

10 May 2024

Bytes Technology Group plc
("BTG" or "the Company")

Appointment of CEO and non-executive directors

Bytes Technology Group plc, one of the UK's leading software, security and cloud services specialists, is pleased to confirm the appointment of Sam Mudd as Chief Executive Officer ("CEO") and the appointment of two Independent Non-Executive Directors to the Board.

CEO appointment

The Board of BTG has appointed Sam Mudd as CEO with immediate effect, following a selection process led by Chair, Patrick De Smedt, with support from a leading external search firm. Sam brings over 20 years' experience in leadership positions and has served on the BTG Board as an Executive Director since July 2023, and was appointed interim CEO in February 2024.

For the past ten years, Sam has been Managing Director of Phoenix Software Limited ("Phoenix"), acquired by BTG in 2017, where she has overseen an extended period of strong organic growth which has contributed materially to BTG's success. She joined Phoenix in November 2003, having previously held senior roles at WordPerfect, Novell Inc., and Trustmarque Solutions.

Audit Committee Chair appointment

Ross Paterson has been appointed as an Independent Non-Executive Director and Chair of the Audit Committee of the Company, with effect from 1 June 2024.

Ross is a qualified Chartered Accountant and brings extensive listed company Board experience as a Chief Financial Officer and Non-Executive Director. Ross spent more than 23 years at Stagecoach Group Limited (formerly Stagecoach Group plc and listed until 2022) in senior executive finance positions, including 10 years as Chief Financial Officer.

Ross is currently a Non-Executive Director, Chair of the Audit and Risk Committee, and member of the Remuneration, Sustainability and Nomination Committees at FTSE100 The Unite Group plc, as well as being a Non-Executive Director and Audit Committee Chair Designate at AIM-listed technology business, Tracsis plc.

On appointment, Ross will also join BTG's Nomination and Remuneration Committees, at which date Erika Schraner will step down as Interim Chair of the Audit Committee, but will remain as a member of the committee.

Independent Non-Executive Director appointment

The Company also announces the appointment of Anna Vikström Persson as an Independent Non-Executive Director, with effect from 1 June 2024. Anna will join the BTG Audit, Nomination and Remuneration Committees on appointment.

Anna was previously Chief Human Resources Officer for Pearson plc and Executive Vice President, Head of Human Resources at Sandvik AB and SSAB AB. She also held senior Human Resources roles at Ericsson Group and was an Independent Non-Executive Director at Knowit AB. She holds a Masters in Law as well as professional HR qualifications from both London Business School and Michigan Business School. Anna currently serves as an Independent Non-Executive Director of Videndum plc.

Anna will bring significant experience to the Board to strengthen its strategic oversight of diversity, equity and inclusion ("DEI"). Together with other members of the new ESG Committee set out below, Anna will support the executive team, who are committed to working on these important areas for a high-performance culture as BTG continues to grow.

In accordance with paragraphs 9.6.13R (1) to (6) of the Listing Rules, it is confirmed that there are no further details to be disclosed in relation to the above appointments.

Formation of ESG Committee

The Company also announces that the Board is establishing an ESG Committee, with effect from 1 June 2024. The members of the Committee, all Independent Non-Executive Directors, will be Anna Vikström Persson (Chair of the Committee), Patrick De Smedt, Erika Schraner, Ross Paterson and Shruthi Chindalur. The Committee has been constituted to monitor the execution of BTG's ESG and sustainability strategy and to provide input to the Board and other Board committees on these matters.

The establishment of an ESG Committee is a natural evolution of the Company's governance arrangements, with its mandate encompassing i) the ongoing focus on the Company's climate transition strategy, including its commitment to achieving net-zero emissions ii) addressing matters concerning employees, including DEI at all levels within BTG, as well as considerations related to customers, partners and communities, and iii) overseeing the Company's business conduct, including corporate and commercial governance, business ethics, anti-bribery and corruption measures, and data privacy and security.

The Committee's terms of reference will be available at www.bytesplc.com on 1 June 2024.

Results date, and Investigation update

The Company expects to confirm the release date for its preliminary results for the financial year ended 29 February 2024 shortly. The Board also expects to have concluded its previously announced investigation into the resignation of former CEO Neil Murphy ahead of the preliminary results and will update the market on its findings as applicable.

Patrick De Smedt, BTG Chair, said: "The Board is delighted to confirm Sam as CEO. Her knowledge of our business, our customers and our vendors is second to none. As Interim CEO and in her previous role as Managing Director of Phoenix, Sam has demonstrated her natural ability as a leader and her ambition to take BTG forward. The Board agreed that she was the outstanding candidate for the role and we are all looking forward to continuing to work closely with her to capitalise on the significant opportunity ahead.

We are also delighted to welcome Ross and Anna to the BTG Board. They each bring a wealth of highly valuable experience that will complement and enhance the existing expertise within the Board. I wish to extend our appreciation to Erika for assuming the role of Interim Chair of the Audit Committee, as she continues in this position until the end of the month."

Sam Mudd, BTG CEO, said: "I am very excited to be appointed as BTG's new CEO. What has become even clearer in the past few months is the strength of our relationships with customers and the depth of our vendor partnerships. All of this is underpinned by the quality of our people, who I truly believe are some of the best in the industry. It's an honour to lead them and the wider Company in its next chapter."

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The Company has a primary listing on the Main Market of the London Stock Exchange and a secondary listing on the Johannesburg Stock Exchange.

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