ASX: SRJ

SRJ Announces Board and Executive Leadership Changes

New leadership to focus on operational execution, commercial growth and unlocking the Company's international opportunities

SRJ Technologies Group Plc (ASX: SRJ) ("SRJ" or "the Company") today announces a number of changes to its Board and executive leadership as the Company enters its next phase of development.

Highlights:

- George Gourlay has resigned as Non-Executive Chair and Director of the Company.
- Chief Executive Officer Kurt Reeves has departed the Company by mutual agreement.
- Ben Lumley has been appointed Interim Chief Executive Officer.
- Mark Lindh has been appointed Chair of the Board.
- The new leadership will focus on operational performance, commercial execution and capitalising on SRJ's established international asset integrity opportunities.

Board Changes

The Company advises that George Gourlay has resigned from his position as Non-Executive Chair and Director.

The Board sincerely thanks George for his leadership, commitment and contribution to SRJ during his tenure. George has played an important role in supporting the Company's strategic development, including its expansion into international markets and the establishment of a stronger commercial presence in the Middle East. The Board acknowledges George's contribution to the Company and wishes him every success in his future endeavours.

Following George's departure, existing Non-Executive Director Mark Lindh has been appointed Chair of the Board.

Mark brings extensive experience in corporate strategy, capital markets, business development and listed company governance.

His appointment will provide continuity at Board level while supporting the Company's next phase of operational and commercial development.

Chief Executive Officer Transition

The Company also announces that Kurt Reeves has offered his resignation and the Company has accepted his resignation as Chief Executive Officer.

The Board thanks Kurt for his contribution to SRJ, particularly his efforts in advancing the Company's international strategy and developing its commercial position in the Middle East.

During his tenure, the Company progressed a number of strategic initiatives, including the expansion of its regional operations, the development of commercial partnerships and the securing of new business opportunities.

The Board acknowledges Kurt's commitment to the Company and wishes him well in his future endeavours.

Appointment of Ben Lumley as Interim CEO

The Board is pleased to announce the appointment of Ben Lumley as Interim Chief Executive Officer.

Ben is a Chartered Engineer with nearly two decades of international experience in asset integrity, inspection and non-destructive testing (NDT) across the oil and gas, energy and industrial sectors in the UK and Middle East. He joined SRJ in September 2026 as Director of Asset Integrity & Business Development, based in Abu Dhabi, where he has supported the Company's BoltEx® commercial activity and the growth of its robotic, unmanned aerial vehicle (UAV) and advanced inspection services.

Before joining SRJ, Ben was Global Head of Integrity at Fulkrum, an international inspection, expediting and technical services provider, where he led the expansion of its asset integrity division. He was previously Director of Asset Integrity at Applus+ UK. There he led the transformation of its inspection and integrity business, including the transition to a UKAS-accredited ISO/IEC 17020 Type C inspection body with multiple scope extensions, established a new tank inspection division, and expanded its advanced NDT capability. Earlier in his career, Ben was Inspection Manager at Stork Technical Services, managing inspection delivery for oil and gas operators and leading significant expansion in its onshore inspection services.

Ben has been a non-executive director of the British Institute of Non-Destructive Testing (BINDT), the UK's professional body for NDT and condition monitoring, since January 2026. He holds a first-class BSc (Hons) in NDT, is a Chartered Engineer registered with the Engineering Council and a member of BINDT, and holds API 510, 570, 577 and 580 inspection certifications.

Incoming Interim Chief Executive Officer Ben Lumley commented:

"I'm delighted to lead SRJ at such an important stage. Asset integrity is ultimately about trust. Operators need partners who understand their assets, share their safety priorities and bring practical solutions that keep critical infrastructure running."

"That's the approach we will take. We'll work alongside our customers and partners, combining technology, robotic and UAV inspection along with SRJ's proven BoltEx® and engineering expertise to solve real integrity challenges. I've worked closely with AI-enabled inspection and data analytics in asset integrity, and I believe the combination of robotics, UAV data capture and

intelligent analysis, applied with sound engineering judgement, will redefine how operators manage risk. SRJ is well placed to lead that shift."

"Our focus is clear: deliver safely and reliably on every contract, grow profitably in key regions such as the UAE and wider Middle East, and build a business our customers, people and shareholders can be proud of."

Ben's appointment represents an important step in the Company's continued focus on operational execution, customer engagement and the conversion of commercial opportunities into sustainable revenue.

The Board has confidence in Ben's ability to lead the business through this next phase, with a particular emphasis on strengthening operational performance, supporting existing customer relationships and progressing SRJ's international growth strategy.

The Company believes Ben's leadership will bring renewed energy, commercial focus and accountability to the execution of its strategic priorities.

Strong Commercial Foundations and Growth Opportunities

SRJ has established a differentiated position in the international asset integrity sector, combining specialist engineering capabilities with advanced inspection technologies, robotics and innovative maintenance solutions.

The Company has made important progress in developing its commercial presence across the Middle East and other international markets, including securing contracts and establishing relationships with major energy and industrial operators.

Recent developments include:

- Commencement of revenue-generating operations under the Company's Dubai Petroleum asset integrity agreement.
- Securing additional engineering and asset integrity work in the Middle East, including an offshore LNG controls upgrade project.
- Expansion of specialist inspection activities and customer opportunities in international markets, including Angola.
- Continued development of robotic inspection, emissions management and technology-enabled asset integrity services.
- Progression of strategic relationships designed to broaden the Company's international customer reach and service capabilities.

These developments provide an established platform from which the Company can pursue further commercial growth.

The Board recognises that the priority is now to translate this platform into consistent operational delivery, improved financial performance and sustainable shareholder returns.

Under the new leadership structure, SRJ will maintain a disciplined focus on contract execution, cost management, working capital, customer relationships and the conversion of its commercial pipeline into profitable revenue.

Comments from Incoming Chair Mark Lindh

Commenting on the leadership changes, incoming Chair Mark Lindh said:

“On behalf of the Board, I would like to sincerely thank George and Kurt for their respective contributions to SRJ. Both have played important roles in the Company’s development, particularly in advancing its international strategy and establishing opportunities for future growth. We wish them both well.”

“I am particularly pleased to welcome Ben into the role of Interim CEO. The Board has considerable confidence in his ability to provide strong leadership, maintain momentum across our operations and bring a disciplined commercial approach to the opportunities ahead.”

“SRJ has developed an attractive position in a global industry where asset integrity, operational efficiency and advanced inspection technologies are increasingly important to customers.”

“The Company has established valuable customer relationships, secured important contracts and developed a platform that we believe presents meaningful opportunities for growth.”

“Our immediate priority is execution. We are focused on delivering for our customers, converting opportunities into revenue, maintaining financial discipline and building a business capable of generating sustainable returns for shareholders.”

“I look forward to working closely with Ben, our employees and the broader Board to realise the potential of SRJ’s technology, people and international market position.”

Outlook

The Board remains confident in the commercial opportunities available to SRJ across its core asset integrity and advanced inspection businesses.

The Company’s immediate priorities will be to strengthen operational delivery, progress existing contracts, maintain financial discipline and pursue opportunities that offer attractive commercial returns.

The Board looks forward to updating shareholders on the Company’s progress as its new leadership team advances these priorities.

– Ends –

This announcement has been authorised for release by the Board.

FOR FURTHER INFORMATION PLEASE CONTACT

Mark Lindh Non-Executive Chair, SRJ Technologies E. info@srj-technologies.com	**Ben Lumley** Interim CEO, SRJ Technologies E. info@srj-technologies.com

ABOUT SRJ TECHNOLOGIES

SRJ delivers integrated asset integrity maintenance, engineering and technology-enabled services to the energy, industrial and maritime industries. Asset integrity maintenance involves the provision of embedded site-based maintenance, advanced inspection, predictive monitoring and repair solutions designed to prevent asset failures and extend asset life. The services are focused on maintaining and assuring the integrity of critical mechanical and pressure containment systems, supporting safe, reliable and compliant operations across operating facilities. SRJ's asset integrity and maintenance services support asset owners in the development, implementation and execution of long-term lifecycle integrity strategies, including regulatory compliance requirements applicable to critical mechanical and pressure containment systems.

Remote inspection services are provided utilising advanced robotics and custom UAV technologies. SRJ's range of containment management solutions enable customers to assure the integrity of new and ageing assets subject to ever more demanding regulatory pressures.

By providing advanced robotic and UAV systems, ACE (an SRJ Group company) is revolutionising asset inspection in terms of minimising human risk and providing accurate and repeatable inspection data. ACE can inspect the previously un-inspectable, delivering asset integrity assurance and management to the Energy and Marine industries. ACE has achieved accreditation with all the major Marine Class Societies.

SRJ's range of asset integrity products and solutions have gained industry approval across the energy sector and are now in use across the world. SRJ's products are designed to maintain and assure the integrity of pressure containment systems and therefore play an important role in the overall integrity of operating facilities.

SRJ Technologies provides specialist asset integrity, engineering and technology-enabled inspection solutions to the energy, industrial and marine sectors. Through its engineering expertise, proprietary technologies and advanced robotic inspection capabilities, SRJ assists customers in maintaining the safety, reliability and operational performance of critical infrastructure.

UAE	UK	JERSEY	AUSTRALIA
PH. +971 02 6718 483 8th Office, 1st floor, Building No121, Mohammed al Otaiba Tower, Abu Dhabi, UAE	PH. +44 (0) 1224 478898 Unit 12-13, Murcar Commercial Park, Bridge of Don, AB23 8JW	PH. +44 (0) 1534 626 818 Second Floor, East Brick Warehouse, Victoria Pier, St Helier, Jersey JE2 3NB	PH. +61 8 9482 0500 Office 4, 996 Hay Street, Perth Western Australia 6000

Annexure 1

In accordance with ASX Listing Rule 3.16.4, the Company provides the following information in relation to the appointment of Mr Lumley:

Role Title	Chief Executive Officer
Term	Interim with no fixed term
Fixed Remuneration	Basic salary £195,000. The package also includes other reasonable allowances accustom to this role. No superannuation as not mandatory in jurisdiction he will be based.
Incentives	Eligible to incentives subject to Board discretion
Time Commitment	Full time
Termination Clause	Initial 2 month interim period subject to review