

The Sage Group plc.
27 March 2025

Chief Financial Officer Announcement

The Sage Group plc. ("Sage") today announces that Jonathan Howell has informed the Board of his intention to step down from his role as Chief Financial Officer ("CFO") in order to focus on non-executive work. Jonathan will leave the Board on 31 December 2025 after 12 years, with five of those as a non-executive director, and then seven years as CFO. During his tenure as CFO, Jonathan has helped shape Sage's strategic transformation, whilst putting in place strong financial foundations to support Sage's consistent growth.

In line with the Group's succession plans, he will be succeeded by Jacqui Cartin as CFO with effect from 1 January 2026. Jacqui is currently EVP Group Financial Controller, with responsibilities including financial reporting, capital management, treasury and tax. She has held various finance leadership positions within the organisation since joining the Company from KPMG in 2018, with a broad strategic remit including M&A integration and the digital transformation of finance and sales operations at Sage.

Andrew Duff, Chair said: *"On behalf of the Board, I would like to thank Jonathan for his substantial contribution, both as CFO and as a non-executive director. He has shown dedication and leadership during a period of significant growth and transformation for Sage and has driven Sage's financial strategy with a sharp focus on shareholder value. We wish him all the best for the future as he moves on from executive life. Jacqui is exceptionally well qualified to be the new CFO of Sage, and I am looking forward to welcoming her to the Board as we continue to build sustainable growth for shareholders."*

Commenting on the directorate changes, Steve Hare, CEO, said: *"Jonathan has been a fantastic support to me and the broader Executive Leadership Team during his tenure at Sage. It is testament to his contribution that he will leave Sage in such a strong financial and strategic position and I want to thank him and wish him all the very best. Jacqui is an outstanding successor with a deep knowledge of Sage and the drivers of its performance, and she has been a key leader of our transformation. This will ensure continuity and momentum as we continue to grow and scale the business."*

Jonathan Howell, CFO said: *"It has been both a pleasure and an honour to have worked at Sage over the last 12 years, and I'm proud of the strategic transformation Sage has achieved during that period. I'd like to thank Andrew, Steve and also my many colleagues, past and present, for their support. I'm confident that the future for Sage is an exciting one and I will hand over to Jacqui knowing that the company is well set for many years of continued success."*

Jacqui Cartin, incoming CFO, added: *"It is a huge honour to be appointed as Chief Financial Officer of Sage. I look forward to joining the Board and the Executive Leadership Team as we work together to deliver strong outcomes for all of our stakeholders, including continued success for shareholders."*

There are no further disclosures required for the purposes of UKLR 6.4.6R and UKLR 6.4.8R.

Enquiries

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Notes:

1. Upon becoming CFO, Jacqui Cartin will receive a base salary of £650,000 and a pension allowance of 10% of base salary (aligned to the wider workforce rate). She will be eligible to receive a maximum annual bonus of up to 175% of salary and an annual LTIP award of 300% of salary. Full details of her remuneration will be included in the Sage Directors' Remuneration Report for the financial year ending 30 September 2026. Her arrangements are in line with the current Sage Directors' Remuneration Policy.

2. Jonathan Howell will step down from the Board and his role as CFO on 31 December 2025 and remain employed by Sage in order to support the transition from 1 January 2026 to 31 March 2026. In accordance with the Sage Directors' Remuneration

Policy, Jonathan will be treated as a good leaver and any unvested LTIP awards will be time pro-rated by reference to the date on which he leaves the Company. Jonathan will not be eligible to receive an LTIP award in December 2025; he will receive a pro-rated bonus for the financial year ending 30 September 2026. A statement concerning particulars of remuneration payments will be published on the Company's website, in accordance with section 430(2B) of the Companies Act 2006.

About Sage

Sage exists to knock down barriers so everyone can thrive, starting with the millions of small and mid-sized businesses served by us, our partners and accountants. Customers trust our finance, HR and payroll software to make work and money flow. By digitising business processes and relationships with customers, suppliers, employees, banks and governments, our digital network connects SMBs, removing friction and delivering insights. Knocking down barriers also means we use our time, technology and experience to tackle digital inequality, economic inequality and the climate crisis.

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