# Announcement

## CEO & Managing Director Transition

Date: 14 September 2026

Pact Group Holdings Ltd (**Pact** or the **Company**) announces that Mr Sanjay Dayal, Chief Executive Officer (**CEO**) and Managing Director, has advised the Board of his intention to step down from his role.

There will be no immediate change to the leadership of the Company. The Board has commenced a search process for a new CEO and is working with Mr Dayal to facilitate an orderly transition. Mr Dayal will continue as CEO and Managing Director until commencement of a new CEO.

Mr Dayal commenced with Pact on 3 April 2019 and has led the Company through a period of significant transformation, including the development and implementation of Pact's strategy to lead the circular economy, positioning the Company as a leading provider of sustainable packaging and reuse solutions. Mr Dayal was also instrumental in establishing Pact's recycling and reuse joint ventures and securing long-term partnerships with key customers.

Mr Dayal said: "Leading Pact has been one of the great privileges of my career. Overseeing the Company's transformation and bringing the circular economy strategy to life have been extremely rewarding experiences. I want to thank our Chair for his support and the Board for its guidance and assistance. I would also like to thank Pact's talented management team for its commitment to Pact's success, as well as our customers and partners for their support."

Mr Raphael Geminder, Executive Chair, said: "On behalf of the Board, I thank Sanjay for his friendship, leadership and commitment to Pact, our people and our customers. We respect his decision and will work with him to ensure an orderly transition. We wish him well for the next stage of his career."

**This announcement has been authorised for release by the Board of Directors.**