

WGEA Pay Equality Review 2024

Amotiv Employer Statement

Introduction and Background

Amotiv Limited (formerly GUD Holdings Limited) brings focus to Diversity, Equity, and Inclusion (DEI) under our Environmental Social and Governance (ESG) Strategy within the Thriving People pillar, and as an enabler of our values. Amotiv's Thriving People focus prioritises diversifying thought, by increasing women, ethnicities, and younger talent. Simultaneously, it values existing employees and strengthens pathways for older individuals to continue contributing to our workplaces. In short creating a workplace where all our people can, and do, thrive.

All businesses within the Amotiv Group are dedicated to fostering workplaces where everyone is valued and treated equitably. Our DEI Action Plan for 2023-2025 underscores our commitment to thriving workplaces, attracting top talent, driving innovation and enhancing overall competitiveness. Our work in respect of Diversity, Equity and Inclusion is not separate from the efforts we have made to build, and support, the culture we seek for our businesses.

In 2024 we have made steady progress in the achievement of the actions within our DEI Action Plan. This year we have:

- Introduced paid parental leave for primary and secondary carers.
- Implemented a policy that for primary carers that superannuation contributions will be made including on unpaid periods of leave for up to 52 weeks.
- Together with other industry partners hosted the inaugural Women in Automotive Aftermarket International Women's Day breakfast.
- Contributed to an Automotive Aftermarket Industry collaboration forum (including the peak industry body) focusing on increasing the number of women within the automotive aftermarket.

Over recent years the following significant areas of focus under our Thriving People pillar (in addition to the specific actions contained within our DEI strategy) have created the foundation for the presence and leverage of greater diversity of thought:

- Seeking to be an upper quartile Company in respect of employee engagement.
- Developing and implementing leadership programs which upskill and develop our leaders.
- Enhancing our employee value proposition through provision of greater employee benefits and support programs.
- Ensuring that physical and psychosocial safety is paramount in creating and maintaining safe workplaces.
- Creation of workplaces where mental health and wellbeing are valued and focused on in the same way as physical safety.
- Establishment of Speak-Up processes and pathways. Creation of forums, and an environment of psychological safety where people can, and do, speak up and ask questions in seeking to understand other perspectives.
- Strategically hiring people who are different from those we have hired in the past, when possible, to support the culture and diversity of thought that we seek.

Organisational Context

Consistent with the growth of the Group, the Amotiv Board increased in number by one Non-Executive Director during the period. As a result, Amotiv's Board gender composition is 71% male to 29% female with 33% of Non-Executive Directors being female.

At the total workforce level, in Australia (being the data coverage for WGEA reporting), the gender split is 24% female and 76% male. Initiatives encompassing training, development, greater flexibility, and enhanced parental leave offerings are designed to foster a rise in female representation within the Group in the coming years.

Current Gender Pay Gap

Amotiv is steadfast in ensuring equitable pay for employees, focusing on ensuring all our people are remunerated fairly and equitably on a like-for-like role basis. Amotiv conducted a role-based gender pay gap analysis and acted in the 2023-2024 period to close the small number of gaps which were found to exist. This analysis will be repeated in 2025.

In 2024, WGEA changed from using the median to average when reporting the gender pay gap at the headline level. The table below shows the overall **average** gap between males and females within the Amotiv Group¹ using the new WGEA standard for reporting. For consistency of reporting with 2023, the columns shaded blue show the overall **median** pay gap for 2024 for all males within the business, as compared to all females within the business.

The Amotiv Group has an average total remuneration gender pay gap of 22% consistent with the national average total remuneration rate of 21.8%.

1. WGEA no longer provide individual business unit reports where there are fewer than 80 employees. As such this employer statement provides data at the composite Group level for the Amotiv Group. Only Australian based employees are included in the Amotiv Group totals in the table above given WGEA's reporting requirements.

Table One: Amotiv’s WGEA measured Gender Pay Gap

Number of Employees within report	2023 Median Pay Gap (Base Salary)	2024 Median Pay Gap (Base Salary)	2023 Median Pay Gap (TREM) ¹	2024 Median Pay Gap (TREM)	2024 Average TREM Pay Gap
1,138 ²	11.3%	7.7%	12.7%	13.4%	22%

1. TREM is defined as Total Remuneration.
 2. Non-binary employees are not included in these figures, WGEA is investigating including them for reporting in future years.

Detailed Gender Pay Analysis

Several factors influence the interpretation of WGEA published gender pay gap data as follows:

- International Leadership Roles: Three senior female leaders, serving in Amotiv entities outside Australia, are excluded from WGEA data.
- The legislative changes enacted in 2023 for 2024 reporting required employers to report CEO, Head of Business and Casual Manager remuneration to WGEA for the first time in 2024. The gender pay gap is partially explained by the inclusion of senior male executives, particularly Executive Key Management Personnel.
- Management Level Gap: Business units with a significant gender pay gap often have fewer women in management levels, with a higher prevalence of women at the operational level.

These considerations provide a nuanced understanding of the WGEA data, guiding our ongoing commitment to gender pay equality and organisational transparency.

Gender Pay Gap Drivers and Our Actions

Further development of initiatives to bridge the gender pay gap need, and are, to be undertaken in coming years to reduce the gap seen in the Business Unit Executive Summaries. The key elements of this work are described below.

Increasing the diversity of the talent pool within the Automotive Aftermarket Industry

Amotiv is part of an industry collaboration, supported by the peak Industry body, to increase the pipeline of future talent within the Automotive Aftermarket. More detail in the work being done can be found here: <https://amotiv.com/news/accelerating-progress-for-women-in-automotive>

Parental Leave

WGEA reference the increasing the availability of flexibility, leave and other support as important to enable equal workforce participation and equal caring responsibilities. In 2024 Amotiv implemented our increased non-gendered parental leave allowances which includes the provision of superannuation paid on unpaid leave where primary carers leave is taken up by our people. The contribution to superannuation for our primary carers will have a lasting effect on their financial wellbeing and the provision of paid parental leave is a key enabler to the attraction and retention of diverse talent.

Senior Positions and Flexible Work Options

The latest National WGEA data showed that senior positions remain incompatible with how some women need, or want, to engage in the workforce. WGEA found that 92% of manager roles are full time, while 57% of women work in part time and casual roles. The higher proportion of men in full time employment (67% compared to 43% of women) increases the chances to progress into higher earning and management positions ¹.

Flexible work options across all roles within the Amotiv Group is key pillar in our Thriving People strategy and is a lever to, over time, addressing our gender pay gap with 59 women and 72 men working part time currently. There has been an increase in part time work for both genders over previous years, and more is yet to be done to support flexible working options for both office (where there is already have flexible working ability) and non-office-based employees.

Enhanced Diversity Strategies

Over the past two years, targeted efforts have increased gender diversity. Recruitment practices actively seek gender-diverse candidates, mandated by the inclusion of diverse candidates in recruiter 'long lists'. All our Business Unit CEOs are committed to recruiting, developing, and promoting women where possible.

Gender equality and equality for all our people is an underpinning commitment as we continue to grow both within Australia and in other geographies.

1. Source: WGEA Gender Equality Scorecard 2023-24