

AMA GROUP

ASX Announcement

1 December 2023

Mathew Cooper Appointed AMA Group CEO

AMA Group Limited (ASX: AMA) (AMA Group, the Group), today announces the appointment of Mathew Cooper as Group Chief Executive Officer (CEO) of AMA Group, effective immediately (1 December 2023).

Caroline Waldron, AMA Group Chair said, "I am delighted that the Board has appointed Mathew as CEO after a thorough search. Having worked closely with him over recent months, we are confident his deep understanding of the operations of AMA Group, balanced with his financial knowledge and automotive industry experience will add tremendous value going forward."

Mathew joined AMA Group in September 2021 as the Chief Operating Officer. He has had a portfolio of responsibilities encompassing business development, commercial partnerships, and operational management of all AMA Group business units. He has been central to the development of key safety and people initiatives throughout the business. Mathew joined AMA Group from ASX listed Bapcor Limited, where he spent over eight years in senior executive roles. Prior to this, his career included roles at Amcor, General Motors, Metcash, and Deloitte.

Mathew said, "It is a great responsibility, honour, and privilege to be appointed as the next CEO for AMA Group. We have an incredible team of over 3,300 people across Australia and New Zealand. They have done a huge amount of heavy lifting across all areas of the business, and we are well positioned for the future.

"I look forward to working with the Board and the broader team as we continue to evolve as a customer-centric business to deliver quality services and experiences for our customers. I look forward to continuing to enhance our customer relationships, to ensure we are their repairer of choice.

"I would like to acknowledge the support shareholders have shown for the organisation over recent years. The team and I are focused on generating shareholder value through our disciplined approach to strategic development, operations, revenue growth, and management of costs."

Caroline said, "Over the last two years, Mathew has developed strong relationships across the AMA Group team in all parts of the business, as well as with key stakeholders including investors, suppliers, and our insurer partners. He has led the operations of the Group through a challenging period, and I have no doubt that he is the right person to lead AMA Group through its next phase as we focus on profitable growth."

The material terms of Mathew's appointment are set out in Appendix 1 to this announcement.

This announcement has been authorised by the Board of AMA Group Limited.

ENDS.

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Appendix 1

Summary of material terms of employment agreement

Name	Mathew Cooper.
Position	Group Chief Executive Officer.
Commencement date	1 December 2023.
Term	No fixed term. Ongoing until terminated by either party in accordance with the Employment Agreement.
Total Fixed Remuneration (TFR)	\$695,000.
Short Term Incentive (STI)	<p>'At target' STI opportunity of 75% of TFR per annum.</p> <p>'Maximum' STI opportunity of 95% of TFR per annum.</p> <p>STI to be delivered 100% in cash.</p> <p>Participation in, and the operation of, future year STI awards is subject to Board discretion.</p>
Long Term Incentive (LTI)	<p>LTI opportunity of 100% of fixed remuneration per annum.</p> <p>FY24 LTI grant to have a three-year performance period.</p> <p>Participation in, and the operation of, future year LTI awards is subject to Board discretion.</p>
Termination of employment	<p>6 months notice by AMA Group or CEO.</p> <p>AMA Group may also terminate the CEO's employment at any time without notice for serious misconduct.</p>
Post employment restraint	A 12 month restraint provision applies.