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Time To ACT PLC
08 December 2025

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Time To ACT plc
("Time To ACT" or "the Company")

Directorate Changes

Time To ACT plc (AQSE: TTA), an engineering-led group focused on technology for the energy transition supply chain, is today announcing the following changes to its Board of Directors.

Chris Heminway, currently Executive Chairman, will assume the combined role of Chief Executive Officer & Chief Strategy Officer with immediate effect.

Jeremy Earnshaw, currently a Non-Executive Director, will assume the role of Non-Executive Chairman with immediate effect.

These changes reflect the Company's ongoing development and the Board's view that the revised structure will support good governance as well as the Company's operational and strategic objectives.

Chris Heminway, newly appointed Chief Executive & Strategy Officer, said:
"As a progressive and forward-thinking group of businesses, we are constantly considering how we can maximise our resources to deliver growth and shareholder value. In transitioning into the management role of Chief Executive Officer & Chief Strategy Officer, I can focus my time and commitment on working even more closely with my Executive Team colleagues Gary Wallace (Chief Financial Officer) and Jason Moody (Chief Operating Officer) and implementing our strategy to increase scale in our chosen markets and building our portfolio of high-quality engineering assets."

Jeremy Earnshaw, newly appointed Non-Executive Chair, said:
"Since I joined the Time To ACT plc Board earlier in 2025, I have been extremely impressed by the commitment of all of my colleagues throughout the organisation to delivering upon our Strategy. Equally, I have observed first-hand how committed the Board is to upholding high standards of Corporate Governance, and to ensuring continuing proactive engagement with all Shareholders.

In taking on the role of Non-Executive Chair, I am looking forward to working with the Board and the Executive Team, led by Chris, to further develop the opportunities for organic and acquisitive growth. Time To ACT plc has a real opportunity to embed strategy, expertise and hands-on support into the businesses shaping our clean energy future, and I am committed to working with all of our Investors and Shareholders to deliver on our objectives."

Time To ACT plc Chris Heminway, Chief Executive Officer & Chief Strategy Officer Gary Wallace, Chief Financial Officer Investor questions on this announcement:	Tel: +44 (0) 1642 967138 https://investors.timetoactplc.com/link/P3jl6r

VSA Capital Limited, AQSE Corporate Advisor and Joint Corporate Broker Andrew Raca, Brian Wong (Corporate Finance) Andrew Monk (Corporate Broking	Tel: +44 20 3005 5000
Oberon Capital, Joint Corporate Broker Nick Lovering, Adam Pollock	Tel: +44 203 179 5300

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Engage with the Time To ACT management team directly by asking questions, watching video summaries and seeing what other shareholders have to say. Navigate to our Interactive Investor hub here: https://investors.timetoactplc.com/link/P3jl6r

About Time To ACT plc

Time To ACT plc is an engineering-led group focused on technology for the energy transition supply chain. It currently has two principal operating businesses: Diffusion Alloys and GreenSpur. As the parent company of the Group, Time To ACT provides strategic and operational support to the operating companies and capital to enable their growth.

About Diffusion Alloys

Diffusion Alloys supplies diffusion coatings. A diffusion coating is an intermetallic layer that protects metal components from degradation at high temperatures and in highly corrosive environments, such as those found in hydrogen and nuclear energy generation.

Diffusion Alloys has joined forces with Johnson Matthey plc, the market leaders in synthesis gas ("syngas") with a significant pipeline of Blue Hydrogen projects, to scale-up production and address the increasing demand for low carbon hydrogen used to reduce global carbon emissions.

In addition to working for numerous historic and existing customers, the Directors believe that Diffusion Alloys is the only credible diffusion coater in the world for blue hydrogen components, has already been coating in volume for a leading European vendor in the green hydrogen space and is also in pre-commercial discussions with new cleantech equipment manufacturers.

Diffusion Alloys has two distinct areas of focus:

- Coating Technology: Selling technical excellence in coating capability supported by the concept of "flexible capacity" - the ability to provide customers with capacity wherever they need it, whether for the coating of Large Parts or Small Parts.
- Coating Services: Plant-led coatings business centred on its Middlesbrough site.

About GreenSpur

GreenSpur is an intellectual property creator and generator designer that has developed a credible solution for renewable energy applications to the Rare Earth magnet problem.

Magnets constructed using Rare Earth Elements (REEs) are fundamental components in electrical generators and electric vehicle motors which are critical to delivering the clean energy transition. However, there are substantial supply chain constraints and risks in the sourcing of REEs that are needed for these magnets.

GreenSpur's generator design eliminates the need for Rare Earth magnets and copper coils without any loss in electrical performance.

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