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PEOPLE CHANGES AT MAMMUT

Seon, November 10, 2021 – the Swiss outdoor company Mammut Sports Group AG ("Mammut") is reorganizing its general management and strengthening future-oriented topics such as "People and Culture". Another consistent step in the development of Mammut into a leading and global mountain sports brand.

Following the successful change of management in the last quarter, Mammut is making some changes to its management team. **Ursula Ollmaier**, previously Head of People and Culture, will contribute her expertise as a **Chief HR Officer** to the General Management with immediate effect. This promotion is underlining the commitment of Mammut to put people at the center of decision-making and to further develop an open and inclusive culture – to build a successful future on this foundation. "It gives me great pleasure to welcome Ursula as a new member of the General Management. She brings an inclusive understanding of our employees, the company and the brand and is a highly valued colleague," comments Greg Nieuwenhuys, Executive Chairman of Mammut.

Oliver Arndt, Chief Commercial Officer, has shaped the realignment of Mammut's Commercial division over the past two years. Greg Nieuwenhuys adds: "I continue to value his experience and expertise and look forward to achieving great results for Mammut with him."

After more than ten years at Mammut, **Maximilian Lenk, Chief Product Officer**, has decided to leave the company in mid-February 2022 for personal reasons. A decision that Greg Nieuwenhuys and many of his colleagues at Mammut very much regret: "Max has proven that he is passionate about the Mammut brand and supports the strategic direction. I would have loved to have him continue to be part of our team, but I respect his decision and wish him all the best and much success for his future adventures."

The marketing business unit "Brand & Consumer" creates a stronger bond with customers through value-based storytelling. A closer interaction between marketing, product development, and commercial is planned to utilize its full potential even more. **Maximilian Lenk** will also take over **ad-interim** the **leadership of the Brand & Consumer department** until a successor is in place. At the same time, Matthias Hanny, as Chief Brand & Consumer Officer, has left the company. Mammut would like to thank Matthias for the build-up of the digital presence and his commitment towards Mammut and wishes him the very best for his future.

Lastly, Mammut is pleased to announce that the position of Chief Financial Officer has been successfully appointed. The successor to the ad-interim CFO, Martin Dörig, is a mountain sports enthusiast and has relevant experience in the outdoor industry. He will take up his position in the spring of 2022.

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For Greg Nieuwenhuys, this step is a further milestone in giving even more outdoor enthusiasts worldwide access to high-quality Mammut products and brand experiences. In this way, the traditional Mammut brand will retain its Swiss core and premium standards and further accelerate its successful transformation into a leading global outdoor company.

About Mammut

Founded in 1862, Mammut is a Swiss outdoor company that provides high-quality products and unique brand experiences for fans of mountain sports around the world. This leading international premium brand has stood for safety and pioneering innovation for almost 160 years. Mammut products combine functionality and performance with contemporary design. With its combination of hardware, shoes and clothing, Mammut is one of the most complete suppliers in the outdoor market. Mammut Sports Group AG operates in around 40 countries and employs about 800 people.

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