



medibank

Gender Pay Gap Reporting Employer Statement 2024

Acknowledgment of Country

Medibank acknowledges Aboriginal and Torres Strait Islander peoples as the First Peoples of this nation. We proudly recognise Elders past and present as the Traditional Owners and Custodians of the lands on which we work and live.

We're committed to supporting self-determination and envision a future where all Australians embrace Aboriginal and Torres Strait Islander histories, cultures and rights as a central part of our national identity.

Aboriginal and/or Torres Strait Islander peoples should be aware that this report may contain the images and names of people who may have passed away since publication.



Gender Pay Gap Reporting – Employer Statement 2024

A year on from our inaugural gender pay gap statement, we remain deeply committed to driving gender equality in our organisation and the broader community.



At Medibank, this commitment to gender equality is embedded in our culture, policies and practices, as well as our leadership. We recognise that lasting change requires ongoing accountability and sustained action.

Since we last reported one year ago, we have maintained strong female representation across our leadership, and further enhanced workplace flexibility, including support for those with caring responsibilities. We've also seen some important developments in our reporting capabilities and the way our pay gap is calculated.

As at 30 June 2024, women represented in senior roles remain within our target range, and our commitment to gender pay equity remains unwavering, meeting our target of maintaining a like-for-like pay gap of plus or minus 1.0% for FY24.

This year marks the first time Amplar Home Health (formerly HSS) is included in the Medibank Group submission. Furthermore, we've expanded our reporting capabilities to better measure our progress in closing the gender pay gap and gain deeper insights into the factors contributing to pay disparities across different roles. There are also some changes introduced by WGEA this year. In addition to publishing the median value for both base salary and total remuneration, WGEA will be publishing average values for 2024. It's also the first time CEO remuneration is factored into the WGEA pay gap calculation.

We welcome these changes, which will help us make more informed decisions and have a greater impact on closing the gender pay gap.

The drivers of our gender pay gap remain consistent with the majority of customer facing roles being filled by women, approximately 79%. Gender imbalance in our workforce composition is an issue we are committed to tackling by advocating for broader community-wide change alongside our own organisational efforts. To this end over the past year, we have continued to work alongside other businesses, policymakers, and advocacy groups to help close the gender pay gap on a national scale through the Champions of Change Coalition.

Looking inward, we understand women are more likely to experience bias and discrimination throughout critical stages in their careers, so to help mitigate the risk we have continued our focus on fostering a workplace that supports employees at all stages of life. Our policies on gender-neutral parental leave, flexible work, and support for carers and those affected by domestic and family violence are continually reviewed to ensure they best meet the needs of our people.

We have built strong foundations but recognise that more work is required to reduce our gender pay gap. To ensure a more equitable future for our people we will remain transparent and continue to hold ourselves accountable for our progress.

We look forward to continuing to share further updates with you on our progress in the years ahead.

A handwritten signature in black ink, appearing to read 'David Koczkar'.

David Koczkar
Medibank CEO

Introduction

In this statement, we share our gender pay gap data for the reporting period ended 31 March 2024, as well as the measures we have implemented and the ones we are planning to reduce the gap.

The gender pay gap data presented in this statement was provided to WGEA in May 2024 and presents a point-in-time view, not trends or progress. Some welcome changes were made to the calculation this year. These are outlined on page 3.

This statement has been developed in consultation with senior executives of Medibank Private Limited and its wholly owned subsidiaries (the "Group").

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Our cover features a group of Medibank employees at the opening of our new Medibank Melbourne office.

Disclaimer - The information contained in this report is general information about Medibank Private Limited ("MPL") and/or its wholly owned subsidiaries (together "Medibank"). Unless otherwise stated, the information contained in this report does not include data relating to Myhealth or other non-wholly owned entities in which Medibank holds an interest.



Medibank's gender equality commitment

Our 2030 vision is to achieve the best health and wellbeing for Australia. We understand the impact that financial security can have on a person's health and wellbeing and how closing the gender pay gap will support all Australians to reach their full potential. We aspire to be the healthiest workplace in Australia and have a long-standing commitment to supporting diversity and inclusion in the workplace and healthcare sector. This helps us to serve our people and our customers better and ensure an inclusive health and wellbeing experience for our community.

With gender-balanced leadership throughout our organisation, we are serious about addressing gender bias, pay equity, women in leadership, sharing of parental responsibilities, and domestic and family violence. Our leaders are committed to providing and expanding opportunities that allow all employees to reach their full potential. Our Group Lead – People, Spaces & Sustainability is responsible for reporting to the Board on our succession plans and appointment processes, with the aim of achieving our diversity objectives. Last year, the Board set measurable objectives for achieving diversity at Medibank, including gender diversity, and reported progress against these in the 2024 corporate governance statement. Our objectives for FY25 have also been set by the Board and shared in our Sustainability Report (August 2024).

How is the gender pay gap measured and what is different in 2024?

Gender pay gap (GPG) is the difference between the remuneration for men and women expressed as a % of men's remuneration. The GPG is measured for Base Salary and Total Remuneration and can be based on median or average remuneration.

Average remuneration is the sum of all employee's remuneration divided by the number of employees in the cohort, while median is the remuneration of the middle-ranked employee if all employees in the cohort were ordered from lowest to highest. Generally, an average calculation can be impacted by outliers with median being a more accurate representation of "typical" remuneration.

2024 is the first year WGEA will publish average values in addition to publishing median values for both base salary and total remuneration, and included in these calculations will be the base salary and total remuneration amounts for the CEO/equivalent. The inclusion of CEO remuneration will provide a more accurate representation of the gender pay gap because almost 80% of CEOs in Australia are men and these roles attract the highest pay.

Medibank's gender pay gap

This gender pay gap data was provided to WGEA in May 2024 and presents a point-in-time view, not trends or progress. Medibank median gender pay gap for the 2023 – 2024 reporting year is as follows:

The Average gender pay gap for Medibank is higher than the median, as the average is typically impacted by the outliers that the median smooths out. In Medibank's case this is reflective of the male management population generally filling higher scoped roles which attract higher remuneration.

| Gender Pay Gap ¹ | Medibank | Industry ² |
|-----------------------------|----------|-----------------------|
| Average total remuneration | 24.0% | 25.3% |
| Median total remuneration | 19.7% | 29.6% |
| Average base salary | 20.9% | 23.4% |
| Median base salary | 19.5% | 27.5% |

1 A positive number indicates a gender pay gap in favour of men.

2 Figures for the Health Insurance Industry provided in the WGEA Reporting Industry Benchmark report.

Drivers of our gender pay gap

We aim to pay males and females equitably for comparable roles, which is evidenced in our gender pay equity metric explained further below. Medibank's gender pay gap is primarily attributable to our workforce composition, with a higher number of females in frontline health care and customer service roles which attract lower pay levels in the market. While we have achieved a considerable representation of females in management, females comprise 72% of non-manager roles at Medibank, which is above the industry average of 67%.

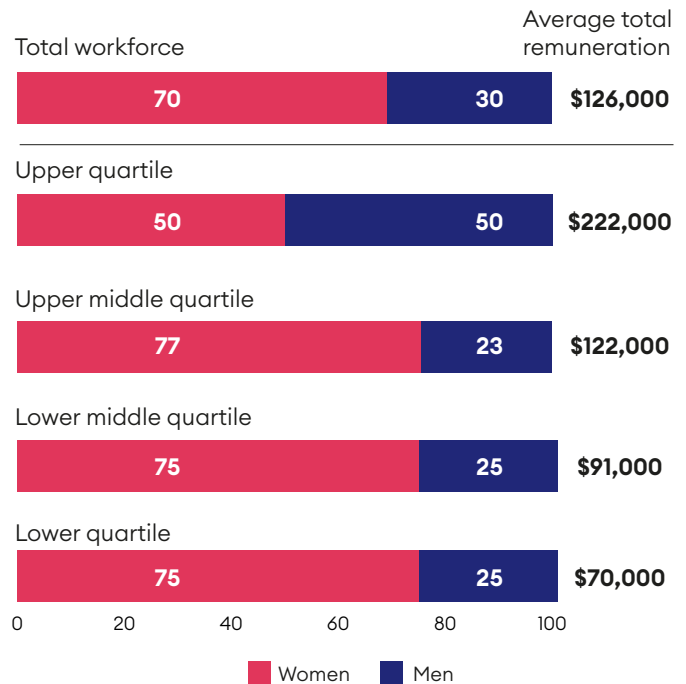
In 2024 Medibank participated in a gender equality dashboard pilot project with Champions of Change. The purpose of this dashboard is to support participating organisations with more data analytics and help identify the underlying factors contributing to gender pay gaps and drive more tailored action. In 2024, this dashboard included a key metric that attributed 82% of Medibank's average total remuneration pay gap to workforce composition, with the remaining 18% due to pay differences. Based on this dashboard data, this means that if we kept remuneration unchanged and had an equal number of males and females in each employee grouping, the average gender pay gap would be 4% instead of 24%.

A board member change in May 2024, meant for the first time in sixteen years, our representation of women directors fell below our goal of 40% to 33%. Gender will continue to be a key focus on all future Board appointments.

Changes in our workforce composition

Medibank's gender pay gap is sensitive to changes in workforce composition. Median gender pay gap increased in 2024 due to changes in our clinical workforce and increase in the number of employees in the Information Technology (IT) and digital space. The net effect was an increase in the median gender pay gap due to roles in IT and digital being traditionally male dominated and attracting a higher remuneration in the market.

This table shows the proportion of women and men at Medibank for each pay quartile for the 2023 – 2024 reporting year.



*The average total remuneration is rounded to the nearest \$1,000

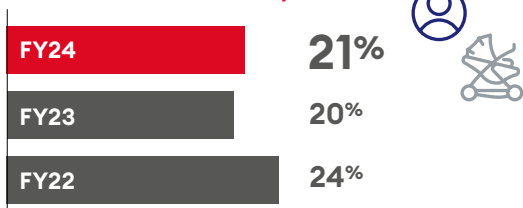
Actions we've taken

Gender pay equity

We continue to complement WGEA's gender pay gap reporting with our gender pay equity metric. WGEA's gender pay gap analysis represents the difference between how women and men are paid for working in like-for-like roles. Medibank's gender pay equity analysis represents the difference between what women and men are paid relative to what the market pays for comparable roles (market reference). The total fixed remuneration (base salary + superannuation) for each employee was compared to the market reference for their respective position to determine actual pay as a percentage of market reference. Compa-ratios are averaged for male and female employees and compared to determine the gender pay equity percentage. A positive number indicates that women are paid higher than men relative to the market reference and vice versa. The table below shows Medibank's gender pay equity as per what has been disclosed in the 2024 Sustainability Report. It demonstrates the difference between how males and females are paid on average against the market reference which is 1% in favour of males. The result is within our tolerance range of maintaining a like-for-like pay gap of plus or minus 1.0% for FY24.

| | FY24 | FY23 | FY22 |
|------------------------------------|-------|-------|-------|
| Non-Enterprise Agreement employees | -1.0% | -0.5% | -0.5% |
| Enterprise Agreement employees | -1.0% | 0.1% | -0.4% |

Parental leave taken by men



Parental leave taken by men calculated as the number of males who were on parental leave in FY24 divided by the total number of employees on parental leave in FY24

Parental leave

| | FY24 | | | FY23 | | | FY22 | | |
|--|-------|-----|-------|-------|-----|-------|-------|-----|-------|
| | Women | Men | Total | Women | Men | Total | Women | Men | Total |
| Employees who took parental leave | 280 | 76 | 356 | 287 | 70 | 357 | 275 | 86 | 361 |
| Employees who returned to work after parental leave | 241 | 70 | 311 | 257 | 61 | 318 | 219 | 65 | 284 |
| Parental leave return to work rate (%)* | 86% | 92% | 87% | 90% | 87% | 89% | 80% | 76% | 79% |
| Parental leave retention rate 12 months after return (%) | N/A | N/A | N/A | 81% | 89% | 83% | 86% | 83% | 85% |

* Parental leave return to work rate is calculated as the number of employees who took parental leave during the year and remain employed as at the end of the financial year divided by the total number of employees who took parental leave during the year

Member of Champions of Change Coalition

Recognising that addressing our gender pay gap requires action at both the organisational and systemic levels, our CEO, David Koczkar continues to be an active member of the Champions of Change. This past year he participated in a roundtable focusing on preventing the weaponisation of essential services in domestic and family violence cases and in further support Medibank signed the Protect & Respect pledge, to support vulnerable customers. Together with the Coalition, in 2024 we contributed to the development of key resources, including the *Closing Gender Pay Gaps: Our Actions and Commitment report*, the *7 Switches: A Guide for Inclusive Gender Equality by Design*, and the FOCUSED on Everyday Respect resource. We also contributed to the upcoming *Tackling Tough Spots* work, which will be released in coming months, sharing our strategies for addressing persistent gender imbalances.

Paid parental leave

Our approach to flexible working and parental leave has been an integral part of fostering greater gender balance in our workplace. We were one of the first companies to introduce a gender neutral parental leave program removing primary and secondary carer labels and offering all eligible prospective parents 14 weeks of paid leave within the first 24 months of their child's birth. In 2022, we enhanced our policy by making parental leave available to eligible permanent employees from the time they start working with us. The table below discloses participation in parental leave by both men and women at Medibank.



Expanding our support for carers – Mercer

Our comprehensive and targeted support for carers is another action we have continued to take to support greater gender balance. This support aims to improve the engagement of employees with caring responsibility for elderly parents, or people with a disability or chronic condition. Participants are supported with a one-on-one consultation with one of our CareComplete clinicians and given recommendations for local services that can meet their needs. In FY24, Medibank introduced a new employee wellbeing offering, Care & Living with Mercer. Care & Living with Mercer is a trusted source of expert advice and guidance on every aspect of aging care. Underpinning our support for carers we received accreditation with Carers + Employers at the end of 2024. The service is designed to equip employees with the information they need to make informed decisions and secure the best care outcomes for their loved ones. This service is available to all employees and their families as part of our six-month pilot.

Reporting process refinements

Medibank has made a couple of significant changes to the way we calculate our pay gap this year, Amplar Home Health (previously HSS) is included under the Medibank Group submission for the first time. We've also improved the categorisation of employees into management groups with a new reporting capability that enabled us to further enhance how we track employees with people leadership responsibilities. And lastly, Medibank updated the calculation of annualised variable remuneration to include adjustments for people that join part way through the performance year.



WGEA has also introduced some significant changes, the most notable being including the CEO in the calculation of the pay gap for the first time.

Actions we're taking

Measurable objectives

Our Board has approved measurable objectives for achieving diversity across different levels and functions at Medibank. For this reporting period, the Board set measurable objectives, including two dedicated to gender equality. The table below shows our progress against these two objectives:

Director changes on the Medibank Board resulted in representation of women directors falling below our goal of 40% to 33% for the first time in 16 years. Diversity will remain a focus of Medibank Board appointments.

| FY24 measurable objective | | Progress towards achievement | FY25 measurable objective |
|---|---|---|--|
| Medibank will remain committed to ensuring a representation of at least 40% women across our executive leadership and senior leadership populations , and at least 40% women on the Medibank Board |  | As at 30 June 2024 women represented: <ul style="list-style-type: none"> 46% of group and senior executive roles (compared to 48% in FY23) 33% of the Medibank Board, including the CEO (compared to 44% in FY23) | Medibank aims to maintain representation of: <ul style="list-style-type: none"> 40% women across our executive leadership and senior leadership populations 40% of women on the Medibank Board |
| Medibank will aim to improve the gender balance across our manager and non-manager population by maintaining at least 40% women across our manager workforce and improving the representation of men in our non-manager workforce |  | As at 30 June 2024 women represented: <ul style="list-style-type: none"> 53% of all manager roles, excluding Group and senior executives (compared to 53% in FY23) 77% of non-manager positions (compared to 77% in FY23) | Medibank aims to maintain representation of: <ul style="list-style-type: none"> 40% women across our manager workforce 40% women across our non-manager workforce |

Gender pay gap analysis

We remain committed to the ongoing analysis of our gender pay gaps to understand the drivers and actions we can take.

Pipeline development

We understand that closing the gender pay gap requires a long-term commitment to building a more diverse and inclusive workforce pipeline. Currently, our workforce in customer service and healthcare reflects the wider industry landscape, where these fields tend to have a higher representation of women. While acknowledging this starting point, we are taking concrete steps to foster greater gender balance across all functions, from frontline roles to leadership positions. This includes implementing training on inclusive hiring practices, continually refining our recruitment and retention strategies, and regularly reviewing our employee value proposition for gender inclusivity.

While gender balance is a focus for all recruitment activity, we've implemented targeted strategies in areas where representation is a particular focus. In our Digital & Technology division we have committed to a 40:40:20 approach for all recruitment shortlists. This approach, with 40% female, 40% male, and 20% all-gender representation, aims to improve the diversity of our digital and technology talent pipelines.

Consultation with our people

We continue to work closely with our employee Gender Equity Network on issues concerning gender equality in the workplace. This network, which includes employees from various levels and business areas, plays a key role in shaping our approach. A representative also serves on Medibank's Diversity & Inclusion Advisory Board. Additionally, we have engaged external gender equality expert, Grace Papers, to provide coaching on refining our focus and aligning it with our broader vision.



Member of Champions of Change Coalition

Impacting gender equality at a systemic level is the other critical part of solving the gender pay gap challenge. We will remain committed to working alongside other businesses, policymakers, and advocacy groups to help close the gender pay gap on a national scale and look forward to continuing our contribution as an active member of the Champions of Change Coalition.

Recognition for gender equality

Equileap – We were ranked 18th globally and 7th in Australia in the Equileap 2024 Global Gender Equality Index



Family Friendly Workplace – Medibank is certified as a Family Friendly Workplace and remains a proud supporting partner of Family Friendly Workplaces – UNICEF Australia and Parents at Work's national family and work standards and certification framework. SUPPORTING PARTNER FamilyInclusiveWorkplace™ CERTIFIED 2023/2024



Carers + Employers – Medibank achieved the Carers + Employers accreditation which defines best practice standards for supporting employees with caring responsibilities



Australian Workplace Equality Index (AWEI) – Medibank is a Bronze-certified organisation in the AWEI, the national benchmark for LGBTQ+ workplace inclusion in Australia.



medibank

Medibank Private Limited

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