Management Announcement
11 September 2026

Notice of upcoming changes in senior management

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Ian Thom, aged 64, has decided to retire from the role of Chief Executive Officer (CEO) next year as part of a managed process of succession. This process is underway and his successor is expected to be announced in due course. It is intended that Ian will support the business through this succession by remaining in his position as CEO until a successor has been appointed and a transition has been completed.

Tom Gillen, our current Chief Operation Officer (COO) has advised that he will retire from the business following a managed succession process (which has commenced), once a suitable successor to the role of COO has been appointed and a transition has been completed. While no definitive timeline for Tom’s retirement has been agreed, Tom has indicated that his departure will be timed in order to support a smooth transition of this role.