



ESCO

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Memorandum



Andrew Neilson
President, ESCO Division of Weir

Andrew joined The Weir Group in 2010 as Head of Strategy, assuming responsibility for investor relations and corporate communications. He joined the Group Executive in 2014 as Director of Strategy and Corporate Affairs.

By mid-2017, Andrew had joined the Minerals Division as Vice President of Finance and IT, before taking on the role of Chief Integration Officer the following year to lead the integration of ESCO into Group, while based in Portland, Oregon.

After successfully completing ESCO's integration, he moved back to Europe to lead the ENAR region for Minerals. Within a year, in January 2020, Weir announced that Andrew would succeed Jon Owens as President of Weir's ESCO Division. At that time, he formally joined the Group Executive team and a formal leadership transition with Jon commenced. Andrew formally assumed his role of ESCO Division President in July 2020.

Prior to Weir, Andrew held a variety of roles within banking, energy and professional services companies, including HSBC, HBOS, Scottish Power and KPMG. Andrew holds a master's degree in engineering from the University of Strathclyde and is a certified accountant.