

Payroll ID No.

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# Employment agreement

**Bapcor Services Pty Ltd**  
(ACN 610 722 168)

and

**Grant Yule**

G.Y.

## Parties

- 1 Bapcor Services Pty Ltd of 327 Ferntree Gully Rd, Mount Waverley in the State of Victoria (**Company**)
  - 2 Grant Yule of 12 Holden Street, Woolloongabba in the State of Queensland (**You**)
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## 1 Defined terms and interpretation

### 1.1 Definitions in the Dictionary

A term or expression starting with a capital letter:

- (a) which is defined in the Dictionary in Schedule 1 (Dictionary), has the meaning given to it in the Dictionary;
- (b) which is defined in the Corporations Act, but is not defined in the Dictionary, has the meaning given to it in the Corporations Act; and
- (c) which is defined in the GST Law, but is not defined in the Dictionary or the Corporations Act, has the meaning given to it in the GST Law.

### 1.2 Interpretation

The interpretation clause in Schedule 1 (**Dictionary**) sets out rules of interpretation for this deed.

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## 2 Appointment

- 2.1 You will be employed in the position of **Business Development Manager - Large Frame Turbo Charges & Industrial** on the terms and conditions set out in this agreement with effect from 20 September 2021 or a date as agreed between you and the Company.
- 2.2 Your employment is subject to the company receiving a satisfactory police check, working rights, medical check and reference checks.
- 2.3 The Company has identified you are not covered by any modern award and, as such, your Employment is regulated by this agreement and any relevant legislation.
- 2.4 Your place of work shall be the **BaxtesMTQ** office/ facility currently located at **111 Beenleigh Road, Acacia Ridge, Queensland**, or such other place as the Company may reasonably require for the proper performance and exercise of your duties and responsibilities. If you are required to relocate to another location for an extended period of time, relocation benefits may be provided to you in accordance with the applicable Company Relocation Policy, as amended from time to time.
- 2.5 You may be required to travel on the business of the Company. A copy of the Company's Travel Policy can be accessed through the Company's intranet or through HR.
- 2.6 If your position, duties or remuneration change during your Employment, the terms of this agreement shall continue to apply in all other respects unless expressly varied by the parties in writing.
- 2.7

### Probation

Your employment is subject to a 6 months probationary period during which time employment may be terminated on one week's notice by you or the Company. Your manager will advise during or on expiry of the probationary period whether employment will continue.

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## 3 Duties

### 3.1 Duties

You must:

- (a) **general duties:** exercise and perform the powers and duties consistent with your position and as designated to you from time to time;
- (b) **comply with lawful directions:** comply with all lawful directions given from time to time;
- (c) **devote time and attention:** devote the whole of your time, attention and skill during the Company's normal business hours and at other times as is reasonably necessary, to the your duties;
- (d) **dress code:** wear suitable business attire during working hours;
- (e) **perform duties:** perform your duties faithfully and diligently at **Acacia Ridge, Queensland** or as otherwise reasonably directed by the Company, with such travel as is necessary to fulfil your duties; and
- (f) **promote Company's interests:** promote the interests of the Company.

### 3.2 Reporting Relationship

You will report directly to the **National Sales Manager** or as directed from time to time.

### 3.3 Hours

- (a) Your ordinary hours of work will be 38 per week to be performed during the Company's usual business hours, plus any reasonable additional hours necessary for you to properly perform the Duties.
- (b) Your salary as outlined in clause 6 has been calculated to adequately compensate for any reasonable additional hours.

### 3.4 Financial benefit

You must not accept any payment or other material benefit from any person or entity as an inducement or reward for any act of forbearance in connection with any matter or business transacted by or on behalf of the Company or its Related Bodies Corporate. This prohibition will not apply to entertainment and hospitality given to you in the course of your duties which is consistent with those duties.

### 3.5 Other employment

During your Employment, you must not engage in any employment other than with the Company or accept any other consulting assignments outside of the Company, whether on a remunerated basis or not, without the express written authority of the Company.

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## 4 Policies

- 4.1 The Company may issue policies from time to time in relation to your Employment and the operation of the business. You are expected to familiarise yourself with, and comply with, these policies. The policies can be located on the company Intranet or you may contact your Human Resources representative to obtain a copy of these policies.
- 4.2 These policies do not form part of this agreement or give rise to any contractual rights. The Company may vary or not apply these policies at its discretion.

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## 5 Information technology

### 5.1 Notification of Surveillance

During your Employment, the Company will carry out intermittent surveillance of the use of its computer resources including access to electronic records, internet access and emails sent and received by employees. Use of the Company's computer resources will be monitored irrespective of whether resources are accessed and/or used on the Company's premises or off site.

### 5.2 How surveillance is carried out

The Company conducts surveillance using various monitoring systems which may include:

- (a) accessing your email account or email;
- (b) accessing files produced and/or stored by you;
- (c) accessing your work computer; and
- (d) recording internet usage by you and accessing those records.

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## 6 Remuneration

### 6.1 Base Salary

- (a) You will be entitled to base salary as detailed in Schedule 2 (Salary).
- (b) The salary will be paid to you, less tax payable, in equal **monthly** instalments.
- (c) You acknowledge that the Salary includes an hourly rate of pay for each hour worked, including reasonable additional hours, penalties and other allowances (including leave loading), that is equivalent to the necessary statutory minimum, and that it adequately compensates you for all hours worked.
- (d) You may elect to sacrifice part of the Salary to be contributed towards any non-cash benefit approved by the Company from time to time, in which case all fringe benefits tax liability (FBT) incurred by the Company in respect of such non-cash benefit shall be deducted from your Salary.
- (e) To the extent permitted by law, if any award or statutory entitlement requires the Company to provide the Employee with any benefits (including payment for each hour worked, annual leave loading, pay period specifications, overtime and/ or penalty rates, allowances or other applicable conditions under any legislation, award, enterprise agreement or other industrial instrument) including superannuation, the Employee agrees that:
  - (i) the base salary is specifically set off against, applied to and absorbs that benefit;
  - (ii) that benefits forms part of the base salary;
  - (iii) the base salary will not change; and
  - (iv) without reducing the base salary, the Company may vary the Base Salary to incorporate that benefit.

### 6.2 Superannuation

- (a) Superannuation contributions shall be made to a complying superannuation fund nominated by you and calculated in accordance with the minimum requirements of the Superannuation Guarantee Charge Act 1992 (Cth), the Superannuation Guarantee Administration Act 1992 (Cth) or any other Acts, Regulations or Ordinances that govern the payment of superannuation contributions for you.
- (b) You may make further individual contributions in addition to the

superannuation contributions to Company will make on behalf of you.

- (c) Superannuation contributions for or by you will be made to a complying superannuation fund nominated by you. Should you not nominate a complying superannuation fund by completing a Superannuation Standard Choice form, contributions will be made to Australian Super, the Company default fund.

### **6.3 Performance Review**

The Company will review your performance each year. The Company may, but is not obliged to increase the Remuneration in consequence of such review. The Company shall not decrease the Remuneration in consequence of such review.

### **6.4 Short Term Incentive**

You will be entitled to a short-term incentive scheme up to the value of 20% of your base salary (excluding superannuation and allowances). More information in regards to this scheme will be provided to you upon commencement. Please be advised this scheme is subject to change based on business requirements.

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## **7 Leave**

### **7.1 Annual leave**

- (a) You will accrue four weeks of annual leave for each year of service with the Company in accordance with the Act.
- (b) Your entitlement to annual leave accrues progressively during each year of service, and if not taken, accumulates from year to year.
- (c) Annual leave shall be taken on a periodical basis, at a time and for a period agreed between you and the Company.
- (d) Annual leave loading is not payable.
- (e) The Company may direct you to take accrued leave on 4 weeks' notice in writing.

### **7.2 Personal leave**

You will be entitled to 10 days paid personal leave for each 12 months of continuous service. Personal leave shall accumulate from year to year but shall not be paid out on termination. Personal leave may be taken as sick leave or carers leave as follows:

- (a) sick leave may be taken where you suffer a personal illness or injury;
- (b) carers leave may be taken by you in order to provide care or support to a member of your immediate family or household because they are ill, injured or suffering an emergency.

### **7.3 Unpaid carers leave**

You will be entitled to two days unpaid carers leave on each occasion that you are required to provide care or support to a member of your household or immediate family because they are ill, injured or suffering an emergency. You will be entitled to unpaid carers leave only where your paid personal leave entitlements have been exhausted.

### **7.4 Compassionate leave**

You will be entitled to up to 2 days paid compassionate leave for the purpose of spending time with a member of your immediate family or household who has a personal illness or



injury that poses a serious threat to his or her life or upon the death of a member of the your immediate family or household.

#### **7.5 Parental leave**

You are entitled to up to 52 weeks unpaid parental leave in accordance with the terms of the Act.

#### **7.6 Long service leave**

You will be entitled to long service leave in accordance with the applicable state Act.

#### **7.7 Community Service Leave**

You will be entitled to leave to perform community services prescribed by the Act. Such leave shall be unpaid, save for the first 10 days of jury service leave, which shall be paid leave in accordance with the Act.

#### **7.8 Notice requirements**

- (a) You must notify the Company of any absence due to personal leave, unpaid carers leave or compassionate leave prior to the start of business hours or as soon as reasonably practicable thereafter.
- (b) To be entitled to sick leave, you must provide a medical certificate from a registered health practitioner for all sick leave taken in excess of two days or immediately before or after a weekend or public holiday.
- (c) To be entitled to paid or unpaid carers leave you must provide a medical certificate from a registered health practitioner or a statutory declaration made by the you for all carers leave taken in excess of two days or immediately before or after a weekend or public holiday. A statutory declaration must include a statement to the effect that you required leave to provide care or support for a member of your family or household suffering a personal illness or emergency and the nature of that illness or emergency.

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### **8 Public Holidays**

- 8.1 You will be entitled to all holidays gazetted as public holidays in the location in which you work without loss of pay where a public holiday falls on a day you would normally be required to work.
- 8.2 Despite cause 8.1, the Company can request you to work on a public holiday and you may refuse the request if it is not reasonable or the refusal is reasonable.

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### **9 Company property**

You must not, at any time during your Employment, either directly or indirectly deal with or misuse any assets belonging or owing to the Company other than as required to properly perform your duties in accordance with this agreement.

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### **10 National Employment Standards**

Should any term of this agreement be less favourable to you than the National Employment Standards, the latter will prevail over the term to the extent that the term is less favourable.

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### **11 Intellectual property**

You acknowledge and agree that:

- (a) any and all Intellectual Property Rights you create during your period of employment by the Company will be owned by the Company on and from creation (including partial creation). If any Intellectual Property Rights vest in you automatically (whether by operation of law or otherwise) contrary to this clause, you hereby irrevocably and

unconditionally assigns to the Company all right, title and interest in such Intellectual Property Rights. This is not limited to Intellectual Property Rights created, modified or enhanced in the course of performing your duties or utilising the Company's time and resources and will apply where the Intellectual Property Rights are based on or relate to the Company's products and services or Confidential Information or Intellectual Property Rights. On request by the Company, you will immediately and without charge, whether before or after the Termination Date, provide the Company with all assistance reasonably required by the Company to protect or perfect its rights under this clause, including the prompt execution of all forms, agreements or other documents necessary or desirable (in the Company's opinion) for this purpose; and

- (b) with respect to any Moral Rights that you may enjoy in works governed by this clause, you hereby irrevocably waive those Moral Rights in favour of the Company and its permitted successors, assigns, Related Bodies Corporate and licensees. In addition, you give to the Company and its permitted successors, assigns, Related Bodies Corporate and licensees, his or her consent to all acts or omissions, whether occurring before or after the giving of this consent, in relation to all works covered by this clause, where those acts or omissions would, apart from this consent, infringe any Moral Rights subsisting in those works. You acknowledge that this general consent is separate from, and independent of, the waiver provided above, and will have effect according to its terms notwithstanding the invalidity or unenforceability of that waiver. Finally, you give to the Company, its successors, assigns, Related Bodies Corporate and licensees, your unconditional and irrevocable consent to reproduce, publish, transmit, communicate, adapt, edit, abridge, revise, rewrite, change, modify, correct errors in, take extracts from, destroy, or otherwise use or modify the works governed by this clause, whether in whole or in part, and whether alone or in combination with any other materials, including where such acts involve a failure to identify you as the author of a work, the false attribution of another person as the author of a work; and/or the subjection of a work to derogatory treatment, whether occurring before or after the giving of this specific consent, and which would apart from this specific consent, infringe any Moral Rights subsisting in those works. You acknowledge that this specific consent is separate from, and independent of, the waiver and general consent provided in this paragraph above, and will have effect according to its terms notwithstanding the invalidity or unenforceability of that waiver or general consent.

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## 12 Protection of the Company's Interests

### 12.1 Confidential information

- (a) During and after your Employment, you must:
- (i) keep any Confidential Information secret and confidential, except to the extent that you are required by law to disclose it;
  - (ii) take all reasonable and necessary precautions to maintain the secrecy and prevent the disclosure of any Confidential Information; and
  - (iii) not disclose Confidential Information to any third party except as is strictly necessary in the ordinary and proper course your Employment and having first ensured that the third party agrees to keep the Confidential Information confidential in terms reasonably approved by the Board being no less restrictive than those terms set out in this clause.
- (b) You acknowledge all Documentation remains the sole and exclusive property of the Company. If your employment is terminated for any reason or at any time the Company requests it, you must return to the Company all Documentation that is in your possession, power or control, as directed by the Company
- (c) The parties acknowledge that a breach of this clause may cause the Company irreparable damage for which monetary damages would not be an adequate remedy. Accordingly, in addition to other remedies that may be available, the

Company may seek and obtain an injunctive relief against such a breach or threatened breach of this clause.

- (d) Nothing in this clause shall prohibit you from seeking legal and accounting advice in relation to this agreement.

## **12.2 Exclusive Employment and Restraints**

- (a) Unless you have the prior written consent of the Company, you must work exclusively for the Company until your Employment ends and for the Restraint Period after your Employment ends.
- (b) You agree that during your Employment you shall not, within the restraint area within the restraint period, whether:
  - (i) directly or indirectly;
  - (ii) on your own account;
  - (iii) jointly with or on behalf of any other person or corporation in any capacity, including as an officer, executive, independent contractor, partner, joint venture or agent;
  - (iv) as principal, executive, partner, agent, director, consultant, employee, advisor, shareholder (excluding the holding of less than 5% of the shares of a company) or otherwise on any account or pretence:

(A) within the Restraint Area carry on, assist or be employed, engaged or concerned in any business which is engaged, whether directly or indirectly in the business of distributing automotive parts or which otherwise competes with the business of the Company or its Related Bodies Corporate;

(B) solicit, employ or engage any director, manager, employee, contractor or consultant of the Company or its Related Bodies Corporate;

(C) entice away, provide services to, accept services from or in any other manner persuade any customer, contractor or supplier to the Company or its Related Bodies Corporate to discontinue his, her or its relationship with the Company or its Related Bodies Corporate or to otherwise reduce the amount of business they do with the Company or its Related Bodies Corporate; and/or

(D) offer, attempt or prepare to do any of the above.

## **12.3 Further agreement**

You acknowledge and agree that:

- (a) your Employment gives you unique and substantial access to the Confidential Information;
- (b) in the event you breach clause 12, including but not limited to the disclosure of the Confidential Information to a competitor of the Company, the Company would be exposed to significant and potentially irreparable damage to its business;
- (c) the undertakings in clause 12 are reasonable in scope and duration and necessary for the protection of the confidential information, goodwill and legitimate business interests of the Company;
- (d) you and the Company intend clause 12 to operate to its maximum extent and your Employment is adequate consideration for the restraint;
- (e) the remedy of damages at law for breach of clause 12 would be inadequate and that temporary and permanent relief by way of injunction against you may be granted in any proceedings which the Company may bring to enforce any of the provisions of those clauses without necessity of proof of actual damage suffered by the Company;



- (f) if any part of an undertaking in clause 12.2 is unenforceable, it may be severed without affecting the enforceability of the rest of that undertaking or the other undertaking and;;
  - (g) each of the restraint obligations imposed on you from the combinations of Restraint Area and Restraint Period, is a separate and independent obligation from the other restraint obligations imposed, but they are cumulative in effect. The parties intend the restraints to operate to their maximum extent.
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## 13 Performance and Conduct

- 13.1 The Company may formally review your performance. Should a review be unfavourable, the Company undertakes to assist you to achieve the required standards and/or goals. Should this not achieve the required results and your performance remains unsatisfactory, the Company may terminate your employment with appropriate notice.
  - 13.2 The Company may take disciplinary action against you if you engage in misconduct.
  - 13.3 If the Company is required to investigate a disciplinary incident or complaint or if the Company has reasonable grounds for suspecting that you have committed a serious breach of your employment agreement or engaged in misconduct, The Company may suspend you from duties and from attending the workplace while an investigation is being undertaken. The suspension will enable the Company time to investigate the incident or breach and to consider what further action to take.
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## 14 Termination

### 14.1 Termination other than for cause

- (a) Either party may terminate your Employment by providing the other with 4 weeks' notice in writing:
  - (i) Should you provide notice of termination and intend to commence employment with a competitor of the Company, or to otherwise compete with the Company, you must immediately disclose full details of this purpose to enable the Company to protect its interests and to arrange adequate coverage of the Positions' duties, including customers and business to another employee.
- (b) If notice is given by either party in accordance with clause (a) above, the Company may elect to do one or more of the following:
  - (i) require you to perform duties other than your usual duties for all or part of the notice period;
  - (ii) direct you to not perform any duties and require that you remain away from the Company's premises for all or part of the notice period. In this instance, you will continue to be an employee of the Company and will continue to be bound by the duty of fidelity and by the terms of this agreement and may not directly or indirectly be employed by any third party or prepare to compete with the Company; or
  - (iii) tender Remuneration in lieu of all or part of the notice period in which case you will not be entitled to any other payment on termination other than accrued but outstanding statutory entitlements and if applicable, any payment required under clause (c) below.
- (c) If the Company terminates your Employment due to redundancy, the Company will pay you a termination payment (less tax) in accordance with National Employment Standards.

#### 14.2 Termination for cause

The Company may terminate your Employment without any period of notice or payment in lieu thereof if you engage in serious misconduct including but not limited to where you:

- (a) commit any serious or persistent breach of this agreement including, without limitation, disobedience, dishonesty, serious or persistent breach of duty or serious or persistent neglect of duty;
- (b) are convicted of a criminal offence which in the reasonable opinion of the CEO will detrimentally affect the Company;
- (c) are declared bankrupt;
- (d) fail to observe or perform any of the duties or obligations imposed on him or her under this agreement; or
- (e) become of unsound mind or a person whose person or estate is liable to be dealt with in any way under laws relating to mental health.

#### 14.3 Consequences of Termination

On termination you must:

- (a) pay or repay to the Company all sums which you then owe to the Company whether such sums are then due to be paid or not;
- (b) immediately deliver to the Company all property belonging to the Company which is in your possession or control including, without limitation, the Confidential Information;
- (c) at the request of the Company, resign from any office (including that of director) held by him in the Company without claim for compensation. In the event that you fail to do so, the Company is irrevocably authorised to appoint any other director to act on your behalf to execute all documents and do all things requisite to give effect hereto.

#### 14.4 Overpayments

If the Company overpays you, you must, on receiving a written demand from the Company, immediately repay any money or benefits specified in such demand.

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## 15 General

#### 15.1 Notices

A notice or other communication given under this agreement including, but not limited to, a request, demand, consent or approval, to or by a party to this agreement:

- (a) must be in legible writing and in English;
- (b) must be addressed to the addressee at the address or facsimile number set out below or to any other address or facsimile number a party notifies to the other under this clause:
  - (i) if to the Company:  
Address: 327 Ferntree Gully Road Victoria 3149  
Attention: Chief Executive Officer  
Facsimile: +613 9914 5502
  - (ii) if to you: Grant Yule  
Address: 12 Holden Street Woolloongabba Queensland 40074
- (c) must be signed by an Officer or under the common seal of a sender which is a Company; and
- (d) is deemed to be received by the addressee:

G.Y.

- (i) if by post, three Business Days from and including the date of postage; or
- (ii) if by facsimile transmission, on receipt by the sender of an acknowledgment or transmission report generated by the machine from which the facsimile was sent, but if the delivery or receipt is on a day which is not a Business Day or is after 4.00pm (addressee's time) it is deemed to be received at 9.00am on the following Business Day.

#### **15.2 Governing law**

This agreement is governed by the laws of Queensland and the Act and each party irrevocably and unconditionally submits to the exclusive jurisdiction of the courts of Queensland.

#### **15.3 Severability**

- (a) If a provision of this agreement or a right or remedy of a party under this agreement is invalid or unenforceable in a particular jurisdiction:
  - (i) it is read down or severed in that jurisdiction only to the extent of the invalidity or unenforceability; and
  - (ii) it does not affect the validity or enforceability of that provision in another jurisdiction or the remaining provisions in any jurisdiction.
- (b) This clause is not limited by any other provision of this agreement in relation to severability, prohibition or enforceability.

#### **15.4 Waiver**

- (a) This agreement may be amended only by a written document signed by the parties.
- (b) A waiver of a provision of this agreement or a right or remedy arising under this agreement, including this clause, must be in writing and signed by the party granting the waiver.
- (c) A single or partial exercise of a right does not preclude a further exercise of that right or the exercise of another right.
- (d) Failure by a party to exercise a right or delay in exercising that right does not prevent its exercise or operate as a waiver.
- (e) A waiver is only effective in the specific instance and for the specific purpose for which it is given.

#### **15.5 Entire agreement**

This agreement supersedes all previous agreements about its subject matter and embodies the entire agreement between the parties.

#### **15.6 Assignment**

Neither party may assign this agreement or otherwise transfer the benefit of this agreement or a right or remedy under it, without the prior written consent of the other party.

#### **15.7 Survival**

Clauses 11, 12 and 14 survive termination of this agreement.

#### **15.8 Counterparts**

This agreement may be signed in any number of counterparts and all those counterparts together make one instrument.

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## Schedule 1 - Dictionary

### PART 1

In this agreement:

**Act** means the Fair Work Act 2009 (Cth).

**Board** means the Bapcor Limited Board of Directors.

**Business Day** means each Monday to Friday inclusive excluding public holidays as gazetted in Queensland.

**CEO** means the Chief Executive Officer of Bapcor Limited.

**Company** means Bapcor Services Pty Ltd and all of its related parties including but not limited to BaxtersMTQ.

**Confidential Information** means information in any medium (whether oral, written, stored electronically or magnetically or otherwise in machine readable form) relating to:

any information in respect of the business of the Company or its Related Bodies Corporate (including, but not limited to any idea, concept, process or know-how) which is not in the public domain;

the affairs, ideas, business plans, activities and/or operations of the Company or its Related Bodies Corporate (including without limitation the parties with whom the Company or its Related Bodies Corporate deals);

any Intellectual Property Rights belonging to the Company or its Related Bodies Corporate;

information relating to existing and/or future developments, business opportunities or business practices;

details of the Company's policies, procedures, manuals, handbooks, contracts and agreements to which the Company or its Related Bodies Corporate is a party; financial information of the Company or its Related Bodies Corporate; strategic information of the Company or its Related Bodies Corporate and information about current and future projects and arrangements;

the terms of this agreement;

all other matters relating to the internal or external operations or plans of the Company or its Related Bodies Corporate; and

any materials or information which is marked Confidential or which is of a commercially sensitive nature, including information reasonably to be regarded as confidential from its nature and content.

**Corporations Act** means the *Corporations Act 2001* (Cth).

**Employment** means your Employment by the Company under this agreement.

**Intellectual Property Rights** means all industrial and intellectual property rights of whatever nature throughout the world conferred under statute, common law or equity, whether existing now or at any time in the future, and includes rights in respect of or in connection with inventions (including patents), formulae, databases, business processes and methods, trademarks, service marks, business names, trade names, domain names, designs, Confidential Information, trade secrets and know-how and similar industrial and intellectual property rights, copyright materials whether or not registered or registrable, and includes the right to apply for or renew registration of such rights.

**Moral Rights** means moral rights within the meaning of Part IX of the *Copyright Act 1968* (Cth) and any analogous rights arising under statute that exist, or may come to exist, anywhere in the world.

**Related Bodies Corporate** has the meaning given in sections 9 and 50 of the Corporations Act.

**Restraint Area** means:

- (a) Australia or if that area is found to be unreasonably large;
- (b) Queensland or if that area is found to be unreasonably large;
- (c) Metropolitan Brisbane.

**Restraint Period** means:

- (a) 3 months, or if that period is not considered reasonable;
- (b) 2 months, or if that period is not considered reasonable;
- (c) 1 months.

**Salary** means base salary only exclusive of superannuation, bonus payments, allowance payments, expense reimbursements and any other benefit provided by the Company.

**Termination Date** means the last day of your Employment.

## **PART 2**

In this agreement unless the context otherwise requires:

- (a) words importing the singular include the plural and vice versa;
- (a) words which are gender neutral or gender specific include each gender;
- (b) other parts of speech and grammatical forms of a word or phrase defined in this agreement have a corresponding meaning;
- (c) where the day on or by which something must be done is not a Business Day, that thing must be done on or by the next Business Day;
- (d) headings are for convenience only and do not affect the interpretation of this agreement; and
- (e) references to dollars is a reference to Australian dollars.



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## Schedule 2 – Remuneration Statement

Effective Date: 20 September 2021

Name: Grant Yule

Position Title: Business Development Manager - Large Frame Turbo  
Charges & Industrial

Employment Classification: Full-time - Permanent

### Remuneration Details

Annual Salary: \$131,000

Superannuation: \$13,100 as per Superannuation Guarantee

Motor Vehicle Allowance: \$22,000

Incentive Plan: Short Term Incentive

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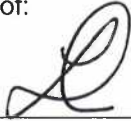
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## Execution page

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Signed by **Dean McKellar** as authorised  
signatory for **Bapcor Services Pty Ltd.**

in the presence of:



Signature of witness

Lisa Cimino

Name of witness (print)



Signature of Dean McKellar

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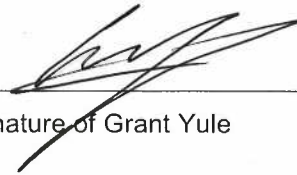
Signed by **Grant Yule** in the presence of:



Signature of witness

Lyndon Deane

Name of witness (print)



Signature of Grant Yule