

Brennan Employer Statement

WGEA Gender Pay Gap Reporting February 2025

Our commitment to gender equality

At Brennan, we recognise that supporting inclusion and increasing the diversity of our workforce is intrinsically linked to strong business outcomes. We believe that having a more diverse workforce will help us attract the best talent in the market, better reflect the customers and communities we serve, and help us realise our promise of True Performance. Delivered.

We share WGEA's commitment to promoting and building a deeper understanding of gender equality issues in the workplace. We are committed to increasing our overall gender diversity by focusing on a range of equity-related initiatives and by supporting an inclusive workplace. Our values-led culture of collaboration (One Team) and continuous improvement (Make it Better) provides an excellent platform for this work. We understand that our success relies not only on increasing diversity, but also on harnessing the different perspectives, experiences, and skillsets this diversity offers.

Our gender pay gap and what is causing it

Women make up circa 19% of Brennan's total Australian workforce (circa 530 employees). This represents a significant opportunity to increase our gender diversity, given it is below the industry average (approximately 32% female). This year, we are reporting our average gender pay gap for the first time, and we are pleased to see that our average gender pay gap at both base and total remuneration is better than the 5% acceptable threshold set by WGEA. Our existing median gender pay gap, based on WGEA's methodology, has regrettably increased year on year following the integration of two acquisitions. While this gap is on or just below the industry benchmark, we are committed to taking steps to close it.

To help us better understand this gap, we undertook further detailed like-for-like role pay equity analysis in 2024, using external benchmarking data to explore some of the drivers and address any anomalies. We are confident that on a like-for-like role basis, our pay is fair and equitable.

Pleasingly, the percentage of females being promoted is roughly proportional to representation, with a small drop-off in senior and executive level roles. This largely explains our gender pay gap. We recognise that, without a concerted effort to address gender diversity and support the progression of female talent into senior and executive level roles, our gender pay gap will persist.

How we are addressing our gender pay gap

To support a stronger focus on Diversity & Inclusion initiatives, we have developed a broad gender strategy that addresses leadership, learning & development, changes to policies and practices, as well as clear, transparent, communication with team members.

Brennan continues to support the development of our female talent through the Women Rising Program, while our involvement in the accompanying Male Allies Program ensures our male leaders have a deeper understanding of the issues at play. In addition, we have launched an Emerging Leader Program where we are prioritising the participation of our female key talent. In February 2025 we were delighted to announce a 3-year partnership agreement with the Women in ICT Awards (WIICTA) to support recognition of exceptional female talent across the Australian ICT Industry.

We know that progress towards greater gender equity requires executive sponsorship and a sustained focus from all our leaders. To this end, we focus on inclusive leadership in our leadership development pathway, helping to build understanding of the way bias can influence systems designed to support career growth and progression. Our leadership programs also help our leaders understand the critical role they play in supporting gender equity, through modelling respectful and inclusive behaviour and taking simple actions to mitigate their own unconscious bias.

We understand that a key element of sustained progress towards gender equity is (often simple) changes to our people practices. More recently, we have increased our focus on supporting career and development conversations. This includes developing career pathways for key areas of our business, which provide visibility on the skills and experience required to progress. We continue to evolve and expand our talent review conversations, which means we can identify and highlight any gender gaps amongst our key talent group. We are currently evolving our approach to talent acquisition and promotions to support increased equity and transparency around hiring and opportunities for progression.

We believe that a safe and inclusive culture also relies on open engagement with all Brennan team members. We communicate regularly with our team members on our progress, seeking feedback on gender-related experiences through our 6-monthly engagement survey and helping all team members understand the role they play in ensuring a respectful and inclusive workplace through our People First Program.

We acknowledge that this journey will take time and, to ensure we stay focused on longer-term outcomes, we will continue to measure and report on a range of diversity and inclusion-related metrics. This will help us assess our progress in closing our gender pay gap and promoting a more gender-diverse workplace, supporting our commitment to delivering true performance.