

ASX ANNOUNCEMENT

28 March 2019

PACT GROUP APPOINTS MANAGING DIRECTOR AND CEO

Pact Group Holdings Ltd ('Pact' ASX: PGH) today announced the appointment of Mr Sanjay Dayal as Managing Director and Chief Executive Officer, effective 3 April 2019.

Sanjay joins Pact most recently from BlueScope Steel where he held the position of Chief Executive, Building Products, Corporate Strategy and Innovation. This followed several other senior positions in Asia and Australia over a 9 year period with the company. Prior to BlueScope, Sanjay had a very successful career with Orica and ICI, including Regional General Manager for Manufacturing and Supply Chain and General Manager for the Dyno-Nobel Integration, based out of London.

Sanjay brings to Pact a collaborative leadership style with a strong focus on customers and performance. He is an incredibly well rounded leader with extensive operations experience and has an excellent understanding of both manufacturing and supply chain.

Pact Group's Executive Chairman, Raphael Geminder, said, "One of the Board's top priorities has been getting the right leadership for the Company. Following a comprehensive global search, the Board was unanimous that Sanjay is the right fit for the business.

"Sanjay brings to Pact broad leadership experience across diverse global organisations. Sanjay understands the impact of exceptional quality and service to customers, a direct result of years of experience in manufacturing and supply chain. Importantly for Pact, he has led and managed complex major integration and restructuring initiatives. His background will be invaluable as we execute the optimisation of our network and continue to drive value from the integration of our recent acquisitions.

"Sanjay is a unique leader with an enviable track record of success. His experience, having lived in both Asia and Australia for extensive periods of his career, will support our recent geographic expansion. He demonstrates an open and collaborative leadership style, which combined with the strength of our existing leadership team, will transform the future of the Group."

Mr Dayal has been appointed on a rolling contract. His total remuneration includes both fixed and at risk components to ensure alignment with all shareholders. The at risk components are subject to meeting short term and long-term performance criteria. Key terms of Mr Dayal's appointment are attached.

Mr Geminder will resume his previous role as non-executive Chairman of the Company effective 3 April 2019.

ENDS

For further information contact:

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CV Summary

2009 – 2018 BlueScope Steel

Chief Executive, Building Products, Corporate Strategy & Innovation
Chief Executive Officer, NS BlueScope
Division Chief Executive Officer, Building Products - BlueScope Steel
Regional Chief Executive, Asia

2000 – 2009 Orica

Regional General Manager, Manufacturing & Supply Chain, Asia
General Manager, Dyno-Nobel Integration
General Manager, Asia

Key terms of Executive Employment Agreement for Mr Sanjay Dayal

Position	Managing Director and Group Chief Executive Officer
Place of Work	Melbourne, Australia
Commencement Date	3 April 2019
Annual Base Salary	AUD 1,200,000
Superannuation	AUD 25,000
Short Term Incentive (STI)	100% of Fixed Annual Remuneration Approved by the Board under terms of the Plan Document
Long Term Incentive (LTI)	100% of Fixed Annual Remuneration Approved by the Board under terms of the Plan Document
Notice Period	Three Months
Maximum Post Employment Restraint Period	12 Months

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