

8 February 2024

ALS Board changes

ALS Limited (ASX: ALQ) advises the following key board changes in line with its focus on the governance of its increasingly complex global operations and its strategic international expansion plans.

Chair succession

As foreshadowed at the 2023 AGM, Chairman Mr. Bruce Phillips will retire at the close of the 2024 AGM in July.

The Board has elected Mr. Nigel Garrard to succeed Mr. Phillips immediately after the 2024 AGM. To ensure a smooth chair transition, Mr. Garrard assumes the position of Deputy Chairman with immediate effect. Mr. Garrard's experience was outlined in ALS' ASX release dated 7 June 2023.

Commenting on the succession, Chairman Bruce Phillips said:

"Nigel was a very successful CEO and now is an experienced and highly regarded non-executive director and Chairman of ASX listed entities involved in complex international operations. He has the strong support of his colleagues on the Board and the senior management team. I congratulate Nigel on his appointment and have no doubt he will be an excellent Chairman for ALS."

Acknowledging his appointment, Mr. Garrard said:

"I am honoured to be asked to chair ALS and look forward to continuing to work with my fellow Directors and the company's talented executive team as we go forward. I would also like to pay tribute to the strong contribution Bruce Phillips has made to the Company during his time as both a Director and as Chairman."

New NED appointment

Ms Erica Mann will join the ALS Board as a Non-Executive Director effective March 1, 2024.

Ms Mann, who is based in Sydney, has extensive international experience in the pharmaceutical & food sectors, particularly in Europe. She currently holds non-executive director positions on the boards of Kellanova, DSM-Firmenich, and Perrigo. Details of her professional background are outlined in the attachment.

ALS Chairman Bruce Phillips welcomed Ms. Mann, commenting:

"We are delighted to welcome to the ALS Board a non-executive director of Erica's calibre. Her deep and extensive experience as a global executive and independent director with multinational businesses will enhance the depth and breadth of experience on the ALS Board.

In particular, her knowledge of the global pharmaceutical and nutritional health sectors will provide the ALS Board with greater insights to support key components of the ALS strategy in those markets."



Commenting on her appointment, Ms. Mann said:

"I am grateful to the ALS Chairman and Board, for my appointment as a non-executive director. I look forward to bringing my global experience to support ALS in exceeding its short-and long-term goals."

Approved for release by the Board of Directors.

-ENDS-

For further information please contact:

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About ALS Limited

ALS is a global Testing, Inspection & Certification business. The company's strategy is to broaden its exposure into new sectors and geographies where it can take a leadership position.



Erica Mann: Professional Background

Erica Mann joins ALS as an experienced C-suite executive with a 30-year career across complex, highly regulated, multi-channel and multi-product environment in top DAX, NYSE, NSDAQ pharmaceutical, OTC and FMCG multinationals.

Before retiring as an executive, Erica led Bayer's Consumer Health Division, one of the world's largest OTC companies with \$6billion in turnover. Prior to joining Bayer, Ms. Mann was President and General Manager of Pfizer Nutrition following its acquisition of Wyeth Inc where she served as Senior Vice President of Global Nutrition. This followed other senior executive roles of other Fortune 500 companies including Eli-Lily and Johnson & Johnson. She has held leadership positions in South Africa, Australia, New Zealand, Germany, Switzerland and the US.

In addition to her executive experience in the nutrition and health industry, Ms. Mann has deep experience with global and emerging markets across Africa, China, Russia and Brazil. Currently Ms. Mann serves as an independent director of Perrigo, DSM-Firmenich and Kellogg (recently reincorporated as Kellanova) where she is a member of the Talent, Audit, and Social Responsibility & Public Policy Committees.

Ms. Mann previously chaired the Board of the World Self-Medication Industry Association and as an independent director with Blackmores Ltd and Solo- Flordis International.

Erica was educated in South Africa and obtained Diploma degrees in Analytical Chemistry (Tswane University, Pretoria), Marketing Management (IMM, Johannesburg), Small Business Development (SBDC -Johannesburg) and has completed an executive Development Program at Harvard, Boston.

Erica is based in Sydney.