



Amer Sports Corporation

STOCK EXCHANGE RELEASE  
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## Amer Sports Corporation: Two new 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 2013, 2014 and 2015 and calendar years 2013-2015, 2014-2016 and 2015-2017. The Board of Directors of the Company will decide on the earnings criteria, targets and participants at the beginning of each earning period. The potential reward from the plan for the earning period 2013 will be based on the Group's Earnings before Interest and Taxes (EBIT) and the Group's Net Sales and the potential reward for the earning period 2013-2015 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. Key personnel will be entitled to receive shares as a reward for fulfilling this 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 2013, 2014 and 2015 may not be transferred during the restriction periods, which will end on 31 December 2015, on 31 December 2016 and on 31 December 2017.

The Performance Share Plan is directed to approximately 80 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 1,200,000 Amer Sports Corporation shares.

### **Restricted Stock Plan**

The new Restricted Stock Plan includes three earning periods, calendar years 2013, 2014 and 2015. The potential reward will be based on continuation of employment. The Board of Directors of the Company will decide on the participants at the beginning of each earning period. 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 2015, 31 December 2016 and on 31 December 2017.

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 300,000 Amer Sports Corporation shares.

### **For further information, please contact:**

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