

ASX Announcement

6 November 2025

Andrew Blattman to retire as Chief Executive Officer of IPH

IPH Limited (**IPH**) today announces that Dr Andrew Blattman has informed the Board of his intention to retire as Managing Director & Chief Executive Officer, during the second half of 2026.

The Board will commence a formal search process for his replacement, considering both internal and external candidates. Dr Blattman will continue to lead the company during a transition period until the second half of 2026 to ensure a smooth handover.

Peter Warne, Chairman of the Board, said: "On behalf of the Board, our executive team, and our shareholders, I would like to thank Andrew for his exceptional leadership and contribution to IPH throughout a remarkable 30-year career with the Group, including what will be the best part of nine years as Managing Director & CEO.

"Under Andrew's guidance, IPH has grown significantly, expanding throughout Asia with new offices in Indonesia, Thailand, Hong Kong, Beijing, and the Philippines, and more recently entering the Canadian market through the acquisitions of Smart & Biggar, Ridout & Maybee, ROBIC, and Bereskin & Parr.

"Andrew's vision, dedication, and commitment have been instrumental in positioning IPH for continued success, and we are deeply grateful for his leadership during this transformative period.

"After a long and successful tenure, Andrew felt the time was right to hand over to new leadership for the next phase of growth for IPH. We wish Andrew every success in his next chapter."

Dr Andrew Blattman said: "Leading IPH has been one of the great privileges of my career. Working with extraordinary teams and visionary clients – some of the most innovative companies in the world – has been deeply rewarding.

"After eight years, I believe IPH is entering an exciting new chapter, and the time is right for me to retire from my executive role and explore new opportunities. I have every confidence in our strong leaders and the people who will carry IPH forward, and I look forward to celebrating their continued success."

The Board is confident in the company's strategy and the strength of its management team to ensure continuity during the leadership transition.

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Authorised for release to ASX by:

The Board of Directors of IPH

About IPH Limited

IPH is the leading intellectual property services group, comprising a network of member firms operating out of 27 offices and servicing more than 25 IP jurisdictions. The group includes leading IP firms AJ Park, Applied Marks, Griffith Hack, Pizzeys, ROBIC, Smart & Biggar and Spruson & Ferguson. IPH employs more than 1,800 employees working in Australia, Canada, China, Hong Kong SAR, Indonesia, Malaysia, New Zealand, The Philippines, Singapore, and Thailand.

