

ASX Announcement

19 December 2022

BWX LIMITED – BOARD CHANGES

Melbourne, Australia – BWX Limited (ASX:BWX) (“the Company” or “the Group”) provides the following update on Board changes:

- Orderly Board renewal with the appointment of new Chair and independent non-executive director
- Retirement of Chair
- Resignation of two independent non-executive directors

Board Renewal

Mr. Ian Campbell, Chair of BWX Limited, notified the BWX Board of his intention to retire from his position as Chair of the Company with effect from 19 December 2022 but to remain as an independent non-executive director. Mr. Steven Fisher will take up the role of Chair of the Company and appointment as an independent non-executive director on the same date.

Continuing the Board renewal process, BWX also announces the resignation of current independent non-executive Directors, Ms Fiona Bennett and Mr Rod Walker, effective 19 December 2022.

This announcement is consistent with the Company’s Board renewal objectives as outlined on 28 June 2022 and follows the previously announced retirement of Non-Executive Director Mr Denis Shelley, effective 11 August 2022.

Mr. Steven Fisher appointed to Chair BWX Board

Mr. Fisher brings over 30 years’ experience in the consumer goods industry in general management and Board positions. He currently serves as the non-executive Chair of two ASX-listed companies: The Reject Shop Limited (since 2019) and Laybuy Group Ltd (since 2021). Mr. Fisher is also the former Chairman of Breville Group Limited (between 2013 - 2021) following a decade-long Directorship at the same Company (2004 - 2013). Mr. Fisher was also the former Managing Director of the Voyager Group.

Commenting on his appointment, Mr. Fisher said:

“BWX is known for creating quality brands which have connected with consumers all over the world. I am confident in this Company’s ability to continue expanding across its key regions, and alongside my fellow Board Directors and the leadership team, look forward to creating value for BWX shareholders and other stakeholders.”

Mr Ian Campbell retirement as Chair

Mr Campbell was appointed as a Non-Executive Director of BWX in 2015, before being appointed as Chair in September 2018. He also served as Chair of the People & Culture Committee since July 2020. While Mr. Campbell is remaining as an independent non-executive director, he has made a significant contribution to BWX including helping to guide the business through its Initial Public Offering in 2015, the global pandemic and at the same

time overseeing BWX's move to its new head office and manufacturing hub in Clayton, Victoria.

The Board would also like to thank Ms. Fiona Bennett and Mr. Rod Walker for their significant contribution to the Company during their tenure as independent non-executive directors of the Company.

Ms Fiona Bennett joined the BWX Board in December 2018 and was appointed Chair of the Audit & Risk Committee in March 2019. She also served on the People & Culture Committee and the ESG and Sustainability Committee.

Mr Rod Walker joined the BWX Board in October 2019 and was appointed Chair of the ESG and Sustainability Committee in April 2021. He also served on the People & Culture Committee and the Audit and Risk Committee.

Annual General Meeting

Mr. Steven Fisher will be eligible for election to the BWX Board by shareholders at the Company's Annual General Meeting scheduled on or about 27 February 2023. The Board remains committed to nominate up to 4 new non-executive directors for shareholder approval at the Company's Annual General Meeting.

-ENDS-

Authorised for release by the Board Directors of BWX Limited

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About BWX

BWX's purpose is creating Natural beauty and wellness for the world as a vertically integrated developer, manufacturer, distributor, and marketer of branded products in the Natural subcategory of the broader beauty and personal care market. The Group owns, manufactures, and distributes products predominantly under the Sukin, Andalou Naturals, and Mineral Fusion brands. BWX also sells a wide range of wellness products (own-brand, private-label and third-party) across multiple categories via the Flora & Fauna and Nourished Life e-commerce sites. Effective 30 September 2021, BWX acquired a majority stake in Go-To Skincare, an Australian skin care provider selling a range of simple, trusted and effective products for the masstige segment of the broader skin care category.