



Ref: PS 03.14

If Asked only - External Q & A

**Q: Why is Dr Jupp not considered to be the right person to lead AWE through the next phase of change for the organisation?**

A: The Board and Andrew believe the time is right for a new leadership approach to ensure the organisation achieves the changes now required to deliver the next phase of the business and programme.

**Q: Is his exit anything to do the increase in regulatory action over the last two years?**

A: No. Andrew has been a constant champion of safe and secure operations. It has always been a key focus of his tenure as MD. He has championed a robust approach to understanding the root cause behind operational issues and identifying corrective actions that address issues for the long term.

**Q: Did the MoD instigate his exit?**

A: No. The ML Board have been looking at the nature and timing of the changes to our senior leadership team including the role of the Managing Director. Andrew has been part of these discussions and had also been reviewing and considering his future opportunities beyond his career at AWE. Therefore this is seen as an ideal time to make the organisation changes.

**Q: Has his successor been identified?**

A: Potential candidates have been identified and interviews are taking place. Appointments of this seniority and nature take time. Due process needs to be followed involving both our shareholders and the Customer. Until an appointment is made Rob Fletcher, previously Director, Commercial, is appointed Acting MD.