

# Announcement of succession planning within Waterman Group

After 42 years at Waterman, including 17 years as Chief Executive, Nick Taylor has decided to step down from the Waterman Group Plc Board on 31<sup>st</sup> March 2025.

Nick will be succeeded on 1<sup>st</sup> April 2025 by Neil Humphrey, who is currently the COO of UK and has been an integral part of the Waterman team since 2001.



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**Neil Humphrey**  
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From 1<sup>st</sup> April 2025, Nick will continue to support Waterman as Non-Executive Chairman and will retain his position as a Director of Waterman's businesses in Ireland and Australia.

This transition has been carefully planned over several years, with the next generation of leaders increasingly taking on more active and responsible roles within Waterman's organisational structure. The Managing Directors and their contact details are shown below:

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