

The information contained within this announcement is deemed by Hardide to constitute inside information pursuant to Article 7 of EU Regulation 596/2014 as it forms part of UK domestic law by virtue of the European Union (Withdrawal) Act 2018 as amended.

**3 December 2024**

**Hardide plc**  
("Hardide", "the Group" or "the Company")

**Appointment of Dr. Bryan Allcock as an Independent Non-Executive Director**

Hardide plc, the provider of advanced surface treatment solutions, is pleased to announce the appointment of Dr. Bryan Allcock to the Board today as an Independent Non-Executive Director. Bryan will succeed Tim Rice as Hardide's Senior Independent Director and Chair of the Remuneration Committee with effect from 1 January 2025, as Tim will be stepping down from the Board on 31 December 2024.

Bryan has career long experience working in the advanced materials, surface engineering and coatings industry.

He is currently CEO of his own business, TRL9 Limited, which runs a portfolio of research, development and deployment projects, including the use of high entropy alloys. Bryan acts as a subject matter expert to the Ministry of Defence and BAE Systems for the coating of flight decks for Queen Elizabeth Class aircraft carriers and has collaborative research contracts with Jaguar Land Rover, the Defence and Security Accelerator (DASA) and the European Space Agency.

Bryan was formerly Global CEO for the Services business of Castolin Eutectic Limited, part of the Messer Group, where he ran an international £56m revenue business delivering surface engineering and advanced coating solutions. Bryan joined Castolin Eutectic having sold his own business, Monitor Coatings, to them in 2013.

Bryan spent his earlier career as Head of Technical Services at Flight Refuelling Limited, part of Cobham plc, where he grew profits significantly through business development of the coatings division, operational improvement and efficiency initiatives.

Bryan holds an MBA, has a degree in applied chemistry and materials, and holds a PhD in Corrosion Engineering from Cranfield University. He is a fellow of the Institute of Materials, Minerals and Mining and has been a strategic advisor to the Institute.

Further information regarding Bryan Allcock, as required by Schedule 2(g) of the AIM Rules for Companies, is set out below.

**Andrew Magson, Non-Executive Chair, commented:**

*"We are delighted that Bryan is joining the Hardide Board. He has a deep understanding of the coatings and surface treatment sectors and a rare combination of technical, business development, sales and marketing skills. Together with an entrepreneurial mind-set, this means his knowledge and experience is highly aligned with Hardide's strategy of better commercialising the business and accelerating revenue growth."*

*"I'd also like to place on record the Board's thanks to Tim Rice, who has provided wise counsel to all of us during his six years of service as our Senior Independent Director. Tim was instrumental to Hardide's success in developing its business with the aerospace sector. We wish him well for the future."*

**Dr. Bryan Allcock BSc (Hons) PhD, MBA, FIMMM (Age 57)**

**Current Directorships:**

TRL9 Limited  
Solar Fluidics UK Limited  
Burgham Park Residents Association Limited  
Zonne Limited  
UVCR Limited

**Past Directorships in the last 5 years:**

None.

Bryan Allcock does not own any ordinary shares or options over ordinary shares in the Company.

There is no further information on Bryan Allcock required to be disclosed under Schedule Two, paragraph (g) of the AIM Rules for Companies.

**For further information:**

**Hardide plc**

Andrew Magson (Non-Executive Chair)  
Tim Rice (Senior Independent Director)  
Matt Hamblin (CEO)

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**Notes to editors:**

[www.hardide.com](http://www.hardide.com)

Hardide develops, manufactures and applies advanced technology tungsten carbide/tungsten metal matrix coatings to a wide range of engineering components. Its patented technology is unique in combining in one material, a mix of toughness and resistance to abrasion, erosion and corrosion; together with the ability to coat accurately interior surfaces and complex geometries. The material is proven to offer dramatic improvements in component life, particularly when applied to components that operate in very aggressive environments. This results in cost savings through reduced downtime and increased operational efficiency as well as a reduced carbon footprint. Customers include leading companies operating in the energy sectors, valve and pump manufacturing, industrial gas turbine, precision engineering and aerospace industries.

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