ARYZTA AG

Ad Hoc announcement pursuant to article 53 LR

Change of CEO and guidance update

Schlieren/Switzerland, 8 October 2025

The Board of Directors of ARYZTA AG has unanimously decided together with Michael Schai that he will step down from his position as CEO with immediate effect.

Both the Board and Michael have concluded that a leadership change is in the best interests of the Company and all stakeholders at this time. The Board of Directors thanks Michael for his service to the Company.

Urs Jordi is appointed as interim CEO with immediate effect to ensure strong leadership and delivery of the Company strategy. Mr Jordi continues as Chairman of ARYZTA AG.

In light of the CEO change, ARYZTA confirms that organic growth guidance for 2025 is unchanged (low to mid-single digit), and management expects that 2025 EBITDA will be at least €300m on a like for like basis (2024: €320.9m).

On October 20 ARYZTA will provide Q3 revenue data as scheduled.

ARYZTA's lead independent director Heiner Kamps commented:
"Today's decision is a clear and united signal from the Board in the best interest of shareholders and the Company performance. We have a tested leadership in place to focus on creating shareholder value by delivering performance in line with our mid-term plan."

ARYZTA AG Chairman and Interim CEO Urs Jordi commented:
"The Board of ARYZTA is confident that these changes will ensure business performance is brought back on track. ARYZTA is implementing these changes from a strong financial position and in a timely manner to improve performance, generate cash and deliver on commitments to return capital to shareholders."

ARYZTA
SERVING INSPIRATION

ARYZTA AG

Ad Hoc announcement pursuant to article 53 LR

Announcement conference call today at 08:30 CET

Dial in numbers are: Switzerland: +41 (0) 43 456 9986; USA: +1 786 697 3501;
UK: +44 (0) 33 0551 0200; Ireland: +353 1 436 0959
Please quote **ARYZTA** when prompted by the operator.

A conference call webcast will be available on the ARYZTA website:
https://stream.swisscom.ch/aryzta/20251008/

Investor Enquiries:
Paul Meade, Head of Investor Relations, ARYZTA AG
M: +353 87 065 5368
info@aryzta.com

Media Enquiries:
Andreas Hildenbrand, Lemongrass Communications
M: +41 79 468 92 35
andreas.hildenbrand@lemongrass.agency

Forward looking statement

About ARYZTA

ARYZTA AG ('ARYZTA') is an international bakery company with a leadership position in convenience bakery. ARYZTA is based in Schlieren, Switzerland, with operations in Europe, Asia, Australia and New Zealand. ARYZTA is listed on the SIX Swiss Exchange (SIX: ARYN).

ARYZTA
SERVING INSPIRATION