RNS Number : 0513B
Time To ACT PLC
30 October 2026

30 October 2026

Time To ACT plc

("Time To ACT", "the Company" or "the Group")

PDMR appointments

Time To ACT plc (AQSE: TTA), the Aquis-listed specialist engineering group, is pleased to announce the following appointments.

Ben Redfearn (aged 42) has been appointed as Chief Financial Officer with immediate effect. Ben joined the group earlier this year as Finance Director at the group's MTE subsidiary

Ben brings more than 15 years' experience across manufacturing, engineering services and blue-chip retail. This experience includes multinational groups, owner-managed businesses and not-for-profit organisations, with a focus on strategic planning, financial stewardship and performance management. Ben combines financial expertise with operational and commercial insight, providing a strong foundation for his role supporting the Group's operational and growth strategy. In strengthening financial oversight and working alongside subsidiary management to improve business performance, Ben's immediate objectives are to set clear performance targets and KPIs for every function.

Chris Stavers (aged 42) has been appointed as Chief Growth Officer with immediate effect. Chris Stavers brings over 20 years of senior commercial leadership in the engineering and manufacturing sectors. A Business graduate who began his career as a mechanical engineering apprentice at Rolls-Royce, Chris combines deep technical insight with a proven track record of scaling operations, optimising sales strategies and driving growth across major corporations and SMEs.

Chris joins the Group from DYER Engineering Limited where he shaped corporate strategy, expanded market reach and secured partnerships with global blue-chip clients. With extensive expertise in commercial management, complex contract negotiation and high-value market entry, he is focused on delivering sustainable revenue growth and maximizing shareholder value.

Both roles are expected to progress to Main Board positions in due course.

Along with Jason Moody (aged 38), the group's existing Chief Operating Officer, the three comprise the Company's representatives on the Management Board through which, in conjunction with senior subsidiary company managers, the Group runs its day-to-day business activities.

Chris Heminway, Chief Executive & Chief Strategy Officer of Time To ACT plc, said:

"I am really pleased to welcome Chris to the Group and to see Ben move up from his subsidiary role into his new group-wide role. We have, in my opinion, a hugely exciting opportunity to grow the Group, both organically and via acquisition, into a much bigger entity and we now have the senior capabilities on the Management Board to define, implement and control this developing growth plan".

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/announcements

Enquiries:

Investor questions on this announcement We encourage all investors to share questions	https://investors.timetoactplc.com/link/rJEL5e

on this announcement via our investor hub :	
Time To ACT plc Chris Heminway, Chief Executive & Chief Strategy Officer Jason Moody, Chief Operating Officer	 Email: crh@timetoactplc.com Email: jm@timetoactplc.com
Oberon Capital, Corporate Broker and AQSE Corporate Advisor Nick Lovering, Adam Pollock	Tel: +44 203 179 5300

Subscribe to our news alert service: https://investors.timetoactplc.com/s/c18e13

About Time To ACT plc
Time To ACT plc is a growth-focused specialist engineering group operating through two established businesses (Diffusion Alloys and MTE) and one earlier-stage development activity (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 is an established specialist provider of high-temperature diffusion coating and thermal processing technologies for critical industrial applications.

The business supports customers operating in demanding environments where components are exposed to high temperatures, corrosion, erosion and aggressive process conditions, including sectors such as hydrogen, sustainable fuels, nuclear, petrochemical processing and energy transition infrastructure.

Diffusion Alloys operates through two complementary business units:

- Coating Technology, focused on licensing, technical partnerships and flexible-capacity deployment models; and
- Coating Services, the operational processing business centred on its Middlesbrough facility.

Alongside its coating technologies, Diffusion Alloys is developing a broader thermal processing platform through the integration of complementary metallurgical and heat treatment capabilities. The business combines large-scale industrial processing capacity with specialist technical expertise in surface engineering and high-temperature metallurgy.

About MTE
MTE is a specialist thermal processing and precision engineering business providing heat treatment, induction hardening, gear cutting, grinding and metallurgical processing services for industrial engineering applications.

The business supports customers across sectors including automotive, energy, marine, heavy industry and precision engineering, supplying critical components requiring high levels of dimensional accuracy, durability, wear resistance and process consistency.

MTE combines sealed quench heat treatment capability, induction hardening expertise and precision gear manufacturing with specialist knowledge in distortion control, quenching techniques, metallurgical verification and associated metrology. Its integrated processing model enables customers to access multiple complementary engineering services through a single specialist supplier, combining precision metallurgical control with scalable production capability for both specialist low-volume and higher-throughput industrial applications.

The business operates from its facility in West Yorkshire and provides subcontract engineering services to a broad industrial customer base, supported by in-house laboratory, quality assurance and technical inspection capabilities.

About GreenSpur
GreenSpur is a generator technology and intellectual property company focused on advanced electrical machine systems for renewable energy and industrial power applications.

The company develops scalable axial flux generator technologies designed for implementation across a range of sectors, including wind, marine, distributed energy and other specialist power generation applications. GreenSpur's platform-based approach enables the development of customised generator solutions that are optimised for differing operational, environmental and commercial requirements.

GreenSpur's technologies are supported by an extensive intellectual property portfolio and are designed to provide flexibility across magnetic materials, cooling systems, drive configurations and deployment environments. GreenSpur has developed the world's first credible Rare Earth-free technology which is competitive with existing

Rare Earth magnet-based radial flux machines. This generator design eliminates the need for Rare Earth magnets and copper coils without any loss in electrical performance.

The business operates primarily through technology development, engineering services and licensing partnerships, while also selectively supporting manufacturing and industrialisation activities where appropriate.

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact rns@lseg.com or visit www.rns.com.

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our Privacy Policy.

END

NEXFESFDUEMSEES