

ASX ANNOUNCEMENT

19 December 2016

CLARIUS ANNOUNCES NEW SENIOR EXECUTIVES

Clarius Group (CND) (Ignite) today announced the appointment of Julian Sallabank as CEO and Mahendra Tharmarajah as CFO.

Mr Sallabank, who has been a non-executive director of the firm since 2014, takes on the CEO role following last week's resignation of Peter Wilson. Most recently, Julian was the CEO of Student Edge, Australia's largest student membership and has worked across a range of industries including financial services, health, international trade, education, advertising and IT. He holds a Masters degree in Business and Technology and brings a rounded career in developing businesses and a strong track record of delivering measurable growth.

Mr Tharmarajah has had a number of CFO roles including at Couriers Please, Austar Group and Viator. His most recent assignment was as CFO (on contract) with Snap Franchising and he has played a key role in a number of business turnarounds and expansions. Mahendra holds a Bachelor of Economics from Sydney University and a Masters degree in Applied Finance. He is a Chartered Accountant.

Clarius Chairman, Garry Sladden, said the board was pleased to welcome Julian and Mahendra to the two key roles.

"Julian has a track record of growing businesses and adding value. His experience on the board means he knows the business, both in Australia and in China, very well and our people know him as an enthusiastic and engaged leader. His interpersonal skills and strong relationship-centred values will stand us in good stead as we work to restore our core vertical recruitment businesses. His competencies in technology will advance our strategies to value-add recruitment services to our offerings, improve our systems and capitalise on our rebranding."

"Mahendra's operational and strategic CFO experience will enhance the value that our finance function can contribute to the business. His record in being a significant part of driving growth in services and technology-based businesses will be of great use to us. He replaces Andy Watt who has left us for another role in a technology company and we wish Andy well and thank him for the work he did with us."

"We are looking forward to what we know will be a seamless transition to the new key roles. Julian and Mahendra will hit the ground running and together will inject fresh energy into our operations."

Julian Sallabank will resign as a non-executive director to take up the CEO role.

Mr Sallabank's salary package will consist of:

- Base salary including superannuation - \$400,000pa
- STI – 30%, subject to KPI's which will be determined over the next 3 months
- LTI – a suitable LTI will be negotiated with KPI's that reflect the creation of ongoing shareholder value over the longer term
- Mr. Sallabank will be issued as soon as possible after his commencement of employment, 335,000 ordinary share options at \$0.15 per share with a minimum exercise period of 2 years, subject to his continued employment with the Group at the end of this 2 year period. The options will be issued in accordance with the general approval of shareholders at the 2016 Annual General Meeting for issues under the Equity Incentive Plan and will be the subject of an Appendix 3B lodged with ASX after the issue of the options. The details of the issue will be published in the company's Annual Reports.

In addition, Mr Sladden said the board is well-advanced in a search for another non-executive director to add to its skills and recruitment industry expertise.

- ENDS -

SHAREHOLDER AND ANALYST ENQUIRIES CONTACT:

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About Ignite

Ignite (ASX:CND) is re-imagining talent services, providing specialist recruitment, on-demand talent and outsourced people services designed to meet the changing world of talent sourcing and management. Using deep industry expertise combined with a fresh approach called FutureNOW, the company provides the best technical, cultural and strategic alignment of candidates to clients to produce lasting value for both, and in so doing, sets the stage to ignite greater potential.

With around 300 employees, Ignite operates in eight offices across Australia, as well as in China under the Lloyd Morgan Executive brand. The company formerly traded under separate brands including Alliance, Candle, JaviT, Lloyd Morgan, SouthTech and The One Umbrella.

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Clarius Group Ltd trading as Ignite Management Services

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