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CHIEF FINANCE OFFICER SUCCESSION

MOTABILITY OPERATIONS GROUP PLC

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Motability Operations Group plc Chief Finance Officer Succession

Motability Operations Group plc ("Motability Operations") today announces a change to its leadership team.

Matthew Hamilton-James has informed the Board of his decision to step down from his role as Chief Financial Officer of Motability Operations with effect from 1 January 2027, after 25 years with Motability Operations.

The Board has appointed Stuart Ingall-Tombs as Chief Finance Officer with effect from 1 January 2027. Stuart will join Motability Operations on 28 September 2026 as Chief Finance Officer designate and will work alongside Matthew during the transition period.

Stuart is a highly experienced Chief Financial Officer with significant experience across various businesses. He was Chief Financial Officer of Rentokil Initial plc from 2020 to 2024, having previously been CFO of its North America business, Regional Finance Director for Europe, and Group Finance Treasurer.

Stuart spent 17 years at Rentokil Initial plc and, prior to joining Rentokil Initial plc, held senior roles at Lex Services and RAC. He is a Fellow of the Institute of Chartered Accountants in England and Wales.

Andrew Miller, Chief Executive Officer of Motability Operations, said:

"Matthew has made a significant contribution to Motability Operations over 25 years and the organisation does in bringing much valued independence to disabled people. I would like to thank him for his leadership and support. I am particularly grateful that he will work alongside Stuart over the transition period to ensure a smooth and orderly transition.

I am delighted to welcome Stuart to Motability Operations. He brings significant financial expertise and experience, and I look forward to working with him as we continue to deliver our strategy."

A copy of this announcement will be submitted to the National Storage Mechanism and will be at: <https://data.fca.org.uk/#/nsm/nationalstoragemechanism>.

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