

Mark Irwin to retire; Anthony Kirby appointed Group Chief Executive designate

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Serco, the provider of services and support to governments internationally, today announces the retirement of Mark Irwin and the appointment of Anthony Kirby as Group Chief Executive designate.

After 12 years with Serco, Mark Irwin has advised the Board of his intention to retire as Group Chief Executive. Mark will step down from his role on 28 February 2025 and will continue to serve as a strategic adviser through a transition period.

Anthony Kirby, currently CEO of UK & Europe, the Group's largest division, will succeed Mark as Group Chief Executive from 1 March 2025.

Mark Irwin said: "It has been a true privilege to lead Serco and I am delighted with the progress we have made in the last few years, especially on keeping our colleagues safer, delivering consistently strong financial performance and developing the biggest pipeline in more than a decade to meet our strategic growth goals. I know that Anthony will continue to build on these solid foundations. I am eternally grateful to all my colleagues across the Group for their hard work and commitment in delivering these outcomes as we worked together to deliver on our purpose to impact a better future for people, place, and planet."

Anthony Kirby said: "It is an honour to be selected to lead this amazing company, of which I have been a part for seven years. Serco is in good shape, with great people and an exciting future. I am confident we can continue to build on our strategy, strengthen our position further and provide outstanding solutions, helping customers around the world deliver superb public services. I want to thank Mark for his leadership

and offer him my best wishes for the future”.

John Rishton, Chair of Serco, said: “I would like to thank Mark for his commitment, dedication, and hard work over the last 12 years and, in particular, during his time as Group Chief Executive and wish him well in his future.

I am delighted that Anthony is taking on the role of Group Chief Executive. Since we attracted Anthony from Compass Group, he has been part of our internal succession planning. During this time he has held a number of critical roles at Serco, including being Group Chief Operating Officer and successfully leading the UK & Europe business. The Board is confident that Anthony has the skills, determination and leadership attributes to deliver against our strategy.”

There is no change to guidance for 2024 or 2025.