

## ASX ANNOUNCEMENT

15 May 2025

### Orora announces new leadership for Global Glass business

**Orora Limited (ASX: ORA)** today announced that after eight years leading the Saverglass business and 16 months leading the Global Glass business at Orora, Jean Marc Arrambourg has decided to retire from his role as President, Global Glass at the end of calendar year 2025.

Commenting on Mr Arrambourg's decision to retire, Orora CEO and Managing Director, Brian Lowe said: "We are grateful to Jean Marc for having led the Saverglass business through the transition of ownership to Orora. He is a respected leader who has achieved much to be proud of during his career. He has led major initiatives including the launch of Saverglass' Acatlán site in Mexico and the acquisition of the Ghlin site in Belgium. I appreciate his support in the coming months as we manage a transition in leadership of the Global Glass business."

As part of its succession planning, Orora has conducted a robust process to secure a successor for the role of President, Global Glass. The company therefore also today announced that Emmanuel Ladent has been appointed to the role, effective 1 July 2025. Mr Ladent will join Orora's Global Management Team, reporting directly to Mr Lowe, and will be based at Saverglass' head office at Feuquières, France. Mr Arrambourg will work alongside Mr Ladent until 31 December 2025 to ensure a smooth transition.

Mr Ladent brings a wealth of experience leading large-scale industrial premium businesses. With a strong background in sales leadership, his career includes almost 30 years at Michelin, where he held senior executive roles including President - Global Automotive, President – Global Agricultural and Managing Director, Passenger Car and Motorcycle. More recently, he was CEO of green tech company Carbios, where he built a team and led the creation of strategic partnerships instrumental to the growth of the business. Mr Ladent is French and speaks fluent English, Spanish and Portuguese.

Commenting on Mr Ladent's appointment, Mr Lowe said: "I look forward to welcoming Emmanuel to the Global Management Team at Orora from 1 July. A seasoned leader, he brings an excellent track record of leading international premium businesses and driving growth in listed company environments, with a strong focus on sales excellence, innovation and sustainability. Emmanuel is the ideal successor to lead Orora's Global Glass business into its next chapter."

*This announcement is authorised for release to the ASX by the Board of Directors of Orora.*

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