



Gender Pay Gap Employer Statement

Auto & General has a long history of promoting and fostering an inclusive culture.

In 2013 we developed our 'Inclusive Culture Story', endorsed by the Senior Executive Team, which defined key positioning statements, attributes and cultural symbols that describe our inclusive culture. This includes visible and meaningful diversity across all levels within the business, mirroring the diversity in our communities and across our customer base. We know through experience that different ideas, perspectives and backgrounds create a stronger and more innovative work environment, delivering better results for our customers.

Of our Australian Auto & General workforce, women make up 56 per cent. We've conducted a thorough review of our gender pay gap reporting and can see that the gender pay gap differential is concentrated largely in senior leadership roles. As context, across our businesses there are a lower proportion of females in senior leadership roles and a higher proportion in non-managerial roles, including a large proportion covered by our Enterprise Agreement which sets out agreed rates of pay.

We acknowledge that our gender pay gap has marginally increased this year. The key drivers for this increase include the inclusion of CEO remuneration within the data set, removal of Compare the Market data (they reported as their own entity) and the growth of our frontline workforce where women are highly represented..

To demonstrate our commitment to addressing the gap, during the 2024 salary review process, reviewing managers and executives were asked to review, understand and make recommendations to address any instances of potential inequity. Additional funding was also allocated to ensure reviewing managers and executives were empowered and enabled to make change. Analytics conducted post the salary review work indicated that approach resulted in improving women's average compa ratio.

In planning for the 2025 salary review period, we'll look to continue reviewing our position by conducting detailed gender analysis, pre and post salary review, so that reviewers have more information, in advance, before making recommendations. Furthermore we'll be able to measure the effectiveness of these actions on closing the gap.

We're focused on strengthening our senior female leadership pipelines and have made significant progress with the gender balance of our governing bodies in recent years. Our focus on developing female talent pipelines for management and senior roles remains. In the past 12 months we've invested in senior leadership development programs for females. Some examples of this include pilot programs such as the Chief Executive Women (CEW) program and Executive Central Women's Leading Program. In addition, this year we've run two cohorts of an internal mentoring program which offer female leaders the opportunity to be mentors and/or mentees. We'll continue to build on this with an enhanced leadership development offering and refreshed talent identification process in 2025.

We have used the Gender Equality Indicators as a guide to:

- implement formal policies and strategies that support gender equality
- enhance gender equality within governing bodies
- continue to review flexible work options and strengthen adoption and engagement of these options
- listen and take action via the diversity questions in our annual engagement survey
- introduce calibration of performance scores to remove potential unconscious bias as performance scores are considered during the remuneration review cycle.

Auto & General continues to support our employees through policies, programs and organisational settings focused on fostering and developing our inclusive culture, but we acknowledge that there's still more to be done. We remain committed to addressing the gender pay gap and achieving workplace gender equality.

