

25 April 2019

High Growth Capital plc
(“HGC” or the “Company”)

Appointment of Chief Executive Officer

The directors of the Company (the “Directors”) are pleased to announce the appointment of Mark De Smedt as Chief Executive Officer (“CEO”) and Director.

Appointment of Mark Robert Angele De Smedt as Chief Executive and Director

Mark (Belgian national, aged 57) brings a wealth of experience from senior executive management roles at some of the world’s leading global businesses. Mark was until very recently an executive committee member at The Adecco Group, the HR services industry leader where he held various roles including those of Chief HR Officer and Head of Northern Europe.

Before joining The Adecco Group, Mark held executive positions in sales, operations and general management at Apple, Citibank and Scoot in Europe. Mark graduated as a Commercial Engineer from Solvay Business School (Brussels) and completed executive programs at Harvard Business School, INSEAD and the London Business School.

Mark currently owns 26,050,000 ordinary shares in the capital of the Company, representing 0.60% of the Company’s issued share capital.

Additionally, Mark has been granted the following options over Ordinary Shares in the Company:

1. 125 million Options, vesting over a three year period (Y1 40% and Y2+3 30% respectively) with an exercise price of 1.75 pence per share, subject to continued service.
2. 150 million Stretch Options, vesting in full once the share price reaches 7.5 pence per share for a consecutive period of 6 months, with an exercise price of 3.00 pence per share.

Commenting on today’s CEO appointment, Jens Zimmermann Chairman of the Company said:
“Our stated objective is to play an important role in the creation of a people-centric, mutually reinforcing network of complementary experiences enabled by the entwining of content and services. Mark’s recognised experience and skill sets will further assist in these challenging and ambitious objectives. I am very much looking forward to be working with Mark and am confident that his contribution will prove invaluable going forward.”

In addition to his directorship of the Company, Mark Robert, A. De Smedt holds or has held the following directorships in the five years prior to the date of this announcement:

Current directorships

YouthStart (Belgian NGO)

Plan International (Belgian NGO)

Save as set out above, there is no further information relating to Mark Robert, A. De Smedt that is required to be disclosed pursuant to Paragraph 21 Appendix 1 of the NEX Exchange Growth Market Rules for Issuers.

The Directors accept responsibility for this announcement.

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