



6 July 2021

**MARSTON'S PLC**  
**("Marston's" or "the Group")**

**Appointment of Chief Financial Officer**

The Board is pleased to announce the appointment of Hayleigh Lupino as Chief Financial Officer of Marston's PLC, with effect from 3 October 2021. Hayleigh will also be appointed to the Board as of the same date.

Hayleigh's appointment follows a full and proper independent selection process, conducted by the Board, which also reviewed potential external candidates for the role.

Hayleigh will succeed Andrew Andrea as Chief Financial Officer who, in turn, takes over the role of Chief Executive Officer from Ralph Findlay at the end of the current financial year ending 2 October 2021. An experienced finance professional, Hayleigh is currently Marston's Director of Group Finance and has over 18 years' experience within Marston's. Hayleigh also serves on the Carlsberg Marston's Brewing Company ("CMBC") Board as a Non-executive Director and she is currently a Trustee of Wolverhampton Grand Theatre, where she chairs the Finance and Business sub-committee.

Hayleigh has strong operational and commercial credentials, as well as extensive knowledge of both Marston's and the wider pub and brewing sector. A qualified ACMA, she joined Marston's in 2003 since when she has held a number of senior roles within the Group including Director of Finance for Marston's Beer Company, culminating in her appointment as Director of Group Finance earlier this year. She has both helped to develop the strategy, and led the integration plans, which saw a transformation of the beer business over the last 10 years. This included the acquisition of Thwaites beer business and Charles Wells Beer Business, together with the expansion of the distribution business onto a wider national platform. Most recently, she played a key role in the sale of Marston's Beer Company into the JV with Carlsberg UK (in 2020) and is currently the project lead for Marston's on the Transitional Services Agreement with CMBC to ensure a smooth transition with the JV integration plan, spanning IT, finance, tax, data, payroll and facilities.

There are no other details that are required to be disclosed under Rule 9.6.13 of the Listing Rules of the UK Listing Authority.

Marston's will announce a trading update for the 42 weeks to 24 July 2021 on 28 July 2021.

William Rucker, Chairman of Marston's PLC, commented:

*"I am delighted to announce Hayleigh's appointment and welcome her to the Marston's Board. Marston's is a people business and Hayleigh has unparalleled knowledge, understanding and experience of Marston's business, culture and values which, together with her clear financial prowess, will be a great asset to the senior leadership team. She has a proven track record of delivery and is highly regarded within Marston's which will stand her in good stead in her future role. I, together with my fellow directors, look forward to working with her closely in future."*

**ENQUIRIES:**

**Marston's PLC**      Tel: 01902 329516  
William Rucker, Chairman  
Ralph Findlay, Chief Executive Officer  
Andrew Andrea, Chief Financial Officer

**Instinctif Partners** Tel: 020 7457 2010/2005  
Justine Warren/Matthew Smallwood

**NOTES TO EDITORS**

- Marston's is a leading pub operator with a 40% holding in Carlsberg Marston's Beer Company
- It operates an estate of c.1,500 pubs situated nationally, comprising managed, franchised and leased pubs
- Marston's employs around 11,000 people