

Marshall Monteagle PLC
(Incorporated in Jersey)
(Registration number: 102785)
(External registration number: 2010/024031/10)
JSE Code: MMP ISIN: JE00B5N88T08
Main Board – General Segment
("Marshall Monteagle" or "the Company")

CHANGES TO THE BOARD OF DIRECTORS AND RESIGNATION AND APPOINTMENT OF COMPANY SECRETARY

The Marshall Monteagle board of directors ("the Board") wishes to announce the following Board changes in accordance with section 3.59 of the JSE Limited Listings Requirements:

Resignation of Rory Kerr

Rory Kerr, the Chairman of the Board and non-executive director, has stepped down from his role as Chairman, director and committee member with effect from 12 September 2024. Rory has been a director of the Company since October 2010 and Chairman since May 2020 as well as a member of the Audit Committee and the Remuneration Committee during his tenure.

The Board would like to express its thanks to Rory for his hard work and support over the years and wishes him all the best in his future endeavours.

Change of Role of Director

Edward Beale has been appointed as the Chairman of the Board with effect from 12 September 2025. Edward has been a director of the Company since February 2013 and was appointed as its Financial Director in April 2017. Edward brings his wealth of experience with the Company to his new role as Chairman and the Board looks forward to his stewardship.

Due to his appointment as Chairman, Edward has stepped down from his role as the Financial Director with effect from 12 September 2025 and the Board wishes to thank him for his hard work and valuable contribution during this tenure.

Appointment of Senior Independent Director

Due to his previous role as Financial Director of the Company, Edward Beale is not considered to be an independent non-executive director and Chairman at this time. Consequently, the Board has appointed Dean Douglas, an independent non-executive director, to act as the Lead Independent Director, with effect from 12 September 2025. Dean has been a non-executive director of the Company since 2019 and has fulfilled the role of acting Chairman when required. The Board is confident he has the knowledge and experience to carry out this role.

Appointment of Executive Director

The Board is also pleased to announce that Heidi Koegelenberg CA(SA) has been appointed as an executive director and the Financial Director of the Company with effect from 12 September 2025.

Heidi joined the Company in November 2024 as the Group Financial Manager. Heidi is a qualified Chartered Accountant with over 15 years of corporate experience leading diverse teams. Having held senior roles in a multinational corporation, Heidi brings experience in management and statutory reporting, technical accounting, governance and Sarbanes-Oxley Act compliance to the organization. She has experience across different corporate sectors in the production, technology & mining segments. She is currently a director of other Marshall Monteagle group operating companies and ensures quality decision-making through all-embracing finance leadership.

The Board welcomes Heidi and looks forward to her continued contributions in her new role.

Resignation and Appointment of the Company Secretary

With effect from 12 September 2025, City Group Limited has resigned as the Company Secretary of the Company.

Melissa Bourgeois has been appointed as company secretary with effect from the 12 September 2025. Melissa has been working for City Group Limited since March 2020 and provided company secretarial and governance services to the Company in that capacity since January 2022. Melissa is a qualified Chartered Governance Professional and a Fellow of the Chartered Governance Institute in the United Kingdom and has 18 years' experience of working in company secretarial and governance roles in both professional services firms and in-house.

The changes to the Board were approved in line with the Group's succession plan and diversity policy and aim to ensure the effective continuity of the Board while introducing fresh perspectives.

By order of the Board:

15 September 2025

JSE Sponsor to Marshall Monteagle



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