



ABN: 91 064 820 408

US: 350 W Phillips Road  
Greer, SC 29650 USA

AU: Level 7, 330 Collins Street  
Melbourne, Victoria, 3000

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## **Billy Blackburn appointed CEO and Managing Director of Alexium**

### **Highlights:**

- Alexium International Group Limited (ASX: AJX, "Company") announces that Billy Blackburn has been appointed CEO and Managing Director of Alexium with effect from 1 September 2022
- Dr. Bob Brookins will remain an executive director on the Board and continue as an important member of the executive team as the Chief Technology Officer

**Sydney (Australia), Greer (South Carolina, US) – 2 August 2022:** Alexium International Group Limited ("Alexium") announces that Billy Blackburn has been appointed CEO and Managing Director of Alexium, effective 1 September 2022. In this transition, Dr. Bob Brookins has been appointed Chief Technology Officer (CTO) and will remain an executive director on the Board. The Board is excited about the impact this appointment has on the Company's skill sets and how the new organizational structure best leverages these.

Mr Blackburn has an accomplished background having founded a high-growth technology company specialising in high purity solvents, which was subsequently sold to Nova Molecular. Mr Blackburn was appointed Vice President, Business Development at Nova Molecular where he was responsible for substantial revenue growth that included securing major consumer healthcare contracts. More recently, Mr Blackburn has been the Vice President & Executive Manager with Giant Cement Holdings Inc., which is focused on Renewable Waste Processes.

Rosheen Garnon, Alexium Chair, said: "We are delighted to announce the appointment of Mr Blackburn given his 20 years of extensive commercial experience with high-growth technology companies. This appointment comes at an important time in the Alexium growth cycle with the management team now heavily focused on commercialisation. With the number of commercial opportunities currently being pursued, it is crucial that we drive revenue growth and Mr Blackburn's experience will complement our management team's skill sets. In particular, this will enable Dr. Brookins, as Chief Technology Officer, to focus on product innovation and development, as well as customer product adoption."

"I would like to acknowledge the tremendous job that Dr. Brookins has done over the past four years, effectively holding the roles of both CEO and CTO. We now have multiple technology platforms including BioCool, Eclipsys, Alexiflam and Alexiguard products. Our successful technology is a strong foundation for the company, and this has been developed by Dr. Brookins and our team. In order to focus on revenue growth, as well as continue our innovation programme and customer adoption of our technologies, it is important that we separate these two roles; it is a natural next step in our trajectory. Both Dr. Brookins and Mr Jason Lewis, the CFO, were involved in the selection process alongside the Board – this is a whole of team appointment."

Dr. Brookins, Chief Technology Officer, stated: “Over his career, Mr Blackburn has had a strong record of driving growth in chemical companies through his sales acumen and leadership. The addition of his skills and experience to the management team is important at this point for Alexium. We’ve seen the scope of our product portfolio and the applicable markets expand rapidly over the past 12 months, and realizing the commercial value of these is our focus. From our first meeting, Mr Blackburn recognized that as well. Most importantly, I’ve been impressed with the determination and passion he has for driving results, which will blend well with our team and will provide leadership for the Company’s future growth.

“As Chief Technology Officer, my focus is to continue developing innovative technologies to drive the strategic vision and securing the Company’s position through its intellectual property. Delivering on this is what drives our team to work as hard as it does. I look forward to working with Mr Blackburn to bring all of this to fruition.”

Mr Blackburn said he was delighted about the opportunity to become CEO of Alexium: “I am very excited to join the team at Alexium. The business has an excellent product offering that exceeds the demands of an ever-changing marketplace. The team has deep technical expertise and is capable of supporting the growing customer base while delivering continued product innovation. My efforts will be focused on aggressive commercialization of the proven technologies and delivering a sustained growth strategy”.

### **Material Terms Contained in the Managing Director’s Executive Services Agreement**

Alexium Chair Rosheen Garnon said: “This remuneration package is designed to motivate a high level of performance by Mr Blackburn with 50% of total annual target remuneration represented by incentive plans and 50% in fixed pay”.

#### **Position**

Chief Executive Officer and Managing Director

#### **Commencement Date**

1 September 2022

#### **Remuneration**

- Base salary of USD 325,000 per annum, subject to annual review commencing 1 July 2023.
- Performance based Short-Term Incentive Payment (STIP) arrangement of 15% of total potential remuneration package, payable in cash. Each KPI/KPG is weighted in the bonus payout calculation.



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- Performance based Long-Term Incentive Payment (LTIP) arrangement for participation in the Company's Share Appreciation Rights Plan with an award of up to 35% of total target remuneration for the FY 2023 year with a three-year vesting period and tied to significant share price appreciation over the next three years.
- Performance based LTIP on joining for participation in the Company's Share Appreciation Rights Plan with the grant calculated as 2.5% of the issued shares at the date of joining with a three-year vesting period and tied to significant share price appreciation over the next three years.
- Participation in the Company's 401(k) retirement saving plan.
- Participation in the Company's US health insurance plan.
- Car Allowance of USD 15,000 per annum.

## Notice

- Either party may terminate employment by giving three months' written notice; and
- Immediate termination in the event of serious misconduct.

## Confidentiality and Restraints

Normal commercial restrictions, obligations and confidentiality provisions apply.

## About Alexium International Group Limited

Alexium International Group Limited (ASX: AJX) is a performance chemicals provider for advanced materials applications with a focus on flame retardancy and thermal management. The Company is driven by an innovation model for addressing market gaps with patent-protected technologies. These environmentally friendly solutions have applications for several industries and can be customized to meet customer needs. Key markets for Alexium are military uniforms, workwear, and bedding products. Alexium brands include Alexicool® and Alexiflam®. For additional information about Alexium, please visit [www.alexiuminternational.com](http://www.alexiuminternational.com).

Authorised for release by Ms. Rosheen Garnon, Chair of the Board of Alexium International Group Limited.

## For further information please contact:

Jason Lewis

[ir@alexiuminternational.com](mailto:ir@alexiuminternational.com)

P: +1 864 254 9923