
Share of other comprehensive income	**4.2**	**–**	**4.2**
Acquisitions	**–**	**0.4**	**0.4**
Foreign exchange and other differences	**6.4**	**0.3**	**6.7**
Balance at 30 June 2025	**638.0**	**19.5**	**657.5**
2024			
Balance at 1 July 2023	542.9	56.9	599.8
Share of results	102.2	(4.0)	98.2
Dividends received	(80.6)	–	(80.6)
Impairment	–	(29.4)	(29.4)
Foreign exchange differences	(0.4)	(2.7)	(3.1)
Balance at 30 June 2024	**564.1**	**20.8**	**584.9**

Summarised financial information of joint ventures

2025	SAR	OTHER	TOTAL
Statement of financial position			
Current assets	**871.5**	**39.4**	**910.9**
Non-current assets	**1,768.0**	**90.6**	**1,858.6**
Current liabilities	**373.7**	**14.3**	**388.0**
Non-current liabilities	**1,117.8**	**35.1**	**1,152.9**
Income statement			
Revenue	**5,438.4**	**175.4**	**5,613.8**
Net profit for the year [1]	**202.4**	**(3.2)**	**199.2**

[1]SAR's net profit for the year represents amounts reported before accounting adjustments from US GAAP to IFRS.

27 – INTERESTS IN OTHER ENTITIES (continued)

2024	SAR A$M	OTHER A$M	TOTAL A$M
Statement of financial position			
Current assets	836.3	34.4	870.7
Non-current assets	1,563.9	95.5	1,659.4
Current liabilities	358.9	12.5	371.4
Non-current liabilities	983.1	35.6	1,018.7
Income statement			
Revenue	4,768.6	159.2	4,927.8
Net profit for the year	173.7	(4.3)	169.4

Balances and transactions with joint ventures

2025	SAR A$M	OTHER A$M	TOTAL A$M
Purchases of goods and services	**606.0**	**34.5**	**640.5**
Management and other fees and commissions	**9.9**	**1.2**	**11.1**
Current receivables	**4.9**	**0.5**	**5.4**
Current payables	**20.4**	**0.4**	**20.8**

2024	SAR A$M	OTHER A$M	TOTAL A$M
Purchases of goods and services	657.1	18.5	675.6
Management and other fees and commissions	8.2	1.2	9.4
Current receivables	7.0	0.1	7.1
Current payables	53.1	0.2	53.3

Recognition and measurement

Investments in joint ventures have been accounted for under the equity method of accounting. The Group's share of net profit of joint ventures is recorded in the income statement.

Investments in joint ventures are annually tested for impairment and whenever the Group believes events or changes in circumstances indicate that the carrying value amount may not be recoverable. An impairment loss is recognised for the amount by which the carrying amount of the investment exceeds its recoverable amount. The recoverable amount is the higher of an investment's fair value less costs to sell and value in use.

28 – PARENT ENTITY INFORMATION

The Company was incorporated on 20 June 2005. Under the terms of a scheme of arrangement entered into between Sims Limited (formerly known as Sims Metal Management Limited from 22 November 2008 to 24 November 2019 and Sims Group Limited from 20 June 2005 to 21 November 2008) and Sims Group Australia Holdings Limited ("SGAHL") (formerly known as Sims Group Limited prior to 20 June 2005) on 31 October 2005, the shareholders in SGAHL exchanged their shares in that entity for the shares in Sims Limited.

SGAHL was deemed to be the acquirer in this business combination. This transaction has therefore been accounted for as a reverse acquisition. Accordingly, the consolidated financial statements of Sims Limited have been prepared as a continuation of the consolidated financial statements of SGAHL. Summary financial information is below:

	2025 A$M	2024 A$M
Statement of financial position:		
Current assets	**158.2**	149.4
Total assets	**2,386.9**	2,380.2
Current liabilities	**74.5**	84.8
Total liabilities	**284.6**	316.0
Shareholders' equity:		
Contributed equity	**3,906.3**	3,913.9
Reserves	**336.0**	319.5
Profits reserve	**41.4**	1.8
Accumulated deficit	**(2,181.4)**	(2,171.0)
Total equity	**2,102.3**	2,064.2
Statement of comprehensive income:		
Profit for the year	**78.3**	22.5
Total comprehensive income	**78.3**	22.5

Guarantees entered into by the parent entity

The Company has not provided any financial guarantees that require a liability to be recognised in the Company's statement of financial position. The Company has, however, given guarantees for the performance of contracts entered into in the ordinary course of business. The amount of these guarantees provided by the Company as at 30 June 2025 was $40.6 million (2024: $38.9 million).

The Company had provided a guarantee for its proportional share of a lease obligation relating to a joint venture of the Group. This guarantee ceased in October 2024. As at 30 June 2025, the Company's proportional share of the remaining lease obligation was nil (2024: $1.4 million).

The Company is party to a number of financing facilities and a Deed of Cross Guarantee under which it guarantees the debts of a number of its subsidiaries.

OTHER DISCLOSURES

29 – SHARE-BASED PAYMENTS

The Company's LTIP is designed as a reward and retention tool for eligible employees. The maximum number of shares that can be outstanding at any time under the LTIP is limited to 5% of the Company's issued capital. Grants under the share ownership plans can be in the form of options or share rights. Certain share ownership plans also provide for cash-settlement, which are determined by the Board.

Share-based payment expense

	2025 A$M	2024 A$M
Equity-settled share-based payments expense	**15.2**	19.5
	15.2	19.5

The Company has issued three types of instruments under its LTIP:

- Equity settled options
- Performance rights
- Restricted share units

Equity-settled options

Historically, options were issued to reward executives for absolute share price performance because the options only have value if the Company's share price exceeds the exercise price at the end of the vesting period. Since FY19, there has been no further issuance of share options by the Group and all outstanding options have fully vested in FY22.

FY25

Grant Date	Balance 1 July	Granted during year	Fair value at Grant Date	Exercised	Forfeited / Cancelled	Balance 30 June
9-Nov-17	638,062	–	A$4.33	(366,859)	(271,203)	–
5-Feb-18	55,168	–	A$4.89	–	(55,168)	–
9-Nov-18	915,478	–	A$3.47	(743,344)	–	172,134
4-Feb-19	4,933	–	A$10.19	–	–	4,933
Total	**1,613,641**	**–**		**(1,110,203)**	**(326,371)**	**177,067**

FY24

Grant Date	Balance 1 July	Granted during year	Fair value at Grant Date	Exercised	Forfeited / Cancelled	Balance 30 June
10-Nov-16	504,146	–	A$3.78	(417,612)	(86,534)	–
9-Nov-17	638,062	–	A$4.33	–	–	638,062
5-Feb-18	55,168	–	A$4.89	–	–	55,168
9-Nov-18	919,065	–	A$3.47	(3,587)	–	915,478
4-Feb-19	4,933	–	A$10.19	–	–	4,933
Total	**2,121,374**	**–**		**(421,199)**	**(86,534)**	**1,613,641**

For equity-settled options exercised during the year ended 30 June 2025, the weighted average share price at the date of exercise was A$14.39 for ordinary shares (2024: A$12.92 for ordinary shares).

The weighted average remaining contractual life of outstanding options at the end of the financial year was 0.37 years (2024: 0.94 years) and the weighted average exercise price was A$12.28 (2024: A$12.93).

29 – SHARE-BASED PAYMENTS (continued)

Performance rights

A performance right is a contractual right to acquire an ordinary share for nil consideration if specified performance conditions are met. Performance rights include Total Shareholder Return ("TSR") Rights, Productivity Rights, Return on Invested Capital ("ROIC") Rights, Strategic Rights and Return on Productive Assets ("ROPA") Rights. Details regarding the performance rights are below:

- TSR Rights: reward achievement of higher shareholder returns relative to peer companies in the ASX 200 materials and energy sectors, over the three-year performance period of 1 July through 30 June period. Rights vest after three years, with the quantum subject to attainment of the performance conditions.
- Productivity Rights: incentivise achievement of goals tied to productivity improvements underlying improved margins and earnings over the three-year performance period of 1 July 2024 through 30 June 2027. Rights vest after three years, with the quantum subject to attainment of the performance conditions.
- ROIC Rights: incentivise achievement of the Company's Return on Invested Capital over the three-year performance period of 1 July 2024 through 30 June 2027. ROIC is defined as Net Operating Profit After Tax divided by Average Invested Capital. Rights vest after three years, with the quantum subject to attainment of the performance conditions.
- Strategic Rights: incentivise achievement of the Company's strategic goals over the three-year performance period of 1 July through 30 June period. Rights vest after three years, with the quantum subject to attainment of the performance conditions.
- ROPA Rights: incentivise achievement of the Company's Return on Productive Assets over the three-year performance period of 1 July through 30 June period, beginning in FY23 period. ROPA is defined as the Average Non-Current Assets divided by underlying EBIT. Rights vest after three years, with the quantum subject to attainment of the performance conditions.

Performance hurdles are either based on TSR, Return on Invested Capital ("ROIC") post FY27 or ROPA from FY23, or strategic and productivity goals criteria. Details of the performance and service conditions are provided in the Remuneration Report.

29 – SHARE-BASED PAYMENTS (continued)

How are the TSR Rights measured?

TSR measures the growth over a particular period in the Company's share price plus the value of reinvested dividends.

The TSR performance hurdle was chosen as it directly aligns with shareholder's interest as executives are rewarded only when the Company's TSR equals or exceeds the median of the comparator companies.

Comparator group

The comparator group used to measure TSR performance is the constituent companies as of 1 July 2024 in the ASX 200 materials and energy sectors. This comparator group is made up of companies in related sectors and of similar size to Sims, that are subject to many of the same economic trends as Sims.

Vesting schedule

TSR-based grants vest according to relative positioning of the Company's TSR at the end of a three-year performance period.

Sims' TSR relative to TSR of Comparator group	Proportion of TSR Rights Vesting
Below 50th Percentile	0%
At 50th Percentile	50%
Between 50th and 75th Percentile	Straight line between 50% and 100%
At or Above 75th Percentile	100%

How are the Productivity Rights measured?

Productivity Rights are measured over a three-year performance period.

Productivity Rights vest based on achievement of defined goals over the Performance Period.

Sims' Board has full discretion to make adjustments on either the calculation or testing results of the Productivity Rights performance measures.

Productivity Goals / Weighting	Measure at Test Date (30 June 2027)
Margin Optimisation / 45%	Advancement of sustainable strategic improvements to metal margins through initiatives such as improved shredder capacity utilisation, increased unprocessed intake tonnages, optimising home market and export sales channels, and production of tailored products to key home or international customers.
Metal in Waste Reduction / 27.5%	Identify opportunities and make improvements to reduce the inclusion of valuable non-ferrous metals in ASR, thereby increasing revenue, lowering landfill costs, and improving earnings and margin.
Labour Cost Controls / 27.5%	Absorb labour inflation by holding labour costs per tonne processed in Sims Group at FY24 baseline.

How are the ROIC Rights measured?

ROIC Rights are measured over a three-year performance period. ROIC Rights vest based on the Company's Return on Invested Capital over the Performance Period. WACC is Weighted Average Cost of Capital.

FY2027 ROIC	Proportion of Earned ROIC Rights Vesting
Below 85% of WACC	0%
85% of WACC	50%
85% of WACC - 100% of WACC	Straight line between 50% and 100%
Achieved WACC or Higher	100%

How are the Strategic Rights measured?

Strategic Rights are measured over a three-year performance period.

Strategic Rights vest based on achievement of defined goals over the Performance Period.

Sims' Board has full discretion to make adjustments on either the calculation or testing results of the Strategic Rights performance measures.

How are the ROPA Rights measured?

ROPA Rights are measured over a three-year performance period.

ROPA Rights vest based on the Company's Return on Productive Assets over the Performance Period.

FY23-25 Average ROPA	Proportion of Earned ROPA Rights Vesting
Below 12%	0%
At 12%	50%
Between 12% and 20%	Straight line between 50% and 100%
At or Above 20%	100%

For all Performance Rights, the valuation per Right was based on the face value of the underlying shares on the date of issue.

During FY25, Performance Rights were granted on 14 November 2024. Refer to Fair Value section below for valuation assumptions.

29 – SHARE-BASED PAYMENTS (continued)

FY25

Grant Date	Award Type	Balance 1 July	Granted during year	Fair value at Grant Date	Exercised/ Vested	Forfeited/ Cancelled	Balance 30 June
11-Nov-21	Performance Rights - Strategic	272,607	–	A$13.68	(163,564)	(109,043)	–
11-Nov-21	Performance Rights TSR	643,145	–	A$8.18	–	(643,145)	–
9-Nov-22	Performance Rights - ROPA	205,384	–	A$11.23	–	–	205,384
9-Nov-22	Performance Rights - Strategic	280,070	–	A$11.23	–	–	280,070
9-Nov-22	Performance Rights TSR	374,302	–	A$5.13	–	(9,204)	365,098
2-Nov-23	Performance Rights EBIT	160,900	–	A$11.03	–	–	160,900
2-Nov-23	Performance Rights GM	160,900	–	A$11.03	–	–	160,900
2-Nov-23	Performance Rights - ROPA	464,055	–	A$11.66	–	(15,393)	448,662
2-Nov-23	Performance Rights - Strategic	301,568	–	A$11.66	–	–	301,568
2-Nov-23	Performance Rights TSR	103,724	–	A$6.87	–	–	103,724
1-Jan-24	Performance Rights - ROPA	2,589	–	A$14.07	–	–	2,589
14-Nov-24	Performance Rights EBIT	–	65,161	A$12.29	–	–	65,161
14-Nov-24	Performance Rights GM	–	65,161	A$12.29	–	–	65,161
14-Nov-24	Performance Rights - PROD	–	282,353	A$12.29	–	–	282,353
14-Nov-24	Performance Rights - ROIC	–	527,458	A$12.29	–	–	527,458
14-Nov-24	Performance Rights TSR	–	196,508	A$9.60	–	–	196,508
Total		**2,969,244**	**1,136,641**		**(163,564)**	**(776,785)**	**3,165,536**

FY24

Grant Date	Award Type	Balance 1 July	Granted during year	Fair value at Grant Date	Exercised/ Vested	Forfeited/ Cancelled	Balance 30 June
11-Nov-20	Performance Rights - Strategic	569,066	–	A$10.10	(483,706)	(85,360)	–
11-Nov-20	Performance Rights TSR	934,307	–	A$8.18	(934,307)	–	–
7-Dec-20	Performance Rights TSR	3,119	–	A$12.85	(3,119)	–	–
22-Jan-21	Performance Rights TSR	6,595	–	A$6.64	(6,595)	–	–
11-Nov-21	Performance Rights - Strategic	306,477	–	A$13.68	–	(33,870)	272,607
11-Nov-21	Performance Rights TSR	643,145	–	A$8.18	–	–	643,145
9-Nov-22	Performance Rights - ROPA	205,384	–	A$11.23	–	–	205,384
9-Nov-22	Performance Rights - Strategic	280,070	–	A$11.23	–	–	280,070
9-Nov-22	Performance Rights TSR	374,302	–	A$5.13	–	–	374,302
2-Nov-23	Performance Rights EBIT	–	160,900	A$11.03	–	–	160,900
2-Nov-23	Performance Rights GM	–	160,900	A$11.03	–	–	160,900
2-Nov-23	Performance Rights - ROPA	–	464,055	A$11.66	–	–	464,055
2-Nov-23	Performance Rights - Strategic	–	301,568	A$11.66	–	–	301,568
2-Nov-23	Performance Rights TSR	–	103,724	A$6.87	–	–	103,724
1-Jan-24	Performance Rights - ROPA	–	2,589	A$14.07	–	–	2,589
Total		3,322,465	1,193,736		(1,427,727)	(119,230)	2,969,244

29 – SHARE-BASED PAYMENTS (continued)

Restricted share units

Restricted share units granted to employees typically vest over a period of three to four years.

Restricted Share Units (RSUs) provide direct share ownership of the company once the restriction period lapses based on continuous employment service. At the end of the first three-year period, the RSUs will vest at 50%. The remaining 50% will vest at the end of the four-year period. Vesting is contingent upon continued employment with the company on the vest dates noted above. Once the units have vested and converted to Ordinary Shares, they become fully owned shares in Sims Limited.

During FY25, three grants of RSU was made. Refer to the section below for valuation assumptions.

FY25

Grant Date	Award Type	Balance 1 July	Granted during year	Fair value at Grant Date	Exercised/ Vested	Forfeited/ Cancelled	Balance 30 June
11-Nov-20	Restricted Share Units	419,640	–	A$9.99	(419,640)	–	–
7-Dec-20	Restricted Share Units	2,121	–	A$9.99	(2,121)	–	–
22-Jan-21	Restricted Share Units	4,485	–	A$12.90	(4,485)	–	–
13-Jul-21	Restricted Share Units	32,503	–	A$14.41	(16,251)	–	16,252
11-Nov-21	Restricted Share Units	508,112	–	A$13.65	(275,852)	(8,700)	223,560
11-Jul-22	Restricted Share Units	18,588	–	A$13.27	(18,588)	–	–
9-Nov-22	Restricted Share Units	562,537	–	A$11.08	(47,582)	(18,409)	496,546
27-Oct-23	Restricted Share Units	12,874	–	A$11.50	–	–	12,874
2-Nov-23	Restricted Share Units	371,797	–	A$11.50	(22,905)	(17,372)	331,520
4-Dec-23	Restricted Share Units	36,928	–	A$12.56	–	–	36,928
1-Jan-24	Restricted Share Units	2,589	–	A$14.72	–	–	2,589
8-Jan-24	Restricted Share Units	17,698	–	A$12.77	(5,899)	–	11,799
25-Mar-24	Restricted Share Units	4,166	–	A$12.97	–	–	4,166
14-Nov-24	Restricted Share Units	–	407,289	A$12.29	–	–	407,289
1-Dec-24	Restricted Share Units	–	23,060	A$12.68	–	–	23,060
3-Mar-25	Restricted Share Units	–	13,937	A$14.06	–	–	13,937
Total		**1,994,038**	**444,286**		**(813,323)**	**(44,481)**	**1,580,520**

29 – SHARE-BASED PAYMENTS (continued)

FY24

Grant Date	Award Type	Balance 1 July	Granted during year	Fair value at Grant Date	Exercised/ Vested	Forfeited/ Cancelled	Balance 30 June
15-Nov-19	Restricted Share Units	301,831	–	A$10.02	(301,831)	–	–
6-Jan-20	Restricted Share Units	10,000	–	A$10.07	–	(10,000)	–
1-Jun-20	Restricted Share Units	32,500	–	A$7.21	(32,500)	–	–
10-Aug-20	Restricted Share Units	100,677	–	A$7.77	(100,677)	–	–
31-Aug-20	Restricted Share Units	11,103	–	A$7.65	(11,103)	–	–
11-Nov-20	Restricted Share Units	844,671	–	A$9.99	(423,523)	(1,508)	419,640
7-Dec-20	Restricted Share Units	4,241	–	A$9.99	(2,120)	–	2,121
22-Jan-21	Restricted Share Units	12,140	–	A$12.90	(7,655)	–	4,485
13-Jul-21	Restricted Share Units	32,503	–	A$14.41	–	–	32,503
19-Jul-21	Restricted Share Units	–	–	A$14.85	–	–	–
11-Nov-21	Restricted Share Units	510,145	–	A$13.65	–	(2,033)	508,112
11-Jul-22	Restricted Share Units	37,175	–	A$13.27	(18,587)		18,588
9-Nov-22	Restricted Share Units	566,975	–	A$11.08	–	(4,438)	562,537
27-Oct-23	Restricted Share Units	–	12,874	A$11.50	–	–	12,874
2-Nov-23	Restricted Share Units	–	371,797	A$11.50	–	–	371,797
4-Dec-23	Restricted Share Units	–	36,928	A$12.56	–	–	36,928
1-Jan-24	Restricted Share Units	–	2,589	A$14.72	–	–	2,589
8-Jan-24	Restricted Share Units	–	17,698	A$12.77	–	–	17,698
25-Mar-24	Restricted Share Units	–	4,166	A$12.97	–	–	4,166
Total		2,463,961	446,052		(897,996)	(17,979)	1,994,038

Fair value

The significant weighted assumptions used to determine the fair value were as follows. Management consults with a third party firm to perform fair value assessments and assess assumptions, which involve a degree of judgement.

	PERFORMANCE RIGHTS	
	2025	2024
Risk-free interest rate	**4.2%**	4.3%
Dividend yield	**0.8%**	2.8%
Volatility	**34.4%**	36.0%
Share price at grant date	**A$9.60 - A$12.29**	A$12.61 - A$15.56

	RESTRICTED SHARE UNITS	
	2025	2024
Risk-free interest rate	**3.8%-4.2%**	4.3%
Dividend yield	**0.8%**	2.8%
Volatility	**34.4%**	36.0%
Share price at grant date	**A$12.29 - A14.06**	A$12.49 - A$15.56

Recognition and measurement

The grant date fair value is recognised as an employee benefit expense with a corresponding increase in equity over the vesting period. At the end of each reporting period, the Group revises its estimate of the number of shares that are expected to become exercisable. The employee benefit expense recognised each period takes into account the most recent estimate. The impact of the revision to original estimates, if any, is recognised in profit or loss with a corresponding adjustment to equity.

29 – SHARE-BASED PAYMENTS (continued)

For cash-settled share-based arrangements, the fair value of the amount payable is recognised as an employee benefit expense with a corresponding increase to a liability. The liability is re-measured each reporting date and at settlement date. Any changes in the fair value of the liability are recognised as an employee benefit expense in profit or loss.

The fair value of options and performance rights at grant date is independently determined using either a binomial model or a Monte-Carlo simulation model which takes into account any market related performance conditions. Non-market vesting conditions are not considered when determining fair value, but rather are included in the assumptions about the number of rights that are expected to vest. The fair value of restricted share units is determined based on the market price of the Company's shares on the date of grant and the Company's dividend yield.

30 – KEY MANAGEMENT PERSONNEL

Total remuneration paid or payable to Directors and key management personnel ("KMP") is set out below:

	2025 A$	2024 A$
Short-term benefits	**11,723,778**	8,644,218
Long-term benefits	**78,233**	97,290
Post-employment benefits	**585,881**	561,921
Share-based payments	**3,628,203**	6,236,426
	16,016,095	15,539,855

Other than the disclosures in notes 17, 26, 27 and 30, there were no other transactions with related parties for the year ended 30 June 2025 and 2024.

31 – COMMITMENTS AND CONTINGENCIES

COMMITMENTS	2025 A$M	2024 A$M
Lease Commitments		
Not later than one year	**0.6**	2.3
Later than one year, but not later than five years	**–**	–
Later than five years	**–**	–
Total lease commitments not recognised as liabilities	**0.6**	2.3

	2025 A$M	2024 A$M
Capital expenditures		
Payable within one year	**22.6**	12.3
Later than one year, but not later than five years	**–**	–
Later than five years	**–**	–
Total capital expenditure commitments not recognised as liabilities	**22.6**	12.3

The commitments included above also include the Group's share relating to joint ventures.

Guarantees

The Group has given guarantees in respect of the performance of contracts entered into in the ordinary course of business. The amounts of these guarantees provided by the Group, for which no amounts are recognised in the consolidated financial statements, as at 30 June 2025 was $40.6 million (2024: $38.9 million).

32 – REMUNERATION OF AUDITORS

AUDITOR OF THE PARENT ENTITY	2025 A$'000	2024 A$'000
Audit or review of financial statements		
Group	**1,557**	1,474
Subsidiaries and joint operations	**1,929**	2,288
Total statutory assurance services	**3,486**	3,762
Other assurance services		
Other assurance and agreed-upon procedures under other legislation or contractual arrangements	**–**	–
Total other assurance services	**–**	–
Non-assurance services		
Taxation services	**133**	184
Climate and sustainability services	**105**	45
Total non-assurance services	**238**	229
Total auditor's remuneration	**3,724**	3,991

The auditor of Sims Limited is Deloitte Touche Tohmatsu.

33 – SUBSEQUENT EVENTS

There has not been any matter or circumstances, other than that referred to in the financial reports or notes thereto, that has arisen since the end of the financial period that has significantly affected, or may significantly affect, the operations of the Group, the results of those operations or the state of affairs of the Group in future financial periods.

CONSOLIDATED ENTITIES DISCLOSURE STATEMENT

At 30 June 2025 NAME OF ENTITY	COUNTRY OF INCORPORATION	BODY CORPORATE, PARTNERSHIP OR TRUST	EQUITY HOLDING %	AUSTRALIAN OR FOREIGN RESIDENT	JURISDICTION FOR FOREIGN RESIDENT
Sims Limited - of Sims Metal Management Limited Long Term Incentive Plan	Australia	Body Corporate		Australian	N/A
Electronic Product Stewardship Australasia Pty Limited	Australia	Body Corporate	**100%**	Australian	N/A
Sims Aluminium Pty Limited	Australia	Body Corporate	**100%**	Australian	N/A
Sims Corporate Pty Limited	Australia	Body Corporate	**100%**	Australian	N/A
Sims E-Recycling Pty Limited	Australia	Body Corporate	**100%**	Australian	N/A
Sims Energy Pty Ltd	Australia	Body Corporate	**100%**	Australian	N/A
Sims Metal Management Limited Long Term Incentive Plan	Australia	Trust	**N/A**	Australian	N/A
Sims Group Australia Holdings Limited - partner in the Kariyarra Sims Recycling Pty Ltd and Ngardimu Pty Ltd joint ventures	Australia	Body Corporate	**100%**	Australian	N/A
Sims Group Holdings 1 Pty Ltd[1]	Australia	Body Corporate	**100%**	Australian	N/A
Sims Group Holdings 2 Pty Ltd[1]	Australia	Body Corporate	**100%**	Australian	N/A
Sims Group Holdings 3 Pty Limited	Australia	Body Corporate	**100%**	Australian	N/A
Sims Industrial Pty Limited	Australia	Body Corporate	**100%**	Australian	N/A
Simsmetal Holdings Pty Limited	Australia	Body Corporate	**100%**	Australian	N/A
Simsmetal Properties NSW Pty Limited	Australia	Body Corporate	**100%**	Australian	N/A
Simsmetal Properties Qld Pty Limited	Australia	Body Corporate	**100%**	Australian	N/A
Simsmetal Services Pty Limited	Australia	Body Corporate	**100%**	Australian	N/A
Sims Resource Renewal Pty Limited	Australia	Body Corporate	**100%**	Australian	N/A
Sims Group Canada Holdings Limited - partner in the Richmond Steel Recycling Limited joint venture	Canada	Body Corporate	**100%**	Foreign	Canada
Richmond Steel Recycling Limited	Canada	Body Corporate	**50%**	Foreign	Canada
Sims Group Recycling Solutions Canada Ltd	Canada	Body Corporate	**100%**	Foreign	Canada
Sims Group German Holdings GmbH	Germany	Body Corporate	**100%**	Foreign	Germany
Sims Lifecycle Services GmbH	Germany	Body Corporate	**100%**	Foreign	Germany
Sims Metal Management Asia Limited	Hong Kong	Body Corporate	**100%**	Foreign	Hong Kong

CONSOLIDATED ENTITIES DISCLOSURE STATEMENT

At 30 June 2025 NAME OF ENTITY	COUNTRY OF INCORPORATION	BODY CORPORATE, PARTNERSHIP OR TRUST	EQUITY HOLDING %	AUSTRALIAN OR FOREIGN RESIDENT	JURISDICTION FOR FOREIGN RESIDENT
Sims Lifecycle Services India Pvt. Ltd. (previously Sims Recycling Solutions India Private Limited)	India	Body Corporate	**100%**	Foreign	India
Trishyiraya Recycling India Private Limited	India	Body Corporate	**100%**	Foreign	India
Sims Recycling Solutions Ireland Limited	Ireland	Body Corporate	**100%**	Foreign	Ireland
Sims Lifecycle Services BV	Netherlands	Body Corporate	**100%**	Foreign	Netherlands
Sims E - Recycling (NZ) Limited	New Zealand	Body Corporate	**100%**	Foreign	New Zealand
Sims Pacific Metals Limited	New Zealand	Body Corporate	**100%**	Foreign	New Zealand
Simsmetal Industries Limited	New Zealand	Body Corporate	**100%**	Foreign	New Zealand
PNG Recycling Limited	Papua New Guinea	Body Corporate	**100%**	Foreign	Papua New Guinea
Sims Global Commodities Pte. Ltd.	Singapore	Body Corporate	**100%**	Foreign	Singapore
Sims Recycling Solutions Pte. Ltd.	Singapore	Body Corporate	**100%**	Foreign	Singapore
Kaystan Holdings Limited	United Kingdom	Body Corporate	**100%**	Foreign	United Kingdom
Lord & Midgley Limited	United Kingdom	Body Corporate	**100%**	Foreign	United Kingdom
Morley Waste Traders Limited	United Kingdom	Body Corporate	**100%**	Foreign	United Kingdom
Sims Renewable Energy Limited	United Kingdom	Body Corporate	**100%**	Foreign	United Kingdom
Sims Group UK Holdings Limited	United Kingdom	Body Corporate	**100%**	Foreign	United Kingdom
Sims Group UK Intermediate Holdings Limited	United Kingdom	Body Corporate	**100%**	Foreign	United Kingdom
Sims Group UK Pension Trustees Limited	United Kingdom	Body Corporate	**100%**	Foreign	United Kingdom
Sims Metal Management Finance Limited	United Kingdom	Body Corporate	**100%**	Foreign	United Kingdom
CIM Trucking, Inc.	USA	Body Corporate	**100%**	Foreign	USA
Dover Barge Company	USA	Body Corporate	**100%**	Foreign	USA
Global Sustainability Insurance Corporation	USA	Body Corporate	**100%**	Foreign	USA
Metal Management Indiana, Inc.	USA	Body Corporate	**100%**	Foreign	USA
Metal Management Midwest, Inc. - partner in the Rondout Iron & Metal Company LLC partnership	USA	Body Corporate	**100%**	Foreign	USA
Rondout Iron & Metal Company LLC	USA	Partnership	**N/A**	N/A	N/A
Metal Management Northeast, Inc.	USA	Body Corporate	**100%**	Foreign	USA
Metal Management Ohio, Inc.	USA	Body Corporate	**100%**	Foreign	USA
Metal Management, Inc. - trustee of Metal Management Inc Grantor Trust	USA	Body Corporate	**100%**	Foreign	USA

CONSOLIDATED ENTITIES DISCLOSURE STATEMENT

At 30 June 2025 NAME OF ENTITY	COUNTRY OF INCORPORATION	BODY CORPORATE, PARTNERSHIP OR TRUST	EQUITY HOLDING %	AUSTRALIAN OR FOREIGN RESIDENT	JURISDICTION FOR FOREIGN RESIDENT
Sims ARG, Inc	USA	Body Corporate	**100%**	Foreign	USA
Export Enterprises, LLC	USA	Body Corporate	**100%**	Foreign	USA
Key Export, LLC	USA	Body Corporate	**100%**	Foreign	USA
New York Recycling Ventures, Inc.	USA	Body Corporate	**100%**	Foreign	USA
Sims Aluminum Inc.	USA	Body Corporate	**100%**	Foreign	USA
Sims Southwest Corporation	USA	Body Corporate	**100%**	Foreign	USA
Schiabo Larovo Corporation	USA	Body Corporate	**100%**	Foreign	USA
Sims Energy USA Holdings Corporation	USA	Body Corporate	**100%**	Foreign	USA
Sims Group Global Trade Corporation	USA	Body Corporate	**100%**	Foreign	USA
Sims Group USA Corporation	USA	Body Corporate	**100%**	Foreign	USA
Sims Group USA Holdings Corporation	USA	Body Corporate	**100%**	Foreign	USA
Sims Metal Management USA GP[1]	USA	Partnership	**100%**	Foreign	USA
Sims Recycling Solutions Holdings Inc.	USA	Body Corporate	**100%**	Foreign	USA
Sims Recycling Solutions Inc.	USA	Body Corporate	**100%**	Foreign	USA
Simsmetal East LLC - partner in the CS Holdings LLC partnership	USA	Body Corporate	**100%**	Foreign	USA
Simsmetal West LLC - partner in the SA Recycling LLC partnership	USA	Body Corporate	**100%**	Foreign	USA
SA Recycling LLC	USA	Partnership	**N/A**	N/A	N/A
SMM – North America Trade Corporation	USA	Body Corporate	**100%**	Foreign	USA
SMM Gulf Coast LLC	USA	Body Corporate	**100%**	Foreign	USA
SMM New England Corporation	USA	Body Corporate	**100%**	Foreign	USA
SMM South Corporation	USA	Body Corporate	**100%**	Foreign	USA
SMM Southeast LLC - partner in the Elizabeth River Export, LLC partnership	USA	Body Corporate	**100%**	Foreign	USA
Elizabeth River Export, LLC	USA	Partnership	**N/A**	N/A	N/A
Metal Management Inc. Grantor Trust	USA	Trust	**N/A**	N/A	N/A
Sims Lifecycle Services S.A. de C.V.	Mexico	Body Corporate	**100%**	Foreign	Mexico
Sims Lifecycle Reciclagem de Electrônicos Ltda (previously Sims Lifecycle Services Ltd)	Brazil	Body Corporate	**100%**	Foreign	Brazil
Sims Lifecycle Services Limited	United Kingdom	Body Corporate	**100%**	Foreign	United Kingdom

CONSOLIDATED ENTITIES DISCLOSURE STATEMENT

At 30 June 2025 NAME OF ENTITY	COUNTRY OF INCORPORATION	BODY CORPORATE, PARTNERSHIP OR TRUST	EQUITY HOLDING %	AUSTRALIAN OR FOREIGN RESIDENT	JURISDICTION FOR FOREIGN RESIDENT
Sims Metal Limited	United Kingdom	Body Corporate	**100%**	Foreign	United Kingdom
Sims Lifecycle Services AB	Sweden	Body Corporate	**100%**	Foreign	Sweden
Sims Lifecycle Services Sp z.o.o (previously Balfia Sp z.o.o.)	Poland	Body Corporate	**100%**	Foreign	Poland
Sims Lifecycle Services Japan KK	Japan	Body Corporate	**100%**	Foreign	Japan

1 . Sims Group Holdings 1 Pty Ltd and Sims Group Holdings 2 Pty Ltd own the Sims Metal Management USA GP.

Basis of preparation

This Consolidated Entity Disclosure Statement has been prepared in accordance with the *Corporations Act 2001* and presents details of each entity that formed part of the Group as at 30 June 2025, in line with the requirements of AASB 10 *Consolidated Financial Statements*.

Key assumptions and judgements

Determination of tax residency

Section 295 (3A) of the *Corporation Acts 2001* requires that the tax residency of each entity which is included in the Consolidated Entity Disclosure Statement (CEDS) be disclosed. in the context of an entity which was an Australian resident, "Australian resident' has the meaning provided in the Income Tax Assessment Act 1997. The determination of tax residency involves judgement as the determination of tax residency is highly fact dependent and there are currently several different interpretations that could be adopted, and which could give rise to a different conclusion on residency.

In determining tax residency, the consolidated entity has applied the following interpretations:

- **Australian Tax residency:** the consolidated entity has applied current legislation and judicial precedent, inducing having regard to the Commissioners of Taxation's public guidance in Tax Ruling TR 2018/5.
- **Foreign tax residency:** The consolidated entity has applied current legislation and where available judicial precedent in the determination of the foreign tax residency. where necessary, the consolidated entity has used independent tax advisers in foreign jurisdictions to assist in its determination of tax residency to ensure applicable foreign tax legislation has been complied with.

Partnerships and Trusts

Australian tax law does not contain specific residency tests for partnerships and trusts. Generally, these entities are taxed on a flow through basis so there is no need for a general residency test. There are some provisions which treat trusts as residents for certain purposes, but this does not mean the trust itself is an entity that is subject to tax.

DIRECTORS' DECLARATION

In the Directors' opinion:

(i) The financial statements and notes set out on pages 58 to 122 are in accordance with the Corporations Act 2001, including:

- complying with Accounting Standards, the Corporations Regulations 2001 and other mandatory professional reporting requirements, and
- giving a true and fair view of the consolidated entity's financial position as at 30 June 2025 and of its performance for the financial year ended on that date, and

(ii) there are reasonable grounds to believe that Sims Limited will be able to pay its debts as and when they become due and payable,

(iii) at the date of this declaration, there are reasonable grounds to believe that the members of the Extended Closed Group identified in note 26 will be able to meet any obligations or liabilities to which they are, or may become, subject by virtue of the Deed of Cross Guarantee described in note 26, and

(iv) the Consolidated entity disclosure statement set on pages 123 and 126 required by subsection (3A) is true and correct.

Note 1 confirms that the financial statements also comply with International Financial Reporting Standards as issued by the International Accounting Standards Board.

The Directors have been given the declarations by the Group Chief Executive Officer and the Group Chief Financial Officer required by section 295A of the Corporations Act 2001.

The declaration is made in accordance with a resolution of the directors.

P Bainbridge
Chairperson

New South Wales
19 August 2025

S Mikkelsen
Managing Director and Group CEO

New South Wales
19 August 2025

Deloitte.

Deloitte Touche Tohmatsu
ABN 74 490 121 060
Quay Quarter Tower
50 Bridge Street
Sydney NSW 2000
Australia

Tel: +61 (0) 2 9322 7000
Fax: +61 (0) 2 9322 7001
www.deloitte.com.au

Independent Auditor's Report to the Members of Sims Limited

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Sims Limited (the "Company") and its subsidiaries (the "Group") which comprises the consolidated statement of financial position as at 30 June 2025, the consolidated income statement, the consolidated statement of comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information and other explanatory information, the consolidated entity disclosure statement and the directors' declaration.

In our opinion, the accompanying financial report of the Group is in accordance with the *Corporations Act 2001*, including:

- Giving a true and fair view of the Group's financial position as at 30 June 2025 and of its financial performance for the year then ended; and

- Complying with Australian Accounting Standards and the *Corporations Regulations 2001*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Group in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional & Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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Key Audit Matters

Key audit matters are those matters that, in our professional judgement, were of most significance in our audit of the financial report for the current period. These matters were addressed in the context of our audit of the financial report as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

<table>
<tr><th>Key Audit Matter</th><th>How the scope of our audit responded to the Key Audit Matter</th></tr>
<tr><td> Existence of Ferrous Inventories
At 30 June 2025, the Group's consolidated statement of financial position includes inventories of $506.3 million, which include ferrous scrap metals inventories of $138.8 million, as disclosed in Note 9 'Inventories'.
The nature of ferrous inventories means significant judgement is required to estimate the physical quantity of ferrous metals on hand due to the various estimation techniques used. </td>
<td> Our procedures included, but were not limited to:

Evaluating management's processes and controls in respect of determining the quantity of ferrous inventories on hand at 30 June 2025.
Testing the existence of ferrous inventories by:

Attending a selection of counts conducted by management at locations at or around year end; and
Observing and challenging management's process to estimate the quantities on hand at 30 June 2025.

Assessing the adequacy of disclosures in the financial report.
</td></tr>
<tr><td> Revenue Recognition of Ferrous Secondary Recycling
For the financial year ended 30 June 2025, the Group's consolidated income statement includes ferrous secondary recycling revenue of $4,483.2 million, as disclosed in Note 3 'Revenue and other income'.
Individual bulk cargo sales of ferrous secondary recycling are often material.
Revenue recognition for the sale of goods is determined with reference to the International Commercial Terms (Incoterms) of the contract, the product sold and the point at which control is transferred and performance obligations are satisfied.
Judgement is required to determine when control is transferred and performance obligations are satisfied under certain contractual arrangements, with specific focus on transactions occurring near the year end date. </td>
<td> Our procedures included, but were not limited to:

Evaluating management's processes and controls in respect of the recognition of ferrous secondary recycling revenue.
Testing on a sample basis, the shipments occurring near to and after 30 June 2025 to supporting documentation.
Assessing if revenue was appropriately recognised with reference to the following:

The shipping terms contracted for the transaction;
The resulting point in time that control is transferred and all performance obligations satisfied; and
Evaluating whether the recognition of revenue was in accordance with Group policy and accounting standards.

Assessing the appropriateness of disclosures in the financial statements.
</td></tr>
</table>

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Other Information

The directors are responsible for the other information. The other information comprises the Directors' Report, which we obtained prior to the date of this auditor's report, and also includes the following information which will be included in the Group's annual report (but does not include the financial report and our auditor's report thereon): Chairman's Review, CEO's Review, Operational and Financial Review, Other Information and Shareholder Information, which is expected to be made available to us after that date.

Our opinion on the financial report does not cover the other information and we do not and will not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed on the other information that we obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

When we read the annual report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to the directors and use our professional judgement to determine the appropriate action.

Responsibilities of the Directors for the Financial Report

The directors are responsible:

- For the preparation of the financial report in accordance with the *Corporations Act 2001*, including giving a true and fair view of the financial position and performance of the Group in accordance with Australian Accounting Standards; and

- For such internal control as the directors determine is necessary to enable the preparation of the financial report in accordance with the *Corporations Act 2001*, including giving a true and fair view of the financial position and performance of the Group, and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the ability of the Group to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

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As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group as a basis for forming an opinion on the Group financial report. We are responsible for the direction, supervision and review of the audit work performed for the purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with the directors, we determine those matters that were of most significance in the audit of the financial report of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on the Remuneration Report

Opinion on the Remuneration Report

We have audited the Remuneration Report included in pages 26 to 56 of the Directors' Report for the year ended 30 June 2025.

In our opinion, the Remuneration Report of Sims Limited, for the year ended 30 June 2025, complies with section 300A of the *Corporations Act 2001*.

Responsibilities

The directors of the Company are responsible for the preparation and presentation of the Remuneration Report in accordance with section 300A of the *Corporations Act 2001*. Our responsibility is to express an opinion on the Remuneration Report, based on our audit conducted in accordance with Australian Auditing Standards.

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DELOITTE TOUCHE TOHMATSU

Samuel Vorwerg
Partner
Chartered Accountants
Sydney 19 August 2025