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Rank Group PLC

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The Rank Group Plc
CEO succession

The Rank Group Plc (**LSE: RNK**) ("Rank" or "the Group") announces that John O'Reilly has, following discussions with the Board, informed the Board of his intention to retire as Chief Executive Officer ("CEO"), effective from 29 January 2026. He will continue to support the business until the end of the current 2025/26 financial year.

The Board is pleased to announce that current Chief Financial Officer ("CFO"), Richard Harris, will be appointed the interim CEO with effect from 30 January 2026. Richard has been an Executive Director of the Board since joining Rank as CFO in May 2022 and his appointment will ensure an orderly transition of responsibilities. Richard's extensive knowledge of the business is coupled with broad experience in consumer facing businesses, and he has made a significant contribution to the Group's progress in recent years.

A formal search process to identify a permanent CEO will now begin.

John H. Ott, Chair of Rank Group plc, said: "On behalf of the Board and everyone at Rank, I would like to express my sincere thanks to John O'Reilly for his leadership of and passion for Rank since his appointment as CEO in April 2018. His extensive gambling industry knowledge and experience, as well as deep operational skills have combined to ensure that Rank is well positioned to build on the direction he established. In addition, John has contributed significantly to the betting and gaming industry for decades. We wish him all the very best."

"As interim CEO, the Board are confident Richard Harris will provide both important continuity and the strategic leadership required to drive the performance of the business and maximise shareholder returns. The Board and I look forward to continuing to work closely with him to realise those ambitions."

John O'Reilly said: "It has been a privilege to lead Rank for the past seven and a half years, and I am proud of all that we have accomplished in that time. I am pleased that Richard will now take Rank to the next stage of what I am sure is a bright future and wish the Group every success."

Notes for editors:

Details of John O'Reilly and Richard Harris's remuneration arrangements, which are consistent with the group's remuneration policy, will be provided on the website in accordance with section 430(2B) of the Companies Act 2026 in due course.

Richard Harris joined the Rank Board in May 2022 when he was appointed Chief Financial Officer. He has extensive experience in consumer facing businesses, driving financial performance, contributing to strategy development and improved operational execution. Prior to Rank, Richard was Chief Financial Officer at Foxtons Group Plc and has previously held positions at Laird Plc and Marks and Spencer Plc.

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