

7 March 2023

CEO Resignation

ALS Limited (ASX Code: ALQ) advises that its CEO and Managing Director Mr Raj Naran has notified the Company that for personal reasons he has resigned, effective immediately, after 23 years of service with ALS, including 6 years as CEO and Managing Director.

In accordance with the Company's advanced succession plans, a global search for his successor has been initiated by the Board. That search will include our leading internal talent and external candidates.

In the interim, the Company's Chief Strategy Officer Mr Malcolm Deane will take the position of Acting CEO and Managing Director of ALS Limited.

Commenting on the notice, ALS Chairman Mr Bruce Phillips said: "Raj has been a driving force in the globalisation of ALS, growing the Company's market capitalisation 96% from \$3.1 billion in 2017 to \$6.1 billion today. During the same period, the company's share price has increased 65%. On behalf of shareholders, I thank him for his dedication to ALS over a long period of time and wish him well in the future."

Mr Naran responded saying, "It has been a privilege to lead ALS in its latest journey to become one of the global leaders in the Testing, Inspection & Certification (TIC) industry. While I now need to spend time with my family, I will remain available to assist the Board and management team to ensure a smooth transition to a new CEO in the months ahead."

Mr Deane's CV is attached as Appendix 1.

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.

Appendix 1

MALCOLM DEANE

EDUCATION

UNIVERSITY OF VIRGINIA SCHOOL OF LAW
Master of Laws

CHARLOTTESVILLE, VIRGINIA
May 2011

ACADEMY OF AMERICAN AND INTERNATIONAL LAW
Six-week course organized by the "Center for American and International Law" located in Dallas, Texas.

May - June 2009

UNIVERSIDAD AUSTRAL
Law Degree (Juris Doctor equivalent)
Activities: Class of 2007 Representative.

BUENOS AIRES, ARGENTINA
April 2007

EXPERIENCE

ALS LIMITED
Chief Strategy Officer

HOUSTON, TEXAS
February 2022- Ongoing

- Responsible for Corporate Strategy, Business Development and Acquisitions. Developing an inclusive strategic plan and strategy by collaborating with the leadership team, and executive.

ALS LIMITED
General Manager, Life Sciences - Food & Pharma Americas

HOUSTON, TEXAS
August 2021- Ongoing

- Responsible for execution of short and long term business strategy, budget, innovation and financial performance of the Life Sciences Food & Pharma Business of ALS Limited in Americas (including USA).

ALS LIMITED
General Manager, Life Sciences - Latin America

HOUSTON, TEXAS
December 2016 - Ongoing

- Responsible for execution of short and long term business strategy, budget, innovation and financial performance of the Life Sciences Business of ALS Limited in Latin America.
- Responsible for the ALS' M&A strategic plan in Latin America. Performed more than 10 acquisition throughout the region in the last two years. Develop and responsible for the integration plans of the main acquisitions made in the region.
- My role involves collaborating with the management teams in the region to develop strategy, and then supporting them in its delivery. This includes having the best working environment and systems, as well as developing talent to achieve personal and company goals.

ALS LIMITED
Operational Executive Manager - Latin America

LIMA, PERU
June 2014 - November 2016

- Oversight of ALS Life Sciences 14 Operations in Latin America (Mexico, Dominican Republic, Colombia, Ecuador, Peru, Brazil, Chile and Argentina).
- Responsible for aligning operations and sales to meet and exceed customer expectations, grow the business and expand market share.
- Innovation leader for ALS Life Sciences LATAM. Responsible for creating the innovation net in the company, that drive efficiencies into the ALS net.

ALS LIMITED
Legal & Compliance Executive Manager - Latin America

BUENOS AIRES, ARGENTINA
March 2013 - June 2014

- Head of the Legal & Compliance Department for Latin America providing general legal services, strategy, and long-term planning.

ALLENDE & BREA
Associate, Corporate and Antitrust Department

BUENOS AIRES, ARGENTINA
May 2007 – February 2013

- Counseled clients on a wide range of commercial issues including contractual law, corporate law, secured transactions, consumer credits and agribusiness matters. Advised clients on wealth and estate planning matters.
- Served as a member of different teams of lawyers advising foreign and domestic companies on cross-border transactions. Representative deals:
- Advised QBE Insurance Corporation on its \$165 million acquisition of HSBC La Buenos Aires Seguros S.A., a leading Argentine insurance company.
- Advised GlaxoSmithKline on its \$253 million acquisition of Laboratorios Phoenix S.A.I.C.
- Advised Syngenta on its \$160 million acquisition of Monsanto's sunflower business.
- Advised Syngenta on its \$30 million acquisition of SPS Argentina S.A. a company primarily specialized in the development, production and marketing of soybean, corn and sunflower.
- Advised clients on antitrust issues and worked extensively with the Argentine Antitrust Authority on merger control cases.
- Named by Chambers & Partners Latin America 2010 as an "Associate to Watch" in Corporate M&A.

PATTERSON, BELKNAP, WEBB & TYLER LLP.
Foreign Legal Intern

NEW YORK CITY, UNITED STATES OF AMERICA
September 2011- January 2012

- Served as a member of different teams of lawyers advising international clients on cross-border transactions, capital markets matters, structuring of GDN and ADR programs and project finance.

ALLENDE & BREA
Paralegal

BUENOS AIRES, ARGENTINA
June 2003 – February 2004, and March 2005- April 2007

- Researched legal frameworks on specific issues including corporate, insurance, agricultural and antitrust issues. Cooperated in merger control cases. Monitored status of torts, civil and commercial lawsuits in different courts.

PROFESSIONAL MEMBERSHIPS AND LANGUAGES

Bar Association: Lawyers Association of the City of Buenos Aires, 2007.

Languages: Spanish (native), English (fluent), Portuguese (Basic).