

23rd October 2025

Mitchells & Butlers plc
LEI no. 213800JHYDNB1NS2W10

DIRECTORATE CHANGE

After fifteen years of outstanding service, Tim Jones, Chief Financial Officer ('CFO') and an Executive Director of Mitchells & Butlers plc ('M&B'), indicated to the Board earlier this year that he was contemplating retiring from full time work and stepping down from his role with the business.

Tim joined as CFO and an Executive Director of M&B in October 2010. Throughout his tenure he has played a pivotal role in developing M&B into the sector leading business that it is today, whilst notably overseeing the strengthening of the balance sheet and navigating the severe challenges presented by the COVID-19 pandemic and ensuing sector disruption and cost inflation.

As part of the Board's ongoing succession planning efforts and following a rigorous search and selection process, using a leading international executive search firm, we are pleased to announce that Emma Harris has been selected to succeed Tim as CFO and an Executive Director of M&B. It has not yet been confirmed when Emma will be formally appointed but Tim has committed to remain in his current role until such time that a full and complete handover can be achieved. This is currently expected to take place in early Summer 2026. A further announcement will be made once the effective dates of Emma's appointment and Tim's retirement are confirmed.

Emma is currently Finance Director - Food at Marks and Spencer Group plc. She brings extensive experience from working in a variety of senior roles in major consumer focused retail businesses in the UK, with a track record of creating shareholder value through partnering, commerciality and critical thinking.

Commenting, Bob Ivell, Chair of M&B, said:

"On behalf of the Board I would like to thank Tim for his exceptional contribution to the success of M&B over a fifteen-year period. His financial leadership, professionalism and engagement, particularly during the extremely challenging and volatile conditions the sector has experienced in the past few years, has been a key factor in positioning us strongly for future success. We wish him all the very best in his retirement.

We are delighted that, after a wide-ranging thorough search, Emma will be succeeding Tim, and we look forward to welcoming her into the business. Emma has demonstrated a strong track record leading finance teams in a wide variety of roles within Asda, Walgreens Boots Alliance and Marks and Spencer, all very successful retail businesses, and we look forward to working with her to capitalise on our strong competitive and financial position to continue to build value into the future."

Phil Urban, Chief Executive of M&B, said:

"Tim has been a valued right-hand to me through the last ten years and I am very grateful for the support he has always given to me. Although I will be sorry to see him go, he has more than earned his retirement and leaves a business that is now in a very strong financial position. I now look forward to working with Emma, who I believe is a perfect cultural fit for M&B, and who will build on the foundations that Tim has created, bringing with her a wealth of retail expertise and experience which will add further value to our business."

The Board confirms that no disclosures need to be made under UK Listing Rule 6.4.8R in respect of Emma's appointment.

Details of Emma's remuneration package, including buy out arrangements (which are consistent with M&B's Directors' Remuneration Policy, (approved by shareholders on 23 January 2024)) will be disclosed on the M&B website (www.mbplc.com) and will also be contained within the Directors' Remuneration Report of M&B's 2025 Annual Report and Accounts.

For further information, please contact:

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Note for editors:

Mitchells & Butlers is a leading operator of managed restaurants and pubs. Its portfolio of brands and formats includes Harvester, Toby Carvery, All Bar One, Miller & Carter, Premium Country Pubs, Sizzling Pubs, Stonehouse, Vintage Inns, Browns, Castle, Nicholson's, O'Neill's, Ember Inns, Ego Restaurants and Pesto. In addition, it operates Innkeeper's Collection hotels in the UK and Alex restaurants and bars in Germany. Further details are available at www.mbplc.com and supporting photography can be downloaded at www.mbplc.com/imagelibrary.

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