

# ASX Announcement

## Blackmores appoints two new Independent Non-Executive Directors

Blackmores Limited (ASX:BKL) today announces the appointment of Erica Mann and Stephen Roche as independent Non-Executive Directors. The appointments are effective immediately and Erica and Stephen will be eligible for election at Blackmores' 2021 AGM scheduled for 27 October 2021.

Blackmores' Chair Anne Templeman-Jones said:

"We are delighted to welcome both Erica and Stephen to Blackmores. We look forward to them contributing their deep experience in natural health, the complementary medicine and pharmaceutical industries and the consumer healthcare market, to the Board and to Blackmores.

"Today's announcement represents a key milestone in Blackmores' board renewal process which commenced in October 2020. The Board now has the required skills and experience to fully support the execution of our transformation strategy, drive business performance and continue to create value for all shareholders.

"In particular, Erica's and Stephen's previous C-Suite and CEO roles bring deep experience and understanding of:

- consumer health products across core categories including natural therapies, supplements and pet health;
- key consumer and practitioner channels including pharmacy, grocery and e-commerce;
- manufacturing, supply chain, research and development, and innovation; and
- the geographies we operate in, being ANZ, India, South-East Asia and China.

"Erica and Stephen bring significant experience to the board as we continue to guide the company on its next phase, to deliver growth in our targeted segments and markets, and to ignite the Australian VDS opportunity.

"Blackmores continues to make progress against its strategic priorities and deliver on its purpose to give people a choice to make living well each day a natural way of life. Consumers make a combination of choices in managing their health options and Erica and Stephen together bring a wealth of insight about the channel and product choices consumers make."

### **Erica Mann**

Erica brings significant expertise and understanding of complementary medicines and naturopathic principles. She has deep experience and a global perspective in over-the-counter health care products. She has worked in leadership roles in organisations at the forefront of health technology trends and has navigated highly regulated, complex, multi-channel and multi-product environments globally.

Erica's most recent executive role was President & Head of Bayer's Global Consumer Health Division, where she directed every aspect of one of the largest consumer self-care companies globally. Erica also served as Chair of the World Self-Medication Industry, a body that sets standards and guidelines for the design and labelling of non-prescription medicines and dietary supplements.

Erica currently serves as a Non-Executive Director of Kellogg Company (NYSE: K), Perrigo Company PLC (NYSE: PRGO) and Supervisory Board Member at Koninklijke DSM N.V (AMS: DSM). She previously held executive positions on the boards of South African Pharmaceutical Manufacturers' Association, Medicines Australia and the International Association of Infant Food Manufacturers.

Erica will be a member of Blackmores' Nominations Committee.

### **Stephen Roche**

Stephen has extensive ASX listed experience, as both a director and as a CEO. He brings expertise in strategy, business development and supply chains across the pharmacy, healthcare, retail and consumer markets.

Stephen brings over 20 years' experience in pharmacy, manufacturing operations and complex supply chains to the Blackmores Board, developed in roles which include his eleven-year tenure as Managing Director and CEO of Australian Pharmaceutical Industries Limited (**API**).

Stephen is currently Managing Director of Bridgestone Australia & New Zealand. Prior to his leadership of API, Stephen held senior executive roles at Mayne and Faulding extending across health and primary care services, distribution and business development.

Stephen currently serves as a Non-Executive Director of Myer Family Investments Pty Ltd, Baby Bunting Limited and Adelaide Football Club. He was previously Vice Chairman of Bridgestone China & Asia Pacific, the founding Chairman of the Priceline Sisterhood Foundation and a Non-Executive Director of Epworth Healthcare and Gold Cross Products and Services.

Stephen will also be a member of Blackmores' Nominations Committee.

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This announcement was authorised for release by the Chair of Blackmores Limited.

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