



## OUR BOARD & EXECUTIVE COMMITTEE

The primary role of the Orica Limited Board is to protect and enhance long-term shareholder value.

Accountable to shareholders for the performance of the company, the Board directs and monitors the business and affairs of Orica and is responsible for the company's overall corporate governance. The Board Terms of Reference define the respective responsibilities of the Board, Chairman and Managing Director.

- Board of Directors
- Executive Committee

## Board Members



**Malcolm Broomhead AO**

*BE, MBA*

Non-executive Director of Orica Limited since December 2015 and Chairman as of 1 January 2016.

Chairman of the Nominations Committee. Director of BHP Group Limited & Plc. Former Chairman of Asciano Limited. Director of the Walter & Eliza Hall Institute, and Council Member of Opportunity International Australia.



## Maxine Brenner

*BA LLB*

Non-executive Director since April 2013. Chairman of the Human Resources & Compensation Committee and member of the Board Audit & Risk Committee and the Nominations Committee.

Director of Origin Energy Limited, Qantas Airways Limited and Woolworths Group Limited. Former director of companies including Neverfail Australia Ltd, Treasury Corporation of NSW, Federal Airports Corporation and Growthpoint Properties Australia Limited. Former Managing Director of Investment Banking at Investec Bank (Australia) Ltd. Former member of the Takeovers Panel.



## Sanjeev Gandhi

*BEng (Chemical Engineering), MBA*

Appointed Managing Director and Chief Executive Officer 1 April 2021.

Former Group Executive and President, Australia, Pacific & Asia at Orica. Former Executive Director of publicly listed German chemical company BASF SE. Senior executive roles within the BASF Group including Head of Asia Pacific and Head of Global Chemicals Segment (Intermediates & Petrochemicals).



## Denise Gibson

*BA (Business Administration), MBA  
(Management)*

Non-executive Director since January 2018. Chairman of the Innovation & Technology Committee and member of the Human Resources & Compensation Committee and the Nominations Committee.

Co-founder and Chairman of Ice Mobility. Director of Aerial Technologies Inc., NASDAQ-listed VOXX International Corporation, and a director of the Consumer Technology Association and Chair Emeritus of the Consumer Technology Association Foundation, both not-for-profit organisations. Founder and former CEO of Brightstar US.

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## Karen Moses

*BEd, DipEd, FAICD*

Non-executive Director since July 2016. Chairman of the Safety & Sustainability Committee, and member of the Human Resources & Compensation Committee and the Nominations Committee.

Director of Boral Limited, Charter Hall Group, Snowy Hydro Limited, Sydney Symphony Limited and Music In The Regions Limited, and a Fellow of the Senate of Sydney University. Former director of companies including Sydney Dance Company, SAS Trustee Corporation, Australia Pacific LNG Pty Limited, Origin Energy Limited, Contact Energy Limited, Energia Andina S.A., Australian Energy Market Operator Ltd, VENCORP and Energy and Water Ombudsman (Victoria) Limited.



## Gene Tilbrook

*BSc, MBA, FAICD*

Non-executive Director since August 2013. Chairman of the Board Audit & Risk Committee and member of the Safety & Sustainability Committee and the Nominations Committee.

Non-executive Director of Woodside Petroleum. Former director of Aurizon Holdings, Fletcher Building and GPT Group. Former Executive Director of Wesfarmers Limited.

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**Boon Swan Foo**

*BA, MBA*

Non-executive Director since May 2019. Member of the Innovation & Technology Committee, Board Audit & Risk Committee and the Nominations Committee.

Chairman and Non-executive Director of SGX-ST-listed Global Investments Limited, Chairman of Allgrace Investment Management Private Limited, and Chairman of Singapore Consortium Investment Management Limited. External Director of China Huadian Corporation Ltd and External Director of China Baowu Steel Group Corporation Ltd. Senior Advisor to

Temasek International Pte Ltd.

Former Non-executive Director of Singbridge Holdings Pte Ltd, Singbridge International Singapore Pte Ltd and Sino Singapore Guangzhou Knowledge City Investment and Development Company.

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## John Beevers

*BEng (Mining), MBus, GAICD*

Non-executive Director since February 2020. Member of the Safety & Sustainability Committee, the Innovation & Technology Committee and the Nominations Committee.

Non-executive Director of Syrah Resources Limited and former Director of QUT Bluebox, the commercialisation arm of Queensland University of Technology.

Former Chief Executive of GroundProbe. Former executive roles within the Orica Group, including Global Technology Manager, Group General Manager of Chemical Services and Chief Executive Officer of Orica Mining Services.

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# Executive Committee



**Sanjeev Gandhi**

*BEng (Chemical Engineering, Hons), MBA*

**Managing Director and Chief Executive Officer**

Sanjeev was appointed Managing Director and Chief Executive Officer in April 2021, after previously holding the role of Group Executive and President, Australia Pacific & Asia. Sanjeev is a former Executive Director of publicly listed German Chemical company BASF SE. During his 26 year career with BASF, Sanjeev held several senior marketing, commercial and business leadership roles including Head of Asia Pacific and Head of Global Chemicals Segment (Intermediates & Petrochemicals).

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## Leah Barlow

*BEng (Chemical Engineering, Hons), BBus (Management and Accounting, Hons)*





## Senior Vice President Discrete Manufacturing and Supply Chain

Leah was appointed Senior Vice President Discrete Manufacturing and Supply Chain in April 2021.

She has more than 17 years of operational experience with Orica, most recently as Vice President for Initiating Systems and Packaged Emulsion Global Manufacturing. Leah has also held a range of senior management roles in both Discrete and Continuous manufacturing in Australia and Canada, with accountabilities across more than 20 countries globally.

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## James Bonnor

*BCom (Econ, Mark)*

President - Europe, Middle East and Africa and Interim President - North America

James was appointed Group Executive and President, Europe, Middle East and Africa in 2021, and is also current holding the role of Interim President North America. Prior to this, he held the role of Group Executive and President, North America. He has more than 20 years of commercial and operational experience with Orica, including most

recently Zone Executive Head, Americas, Orica Mining Services. James has also held a range of general management, sales, marketing, and customer relationship roles and worked with customers across a range of international market segments in Australia, New Zealand and Latin America.

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## Delphine Cassidy

*BBus (Accounting), MBA, FAICD*

### Chief Communications Officer

Delphine was appointed Chief Communications Officer in February 2020, with responsibility for External and Internal Communications and Brand Strategy, in addition to Investor Relations which she has led since joining Orica in 2016. Prior to this Delphine held senior Investor Relations and Corporate Affairs roles at AWB, St Barbara Limited, Orient Capital and SKILLED Group.

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## Christopher Davis

*BCom, Dip-Acc, GAICD, Chartered Accountant*

### Chief Financial Officer



Christopher was appointed Chief Financial Officer in October 2018 and has responsibility for the group wide finance function, taxation, treasury, sustainability, property, remediation, government relations, secretariat, legal and group risk and assurance. Before joining Orica, Christopher held senior financial and executive roles within Anglo American Plc, including as CEO of its subsidiary Scaw Metals Group from 2009 to 2013 and CFO from 2008.

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## Brian Gillespie

*BSc (Hons), MBA, FIET*

### President - Latin America

Brian was appointed Group Executive and President, Latin America in April 2021. Prior to this, he held the role of Chief Executive Officer of GroundProbe. Before joining Orica, Brian was the Chief Commercial Officer at DP World Australia and previously led consulting practices for Deloitte and PricewaterhouseCoopers (PwC) as the head of their Australian Energy, Utilities and Mining Practice. Brian has also served as a Non-Executive Director and Chair of the finance and investment committee for Uniting Care Queensland, Australia's largest not for profit hospital, health and aged care provider.



## Adam L. Hall

*BCom, LLB (Hons), MBA (HD)*

### Chief Development Officer

Adam was appointed Chief Development Officer in June 2019, with responsibility for corporate strategy, mergers and acquisitions, cyanide and emulsifiers. Prior to joining Orica, Adam led Corporate Development and Industrial Gases for CF Industries in the USA. Adam brings 20 years' global experience in strategy and business development, having led transformational deals in his corporate roles with CF Industries and global agribusiness leader, Bunge.

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## Jennifer Haviland

*BCom (Economics), Dip-Enterprise Systems & Analysis, GAICD, CPA*

### Chief People Officer

Jennifer was appointed Chief People Officer in January 2021, after having held the role of VP Risk & Assurance. Prior to this Jennifer held a number of senior finance roles in Group Finance and Manufacturing & Supply. Before joining Orica in 2014, Jennifer spent over 13 years with EY

working in Melbourne and London.

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## Angus Melbourne

*BEng (Hons) Mechanical Engineering, BSc  
Applied Mathematics*

### Chief Technology Officer

Angus was appointed as Chief Technology Officer in May 2021 responsible for strategic marketing, research and development (R&D), technology commercialisation, information technology (IT), Orica Digital and Orica Monitor (including Groundprobe and Nitro Consult). Prior to this Angus served as Chief Commercial Officer from October 2016. Angus joined Orica in January 2016 as President - Australia Pacific & Asia following a 25-year career at Schlumberger where he held a number of senior executive roles responsible for research & development, engineering, manufacturing, operations and sales. Angus' experience at Schlumberger included responsibility for explosives and perforating products research, development and manufacturing.

## Germán Morales

*MSc, Civil Engineering, Executive MBA*

President - Australia Pacific & Asia



Germán was appointed Group Executive and President, Australia Pacific & Asia in April 2021. Previously he held the role of Group Executive Latin America, and prior to joining Orica, spent 18 years at commercial explosives manufacturer and distributor Maxam. At Maxam, Germán held business leadership roles in Europe, Middle East and Africa, the Americas and Australasia, served as a Board member for several Maxam companies around the world, and most recently was the Senior Executive Director and General Manager Civil Explosives.

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