



2024 Gender Pay Gap Report

Reporting Period 2023/2024

Nine Gender Pay Statement

At Nine, we are committed to gender equality and have a long track record of advocating for women.

Nine continues to build a safe, respectful and inclusive workplace for our employees, while actively championing diversity in all forms. We strongly support initiatives that help reduce the gender pay gap.

Nine operates at a group level, with employees from all our legal entities collaborating across business units and teams across every state and territory across Australia. Teams and departments can include employees from up to six different legal entities but in line with WGEA reporting guidelines these entities are reported separately.

For the most authentic representation of Nine's gender pay gap and workforce composition, the group-wide data presented below offers the clearest insight. This information is provided separately by WGEA and is not available in the interactive data explorer on the WGEA website.

Your Gender Pay Gap

The average total remuneration gender pay gap for all employees in your corporate group is **17.0%** and the median is **15.3%**.

A positive percentage indicates men are paid more on average than women in your organisation. A negative percentage indicates women are paid more on average than men.

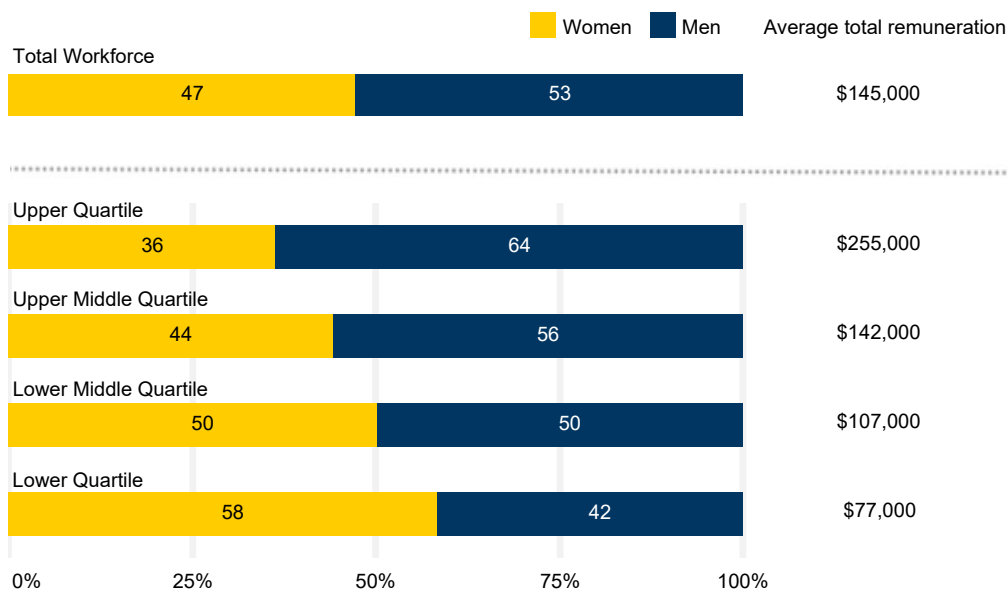
Your corporate group gender pay gap

All employees	2023-24
Average total remuneration	17.0%
Median total remuneration	15.3%
Average base salary	17.5%
Median base salary	14.5%

- Note: Corporate group gender pay gaps will be published, along with the gender composition and average total remuneration by pay quartile chart below.

Corporate group gender composition by pay quartile

The chart below divides the total remuneration full-time equivalent pay of employees in your corporate group into four equal quartiles. A disproportionate concentration of men in the upper quartiles and/or of women in the lower quartiles can drive a positive gender pay gap.



- Note: The average total remuneration is rounded to the nearest \$1,000.

Note on calculations

For the calculations on this page, remuneration for part-time/casuals/part-year employees is converted to annualised, full-time equivalent amounts. Gender pay gap and quartile calculations does not include employees who did not receive any payment during the reporting period, voluntary data submitted for overseas reporting managers or employees who identified as non-binary, as this comparison is between women and men.

Factors Contributing to the Gender Pay Gap

Nine has conducted an internal 'like-for-like' gender pay gap analysis at a more granular level using salary grades and job family information. The analysis confirmed the major factor contributing to the broader gender pay gap within our organisation is the under-representation of women in senior leadership or higher-paying senior roles, combined with the higher representation of women in the typically lower-paying roles. This is consistent with the broader WGEA results.

While Nine is making good progress on an organisation-wide cultural transformation, the company recognises improvement on the gender pay gap requires a strong understanding of contributing factors and active leadership at all levels of the business to drive improved outcomes for women. The publication of gender pay gap data is an important part of the process, helping to promote awareness and insights across the community.

Actions to support closing the Gender Pay Gap

As part of the ongoing cultural transformation underway across the business, Nine has invested in significant initiatives to promote improved representation of women at all levels of the business and reduce the gender pay gap, including:

- Nine's Leading@Nine leadership program - Leadership Essentials - rolled out to leaders with a focus on inclusive leadership and respect in the workplace;
- Support of our Gender Equity Community (ERG) in events highlighting issues in gender pay disparity, with events focused on career planning, supporting colleagues, knowledge sharing and networking opportunities;
- Review of policies from an intersectional perspective, by bringing together members of all Nine's ERG Communities (Pride, Gender Equity, Cultural Diversity, All Abilities) to discuss and propose changes;
- Implementation of Parents@Nine, an updated parental leave policy which includes:
 - 18 weeks' Paid Parental Leave
 - No distinction between primary and secondary carer
 - No minimum tenure for new employees to be eligible
 - Additional entitlements related to remuneration and incentives while on parental leave, and additional leave types including Prior to Child Arrival Leave, Neonatal / Postpartum Care Leave, Pre-term Birth Leave and Pregnancy-related Unlimited Sick Leave;
- Launching Families@Nine, a program which includes access to resources, webinars, podcasts, and courses supporting the transition to, during and from parental leave delivered via a mobile app;
- Nine's Inclusion Series, a capability-building program that provides employees access to information aiming to improve awareness, understanding and increase knowledge on diversity and inclusion;

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- Talent and succession planning, with gender continuing to be a key consideration through defined processes;
- Reviewing and updating our Talent Acquisition policy to drive a best-practice process in recruiting talent, regardless of gender. This includes unconscious bias training through the hiring process for leaders;
- Reviewing the process and transparency in relation to the allocation of work (in particular the Broadcast business) to ensure there is no gender-based bias in decision-making;
- Reviewing employment arrangements to ensure equity in employment and working conditions, the types of employment contracts, and remuneration arrangements to ensure better gender equality and the closing of the gender pay gap;
- Access for all employees to resources through Diversity Council of Australia membership;
- Regular gender pay equity reviews on a more in-depth and like-for-like pay equity analysis to identify pay disparities based on gender;
- Promoting diversity and inclusion in leadership by actively promoting diversity and inclusion in leadership through targeted recruitment, development, and mentorship programs.
- Addressing occupational segregation, by encouraging women to pursue careers in non-traditional fields and providing them with the necessary support and development opportunities such as our 'Women in Tech Plus' community.

Nine is determined to create an inclusive environment where all employees feel they belong. An equitable workplace that provides opportunity and fair reward for all employees is central to this goal.