

21 October 2025

AB Dynamics plc ('ABD' or 'the Group')

Sarah Matthews-DeMers appointed as Group Chief Executive Officer

AB Dynamics plc is delighted to announce the appointment of Sarah Matthews-DeMers as Group Chief Executive Officer. Sarah is our current Chief Financial Officer and will take up her new role from 1 December 2025.

Sarah has been an instrumental part of the leadership team that has transformed the Group over the last six years. Following a rigorous search process, led by Chairman Dick Elsy, the Board saw Sarah as the standout candidate to take the Group forward in the next phase of its development and to deliver the medium-term growth aspirations the Group has set out in its value creation plan.

Sarah is a Fellow of the Institute of Chartered Accountants in England & Wales and after 14 years with PwC, held Executive Committee positions at Avon Rubber plc, Rotork plc and Carclo plc in finance, strategy and investor relations prior to joining AB Dynamics plc.

The Board is commencing a formal process to identify a successor to Sarah as Chief Financial Officer. In the interim, the finance team is well resourced and will continue to report into Sarah. A further update will be provided in due course.

The outgoing Chief Executive Officer, James Routh, will remain with the Group until 31 December 2025 to ensure a smooth handover, but will stand down from the Board on 30 November 2025.

Commenting on the appointment, Dick Elsy CBE, Chairman said:

"As an architect of our value creation plan Sarah has been an instrumental part of the leadership team that has transformed the Group over the last six years. I am delighted that she has accepted the opportunity to lead the Group in the next phase of its development, as we execute on our growth and operational performance plans and take advantage of our unique position in an evolving industry underpinned by structural growth drivers towards greater safety, sustainability and efficiency in global transport markets. I look forward to continuing to work with Sarah in delivering the Group's ambitions over the next few years."

Commenting on the appointment, Sarah Matthews-DeMers, Chief Executive Officer designate said:

"I am honoured to have the opportunity to lead the truly exceptional business that is AB Dynamics. The heritage of the Group, being a West of England engineering business, is close to my heart and the technology the Group has developed at its locations across the globe is world leading."

"I look forward to working with the Board, my Executive team and all my colleagues to ensure we delight our customers and fulfil our potential over the long term."

Enquiries:

AB Dynamics plc

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Sarah Matthews-DeMers, Chief Executive Officer
designate

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Certain information contained in this announcement would have constituted inside information (as defined by Article 7 of Regulation (EU) No 596/2014 ("MAR")) prior to its release as part of this announcement and is disclosed in accordance with the Company's obligations under Article 17 of those Regulations.

The person responsible for arranging the release of this information is David Forbes, Company Secretary.

About AB Dynamics plc

AB Dynamics is a leading designer, manufacturer and supplier of advanced testing, simulation and measurement products and services to the global transport market.

AB Dynamics is an international group of companies headquartered in Bradford on Avon. AB Dynamics currently supplies all the major automotive manufacturers, Tier 1 suppliers and service providers, who routinely use the Group's products to test and verify vehicle safety systems and dynamics.

About Sarah Matthews-DeMers

Sarah has extensive experience of financial management, investor relations and strategic development in industrial and engineering public companies.

Previous roles include Group Finance Director of Carclo plc and Director of Strategy at Rotork plc where she led a wide reaching strategic review. Prior to this she was Deputy Group Finance Director at Avon Rubber plc, being part of the senior management team during a period of significant transformation.

She began her career at PwC, working with many international manufacturing and technology companies. Sarah is a Chartered Accountant and Fellow of the ICAEW with a first-class degree in Accountancy Studies from Exeter University.

Images are available from Teneo, please contact abdynamics@teneo.com.

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