

Mincon Group plc

("Mincon" or the "Company")

Director Retirement, Director Appointment & Board Changes

Mincon Group plc (Euronext:MIO; AIM:MCON), the Irish engineering group specialising in the design, manufacture, sale and servicing of rock drilling tools and associated consumable products, wishes to announce:

- Hugh McCullough will retire from his positions as Non-Executive Director and Chair of the Company, effective 2nd December 2025.
- Paul Lynch, Senior Independent Non-Executive Director, will assume the role of Chair, effective 2nd December 2025.
- Orla O’Gorman, Non-Executive Director, will take on the position of Senior Independent Non-Executive Director, effective 2nd December 2025.
- Frank Heisterkamp will be appointed as Non-Executive Director of the Company, effective 1st October 2025.

Retirement of Hugh McCullough

Hugh joined the board of Mincon in December 2016 as a Non-Executive Director and was appointed Chair of the Company in August 2019. During Hugh’s years of service, he has played a crucial role in guiding the Company at board level. He departs from a Company poised to expand into new technologies and markets, and his significant contribution has been instrumental in nurturing the culture within the Group throughout his nine years of service.

Paul Lynch, Senior Independent Non-Executive Director, commented: “It has been a privilege to serve as Non-Executive Director with Hugh as Chair since my appointment in 2019. He has been a very effective link between the Board and the Executive. He has also overseen the development of an excellent board and provided great leadership during his tenure. I would like to thank him sincerely for all his input, support and guidance since joining.”

Joe Purcell, CEO of Mincon, commented: “ It has been my pleasure to serve the Company with Hugh as Chair. He has been a steady and wise counsel for me and the senior management through some challenging times for Mincon. As we look at the opportunities in front of us and the effective Board dynamic that has been fostered, there is no doubt that he has left a positive and lasting impression. With that in mind I would like to offer my thanks to Hugh as well as the appreciation of the senior management and the wider Mincon Group for his years of steadfast service”

Appointment of Frank Heisterkamp

Frank (aged 61 years) brings extensive experience of the global building materials sector from his +26 years working with CRH plc, the world’s largest provider of building materials solutions.

Frank joined CRH in the United States in 1999 as Vice President Business Development and throughout his career has held several senior operational and leadership roles across the US, Europe, China and Brazil. In 2013 Frank became CRH’s Head of Investor Relations and subsequently Director of Capital Markets & ESG in 2019. Following the successful move of CRH’s primary listing to the New York Stock Exchange in 2023, Frank moved to his current position as Senior Advisor in the Office of the CEO of CRH in January 2025.

Prior to joining CRH, Frank worked with the Financial Services Group of Matheson in Dublin.

Hugh McCullough, Chairman of Mincon, commented: "On behalf of the board as a whole, I am really pleased to welcome Frank to the board of Mincon. I believe that Frank's wide-ranging experience, both geographical and commercial, will complement the board's skillset very effectively. His senior roles with CRH in China and the US in particular will bring valuable additional knowledge to the table and will be of great assistance to his board colleagues and to the Executive. I am delighted that Frank has agreed to join us.

As to my own retirement, it has been an honour for me to serve on the board of the Mincon Group for the last nine years. It has been an exciting period as we built out our offering across the mining, construction and renewable sectors.

I would like to thank each of my fellow Non-Executive Board members, past and present, for their commitment and insight. I also thank our Executive, Joe, Tom and Mark for their support and their consistent dedication to the pursuit of our goal of providing innovative engineering solutions for the mining, infrastructure and renewable sectors. I also greatly appreciate the contribution of my colleagues in the wider Mincon community who have helped to make us the proud Company we are today.

I am very pleased that Paul has agreed to assume the Chair. He has a deep corporate and commercial background and will be a very effective board leader. I have every confidence that we have a bright and rewarding future ahead."

The following information in respect of Frank Heisterkamp is disclosed pursuant to Rule 17 of the AIM Rules for Companies:

Past Directorships (in last five years)

Cantagalo Empreendimentos S.A.
CRH Brasil Participações S.A.
CRH Sudeste Industria de Cimentos S.A.
Fels-Werke GmbH
Rural Properties Minas Gerais Participacoes S.A.
Opterra Karsdorf GMBH

The Company confirms that there is no other information that is required to be disclosed under Schedule 2(g) of the AIM Rules for Companies.

End

Mincon Group plc

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Mark McNamara - Chief Financial Officer
Tom Purcell – Chief Operations Officer

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