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**THIS ANNOUNCEMENT CONTAINS INSIDE INFORMATION**

**FOR IMMEDIATE RELEASE**

**21 July 2025**

**Benchmark Holdings plc**

**("Benchmark" or the "Company")**

**Board and Management Changes**

The Company is pleased to announce the following proposed board changes, each intended to take effect from the later of (i) date of the De-Listings, currently anticipated to be on or around 15 August 2025 and (ii) 31 August 2025:

- Patrick Waty to join as Chief Executive Officer succeeding Trond Williksen, who will step down from his role as Chief Executive Officer upon Patrick's appointment;
- Pierre Hugo to join as Chief Financial Officer of the Company, succeeding Septima Maguire who stepped down from her role as Chief Financial Officer on 30 June 2025;
- Therese Log Bergjord to join as Non-Executive Director succeeding Marie Danielsson who will resign from her role as a Non-Executive Director upon Therese's appointment;
- Torgeir Svae will step down as the Board representative of Kverva AS and will be replaced by Frode Sandmark acting as a Non-Executive Director;
- Kristian Eikre will step down as the Board representative of FERD AS and will be replaced by Frida Lillebøe acting as a Non-Executive Director; and
- Jonathan Esfandi will step down as the Board representative of JNE Partners LLP and will be replaced by Michael Zhang acting as a Non-Executive Director.

As set out in the circular posted to Shareholders on 23 May 2025 (the "**Circular**"), Nathan "Tripp" Lane, Chairman of the Company, will also step down from his role on the date of the De-Listings.

Patrick Waty and Pierre Hugo will not become directors of the Company.

The resignations of Marie Danielsson, Torgeir Svae, Kristian Eikre and Jonathan Esfandi alongside the appointments of Therese Log Bergjord, Frode Sandmark, Frida Lillebøe and Michael Zhang represent changes to the disclosures made in the Circular in relation to the intention statement regarding Board composition.

Capitalised terms used but not otherwise defined in this announcement have the meanings set out in the Circular.

The Circular is available on the Company's website at <https://www.benchmarkplc.com/investors/delisting>.

**Enquiries**

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The person responsible for arranging the release of this announcement on behalf of the Company is Ivonne Cantu, Investor Relations.

**MAR**

The information contained within this announcement is considered by the Company to constitute inside information as stipulated under the Market Abuse Regulation (EU) No. 596/2014 ("**MAR**"), and the UK version of MAR which is part of UK domestic law by virtue of the European Union (Withdrawal) Act 2018, as amended. Upon the publication of this announcement via a Regulatory Information Service and Newpoint, this inside information is now considered to be in the public domain.

**ABOUT BENCHMARK**

Benchmark is a market leading aquaculture biotechnology company. Benchmark's mission is to drive sustainability in aquaculture by delivering products and solutions in advanced nutrition and health which improve yield, growth and animal health and welfare. Find out more at [www.benchmarkplc.com](http://www.benchmarkplc.com)

**PUBLICATION ON A WEBSITE**

A copy of this announcement will be made available at <https://www.benchmarkplc.com/> no later than 12:00 noon (London time) on 22 July 2025 (being the next business day following the date of this announcement) in accordance with Rule 26.1 of the Takeover Code. The content of the website referred to in this announcement is not incorporated into and does not form part of this announcement.