

Robert— —Walters

18 December 2025

Appointment of Non-Executive Director

Robert Walters plc ("the Company"), the global talent solutions business, announces that Tanith Dodge, having served nine years as an independent Non-Executive Director, will be retiring from the Board at the 2026 AGM. As part of the succession planning for Tanith's role, Andrew Rashbass is being appointed as an independent Non-Executive Director with effect from 1 January 2026.

As well as independent Non-Executive Director, Tanith serves in the roles of Senior Independent Director, Chair of the Remuneration Committee and Non-Executive Director overseeing workforce engagement. A further announcement regarding the succession plans for these roles will be made in due course.

Andrew is a proven strategic leader with over 30 years of experience in international corporations. Andrew has worked across Europe, North America and Asia. He previously served as Chief Executive Officer of Euromoney Institutional Investor PLC from 2015 to 2022, prior to which he served as Chief Executive Officer of Reuters and before that of The Economist Group. Since then, Andrew has founded and chairs ScultureAI, which helps organisations shape their culture for success - deploying AI to help deliver this. He also serves as a Director of Harvard Business Publishing, the publishing wing of Harvard Business School.

Leslie Van de Walle, Board Chair, commented:

"Tanith Dodge has been a valued and long-standing member of the Board, as well as the Senior Independent Director, and the business has benefited from her contribution. We will continue to work with Tanith in the succession planning for her roles and are grateful for her continued contributions to the Board and support to the business."

"We are delighted to be appointing Andrew Rashbass as an independent Non-Executive Director. Andrew brings with him a range of leadership skills and international experience, along with expertise in AI, and we look forward to welcoming him to the Board in the new year."

There are no additional disclosures required to be made in accordance with Rule 6.4.8 of the UK Listing Rules of the Financial Conduct Authority.

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Enquiries

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