
ASX- For immediate release

1 April 2025

**PRO-PAC PACKAGING LIMITED
COMPANY UPDATE**

Update to Strategic Review

Consistent with the previous announcement by Pro-Pac Packaging Limited (ASX: PPG) (**Pro-Pac or Company**) in its half year 2025 results (released on 28 February 2025), the trading results for the first 3 months of this calendar year continue to perform below expectations. The Company is conducting a strategic review of its businesses, implementing plans for improved profitability, reviewing allocation of capital and continues to assess its short term and medium term funding arrangements (with a priority on resolving its short term funding requirements).

The Company has engaged Leaders on Demand to assist with the preparation and execution of the strategic review.

Chief Transformation Officer

As part of the arrangements with Leaders on Demand, the Company has appointed Mr David Hewish of Leaders on Demand as Chief Transformation Officer. David will support the management team for an initial period of 6 months to assist with the implementation of the strategic review.

David, one of the founders of Leaders on Demand, is a specialist in tactical leadership, helping CEOs and their executive teams build sustainable value. He brings a solid track record of leading successful large-scale business turnarounds and transformations. Prior to Leaders on Demand, David was Managing Director at AlixPartners' Turnaround & Restructuring practice in London. He held c-suite roles at Saab Automobile (General Motors), WorldPay, Celsa Steel, Vion Food Group, DryDocks World and Foster Wheeler and played a pivotal interim role in the turnaround of Howden Joinery Group.

Board Changes

Following a successful transitional period assisting Ian Shannon into the role of Chief Executive Officer, Executive Chairman, John Cerini, has stepped down from his part time executive role. John will continue as Non-Executive Chairman of the board. Given his time as an executive with the Company, John is not considered to be an independent director.

Separately the Company has appointed Mr Gavin Black to the board as a non-executive director on 31 March 2025. Gavin will be subject to re-election by shareholders at the Company's next AGM in November 2025.

Gavin has been nominated for appointment to the board by majority shareholder, Bennamon Pty Limited (a wholly owned subsidiary of Kin Group). Gavin has extensive experience in the packaging

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industry, with deep knowledge of the recycling industry and the environmental and social challenges and opportunities facing the packaging sector. He is an Investment Director for Kin Group and has led complex projects and investments across multiple industries and regions, such as packaging, beverage, food and property.

Gavin has a Bachelor of Applied Science in Manufacturing Operations from RMIT and a Masters in Organisational Leadership from Monash University. He has graduated from the Company Directors Course from the Australian Institute of Company Directors. Gavin is not considered to be an independent director.

Strategic Support from Major Shareholder

In addition to the nomination of director for appointment, Bennamon continues to provide support to Pro-Pac and has confirmed it will loan the Company the funds necessary for the engagement of David Hewish as Chief Transformation Officer for the 6-month period.

Bennamon aims to foster a structure that promotes growth, accountability, and alignment with Pro-Pac's long-term vision. In this respect, Bennamon has confirmed to the Company it intends to sell a portion of its shares to those directly involved in setting the strategy of the business. This decision is a strategic initiative designed to reinforce the Company's objectives and enhance its overall performance. Accordingly, Bennamon intends to sell a 5.00% interest in Pro-Pac to each of Pro-Pac's Directors Mark Blackburn and John Cerini and a 5.65% interest in Pro-Pac to LOD Impact Pty Ltd an investment vehicle managed by the owners of Leaders on Demand (collectively, the "Purchasers"). Directors Mark Blackburn and John Cerini have been instrumental in steering Pro-Pac, and with the additional involvement and support from Leaders on Demand, a group known for its expertise and leadership in driving organisational success, will help provide the right structure for Pro-Pac's future success. Each of Mark Blackburn, John Cerini and LOD Impact Pty Ltd have confirmed that they will agree not to sell any of such shares for 12 months. Following these share sales, Bennamon will remain the largest and controlling shareholder of PPG with a shareholding of 50.10%

The necessary Appendix 3Y (Director Interest Notices) and substantial holding notices of the Purchasers will be lodged separately with the ASX following the share sales taking place.

This announcement has been authorised for release by the board of directors.

For more information contact:

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About Pro-Pac:

Pro-Pac Packaging Limited (ASX: PPG) is an innovative Flexibles and Industrial Specialty Packaging company with a diversified distribution and manufacturing network throughout Australia and New Zealand. Headquartered in Melbourne, Pro-Pac delivers bespoke packaging solutions for a broad group of blue-chip and SME clients in the industrial, food and beverage, health, agriculture and manufacturing sectors. For further information, please visit www.ppgaust.com.au