

MICHAEL HILL

INTERNATIONAL LIMITED

ASX AND NZX ANNOUNCEMENT

APPOINTMENT OF CHIEF FINANCIAL OFFICER

4 November 2025

Michael Hill International Limited (ASX/NZX:MHJ) is pleased to announce the appointment of Elodie Guillaumond as Chief Financial Officer, commencing 2 February 2026.

Elodie is a highly accomplished finance executive with more than 20 years of experience across listed and private sector organisations in Australia and internationally. She has held senior leadership roles at Ampol Australia, Amart Furniture, Coles Supermarkets, and British American Tobacco, where she has delivered strategic financial leadership, transformation, and strong governance.

Her career achievements include leading a major transformation at British American Tobacco through the centralisation of the cross-Tasman finance functions in Australia and transitioning selected back-office operations to a shared services centre. At Ampol, she played a key role in delivering the Convenience Retail strategy, driving margin growth and enhancing customer experience. During her tenure at Coles, she helped shape the financial strategy underpinning the Flybuys' loyalty programs.

Michael Hill Chief Executive Officer, Jonathan Waecker, said *"Elodie's ability to deliver disciplined financial management, unlock operational efficiencies, and support sustainable margin expansion will be invaluable as we focus on building a stronger, more profitable business. Elodie's commercial acumen and collaborative approach are a strong fit for our culture and ambitions."*

Chair of the Board Rob Fyfe said *"The Board is pleased to welcome Elodie to Michael Hill. Her commercial judgement, governance depth, and enterprise mindset align with our priorities, including careful capital allocation, disciplined execution, and sustained returns. Elodie will be a key partner to Jonathan and the leadership team."*

This announcement is authorised for release by the Chair.

ENDS

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ABOUT MICHAEL HILL INTERNATIONAL LIMITED

Michael Hill was founded by Sir Michael Hill in 1979 when he opened his first jewellery store in Whangarei, New Zealand. The Group currently has 285 stores globally across Australia, New Zealand, and Canada. The Group's global headquarters, including its wholesale and manufacturing divisions, are located in Brisbane, Australia. The Company is listed on the ASX (ASX:MHJ) and the NZX (NZX:MHJ).

investor.michaelhill.com

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