



22 October 2025

Board Appointment

Spirax Group plc, the leading global thermal energy management and fluid technology solutions Group, is pleased to announce the appointment of Andrew Kemp as an Independent Non-Executive Board Director and member of the Audit Committee with effect from 1 November 2025.

Andrew is Chair of the Audit Committee Chairs' Independent Forum and is a Non-Executive Director and Audit Committee Chair at both The Berkeley Group Holdings plc and Irwin Mitchell Holdings Limited. In addition, Andrew is a Governor of Birkbeck University of London where he chairs the Finance Committee and he was previously a Non-Executive Director of SCS Group plc. Prior to that, Andrew spent almost 39 years serving PwC's FTSE100 clients in the UK and internationally.

On 1 April 2026, Andrew will succeed Kevin Thompson as Chair of the Audit Committee and Kevin will step down from the Board at the Company's Annual General Meeting (AGM) in May 2026. Until then, Kevin and Andrew will work together to manage a smooth handover.

Tim Cobbold, Chair, commented: "I am delighted to welcome Andrew to Spirax Group. He brings deep expertise to the Board and the Audit Committee, along with significant experience as a Non-Executive Director and Audit Committee Chair of both large listed and privately held companies.

"On behalf of the Board, I would like to express our thanks to Kevin for his significant contribution to Spirax Group. Kevin's extensive experience and commitment have been instrumental in guiding Spirax Group through some important milestones as the business has grown and developed. When Kevin steps down at the AGM next year to spend more time with family and friends, he will leave with our utmost appreciation and good wishes for the future."

Andrew Kemp'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.

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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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