

## Chief Technology Officer To Leave Full-Time Role

**Sydney (Australia), Greer (South Carolina, US) – 4 August 2025:** Alexium International Group Limited (**Alexium** or the **Company**) announces that the Company's Chief Technology Officer and Executive Director, Dr Bob Brookins, has given notice of his intention to resign his roles after over 10 years of service. After completion of his three months notice period, Dr Brookins will become a consultant to the Company supporting Alexium's Technical Team which will now be led by Mr Nick Leitner. Dr Brookins's resignation from Alexium's Board of Directors will be effective from Monday, August 4.

Alexium's Interim Chairman, Simon Moore, commented "Dr Brookins has made an extraordinary contribution to Alexium serving as both Chief Technology Officer and Chief Executive Officer, and overseeing the development of Alexium's market leading thermal management and flame retardant technologies. He has fostered a culture of innovation throughout the Company and overseen the development of a world class technical team. While we will miss Dr Brookins's full time involvement in the business, we are fortunate to have access to him into the future as a consultant. The Board and I wish him the very best with his future endeavours."

Reflecting on his decision to leave his full-time role at Alexium, Dr Bob Brookins said "I am proud of what I have achieved at Alexium over the last decade. In that time, we have established a strong product portfolio backed by the six granted and pending patents held by the Company. We have also built an outstanding technical team, and I am confident that Mr Leitner and the technical team will continue to strengthen that product portfolio. I look forward to supporting the business in the future while pursuing new opportunities in my areas of interest."

In recognition of Dr Brookins's extraordinary service over more than a decade, the Alexium Board has exercised its discretion to vary the term of the Management Equity Plan which caused plan participants to forfeit unvested Share Appreciation Rights ("SARs") if they leave the Company prior to the vesting date for the outstanding SARs grants. Dr Brookins will retain his current SAR grants and they will vest upon the relevant date for each grant. All other financial terms of Dr Brookins's resignation are consistent with his Employment Services Agreement. Dr Brookins and the Company have entered a consultancy agreement under which he will be paid US\$5,000 per month and in return provide up to 30 hours of consulting services as requested. The consulting agreement has a 12 month term, and can be terminated by either party after six months at no penalty

**ENDS**

Authorised for release by the Board of Directors of Alexium International Group Limited.

### About Alexium International Group Limited

Alexium International Group Limited (ASX: AJAX) is a performance chemicals provider for advanced materials applications with a focus on flame retardancy and thermal management. The Company is driven by an innovation model for addressing market gaps with patent-protected technologies. These high-performance products have

applications for several industries and can be customised to meet customer needs. Key markets for Alexium are bedding, body armour, military uniforms and workwear. Alexium brands include AlexiCool®, AlexiFlam®, Eclipsys®, BioCool®, DelCool™ and AlexiShield. For additional information about Alexium, please visit [www.alexiuminternational.com](http://www.alexiuminternational.com).

**For further information please contact:**

Billy Blackburn

[ir@alexiuminternational.com](mailto:ir@alexiuminternational.com)

+ 1.864.254.9923