

AMA GROUP

CEO Discretionary Share Plan – Summary

AMA Group Limited (AMA Group or Company) operates a CEO Discretionary Share Plan. Under the Plan eligible employees may receive Performance Rights that vest into AMA Group Shares at the end of the performance period subject to performance conditions (if any) being met.

The objective of the Plan is to attract, motivate and retain key employees by providing them with the opportunity to participate in the future growth of the Company, provided certain service and/or performance related conditions have been met.

Performance Rights

Each Performance Right entitles the participant to receive, upon vesting, one fully paid ordinary Share in the Company (or a cash payment of equivalent value at the discretion of the Company), subject to the satisfaction of service and/or performance based vesting conditions.

Shares allocated to participants on vesting of the Performance Rights will rank equally with other Shares.

Key Terms

Performance Rights granted

- The number of Performance Rights granted is calculated by dividing the grant amount by the 20-day volume weighted average price (VWAP) of Shares traded on the ASX calculated up to the grant date.

Service and performance conditions

- For Performance Rights to vest, participants must be employed as at the vesting date and any performance conditions as outlined in the offer letter must be met.

Performance Rights restrictions

- Participants must not engage in any disposal with respect to a Performance Right or interest in a Performance Right; or enter into any arrangement for the purpose of hedging, or otherwise affecting the economic exposure to Performance Rights.

Share restrictions

- Any Shares that are issued, acquired on-market or transferred to the participant upon vesting are subject to the Company's Securities Trading Policy.