

9 November 2023

## James Fisher and Sons plc

### Board Changes

James Fisher and Sons plc ("James Fisher" or the "Company") confirms that following the announcements on 17 July 2023 and 3 August 2023, Karen Hayzen-Smith will succeed Duncan Kennedy as Chief Financial Officer and member of the Board, with effect from 1 December 2023.

In addition, the Company announces the following Board and committee changes ahead of Aedamar Comiskey's forthcoming retirement from the Board at the conclusion of the Company's next Annual General Meeting in May 2024.

#### Senior Independent Director

Claire Hawkings, who has been an Independent Non-Executive Director of the Company since January 2022, will succeed Aedamar Comiskey as Senior Independent Director, effective today.

#### Remuneration Committee Chair

Inken Braunschmidt, who has been an Independent Non-Executive Director of the Company and member of the Remuneration Committee since March 2019, will succeed Aedamar Comiskey as Remuneration Committee Chair, effective today.

#### Non-Executive Director for Workforce Engagement

Following Inken Braunschmidt's appointment as Remuneration Committee Chair, she will step down as the designated Independent Non-Executive Director for Workforce Engagement and will be succeeded by Kash Pandya, who has been an Independent Non-Executive Director of the Company since November 2021, with effect from 1 January 2024.

#### Angus Cockburn, Chairman, commented:

"I am delighted to welcome Karen to James Fisher and look forward to working with her to execute our "Focus, Simplify, Deliver" strategy.

The Board and I would like to thank Aedamar for her significant contribution to the Company over the past nine years. I look forward to continuing working with Aedamar until her retirement from the Board at next year's AGM."

For further information, contact:

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