

RNS Number : 9391B  
Hill & Smith PLC  
25 March 2025

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**Hill & Smith PLC**  
**Board Appointment**

Hill & Smith PLC ("Hill & Smith" or the "Group"), the leading provider of solutions that enhance the resilience of vital infrastructure and the built environment, is pleased to announce the appointment of Gillian Tomlinson as a non-executive director, with effect from 25 March 2025. Gillian will join the Nomination, Audit and Remuneration Committees of the Board, replacing Leigh-Ann Russell, who stepped down from the Board on 12 March 2025.

Gillian Tomlinson is Chief Data & Digital Officer at FTSE100 engineering company, Weir Group PLC, where she is responsible for digital strategy and implementation. Prior to joining Weir Group PLC, Gillian was Director of Data & Analytics at Three UK. Gillian has a degree in Economics from Potchefstroom University in South Africa, and has lived and worked internationally throughout her career.

The appointment follows a comprehensive search process using an external search firm, led by the Nomination Committee.

**Alan Giddins, Chair of Hill & Smith, said:**

"On behalf of the Board, I am delighted to welcome Gillian to Hill & Smith. Gillian has worked across a range of international businesses and brings a highly complementary skillset which will be hugely additive to the Board and the Group as it delivers on the updated strategic plan set out by Rutger and his executive team at the Group's recent full year results."

This announcement is made pursuant to Listing Rule 6.4.6R. No other information is required to be disclosed pursuant to Listing Rule 6.4.8R in relation to this appointment.

For further information, please contact:

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**Notes to Editors**

*Hill & Smith PLC is a leading provider of solutions that enhance the resilience of vital infrastructure and the built environment. The Group employs c.4,500 people, with the majority employed by its autonomous, agile, customer focussed operating businesses based in the UK, USA and India. The Group office is in the UK and Hill & Smith PLC is quoted on the London Stock Exchange (LSE: HILS.L).*

*We have changed our divisional reporting structure from 1 January 2025 to better reflect the way the Group is now managed. The new divisional structure is as follows:*

- *Galvanizing Services: comprising UK and US galvanizing operating companies*
- *US Engineered Solutions: comprising all US operating companies excluding Galvanizing Services*
- *UK and Rest of World Engineered Solutions: comprising all UK operating companies and India, excluding Galvanizing Services*

*We will report under the new structure at our half-year results in August 2025.*

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