

## Schroders plc

10 February 2026

### Directorate Change

#### Appointment of non-executive Director

Schroders plc (the "Company") today announces its intention that William Lin will join the Board as an independent non-executive Director in May 2026. He will also join the Nomination and Governance Committee. In accordance with UKLR 6.4.7, the Company will announce the effective date once it has been confirmed.

William Lin is currently Executive Vice President, Gas and Low Carbon Energy at bp, and a member of bp's Executive Committee.

Dame Elizabeth Corley, Chair of Schroders plc, commented: *"I am delighted that William will join the Board in May. His extensive international operating experience, particularly in Asia, together with his leadership of major transformation programmes will be a valuable addition to the Board."*

William Lin said: *"I am very pleased to be invited to join the Board of Schroders. I look forward to supporting the Board and management on the continued transformation and focused growth of the business."*

Biographical information is set out below. There is no further information to disclose under UKLR 6.4.8

#### Extension of non-executive Director tenure and retirement of non-executive Director

The Company further announces that the tenure of Ian King as a non executive Director will be extended until the end of 2026, subject to shareholder approval at the Annual General Meeting on 16 April 2026. Ian was appointed to the Board in January 2017 and has therefore served for more than nine years.

The extension supports the ongoing search for additional independent non executive Directors and helps maintain an appropriate balance of skills and experience on the Board. The Board considers Ian's industry and transformation experience to be important to the overall balance of skills on the Board as we continue to deliver our strategy to return to sustainable profitable growth. His senior board-level insight and deep understanding of the Group will also support continuity as the transformation progresses.

Rakhi Goss Custard will step down from the Board at the conclusion of the 2026 Annual General Meeting, having served on the Board for nine years.

Dame Elizabeth Corley, Chair, said: *"I would like to thank Rakhi for the valuable insight and constructive challenge she has brought to the Board during her tenure. I am also grateful to Ian for agreeing to remain on the Board until the end of the year, ensuring continuity and allowing the Board to continue to draw on his considerable experience and expertise."*

This notification is made in accordance with UKLR 6.4.6

#### Biographical Details

William Lin joined bp in 1997 and has spent more than three decades in the global oil and gas industry. He has worked in the USA, UK, China, Egypt and Indonesia, holding a range of senior leadership roles across the company.

William has been a member of bp's Executive Committee since 2020. He was appointed Executive Vice President, Gas and Low Carbon Energy, in 2024, with P&L responsibility for bp's global natural gas and liquefied natural gas businesses and a portfolio of low carbon energy businesses across key markets. His remit also includes regional and reputational oversight of the US and China. During his career with bp, he has led major transformation initiatives, managed operations across multiple international regions and established enduring strategic partnerships.

Alongside his executive responsibilities, William holds three non executive directorships. He serves on the boards of Corbion N.V., a Dutch food and chemicals company listed on Euronext Amsterdam; Pan American Energy, a leading Argentinian oil and gas joint venture between bp and the Bidas Corporation; and JERA Nex bp, a global offshore wind company, where he serves as Chair.

**ENDS**

**For further information, please contact:**

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#### Investor Relations

Simonetta Hofstetter	+44 (0)20 7658 3442	<a href="mailto:Simonetta.Hofstetter@Schroders.com">Simonetta.Hofstetter@Schroders.com</a>
Katie Wagstaff	+44 (0)20 7658 1985	<a href="mailto:Katie.Wagstaff@Schroders.com">Katie.Wagstaff@Schroders.com</a>

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#### Global Communications and Media

Julie Foster	+44 (0)20 7658 4953	<a href="mailto:Julie.Foster@Schroders.com">Julie.Foster@Schroders.com</a>
Andy Deane	+44 (0)20 7658 2002	<a href="mailto:Andy.Deane@Schroders.com">Andy.Deane@Schroders.com</a>

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