

23 January 2020

The Australian Securities Exchange  
Exchange Centre  
20 Bridge Street,  
Sydney NSW 2000

**Blackmores Limited (BKL)**

**MARKET ANNOUNCEMENT: Additional Information Notice of Meeting AGM October 2019**

Issue of share rights to Alastair Symington under the Executive Share Plan was approved by shareholders at Blackmores Limited's 2019 Annual General Meeting. The terms of the shares to be acquired were set out in the Explanatory Statement and Notes to the Notice of Meeting dated 20 September 2019.

Additional details regarding the Plan terms were pending settlement of the acquisition of Catalent Australia announced 25 October 2019.

For any awards in 2019, the Board has approved that the threshold requirement for any Shares to be acquired pursuant to the Plan is that the compounded annual Earnings Per Share (EPS) growth rate and Return on Invested Capital (ROIC) hurdle over the period from 1 July 2019 to 30 June 2022 must be achieved at the levels outlined in the following tables to determine the percentage of Base Remuneration which will be contributed to enable the acquisition of the Shares.

Compounded Annual EPS Growth rate over the period 1 July 2019 to 30 June 2022	Percentage of Base Remuneration
Less than 5%	0
5%	50%
5% to 10%	50% to 100% #
Greater than 10%	100%

# If the compounded annual EPS growth rate is between 5% and 10% the percentage of Base Remuneration will be adjusted pro rata between 50% and 100%. For example, if the compounded annual EPS growth rate is 7.5%, the percentage of Base Remuneration is 75%.

Return on Invested Capital over the period 1 July 2019 to 30 June 2022	Percentage of Base Remuneration
Less than 32%	0
32%	50%
32% to 37%	50% to 100% #
Greater than 37%	100%

# If the ROIC is between 32% and 37% the Percentage of Base Remuneration will be adjusted pro rata between 50% and 100%. For example, if the ROIC is 34.5%, the Percentage of Base Remuneration is 75%.

Yours sincerely,



**Cecile Cooper**  
Company Secretary

Security holders or other interested parties can contact Cecile Cooper, Company Secretary if they have any queries relating to this announcement via:

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