

Changes to Executive Leadership Team

Metro Mining Limited (ASX:MMI) ('**Metro**', the '**Company**') is pleased to announce some changes to its executive leadership team.

Simon Wensley, CEO & MD, of Metro Mining commented: "As we start 2026, Metro is implementing a new Management Operating System focused on integrated planning across the supply chain to support increased performance and enhanced reliability of each component. This integrated approach will underpin targeted full achievement of our expanded operating strategy with another year of record shipments and a greater than 20% reduction in FOB operating costs per tonne. To enable this, with the support of our Board of Directors, I have made changes to the executive leadership team bringing in new, highly experienced leaders and changing some accountabilities with the existing team. This model also provides for rapid scalability as we look to add further assets to the Metro portfolio".

The mine and marine operations at Bauxite Hills have been integrated and streamlined with a newly appointed leader, Mr Paul Green, taking responsibility as the Executive General Manager Operations. Paul is a highly experienced production, maintenance and safety leader who has run large integrated mines in previous positions with Rio Tinto, BHP, and Idemitsu.

To support Metro's focus on employee value proposition and workplace culture, Troy McMillan has joined Metro as the new General Manager People & Culture. Troy is a highly capable HR transformation specialist with extensive experience in mining (incl. bauxite), alumina refining / smelting and manufacturing / blasting services.

Nathan Quinlin, Metro's Chief Financial Officer, will assume executive oversight of supply chain integrated planning, operational performance and margin optimisation. This enhanced mandate strengthens commercial discipline across the business, ensuring greater value delivery and cost-focused execution. Nathan will be supported by Matthew Graham, General Manager Technical Services and Projects and Vincenzo de Falco, General Manager Marine Services.

Robin Bates, an Australian Governance Top 100 Finalist for the last 4 years, with additional recognition as an Outstanding Achiever in 2024 and 2025, continues as Metro's General Counsel and Company Secretary.

Norman Ting, a veteran commodity and bauxite sales and trading professional, continues to lead Metro's China based sales, services and logistics team.

Further details about each of our experienced senior executives can be found below and on our website [Our Leadership Team - Metro Mining](#).

This announcement has been approved by the Chief Executive Officer & Managing Director, Mr Simon Wensley.

ENDS.



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About Bauxite and Metro Mining

Bauxite is the ore used to make aluminium, a critical and strong growth metal in the energy transition. Metro Mining is an independent bauxite producer and explorer, with its 100% owned Bauxite Hills Mine operating on the Weipa bauxite plateau approximately 95 kilometres north of Weipa, near the coast on the Skardon River. Metro Mining produces a high alumina bauxite, shipping direct to customers in very large ore carriers. Metro Mining recognises and has productive agreements with the Traditional Owners of the land on which it operates and is proud of its high percentage of indigenous employees and the economic impact it has in Cape York and Far North Queensland.

Forward-Looking Statements

This announcement may contain 'forward looking statements' concerning the financial conditions, results of operations and business of the Company. All statements other than statements of fact are or may be deemed to be 'forward looking statements'. Often, but not always, 'forward looking statements' can be identified by the use of forward looking words such as 'may', 'will', 'expect', 'intend', 'plan', 'estimate', 'anticipate', 'continue', 'outlook', and 'guidance' or other similar words, and may include, without limitation, statements regarding plans, strategies and objectives of management, future or anticipated production or construction commencement date and expected costs, resources and reserves, exploration results or production outputs. Forward looking statements are statements of future expectations that are based on management's current expectations and assumptions, but known and unknown risks and uncertainties could cause the actual results, performance or events to differ materially from those expressed or implied in these statements. These risks include, but are not limited to, price fluctuations, actual demand, currency fluctuations, drilling and production results, resource and reserve estimates, loss of market, industry competition, environmental risks, physical risks, legislative, fiscal and regulatory developments, economic and financial market conditions in various countries and regions, political risks, project delay or advancement, approvals and cost estimates.

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