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CIMIC GROUP EXECUTIVE APPOINTMENTS TO SUPPORT NEXT PHASE OF GROWTH

Please find attached a copy of a media release issued by CIMIC Group Limited, parent company of CIMIC Finance Limited and CIMIC Finance (USA) Pty Limited.

Yours faithfully
CIMIC GROUP LIMITED

Company Secretary

2 FEBRUARY 2026 CIMIC GROUP EXECUTIVE APPOINTMENTS TO SUPPORT NEXT PHASE OF GROWTH

CIMIC Group today announced senior leadership appointments that reinforce the organisation's long-standing focus on disciplined growth and ensure it is well positioned to capture emerging opportunities across the energy transition and advanced technology sectors.

Roberto Gallardo has been appointed President and Executive Director of CIMIC Group. In this role, Roberto will lead strategic direction, governance and long-term growth. With more than 30 years' international experience in infrastructure investment, construction and business development, Roberto continues in his role as Chief Strategy Officer for the HOCHTIEF Group.

Jason Spears has been appointed Chief Executive Officer of CIMIC Group, following Pedro Vicente's appointment to a new assignment within the ACS Group. Pedro has made a significant contribution to strengthening the Group's operational and strategic foundations. Jason has been with the CIMIC Group for 25 years, including as Managing Director of CPB Contractors and UGL, and brings deep experience in complex project delivery, client engagement and organisational performance.

ACS Group and HOCHTIEF Chief Executive Officer and CIMIC Group Executive Chairman Juan Santamaría said:

"CIMIC's success is built on strong leadership, disciplined governance and a clear strategic direction. Roberto and Jason bring outstanding experience and deep knowledge of our business. Their leadership will support the next phase of CIMIC's transformation and long-term growth."

Further senior appointments across the Group's Operating Companies include:

- CPB Contractors: Craig Nuttall has been appointed Managing Director. Craig has held Executive General Manager roles at UGL and CPB Contractors and brings extensive operational and delivery leadership across Australia and the UK.
- UGL: Sam Goldsmith has been appointed Managing Director. Sam was previously Executive General Manager of UGL's Services division. He has more than 20 years' experience in engineering, maintenance and project delivery.
- EIC Activities: Don Johnson has been appointed Managing Director. Don is an experienced leader in major infrastructure projects and will oversee EIC's expanded engineering and technical role supporting the Group's high-tech, digital and major project capability.

These appointments support the Group's shift to a unified operating model, strengthening collaboration across Operating Companies and enabling enhanced capability in engineering, digital delivery and integrated solutions.

ENDS

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CIMIC Group is an engineering-led services, construction and natural resources leader with a history dating back to 1899. Powered by 39,000 people, and pioneering technology and engineering, we deliver high-value and sustainable solutions across the lifecycle of assets, infrastructure and resources projects in around 20 countries. CIMIC Group comprises our engineering and construction businesses CPB Contractors and Leighton Asia, our integrated solutions providers UGL and Sedgman, our natural resources company Thiess (60% ownership), and our development and investment arm Pacific Partnerships – all supported by our in-house engineering consultancy EIC Activities. Our mission is to generate sustainable returns by delivering innovative and competitive solutions for clients and safe, fulfilling careers for our people. We strive to be known for our principles of Integrity, Accountability, Innovation and Delivery, underpinned by Safety.