
**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**
Washington, D.C. 20549

FORM 8-K

CURRENT REPORT
Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934

October 20, 2025
(Date of earliest event reported)

QUANEX BUILDING PRODUCTS CORPORATION

(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction
of incorporation)

001-33913
(Commission
File Number)

26-1561397
(IRS Employer
Identification No.)

945 Bunker Hill, Suite 900,
Houston, Texas
(Address of principal executive offices)

77024
(Zip Code)

Registrant's telephone number, including area code: 713- 961-4600

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 (b) under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, par value \$0.01 per share	NX	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

Appointment of Principal Accounting Officer

Effective October 20, 2025, the Board of Directors (the “Board”) of Quanex Building Products Corporation (the “Company”) appointed Gabriela Garcia to the role of Vice President, Chief Accounting Officer. In addition, the Board has designated Ms. Garcia as the Company’s principal accounting officer as defined by the Securities and Exchange Commission. Karen Ettredge remains with the Company as Controller but as of the effective date will no longer serve as the Company’s principal accounting officer.

Biographical Information and Compensatory Arrangements

Ms. Garcia, age 50, served as Chief Accounting Officer and Corporate Controller at Rayonier Advanced Materials from 2020 to 2025. From 2012 to 2019, she served as Assistant Controller and Controller at Nexeo Solutions. Overall, she has over 25 years of progressive accounting, reporting and transactional experience across several publicly traded companies. Ms. Garcia earned a BBA in marketing from the University of Texas at Arlington, an MBA in finance from Houston Baptist University, and an MS in accounting from the University of St. Thomas. She is also a Certified Public Accountant.

In connection with Ms. Garcia’s appointment as Vice President, Chief Accounting Officer, the Company and Ms. Garcia entered into an offer letter agreement (the “*Offer Letter Agreement*”) and an indemnity agreement (the “*Indemnity Agreement*”), each effective as of October 20, 2025.

Under the Offer Letter Agreement, the Company will provide an annual base salary of \$360,000, with future Annual Incentive Award target values equal to 45% of base salary and Long Term Incentive award target values to be determined at a later date. Ms. Garcia will receive other benefits to the same extent as may be provided to other Company employees and officers in accordance with Company policies then in effect, and subject to the terms and conditions of the Company’s benefit plans.

A brief summary of the terms of the Indemnity Agreement can be found in the Company’s Current Report on Form 8-K (Reg. No. 001-33913), as filed with the Securities and Exchange Commission on August 29, 2008, and incorporated herein by reference.

The foregoing discussion of compensatory arrangements for Ms. Garcia is qualified in its entirety by reference to each of the following:

- (i) the Offer Letter Agreement, a copy of which is attached hereto as Exhibit 10.1 and incorporated herein by reference; and
- (ii) the Indemnity Agreement, the form of which was filed as Exhibit 10.2 of the Company’s Current Report on Form 8-K (Reg. No. 001-33913), as filed with the Securities and Exchange Commission on August 29, 2008, and incorporated herein by reference.

There is no arrangement or understanding between Ms. Garcia and any other person pursuant to which she was selected as the Company’s Chief Accounting Officer and principal accounting officer, and there is no family relationship between Ms. Garcia and any of the Company’s other executive officers or directors. There are no transactions between Ms. Garcia and the Company that would be required to be reported under Item 404(a) of Regulation S-K.

Item 7.01. Regulation FD Disclosure.

On October 20, 2025, the Company issued a press release announcing the appointment Ms. Garcia as Vice President, Chief Accounting Officer. The foregoing is qualified by reference to such Press Release which is filed as Exhibit 99.1 to this Current Report on Form 8-K and is incorporated herein by reference.

This information shall not be deemed “filed” for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), or incorporated by reference in any filing under the Securities Act of 1933, as amended, or the Exchange Act, except as shall be expressly set forth by specific reference in such a filing.

Item 9.01 Financial Statements and Exhibits.

(d) *Exhibits.*

<u>Exhibit No.</u>	<u>Description</u>
<u>10.1*</u>	<u>Offer Letter Agreement between Quanex Building Products Corporation and Gabriela Garcia, effective October 20, 2025.</u>
<u>10.2</u>	<u>Indemnity Agreement between the Company and Gabriela Garcia, effective October 20, 2025, the form of which is filed as Exhibit 10.2 of the Registrant’s Current Report on Form 8-K (Reg. No. 001-33913), as filed with the Securities and Exchange Commission on August 29, 2008, and incorporated herein by reference.</u>
<u>99.1*</u>	<u>Press Release dated October 20, 2025.</u>
104	The cover page of this Current Report on Form 8-K (embedded within the Inline XBRL document).

**Filed herewith.*

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, as amended, the Registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

QUANEX BUILDING PRODUCTS CORPORATION

(Registrant)

October 20, 2025

(Date)

/s/ PAUL B. CORNETT

Paul B. Cornett

Senior Vice President – General Counsel and Secretary



Quanex Building Products
945 Bunker Hill Suite 900
Houston, TX 77024

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August 21, 2025

Gabriela Garcia
1536 Riverside Ave #1536
Jacksonville, FL 32204

Dear Gabriela,

I am pleased to offer you the position of VP, Chief Accounting Officer with Quanex Building Products Corporation reporting directly to me, Scott Zuehlke, SVP CFO & Treasurer. We anticipate your start date to be October 13, 2025. This is an estimated start date and may change based on the completion of pre-employment activities.

Responsibilities of this position will be consistent with what was discussed with you during the interview process.

The offer is contingent upon passing a pre-employment drug test and a satisfactory background check (employment, criminal and credit). The pre-employment drug test must be completed by you within 3 business days of the acceptance date of this offer.

Below is a summary of your compensation and benefits you will receive in connection with your employment with the Company:

1. **Annual Base Salary.** Your annual base salary, paid bi-weekly, will be \$360,000 USD, less applicable withholdings.
2. **Sign on Bonus.** You will receive a one-time payment of \$125,000 paid within one month after your effective start date. This payment is subject to federal, state and local tax withholding. In the event of your voluntary resignation or termination for cause with the Company within the first 24 months of your employment with the Company, you agree to reimburse and pay the Company this entire amount of the sign on bonus.
3. **Annual Incentive Plan (AIP).** You will be eligible to participate in the Quanex Building Products Annual Incentive Plan (AIP). Payments are made per the AIP policy. The award amounts are based upon your eligible earnings and the Company's financial/operational results for the fiscal year. Since this is a variable compensation program the total awards may range from zero to a maximum of 90% of your eligible earnings, depending on financial and operational results of the Company. The target AIP for your position is 45% of your eligible earnings.
4. **Long Term Incentive Award (LTI).** Under the Quanex LTI program your current position is anticipated to be eligible for participation. For any LTI grant for 2026, your target award value will be finalized and communicated in December 2025. LTIP award amounts are typically communicated in December each year. Please note that eligibility in the program is role-based, so future changes in role may alter your LTIP eligibility.
5. **Severance/Change in Control Benefits.** Subject to final approval of the Compensation & Management Development Committee, you will be a Tier 2 participant in the Quanex Building Products Corporation Executive Severance Policy, a copy of which is attached (the "Severance Policy").

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6. **Paid Time Off (PTO).** You will receive 200 hours of Paid Time Off (PTO), which will be prorated based on your start date for the remainder of 2025, and the full 200 hours allowance starts in calendar year 2026. Paid Time Off (PTO) is to be used in accordance with the Company's Paid Time Off Policy.
7. **Benefits.** You will be eligible to participate in the Quanex Building Products Group Benefits Plan beginning on the first day of the month following your effective date of employment. It is a flexible cafeteria plan that offers a variety of benefit choices from which you can select that will best meet the needs of you and your family. Additionally, the Company provides certain benefits that are employer-paid (i.e., short-term disability, long-term disability, basic life insurance, and AD&D benefits).
8. **401(k) Plan.** You will be eligible to participate in the Quanex Building Products Salaried and Nonunion Employee 401(k) Plan beginning the first day of employment. You may contribute up to a maximum of 50% of your eligible compensation up to the government mandated maximum. Currently, Quanex will match 100% of each dollar you contribute up to a maximum of 5% of your eligible compensation. There is a two-year vesting schedule on the Company match.
9. **Principal Office.** The Quanex Building Products Corporation office located at 945 Bunker Hill, Ste 900, Houston, TX 77024 will be your principal office. This is an onsite position.

Your entitlement to any of the benefits outlined herein is contingent on your continued employment at the time. The above benefit(s) and/or compensation information is subject to change without notice per the terms, policies and/or practices of the Company.

Your acceptance below is acknowledgment and agreement on your part to the offer of employment by the Company. Your acceptance of this offer does not modify the at-will employment relationship you enjoy with the Company, meaning either you or the Company may terminate the employment relationship at any time, with or without notice.

Please sign your acceptance in the space below and return it to me no later than **August 22, 2025**.

Sincerely,

Scott Zuehlke
SVP, CFO & Treasurer

ACCEPTANCE OF OFFER



Gabriela Garcia

08.22.2025

Date

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Press Release

Quanex Building Products Appoints Gabriela Garcia as Chief Accounting Officer

HOUSTON, TEXAS – October 20, 2025 - **Quanex Building Products Corporation** (NYSE:NX) (“Quanex” or the “Company”) announced the appointment of Gabriela Garcia as Chief Accounting Officer, effective today. In this role, Garcia will lead the Company’s global accounting function and will oversee financial reporting and compliance, internal controls, tax, and accounting policies while driving operational efficiency across the finance function.

Scott Zuehlke, Chief Financial Officer and Treasurer, commented, “Gabriela’s appointment to Chief Accounting Officer comes at a time of transformational growth at Quanex. Her breadth of leadership and global accounting experience will help ensure that we are practicing and implementing best-in-class accounting processes while maintaining a robust controls environment. We look forward to her contributions as we continue to execute on our profitable growth strategy.”

Garcia most recently served as Chief Accounting Officer and Corporate Controller at Rayonier Advanced Materials from 2020 to 2025. From 2012 to 2019, she served as Assistant Controller and Controller at Nexeo Solutions. Overall, she has over 25 years of progressive accounting, reporting and transactional experience across several publicly traded companies. Garcia earned a BBA in marketing from the University of Texas at Arlington, an MBA in finance from Houston Baptist University and a MS in accounting from the University of St. Thomas. She is also a Certified Public Accountant.

About Quanex

Quanex is a global manufacturer with core capabilities and broad applications across various end markets. The Company currently collaborates and partners with leading OEMs to provide innovative solutions in the window, door, solar, refrigeration, custom mixing, building access and cabinetry markets. Looking ahead, Quanex plans to leverage its material science expertise and process engineering to expand into adjacent markets.

Contact:

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SVP, Chief Financial Officer & Treasurer
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