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**ASX ANNOUNCEMENT**

22 December 2023

**EXTENSION OF LONG TERM INCENTIVE SCHEME TO SENIOR MANAGEMENT**

ARB Corporation Limited (“**ARB**” or the “**Company**”) recently established a Senior Executive’s Performance Rights Plan (“**Plan**”).

The Plan was initially offered to Mr Lachlan McCann, Chief Executive Officer, as announced to Australian Securities Exchange (“**ASX**”) on 2 October 2023.

The Board has now determined to extend participation in the Plan to various members of the senior management team. The following table summarises the material terms and total number of performance rights issued under the Plan to those additional senior executives:

<p><b>Long Term Incentive</b></p>	<p>Two tranches of Performance Rights have been granted to senior managers under the Plan.</p> <p>The two tranches vest in two years and three years respectively and are subject to the vesting conditions outlined below.</p> <p>Each Performance Right, once vested, will be exercisable into one fully paid ordinary share in the Company.</p> <p><u>Key Terms of the Performance Rights</u></p> <p>Acquisition price: Nil.</p> <p>Exercise price: Nil.</p> <p>Number of new Performance Rights and vesting dates, excluding those granted to Mr Lachlan McCann as announced to ASX on 2 October 2023:</p> <ul style="list-style-type: none"><li>• 8,670 Performance Rights vesting on 30 September 2025.</li><li>• 10,965 Performance Rights vesting on 30 September 2026.</li></ul>
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<p><b>Long Term Incentive (continued)</b></p>	<p>Vesting conditions:</p> <ul style="list-style-type: none"> <li>• 50% of the Performance Rights granted will vest if the senior manager is still employed by the Company at the end of the applicable vesting period.</li> <li>• 50% of the Performance Rights granted will vest according to the earnings per share (“EPS”) compound annual growth rate (“CAGR”) achieved over the applicable vesting period: <ul style="list-style-type: none"> <li>0.0% - 0.99% EPS CAGR: 0% of the Performance Rights</li> <li>1.0% - 1.99% EPS CAGR: 10% of the Performance Rights</li> <li>2.0% - 2.99% EPS CAGR: 20% of the Performance Rights</li> <li>3.0% - 3.99% EPS CAGR: 30% of the Performance Rights</li> <li>4.0% - 4.99% EPS CAGR: 40% of the Performance Rights</li> <li>≥ 5.0% EPS CAGR: 50% of the Performance Rights.</li> </ul> </li> <li>• The Board may, in its absolute discretion, reduce the number of Performance Rights vesting in the event of a significant deterioration in Health and Safety performance.</li> </ul> <p>Personal income tax: The Company will remit all personal income tax payable upon exercise of the Performance Rights.</p> <p>Dividends and voting rights: None.</p> <p>Expiry date: Five years from grant date.</p>
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The Board does not anticipate issuing any further performance rights in the 2024 financial year.

The terms of the performance rights issued to senior executives reflect the present needs of the Company as it transitions its remuneration policies to include incentive-based rewards for senior executives. They are not indicative of the likely terms for any future performance rights issued under the Plan which will be assessed each year based on the circumstances at that time.

*This announcement was approved for release by the Board of ARB.*