

ASX & MEDIA RELEASE**28 October 2019****THORN GROUP ANNOUNCES APPOINTMENT OF NEW CHIEF EXECUTIVE OFFICER**

Thorn Group Limited (**ASX: TGA**) (the Company) is pleased to announce the appointment of Peter Lirantzis as the new Chief Executive Officer of the Thorn Group. The appointment will be effective on 10 February 2020, or earlier by agreement.

Mr Lirantzis will lead the consumer and commercial leasing and financing specialist through a revitalisation in 2020. He brings extensive executive and leadership experience to the role from the banking, finance and insurance sectors, and has a proven track record in business transformation and strategic re-focus.

Mr Lirantzis most recent roles include COO and acting Co-CEO of FlexiGroup where he was responsible for achieving commercial and strategic outcomes through product and service innovation, and enhanced digital capabilities. He was responsible for the implementation of multiple M&A transactions, leveraged growth opportunities, revitalised corporate culture and instilled group confidence.

“Thorn provides critical financing products that enable individuals and businesses to achieve their goals, and I am looking forward to leading the team to continue to improve the ways in which we help our customers meet their financing needs and ensuring that the organisation is well positioned to leverage its embedded strengths and take advantage of emerging opportunities.” said Mr Lirantzis.

The Board of Directors congratulates Mr Lirantzis on his appointment and looks forward to working with him.

Thorn Group Interim Chair, Warren Mclelland said the search sourced a wide variety of highly talented and experienced candidates: “My Director colleagues and I are excited to have Peter join us as Chief Executive Officer. We have a big challenge to ensure Thorn Group is not just restored to profitability as early as possible but the task facing us is to transform Thorn to build a sustainable business restoring our historical relevance in the 21st century. This will require digitizing the business from end to end. Peter’s core competence is his ability to re-engineer our operation using automation for example, as a lead enabler to create an enduring low cost organization with a powerful competitive advantage.”

The Company has entered into a service agreement with Mr Lirantzis. The key terms of the service agreement are summarised in the Appendix to this announcement.

The current CEO of the Company, Mr Tim Luce, remains committed to working with the Board and the incoming CEO to enable a smooth transition.

For further information please contact:

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ABOUT THORN GROUP LIMITED (ASX: TGA, www.thorn.com.au)

Thorn Group is a diversified financial services company providing financial solutions to consumers and businesses. Thorn’s consumer leasing business, Radio Rentals (RR Rentlo Reinvented in South Australia), is a leader in the household goods consumer leasing market, operating since 1937 and with 61 retail stores nationally. Thorn Business Finance is a provider of leasing and other financial services to small and medium enterprises. Thorn employs approximately 550 people, has been listed on the ASX since 2006, is licensed under the National Consumer Credit Protection Act 2009 and operates a responsible lending policy.

**APPENDIX
SUMMARY OF MATERIAL TERMS OF PETER LIRANTZIS'S SERVICE
AGREEMENT**

Key term	Detail
Commencement Date	10 February 2020 or earlier as agreed.
Term	Ongoing, until terminated by either party.
Total Fixed Remuneration	A\$521,002.60 per annum, including superannuation contributions. Salary packaging is available in accordance with the salary sacrifice policy of the Company and subject to prior written approval of the Chair. The first remuneration review is two calendar years after Mr Lirantzis commences with the Company.
Short Term Incentive (STI)	<p>Eligible to participate in the Company's STI Plan from 1 April 2020.</p> <p>Payment is to be determined in the Company's discretion based on performance against KPIs to be determined by the Board.</p> <p>For the year ending 31 March 2021, the maximum potential STI payment is equal to 50% of the Total Fixed Remuneration</p> <p>STI awards may be deferred on the terms of the Company's STI Plan and may be payable in cash, equity- related interests or a combination of both in the Company's discretion.</p>
Long Term Incentive (LTI)	Eligible to participate in the Company's LTI Plan in force from time to time to a value to be determined by the Company.
Up-front share rights allocation	<p>Up-front allocation of \$100,000 of share rights, subject to a service period of two years with automatic vesting and a two year holding lock on the resulting shares.</p> <p>If Mr Lirantzis's employment is terminated by the Company for cause, all outstanding share rights, and shares subject to a holding lock, at the time of termination will be forfeited.</p>
Approvals	Each STI, LTI and up-front share rights benefit is subject to the Company obtaining any necessary approvals.
Annual Leave	4 weeks annual leave.
Termination	<p>6 months' notice by either party.</p> <p>Payment in lieu of all or part of the notice period at the Company's election.</p> <p>The Company may terminate summarily for customary cause events.</p>
Restraint on conduct	6 month post-employment non-solicitation and non-competition obligations.
Confidentiality and intellectual property	Customary provisions protecting the Company's confidential information and intellectual property.