

# Breville

23 August 2012

Manager, Company Announcements,  
Australian Securities Exchange Limited,  
Level 4, 20 Bridge Street,  
Sydney NSW 2000

## **Breville Group Limited Appointment of Chief Executive Officer**

Attached is a copy of the Breville Group Limited Appointment of Chief Executive Officer announcement.

Yours faithfully



Michelle Waters  
Company Secretary  
Breville Group Limited

Telephone: (02) 9384 8100

**Breville Group Limited**  
ABN 90 086 933 431

Building 2, Port Air Industrial Estate  
1a Hale St, Botany NSW 2019 Australia

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breville.com

*We are* **FOOD THINKERS.**

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## **Appointment of Chief Executive Officer**

The Board of Breville Group Ltd is pleased to announce Mr Jonathan (Jack) Lord's appointment to the role of Chief Executive Officer.

John Schmoll, Chairman said: *"With Jack's extensive industry experience and having been a key member of the senior management team since he joined us in 2009, we were happy that he agreed to step into the acting CEO role."*

*"The Board has been very pleased with the manner in which he has led our experienced and well regarded team and accordingly is now delighted to announce his appointment as CEO."*

The key terms of Mr Lord's appointment are attached.

Contact details: John Schmoll, Chairman  
Breville phone number: +61 (2) 9384 8100

Telephone: (02) 9384 8100

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## **Key terms of Chief Executive Officer's Contract**

### **Commencement Date**

Effective as from 1 July 2012.

### **Term**

Continuing, unless terminated by the company on 6 months' notice or by Mr Lord on 3 months' notice or by the company for cause.

### **Fixed Remuneration**

\$750,000 (inclusive of superannuation) in the first year. The remuneration is to be reviewed by the Board annually.

### **Short Term Incentive (STI)**

In the first year, a STI of \$262,500 will be payable if certain performance hurdles are achieved. The performance hurdles will include financial targets and personal goals as determined by the Board.

In the first year, a further STI in the form of 37,234 performance rights will be granted pursuant to the Breville Group Limited Performance Rights Plan (PRP). The performance rights will vest in September 2013 if certain performance hurdles are achieved.

### **Long Term Incentive (LTI)**

In the first year, a LTI in the form of performance rights valued at \$487,500 will be granted pursuant to the PRP. The performance rights will vest in September 2015 if both the financial and time hurdles are achieved.