

15 June 2026

LUCECO PLC CEO RETIREMENT

Luceco plc ("Luceco" or the "Group") announces that, following 21 years of leading the business, John Hornby has decided to retire from the Group, with effect from 31 December 2026.

John will be taking a sabbatical until late August 2026, and will remain as Chief Executive Officer and as a Board Director until 31 December, following which he will be available to the Group in an advisory capacity. During John's sabbatical, the Group's Senior Leadership Team, supported by the Board, will discharge the functions and responsibilities of the CEO.

The Board has commenced the process of identifying a permanent successor and will make a further announcement in due course.

Giles Brand, Chair of Luceco, said: *"On behalf of the Board, I would like to thank John for his longstanding contribution to Luceco. He has been an important part of Luceco's development, expanding the Group significantly into the successful business it is today, with a proven platform for growth. The Board and Luceco colleagues wish John the very best for the future."*

John Hornby, commented: *"It has been a privilege to serve as Chief Executive Officer of Luceco and I am enormously proud of the Group's development over this period. With a strong platform for growth, underpinned by Luceco's competitive advantages and structural opportunities, the Group is confident in the prospects for the current financial year and beyond."*

The trading momentum described in the Group's Q1 Trading Update published on 19 May 2026 has been sustained through Q2-to-date. The outlook for the year ending December 2026 remains consistent with the commentary provided in that announcement and accordingly, the Board continues to expect Adjusted Operating Profit to exceed £40m, with the potential for further significant outperformance dependent on Demand Flexibility. A half year trading update will be announced towards the end of July 2026.

Details of John Hornby's remuneration arrangements in connection with his retirement will be set out in the Section 430(2B) disclosure that will be made available on Luceco's website in due course, and will also be set out in the Remuneration Report.

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Note to Editors

Luceco plc (LSE:LUCE) is a leading designer and manufacturer of residential and commercial electrification products and systems. The Group designs and manufactures its market-leading range of wiring accessories, EV chargers, LED lighting, and portable power products at its state-of-the-art manufacturing facilities, distributing them through professional, wholesale and retail channels.

For more information, please visit www.lucecoplc.com.

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