

# AMA GROUP

## General Employee Share Plan - Summary

AMA Group Limited (AMA Group) operates a General Employee Share Plan (Plan). Under the Plan eligible employees are gifted ordinary shares in AMA Group (Share).

Under the Plan, employees may elect to receive Shares up to the value of AUD \$1,000 at no cost to the employee.

### Plan Shares

- Under the Plan, Shares are acquired by the participants will be full paid, rank equally with existing Shares and be subject to any restrictions or other conditions determined by the Board.
- Shares acquired under the Plan have the same rights as other Shares, including voting rights and rights to receive dividends or distributions.

### Restrictions

- A Share provided to a participant under the Plan will be a restricted Share until the earlier of 3 years after the date it is acquired and the participant ceasing to be an employee.
- A participant must not dispose of any Shares acquired under the Plan while they are restricted.
- When a Share ceases to be a restricted Share, all restrictions on dealing with the Share provided in or under the Plan will cease. Dealings will continue to be subject to the AMA Group Securities Trading Policy.

### Takeover or Restructure

- If a takeover or restructure of AMA Group occurs, the restrictions applying to restricted Shares will be deemed to be waived.

### Forfeiture

- Unless otherwise determined by the Board, an employee cannot forfeit their ownership of Shares acquired under the Plan.