



31 January 2025  
**Board Appointment**

Spirax Group plc, the leading global thermal energy management and fluid technology solutions Group, is pleased to announce the appointment of Maria Antoniou as an Independent Non-Executive Board Director and Chair of the Remuneration Committee, with effect from 1 June 2025.

Maria currently holds the position of Group HR Director of Morgan Advanced Materials plc. She has extensive international human resources experience including seven years as Senior VP HR at E.ON, based in Germany, and has held senior HR leadership roles at Ford Motor Company, Jaguar Land Rover and Transport for London, all of which have involved complex transformation and change programmes.

Maria will succeed Jane Kingston, a Non-Executive Director since 2016, who will step down from the Board on 30 September. Therefore, Jane will be standing for re-election at the Company's 2025 Annual General Meeting in May.

Tim Cobbold, Chair, commented: "I am delighted that we will be welcoming Maria to the Board of Directors of Spirax Group in June. In this role, Maria will combine her strong human resources, strategic and transformation experience with her knowledge of large, global organisations, to support the ongoing sustainable growth and success of our Group.

"On behalf of the entire Board, I would like to express our sincere thanks to Jane for her contributions over many years. As Remuneration Committee Chair, Jane has modernised our remuneration structures, enabling the Group to attract and retain executive talent that is vital to the evolution of Group, while effectively balancing this with the needs of external stakeholders. When Jane steps down from the Board later this year, she will leave with our sincere appreciation and best wishes for the future. In the meantime, we look forward to her continued support over the coming months which will include a thorough handover to Maria."

Maria Antoniou's appointment is part of the succession planning undertaken by the Nomination Committee to recruit Non-Executive Directors with the skills and experience required to support the implementation of the Group's Together for Growth Strategy.

There are no further disclosures to be made pursuant to UKLR 6.4.6R and 6.4.8R.

**For further information:**

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**About Spirax Group**

Spirax Group is positioned to play a critical role in enabling the industrial transition to net zero, aligned to our Purpose to create sustainable value for all our stakeholders as we engineer a more efficient, safer and sustainable world. We put solving customers' problems at the heart of our 'total solutions' approach. Our global thermal energy and fluid technology solutions improve operating efficiency and safety in our customers' critical industrial processes. Our decarbonisation solutions use proprietary technologies to eliminate scope 1 and 2 greenhouse gas emissions\* by electrifying boilers for the

raising of steam, as well as the electrification of other critical industrial process heating applications.

Spirax Group comprises three strong and aligned Businesses: Steam Thermal Solutions helps customers control and manage steam within their mission critical industrial applications, such as cleaning, sterilising, cooking and heating. We are helping to put food safely on the world's tables and keeping our hospitals running. Electric Thermal Solutions has proprietary technologies that deliver electrification solutions at scale in industrial settings, including for the raising of steam, supporting our customers to achieve their net zero goals. We also deliver freeze protection and defrost solutions critical to aviation and space industries and ensure thermal uniformity in Semiconductor chip manufacturing to power the critical electronic systems we rely on. Watson-Marlow Fluid Technology Solutions is optimising the efficient use of resources and supporting advancements in global health, such as lifesaving vaccines and gene therapies.

Spirax Group is headquartered in Cheltenham (UK). We have 37 strategically located manufacturing plants around the world and are committed to creating a safe and inclusive working culture for our 10,000 colleagues, operating in 66 countries and serving 110,000 customers globally. The Company's shares have been listed on the London Stock Exchange since 1959 (symbol: SPX) and we are a constituent of the FTSE 100 and the FTSE4Good Indexes.

\*When connected to a green electricity source.

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