

12 February 2025

Dr. Martens plc
APPOINTMENT OF NON-EXECUTIVE DIRECTORS

Dr. Martens plc ('the Company') is pleased to announce the appointments of Robert Hanson and Benoit Vauchy as Non-Executive Directors of the Company with effect from 26 March 2025.

Robert is an experienced executive with a strong track record of delivering growth at consumer brands. He was CEO of John Hardy and American Eagle Outfitters and also served as EVP Wines and Spirits for Constellation Brands. Prior to this he served for over a decade in senior roles at Levi Strauss & Co, including as President of the Americas division and, latterly, as Global Brand President, Americas. Robert brings a broad, multidisciplinary skillset and significant experience of the North American market combined with global expertise. His prior non-executive experience includes positions on the boards of Canopy Growth, Urban Outfitters and Constellation Brands. He was recently appointed as CEO of US wine company The Duckhorn Portfolio.

Benoit is a Partner at the Company's largest investor, global investment firm Permira, where he is a member of the Investment and Executive Committees. He has served on the board of Spanish online travel company eDreams ODIGEO as a Non-Executive Director for a decade, during which time the business has undergone a significant period of transformation. Benoit also serves on the board of Permira Holdings Limited and has previously served on the boards of Universidad Europea, VacanceSelect and Exclusive Networks. He has worked at Permira since 2006, and previously spent six years at JPMorgan in London and Frankfurt.

Paul Mason, Chairman, said: "We are pleased to announce these appointments today. The expertise and experiences of both Robert and Benoit further strengthens our Board. Robert has significant USA and wholesale experience and is a proven consumer brand CEO. Benoit is an experienced financial leader and his appointment to the Board demonstrates Permira's commitment to Dr. Martens. I am looking forward to working with them both, together with the existing Board, as we enter the next phase in the company's history, under the talented leadership of Ije and Giles."

NOTES

1. This announcement is made pursuant to UK Listing Rule 6.4.6R.
2. On joining the Board, Robert will be considered as independent and will also become a member of the Nomination Committee.
3. The Company confirms that there is no further information that is required to be disclosed pursuant to UK Listing Rule 6.4.8R.

Enquiries

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About Dr. Martens

Dr. Martens is an iconic British brand founded in 1960 in Northamptonshire. Produced originally for workers looking for tough, durable boots, the brand was quickly adopted by diverse youth subcultures and associated musical movements. Dr. Martens has since transcended its working-class roots while still celebrating its proud heritage and, six decades later, "Docs" or "DM's" are worn by people around the world who use them as a symbol of empowerment and their own individual attitude. The Company listed on the main market of the London Stock Exchange on 29 January 2021 (DOCS.L) and is a constituent of the FTSE 250 index.

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