

THIS ANNOUNCEMENT CONTAINS INSIDE INFORMATION FOR THE PURPOSES OF ARTICLE 7 OF REGULATION 2014/596/EU WHICH IS PART OF DOMESTIC UK LAW PURSUANT TO THE MARKET ABUSE (AMENDMENT) (EU EXIT) REGULATIONS (SI 2019/310) ("UK MAR"). UPON THE PUBLICATION OF THIS ANNOUNCEMENT, THIS INSIDE INFORMATION (AS DEFINED IN UK MAR) IS NOW CONSIDERED TO BE IN THE PUBLIC DOMAIN.

**FOR IMMEDIATE RELEASE**

**LEI: 213800VDC1BKJEZ8PV53  
2026**

**30 April**

**SIG plc**  
(the "Company" or "SIG")

**Appointment of Chief Financial Officer  
Directorate change**

The Board of SIG is pleased to announce the appointment of Simon Kesterton as the Company's new Chief Financial Officer and an Executive Director, with effect from 1 May 2026.

Simon is a highly experienced CFO who has successfully operated at C-suite and Board level within complex multi-billion revenue organisations across multiple end markets. He has a track record across more than 20 years of implementing transformational strategic change and delivering market leading organic and inorganic growth. From 2019 until December 2025, Simon was CFO at Kier Group plc, a leading provider of construction, infrastructure and property developments in the UK. Prior to that, he served for six years as CFO at RPC Group plc, during Pim Vervaat's tenure as CEO. Simon also serves as a Non-Executive Director and Chair of the Audit Committee of AIM-listed Mpac Group plc, a provider of global packaging and automation solutions.

This appointment follows the announcement on 10 April 2026 that the Company had received notice from Ian Ashton of his resignation as CFO. Assuming that shareholders approve the resolution to be proposed at the General Meeting expected to be held on or around 22 May 2026, which is required for the reason set out in the notes to this announcement below, Ian will remain with the Company to support a smooth and orderly transition to Simon as incoming CFO until the end of May when Ian will step down as a Director and leave SIG.

Commenting on Simon's appointment, SIG's Chief Executive Officer Pim Vervaat said: "The Board is delighted to announce that Simon has agreed to join SIG as its CFO. He has demonstrable experience of improving businesses to deliver shareholder value. The Board looks forward to working with Simon on SIG's growth and development."

Save as set out below, there are no other disclosures required in respect of the appointment of Simon Kesterton pursuant to UKLR 6.4.8 (1) to (6).

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Andrew Allner Chair

Pim Vervaat Chief Executive Officer

**FTI Consulting** **+44 (0) 20 3727 1340**

Richard Mountain

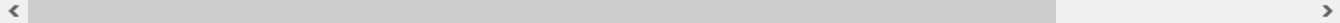
The person responsible for arranging the release of this announcement on behalf of the Company is Andrew Watkins, Group General Counsel & Company Secretary.

Notes to editors

- Simon Kesterton will join SIG on a base salary of £500,000, plus an allowance in lieu of pension contribution of 5%. His base salary when he left Kier Group was £585,000 where he had a pension contribution of 7.5%.
- Simon's annual bonus opportunity at SIG will be in line with the Directors' Remuneration Policy (the "Policy") and on joining SIG he will receive an initial annual Restricted Share Unit ("RSU") award equal to 125% of base salary, also in line with the Policy.
- In addition, it has been agreed that the Company will make a one-off recruitment RSU award to him equal to 100% of base salary (the "Recruitment Award"). The making of the Recruitment Award reflects Simon's higher base salary and total remuneration opportunity at Kier Group and is being made as an incentive for him to join SIG. Pursuant to the Policy, the making of the Recruitment Award requires the approval of shareholders. A circular containing notice of a General Meeting that will be convened for the purposes of seeking this approval will be posted to shareholders shortly with the

the purposes of securing this approval will be posted to shareholders shortly, with the General Meeting expected to be held on or around 22 May 2026. The Recruitment Award will vest on the third anniversary of its date of grant and the resulting shares will then be subject to the minimum holding period of two years under the Policy.

- Simon has also expressed his intention to acquire shares in SIG in the six months following his appointment, and assuming shareholders approve the making of the Recruitment Award at the General Meeting, such that the value of his total holding of SIG shares (including 190,000 shares in SIG that he already holds) is approximately £250,000, being half of his gross base salary.
- In the event that shareholders do not approve the Recruitment Award, Simon may elect to terminate his service agreement with SIG on immediate notice.
- During the last five years Simon has been a director of Kier Group plc. He is currently a director of Mpac Group plc.
- Details of remuneration payments due to Ian Ashton will be disclosed on SIG's website in accordance with section 430(2B) of the Companies Act 2006 upon him ceasing to be a Director. He will not receive any payment for loss of office.



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