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Breville

7 April 2015

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



Sasha Kitto
Company Secretary
Breville Group Limited

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Breville appoints Jim Clayton as Chief Executive Officer

The Directors of Breville Group Limited ("Breville") are pleased to announce the appointment of Mr Jim Clayton as Chief Executive Officer, commencing 1 July 2015.

Breville Chairman, Mr Steven Fisher said: *"Jim is an experienced executive with a strong background in consumer products, technology and innovation. He also brings with him a track record of success in international markets that are key to Breville's growth. Breville's Food Thinking strategy is to make the home cooking experience a premium experience through a combination of innovation and superior quality products. Jim's mandate will be to build on this strategy by expanding both our culinary touch points with the consumer and our global presence."*

Mr Clayton has previously held roles with: LG Electronics Inc, where he led technology innovation and new growth markets for LG's Home Entertainment Company; Symphony Technology Group in the Silicon Valley, where he worked across a private equity portfolio of investments in enterprise software technology service companies; and McKinsey & Co where he advised Fortune 500 companies in the US, Germany and Singapore.

Mr Clayton said: *"I am excited by the opportunity to lead Breville, an iconic brand in Australia which has established a solid foundation for growth, both domestically and internationally. Breville is respected by its peers and is always searching for innovative ways to make home appliances aspirational – high quality, easy to use, true to purpose, beautiful in their design, and also hard-wearing. The Breville team has impressed me with their energy, capability, and level of commitment for delivering market-leading products and service to their customers."*

Mr Mervyn Cohen will continue as Interim Chief Executive Officer until 1 July 2015 at which time he will return to the role of Chief Financial Officer. The Board thanks Mr Cohen for his tireless commitment and leadership as Interim Chief Executive Officer and looks forward to his continued contribution to the executive team.

Mr Clayton's appointment follows an extensive international search conducted by Korn Ferry. A summary of the material terms of Mr Clayton's Employment Agreement are attached.

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JIM CLAYTON BIOGRAPHY

Mr Clayton held a number of senior roles at LG Electronics Inc. since 2009. His last role prior to joining Breville, from 2013 was Executive Vice President, New Business Division, in the Home Entertainment Company of LG Electronics Inc.. In this role he was responsible for executing business opportunities in new growth markets around the world. Jim was also responsible for leading the New Business Committee which had oversight for entry into new markets, as well as the development and negotiation of strategic relationships between LG and its ecosystem partners.

Prior to joining LG, Jim spent 10 years at Symphony Technology Group, a Silicon Valley based private equity firm focused on acquiring and transforming midmarket enterprise software and technology enabled service companies. While at Symphony, Jim sourced investment opportunities, executed acquisitions, led company transformation programs, and served as the CEO for a Symphony portfolio company.

Jim has also worked at McKinsey & Company in the US, Germany, and Singapore, advising large corporates on strategy. Jim spent the first three years of his career practising law in the US before joining McKinsey & Company. Jim holds a Bachelor of Business Administration (Highest Honours) and Law Degree (High Honours) from the University of Texas.

For further information, please contact:
Mr Steven Fisher - Chairman
Tel: +61 2 9384 8176

We are FOOD THINKERS.

Summary of material terms of Employment Agreement dated 7 April 2015

Name	Jim Clayton
Position	Chief Executive Officer
Commencement Date	1 July 2015
Fixed Remuneration	$800,000 per annum, inclusive of superannuation contributions.
Short Term Incentive (STI)	Participation in Breville's annual STI Plan. The maximum STI opportunity is 70% of Fixed Remuneration.
Long Term Incentive (LTI)	Participation in Breville's annual LTI Plan. The LTI for the 12 month period commencing 1 July 2015 shall be performance rights to be issued under Breville's LTI Plan totalling $400,000, with half of these performance rights vesting if Mr Clayton has not: a) terminated his employment (other than in circumstances of death or total permanent incapacity); or b) had his employment terminated by Breville summarily, before 31 December 2018. The other half of these performance rights will vest if the performance conditions set out in the invitation to be issued relating to these performance rights are satisfied.
Notice Period	6 months by either Breville or Mr Clayton. Nil by Breville in the case of material breach or serious misconduct by Mr Clayton.
Termination Payment	6 months' Fixed Remuneration, other than in the case of material breach or serious misconduct by Mr Clayton. Treatment of any STI and LTI benefits on termination will be determined in accordance with the rules of those plans.
Post-Employment Restraint	A 12 month restraint, with Mr Clayton being paid 50% of his Fixed Remuneration (at that time) during the restraint period, until such time as Mr Clayton has obtained full time employment (or equivalent consultancy) with another party, which is not in breach of his restraint.

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