



26 June 2026

## REMUNERATION REPORT CLARIFICATION

ALS Limited (ASX:ALQ) released its Remuneration Report on 18 May 2026 as part of its Full Year Statutory Accounts. Following that date, a question has been raised regarding the "Termination Notice period" stated on page 59 for Malcolm Deane (being 6 months). ALS wishes to reconfirm that it and Mr Deane contractually agreed to a mutual 12-month notice period (and this intention has been reconfirmed by both ALS and Mr Deane). However, the maximum notice period is recorded as six months in the Remuneration Report because Mr Deane relocated to Spain in 2025 and the maximum notice period that can be enforced under Spanish law is 6 months. The Remuneration Report therefore reflects the shorter, maximum enforceable notice period arising as a result of Mr Deane's relocation and change in governing law of his contract.

This announcement was authorised for release by the Chairman.

### For further information please contact:

**Michael Williams**

Group Treasurer, Investor Relations &  
Business Integration Director

[michael.williams@alsglobal.com](mailto:michael.williams@alsglobal.com)

M: + 61 409 001 308

**Investor Relations**

[investor@alsglobal.com](mailto:investor@alsglobal.com)

ALS Limited

**Media enquiries**

[media@alsglobal.com](mailto:media@alsglobal.com)

ALS Limited

### About ALS Limited (ASX: ALQ)

ALS is a global leader in testing, providing comprehensive testing solutions to clients in a wide range of industries around the world. Using state-of-the-art technologies and innovative methodologies, our dedicated international teams deliver the highest-quality testing services and personalised solutions supported by local expertise. We help our clients leverage the power of data-driven insights for a safer and healthier world.