



NICK ANDERSON

### Major Career Roles

**Group CEO**, Spirax-Sarco Engineering plc

**Non-Executive Director**, BAE Systems plc

**Non-Executive Director**, Weir Group plc

### Other Career Highlights

**President**, John Crane Inc., Latin America

**Executive**, Alcoa Aluminio SA

**Executive**, Foseco Minsep plc

Nick Anderson currently serves as a Non-Executive Director of BAE Systems plc (since 2020), Weir Group plc (since May 2024), and Hill & Smith Holdings plc (since March 2026), providing strategic insight on innovation, risk, ESG and board governance across capital-intensive sectors. He was also an Independent Non-Executive Director at Spectris plc. He is a proven leader in global engineering and industrial innovation, recognised for reshaping manufacturing businesses to achieve long-term growth, sustainability, and international competitiveness. He served as Group CEO of Spirax-Sarco plc (2014–2024), a FTSE 100 leader in steam and thermal management, where he oversaw a decade of strong organic growth, international expansion and strategic acquisitions.

During his tenure, Nick positioned Spirax-Sarco as a purpose-led, high-performance business at the forefront of energy efficiency and industrial decarbonisation. He led the integration of companies such as Chromalox and Gestra, repositioning the group for the clean energy transition while maintaining an exceptional track record of creating shareholder value.

Before joining Spirax-Sarco, he held senior executive roles at Smiths Group, Alcoa, and Foseco Minsep, with leadership experience spanning Latin America, Asia, and Europe. He brings a global perspective to manufacturing, supply chain transformation and technical innovation, with particular expertise in highly engineered industrial components and systems.

He brings deep cross-sector expertise in:

- Industrial engineering & manufacturing – driving operational excellence, margin improvement and international growth
- Energy & process efficiency – accelerating product innovation and sustainability in global industrial systems
- Public company governance – serving on FTSE boards across defence, instrumentation and advanced manufacturing
- International leadership & M&A – leading cross-border transactions, integrations and multi-market growth

Fluent in four languages and educated in engineering and business, Nick is recognised for his pragmatic leadership, systems thinking, and ability to guide companies through transformation with discipline and a long-term focus.