

7 December 2020

Market Announcements Office

ASX Limited

Level 4, Exchange Centre

20 Bridge Street

SYDNEY NSW 2000

Matrix Composites and Engineering Ltd (ASX: MCE) – Appointment of New Director

Please find attached the announcement relating to the appointment of Chris Sutherland as a director of Matrix.

Yours faithfully



Julie Jones

Joint Company Secretary

7 December 2020

Matrix enhances its Board

Matrix Composites & Engineering Ltd (ASX:MCE, "Matrix" or the "Company") is pleased to announce the appointment of former Programmed CEO, Mr Chris Sutherland, to the Company's Board of Directors as a Non-Executive Director.

The appointment follows Matrix's announcement in July 2020 that the Company was looking to enhance its Board, consistent with the outcome of the recommendations from an independent strategic review, which was finalised ahead of the 2020 Annual General Meeting last month.

Mr Sutherland has significant executive leadership expertise spanning more than 20 years, encompassing a wide array of sectors in Australia; including oil and gas, resources, infrastructure and manufacturing. Most notably he was Managing Director and Chief Executive Officer of Programmed, a leading staffing, maintenance and facility management services provider, from January 2008 to September 2019. This included leading Programmed during its acquisition by Japanese-based group Persol for \$991 million (enterprise value) in 2017.

Prior to this, Mr Sutherland was Managing Director and Chief Executive Officer of Integrated Group, which was acquired by Programmed for \$182 million in 2007. He was also APAC Region Managing Director of subsea contracting firm, Sonsub Services and has held executive and management roles at major multidisciplinary engineering firms, including Worley and Clough.

Matrix Chairman Peter Hood AO said Mr Sutherland's proven track record, public company experience and outstanding credentials positioned him as the standout candidate, even within a talent pool consisting of numerous high-calibre candidates.

"The significant depth of Chris's leadership experience and skillset across a diverse range of industries relevant to Matrix's operations, including the offshore oil and gas sector, positioned him as the ideal appointment to our Board," Mr Hood said.

"Matrix is actively expanding into adjacent markets that utilise our expertise in advanced materials and technology, in line with the recommendations outlined from the recent independent strategic review, and we believe Chris's addition will enhance Matrix's ability to deliver on these strategic initiatives."

Mr Sutherland is currently Chairman of Stelect (medical technology), Cooper Search Australia (mineral exploration), and Remsense (digital technology). He holds a Bachelor of Engineering from the University of Western Australia and has completed an Advanced Management Program at Harvard Business School. He is also a Graduate of the Australian Institute of Company Directors.

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This announcement was authorised for release by the Managing Director and CEO of Matrix

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About Matrix Composites & Engineering

Matrix Composites & Engineering specialises in the design, engineering and manufacture of composite and advanced material technology solutions for the oil and gas, civil and infrastructure, resources, defence, and transportation industries. With more than 40 years-experience, Matrix has gained a reputation as an industry leader and has become a major exporter of Australian goods and services with customers located all over the world. From its award-winning head office in Australia and offices in the United states, and a global network, Matrix is uniquely positioned to deliver complete turnkey solutions offerings with localised customer support.

More information can be found at www.matrixengineered.com