

Amer Sports Corporation

STOCK EXCHANGE RELEASE  
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## The Board of Directors of Amer Sports Corporation resolved on share-based incentive plans for key personnel

The Board of Directors of Amer Sports Corporation has approved two new share-based incentive plans for the Group key personnel. The aim of the new plans is to combine the objectives of the shareholders and the key personnel in order to increase the value of the Company, to commit the key personnel to the Company, and to offer them competitive reward plans based on holding the Company shares.

### **Performance Share Plan**

The new Performance Share Plan includes six earning periods, calendar years 2010, 2011 and 2012 and calendar years 2010-2012, 2011-2013 and 2012-2014. The Board of Directors of the Company will decide on the earnings criteria and on targets to be established for them for each earning period at the beginning of each earning period. The potential reward from the Plan for the earning period 2010 will be based on the Group's Earnings before Interest and Taxes (EBIT) and the potential reward for the earning period 2010-2012 will be based on the Group's Total Shareholder Return (TSR).

Key Personnel must acquire the Company shares as a prerequisite for participation in the plan and for receipt of the reward on the basis of the plan. Key personnel will be entitled to receive shares as reward for fulfilling such prerequisite.

The potential rewards from the earning periods will be paid partly as the Company's shares and partly in cash. The cash payment equals to taxes and tax-related costs arising from the reward to the key person. The shares paid from the earning periods 2010, 2011 and 2012 may not be transferred during the restriction periods, which will end on 31 December 2012, on 31 December 2013 and on 31 December 2014.

The Performance Share Plan is directed to approximately 60 people, including the members of the Group Executive Board. The amount of net rewards to be paid on the basis of the Performance Share Plan will be a maximum total of 1.000.000 Amer Sports Corporation shares.

### **Restricted Stock Plan**

The new Restricted Stock Plan includes three earning periods, calendar years 2010, 2011 and 2012. The potential reward will be based on continuation of employment. The potential reward from the earning periods will be paid partly as the Company's shares and partly in cash. The cash payment equals to taxes and tax-related costs arising from the reward to the key person. The shares may not be transferred during the restriction periods, which will end on 31 December 2012, 31 December 2013 and on 31 December 2014.

The Restricted Stock Plan is directed to approximately 30 people, including the members of the Group Executive Board. The amount of net rewards to be paid on the basis of the Restricted Stock Plan will be a maximum total of 270,000 Amer Sports Corporation shares.

AMER SPORTS CORPORATION  
Communications

Ms Maarit Mikkonen  
Communications Manager  
Tel. +358 9 7257 8306, e-mail: [maarit.mikkonen@amersports.com](mailto:maarit.mikkonen@amersports.com)  
[www.amersports.com](http://www.amersports.com)

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