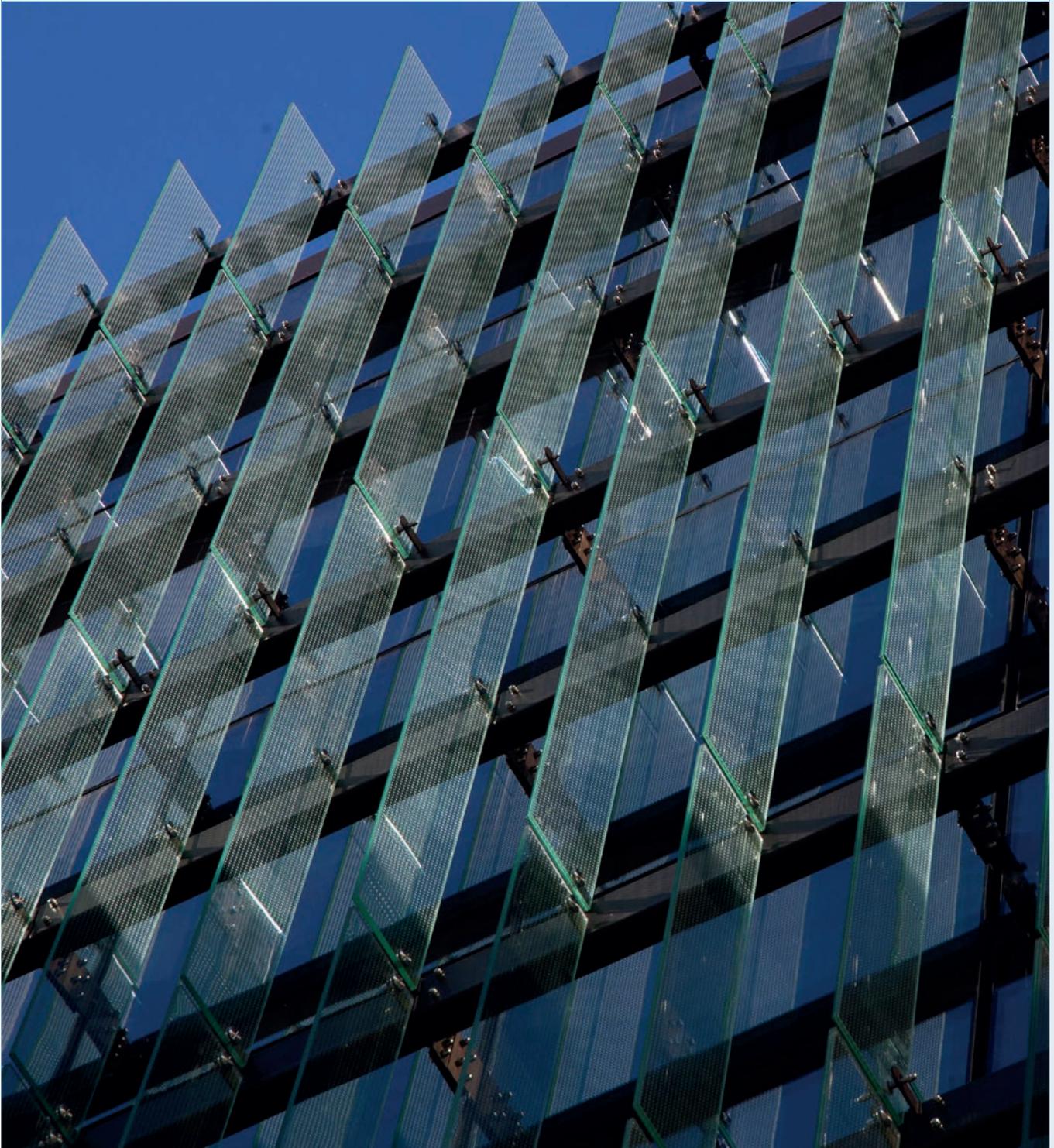


2020 CORPORATE GOVERNANCE STATEMENT



CORPORATE GOVERNANCE

Metro Performance Glass' (Metroglass, the Company) Board and Senior Leadership Team (SLT) recognise the importance of sound corporate governance and consider it core to ensuring the creation, protection and enhancement of shareholder value. Together, the Board and SLT are committed to making sure that the Company applies and adheres to practices and principles that ensure good governance and maintain the highest ethical standards to protect the interests of shareholders and all stakeholders.

Metroglass' corporate governance framework clearly sets out how the Board is accountable to the owners of the Company and how it delegates responsibilities to the Chief Executive Officer (CEO) and the SLT. This framework has been guided by the recommendations set out in the NZX Corporate Governance Code (the NZX Code) and the requirements set out in the NZX Main Board Listing Rules.

The information in this section is current as at 19 June 2020 and has been approved by the Board. Metroglass considers that, during the year to 31 March 2020 (reporting period), the Company materially complied with the NZX Code.

Metroglass' shares are also listed on the Australian Securities Exchange (ASX) with ASX Foreign Exempt Listing status. Given this status, the ASX requires the Company to comply with the NZX Main Board Listing Rules and confirm its adherence to these rules annually, and to comply with a specific subset of the ASX Listing Rules.

This corporate governance statement reflects a summary of the Company's corporate governance framework, policies and procedures and how they comply with the NZX Code. The full corporate governance framework has been approved by the Board and is available in the Investor Centre section of the Company's website at <http://www.metroglass.co.nz/investor-centre/governance/> and includes:

1. Constitution
2. Code of Ethics
3. Board Charter
4. Audit and Risk Committee Charter
5. People and Culture Committee Charter
6. Securities Trading Policy
7. Market Disclosure Policy
8. Diversity and Inclusion Policy
9. Safety and Wellbeing Policy.

NZX CODE: KEY PRINCIPLES

This section sets out Metroglass' corporate governance policies, practices and processes by reference to the NZX Code's eight key principles and supporting recommendations.

PRINCIPLE 1: CODE OF ETHICAL BEHAVIOUR

"Directors should set high standards of ethical behaviour, model this behaviour, and hold management accountable for these standards being followed throughout the organisation."

CODE OF ETHICS

Metroglass has a Code of Ethics that establishes a framework of standards by which the Directors, employees, contractors and advisors of Metroglass are expected to carry out their responsibilities. It is not an exhaustive list of acceptable behaviour; rather it facilitates decision-making that is consistent with Metroglass' values, business goals and legal and policy obligations. It requires Metroglass' employees to:

- Act honestly and with personal integrity in all actions
- Undertake proper receipt and use of corporate information, assets and property
- Adhere to procedures around confidentiality, conflicts of interest, gift giving, and whistleblowing
- Comply with all law and Metroglass policies.

The Code of Ethics also imposes a number of obligations on Directors, including requirements that they give proper attention to the matters before them; be up to date on their regulatory, legal, fiduciary and ethical obligations; undertake training; manage breaches of the Code of Ethics; and act honestly and in the best interests of the issuer, shareholders and stakeholders and as required by law.

Metroglass monitors compliance with the Code of Ethics through its management processes as well as through the whistleblowing procedures set out in the Code of Ethics and separate Whistleblower Protection Policy. The Code of Ethics was approved in July 2017.

SECURITIES TRADING POLICY

The Company's Securities Trading Policy governs trading in the Company's shares and any associated financial products (during the reporting period these were Metroglass' NZX- and ASX-listed shares).

The Policy applies to all directors, employees and contractors of Metroglass and its subsidiaries ("Metroglass Personnel"). The policy is a critical part of ensuring all Metroglass Personnel are aware of their related obligations and legal requirements, and takes into account the insider trading prohibitions in the Financial Markets Conduct Act 2013 (NZ) and the Corporations Act 2001 (Australia), and the Company's obligations under the NZX Corporate Governance Code.

CORPORATE GOVERNANCE (CONTINUED)

The Policy also sets out a set of more stringent rules which apply to Directors and certain employees of Metroglass when dealing in Metroglass Securities ("Restricted Persons"). These additional rules include the following:

- Trading in Metroglass securities is prohibited during the "blackout" periods set out in the policy (these periods occur prior to the release of the Company's half-year and full-year financial result releases to the market)
- Prior consent must be obtained before trading in Metroglass securities. This consent requires confirmation that no material information is held
- Providing confirmation following the completion of any trading in Metroglass securities.

The policy is reviewed at least every two years and was last reviewed on 26 September 2019.

PRINCIPLE 2: BOARD COMPOSITION AND PERFORMANCE

"To ensure an effective Board, there should be a balance of independence, skills, knowledge, experience and perspectives."

The Board has ultimate responsibility for the strategic direction of Metroglass and for overseeing Metroglass' management for the benefit of its shareholders.

Metroglass' Constitution provides for a minimum of four Directors and, subject to this limitation, the number of Directors to hold office shall be fixed from time to time by the Board. At least two Directors must be ordinarily residents of New Zealand and at least two must be Independent Directors. The Chair of the Board cannot be the CEO or the Chair of the Audit and Risk Committee.

The Directors bring a wide range of skills to the Board including expertise in corporate strategy, national and international business and financial management, sales, marketing, mergers and acquisitions, legal, capital markets, industry experience and corporate governance. As at 19 June 2020, the Board comprised seven Independent Directors. Director profiles and length of service are detailed on pages 14 and 15 of this report.

BOARD CHARTER

The Board operates under a written Charter, which describes the Board's authority, duties, responsibilities, composition and framework for operation. This Charter also affirms that the Board, in performing its responsibilities, should act at all times in a manner designed to create and build sustainable value for shareholders and in accordance with the duties and obligations imposed on the Board by Metroglass' Constitution and by law. The Charter is reviewed at least every two years and was last reviewed on 1 March 2019.

Management of Metroglass on a day-to-day basis is undertaken by the CEO and senior managers through a set of delegated authorities that clearly define the CEO and senior

managers' responsibilities and those retained by the Board. Metroglass' Board and CEO delegated authority policies are reviewed at least annually and were last reviewed on 28 March 2019.

The Board meets its responsibilities by receiving reports and plans from management and through its annual work programme. The Board uses committees to address issues that require detailed consideration. Committee work is undertaken by Directors; however, the Board retains ultimate responsibility for the functions of its committees and determines their responsibilities.

NOMINATION AND APPOINTMENT OF DIRECTORS:

The provisions regarding the election and retirement of Directors are contained in the Metroglass Constitution. Board succession is the responsibility of the People and Culture Committee, on behalf of the board.

Metroglass strives to ensure that the Company has the right mix of skills and experience it requires to enable it to achieve its strategic aims in a prudent and responsible manner. The Board will review its composition from time to time and will identify and evaluate suitable individuals for appointment as a Director as and when an appointment is to be made. In evaluating a candidate for appointment as a Director, the Board will consider criteria including the skill sets as being required at the time as well as the individual's experience and professional qualifications.

In considering a prospective Director, the Board also assesses the prospective Board members' ability to exercise sound business judgment, their integrity and moral reputation, any potential conflicts of interest or legal impediments to serving as a Director, and their willingness and availability to commit the time required to serve as an effective Director of the Company. The Company is assisted in arriving at these judgments with external advice and a set of comprehensive background checks.

To support the Board in its deliberations, the Directors take into account a skills matrix that sets out the mix of skills and diversity of the Directors and evaluates whether the collective skills and experience of the Directors meet Metroglass' requirements both now and into the future.

New Directors provide the Company with a written consent to act as a Director and receive a formal Letter of Appointment that sets out the Terms and Conditions of Appointment and Remuneration Schedule. It also sets out the expectations of the Company, the Director's duties, responsibilities and powers, insurance and indemnity arrangements, and rights of access to information.

All new Board members are also provided with an extensive briefing on the Company and industry-related matters within a thorough induction process.

CORPORATE GOVERNANCE (CONTINUED)

SELECTION OF CHAIR:

The Metroglass Constitution provides that the Directors may elect a Chairperson of the Company and also determine the period for which the Chairperson is to hold office. Peter Griffiths is an Independent Director and is currently the appointed Chairperson.

RETIREMENT AND RE-ELECTION:

The Company's Constitution and NZX Main Board Listing Rules require a newly appointed Director to stand for election at the next Annual Shareholders' Meeting (ASM).

Angela Bull and Peter Griffiths (having retired by rotation) were elected as Directors of Metro Performance Glass Limited at the Company's ASM on 26 July 2019. Mark Eglinton and Graham Stuart (both appointed by the Board after the 2019 ASM) will each stand for election at the Company's 2020 ASM.

As announced on 22 November 2019, Gordon Buswell resigned as a director with effect from 31 December 2019 and Bill Roest will retire prior to the company's 2020 shareholders meeting which will return the total number of Company directors to six.

DIRECTOR INDEPENDENCE:

Directors are considered to be independent if they are non-executive and do not have an interest or relationship that could or could be perceived to unreasonably influence their decisions relating to the Company or interfere with their ability to act in the Company's best interests. An individual being appointed as an Independent Director must be independent according to NZX definitions and not have any disqualifying relationships as defined in the Board Charter.

The Board will review any determination it makes as to a Director's independence on becoming aware of any information that may have an impact on the independence of the Director. For this purpose, Directors are required to ensure that they immediately advise the Board of any relevant new or changed relationships to enable the Board to consider and determine the materiality of these relationships.

As at 19 June 2020, all seven Directors are considered by the Board to be Independent Directors in accordance with the NZX Main Board Listing Rules. Information in respect of each Director's ownership interests are detailed on page 85 of this report. Metroglass Directors are not formally required to own Metroglass shares but are encouraged to do so.

DIRECTOR TRAINING:

The Company encourages Directors to continue to develop their knowledge and skills as a Director. With the prior approval from the Chair, Directors may attend appropriate courses or seminars for continuing education at the Company's cost.

BOARD, DIRECTOR AND COMMITTEE EVALUATION:

In accordance with the Board and Committee Charters, the Board annually reviews its performance, policies and practices.

It also reviews annually the performance of each Director and Board committees. These reviews are carried out both formally and informally.

The last full Board performance review was completed in May 2019 with the assistance of governance services firm Propero Consulting. The Audit and Risk Committee was last reviewed in February 2020 and the People and Culture Committee was last reviewed in June 2020.

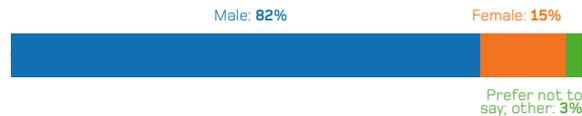
DIVERSITY AND INCLUSION:

Metroglass and its Board believe that an equal opportunity workplace in which differences in gender, age, ethnicity, nationality, religion, sexual orientation, physical ability, marital status, experience and perspective are well represented, results in a competitive advantage and helps the Company to better connect with its diverse set of customers and other stakeholders.

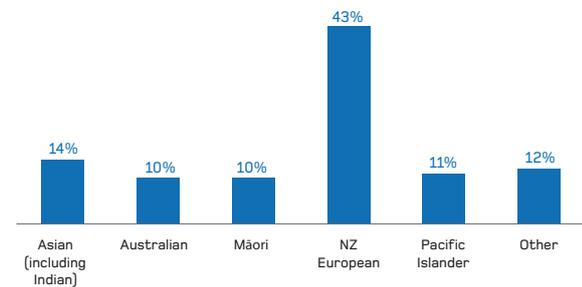
The Company believes that an ability to attract and retain a diverse and inclusive workforce broadens the recruitment pool of high-calibre candidates, enhances innovation and improves business performance. A copy of the Company's Diversity and Inclusion Policy is available in the Corporate Governance section of the Company's website.

How is our workforce made up?

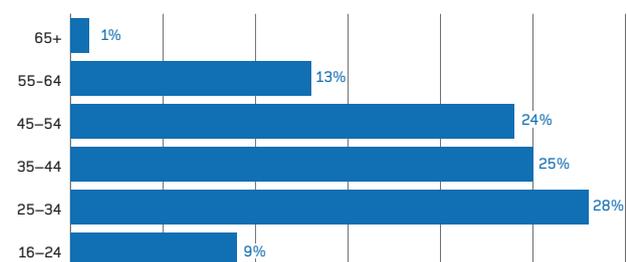
GENDER



ETHNICITY



AGE



CORPORATE GOVERNANCE (CONTINUED)

As at 31 March 2020 (and 31 March 2019 for the prior comparative period), the mix of gender among the Company's Board and SLT and Board were:

31 March 2020	Female	Male	Total	% Female
Board	1	5	6	17%
Senior Leadership Team	3	5	8	38%

31 March 2019	Female	Male	Total	% Female
Board	1	5	6	17%
Senior Leadership Team	3	5	8	38%

Metroglass is committed to providing an inclusive and diverse environment throughout the Company. The Company's current Diversity and Inclusion objectives are:

- Ensure that Metroglass' workforce reflects the diversity of its stakeholder community
- Increase the understanding and acceptance of difference
- Fair and consistent reward and recognition
- Ensure female candidates are identified for all Board and senior management vacancies

In 2019 the Board approved three strategic initiatives to advance the Company's diversity objectives in the 2020 financial year. The table below details these initiatives and Metroglass' progress against them.

INITIATIVE	PROGRESS MADE
Continue to strive to ensure strong female candidates are identified in the recruitment process for all Board and senior management roles.	13% of the Board and senior management roles recruited for in the past financial year had a successful female candidate (2019: 11%) and 38% had at least one short listed female candidate who was interviewed (2019: 17%).
Provide diversity and inclusiveness training in line with the programme developed with Diversity Works.	The Company took both the Senior Leadership and HR teams through an unconscious bias workshop run by Diversity Works. All senior managers completed a Diversity of Thought scorecard to understand the potential for diverse thinking. A workshop has been planned to explore this further and identify opportunities for improvement.
Agree a work program to make the Company a more inclusive and diverse business.	As stated above, we have surveyed our senior managers around their diversity of thought and intend to run a workshop with our senior managers in the next financial year.

The Company initiatives for the 2021 financial year are to:

1. Develop a workplace flexibility policy
2. Continue to focus on increasing the number of females we have across all levels of the business
3. Understand our current gender pay parity

CORPORATE GOVERNANCE (CONTINUED)

PRINCIPLE 3: BOARD COMMITTEES

"The Board should use committees where this will enhance its effectiveness in key areas, while still retaining Board responsibility."

In the year to 31 March 2020, the Board had two standing committees, being the Audit and Risk Committee and People and Culture Committee.

BOARD AND COMMITTEE COMPOSITION AND ATTENDANCE 12 MONTHS TO 31 MARCH 2020

	Board meetings attended	Audit and Risk Committee meetings attended	People and Culture Committee meetings attended	Appointed/ Resigned
Meetings held	12	7	6	
SITTING DIRECTORS				
Peter Griffiths	12/12 (c)	7/7		Appointed: 02/09/16
Angela Bull	12/12		6/6 (c)	Appointed: 05/05/17
Russell Chenu	12/12	7/7		Appointed: 05/07/14
Mark Eglinton	0/0			Appointed: 01/04/20
Rhys Jones	12/12		6/6	Appointed: 01/04/18
Willem (Bill) Roest	12/12	7/7 (c)		Appointed: 05/07/14
Graham Stuart	3/3			Appointed: 01/12/19
PAST DIRECTORS				
Gordon Buswell	8/9		5/6	Appointed: 07/10/15 Resigned: 31/12/19

^(c) indicates Chair.

The Board periodically reviews the need for additional committees. Each committee operates under charters approved by the Board, and any recommendation committee members make are directed to the Board. They do not make decisions on behalf of the Company in their own right.

The Board's committees and their members as at 19 June 2020 were:

- Audit and Risk Committee: Bill Roest (Chair), Russell Chenu and Graham Stuart; and
- People and Culture Committee: Angela Bull (Chair), Mark Eglinton and Rhys Jones.

AUDIT AND RISK COMMITTEE:

The Audit and Risk Committee is responsible for overseeing the risk management framework (including treasury and financing policies), treasury, insurance, accounting and audit activities of Metroglass. It reviews the adequacy and effectiveness of internal controls, meets with, and reviews the performance of external auditors, oversees internal audit matters, reviews the consolidated financial statements, and makes recommendations on financial and accounting policies.

Members of the Audit and Risk Committee are appointed by the Board and comprise a minimum of three members who are each non-executive Directors of Metroglass. A majority of members must be Independent Directors and at least one Director must have an accounting or financial background.

Employees of Metroglass only attend meetings of the Audit and Risk Committee at the invitation of the committee. The Audit and Risk Committee Charter is reviewed at least every two years and was last reviewed on 28 February 2019.

CORPORATE GOVERNANCE (CONTINUED)

PEOPLE AND CULTURE COMMITTEE:

The People and Culture Committee's mandate is to assist the Board in ensuring the elements of people, organisation and culture support the Company's strategy and business plan.

The committee achieves its goals by reviewing and considering: the capability of the organisation at senior levels and in any identified key roles; the remuneration strategy required to secure the desired level of organisational capability; the nominations process for the appointment and succession planning of the CEO and the Board; and Company policies that relate to people.

The People and Culture Committee is comprised of at least two, and not more than four, Independent Directors. Employees of Metroglass only attend meetings at the invitation of the committee. The People and Culture Committee Charter is reviewed at least every two years and was last approved by the Board on 23 May 2018.

TAKEOVER PROTOCOL

Metroglass has put in place protocols for the Board to follow in the event of a takeover offer for the Company. The protocols were adopted on 24 August 2017.

PRINCIPLE 4: REPORTING AND DISCLOSURE

"The Board should demand integrity in financial and non-financial reporting, and in the timeliness and balance of corporate disclosures."

Metroglass is committed to providing financial reporting that is balanced, clear and objective and informs shareholders (both current and prospective) and market participants of all information that might have a material effect on the price of its traded financial products.

The quality, integrity and timeliness of external reporting and the Company's compliance with the disclosure and reporting obligations imposed under the Listing Rules of NZX, ASX, the Companies Act and other relevant legislation are overseen by the Audit and Risk Committee.

The Company's full-year statements, which have been prepared in accordance with the relevant financial standards, are set out from pages 20 to 62 of this Annual Report.

MARKET DISCLOSURE POLICY

The Board has adopted a Market Disclosure Policy, available in the Corporate Governance section of the Company's website, which sets out how the Company will comply with its disclosure and reporting obligations.

Metroglass is committed to ensuring the timely disclosure of material information about the Metroglass Group and to making sure that the Company complies with NZX Main Board Listing Rules. The Board of directors is ultimately responsible for ensuring Metroglass complies with the Market Disclosure Policy and continuous disclosure obligations. The Board has established a Disclosure Committee to achieve this. The Board also considers at each Board meeting whether any information discussed at the meeting requires disclosure.

The policy is reviewed at least every two years and was last reviewed on 22 May 2019.

CHARTERS AND POLICIES

The key corporate governance documents referred to in this section, including policies and charters, are available in the Investor Centre section of the Company's website at: <http://www.metroglass.co.nz/investor-centre/governance/>.

NON-FINANCIAL REPORTING

Metroglass provides non-financial disclosures on matters including strategic and operational priorities for the year, risk management, safety and wellbeing, and diversity and inclusion.

At this time, the Company does not report under a recognised environmental, social and governance (ESG) framework, but aims to provide non-financial information that would be useful to its stakeholders. Metroglass monitors a set of data relating to the Company's environmental impact and is continuing to work on better understanding the material ESG issues for the Company and the importance that both the business and external stakeholders place on them.

PRINCIPLE 5: REMUNERATION

"The remuneration of directors and executives should be transparent, fair and reasonable."

The Metroglass Board believes its practices ensure fair and reasonable remuneration. The Company's remuneration policies are aimed at ensuring that the remuneration of Directors and all staff properly reflects each person's accountabilities, duties, responsibilities and their level of performance. They are also aimed at making sure that remuneration is competitive in attracting, motivating and retaining staff of the highest calibre.

The Board's People and Culture Committee has a formal Charter. Its membership and role are set out under Principle 3 above.

The Company's remuneration policies and disclosures are covered in the Remuneration section on pages 76 to 79 of this Annual Report.

CORPORATE GOVERNANCE (CONTINUED)

PRINCIPLE 6: RISK MANAGEMENT

"Directors should have a sound understanding of the material risks faced by the issuer and how to manage them. The Board should regularly verify that the issuer has appropriate processes that identify and manage potential and material risks."

The identification and effective management of the Company's risks is a priority of the Board. It is responsible for:

- Identifying the principal risks of Metroglass' business;
- Reviewing and ratifying Metroglass' systems of internal compliance and control, risk management and legal compliance, to determine the integrity and effectiveness of those systems; and
- Approving and monitoring internal and external financial and other reporting, including reporting to shareholders, the NZX, the ASX and other stakeholders.

The Board has established an Audit and Risk Committee responsible for ensuring that effective risk management systems and internal controls are in place, including reviewing material risk exposures and the steps management has taken to monitor, control and report such exposures.

The Board has made the CEO accountable for all operational and compliance risks across the Group including health and safety (see below). The Chief Financial Officer (CFO) has management accountability for the implementation of the risk framework across all the Company's businesses.

As part of its risk management framework Metroglass continually assesses risks against all relevant areas of material business risk. Metroglass' main risks and mitigation plans are reviewed every six months by the Audit and Risk Committee.

HEALTH AND SAFETY

The health and safety of the Company's staff, contractors and customers is of paramount concern to the Board. Accordingly, all regular Board meetings and risk reviews specifically look at health and safety matters. The Company maintains a Health and Safety risk register for both New Zealand and Australia, which is reviewed at least annually.

In view of the customer, manufacturing and glazing focus of the business, and the nature of the Company's products, key risks are strains, sprains and lacerations resulting from the manual aspect of its work processes. Metroglass mitigates these risks by automating activities or providing mechanical assistance where possible, mandating the use of appropriate personal protective equipment and by training staff and contractors in correct manual handling practices.

The safety and wellbeing of our people is always at the centre of our people initiatives. Metroglass believes that all injuries are preventable and that its people should get home safe every day. Our safety statistics show we still need to improve in this

area, with the number of incidents remaining at a similar level to the prior two years, with the LTIFR also continuing to increase.

The company's safety programme and systems are evolving and maturing, and we are continuing to put considerable effort into supporting our teams with improved safety equipment, refreshed policies, practices and training. During the past financial year, the Company has placed strong emphasis on ensuring the correct reporting and recording of incidents, and that all events are thoroughly investigated, and learnings communicated to prevent recurrence. We also installed a significant number of additional lifting cranes in our plants which has meaningfully reduced the need for manual lifting of heavy products going forward.

All of the Company's New Zealand properties are certified under the Accident Compensation Corporation (ACC) Partnership Programme at a tertiary level. Each of the seven major manufacturing facilities across New Zealand and Australia are supported by a Safety Manager.

Group health and safety performance

	FY20	FY19	FY18
LTIFR	19.4 (44 Incidents)	16.0 (28 Incidents)	8.2 (19 Incidents)
TRIFR	40.2 (91 Incidents)	51.8 (91 Incidents)	39.7 (92 incidents)

Notes:

- Lost-Time Injury Frequency Rate (LTIFR) is measured by calculating the number of injuries resulting in at least one full work day lost per million hours worked; and
- Total Reportable Incident Frequency Rate (TRIFR) is measured by calculating the number of medical treatment cases and lost-time injuries per million hours worked.
- The FY19 and FY18 LTIFR and TRIFR metrics have been restated in this annual report to reflect a narrower definition of hours worked.

PRINCIPLE 7: AUDITORS

"The Board should ensure the quality and independence of the external audit process."

The Metroglass Audit and Risk Management Committee is charged with overseeing all aspects of the external and internal audit of the Company. It does not take decisions on behalf of the Board. However, it has delegated responsibility for:

EXTERNAL AUDIT

- Recommending the appointment and removal of the auditors;
- Recommending audit fees;
- Reviewing auditor independence and performance;
- Reviewing and monitoring audit service delivery;

CORPORATE GOVERNANCE (CONTINUED)

- Ensuring the ability of the external auditors to carry out their statutory audit role and their independence is not impaired, or could reasonably be perceived to be impaired; and
- Serving as the primary contact point for auditors in relation to any problems, reservations or issues arising from the audit and referring matters of a material or serious nature to the Board.

INTERNAL AUDIT

- Recommending internal audit assignments; and
- Monitoring and reviewing the internal auditing practices;

The Company does not have a standalone internal audit function. External advisors are employed to evaluate and improve the effectiveness of the Company's risk management and internal processes. Progress and results on these projects are reported regularly to the Audit and Risk Committee or the Board.

The Audit and Risk Committee is authorised by the Board, at Metroglass' expense, to obtain such outside legal or other independent information and advice including market surveys and reports, and to consult with such management consultants and other outside advisors as it views necessary to carry out its responsibilities.

The Audit and Risk Committee meets at least three times each year and has direct access to Metroglass' external and internal auditors and senior management. On at least one occasion each year, the Audit and Risk Committee meets with the external auditors without management present.

ANNUAL SHAREHOLDERS' MEETING

Shareholders have the opportunity to ask questions of the Board and of the external auditors, who attend the Annual Shareholders' Meeting. The external auditors are available to answer questions from shareholders in relation to the conduct of the audit, the independent audit report and the accounting policies adopted by Metroglass.

PRINCIPLE 8: SHAREHOLDER RIGHTS AND RELATIONS

"The Board should respect the rights of shareholders and foster constructive relationships with shareholders that encourage them to engage with the issuer."

Metroglass endeavours to keep its shareholders informed of important developments concerning the Company and encourages them to follow its announcements. Metroglass believes that effective engagement with investors will benefit both the Company and investors.

In the 2020 financial year, Metroglass communicated with its shareholders using the following means:

- Periodic market announcements, which are released first to NZX and ASX
- Periodic investor briefings or site tours, the materials for which are also released first to NZX and ASX (if the materials are different to that previously released to the NZX and ASX)
- The Annual and Interim Reports
- The Annual Shareholders' Meeting and the Notice of Meeting
- The Company's corporate website.

The Company's Chair, CEO, CFO and Investor Relations Officer currently lead engagement with shareholders and, in line with Metroglass' market disclosure policy, aim to be responsive, to provide clear, accurate and timely disclosures, and to provide meaningful insight into the Company and the industry.

ELECTRONIC COMMUNICATIONS:

Shareholders are encouraged to receive communications from, and send communications to, the Company and its security registry electronically. The shareholder contact point at the Company is: glass@metroglass.co.nz.

ANNUAL REPORT

Metroglass' Annual Report and Interim Reports are all available on the Company's website at: <http://www.metroglass.co.nz/investor-centre/annual-interim-reports>. Shareholders can elect to receive a printed copy of these reports by contacting the Company's share registrar, Link Market Services. Any shareholder who does request a hard copy of the Metroglass Annual Report will be sent one in the regular post.

SHAREHOLDER VOTING RIGHTS

In accordance with the Companies Act 1993, Metroglass' Constitution and the NZX Main Board Listing Rules, the Company refers major decisions which may change the nature of the Company to shareholders for approval.

Metroglass conducts voting at its shareholder meetings by way of a poll and on the basis of one share, one vote. Further information on shareholder voting rights is set out in Metroglass' Constitution.

NOTICE OF ANNUAL MEETING

Metroglass' previous annual meeting was held on 26 July 2019. The notice of the meeting was released to the market on 20 June 2019. Minutes of the meeting are available on the Company's website at: <https://www.metroglass.co.nz/investor-centre/annual-shareholders-meeting/>.

The 2020 Annual Shareholders' Meeting is expected to be held on 21 August 2020 in Auckland. The time and place will be provided by notice to all shareholders nearer to that date.

REMUNERATION REPORT

All remuneration packages are reviewed at least annually, taking into account individual and Company performance, market movements and independent advice. The objective of the Company's Remuneration Policy is to ensure that the remuneration of Directors and all staff properly reflects each person's accountabilities, duties, responsibilities and their level of performance, to ensure that remuneration is competitive in attracting, motivating and retaining staff of the highest calibre.

DIRECTOR REMUNERATION:

The Company distinguishes the structure of non-executive Directors' remuneration from that of executive Directors. Non-executive Directors are paid a fixed fee in accordance with the determination of the Board. The total amount of remuneration and other benefits received by each Director during the year ended 31 March 2020 is set out below.

Director	Responsibilities	2020 Directors' Fees
STANDING DIRECTORS		
Peter Griffiths	Chair of the Board	\$160,000
Angela Bull	Director, Chair of the People and Culture Committee	\$85,000
Russell Chenu	Director, Member of the Audit and Risk Committee	\$90,000
Mark Eglinton	Director, Member of the People and Culture Committee	Nil*
Rhys Jones	Director, Member of the People and Culture Committee	\$85,000
Willem (Bill) Roest	Director, Chair of the Audit and Risk Committee	\$100,000
Graham Stuart	Director, Member of the Audit and Risk Committee	\$26,667**
PAST DIRECTORS		
Gordon Buswell	Director, Member of the People and Culture Committee	\$63,750***
Total		\$610,417

* Mark Eglinton was appointed to the Board and as a member of the People and Culture Committee with effect from 1 April 2020.

** Graham Stuart was appointed to the Board with effect from 1 December 2019, and as a member of the Audit and Risk Committee from 1 April 2020.

*** Gordon Buswell resigned from the Board with effect from 31 December 2019.

The Chair of the Board receives \$160,000 per annum (with no additional committee fees paid) and the non-executive Directors receive \$80,000 per annum. The Chair of the Audit and Risk Committee receives an additional \$20,000 per annum and other members of the Audit and Risk Committee receive an additional \$10,000 per annum. The Chair and members of the People and Culture Committee receive an additional \$5,000 per annum. Directors may also seek the Board's approval for special remuneration should the specific circumstances justify this (2020: Nil). The Company currently has no executive Directors on the Board.

The Board reviews its fees on a periodic basis. The maximum aggregate amount of remuneration payable by Metroglass to the non-executive Directors (in their capacity as Directors) is set at \$614,000. This fee pool was last changed in May 2017 when it was increased from \$600,000 to \$614,000 following the appointment of an additional director in accordance with the NZX Listing Rules in place at that time.

Directors' fees exclude GST, where appropriate. No retirement or termination benefits are paid to non-executive Directors; however, Directors are entitled to be refunded for reasonable travel and other expenses incurred by them in connection with their attendance at Board or Shareholder meetings, or otherwise in connection with the Metroglass Group's business. The Company does not offer an equity-based remuneration scheme for Directors. The Board considers that Director and executive remuneration is appropriate and is not excessive.

Directors and Officers also have the benefit of Directors and Officers' liability insurance. This covers risks normally included in such policies arising out of acts or omissions of Directors and employees in their capacity as such. The insurance cover is supplemented by the provision of Director and Officer indemnities from the Company but this does not extend to criminal acts.

REMUNERATION REPORT (CONTINUED)

Executive Remuneration:

The remuneration of members of senior management (CEO, SLT and certain direct reports) is designed to promote a higher-performance culture, to secure the participant's retention in Metroglass and to reward performance that underpins the achievement of Metroglass' business strategy and long-term shareholder wealth creation.

The Board is assisted in delivering its responsibilities and objectives for executive remuneration by the People and Culture Committee. The role and membership of this committee is set out under Principle 2 in the Statement of Corporate Governance.

The CEO's performance is reviewed annually by the Board. The CEO reviews the performance of the SLT and makes recommendations to the Board for approval in relation to the team's remuneration and achievement of key performance indicators (KPIs).

The Board completed a full review of the compensation structures of the CEO and senior management in 2015. The resulting remuneration structure is made up of three elements:

- A fixed base salary
- A discretionary short-term incentive (STI)
- A long-term incentive (LTI).

Short-term incentives:

Short-term incentives (STI) are at-risk payments designed to motivate and reward for performance, typically within that particular financial year. The target value of an STI payment is set annually, usually as a percentage of the participant's base salary. For the 2020 financial year, the relevant percentages varied from 10% to 50%.

The STI plans relate to achievement of annual performance metrics which aim to align executives to a shared set of KPIs based on business priorities for the next 12 months and that participants are able to influence. Target measurements are set on either a regional or a national basis depending on the participant's position and role.

In the 2020 financial year, the target areas were consistent in New Zealand and Australia, and are outlined below:

Target	Weighting	FY20 Result: NZ	FY20 Result: Australia
Earnings before interest, tax and amortisation (EBITA) performance	70%	Achieved in 1 of 3 regions, not achieved at the national level	Achieved in 1 of 3 regions, not achieved at the national level
Net Trading Cashflow	30%	Not achieved	Not achieved

The payable rewards for each STI KPI target are determined by the level of performance achieved and are calculated on a linear scale increasing from the 'Minimum performance target' and receiving 80% of the specified reward, up to the 'Maximum performance target' and receiving 150% of the specified reward. The maximum performance levels allow employees to be rewarded for performance above target levels.

The Board retains discretion on the payment of STI awards and will consider additional factors. For example, STI payments may be withheld if there was a death or permanent material disability of any worker (exceptions may be made for a motor accident and acts of God as beyond management control).

Long-term incentives

The Company's LTI plan for the 2020 financial year was announced on the 27 June 2019. The LTI plan is made up of both performance share rights and share options. The LTI is designed to secure those employees' retention in Metroglass and to reward performance that underpins the achievement of Metroglass' business strategy and long-term shareholder wealth creation. The key features of the 20120 LTI plan are as follows:

- Participants will be offered an annual award of a specified number of both performance rights and share options in Metroglass (in accordance with the LTI rules)
- The performance rights will enable participants to acquire shares in Metroglass with no consideration payable, subject to Metroglass achieving set performance hurdles and meeting certain vesting conditions
- The share options enable participants to acquire shares in Metroglass at a specified exercise price, subject to Metroglass achieving set performance hurdles and meeting certain vesting conditions.

A total of 6,764,101 share options and 2,290,698 performance share rights remain outstanding pursuant to the 2017, 2018, 2019 and 2020 LTI plans as at 19 June 2020.

2017 NZ Employee Share Purchase Scheme (Scheme)

On 21 February 2017, Metroglass launched an employee share purchase scheme for New Zealand-based employees. This scheme enabled participants to purchase either \$1,000 or \$2,000 worth of Metroglass shares at a 50% discount to market value. Shares are held in trust on behalf of the participants for a minimum three-year holding period. In aggregate, 348,086 shares were issued under this scheme on 21 February 2017 at an issue price of \$1.54. This scheme vested in February 2020 and has now been closed.

Metroglass intends to launch a new employee share scheme during the 2021 financial year.

REMUNERATION REPORT (CONTINUED)

Chief Executive Officer's Remuneration:

Metroglass' CEO Simon Mander joined the Company on 19 November 2018. The former CEO departed on 31 March 2018.

Fixed CEO remuneration for the past three financial years (12 months to 31 March)

FIXED REMUNERATION				
Financial year	CEO	Salary	Other benefits**	Total fixed remuneration
FY20	Current	\$650,000	\$25,682	\$675,682
FY19	Current	\$214,166*	\$8,173	\$222,339
FY18	Former	\$550,000	\$20,385	\$570,385
FY17	Former	\$500,000	\$18,555	\$518,555

* Pro-rated for a partial year.

** Other benefits include medical insurance and KiwiSaver.

Description of Chief Executive Officer's remuneration for performance for the year ended 31 March 2020

Plan	Description	Performance measures	Percentage of maximum awarded
STI	Set at 50% of fixed remuneration for FY20 on-plan performance, up to a maximum of 1.5 times (equal to 75% of fixed remuneration), where the highest levels of STI targets are achieved. Any payment is pro-rated for months of service.	70%: EBITA performance 30%: Net Trading Cashflow performance	Nil
LTI	Issued 23 May 2019. The first vesting date is 6 June 2022 and no instruments have yet had the chance to vest.	50% share options require Metro Glass' Total Shareholder Return (TSR) must exceed a compound annual pre-tax rate that is 1% above the companies cost of equity 50% performance share rights measured against NSX 50 group TSR hurdle	N/A N/A

PAY FOR PERFORMANCE – SHORT-TERM INCENTIVES

Financial year of STI payment	CEO	Relevant performance period	% STI awarded against maximum	STI paid
FY21	Current	FY20	0%	\$0
FY20	Current	FY19	59%	\$96,364*
FY19	Former	FY18	0%	\$0**
FY18	Former	FY17	10%	\$28,563
FY17	Former	FY16	67%	\$201,062

* Prorated for 4 months out of 12 following the CEO joining in November 2018.

** A separate one-off incentive payment was awarded to the departing CEO in the 2019 financial year as described in detail in the 2018 Annual Report.

REMUNERATION REPORT (CONTINUED)

PAY FOR PERFORMANCE – LONG-TERM INCENTIVES

	CEO	LTI (initial grant values)*	% LTI vested against maximum	Span of LTI performance periods
FY20	Current	162,500	n/a	07/06/19 – 06/06/22
FY19	Current	Nil	n/a	n/a
FY18	Former	125,000	Nil**	08/06/17 – 08/06/20
FY17	Former	125,000	Nil**	10/06/16 – 10/06/19
FY16	Former	125,000	Nil	07/12/15 – 07/12/17

* These are LTI grant values (not payments), which require relevant hurdles to be met over specific performance periods. Performance with regard to the FY20 LTI scheme will be tested in the FY23 year.

** These holdings were cancelled when the former CEO left the Company (the three-year holding hurdle was not met).

Employees Remuneration:

The number of employees or former employees (including employees holding office as Directors of subsidiaries) who received remuneration and other benefits in their capacity as employees, the value of which was at or in excess of \$100,000 and was paid to those employees during the financial year ended 31 March 2020, is specified in the table below.

The remuneration figures shown in the "Remuneration" column include all monetary payments actually paid during the course of the 2020 financial year. This includes salary, STI payments that were paid during the year, and the value of performance share rights and share options (LTI) expensed during the financial year. Remuneration shown below includes settlement payments and payments in lieu of notice with respect to certain employees upon their departure from the Company, but does not include any amounts paid post 31 March 2020 that relate to the year ended 31 March 2020.

Remuneration	Number of employees	Remuneration	Number of employees
100,000 – 110,000	50	220,000 – 230,000	1
110,000 – 120,000	28	230,000 – 240,000	1
120,000 – 130,000	23	240,000 – 250,000	2
130,000 – 140,000	12	250,000 – 260,000	1
140,000 – 150,000	9	270,000 – 280,000	2
150,000 – 160,000	7	290,000 – 300,000	2
160,000 – 170,000	4	300,000 – 310,000	1
170,000 – 180,000	5	360,000 – 370,000	2
180,000 – 190,000	4	400,000 – 410,000	1
190,000 – 200,000	6	480,000 – 490,000	1
200,000 – 210,000	2	790,000 – 800,000	1
210,000 – 220,000	1		

STATUTORY INFORMATION

SECURITIES EXCHANGE LISTING

Metroglass' shares are listed on the New Zealand Securities Exchange (NZX) and Australian Stock Exchange (ASX).

Shares on issue as at 1 May 2020:

Register	Security	Holders	Units
New Zealand	MPG (NZX)	3,135	183,907,237
Australia	MPP (ASX)	115	1,470,849
Total	MPG (Dual)	3,250	185,378,086

Securities issued, and still outstanding, under the 2016 – 2020 long term incentive plans as at 1 May 2020:

Long-Term Incentive Scheme	Underlying Security	Holders	Units
2016 Performance Share Rights	MPG (NZX)	–	–
2016 Share Options	MPG (NZX)	–	–
2017 Performance Share Rights	MPG (NZX)	12	127,950
2017 Share Options	MPG (NZX)	12	532,266
2018 Performance Share Rights	MPG (NZX)	29	202,180
2018 Share Options	MPG (NZX)	29	808,723
2019 Performance Share Rights	MPG (NZX)	24	374,275
2019 Share Options	MPG (NZX)	24	1,193,009
2020 Performance Share Rights	MPG (NZX)	33	1,586,293
2020 Share Options	MPG (NZX)	33	4,230,103

STATUTORY INFORMATION (CONTINUED)

TOP 20 SHAREHOLDERS

Metroglass' top 20 registered shareholders as at 1 May 2020 were as follows:

Rank	Investor Name	Shares at 1 May 2020	% Shares
1	HSBC Nominees (New Zealand) Limited ¹	30,532,431	16.47%
2	Masfen Securities Limited	23,548,361	12.70%
3	Accident Compensation Corporation ¹	12,791,202	6.90%
4	Benjamin James Renshaw	5,386,260	2.91%
5	Takutai Limited	4,222,459	2.28%
6	Nigel James Rigby	2,478,548	1.34%
7	FNZ Custodians Limited	2,255,135	1.22%
8	New Zealand Superannuation Fund Nominees Limited ¹	2,031,840	1.10%
9	Cogent Nominees Limited ¹	1,774,710	0.96%
10	Citibank Nominees (NZ) Ltd ¹	1,562,075	0.84%
11	Grant James Houseman	1,517,457	0.82%
12	Cogent Nominees (NZ) Limited ¹	1,466,932	0.79%
13	Private Nominees Limited ¹	1,396,045	0.75%
14	FNZ Custodians Limited	1,391,684	0.75%
15	New Zealand Depository Nominee	1,380,530	0.74%
16	Philip George Lennon	1,345,767	0.73%
17	Kevin John Summersby	1,250,000	0.67%
18	Ryca Investments Limited	1,200,000	0.65%
19	JPMorgan Chase Bank ¹	1,171,154	0.63%
20	Trevor John Logan	1,160,000	0.63%
Totals: Top 20 registered holders of ordinary shares		99,862,590	53.87%
Totals: Remaining holders' balance		85,515,496	46.13%

¹ Held through New Zealand Central Securities Depository Limited (NZCSD). NZCSD provides a custodial depository service which allows electronic trading of securities by its members and does not have a beneficial interest in these shares. As at 1 May 2020, a total of 52,726,389 Metroglass shares (or 28.44% of the ordinary shares on issue) were held through NZCSD.

SUBSTANTIAL SHAREHOLDERS

According to the records kept by the company under the Financial Markets Conduct Act 2013 the following were substantial holders in the company as at 1 May 2020. Shareholders are required to disclose their holdings to Metroglass and to its share registrar by giving a 'Substantial Shareholder Notice' when:

- They begin to have a substantial shareholding (5% or more of Metroglass' shares)
- There is a subsequent movement of 1% or more in a substantial holding, or if they cease to have a substantial holding
- There is any change in the nature or interest in a substantial holding.

Investor name	Number of shares as at 1 May 2020	%	Date of most recent notice
Masfen Securities Limited	23,548,361	12.70%	17/02/20
Bain Capital Credit, LP	20,475,000	11.05%	30/11/18
Accident Compensation Corporation	12,791,202	6.90%	25/03/19

STATUTORY INFORMATION (CONTINUED)

The following shareholders ceased to be substantial shareholders during the period 2 May 2019 to 1 May 2020: Investment Services Group Limited (inclusive of Devon Funds Management) on 20 April 2020; Schroder Investment Management (Australia) Limited on 19 February 2020; National Australia Bank Limited on 6 November 2019.

DISTRIBUTION OF SHAREHOLDERS

As at 1 May 2020:

Range	Number of holders	%	Number of shares	%
1 – 1,000	247	7.60	172,372	0.09
1,001 – 5,000	1,064	32.74	3,047,043	1.64
5,001 – 10,000	625	19.23	5,079,257	2.74
10,001 – 50,000	983	30.25	23,789,931	12.83
50,001 – 100,000	165	5.08	12,143,829	6.55
Greater than 100,000	166	5.11	141,145,654	76.14
Total	3,250	100.00%	185,378,086	100.00%

VOTING RIGHTS

Section 15 of the company's constitution states that a shareholder may vote at any meeting of shareholders in person or through a representative. Metroglass conducts voting by way of a polls, using this method every shareholder present (or through their representative) has one vote per fully-paid up share they hold. Unless the board determines otherwise, shareholders may not exercise the right to vote at a meeting by casting postal votes. More detail on voting can be found in Metroglass' constitution available on the company's website at: www.metroglass.co.nz/investor-centre/governance/.

TRADING STATISTICS

Metroglass is listed on both the NZX and ASX. The trading ranges for the period 1 April 2019 to 31 March 2020 are as follows:

	NZX (NZD)	ASX (AUD)
Minimum:	\$0.15 (23/03/20)	\$0.25 (20/01/20)
Maximum:	\$0.465 (24/05/19)	\$0.42 (12/04/19)
Range:	\$0.15 – \$0.465	\$0.25 – \$0.42
Total shares traded	59,288,658	780,548¹

¹ Trading in Metroglass shares on the ASX is less liquid than it is on the NZX. The final date on which shares were traded on the ASX during the 12 months to 31 March 2020 was 19 February 2020.

STATUTORY INFORMATION (CONTINUED)

DIVIDEND POLICY

Dividends and other distributions with respect to the shares are only made at the discretion of the board of Metroglass. Any dividend can only be declared by the board if the requirements of the Companies Act 1993 are also satisfied. The board's decision to declare a dividend (and to determine the quantum of the dividend) for shareholders in any financial year will depend on, among other things:

- All statutory or regulatory requirements
- The financial performance of Metro Performance Glass
- One-off or non-recurring events
- Metroglass' capital expenditure requirements
- The availability of imputation credits
- Prevailing business and economic conditions
- The outlook for all of the above
- Any other factors deemed relevant by the board

On 26 November 2018, the company announced its intention to prioritise debt reduction, and that it was targeting a lower leverage ratio for the Group (as measured by net debt to rolling 12-month EBITDA) of approximately 1.5 times. At 31 March 2019, this ratio was 1.9 times. No dividends have been declared in respect of the 2020 financial year.

NZX AND ASX WAIVERS

Metroglass does not have any waivers from the requirements of the NZX Main Board Listing Rules, and has waivers in place with the ASX that are standard for a New Zealand company listed on the ASX.

Metroglass has an ASX Foreign Exempt Listing on the ASX. This category is based on a principle of substituted compliance, recognising that for secondary listings, the primary regulatory role and oversight rest with the home exchange. Metroglass continues to have a full listing on the NZX Main Board.

DISCLOSURE OF DIRECTORS' INTERESTS

Directors disclosed, under section 140(2) of the New Zealand Companies Act 1993, the following interests as at 31 March 2020:

Director and Company	Position
Angela Jennifer Bull	
Callaghan Innovation Research Limited	Director
Realestate.co.nz	Director
Real Estate Institute of New Zealand	Director
Tramco Group	Chief Executive
Russell Langtry Chenu	
5R Solutions Pty Limited	Director
CIMIC Group Limited	Director
James Hardie Industries plc	Director
Reliance Worldwide Corporation Limited	Director
Mark Kenneth Eglinton (appointed 2 April 2020)	
Blueberry Country Limited	Chair
NDA Group Limited	Director / Shareholder / Officer
Sail City No 36 Limited	Director / Shareholder
Snapper Rock International Limited	Chair
Young Enterprise Trust	Trustee

STATUTORY INFORMATION (CONTINUED)

Director and Company	Position
Peter Ward Griffiths	
Another New Plane Co. Limited	Director / Shareholder
Great Barrier Airlines Limited	Director / Shareholder
Island Leader Limited	Director / Shareholder
New Zealand Business and Parliament Trust	Chair / Trustee
NZDS Properties (No 2) Limited	Director / Shareholder
Shoman Limited	Director / Shareholder
Wings Over Whales NZ Limited	Director / Shareholder
Rhys Jones	
Carbine Aginvest Corporation Limited (formerly Tru-Test)	Director
Dairy Technology Services Limited	Director
Resin & Wax Holdings Limited	Chair / Shareholder
Vulcan Steel Limited	Director / Shareholder
Vulcan Steel Pty Limited	Director / Shareholder
Willem (Bill) Jan Roest	
Housing Foundation Limited	Director
Synlait Milk Finance Limited	Director
Synlait Milk Limited	Director
Graham Robert Stuart	
EROAD Limited	Director
Leroy Holdings Limited	Director / Shareholder
Leroy Holdings Number 2 Limited	Director / Shareholder
Northwest Healthcare Properties Management Limited	Director
Tower Limited	Director
Tower Financial Services Group Limited	Director
Tower Insurance Limited	Director
Vinpro Limited	Director

Subsidiaries and subsidiary directors

Section 211(2) of the Companies Act 1993 requires the company to disclose, in relation to its subsidiaries, the total remuneration and value of other benefits received by the directors and former directors, together with particulars of entries in the interests registers made, during the year ended 31 March 2020.

No Group employee appointed as a director of Metro Performance Glass Limited or its subsidiaries receives or retains any remuneration or other benefits in their capacity as a director, and each is a full-time Group employee. The remuneration and other benefits of such employees and former employees (received as employees) totalling NZD 100,000 or more during the year ended 31 March 2020 are included in the remuneration bandings disclosed on page 79 of this Annual Report.

STATUTORY INFORMATION (CONTINUED)

Within the 2020 financial year, Simon Mander was appointed director of each of the three Australian subsidiaries, and Brent Mealings was appointed director of each of the eight New Zealand and three Australian subsidiaries. As at 31 March 2020, Metroglass' subsidiary companies and subsidiary directors were:

Company	Directors
Australian Glass Group (Holdings) Pty Limited	Simon Mander, Brent Mealings
Australian Glass Group Finance Company Pty Limited	Simon Mander, Brent Mealings
Australian Glass Group Investment Company Pty Limited	Simon Mander, Brent Mealings
Canterbury Glass & Glazing Limited	Simon Mander, Brent Mealings
Christchurch Glass & Glazing Limited	Simon Mander, Brent Mealings
Hawkes Bay Glass & Glazing Limited	Simon Mander, Brent Mealings
I G M Software Limited	Simon Mander, Brent Mealings
Metroglass Finance Limited	Simon Mander, Brent Mealings
Metroglass Holdings Limited	Simon Mander, Brent Mealings
Metropolitan Glass & Glazing Limited	Simon Mander, Brent Mealings
Taranaki Glass & Glazing Limited	Simon Mander, Brent Mealings

DIRECTORS' SHAREHOLDING IN METROGLASS

The directors' respective interests in Metroglass shares as at 1 May 2020 are as follows:

	Number of shares in which a relevant interest is held	Acquisition dates	Disposal dates
Angela Bull	65,825	10/07/17, 30/08/17, 28/08/18 and 28/02/20	N/A
Russell Chenu	25,000	29/07/14	N/A
Peter Griffiths	195,500	Eight dates between 16/05/16 and 29/08/18	N/A
Rhys Jones	58,000	31/08/18	N/A
Willem (Bill) Roest	25,000	29/07/14	N/A
Graham Stuart	100,000	28/02/20	N/A

DONATIONS

For the year ended 31 March 2020, Metroglass, including its subsidiaries, made donations of \$27,526.10 (2019: \$14,368.62).

NET TANGIBLE ASSETS PER SECURITY

Net tangible assets per security at 31 March 2020: 10.4 cents (31 March 2019: 5.7 cents).

CURRENCY

Within this Annual Report, all amounts are in New Zealand dollars unless otherwise specified.

CREDIT RATING

Metroglass has not requested a credit rating.

DIRECTORY

REGISTERED OFFICE

5 Lady Fisher Place
East Tamaki
Auckland 2013
New Zealand

Email: glass@metroglass.co.nz
Phone: +64 9 927 3000

BOARD OF DIRECTORS

Peter Griffiths – Chair

Angela Bull – Non-Executive Director and
Chair of the People and Culture Committee

Russell Chenu – Non-Executive Director and
Member of the Audit and Risk Committee

Rhys Jones – Non-Executive Director and
Member of the People and Culture Committee

Willem (Bill) Roest – Non-Executive Director and
Chair of the Audit and Risk Committee

Graham Stuart – Non-Executive Director and
Member of the Audit and Risk Committee

Mark Eglinton – Non-Executive Director and
Member of the People and Culture Committee

SENIOR LEADERSHIP TEAM

Simon Mander – Chief Executive Officer

Brent Mealings – Chief Financial Officer

Robyn Gibbard – GM Upper North Island

Gareth Hamill – GM Lower North Island

Andrew Dallison – GM South Island

Amandeep Kaur – Group Health and Safety
Manager

Barry Paterson – GM Commercial Glazing
and Technical

Dayna Saunders – Human Resources Director

AUDITOR

PricewaterhouseCoopers
22/188 Quay Street
Auckland 1142
New Zealand

LAWYERS

Bell Gully
Vero Centre
48 Shortland Street
Auckland 1140
New Zealand

BANKERS

Bank of New Zealand Limited
Westpac New Zealand Limited
Westpac Banking Corporation

SHARE REGISTRAR

Link Market Services
Level 11, Deloitte Centre
80 Queen Street, Auckland 1010
PO Box 91976, Auckland 1142
New Zealand

FURTHER INFORMATION ONLINE

This Annual Report, Metroglass' core
governance documents, and all Company
announcements can be viewed on its website:
www.metroglass.co.nz/investor-centre.

INVESTOR CALENDAR

2020 Annual Shareholders' Meeting	August 2020
2021 Half Year balance date	30 September 2020
2021 Half Year results announcement	November 2020
2021 Full Year balance date	31 March 2021
2021 Full Year results announcement	May 2021

