

INTRODUCING THE LEAD TEAM



MALCOLM DIAMOND MBE

Non-Executive Chairman

Length of service

Total 42 years; appointed as Non-Executive Chairman on 1 April 2017

Formerly, *Trifast* Executive Chairman after being re-appointed in 2009, CEO for 18 years before retiring in 2002. 1984-2002 Managing Director, *TR Fastenings Limited*

Key areas of expertise

Significant commercial skills and leadership experience gained from growing an international business covering Sales and marketing, strategic planning and implementation, business development and investor relations

Other directorships

Non-Executive Chairman (appointed May 2014) at Flowtech Fluidpower plc, the UK's leading supplier of technical hydraulic fluid power products (Ticker- AiM: FLO) and joined the Board of Acal plc, a leading designer and manufacturer of specialist electronic components (Ticker: ACL), in November 2015 before being appointed Non-Executive Chairman in April 2017

Committee membership

Chairman of the Nominations Committee and by invitation

GEOFF BUDD

Commercial Director & European Managing Director

Length of service

41 years; appointed to the plc Board in 1986

Key areas of expertise

Geoff has extensive knowledge of the industry, European and Asian markets particularly in sales & purchasing, manufacturing management and quality. His role gives him responsibility for all of the European operations but he also holds the responsibility for the Group on all aspects of the commercial business, specifically advising the Board on capex requirements for the manufacturing sites

Committee membership

By invitation

GLEND A ROBERTS

Group Sales Director

Length of service

27 years; appointed to the plc Board in 2010

27 years as Director of *TR Fastenings Limited* and Director for *TR USA* since July 2012

Key areas of expertise

Global sales & marketing experience in logistics & global supply chain, Key Account Management (KAM) and customer relationship management

Committee membership

By invitation



CLARE FOSTER

Chief Financial Officer

Length of service

2 years; appointed to the plc Board 1 October 2015

Key areas of expertise

All aspects of group financial management, accounting governance and strategic planning and implementation across all levels

Committee membership

By invitation



MARK BELTON

Chief Executive Officer

Length of service

18 years; appointed to the plc Board in 2010 and CEO on 1 October 2015

Key areas of expertise

Over his career with *Trifast*, Mark has forged a wealth of knowledge and great understanding of the industry, the *TR* model, key sectors and our customer portfolio. As Group Finance Director, he also played a pivotal role in the successful acquisitions of PSEP in Malaysia, VIC in Italy and Kuhlmann in Germany. Other skills include all aspects of strategic and financial planning, and investor relations

Committee membership

Nominations Committee and by invitation



LYNDSEY CASE

Company Secretary

Length of service

17 years; appointed as Company Secretary 1 April 2016

Key areas of expertise

Lyndsey joined the Group's *TR* Fastenings UK Finance team in 2000 before moving to the Group Finance Team in 2006. She is an FCCA and experienced in financial accounting, reporting and compliance

Committee membership

Secretary to the Committees and by invitation



NEIL WARNER

Senior Independent Non-Executive Director

Length of service

2 years; appointed to the plc Board on 16 June 2015

Key areas of expertise

Experienced Senior Independent Director with strong City relations. Extensive knowledge of international businesses gained over 30 years in commerce; solid understanding of key strategic drivers – growing sustainable businesses globally, M&A, compliance, risk management and IT

Other directorships

Non-Executive Director at Vectura Group plc (VEC) and of AiM listed Directa plus (DCTA)

Committee membership

Chair of the Audit Committee and a Member of the Remuneration Committee and the Nominations Committee

JONATHAN SHEARMAN

Independent Non-Executive Director

Length of service

8 years; appointed to the plc Board in 2009

Key areas of expertise

Investment Fund management, stockbroking and investment banking, and charitable foundations

Other directorships

Non-executive director at AiM listed Orchard Funding Group

Committee membership

Chair of the Remuneration Committee and a member of the Audit Committee and the Nominations Committee

SCOTT MAC MEEKIN

Independent Non-Executive Director

Length of service

4 years; appointed to the plc Board in 2013

Key areas of expertise

30+ year career in both commercial and corporate structures across all major continents and cultures in finance, M&A, global logistics, technology, distribution and manufacturing

Other directorships

Director at Morgan Legend Limited Hong Kong, Director at Tes-Amm Private Limited, and CEO at Dearman Engine Company
Member of Harvard Alumni Association & National University Singapore Alumni Association

Committee membership

Member of the Audit Committee and Remuneration Committee

Trifast plc Board



Female

25%



Male

75%

Executive and senior managers



Female

28%



Male

72%

All other employees



Female

32%



Male

68%

Trifast Executive Board



Female

50%



Male

50%