



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



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



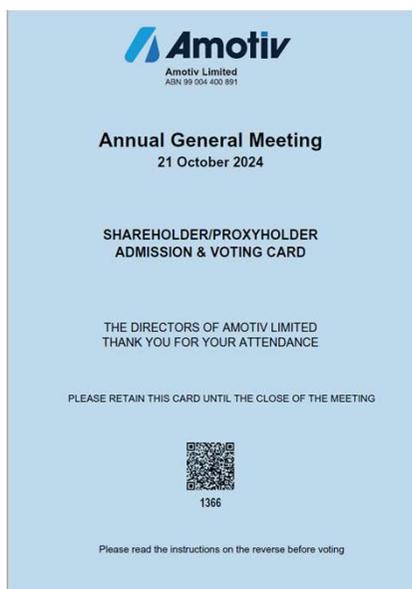
Graeme Whickman

Managing Director &
Chief Executive Officer

Questions



Attending in person



Telephone questions

Follow the instructions shown beneath the broadcast window on the online platform.

Attending online

- To ask a question, select the Q&A icon
- Select the topic your question relates to from the drop-down list
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- To ask a verbal question, follow the instructions below the broadcast window

Broadcast Vote Q & A Documents

Your question(s)

You may enter a question using the field below.

3 Adoption of Remuneration Report ▾

Enter your question here 24 character(s) **Send**

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

A screenshot of the Amotiv voting interface. At the top, there is a navigation bar with four icons: 'Broadcast' (monitor), 'Vote' (document with a red checkmark), 'Q & A' (speech bubble), and 'Documents' (folder). The 'Vote' icon is highlighted with a purple underline. Below the navigation bar is a section titled 'Items of Business'. The first item is '2A Re-elect Mr John Brown as a Director', followed by three buttons: 'FOR', 'AGAINST', and 'ABSTAIN'. The second item is '2B Re-elect Mr Peter Nolan as a Director', also followed by three buttons: 'FOR', 'AGAINST', and 'ABSTAIN'. The interface is clean and modern, with a light grey background and purple accents.

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 shows the 'Vote' section of the Amotiv voting platform. At the top, there are four navigation icons: Broadcast, Vote (highlighted), Q & A, and Documents. Below this is a section titled 'Items of Business'. The first item is '2A Re-elect Mr John Brown as a Director', followed by three buttons: 'FOR', 'AGAINST', and 'ABSTAIN'. The second item 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

Revenue¹

+ 7.7% to

\$987.2m

EBITA – underlying¹

+ 5.0% to

\$194.6m

Gross margin

+ 0.9pps to

44.1%

Leverage

- 0.4x to

1.6x

NPAT – statutory

+ 6.5% to

\$99.8m

EPSA – underlying

+4.5% to

84.4c

Cash conversion

-19.5pps to

92.9%

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 capital²

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

Portfolio vision



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

GUD2025

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

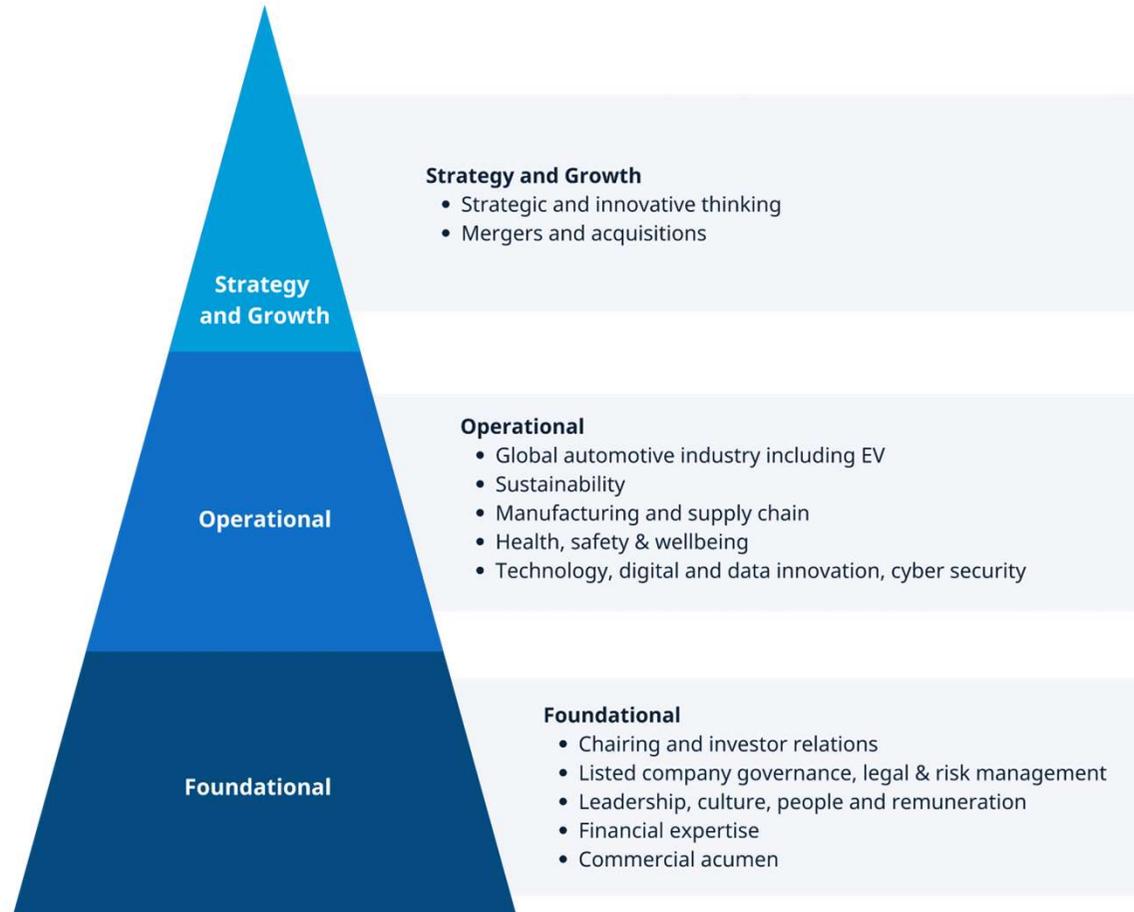


Leverage Powertrain profitability



Expand Undercar categories and leverage scale

Board Skills Matrix







Managing Director & Chief Executive Officer's Address



New divisional structure - balances resilience and growth



Powertrain and Undercar Division

Lighting, Power and Electrical Division

4WD Accessories and Trailering Division

Group operating highlights¹

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%**³

Warranty costs²

\$2.6m FY23 **\$2.6m** FY24
 Strong outcome 26bp of FY24 revenue

NWC/revenue² (organic)

25.6% FY23 **25.4%** FY24
 12-month improvement

Employee engagement

72% FY23 **76%** FY24
 Above global average of **73%**³

Group Scope 1 and 2 emissions

ktCO₂e (market-based)

11.7 FY23 **9.1** FY24
 GreenPower at distribution businesses⁴

Suppliers in ethical sourcing program

89% FY23 **95%** FY24
 of spend⁵ at bronze level or higher

APCO Advanced level

3 FY23 **8** 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



TMRRW Award

- Circular Economy Business Practices

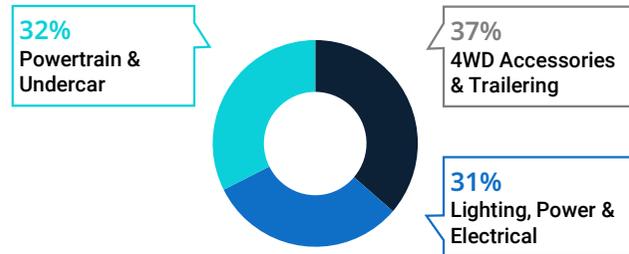
¹ Refer to slide 31 of the FY24 Result dated 14 August 2024 for relevant definitions. ² From Continuing Operations. ³ Qualtrics global annual employee survey. ⁴ Australian distribution businesses procuring GreenPower renewable energy refer to greenpower.gov.au, ⁵ Supplier spend on product for manufacture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

Amotiv Group – Key dimensions and Geographic Footprint

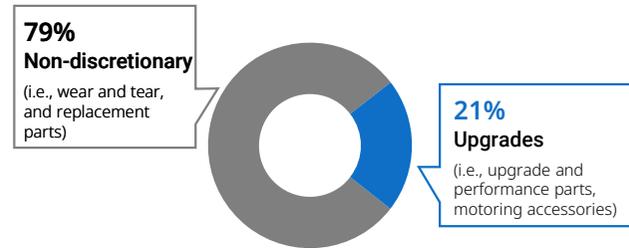


Revenue Profile

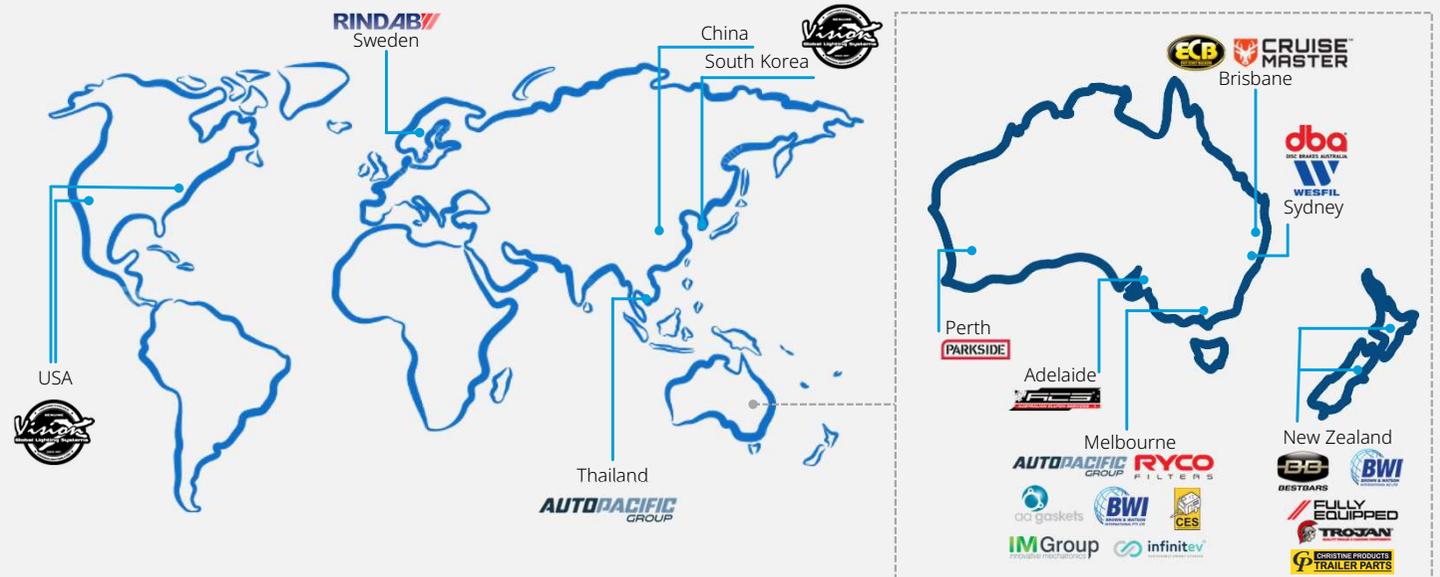
Revenue profile by Segment (FY23)¹



Revenue profile by Customer Spend (FY23)²



Key Dimensions and Geographic Footprint

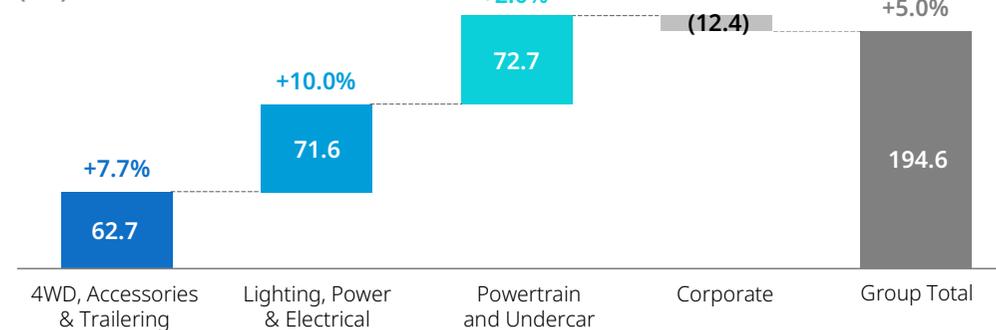


Group financial highlights¹

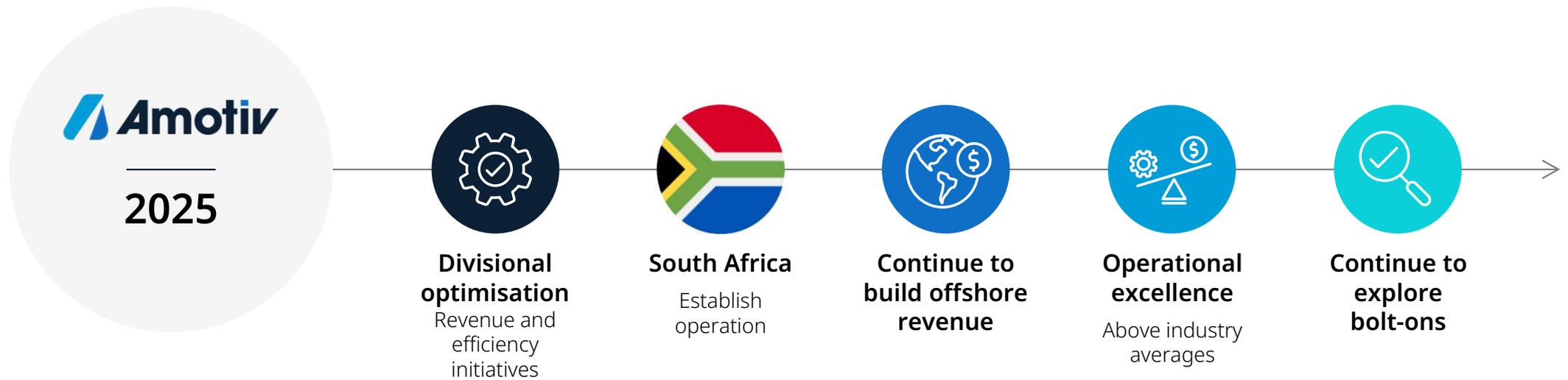


- Underlying EBITA in line with guidance of “at least \$193.5m”, with all segments performing in line with expectations
- Revenue includes 5.8% organic growth driven by ongoing strategic diversification into new geographies, categories, products and customers
- Underlying EBITA includes investment in greenfields, and increased PD spend to support medium and long-term growth³
- 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^{1,4}



FY25 Strategic Imperatives



Trading Update and Outlook



Trading Update – Q1 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

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

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

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

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



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

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

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

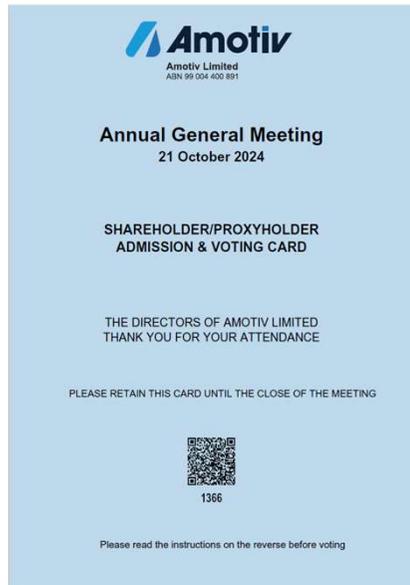
Financial Assistance – Caravan Electrical Solutions Pty Ltd

"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



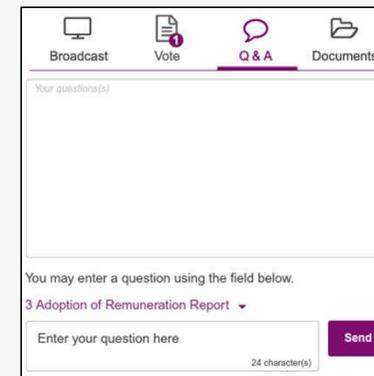
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Close of Voting

Please finalise your votes now

Voting is now closed



Annual General Meeting 2024