



12 May 2021

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

**Appointment of Chief Executive Officer**

Following a thorough selection process, the Board is pleased to announce the appointment of Andrew Andrea as Chief Executive Officer of Marston's PLC, with effect from 3<sup>rd</sup> October 2021.

Andrew's appointment follows Ralph Findlay's decision announced earlier this year, notifying the Board of his intention to step down from the role of Chief Executive Officer at the end of the current financial year ending 2<sup>nd</sup> October 2021. Ralph will remain in the role until that time in order to ensure an appropriate handover.

Andrew is currently the Group's Chief Financial Officer and Corporate Development Officer. He has over 23 years' experience within the pub and brewing industry and has served on Marston's PLC Board since 2009. In addition to his financial credentials, Andrew has extensive commercial and operational expertise gained from within Marston's, as well as outside the Group. In addition, Andrew is currently a Non-executive Director of Portmeirion Group PLC.

Andrew joined Marston's in 2002. During this time, he has demonstrated that he has exceptional leadership qualities, as well as an excellent understanding of the Group's operations. Andrew's tenure with Marston's has included a period in the role of Operations Director for Marston's Pub Company during which time he pioneered the highly innovative franchise agreement which is now widely adopted across the pub industry. Most recently, he project managed the disposal of Marston's Beer Company covering all aspects of that transaction, both financial and non financial, as well as co-ordinating the SA Brain operational agreement last year. The combination of these skillsets makes him uniquely well placed to lead Marston's through the next stage of its development.

A new Chief Financial Officer will be appointed in due course and a further update provided as appropriate.

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.

Andrew Andrea commented:

*"I am delighted to have been selected to lead Marston's at such an exciting time as it embarks on the next phase in its history as a focussed pub operator. Despite the challenges of the last year, I am confident that we have a great team of energised and engaged people to deliver our vision, and I look forward to working with them and the Board to return the business to growth and optimise the future opportunities available to us."*

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

*"Andrew was the strongest contender from a selection of extremely high calibre candidates under consideration and the unanimous choice of the Board for the role of Chief Executive Officer. He has clear drive, ambition and outstanding execution skills and these attributes, together with his deep knowledge of – and empathy for – the business, equip him well to lead Marston's through the next stage of its development. The Board has every confidence in him and looks forward to continuing to work closely with him 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