

Stock Exchange Announcement

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3 February 2025

Fletcher Building Announces Chair and Director Appointments

Fletcher Building today announced the appointments by the Board of Peter Crowley as Chair and Jacqui Coombes as an independent, non-executive director, to complete the Company's Board renewal process. Corresponding appointments will also be made to the Board of Fletcher Building Industries Limited.

Peter Crowley's appointment takes effect immediately, while Jacqui Coombes will officially join the Board on 14 April 2025. As previously advised, Acting Chair Barbara Chapman will step down from the Board given the completion of the Board renewal process. Barbara will remain on the Board as a Director until 30 April 2025 to facilitate an effective handover to Peter as he assumes the Chair role.

Acting Chair Barbara Chapman commented on the appointments: "Peter's selection followed a thorough and extensive search for a Chair with the ideal blend of industry insight and commercial, operational and governance expertise, in a Trans-Tasman portfolio context. Given the critical importance of the role, we could not compromise on finding the right leader, so for an external candidate to be preferred, they had to be better qualified than Peter for the role. No external candidate met that test. Peter's unique skills and experience, coupled with his deep understanding of, and passion for, Fletcher Building, made him the best person for the role. Peter has the full support of the Board, including the incoming directors, and we are confident that his leadership will be instrumental in supporting Fletcher Building's growth and success in the coming years.

"We are also very pleased to welcome Jacqui Coombes to the Fletcher Building Board. Jacqui brings significant industry expertise from her senior executive roles in the building sector retail industry. Her career notably includes leading Bunnings' New Zealand operations for 10 years and serving as Group HR Director, overseeing the HR function for Bunnings across Australia and New Zealand. Her proven ability to develop high-performance teams, build a highly customer-focused culture and achieve exceptional results will make her a valuable addition to the Board. Jacqui will be appointed to chair the People and Remuneration Committee, recognising her significant experience in this space, and will also join the Nominations Committee.

“With our new CEO & Managing Director Andrew Reding firmly in place, the appointments of Tony Dragicevich and James Miller, alongside the appointments of Peter and Jacqui positions us with a strong and diverse refreshed Board, focused on Fletcher Building reaching its full potential.”

Peter Crowley commented: “I am excited to take up the role of Chair of Fletcher Building, I see many opportunities ahead for our business to enhance its financial performance and improve returns to investors. I would also like to acknowledge, on behalf of the full Board, the significant contribution of Acting Chair Barbara Chapman in leading the company and particularly our leadership renewal process during the last 12 months, in a very challenging context. Her commitment to the company and all its stakeholders to achieve the best possible outcome in very difficult circumstances and her unwavering focus, have been remarkable.”

Peter Crowley - Chair

Peter has been a director of Fletcher Building since 2019. He is currently a member of the Audit and Risk Committee, the Nominations Committee, the People and Remuneration Committee and the Safety, Health, Environment and Sustainability Committee (although these are being reviewed following his appointment as Chair).

Peter has more than 40 years of experience in the construction materials and building products industries across Australia, New Zealand, Asia, Europe and North America. From 2003 to 2015, he served as managing director and CEO of GWA Group Limited, a leading Australian supplier of building fixtures and fittings to households and commercial premises. Prior to that, Peter spent 18 years in the cement and construction materials industry. During this time, he served as a chief executive and main board director of the Rugby Group plc with responsibility for the Group's cement and construction materials businesses. Before joining Rugby Group, Peter held senior executive roles with Holcim in Australia and Southeast Asia. Peter is a director of The Riverside Coal Transport Company Pty Limited and Barrambin Trading Company Pty Limited.

Jacqui Coombes – Non-Executive Director

Jacqui is an accomplished leader in the building industry retail sector with a strong commercial, customer and operational focus. Jacqui's management career includes several senior leadership roles with Bunnings which employs over 52,000 team members across more than 500 locations throughout New Zealand and Australia, including, most recently, as Director for Group Human Resources and New Zealand. Prior to that, Jacqui led Bunnings' New Zealand for 10 years, across 53 locations with more than 4,000 team members.

Jacqui was also an Executive Director of Bunnings Group from 2017 – 2021 and Bunnings NZ from 2011 – 2021. Prior to joining Bunnings, Jacqui was General Manager Operations for Spotlight Stores with overall responsibility for New Zealand, and for Retail operations in Australia, Singapore and Hong Kong. Her other senior executive roles have been with a range of large New Zealand and international businesses including Noel Leeming, Bond and Bond, PixiFoto, Woolworths, Aldi and Texaco. Jacqui is a non-executive director of ASX-listed Guzman Y Gomez Limited, which operates over 220 restaurants in Australia, Singapore, Japan and the United States.

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Authorised for release to the market by Haydn Wong, Company Secretary.

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