

**THG PLC**  
**("THG", the "Company" or the "Group")**

2 July 2021

**Board Committees Update**

As detailed in the Company's Annual Report & Accounts 2020 and following its Annual General Meeting on 24 June 2021, THG is pleased to announce a number of improvements to the structure and composition of its Board Committees, including the formation of a stand-alone Risk Committee. These changes are intended to both enhance certain aspects of the Group's corporate governance arrangements and ensure the skillsets and experience of the Company's Non-Executive Directors are best utilised across its various Board Committees.

The newly-formed Risk Committee will be responsible for assisting the Board in its oversight of risk, including the ongoing monitoring, management and mitigation of principal and emerging risks, and advising the Board on the Group's overall risk appetite, tolerance and strategy. The Risk Committee, which will meet at least four times a year, comprises Zillah Byng-Thorne, who has been appointed Chair of the Committee, Damian Sanders and Dominic Murphy, all existing independent Non-Executive Directors of the Company.

As a result of the formation of the new Risk Committee, the existing Audit & Risk Committee has been renamed as Audit Committee and the Terms of Reference, including the scope of responsibilities of the Audit Committee, amended appropriately. Membership of the Audit Committee comprises Damian Sanders, who has been appointed Chair, together with Zillah Byng-Thorne and Dominic Murphy.

Tiffany Hall, an independent Non-Executive Director of the Company, will Chair the Remuneration Committee, replacing Damian Sanders, who remains a member. Membership of the Remuneration Committee now comprises Tiffany Hall, Damian Sanders, Dominic Murphy and Iain McDonald. Zillah Byng-Thorne has stepped down from the Remuneration Committee due to her other Committee responsibilities.

THG remains committed to ensuring that its Board Committees have the appropriate resources available to them to allow them to fully and effectively discharge their responsibilities and in this regard, and as previously announced, has appointed four independent Special Advisors. These Special Advisors provide specialist expertise and additional support to the Committees in areas such as tax, risk and governance, further demonstrating the evolution and expansion of THG's corporate governance framework.

Matthew Moulding, Executive Chairman and Chief Executive Officer of THG, commented:

*"These changes highlight the Board's recognition of the importance of strong corporate governance and reinforce its continued commitment to ensuring that a robust corporate governance framework is in place which underpins the long-term prospects of the Group."*

The Terms of Reference of the Risk Committee and the amended Terms of Reference of the Audit Committee will shortly be available on the Company's

website at <https://www.thg.com/committees/>.

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**Notes to editors**

THG ([www.thg.com](http://www.thg.com)) 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 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 Beauty: The globally pre-eminent digital-first brand owner and retailer in the prestige beauty market, combining its prestige portfolio of nine owned brands across skincare, haircare and cosmetics, the provision of a global route to market for over 1,000 third-party beauty brands through its portfolio of websites, including Lookfantastic, Dermstore, Skinstore and Mankind and the beauty subscription box brand GLOSSYBOX.

THG Nutrition: A manufacturer and online D2C retailer of nutrition and wellbeing products and owner of the world's largest sports nutrition brand Myprotein, including its family of brands Myvegan, Myvitamins, Command, MP Clothing and Myprotein Pro.

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.

THG (eco): THG (eco) is the driving force behind the Group's sustainability action plan. THG Eco covers the core pillars of THG's sustainability commitment: the planet, sustainable resources, people and livelihoods.

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