

Digital & Technology organisation redesign.

As Colart continues its digital transformation journey, we have undertaken an organisational design review of the technology and digital teams and made some structural changes to optimise for the next phase of our evolution.

Over the past four years, we have built up high-performing consumer digital and technology teams who have partnered with the broader business to deliver numerous projects and campaigns whilst providing trusted and reliable platforms, support, and capability. We are now entering into the next phase where digital democratisation sees the techniques and skills we have mastered spread out across wider teams within the business and an increase in our partnering with the operations teams to upgrade, improve and further automate our factories and warehouses.

To support this, we are making the following changes:

Technology

- Sanjay Marwaha, as Director of Technology, will lead the technology function within the business.

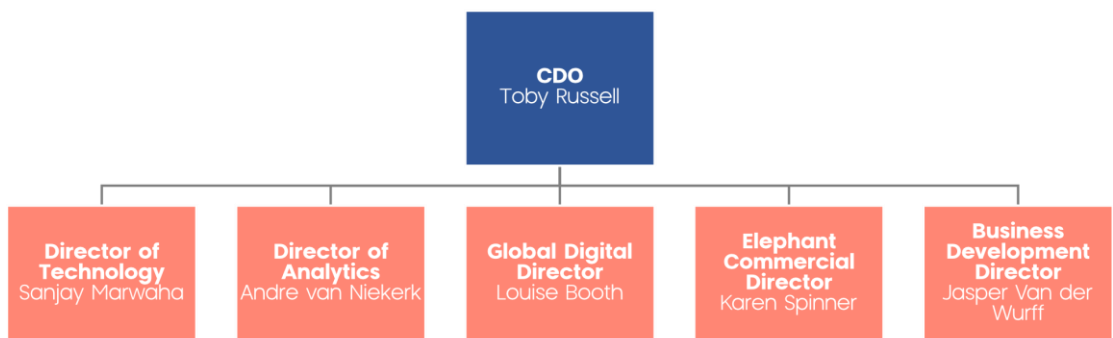
Reporting into Sanjay will be the following teams:

- **Applications**
 - Responsible for M3, Futurmaster, and other key business applications
- **Technical Operations**
 - Desktop infrastructure.
- **Development and Projects**
 - Software development and project management.
- **China Technology**
 - Local team to support M3 and technology infrastructure
- **Industry Solutions**
 - A new team will be partnering with operations to design, build and support the warehouse and factory management applications together with the digitisation of our production sites through the increase use of robots, automation, sensors and real-time data.
- Stuart Cooney leaves Colart at the end of January to take up a new role. Therefore, Dan Ruzzak progress as Head of Technical Operations, leading the merged infrastructure and service desk teams.
- Claire van Blerk will be promoted to Head of Development, managing the digital development and technology projects team.
- Lorris Loger will progress as Head of Applications and will lead the applications team.
- Jevgenij Fiodorov (reporting into Dan) and Sam Webster (reporting into Claire) become Architects and, together with Lorris, will design, manage and own the technology and platforms architectures for the business.

Digital

- Josh Hart and Annie Hicks have been promoted to Senior Strategists.
- We welcome back Kim Granger to a role as Strategist for Social Content reporting into Annie.
- The technical centre excellence, TCE, now reports to Stefano Maiorana as part of the growth and maturing of the consumer care team.

These changes facilitate a broadening of Toby Russell's role with Jasper Van der Wurff as Business Development Director moving to report to Toby. This brings the innovation areas of business development and the test and learn opportunities for Elephant together under a single leader whilst benefiting from more direct access to the digital, technology and project management teams sitting within Toby's portfolio as follows:



Toby Russell,
CDO