

SIMONDS GROUP LIMITED
ASX ANNOUNCEMENT

3 November 2023

Senior Executive Restructure

Simonds Group Limited ACN 143 841 801 (ASX:SIO) (**Simonds** or the **Company**) announces important changes to the role of its Executive Chair and the appointment of a new Chief Executive Officer.

Having served in the dual capacity of Executive Chair and CEO since 2021, Mr Rhett Simonds will serve solely as Executive Chair, with effect from today. This allows Mr Simonds to focus on key strategic issues, including the under-supply of housing facing the nation, key external relationships and other important growth opportunities for the Company.

Having served alongside Mr Simonds in the turnaround of Simonds since January 2023 as Chief Financial Officer, Mr David McKeown will be promoted to the position of Chief Executive Officer. This provides a seamless transition and allows Mr McKeown to continue to deliver on the turnaround of the core business built under Mr Simonds' leadership including the return to profit for Simonds as announced on 10 October 2023.

Mr Bertus Strydom will serve alongside Mr McKeown as Chief Financial Officer. Mr Strydom, the current Executive General Manager Finance, served as Interim Chief Financial Officer for a period before Mr McKeown's appointment to the role.

Executive Chair Rhett Simonds said:

"Having had the privilege of carrying on the legacy of the Simonds Family in my dual capacity of Executive Chair & CEO over the last 3 years, I can now focus my time more strategically and ensure Simonds has a leading role in the future of housing. I am thrilled to continue my successful relationship with David as we work together to drive the company's success by delivering exceptional value to our customers and exploring new opportunities for innovation and growth. David has proven that he is right person to lead our business through this next exciting phase."

Chief Executive Officer David McKeown said:

"I am honoured to accept the appointment as CEO of Simonds Homes during such an exciting time in its history. I look forward to continuing to work closely with the talented team at Simonds to build upon the tremendous accomplishments achieved under Rhett's leadership. My sincere congratulations to Bertus on his well-earned promotion to CFO."

Employment Agreements

The terms of Mr Rhett Simonds' employment were announced by the Company on 10 December 2020 when he was appointed as Group CEO and Managing Director. Those terms remain unchanged, other than the change in role to Executive Chair from Executive Chair & CEO.

The key terms of Mr McKeown's appointment are as follows:

Total fixed annual remuneration	\$600,000 (including superannuation).
Short term incentive (STI)	STI eligibility of up to 33% subject to performance. STI participation and terms are at the discretion of the Board.
Long term incentive (LTI)	LTI eligibility of up to 33% pursuant to the Simonds Group Employee Share Plan. LTI participation and terms are at the discretion of the Board.
Notice period/ termination entitlements	6 months' notice is required by either the Company or Mr McKeown to terminate employment. Employment may be ended immediately in certain circumstances including misconduct, insolvency or mutual agreement. The Company may elect to make payment in lieu of any unserved notice period.
Post-employment restraint	A 12-month restraint provision applies.

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For more information, please contact:

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Authorised for release by the Company's Board of Directors.