

22 October 2018

CEO RETIREMENT AND LEADERSHIP TRANSITION

The PAS Group Limited (ASX: PGR) (PAS or the Company) today announces Managing Director and Chief Executive Officer, Eric Morris, will retire during FY2019 and will be succeeded by Paul Burdekin, who has today been appointed into the new role of Chief Commercial Officer.

It is intended that Mr Burdekin will transition to the role of Managing Director and Chief Executive Officer by July 2019 and a summary of the material terms of Mr Burdekin's employment will be disclosed at this time.

As part of this transition, Mr Morris will remain on the Board as a non-executive director when the CEO succession plan is completed.

Mr Morris said "I have been speaking with the board and our Chairman for some time now about a succession plan. Next year marks 14 years for me at the helm of PAS. It has been a privilege to have built and helped steward PAS from its single brand roots over 13 years ago through the integration of nine acquisitions, the company's 2014 public listing, and meaningful investment in growth across both our retail footprint as well as in new brands and digital transformation. This is the right time for me to move on and welcome Paul as my future successor."

Mr Burdekin was most recently with Billabong International, an Australian publicly listed global apparel and accessory wholesaler and retailer, where he served as General Manager Asia Pacific, and previously was GM of Emerging Brands (including Tigerlily, Nixon, RVCA and VonZipper). He is a dynamic global business leader with a clear 'consumer-first' orientation and an ability to drive strong and successful organisational culture. Furthermore he is passionate about growing and developing brands across both wholesale and direct-to-consumer channels and has an impressive 20-year record of delivering terrific outcomes for all stakeholders.

Mr. Morris commented, "Paul will start right away with responsibility for selected divisions and will transition into my CEO role throughout the balance of this fiscal year. It has been an incredible experience for me to have served the Company and to have worked with a great group of people including our various business partners. I look forward to working with Paul in his role as Chief Commercial Officer, and to assisting him to successfully and smoothly transition into the leadership role for PAS Group. I look forward to my ongoing involvement as a non-executive director, beyond my time as CEO. I care deeply about the business and about the people that make it an extraordinary place to work."

Mr Adam Gray, Chairman, said "It has truly been a pleasure to have worked with Eric. The Board appreciates his ongoing commitment to help ensure a smooth leadership transition and to his future contributions as a non-executive board member."

Turning to Paul Burdekin Mr Gray said: "The Board welcomes Paul and looks forward to his future appointment into the Managing Director and Chief Executive Officer role. Paul has a track record of success as a retail leader across multiple markets and formats and a demonstrated ability to combine strategic

thinking with a hands-on implementation approach to drive successful business transformations. Paul will provide a fresh perspective to drive the next evolution of the Company.”

Mr. Burdekin added, “PAS has a broad range of initiatives underway to help drive profitable growth for the years to come and I am committed to work with the Board and to work with Eric through the transition, to realise the organisation’s full potential.”

In FY2019 the company is taking further actions to enhance shareholder value. Over the coming months Mr Morris and Mr Burdekin will work together to accelerate and solidify progress on the Company’s key initiatives, while at the same time identifying and prioritising future opportunities.

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