



2025 Gender Pay Gap Report

Reporting Period 2024/2025

Nine Gender Pay Statement

At Nine, our purpose is to ensure that Australia belongs here. This begins internally. We are committed to gender equality and building a workplace that is safe, respectful and inclusive for every employee, reflecting the diverse community we serve.. We strongly support programs and initiatives that help reduce the gender pay gap, and the long term systemic change required for success in this goal.

Moving Forward as One: A Group Wide View

A little about our business: Nine operates at a Group level, with employees from all of our legal entities collaborating across business units and teams in every state and territory across Australia. Teams and departments can include employees from multiple different legal entities. These entities are reported separately, however for the most accurate representation of Nine's gender pay gap, we present data collected at the group-wide level.

Nine Entertainment Co. Holdings Limited (60122203892)

	Average Total Remuneration	Median Total Remuneration	Average Base Pay	Median Base Pay
2023/24	17%	15.3%	17.5%	14.5%
2024/25	15%	13%	15.3%	15%
Variance	-2% ↓	-2.3% ↓	-2.2% ↓	0.5% ↑

Turning Over Every Stone: Factors Contributing to the Gender Pay Gap

While 78% of our entities (7 out of 9) reduced their Average Base Pay Gender Pay Gap (GPG), we acknowledge this is a continuous work in progress.

Reviewing our 2024/25 performance, we have noted a gender imbalance within Senior Leadership, though notable progress has been made since the previous reporting period. Women remain under-represented in the senior leadership and management cohort at Nine in this data period; additionally, men currently outnumber women within the non-management cohort. Our current executive makeup is moving in the right direction - as of February 2026, 45% of the Nine executive is of female representation, with female leadership of our two key business units - Streaming & Broadcast and Publishing. Nine remains committed to achieving gender parity across all organisational levels and ensuring equal opportunity for every employee.

Across Nine we can see that improvements in Total Remuneration were limited to a slightly more than half and several entities actually reported an increase in the Average GPG across Total Remuneration. Future initiatives will ensure we continue to prioritise the alignment of Total Remuneration across all compensation grades and gender to ensure a sustained group wide reduction in the Total Remuneration gap.

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While our Average Base Salary GPG has decreased over the last two reporting periods - indicating progress in achieving more equitable representation at senior levels - we have observed a slight increase in the Median Base Salary GPG.

This suggests that while pay distribution is leveling at the top of the organisation, female employees in middle-to-lower-level roles require further attention. Moving forward, Nine remains committed to ensuring equal pay for equal work across all levels of the business. We will address this through rigorous annual remuneration reviews, targeted hiring strategies to bolster our mid-level pipeline, and a continued focus on equitable career progression. Nine's average Gender Pay Gap (GPG) remains significantly lower than the Australian private sector average of 21.1%, however we remain committed to group-wide initiatives designed to align our performance with the WGEA's target range of $\pm 5\%$.

Nine continues to make progress on our organisation-wide cultural transformation, and the company acknowledges that improvement requires leadership at all levels of the business to focus on driving systemic change. This involves enabling leaders to make a tangible impact that creates opportunities and parity for women in our workplace, which are key focuses of change programs that are currently underway. Nine supports the publication of gender pay gap data as a key driver of change, enabling a consistent understanding of the factors involved and, ultimately, better outcomes for women.

Walking the Talk: Actions to Support Closing the Gender Pay Gap

Nine is committed to a multi-faceted strategy designed to address the systemic drivers of the gender pay gap. Our approach focuses on cultural transformation, capability building, and targeted support for women at every career stage.

- **Strategic Framework and Policy Implementation**

In December 2025, Nine launched its comprehensive five-year Diversity, Equity, and Inclusion (DEI) Strategy, which aligns with the ASX Corporate Governance Principles - the 40:40:20 model is in place across Board, Senior Executive and Management levels. This robust framework was developed in collaboration with external experts to ensure a forward-thinking approach to equity. A cornerstone of our policy is prioritising pay equity, which involves continuously monitoring and rectifying gaps to ensure identity is never predictive of workplace outcomes. We conduct regular pay parity reviews on like-for-like roles and report annually to the Workplace Gender Equality Agency (WGEA) to maintain transparent accountability.

- **Empowering Leaders in Equitable Decision Making**

With support from our People & Culture function, we remain committed to upskilling leaders on our Nine salary grading structure. By evaluating roles based on objective criteria - skills, accountability and scope - rather than the individual, we remove person-specific bias. This data-driven approach ensures standardised, equitable pay across the Group.

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- **Targeted Gender Equity Initiatives**

Our Gender Equity Community plays a pivotal role in fostering belonging and professional growth. By focusing on the visibility of women in the business, these initiatives directly target the under-representation of women in senior roles through:

- **Professional Development:** Delivering an annual program of national networking and career-focused events anchored around International Women’s Day. These sessions provide a platform for women to engage with senior leadership and navigate pathways to higher-paying positions, including opportunities for mentoring and sponsorship.
 - **Industry Engagement:** Funding member attendance at premier external conferences, including Women in Media & Future Women to ensure our workforce remains connected to broader industry progress.
 - **Leadership Coaching:** Providing Co-Chairs of our Employee Resource Groups with dedicated management and leadership coaching to drive the impact of these resource groups forward.
- **Capability Building and Accountability**

We continue to invest in our Diversity & Inclusion Hub, a centralised platform providing employees with resources from partners such as the Diversity Council of Australia. To ensure our values are embedded at the management level, inclusive leadership practice is integrated into the Leading@Nine framework. Additionally, we utilise a suite of talent and succession tools, including Grow@Nine, specifically designed to promote transparency and remove bias from career development and promotion decisions.
 - **Industry Partnerships**

Nine maintains active memberships with key industry leaders to stay at the forefront of best practices. Our partnerships with Media Diversity Australia, Pride in Diversity, Australian Disability Network, Inclusively Made and the Diversity Council of Australia ensure our internal initiatives are benchmarked against national standards for equity, representation, and sustainable change.

Keeping it Human: Leading with Respect

Our progress is built on a foundation of empathy and transparency, rooted in the belief that every individual, regardless of gender, should feel seen and valued. We believe in Keeping it Human by enabling our leaders to foster an environment of trust and connection where gender diversity is celebrated as a core strength.

This is an ongoing commitment to respectful leadership and building that capability - one where we actively listen to the unique lived experiences of women and gender-diverse employees, acknowledge the systemic work still to be done to achieve parity, and act with unwavering integrity. By prioritising these human connections and maintaining a culture of mutual respect and accountability, we ensure our workplace reflects our broader purpose: creating an inclusive space where everyone truly belongs and is empowered to do their best work.