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EBOS Announces Executive and Board Changes

EBOS Group Limited ("EBOS") is pleased to announce the appointment of Andrew McLean to the role of Chief Executive Officer - Medical Technology, with effect from 5 August 2024, and the proposed transition of Matt Muscio from this role to a non-executive director role effective 1 January 2025. In addition, EBOS wishes to advise that Peter Williams will retire as a Board director with effect from the 2024 Annual Meeting.

Appointment of Andrew McLean to the role of CEO – Medical Technology

Mr McLean has more than 25 years' experience in the medical device and pharmaceutical industries and has successfully driven growth across several global businesses. His wide range of experience includes strategic planning and operations, sales and marketing, developing and launching innovative product and service offerings, and mergers & acquisitions. During his career Mr McLean has been based in various locations across Australia, Asia and North America.

Most recently Mr McLean was President and CEO of SteriPack, which has a global presence providing contract manufacturing and packaging services for medical devices and pharmaceuticals. During his time with SteriPack, Mr McLean led three successful acquisitions and more than doubled sales and EBITDA within 18 months. He subsequently led the sale of SteriPack to private equity. Prior to SteriPack, he was the CEO of Sirtex Medical which was ASX-listed at the time. He has also held senior executive roles with Steris Corporation, Synergy Health, Pfizer and Becton Dickinson.

John Cullity, EBOS Chief Executive Officer said, "Andrew is a highly entrepreneurial, results-driven executive with a wide range of experience in the medical technology sector. His multi-market experience, particularly across the Asia Pacific region and the US, aligns well with EBOS' diverse Medical Technology business and our strategy."

Proposed transition of Matt Muscio to a non-executive director role

EBOS' current CEO - Medical Technology, Matt Muscio, will remain with the business in an executive capacity until 31 December 2024 to support Mr McLean's transition. In addition, following a search for a non-executive director as part of the Board's succession and renewal process, the Board intends to propose a resolution at the 2024 Annual Meeting for Mr Muscio to be appointed as a non-executive director of EBOS with effect from 1 January 2025.¹

EBOS Chair Liz Coutts said, "EBOS would be very fortunate to retain Matt with his significant skills and experience, particularly in the healthcare sectors in Australia, New Zealand and Southeast Asia. Following our Annual Meeting, we look forward to welcoming Matt to the Board."

¹ Should Mr Muscio be elected he will not be regarded as an independent director.

Retirement of Peter Williams from the Board of Directors

Consistent with EBOS' Board renewal process, independent director Peter Williams will retire as a director with effect from the conclusion of the 2024 Annual Meeting. Peter's retirement is part of a carefully considered succession process that has included the appointments of Mark Bloom and Julie Tay as independent directors during the last two years, as well as the newly proposed appointment of Matt Muscio. Mr Williams has been a director since 2013.

In commenting, EBOS Chair, Liz Coutts said "Peter has dedicated 11 years to the EBOS Board and over that time has made an enormous contribution having joined the Board following EBOS' acquisition of Symbion – a pivotal time for our company. Peter has also been universally acknowledged as a respected source of counsel and support to our senior management teams over the years. During his tenure as a director, EBOS has generated significant growth and shareholder value and on behalf of the Board, and indeed our shareholders, I sincerely thank Peter and wish him all the very best in his retirement."

Authorised for lodgement with NZX and ASX by the Chair of the Board.

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About EBOS Group

EBOS Group Limited NZBN 9429031998840 (NZX/ASX Code: EBO) is the largest and most diversified Australasian marketer, wholesaler and distributor of healthcare, medical and pharmaceutical products. It is also a leading Australasian animal care brand owner, product marketer and distributor.