



Leadership transition:

A note of thanks to Alan MacDougall and Janice Hayward

As part of PIRC's succession plans, this week Alan MacDougall and Janice Hayward stepped down as directors of PIRC.

Alan helped found PIRC in 1986 and, until recently, served as PIRC's managing director. Janice Hayward, who led PIRC alongside Alan, has stepped down from her role as Client Services Director.

Together, Alan and Janice led PIRC with vision and passion. They have been pioneers in corporate governance and genuine champions of responsible investors.

We are deeply grateful for their service to PIRC, and we will be taking forward their legacy.

15 January 2026