



A Year of Growth, Investment and Progress at Marsh Industries

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The most notable development has been the expansion of our external sales team. In response to increased demand and to better support our customers, the decision was taken to split the previous Wales and West Midlands region into two dedicated areas. To that end, Marsh has welcomed two new External Sales Representatives, Jake Simons and Jamie Cowley, who now manage these regions. Their appointments strengthen the company's UK-wide presence and ensure customers continue to receive the high level of service Marsh is known for.

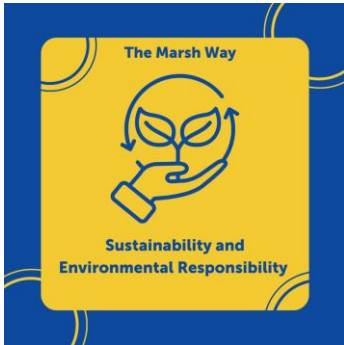
Further strengthening the team, we were also pleased to welcome Will Hadler as our Commercial Sales Manager. Bringing years of industry experience, Will has added significant expertise to our external sales function, making an already strong team even stronger and better equipped to support customers nationwide.

Alongside this growth, Marsh Industries has also entered an exciting new chapter within its leadership team. Steve Boyer has taken on the role of Chairman, continuing to provide strategic guidance and long-term vision for the business. Lydia Beaumont has stepped into the position of Managing Director, leading the company's day-to-day operations and future development. Supporting this structure, Ollie Beaumont has moved into the role of Sales Director, while Michael Harrison has become Business Development Director, further driving growth opportunities and strengthening key partnerships across the industry.

Internally, we have also taken an exciting step by establishing our first in-house marketing function. With the arrival of Kasia Choules, we have seen our marketing efforts truly take off. Bringing marketing expertise in-house has allowed us to better tell the Marsh story, strengthen brand consistency and support our customers and sales teams more effectively. It has been a pleasure to watch the impact of this role grow and evolve over the past year.

Together, these developments reflect a business that is evolving with purpose — strengthening our team, refining our structure and ensuring Marsh Industries is well positioned for continued success in the years ahead.

We are also proud to see diversity flourish across the business, reinforcing a culture where different perspectives, experiences and ideas are valued and welcomed. This cultural growth has gone hand-in-hand with the creation of our company values — The Marsh Way — which guides everything we do:



Reflecting on the past year, we are extremely proud of what we have achieved but we are equally excited about what the future has in store for the company. Our growth is driven by our people, our values and our commitment to doing things the right way — the Marsh way.

Marsh's mission spans continents
Delivering 7 sewage treatment plants to Benin, West Africa, over 3000 miles away

