

20 July 2022

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

**Blackmores Limited (BKL)**  
**MARKET ANNOUNCEMENT: Change of Director's Interest Notice**

Blackmores Limited (**Blackmores** or **Company**) refers to the attached Appendix 3Y, Change of Director's Interest Notice, for Director & CEO Alastair Symington.

The Appendix 3Y lodgement for Alastair Symington includes issues of share rights under the Executive Share Plan which were approved by shareholders at the Company's Annual General Meetings held on 27 October 2021 and 27 October 2020. The terms and conditions of the share rights acquired by Mr Symington were set out in the Explanatory Statement and Notes to the Notice of Meeting dated 24 September 2021 and the Notice of Meeting dated 17 September 2020.

The attached Appendix 3Y shows that under the terms of the Executive Share Plan and in accordance with Shareholder approval, Mr Symington, was issued:

- 882 rights over ordinary shares for the FY2021 STI on 19 October 2021; and
- 22,056 rights over ordinary shares for the FY2022 LTI on 12 November 2021.

Details regarding the issue of the share rights were disclosed in the Appendix 3Gs lodged with ASX on 21 October and 12 November 2021 respectively. Due to an administrative error on the part of the Company, the required Appendix 3Ys were not lodged within the time required by Listing Rule 3.19A. Once the oversight was identified by the Company, the Appendix 3Y was promptly lodged with ASX.

The Company is satisfied that it has the necessary reporting and notification practices in place to ensure compliance with its disclosure requirements under ASX Listing Rules 3.19A and 3.19B. The Company believes that its current practices are adequate and confirms that this is an isolated error.

This announcement has been authorised for release to ASX by the Chair of Blackmores.

Yours sincerely,



**William Hundy**  
Company Secretary

# Appendix 3Y

## Change of Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/09/01 Amended 01/01/11

<b>Name of entity</b> Blackmores Limited
<b>ABN</b> 35 009 713 437

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

<b>Name of Director</b>	Alastair Symington
<b>Date of last notice</b>	17 December 2020

### Part 1 - Change of director's relevant interests in securities

*In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust*

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

<b>Direct or indirect interest</b>	Indirect
<b>Nature of indirect interest (including registered holder)</b> Note: Provide details of the circumstances giving rise to the relevant interest.	<ul style="list-style-type: none"><li>Mrs Jodie Symington (Spouse)</li><li>Blackmores Nominees Pty Ltd as trustee of the Blackmores Executive Share Plan Trust on behalf of Mr Symington</li></ul>
<b>Date of change</b>	<ol style="list-style-type: none"><li>19 October 2021</li><li>12 November 2021</li></ol>

## Appendix 3Y

### Change of Director's Interest Notice

<b>No. of securities held prior to change</b>	<b>INDIRECT INTERESTS</b> <ul style="list-style-type: none"> <li>• 4,886 ordinary shares held by Jodie Symington.</li> <li>• 13,650 ordinary shares held by Blackmores Nominees Pty Ltd as trustee of the Blackmores Executive Share Plan Trust on behalf of Mr Symington. (Note that these shares are subject to a holding restriction during Mr Symington's first three years' of employment).</li> <li>• Rights to acquire up to a maximum of 35,622 ordinary shares pursuant to FY2020 LTI award under Executive Share Plan and subject to performance and employment conditions. Held by Blackmores Nominees Pty Ltd as trustee of the Blackmores Executive Share Plan Trust on behalf of Mr Symington.</li> <li>• Rights to acquire up to a maximum of 38,364 ordinary shares pursuant to FY2021 LTI award under Executive Share Plan and subject to performance and employment conditions. Held by Blackmores Nominees Pty Ltd as trustee of the Blackmores Executive Share Plan Trust on behalf of Mr Symington.</li> </ul>
<b>Class</b>	Conditional rights to acquire fully paid ordinary shares pursuant to FY2022 LTI & FY2021 STI awards under Executive Share Plan and subject to performance and employment conditions.
<b>Number acquired</b>	1. 882 (FY2021 STI award) 2. 22,056 (FY2022 LTI award)
<b>Number disposed</b>	NIL
<b>Value/Consideration</b> Note: If consideration is non-cash, provide details and estimated valuation	NIL

+ See chapter 19 for defined terms.

## Appendix 3Y

### Change of Director's Interest Notice

<b>No. of securities held after change</b>	<b>INDIRECT INTERESTS:</b> <ul style="list-style-type: none"> <li>• 4,886 ordinary shares held by Jodie Symington.</li> <li>• 13,650 ordinary shares held by Blackmores Nominees Pty Ltd as trustee of the Blackmores Executive Share Plan Trust on behalf of Mr Symington. (Note that these shares are subject to a holding restriction during Mr Symington's first three years' of employment).</li> <li>• Rights to acquire up to a maximum of 35,622 ordinary shares pursuant to FY2020 LTI award under Executive Share Plan and subject to performance and employment conditions. Held by Blackmores Nominees Pty Ltd as trustee of the Blackmores Executive Share Plan Trust on behalf of Mr Symington.</li> <li>• Rights to acquire up to a maximum of 38,364 ordinary shares pursuant to FY2021 LTI award under Executive Share Plan and subject to performance and employment conditions. Held by Blackmores Nominees Pty Ltd as trustee of the Blackmores Executive Share Plan Trust on behalf of Mr Symington.</li> <li>• Rights to acquire up to a maximum of 22,938 ordinary shares pursuant to FY2022 LTI &amp; FY2021 STI awards under Executive Share Plan and subject to performance and employment conditions. Held by Blackmores Nominees Pty Ltd as trustee of the Blackmores Executive Share Plan Trust on behalf of Mr Symington.</li> </ul>
<b>Nature of change</b> Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back	Grant of conditional rights to fully paid ordinary shares for FY2022 LTI award (22,056) and FY2021 STI award (882) under Executive Share Plan (see Notices of Annual General Meeting dated 24 September 2021 and 17 September 2020 for further details). The FY2022 LTI awards were approved by shareholders at the 2021 Annual General Meeting held on 27 October 2021. The FY2021 STI awards were approved by shareholders at the 2020 Annual General Meeting held on 27 October 2020.

#### Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

<b>Detail of contract</b>	N/A
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+ See chapter 19 for defined terms.

**Appendix 3Y**  
**Change of Director's Interest Notice**

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<b>Nature of interest</b>	N/A
<b>Name of registered holder (if issued securities)</b>	N/A
<b>Date of change</b>	N/A
<b>No. and class of securities to which interest related prior to change</b> <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	N/A
<b>Interest acquired</b>	N/A
<b>Interest disposed</b>	N/A
<b>Value/Consideration</b> <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	N/A
<b>Interest after change</b>	N/A

**Part 3 – +Closed period**

<b>Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?</b>	No
<b>If so, was prior written clearance provided to allow the trade to proceed during this period?</b>	N/A
<b>If prior written clearance was provided, on what date was this provided?</b>	N/A

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+ See chapter 19 for defined terms.