



8 January 2026

Hilton Food Group plc
Board and Senior Leadership Changes

Hilton Food Group plc (the "Company") today announces a number of organisational changes to reflect the ongoing structure and development of the Group.

Non-Executive Director, Samy Zekhout stepped down from the Board on the 7 January 2026, and has taken up a newly created senior leadership role as Chief Operating Officer ("COO") for the West region of the business. He will oversee operations in the UK, Ireland, Netherlands, Denmark, Sweden, Portugal, and at an appropriate point in the future our development in Canada.

Samy has deep knowledge and experience of leading international businesses and proven operational leadership, which will provide strong strategic oversight across these important markets. Most recently, he served as Chief Financial Officer and Deputy Chief Executive Officer of Nomad Foods and prior to this, spent more than 30 years at Procter and Gamble, overseeing global businesses, with focus on Europe and North America.

Melanie Chambers, currently the Group's APAC Chief Executive Officer has been appointed COO for the East. She will oversee operations in Australia, New Zealand, Asia, Poland and Saudi Arabia. Melanie brings significant experience leading complex businesses in growing markets prior to joining Hilton Foods three years ago and this role builds on her experience of leading the growth of the APAC region for the business.

Angus Porter has agreed to remain on the Board as a Non-Executive Director and will not step down at the Company's 2026 Annual General Meeting as previously announced. His continued service will help to ensure on-going stability and continuity to help support these changes.

In addition, the Board announces that Bindi Foyle has been appointed Chair of the Audit Committee, replacing Patricia Dimond in that role. Patricia continues to serve as Senior Independent Director and as a member of the Audit, Remuneration and Nomination Committees.

The Company has also appointed Martyn Espley as Director of Investor Relations. This full-time appointment reflects the Company's commitment to strengthening its engagement with the investment community.

Executive Chair, Mark Allen OBE said:

"These changes strengthen our leadership across both established and high-growth regions while maintaining Board continuity.

I am delighted to welcome Samy and Melanie into their expanded executive roles and to retain Angus' valuable contribution as a Non-executive Director. These organisational changes, alongside broader internal initiatives, position the Group well to deliver its strategic objectives, which we look forward to sharing with you in due course. The appointment of Martyn further enhances our ability to engage with the investment community as we enter the next phase of the Group's development."

The Group expects to provide a Full Year Trading Update on 29th January 2026.

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