

## Synthomer plc Directorate changes

Synthomer plc ('Synthomer' or the 'Group') today announces the appointment of two independent non-executive directors, Janet Ashdown and Jonathan Silver, who will join the Board on 1 July 2025.

Janet Ashdown has significant experience of general management primarily in the process and chemicals industries, as well as environmental and sustainability matters, and has chaired corporate remuneration committees for more than 10 years. Janet had a 30-year executive career at BP plc until 2010, running the UK retail and commercial fuel business in her last role there. She then became chief executive of Harvest Energy, an international private equity-backed business, until 2013. Janet is currently a non-executive director and remuneration committee chair at Victrex plc, a non-executive director and chair of the remuneration and corporate sustainability committees at RHI Magnesita plc and a non-executive director of Stolt-Nielsen plc. She has previously served as a non-executive director and remuneration committee chair of Marshalls plc and SIG plc, and as senior independent director and chair of committees including for health, safety, security and sustainability of the Nuclear Decommissioning Authority, a UK Government arm's length body. Janet holds a BSc in Energy Engineering from the University of Swansea. Janet will join the Synthomer Board's audit, remuneration and nomination committees on appointment and will succeed Holly Van Deursen as Chair of the Remuneration Committee in late 2026.

Jonathan Silver has significant international experience in finance and accounting, risk and controls, treasury, investment management and mergers and acquisitions, having served in a variety of senior roles culminating in chief financial officer during his 30-year executive career to 2015 at Laird plc. Prior to this Jonathan held finance roles at the pharmaceutical and agrichemicals group Fisons plc. Jonathan is currently non-executive director, senior independent director and audit committee chair at Spirent Communications plc. Jonathan also serves as a non-executive director and audit committee chair at Baillie Gifford China Growth Trust plc and at Henderson High Income Trust plc, and previously served in the same roles at Invesco Income Growth Trust plc. He is a Chartered Accountant and a member of the Institute of Chartered Accountants of Scotland. Jonathan holds a BA in Business from the University of Strathclyde. Jonathan will join the Synthomer Board's audit, remuneration and nomination committees on appointment and will succeed Ian Tyler as Chair of the Audit Committee later this year.

Further to the announcement of 5 March 2025, Ian Tyler will step down from the Board of Synthomer and his roles as Senior Independent Non-executive Director and Audit Committee Chair in December 2025.

### Further information:

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### Notes

Legal Entity Identifier (LEI): 213800EHT3T11KPQQJ56. Classification as per DTR 6 Annex 1R: 3.1.

Synthomer plc is a leading supplier of high-performance, highly specialised polymers and ingredients that play vital roles in key sectors such as coatings, construction, adhesives, and health and protection - growing markets for customers who serve billions of end users worldwide. Headquartered in London, UK and listed there since 1971, we employ c.3,900 employees across our five innovation centres of excellence and 29 manufacturing sites across Europe, North America, Middle East and Asia. With more than 6,000 blue-chip customers and £2.0bn in continuing revenue in 2024, our business is built around three divisions, serving customers in attractive end markets where demand is driven by global megatrends including urbanisation, demographic change, climate change and sustainability, and shifting economic power. In Coatings & Construction Solutions, our specialist polymers enhance the sustainability and performance of a wide range of coatings and construction products. We serve customers in applications including architectural and masonry coatings, mortar modification, waterproofing and flooring, fibre bonding, and energy solutions. In Adhesive Solutions our products help our customers bond, modify and compatibilise surfaces and components for applications including tapes and labels, packaging, hygiene, tyres and plastic modification, improving permeability, strength, elasticity, damping, dispersion and grip. In Health & Protection and Performance Materials we are a world-leading supplier of water-based polymers for medical gloves, and a major European manufacturer of high-performance binders, foams and other products serving customers in a range of end markets. Our purpose is creating innovative and sustainable solutions for the benefit of customers and society. Around 20% of our sales volumes are from new and patent protected products. At our innovation centres of excellence in the UK, China, Germany, Malaysia and Ohio, USA we collaborate closely with our customers to develop new products and enhance existing ones tailored to their needs, with an increasing range of sustainability benefits. Our 2030 decarbonisation targets have been approved by the Science Based Targets initiative as being in line with what the latest climate science says is necessary to meet the goals of the Paris Agreement, and since 2021 we have held the London Stock Exchange Group Environmental Metrics

what the latest climate science says is necessary to meet the goals of the Paris Agreement, and since 2021 we have held the London Stock Exchange Green Economy Award, which recognises green technology businesses making a significant contribution to a more sustainable, low-carbon economy. Find us at [www.synthomer.com](http://www.synthomer.com) or search for Synthomer on LinkedIn.

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