

24 January 2023

THG PLC

Directorate Change

Appointment of Damian Sanders as Chief Financial Officer John Gallemore appointed Chief Operating Officer

THG PLC ("THG" or the "Group"), today announces that Damian Sanders has been appointed Chief Financial Officer ("CFO") of THG, with immediate effect.

Damian takes over as CFO from John Gallemore, who has been appointed Chief Operating Officer ("COO"). Damian's appointment follows an extensive search both internationally and domestically.

Damian has an in-depth understanding of THG's businesses, people and culture, having been a member of the Board for the past two years. He joined the Board as an Independent Non-Executive Director ("NED") on 17 November 2020, following which he was appointed Audit Committee Chair and Chair of the Divisional Reorganisation Committee upon its inception on 1 July 2021. The completion of the separation of THG's key trading divisions, which simplifies THG's corporate divisional structures and provides it with material optionality and flexibility, was announced on 26 July 2022. Through his work with and knowledge of THG, the Board believes Damian is ideally placed to take on the role of CFO.

Damian's appointment will enable John, who has been covering both the Finance and Operations functions until now, to focus solely on the role of COO and build on the excellent progress he has overseen in THG's global fulfilment footprint. John continues as an Executive Board Director.

Prior to joining THG, Damian was a Senior Audit Partner at Deloitte for 20 years and a member of Deloitte's North West Leadership Team, having also held several other senior management roles. He has vast experience of the retail and technology sectors, working with entrepreneurs and high growth companies. He also has extensive experience of working with PLC boards, having acted as an Audit Partner and advisor to a significant number of FTSE Boards for well over 20 years, and, more recently, as an Independent NED. Damian is an FCA member of the Institute of Chartered Accountants in England & Wales and brings extensive financial and commercial experience to the Group.

THG has recently appointed two Independent NEDs, with further appointments expected, and continues to strengthen Corporate Governance. In the meantime, as a result of Damian's appointment as CFO, Dean Moore will take on the Audit Committee Chair and Senior Independent Director ("SID") roles on an interim basis.

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

"On behalf of the Board I'd like to thank John for his hard work and dedication as CFO of THG. Having effectively been undertaking two jobs to date, we are delighted that he will now be able to devote a singular focus to driving the operations of the Group where his experience is invaluable."

"We welcome Damian to the business in an executive capacity. I have got to know Damian well since my appointment as Chair, and his financial skill, commercial acumen and governance expertise means that he will hit the ground running. Damian has significant experience as a former Senior Audit Partner and that, coupled with his wide industry and listed company experience, in addition to his in-depth knowledge of THG's businesses and its people, will prove hugely beneficial to us as we continue to grow and build further on our corporate governance standards."

Damian Sanders, Chief Financial Officer, commented:

"I'm delighted to be taking on the role of CFO at THG. I've got to know the business well in the two years since I joined the Board and now look forward to working in an executive capacity to help drive the Group forward as we continue to grow on a global scale."

Matthew Moulding, Chief Executive Officer, commented:

"Damian has played a key role since joining the Group and Board, chairing to great effect numerous important projects over the past two years, not least the recently delivered divisional reorganisation. Damian's experience and energy will prove invaluable as we look to deliver the key initiatives planned across the Group for 2023 and beyond."

"I'm also delighted to appoint John as COO, which follows a smooth and expansive roll-out of the Group's global distribution network, alongside his excellent work in leading Ingenuity through its formative years. John's knowledge of the business is second-to-none, and the appointment of Damian will allow John to work closely with me on further evolving the commercial and operating models of each of our divisions."

John Gallemore, Chief Operating Officer, commented:

"Since Matt and I set up THG 18 years ago, we've enjoyed an incredible journey and have grown the Group into a truly global player, delivering record revenues of c. £2.25 billion in 2022. I am pleased to be handing over the Group's incredibly talented finance team to Damian, allowing me to work more closely with Matt and the Divisional CEOs in capitalising on the significant commercial opportunities ahead."

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Notes to editors

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

THG Beauty: The globally pre-eminent digital-first brand owner, retailer and manufacturer in the prestige beauty market, combining its prestige 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 brands (Myvegan, Myvitamins, MP Activewear and MyPRO), with a vertically-integrated business model, supported by global THG production facilities.

THG Ingenuity: Ingenuity Commerce provides an end-to-end direct to consumer e-commerce solution for consumer brand owners under 'Software as a Service' (SaaS) licences. The wider Ingenuity division provides stand-alone digital services, including hosting, studio content, translation services and beauty product development and manufacturing.

THG OnDemand: Personalisation and customisation is a key offering within THG OnDemand, enabling brands to offer unique products to a vast range of consumers across THG's global territories through websites including Zavvi, IWOOT and Pop in a Box.

Other: Luxury D2C websites including Coggles, AllSole and MyBag, in addition to THG Experience. The latter comprises prestige events 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.

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