

## Avantium Announces Leadership Transition in Operations

AMSTERDAM, 16 December 2025 – Avantium N.V., a leader in renewable and circular polymer materials, has appointed Hero de Jager as interim Chief Operations Officer (COO). Hero will focus on the successful start-up of Avantium's FDCA Flagship Plant, having begun his onboarding this week and formally assuming the role on 1 January 2026. He succeeds Bram Hoffer, who will step down to pursue new opportunities outside the Company.

Hero de Jager is a seasoned operations executive with extensive experience in industrial plant processes and leading complex start-up projects in the chemical sector. His career includes 32 years at DSM and senior leadership roles at AOC Resins, as well as multiple interim site and manufacturing director positions across Europe and China.

---

### About Avantium

Avantium is a pioneering commercial-stage company focused on renewable & circular polymer materials. Avantium develops and commercializes innovative technologies for the production of materials based on sustainable carbon feedstocks, i.e. carbon from biomass or carbon from the air (CO<sub>2</sub>). The most advanced technology is the YXY<sup>®</sup> Technology that catalytically converts plant-based sugars into FDCA (furandicarboxylic acid), the key building block for the sustainable plastic PEF (polyethylene furanoate). PEF is known under the brand name Releaf<sup>®</sup>, an EU registered trademark of Avantium. Avantium has successfully demonstrated the YXY<sup>®</sup> Technology at its pilot plant in Geleen, the Netherlands, and is in the process of starting the world's first commercial plant for FDCA in Delfzijl, the Netherlands. Avantium works in partnership with like-minded companies around the globe to develop revolutionary renewable chemistry solutions from invention to commercial scale.

Avantium's shares are listed on Euronext Amsterdam and Euronext Brussels (symbol: AVTX). Avantium is incorporated in the Euronext Amsterdam SmallCap Index (AScX). Its offices and headquarters are in Amsterdam, the Netherlands.

---

For more information:

Caroline van Reedt Dortland, Director Communications  
+31-20-5860110 / +31-613400179  
[mediarelations@avantium.com](mailto:mediarelations@avantium.com)

Aarne Luten, Head of Investor Relations  
+31-625687714  
[ir@avantium.com](mailto:ir@avantium.com)