

C&C Group plc
("C&C" or "the Group")

Appointment of Roger White as Chief Executive Officer

C&C Group plc, the vertically integrated premium branded drinks group and leading drinks distributor to the UK and Ireland hospitality sectors, is pleased to announce the appointment of Roger White to the Board as Chief Executive Officer ("CEO") from 20 January 2025.

Roger's appointment follows an extensive search process led by the Nomination Committee, in conjunction with an independent executive search firm. Ralph Findlay will return to the position of Non-Executive Chair following a short period of transition after Roger joins the business. Ralph will also resume the role of Chair of the Nomination Committee at that time.

Roger is an accomplished business leader with over two decades of PLC main board experience alongside deep consumer goods and drinks sector expertise. He was formerly Chief Executive of A.G. BARR plc, the FTSE250 multi-beverage business, from 2002 until May 2024.

Prior to this, Roger held several senior management positions at Rank Hovis McDougall Group (RHM) from 1987 to 2002.

Roger is currently Non-Executive Director of Warburtons Ltd (2024 to present) and Chair of Beatson Cancer Charity. He was previously Senior Independent Director of Troy Income and Growth Trust plc (2014-2024), and Non-Executive Director of William Jackson Food Group (2019-2024).

Ralph Findlay, Chair and CEO of C&C Group plc, commented:

"I am delighted to announce our recruitment of Roger and look forward to welcoming him to C&C and to the Board. An acknowledged high calibre leader, he will bring an exceptional combination of extensive branded drinks sector expertise, understanding of our markets and a proven track record of delivery.

We look forward to working with Roger. His knowledge and insight will be of great relevance and invaluable to C&C as we continue the recent positive momentum underway within the business and progress our plans to deliver enhanced shareholder value."

Roger White commented:

"It is an exciting time to be joining the business. C&C has a unique business model, great brands and a committed team, with the potential to create significant long-term value. I look forward to working with the Board and the wider team to lead C&C through the next phase of its development."

All remuneration arrangements for Roger White are consistent with the terms of the Directors' Remuneration Policy approved by shareholders at the AGM in August 2024. As CEO, Roger will receive an annual base salary of £650k, a pension allowance of 5% of salary in line with the contribution available for the Group's employees, a benefit allowance of 7.5% of salary and maximum annual bonus opportunity of 125% of salary.

A one-off LTIP grant of 150% of base salary will be made on appointment, with performance objectives linked directly to creating shareholder value.

This announcement has been made in accordance with the requirements of Listing Rule 6.4.6 and there is no further information to be disclosed under the requirements of Listing Rule 6.4.8.

12 December 2024

ENQUIRIES

C&C Group plc

Email: investor.relations@candcgroup.ie

Instinctif Partners

T: +44 (0)20 7457 2020

Justine Warren/ Tim Pearson/ Amelia Thom

Email: candccapmks@instinctif.com

Irish Media

FTI Consulting

Jonathan Neilan / Paddy Berkery / Niamh O'Brien

Tel: +353 86 231 4135 / +353 86 602 5988 / +353 87 707 8379

Email: C&CGroup@fticonsulting.com

About C&C Group plc

C&C Group plc is a leading, vertically integrated premium drinks company which manufactures, markets and distributes branded beer, cider, wine, spirits, and soft drinks across the UK and Ireland.

- C&C Group's portfolio of owned/exclusive brands include Bulmers, the leading Irish cider brand and Tennent's, the leading Scottish beer brand; as well as a range of fast-growing, premium and craft ciders and beers, such as Heverlee, Menabrea, Five Lamps and Orchard Pig. C&C exports its Magners and Tennent's brands to over 40 countries worldwide.
- C&C Group has owned brand and contract manufacturing/packing operations in Co. Tipperary, Ireland and Glasgow, Scotland.
- C&C is the No.1 drinks distributor to the UK and Ireland hospitality sectors. Operating through the Matthew Clark,

Bibendum, Tennent's and Bulmers Ireland brands, the Group has a market leading range, scale and reach including an intimate understanding of the markets it serves. Together this provides a key route-to-market for major international beverage companies.

C&C Group plc is an Irish incorporated FTSE 250 company headquartered in Dublin and is listed on the London Stock Exchange.

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