11 August 2026

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

Amotiv Managing Director & CEO succession

Melbourne, 11 August 2026: Amotiv Limited (ASX: AOV**)** (“**Amotiv**” or the “**Company**”) today announced, after eight years in the role, that Managing Director and Chief Executive Officer, Graeme Whickman will be stepping down in December as part of an orderly CEO succession process.

Amotiv Chair, James Fazzino, said: “Graeme has been pivotal in transforming Amotiv into a streamlined automotive business with a clear identity and a strong culture. This leadership transition comes at a time when the business is well positioned, with strong performance across our balanced scorecard, which includes safety, employee engagement, customers and financial measures. Graeme has established a highly capable team and a solid platform for Amotiv’s next phase of growth and value creation for our shareholders. Our results announcement today reflects these achievements.”

“We are grateful for Graeme’s leadership and the legacy he will leave. The Directors and Amotiv’s people have enjoyed working with Graeme and appreciate the significant contribution he has made,” Mr Fazzino said.

Graeme Whickman said: “It has been an enormous privilege to lead Amotiv over the past eight years. I am extremely proud of the transformation achieved across the business during that time. Amotiv today is a stronger, more focused company, and I am deeply grateful to have worked alongside so many talented and committed people on that journey.”

Mr Whickman has led Amotiv since October 2018, during which time he has overseen the expansion, globalisation and transformation to a pure play automotive group. Under Graeme’s leadership, the Group’s automotive revenue and underlying EBITA grew by approximately 2.5 times, and operational performance, including safety, improved significantly. He oversaw significant expansion of the Company’s manufacturing capability, diversified its customer and geographic footprints and drove award-winning innovation. During his tenure, non-ANZ revenue grew from nil to 18%, supported by OEM and aftermarket customers globally.

As part of the CEO succession process, Mr Whickman will cease being a director of the Company on 18 December 2026, after which he will take a period of leave until his employment ends on 11 February 2027. Following that, he will provide consultancy services to the Group on request for the balance of the 2027 financial year to assist with the transition of current business initiatives to the next Managing Director & CEO.

Mr Whickman’s leaving entitlements are summarised in Appendix 1.

The Board has initiated a comprehensive process to identify a new Managing Director & CEO.

Amotiv Limited
ABN 99 004 400 891

144 Moray St
South Melbourne VIC 3205
Australia

amotiv@amotiv.com
www.amotiv.com

ASX AOV

Appendix 1

Entitlements: Mr Whickman will continue to receive his normal remuneration through to the end of his employment on 11 February 2026. Mr Whickman will be eligible to participate in a pro-rated STI opportunity for FY27 but will not receive a FY27-FY29 LTI grant. On cessation of employment, Mr Whickman will receive his statutory entitlements. Mr Whickman's unvested equity incentives will be pro-rated and continue on foot in accordance with their original terms. For the period 12 February 2027 to 30 June 2027 Mr Whickman will be available to provide consultancy services to Amotiv and will be paid $5000 per business day. The Company has agreed to extend Mr Whickman's loan repayment date to 30 June 2027, on arms' length terms.

This announcement was approved for release by the Board of Amotiv Limited.

For inquiries:
Anne Mustow
General Counsel & Company Secretary
companysecretariat@amotiv.com