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THIS ANNOUNCEMENT CONTAINS INSIDE INFORMATION AND THE PERSON RESPONSIBLE FOR MAKING THIS ANNOUNCEMENT IS RACHEL CANHAM, GROUP GENERAL COUNSEL AND COMPANY SECRETARY.

Directorate Change: Retirement of Chief Financial Officer

Rentokil Initial plc (the “Company”) (FTSE / NYSE: “RTO”) today announces that Paul Edgecliffe-Johnson, Chief Financial Officer (CFO), has informed the Board of his intention to retire from his full-time executive role and step down from the Board with effect from 31 January 2027 for family health reasons.

Paul will remain with the Company and as part of the Executive Leadership Team in a senior advisory capacity following his departure from the Board to ensure an orderly succession and continuity of financial leadership.

The Board has initiated a formal search process to identify and appoint a permanent successor.

Should a permanent successor not have taken up the position by the time of Paul’s retirement, starting 1 February 2027, the role of Chief Financial Officer will be assumed on an interim basis by Sarah Sergeant, ensuring a seamless transition. Sarah is a highly experienced finance executive, currently the Company’s Group Financial Controller, a role she has held since December 2024. She previously served as Chief Financial Officer of Watkins Jones plc, following 14 years at Compass Group in a broad range of senior finance roles.

Thérèse Esperdy, Chair of Rentokil Initial plc, commented:

“On behalf of the entire Board, I want to express our support and gratitude to Paul. While we are sad to see him retire, we fully understand and respect his decision to prioritise his family. Paul has brought strong financial discipline and strategic focus to Rentokil Initial. We are pleased Paul has agreed to remain with the business as a senior advisor so that we continue to benefit from his counsel as we transition to a permanent successor, the search for which is already underway.”

Mike Duffy, Chief Executive of Rentokil Initial plc, added:

“Paul has been an outstanding partner since I took over as CEO and while I am naturally sad to see him retire, I am pleased that Paul will continue to support us. His deep financial expertise, analytical rigour and strategic guidance have been invaluable to me and the Board. We entirely respect Paul’s decision to retire at this time and we wish him and his family the very best. Sarah’s experience, skills and detailed understanding of Rentokil make her ideally suited to take on the role of Interim CFO. I look forward to working alongside her.”

Paul Edgecliffe-Johnson, Chief Financial Officer, said:

“It has been a privilege to serve as Chief Financial Officer of Rentokil Initial. However, for family health reasons, I have decided to retire from full-time executive life. I am grateful for the support from Thérèse, Mike and the Board, and I have every confidence that the business is well-positioned to deliver on its strategic objectives to accelerate organic growth, improve margins and free cash flow and deliver on the clear opportunity for shareholder value creation. I look forward to continuing to work with the team in an advisory capacity to ensure an orderly transition.”

Remuneration details will be disclosed on the Company's website in due course in compliance with Section 430(2B) of the Companies Act 2006, and the Directors' Remuneration Report within the Company's Annual Report and Accounts.

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About Rentokil Initial plc

Rentokil Initial plc is a global leader in Pest Control and Hygiene & Wellbeing services. It employs c.63,400 people in 90 countries.