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| Policy No.: | LSH Group Australia AUA.2024.01.01 |
| Policy Name: | Skills Allowance Policy |
| Attention: | LSH Auto Australia Employees |
| Version: | 1.0 |
| Last Reviewed: | 1 st January 2024 |
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| Approved By: | MD and CFO |

Skills Allowance Policy

Policy:

LSH Auto Australia's ("the Company") policy to incentivize employees who successfully meet the official MBAuP training criteria and continue to maintain the required training and qualifications.

The Company will reward automotive technicians who qualify or receive certification, as recognized by the Mercedes-Benz Training Academy of Australia.

Eligibility Criteria

- (a) Technicians will need to successfully pass the six-month probationary period upon employment to be eligible to receive the skills allowance.
- (b) The Company requires documented authentication of the technician's qualification and/or certification.
 - a. Authentication via email from the training academy can be acceptable
- (c) To remain eligible, technicians are required to complete all required/mandatory training
 - a. Training audits will be conducted each quarter
 - i. If a technician fails to complete all required/mandatory training for the period, the skills allowance will be forfeited
 - ii. The allowance will not be reinstated until all outstanding training has been completed
 - iii. A minimum of one (1) week will be forfeited regardless whether the technician completes their outstanding training immediately or prior to the proceeding week

Mandatory training targets are assigned at the discretion of management.

Training Pathways:

The Training Academy offers three (3) technical pathways;

1. Qualified Maintenance Technician
2. Qualified Systems Technician
 - a. ECT
 - i. Level 1
 - ii. Level 2
 - b. Drivetrain
 - i. Level 1

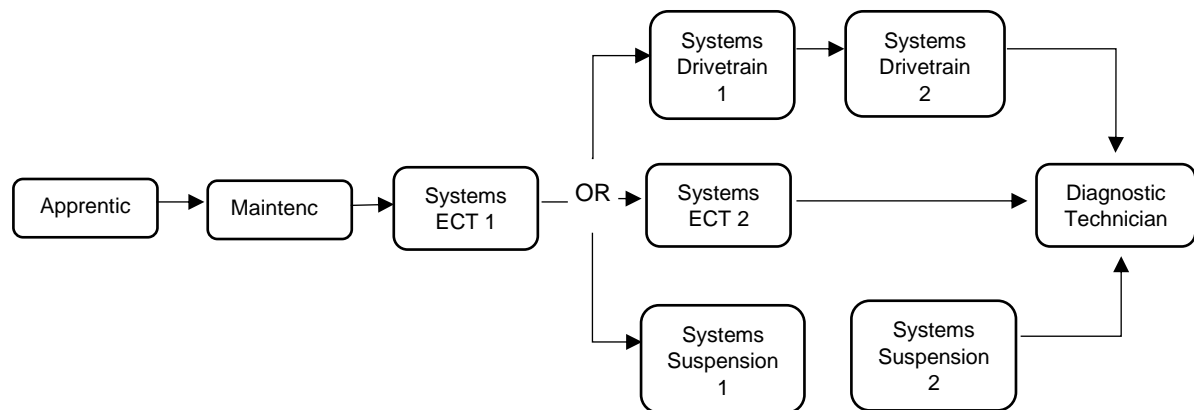


- ii. Level 2
- c. Suspension
 - i. Level 1
 - ii. Level 2
- 3. Certified Diagnostic Technician

The technician will need to complete **ALL** of the required modules to be considered Qualified or Certified. This can be achieved through the 2021 to 2023 pathways, as outlined by the training academy or recognition for completion of an equivalent module which meets the module's requirements.

Please note, recognition of an equivalent module requires authentication by the training academy. No skills allowance payment will be made until authentication is received from the training academy, and verified by the respective service manager and HR manager.

Please find below the technician progression chart.



Below is a listing of the required modules for each pathway.

Qualified Maintenance Technician Pathway

- T2160D / E-Learning
- T1422D / E-Learning
- T2164D / E-Learning
- P0045E / E-Learning
- T2182D / E-Learning
- T0103E / E-Learning
- T2159D / E-Learning
- T2116V / Virtual
- T2195D / E-Learning
- T2115F / Face-to-Face Learning

Once the above modules are completed the technician and the Company will receive authentication by the academy the technician has achieved the status of **Qualified Maintenance Technician**.

Qualified Systems Technician ECT Level 1

- T2161D / E-Learning
- T2166D / E-Learning
- T2167D / E-Learning
- T2169D / E-Learning
- T2168D / E-Learning
- T2121F / Face-to-Face Learning



- T2122F / Face-to-Face Learning
- T0004F / Face-to-Face Learning
- T0005F / Face-to-Face Learning

Qualified Systems Technician ECT Level 2

- T2162D / E-Learning
- T2342D / E-Learning
- T2183D / E-Learning
- T2184D / E-Learning
- T2184D / E-Learning
- T2186D / E-Learning
- T2187D / E-Learning
- T2132F / Face-to-Face Learning
- T2134F / Face-to-Face Learning
- T2135F / Face-to-Face Learning

Qualified Systems Technician Suspension 1

- T2178D / E-Learning
- T2179D / E-Learning
- T2180D / E-Learning
- T2181D / E-Learning
- T2182D / E-Learning
- T2126F / Face-to-Face Learning

Qualified Systems Technician Suspension 2

- T2143F / Face-to-Face Learning
- T2144F / Face-to-Face Learning

Qualified Systems Technician Drivetrain 1

- T2171D / E-Learning
- T2170D / E-Learning
- T2173D / E-Learning
- T2172D / E-Learning
- T2175D / E-Learning
- T2176D / E-Learning
- T2177D / E-Learning
- T2124F / Face-to-Face Learning

Qualified Systems Technician Drivetrain 2

- T2163D / E-Learning
- T2331D / E-Learning
- T2327D / E-Learning
- T2500D / E-Learning
- T2326D / E-Learning
- T2531D / E-Learning
- T2328D / E-Learning
- T2501D / E-Learning
- T2139F / Face-to-Face Learning
- T2137F / Face-to-Face Learning

To be recognized by the training academy as a **Qualified Systems Technician**, a technician must complete ECT Level 1 in addition to:

- ECT Level 2
- or



- Suspension
 - + Suspension 2
- or
- Drivetrain
 - + Drivetrain 2

Completion of only ECT Level 1 will not qualify the technician as a Systems Technician. Only by completing ECT Level 1 & 2 or ECT Level 1 + Suspension 1 & 2 or ECT Level 1 + Drivetrain + Drivetrain 2 will a technician be acknowledged by the training academy as a **Qualified Systems Technician**.

Certified Diagnostic Technician (CDT)

- T1012F / Face-to-Face Learning
- T127BF / Face-to-Face Learning
- T1854F / Face-to-Face Learning
- T1704F / Face-to-Face Learning
- T1015F / Face-to-Face Learning
- T1016F / Face-to-Face Learning

Application to the CDT pathway must be approved by the training academy. A technician will need to have completed maintenance and systems pathways before they can apply for the CDT pathway.

Skill Allowance Amounts & Structure

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|---|---|
| 1. Qualified Maintenance Technician | -\$100 per week / \$5,200 per annum |
| 2. Qualified Systems Technician Level 1 | -\$125 per week / \$6,500 per annum |
| 3. Qualified Systems Technician Level 2 | -\$150 per week / \$7,800 per annum |
| Must have completed Systems Level 2 or Drivetrain 1 & 2 or Suspension 1 & 2 | |
| 4. Certified Diagnostic Technician | -\$230.80 per week / \$12,000 per annum |

Timing of Payments:

The allowance will be paid as per the normal pay cycle.

Scope:

This policy applies to all LSH Auto Australia ("the Company") employees.

The Company retains discretion to amend, change, or discontinue any elements of the Skills Allowance Policy at any time, with 30 days' notice.

- (a) Particular circumstances may warrant pay treatment which deviates from these guidelines. Exceptions require approval of the Managing Director and Chief Financial Officer.