

4 November 2024

**Directorate Change
Luke Grant appointed Chief Financial Officer**

IMI plc ("IMI" or the "Group"), the specialist engineering company, today announces the appointment of Luke Grant as Chief Financial Officer ("CFO") and Executive Director with effect from 25 July 2025.

Luke will succeed Daniel Shook who, in July 2024, announced his intention to step down for family reasons. After 10 years of service, Daniel will step down from the Board on 25 July 2025 and will remain available to the Group until the end of 2025 to support an orderly transition.

Luke has been with IMI for 11 years and is currently Vice President of Finance for the Industrial Automation sector. Prior to this, Luke was Group Financial Controller and Head of Investor Relations. He has also held senior finance positions within IMI's former Precision Engineering division, based in Germany. Luke spent the early part of his career working in the audit practice of EY. Full remuneration details will be disclosed in our 2024 Directors' Remuneration Report.

Lord Smith of Kelvin, Chair of IMI, commented:

"Luke is a highly respected member of our senior finance team and I am delighted that he will be joining the Board. His appointment demonstrates our robust succession planning and our ability to promote from within. On behalf of the Board, I would like to welcome him to his new role. We are enormously grateful to Daniel for his service to IMI, during which time he has played a vital role in creating the business we have today. Luke's promotion is testament to the strength of the finance function that Daniel has helped to build."

Roy Twite, Chief Executive Officer of IMI, said:

"It has been a privilege to work with Daniel over the last nine years. He has been a valued colleague providing support and counsel, and I wish him all the very best for the future. Luke is an outstanding successor. For more than a decade at IMI, he has demonstrated his financial expertise, global mindset and commitment to our culture. He has a deep knowledge of IMI and the drivers of its performance, which will ensure continuity as we continue to grow and improve the business."

Luke Grant, incoming Chief Financial Officer of IMI, added:

"I am honoured to be appointed as CFO of IMI. I have had the privilege of working in a variety of senior finance roles in my time with the Group, and I am excited about the opportunity to join the Board and the Executive Committee to capitalise on the opportunities we have ahead."

There are no matters that require disclosure under UKLR 6.4.8R.

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