

15 September 2022

THG PLC

Appointment and Resignation of Non-Executive Directors

THG PLC ("THG" or the "Group"), the global proprietary technology platform specialising in taking brands direct to consumers ("D2C"), is pleased to announce the appointment of Gillian Kent and Dean Moore as independent Non-Executive Directors. Both will join the Board with effect from 15 September 2022.

Gillian has had a far-reaching career in software, internet, digital media and mobile technology businesses and formerly held various senior roles at Microsoft, including Managing Director MSN UK, where she was responsible for creating one of the UK's largest online services businesses. Both at Microsoft and in other roles, including as Chief Executive Officer of the real estate portal Propertyfinder, she established her expertise in building markets and brands for products and services. Gillian is currently a non-executive director at Ascential plc, Mothercare plc, Marlowe plc and SIG plc, and former positions include non-executive director at both Pendragon PLC and Dignity plc.

Dean is a chartered accountant with over 35 years of public company experience and brings with him a depth of City and finance knowledge, together with significant expertise in the financial services and retail sectors. He was previously Chief Financial Officer at Cineworld Group plc, N Brown Group plc, T&S Stores PLC and Graham Group plc and formerly non-executive chairman of Tuxedo Money Solutions Limited. He is currently the interim Chief Financial Officer of Dignity plc (having been an independent non-executive director upon appointment), a non-executive director of Griffin Mining Limited, and Senior Independent Director at both Cineworld Group plc and Volex PLC.

THG further announces that, after a long period of continued service with the Group, Zillah Byng-Thorne, Senior Independent Director, is stepping down from the Board with immediate effect, together with Non-Executive Director Andreas Hansson. Damian Sanders will assume the role of interim Senior Independent Director as THG continues to reshape its leadership to ensure it is best-placed to generate long-term value creation for shareholders. As previously announced, the Board and Nomination Committee will continue their search for suitable additional independent Non-Executive Directors to further strengthen the Board as appropriate.

The composition of certain Board Committees has been updated to reflect these Board changes as follows:

- Dean Moore has been appointed Remuneration Committee Chair. Membership of the Remuneration Committee now comprises Dean Moore, Damian Sanders and Iain McDonald.
- Gillian Kent and Dean Moore have both been appointed to the Audit Committee and membership now comprises Damian Sanders, Audit Committee Chair, Gillian Kent and Dean Moore.
- Gillian Kent has replaced Zillah Byng-Thorne as a member of the Nomination Committee which now comprises Charles Allen, Nomination Committee Chair, Iain McDonald and Gillian Kent.
- In his capacity as interim Senior Independent Director, Damian Sanders has replaced Zillah Byng-Thorne as Related Party Committee Chair and Dean Moore has been appointed a member of the Committee. Membership therefore comprises Damian Sanders and Dean Moore.
- Membership of the Risk Committee now comprises Gillian Kent as Risk Committee Chair and Damian Sanders.

Charles Allen, Lord Allen of Kensington CBE, Independent Chair, commented:

"On behalf of the Group, I would like to extend my gratitude to both Zillah and Andreas for their valuable contributions during their tenures with THG and wish them success in all their future endeavours. At the same time I welcome Gillian

and Dean to the Board and very much look forward to working with them as we continue to strengthen our leadership team, improve governance and transparency and seek to enhance Board composition by improving independence and diversity. The Board recognises the ongoing importance of strong corporate governance to underpin and support the long-term prospects of the Group and the appointment of these new independent non-executives reinforces our key commitment in this regard. Both bring extensive and relevant sector and plc Board experience with them and have demonstrated strong track records in business growth; their insight will be invaluable as we continue to develop and refine the strategic drivers underpinning THG's future growth."

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Notes to editors

THG (www.thg.com) is a vertically integrated, global, digital-first consumer brands group, retailing its own beauty and nutrition brands, plus leading third-party brands, via its proprietary, end-to-end, e-commerce technology, infrastructure and brand-building platform (THG Ingenuity). THG's business is operated through the following businesses:

THG Ingenuity: Ingenuity Commerce provides end-to-end technology services charged to third party clients for digital commerce solutions. Ingenuity Infrastructure underpins the Ingenuity Commerce offering, and is charged to third parties as a single stand-alone service. Services include hosting, content creation through THG Studios, translation services and beauty product development and manufacturing.

THG Beauty: The globally pre-eminent digital-first brand owner, retailer and manufacturer in the prestige beauty market, combining its portfolio of eight owned brands across skincare, haircare and cosmetics, the provision of a global route to market for over 1,300 third-party beauty brands through its portfolio of websites, including Lookfantastic, Dermstore, Cult Beauty and Mankind and the beauty subscription box brand GLOSSYBOX.

THG Nutrition: A group of digital-first Nutrition brands, which includes the world's largest online sports nutrition brand Myprotein, and its family of brands (Myvegan, Myvitamins, MP Clothing and Myprotein Pro), with a vertically integrated business model, supported by six THG production facilities.

THG OnDemand: Personalisation and customisation services to major brands and global publishing houses, typically under licensing agreements, enabling brands to offer unique products to consumers through websites including Zavvi, IWOOT and Pop in a Box.

Other: Luxury D2C websites including Coggles, AllSole and MyBag, as well as THG Experience, which comprises prestige locations at Hale Country Club & Spa, King Street Townhouse Hotel and Great John Street Hotel, providing deeply experiential brand building environments, most notably in support of THG Society, the Group's proprietary influencer marketing platform.

further information, please contact rns@lseg.com or visit www.rns.com.

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