

30 April 2025

Hill & Smith PLC
Appointment of Chief Financial Officer

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 that following a comprehensive selection process Chris McLeish will become the Group's Chief Financial Officer and an Executive Director. He is expected to join Hill & Smith on 13 October 2025.

Chris joins from Ibstock PLC, the FTSE 250 building products and solutions group, where he has been Chief Financial Officer since 2019. Prior to this Chris worked at Tate & Lyle PLC and has over 30 years of experience in a wide range of international finance leadership roles. Chris currently has no other external appointments.

Mark Else, Group Financial Controller, will continue as interim Chief Financial Officer until Chris joins.

Rutger Helbing, Chief Executive Officer of Hill & Smith, said:

"On behalf of the Board, I am delighted to welcome Chris to Hill & Smith. We are excited to have found a great candidate who has the experience and skills to help deliver the next stage of the Hill & Smith growth strategy."

Chris McLeish said:

"I am very excited to be joining Hill & Smith at such an important time. I look forward to working with Rutger and the leadership teams to deliver on the Company's growth ambitions."

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.

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Remuneration

Chris McLeish will receive a base salary of £450,000 and a Company pension contribution of 6.5% of base salary (aligned with the arrangements of the wider UK workforce). His incentive arrangements have been set to be consistent with the current Directors' Remuneration Policy. Chris will receive replacement awards on a like-for-like basis as compensation for remuneration that will be forfeited on leaving his previous employer. These replacement awards will remain subject to performance conditions and holding periods where appropriate and will mirror the vesting and release schedule of forfeited awards.

Full details of Chris's remuneration arrangement will be disclosed in Hill & Smith's 2025 Annual Report.

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).

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