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7 January 2025

James Cropper plc
("James Cropper", the "Company" or the "Group")

Directorate Change

James Cropper plc (AIM: CRPR), the Advanced Materials and Paper & Packaging group, announces that Patrick Willink has informed the Board of his intention to retire from James Cropper in April 2026.

Patrick first joined James Cropper in 1990 and was appointed to the Board in 1998. He was instrumental in the development of the James Cropper Cupcycling[®] facility and Colourform[®] product offering and currently serves as Chief Innovation Officer.

As part of an orderly retirement process, Patrick will step down from the Board on 29 March 2025 but remain employed by the Company for a further 12 months as Strategic Adviser and member of the Executive Committee supporting the development of strategy and ensuring a smooth transition of leadership, particularly within the Centre for Innovation.

Mark Cropper, Non-Executive Chair, stated:

"On behalf of the Board, I would like to thank Patrick for his extraordinary contribution. Over 34 years, Patrick has been a formidable force both within James Cropper and across broader industry. His exceptional leadership and approach to innovation has helped to position James Cropper as an advanced materials business with capabilities aligned to secular global trends and exciting growth prospects. We look forward to working with Patrick on the Board until 29 March, and for a further 12 months in his capacity as Strategic Adviser on the Executive Committee."

Patrick Willink, Chief Innovation Officer, stated:

"It has been a real privilege to have played a part in the development of the Company from being a speciality papermill into a globally recognised paper, packaging and advanced materials business, serving some of the world's biggest brands and operating at the leading edge in our chosen sectors. I believe we have built a strong foundation of innovation and inventiveness that will allow James Cropper to develop significantly over the coming years."

-ENDS-

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Notes for editors:

James Cropper is a market leader in Advanced Materials and Paper & Packaging, centred around four market audiences: Energy Solutions, Composite Solutions, Luxury Packaging and Creative Papers.

A purpose-led business, built upon six generations of the Cropper family, James Cropper has a 600+ international workforce and an operational reach in over 50 countries.

Established in 1845, the Group manufactures creative papers, luxury packaging and advanced materials incorporating pioneering non-wovens and electrochemical coatings.

James Cropper is a specialist provider of niche solutions tailored to a unique customer specification, ranging from substrates and components in hydrogen electrolysis and fuel cells to bespoke colours and textures in paper and moulded fibre packaging designed to replace single use plastics.

The Group operates across multiple markets from luxury retail to renewable energy. It is renowned globally for service, capability, pioneering and multi award-winning commitment to the highest standards of sustainability.

James Cropper's goal is to be operationally net zero by 2030 and to reduce carbon through its entire supply chain to net zero by 2050.

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