

SSE plc
CHIEF EXECUTIVE SUCCESSION
13 November 2024

Alistair Phillips-Davies, Chief Executive of SSE plc, has informed the Board that he intends to retire from SSE during 2025 after more than 11 years of leading the Company. Alistair will remain in place until a successor is appointed to ensure a smooth and orderly transition, and he and the rest of the executive team remain fully focused on the delivery of SSE's strategy.

SSE Chair, Sir John Manzoni, will now lead a thorough and extensive recruitment process for Alistair's successor. The process will take account of SSE's highly experienced and capable internal team, as well as the wider market, supported by independent recruitment specialists KornFerry.

Sir John Manzoni, Chair of SSE, said: *"Alistair has been an exceptional Chief Executive. Under his leadership, the Group has transformed into a genuine energy transition leader, sharpening its focus on networks, renewables and flexibility, whilst successfully entering new markets. Over his 11 years as Chief Executive he has assembled a world-class team around him and created a legacy of critical clean electricity infrastructure. Alistair has also grown SSE's UK and Irish core, whilst expanding into selected overseas markets, leaving the Company extremely well positioned to continue creating long-term, sustainable value for society and shareholders under his successor. There will be a smooth and orderly transition with Alistair continuing to lead the Company until a successor is appointed and of course our net zero aligned strategy remains unchanged."*

Alistair Phillips-Davies, Chief Executive, said: *"Being Chief Executive of SSE is an immense privilege and I am extremely proud of what we have achieved over the past decade - right across the Group - as we have steadily grown into becoming the UK and Ireland's clean energy champion. We have come a long, long way thanks to the hard work and talent of countless colleagues during that time, and it has been an amazing experience to be part of this great team in the UK, Ireland and now further afield. I remain fully committed to growing the business until my successor is found and continue to be fully focused on delivering our clean power strategy with the rest of our highly capable executive team."*

NOTES

Alistair Phillips-Davies joined SSE's predecessor company Southern Electric in 1997 and became Chief Executive in July 2013. He has been pivotal in reshaping SSE to become the UK and Ireland's clean energy champion, with a clear focus on developing, building, operating and investing in electricity infrastructure and businesses needed in the transition to net zero. Under his leadership, the Company has built some of the world's largest transmission projects and offshore wind farms whilst steadily adding to an impressive long-term pipeline across networks, renewables and flexibility.

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