

## Serco appoints Keith Williams as Board Chair

Serco Group plc ("Serco" or the "Company")

26 June 2025

Serco, the international provider of critical government services, today announces the appointment of Keith Williams to the Board as a Non-Executive Director and Board Chair designate. He will join the Board on 1 August 2025 and will become Board Chair from 1 January 2026. He will succeed John Rishton, who will have completed a nine-year tenure on the Board by the time he steps down on 31 December 2025.

Keith is currently Chair of Halfords Group PLC and brings extensive leadership and listed board experience from a range of industries.

Keith previously served as Chair of International Distribution Services Plc (previously Royal Mail Group), Non-Executive Director and Deputy Chairman of John Lewis, Non-Executive Director of Aviva plc, and Chief Executive Officer and then Executive Chairman of British Airways. Previously he held positions at Boots, Reckitt and Colman, and Apple Inc. Keith was also previously the independent Chair of the government supported Rail Review.

Keith Williams said: "It is an honour to have been selected to succeed John as Chair of Serco. I look forward to working with the Board and executive team to support its important work in the delivery of critical public services, continued growth, and the creation of value for all stakeholders."

Anthony Kirby, Group Chief Executive, said: "We are delighted to welcome Keith to Serco as our next Chair. He brings significant international experience, and I look forward to working closely with him as we continue to deliver for our customers, colleagues and stakeholders."

"On behalf of the Board, and all colleagues at Serco, I'd like to thank John for his excellent leadership and unwavering commitment over the past eight and a half years. He has played a pivotal role in strengthening Serco's foundations and positioning us for continued growth and success, Serco has been transformed since John joined the Board, and he leaves with our gratitude."

Nickesha Graham-Burrell  
Group Company Secretary  
26 June 2025

### Notes

1. The appointment of Keith Williams was made by the Board after an extensive search and on the recommendation of the Nomination Committee, which was chaired by Lynne Peacock, Serco's Senior Independent Director.
2. The Board determined that Keith Williams is an independent Non-Executive Director on appointment in accordance with the UK Corporate Governance Code.
3. Keith Williams will receive a NED fee of £59,800 on appointment and a Board Chair fee of £308,000 from 1 January 2026.
4. Keith Williams will succeed John Rishton as Chair of the Nomination Committee on 1 January 2026.
5. There are no additional details to disclose under paragraphs (1) to (4) of Listing Rule 6.4.6 in respect of the appointment.
6. John Rishton will retire from the Board on 31 December 2025.

**Ends.**

**For further information, please contact:**

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### About Serco

Serco brings together the right people, the right technology, and the right partners to create innovative solutions that make a positive impact and address some of the most urgent and complex challenges facing the modern world.

With a primary focus on serving governments globally, Serco's services are powered by more than 50,000 people working across defence, space, migration, justice, healthcare, mobility, and customer services.

Serco's core capabilities include service design and advisory, resourcing, complex programme management, systems integration, case management, engineering and asset & facilities management.

Underpinned by Serco's unique operating model, Serco drives innovation and supports customers from service discovery through to delivery.

More information can be found at [www.serco.com](http://www.serco.com).

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