



ASX Announcement

8 December 2020

Appointment of Directors

Invigor Group Limited (ASX:IVO) (“Invigor” or “the Company”) wishes to advise of the appointment of Gavin Solomon and Thierry Manor as Directors of the Company effective 8 December.

Gavin Solomon, FAICD, Notary Public

Gavin Solomon is the Founder and Executive Chairman of PrimaryMarkets Limited (Australia). Gavin is an experienced, well recognised past Chairman and Director of several ASX listed companies.

Gavin has over 35 years’ experience in the Australian and Asian Equity Capital Markets. Gavin was previously the Founder and Managing Director of Helmsec Global Capital, a pan-Asian ECM house which participated in new capital raisings of over A\$1.7B from 2008 to 2015. Helmsec is now a wholly owned subsidiary of PrimaryMarkets. Gavin holds degrees in Commerce and Law, is a Notary Public and is a Fellow of the Australian Institute of Company Directors. Gavin was for the past 8 years a Non-Executive Director of the Bradman Foundation and International Cricket Hall of Fame.

Thierry Manor

Thierry is currently Chief Operations Officer of Invigor.

During his comprehensive career in the IT industry, Thierry has held senior executive Sales and Services positions in EMEA and ANZ for Tier 1 vendors such as Digital Equipment Corporation, Compaq, Cisco Systems and Sun Microsystems where, as Country Manager Thierry set up and ran the Professional Services Business Unit for EMEA. He is currently the COO for Invigor Group Limited.

Thierry has worked in a range of related roles, most recently as Global Director of Professional Services at iSOFT where he was responsible for the delivery and implementation teams across 40 countries, and previously as Global Director of Client Services at InterSystems, a leading provider of healthcare data management systems

Thierry's experience extends to his time at Digital where he led the sale and implementation of replacement ERP and Clinical systems across 12 public hospitals for Israel's Ministry of Health and managed the account of the largest Health Services provider in Israel, Clalit Health Services.

Since 2003 Thierry has been an advisor to several Start-ups and companies in ANZ, Asia Pacific and Europe through his Consulting company, Darlot Consulting



Approved and authorised for release by the Executive Chairman, Gary Cohen.

For further information, please contact:

Gary Cohen
Executive Chairman
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About Invigor Group

Invigor Group (ASX: IVO) is a B2B data intelligence and solutions company that turns data analytics into dollars for the retail and service industries. Invigor's innovation in owned retail platforms and unique cross-channel data ecosystem allows businesses to have a holistic view of their customers and competitive landscape to not only understand, but effectively engage with today's physical and digital consumers. Combined with proprietary data and predictive engines, Invigor Group provides strategic insights and recommendations that empower businesses to successfully influence future customer strategy and increase long-term profitability.

Web: www.invigorgroup.com | email: info@invigorgroup.com

Twitter: <https://twitter.com/InvigorGroup> | LinkedIn: <https://sg.linkedin.com/company/invigor-group>

Schedule 1: Summary of material terms of the Employment Agreement between Invigor and Thierry Manor.

Commencement Date	October 1, 2019
Term	Continuing Employment
Location	Sydney
Total Fixed Remuneration (TFR) (AUD)	\$180,000 p.a plus 9.5% Superannuation
Short Term Incentive	Share of Sales Commission up to 10% of Contract value.
Long Term Incentive	Eligible for Staff Option Incentive plan nil grants to date
Termination Entitlements	Nil
Notice Period	One Month
Post-Employment Restraint	Nil
Other material terms	None