



21 October 2024

Manager  
Company Announcements  
ASX Limited  
Level 4, 20 Bridge Street  
SYDNEY NSW 2000

### **2024 Annual General Meeting – Slides**

Attached are the slides to be presented at Amotiv's 2024 Annual General Meeting today.

**For inquiries:**  
Anne Mustow  
Company Secretary

*The attached document has been approved for release to the market by Amotiv's Company Secretary*



formerly GUD Holdings Limited

# Annual General Meeting 2024

# Board of Directors

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**Graeme Billings**  
Independent Non-Executive Director  
& Chair



**Carole Campbell**  
Independent Non-Executive Director



**David Coolidge**  
Independent Non-Executive Director



**Jennifer Douglas**  
Independent Non-Executive Director



**John Pollaers**  
Independent Non-Executive Director



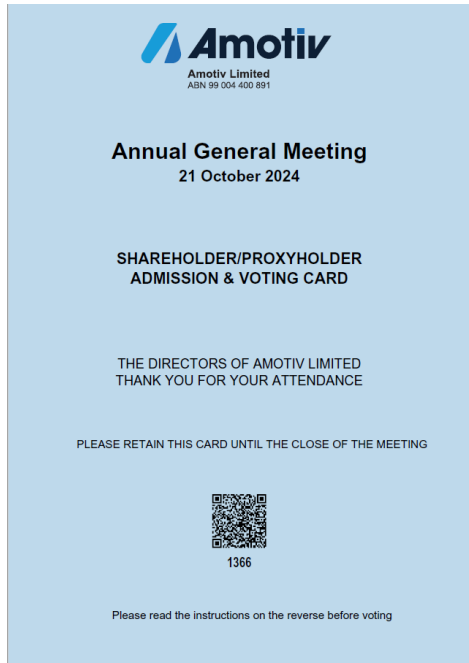
**David Robinson**  
Independent Non-Executive Director



**Graeme Whickman**  
Managing Director &  
Chief Executive Officer

# Questions

## Attending in person

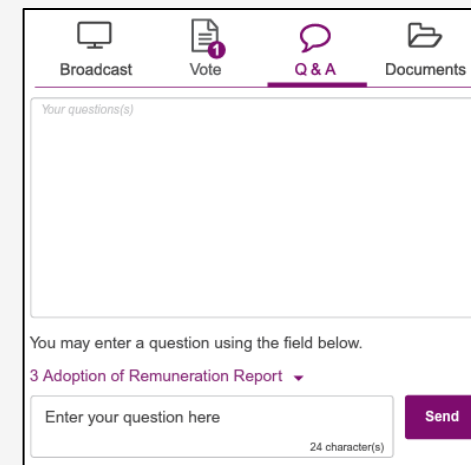


## Telephone questions

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## Attending online

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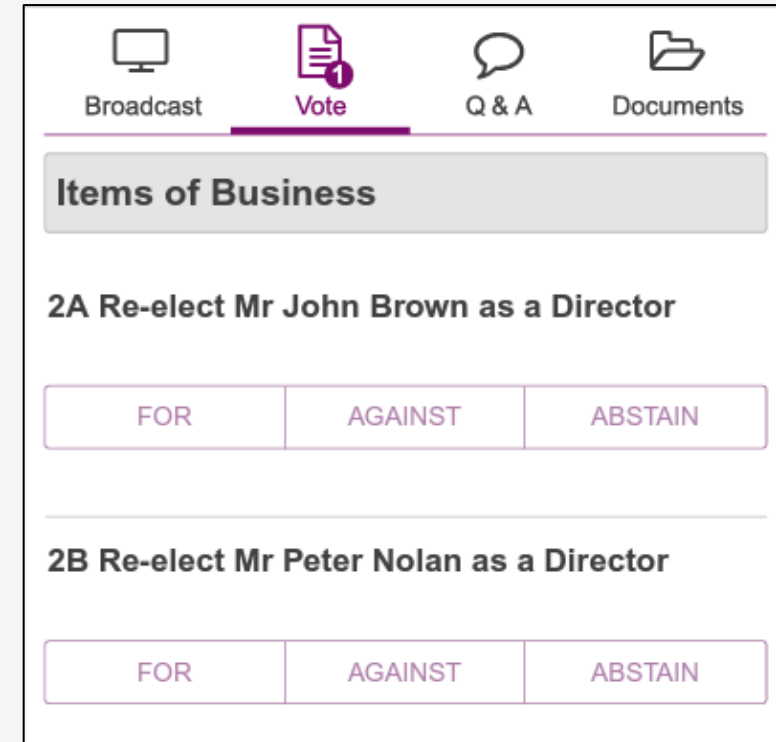


The screenshot shows the online platform interface. At the top, there are four icons: Broadcast, Vote, Q & A (highlighted with a red bar), and Documents. Below the icons is a large text input field labeled 'Your questions(s)'. Underneath the input field, there is a message: 'You may enter a question using the field below.' followed by a dropdown menu showing '3 Adoption of Remuneration Report'. Below the dropdown is a text input field with the placeholder 'Enter your question here' and a character count '24 character(s)'. To the right of the input field is a purple 'Send' button.

# Voting instructions

- When the poll is open, select the 'Vote' icon.
- Select either For, Against or Abstain. A tick will appear to confirm your vote.
- To change your vote, select 'click here to change your vote' and press a different option.

**Voting is now open**

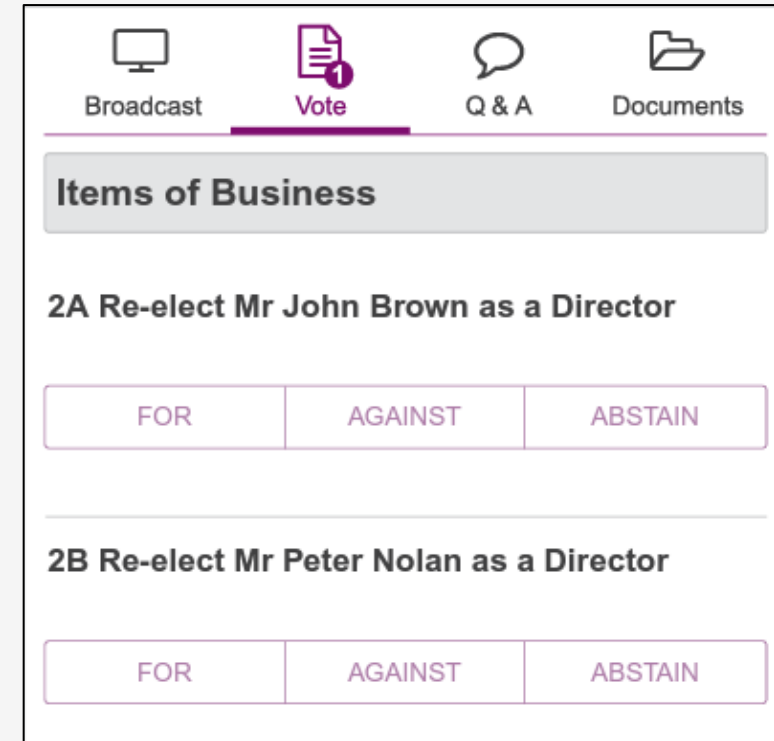


The screenshot shows the Amotiv voting interface. At the top, there are four navigation icons: Broadcast, Vote (selected), Q & A, and Documents. Below the navigation is a section titled "Items of Business". The first item is "2A Re-elect Mr John Brown as a Director", with three voting options: FOR, AGAINST, and ABSTAIN. The second item is "2B Re-elect Mr Peter Nolan as a Director", also with three voting options: FOR, AGAINST, and ABSTAIN.

Example only

# Voting

- Valid votes have been received representing approximately 67.81% of Amotiv's issued capital
- Proxy votes received on each item of business will be shown on the screen
- Open proxies available to be voted by as Chair of the Meeting, will be cast "For" each of those items on the agenda
- The Board recommends that you vote in favour of all resolutions



The screenshot displays the Amotiv voting interface. At the top, there is a navigation bar with four icons: a monitor for 'Broadcast', a document with a checkmark for 'Vote' (which is highlighted with a purple underline), a speech bubble for 'Q & A', and a folder for 'Documents'. Below the navigation bar is a grey header box labeled 'Items of Business'. The first resolution is '2A Re-elect Mr John Brown as a Director', followed by three buttons: 'FOR', 'AGAINST', and 'ABSTAIN'. The second resolution is '2B Re-elect Mr Peter Nolan as a Director', also followed by three buttons: 'FOR', 'AGAINST', and 'ABSTAIN'.

*Example resolutions only*

## Chair's Address



# Shareholder Value

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Revenue<sup>1</sup>  
+ 7.7% to

**\$987.2m**

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NPAT – statutory  
+ 6.5% to

**\$99.8m**

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EBITA – underlying<sup>1</sup>  
+ 5.0% to

**\$194.6m**

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EPSA – underlying  
+4.5% to

**84.4c**

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Gross margin  
+ 0.9pps to

**44.1%**

---

Cash conversion  
-19.5pps to

**92.9%**

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Leverage  
- 0.4x to

**1.6x**

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Full year dividend  
+ 3.8% to

**40.5c**

The Company announced today its intention to undertake a 12-month on-market share buyback of up to 7,044,734 AOV shares, representing approximately 5% of AOV's outstanding share capital<sup>2</sup>

1. Refer to slide 22 of the FY24 Results Presentation dated 14 August 2024 for the split of organic and acquisition contributions. 2. The total amount of the buyback, and the timing of purchases, will be subject to the Board's ongoing view on what is most beneficial to the efficient capital management of the company and may not be up to the intended maximum number of shares



## Amotiv ESG Impact Areas



### Health, Safety & Wellbeing

The health, safety and wellbeing (HSW) of our people is the top priority in everything we do

#### Ambition

A healthy and safe workplace committed to zero harm



### Thriving People

We invest in our people to develop a high-performing, highly-engaged, and diverse workforce

#### Ambition

Generate top quartile level of staff engagement in our businesses



### Sustainable Sourcing

We partner with suppliers to build their strength and capability to improve labour, ethical and environmental practices

#### Ambition

Sustainable supply chain committed to ethical sourcing



### Energy and Emissions

We will act and collaborate to reduce the carbon emissions of our businesses, products, and value chain

#### Ambition

Reduce emissions in our businesses and the value chain



### Electric Vehicle Transition

We will actively manage our portfolio in line with car parc trends, and be an early mover in the EV aftermarket

#### Ambition

Become a leader in the EV Aftermarket in Australia and New Zealand



### Waste

We will aid customers in reducing their waste footprint, and lead by example in our business operations

#### Ambition

Enhance the sustainability of our packaging design and materials

## We're ready to meet our customers' needs of tomorrow, today.

GUD 2025

Our brands are future-ready; clever ideas turned into technical products and services that people count on every day. Our team are committed to making a positive impact and creating value for all stakeholders.

### 4WD Accessories & Trailering



Be the leader in 4WD Accessories and Trailering in ANZ with future export

### Lighting, Power & Electrical



Hold a global leadership position in specialist Automotive Lighting



Expand vehicle Power Management internationally

### Powertrain & Undercar



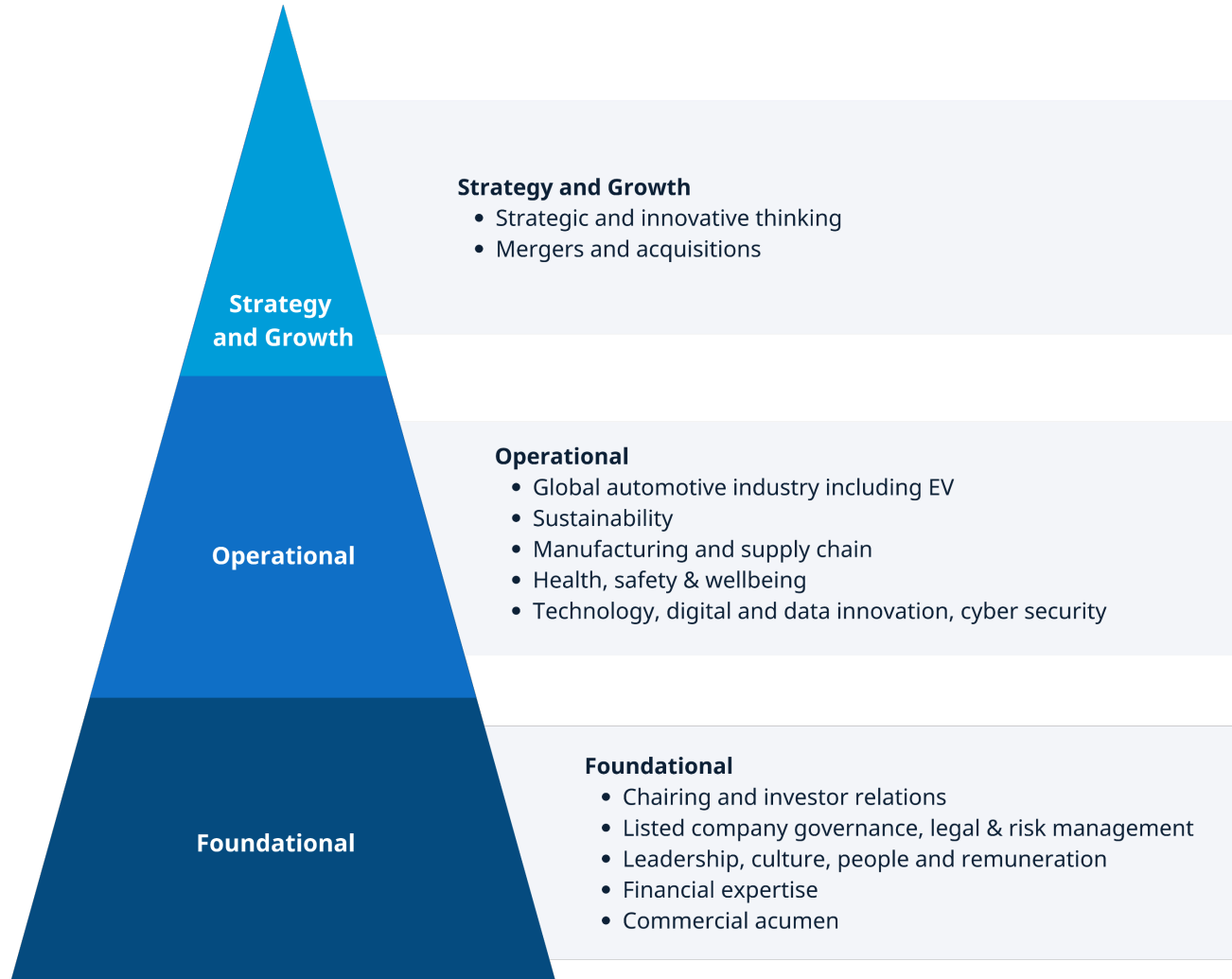
Lead the EV Aftermarket in ANZ with a future in the APAC region



Leverage Powertrain profitability



Expand Undercar categories and leverage scale





# Managing Director & Chief Executive Officer's Address



# New divisional structure - balances resilience and growth



Powertrain and Undercar Division



Injectronics



IMGroup  
innovative mechatronics

SUSTAINABLE ENERGY STORAGE

aa gaskets

GOSS  
VEHICLE MECHATRONICS



IMGroup  
innovative mechatronics



Lighting, Power and Electrical Division

NARVA®  
THE VISION TO GO FURTHER

ULTIMA

PROJECTA



DENALI

RINDAB



4WD Accessories and Trailering Division

AUTOPACIFIC GROUP



FULLY EQUIPPED

TRAILBOSS®  
TOWBARS

CHRISTINE PRODUCTS  
TRAILER PARTS



# Group operating highlights<sup>1</sup>

## Safety



LTIFR  
7.7  
FY23



6.6  
FY24

Better than Safe Work benchmark of 13.2

Safety commitment score  
86%  
FY23



89%  
FY24

Above global average of 86%<sup>3</sup>

## Employee engagement



72%  
FY23



76%  
FY24

Above global average of 73%<sup>3</sup>

## Group Scope 1 and 2 emissions ktCO<sub>2</sub>e (market-based)



11.7  
FY23



9.1  
FY24

GreenPower at distribution businesses<sup>4</sup>

## Suppliers in ethical sourcing program



89%  
FY23



95%  
FY24

of spend<sup>5</sup> at bronze level or higher

## APCO Advanced level



3  
FY23



8  
FY24

12-month improvement

## Warranty costs<sup>2</sup>



\$2.6m  
FY23



\$2.6m  
FY24

Strong outcome 26bp of FY24 revenue

## NWC/revenue<sup>2</sup> (organic)



25.6%  
FY23



25.4%  
FY24

12-month improvement

## FY24 Awards



### GPC

- Supplier of the Year
- Automotive Generalist Supplier of the Year
- Exceptional Service to Network

### Burson

- Exceptional Service to Store Network

### SCA

- Trade Partner of the Year & Retailers Choice Australia finalist



### AFR Awards

- Most Innovative Award #2 and #3



### Auto One

- Supplier Of The Year: all states

### Burson

- Supplier Of The Year



### Good Design Award

- Product Design Category

### AAAE

- Most innovative product



### TMRW Award

- Circular Economy Business Practices

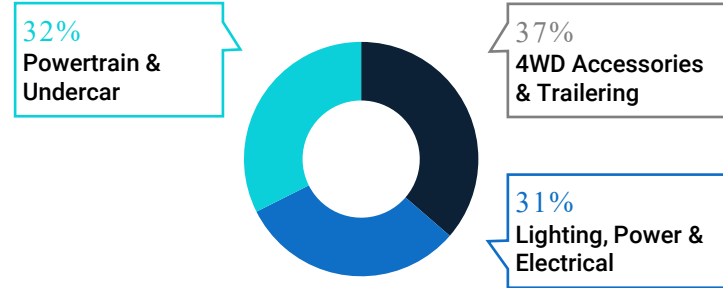
1 Refer to slide 31 of the FY24 Result dated 14 August 2024 for relevant definitions. 2. From Continuing Operations. 3. Qualtrics global annual employee survey. survey 4. Australian distribution businesses procuring GreenPower renewable energy refer to greenpower.gov.au , 5. Supplier spend on product for manufacture or re-sale

# Amotiv Group – Key dimensions and Geographic Footprint

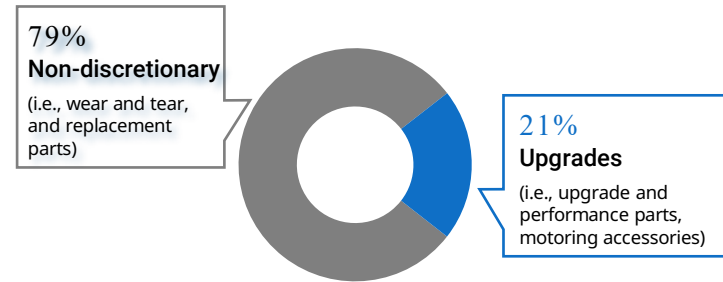


## Revenue Profile

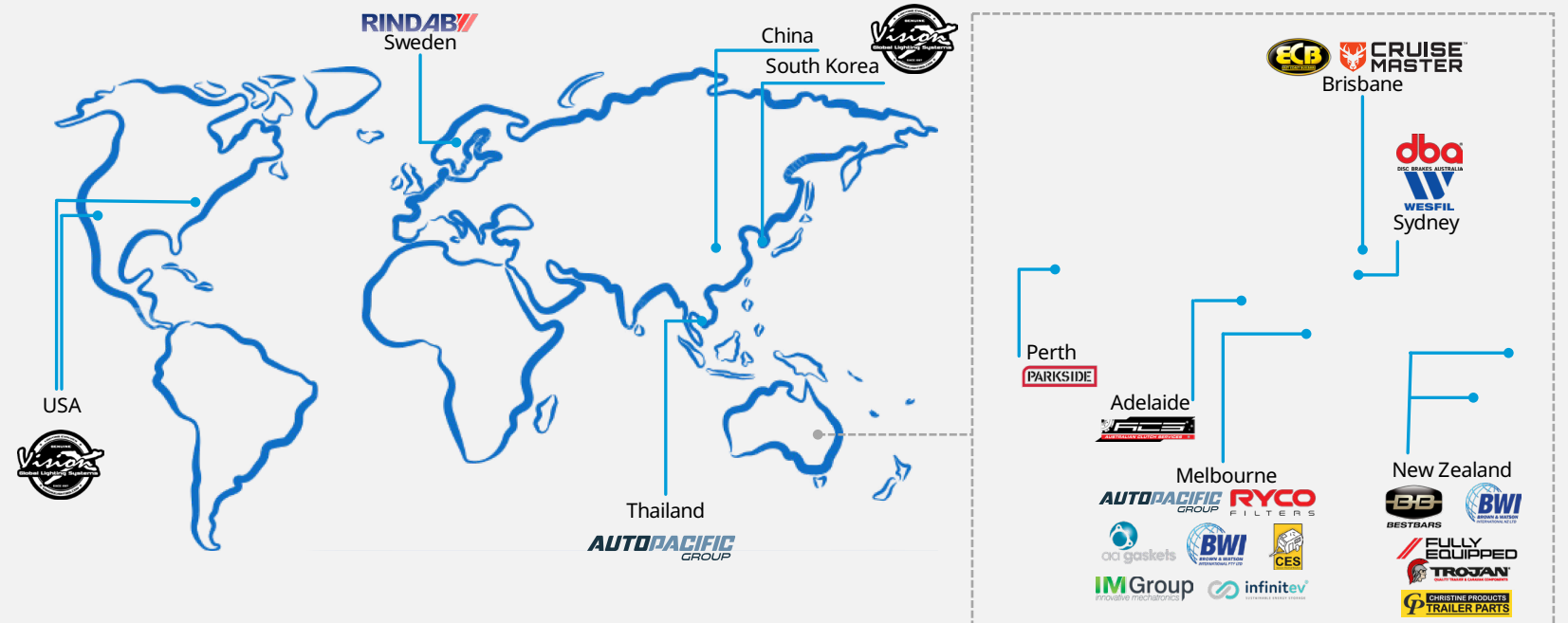
Revenue profile by Segment (FY23)<sup>1</sup>



Revenue profile by Customer Spend (FY23)<sup>2</sup>



## Key Dimensions and Geographic Footprint



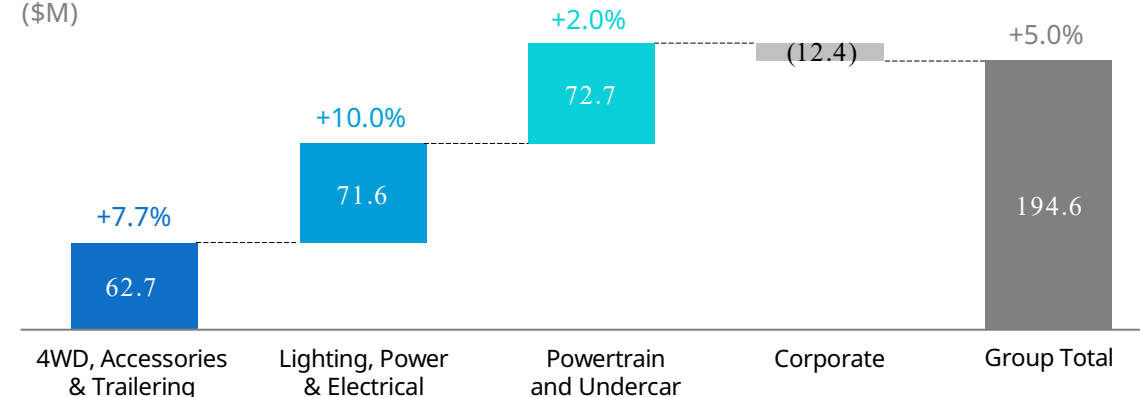


# Group financial highlights<sup>1</sup>

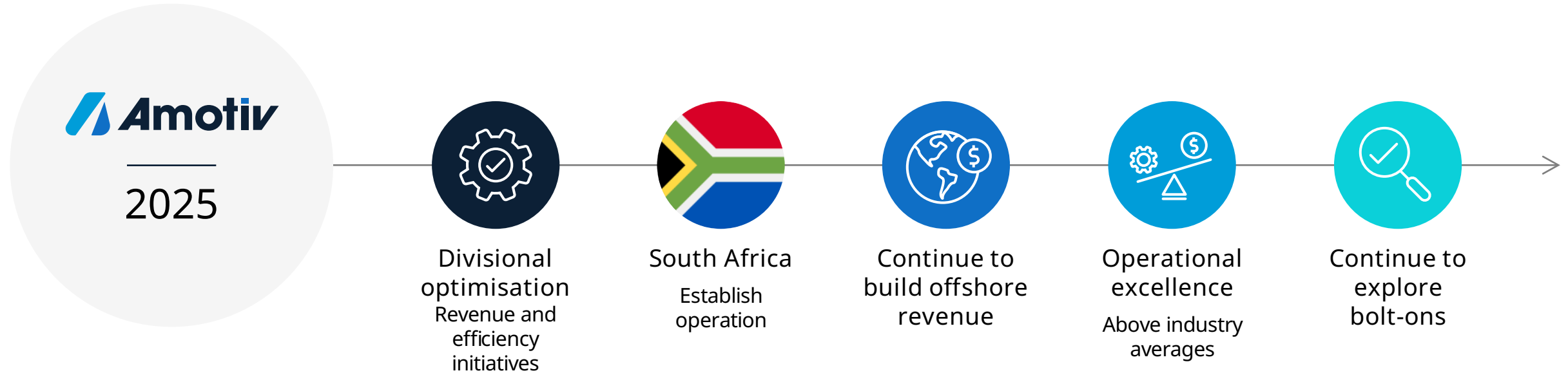


- Underlying EBITA in line with guidance of “at least \$193.5m”, with all segments performing in line with expectations
- Revenue includes 5.8% organic growth driven by ongoing strategic diversification into new geographies, categories, products and customers
- Underlying EBITA includes investment in greenfields, and increased PD spend to support medium and long-term growth<sup>3</sup>
- Gross margin expansion reflects resilience and effective margin management
- Ongoing debt reduction driven by strong cash conversion and Davey divestment (net of acquisitions) – leverage now at bottom end target range of 1.6x–1.9x
- Final dividend of 22cps in line with the pcp. Full year dividend increased 1.5cps

Underlying EBITA by segment<sup>1,4</sup>  
(\$M)



# FY25 Strategic Imperatives





## Trading Update KQ1 FY25

Consistent with the update provided at the FY24 result, trading conditions remain mixed, reflected in Group Q1 revenue growth of ~3.5% versus the pcg

- 'Wear and repair' continues to be resilient
- NZ, Caravan/RV and APG Top 20 pick-ups are soft
- Ongoing destocking by AUS resellers – reseller sales levels indicate end user demand remains steady
- Strong US growth



## FY25 outlook

In line with expectations, further growth in Group revenue and underlying EBITA is expected in FY25

- H2 underlying EBITA and margin expected to be slightly stronger than H1
  - scheduled price rises (effective early H2)
  - reseller destocking unwind
  - contribution from South Africa
  - modest NZ cost savings

Strong balance sheet and conservative leverage position with refinance to be executed on more favourable terms





# Business of Meeting

# Business of Meeting

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- Item 1:** Financial Statements and Reports
- Item 2(a):** Election of David Coolidge
- Item 2(b):** Re-election of John Pollaers OAM
- Item 3:** Remuneration Report
- Item 4:** Approval of LTI grant to Managing Director & Chief Executive Officer
- Item 5:** Approval of increase to Non-Executive Director fee cap
- Item 6:** Financial Assistance – Caravan Electrical Solutions Pty Ltd

# Item 1 – Financial Statements and Reports

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## Financial Statements and Reports

*“To receive and consider the Financial Report of the Company and its controlled entities and the Reports of the Directors and Auditor for the year ended 30 June 2024.”*

## Item 2(a) – Election of David Coolidge

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### Election of David Coolidge as a non-executive director

*“That David Coolidge, in accordance with Rule 34(b) of the Company's Constitution, be elected as a Director of the Company.”*

For	Open	Against
93,215,047	615,125	1,710,642
97.56%	0.65%	1.79%



## Item 2(b) – Re-election of John Pollaers

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### Re-election of John Pollaers OAM as a non-executive director

*“That John Pollaers OAM, who retires by rotation in accordance with Rule 34(c) of the Company’s Constitution, and, being eligible, be re-elected as a Director of the Company.”*

For	Open	Against
82,828,283	622,898	12,125,154
86.66%	0.65%	12.69%

# Item 3 - Remuneration Report

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## Remuneration Report

*"That the Remuneration Report for the year ended 30 June 2024 be adopted."*

For	Open	Against
90,734,476	619,217	4,908,010
94.25%	0.65%	5.10%

## Item 4 – LTIP Grant to Managing Director and CEO

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### Approval of LTIP grant to Managing Director and Chief Executive Officer

*“That approval be given for all purposes, for the grant of Performance Rights to the Company’s Managing Director and Chief Executive Officer, Mr Graeme Whickman, under the Company’s Long Term Incentive Plan and on the terms summarised in the Explanatory Notes to the Notice of Annual General Meeting.”*

For	Open	Against
79,111,265	609,241	16,603,211
82.13%	0.64%	17.23%

## Item 5 – Increase to non-executive director fee cap

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### Approval of increase to Non-Executive Director fee cap

*"That for the purposes of Rule 36 of the Company's Constitution and ASX Listing Rule 10.17, the maximum aggregate remuneration that may be paid to all the Non-Executive Directors of the Company in any financial year commencing on or after 1 July 2024, be increased from A\$1,300,000 per annum to A\$1,700,000 per annum."*

For	Open	Against
94,491,718	599,241	1,199,356
98.12%	0.63%	1.25%

## Item 6 – Financial Assistance

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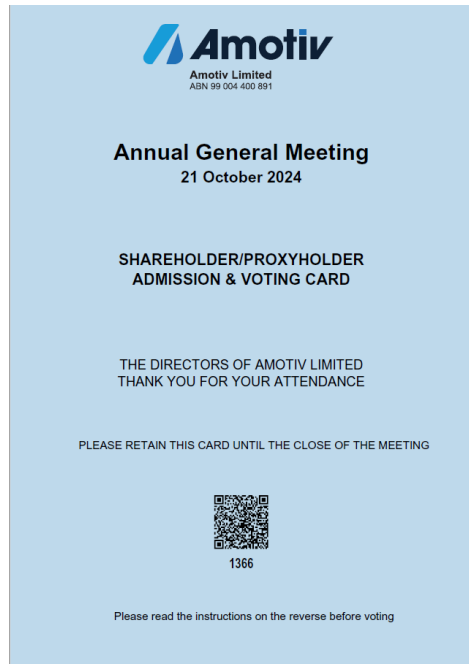
### Financial Assistance – Caravan Electrical Solutions Pty Ltd

*"That, for the purpose of Section 260B of the Corporations Act 2001 (Cth) and for all other purposes, approval is given for the financial assistance to be provided by Caravan Electrical Solutions Pty Ltd (being a wholly owned subsidiary of the Company) in connection with its accession to the Facility Agreement and Common Terms Deed, as described in the Explanatory Statement."*

For	Open	Against
95,004,747	602,313	538,259
98.81%	0.63%	0.56%

# Questions

## Attending in person



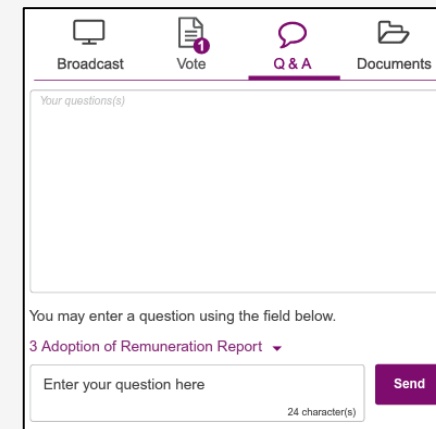
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## Close of Voting

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Please finalise your votes now

**Voting is now closed**



# Annual General Meeting 2024