



Diversity policy

Motorcycle Holdings Limited (ACN 150 386 995) (**Company**)

Effective: 19 December 2025

Diversity policy

1 What diversity means to us

1.1 Our values

We endeavour to create a diverse work environment, fostering inclusion and belonging, in which everyone is treated fairly and with respect and where everyone feels safe to contribute their best work and is responsible for the reputation and performance of the Company. The board of directors of the Company (**Board**) and management believe that the Company's commitment to this policy contributes to achieving the Company's corporate objectives and embeds the importance and value of diversity within the culture of the Company.

1.2 What is diversity?

Diversity refers to characteristics that make individuals different from each other. Diversity encompasses differences in backgrounds, qualifications and experiences, and also differences in approach and viewpoints. It includes factors such as gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation, gender identity, sexual preference language, and other areas of potential difference.

1.3 Gender diversity

The Company encourages greater diversity, it is important to effectively nurture and develop the pool of potential available talent. Early identification and development of female talent is clearly of significant importance in ensuring that there are appropriately qualified and experienced women for consideration when positions become available.

1.4 Ability not disability

When we employ and promote people, we consider ability and not disability. We aim to create an inclusive environment that supports people and removes artificial barriers from the workplace. We commit to providing reasonable accommodations to support diverse needs.

1.5 Unacceptable behaviour not tolerated

In order to have a properly functioning diverse workplace, discrimination, harassment, vilification and victimisation cannot and will not be tolerated.

1.6 Stakeholder diversity

We respect shareholder diversity and diversity reflected in the communities in which we operate.

2 How we promote diversity

2.1 Steps we are taking and measurable objectives

The Company seeks to create an inclusive workplace that embraces and promotes diversity as part of our corporate culture. This involves providing supportive and inclusive diversity-related workplace policies, programs and practices within our business.

The Company aims to improve the diversity of staff over time by the following initiatives:

- (a) recruit employees on the basis of overall merit-based system, while having regard to this diversity policy;
- (b) implement training for hiring managers on unconscious bias and use structured interviews to ensure fairness;
- (c) examining factors relating to gender diversity in the past and analysing ways to improve;
- (d) ensuring this policy is communicated to staff in all levels of the Company;
- (e) prevent and stop bullying, discrimination and harassment;
- (f) induction, training and other programs promoting diversity; and
- (g) make the recruitment process accessible to all candidates by advertising positions both broadly and in specific publications, using professional recruitment services where required and providing guidance on its recruitment processes.
- (h) support employee reference groups to foster engagement and collaboration.

2.2 The Board's role

The Board will:

- (a) ensure compliance with anti-discrimination laws;
- (b) review and approve measurable objectives for achieving diversity, including gender diversity;
- (c) assess these objectives from time to time and the progress in achieving; and
- (d) review and monitor the effectiveness of this diversity policy.

2.3 Implementation

The Board has delegated to the Nomination and Remuneration Committee the role of overseeing the implementation of this policy and assessing progress in achieving its measurable objectives from year to year. Nomination and Remuneration Committee will also review this policy at least annually.

3 Publication of this policy and our progress

This policy will be made available to all directors and employees and will be available on the Company's website.

We will provide information in the Company's annual report regarding:

- (a) key features of this policy; and

our measurable objectives for achieving gender diversity and our progress towards achieving them.