



10 October 2019

CEO COMPENSATION ARRANGEMENTS

AMA Group Limited (ASX: AMA) announces that its Managing Director and CEO, Mr Andrew Hopkins has signed a new employment contract with the Company.

Under the terms of the new contract, Mr Hopkins' annual Total Fixed Remuneration will increase to \$1,200,000 from \$900,000. His annual short term incentive opportunity will remain as 50% of Total Fixed Remuneration. He will receive an annual long term incentive award of performance rights with a notional value equal to 150% of Total Fixed Remuneration. The vesting of these performance rights will depend upon the Company achieving certain EPS growth and TSR performance targets over the following three year period. The employment contract can be terminated on three months notice from either party.

In addition to the new employment contract arrangements, the board has agreed to issue to Mr Hopkins an additional one off long term incentive award of \$900,000 of performance rights in consideration for the absence of a long term incentive award for the FY19 period post the early termination of the Gemini acquisition earnout arrangements. The vesting of this incremental long term incentive award will be based upon the same performance targets as those used to determine the vesting of the FY20 long term incentive award.

Ends.