

WORKPLACE GENDER EQUALITY AGENCY REPORTING (“WGEA”)

ARB Corporation Limited (“**ARB**” or the “**Company**”) is Australia’s largest manufacturer and distributor of 4x4 accessories. The company is listed on Australian Securities Exchange and is headquartered in the eastern suburbs of Melbourne. ARB operates throughout Australia and internationally with overseas operations in the USA, Thailand, New Zealand, the Czech Republic, the UK and the UAE.

ARB is a major Australian employer with 1,250 employees throughout all states and territories. The Company benefits from and actively employs staff from a diverse range of ethnicities and backgrounds.

Approximately 18% of the Company’s total workforce in Australia are women. Women represent 50% of office staff, 19% of information technology staff, 11% of factory and workshop staff and 6% of engineering staff.

ARB’s policy is to recruit on the basis of merit, principles of equity, fairness and transparency. Further, the policy recognises that recruiting staff from a diverse range of backgrounds (including gender, race, and religion) at all levels of seniority provides the business with access to an increased talent pool and a wide variety of viewpoints and perspectives.

ARB provides employee salary and wage data to the Workplace Gender Equality Agency (“WGEA”) each year. WGEA uses this data to calculate the Company’s “Gender Pay Gap” expressed as a percentage of men’s wages above or below women’s wages (*a positive percentage indicates men are paid more than women; a negative percentage indicates women are paid more than men*).

ARB’s Gender Pay Gap for 2023/24 reported by WGEA was:

Median: + 1.9%

The median men’s total remuneration is 1.9% higher than the median women’s total remuneration

Average (mean): + 10.1%

The average men’s total remuneration is 10.1% higher than the average women’s total remuneration

The Company’s **Median Gender Pay Gap of +1.9%** is lower than WGEA’s Comparison Group’s gender pay gap of +9.9% and reflects that female employees generally work in higher paying office staff roles while the majority of male employees work in lower paying factory and workshop staff roles.

The Company’s **Average Gender Pay Gap of +10.1%** is lower than WGEA’s Comparison Group’s gender pay gap of 11.2% and reflects a higher percentage of men employed in senior management, professional engineering and information technology positions throughout the organisation.

The Company’s primary consideration for the selection and promotion of employees is the individual’s experience and overall prospects of adding value rather than the adoption of specific targets requiring diversity to be the principal criteria.

The Company’s policy is to remunerate all employees fairly and consistently irrespective of gender.