

2024-25 WGGEA Employer Statement

1 April 2024 - 31 March 2025

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At PEXA, we are committed to fostering a fair, inclusive and equitable workplace

We take a long-term approach to improving gender equity, embedding fairness into our people practices, governance and decision-making to support sustainable outcomes over time.

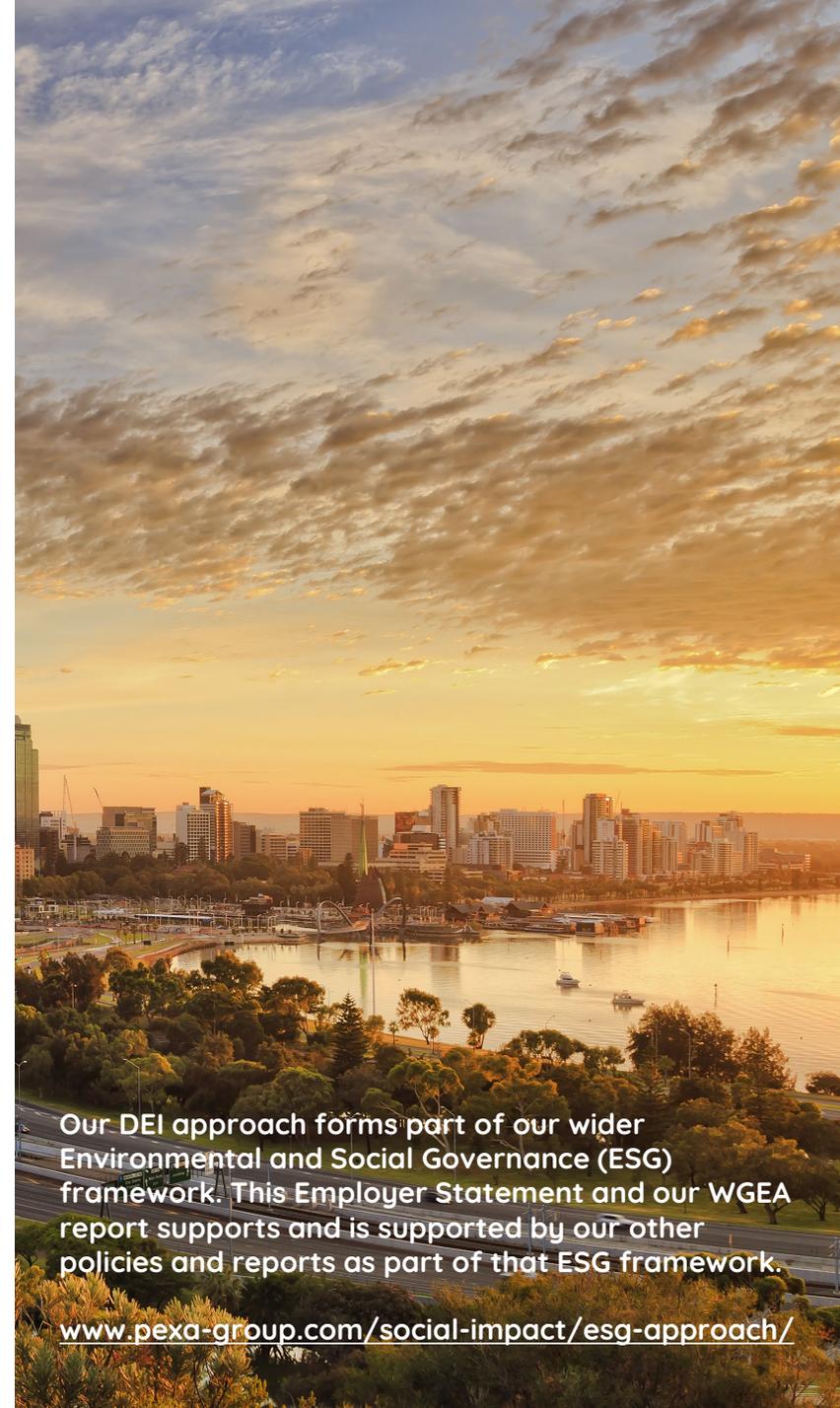
Diversity, Equity & Inclusion (DEI) is the responsibility of the Board and its Remuneration, Nominations and People Committee. The Committee oversees the implementation of our DEI policy at all levels, including at the Senior Executive and Board level.

We acknowledge that there is a difference between the gender pay gap and equal pay. The gender pay gap reflects workforce composition across roles and levels, while equal pay relates to ensuring women and men are paid fairly for performing the same or comparable work. PEXA has policies, strategies and processes in place to support equal pay and to identify and address any discrepancies.

We are pleased with the improvement reflected in our 2024–25¹ gender pay gap results and the progress made over the longer term. While representation remains a key driver of our gender pay gap, we recognise there is more work to do and remain focused on building balanced representation and equitable outcomes across the organisation

The purpose of this Employer Statement is to provide transparency on PEXA's gender pay gap and outline the actions we are taking to continue making progress as part of our ongoing commitment to equity and inclusion.

¹ 1 April 2024 – 31 March 2025



Our DEI approach forms part of our wider Environmental and Social Governance (ESG) framework. This Employer Statement and our WGEA report supports and is supported by our other policies and reports as part of that ESG framework.

www.pexa-group.com/social-impact/esg-approach/

Our Gender Pay Gap

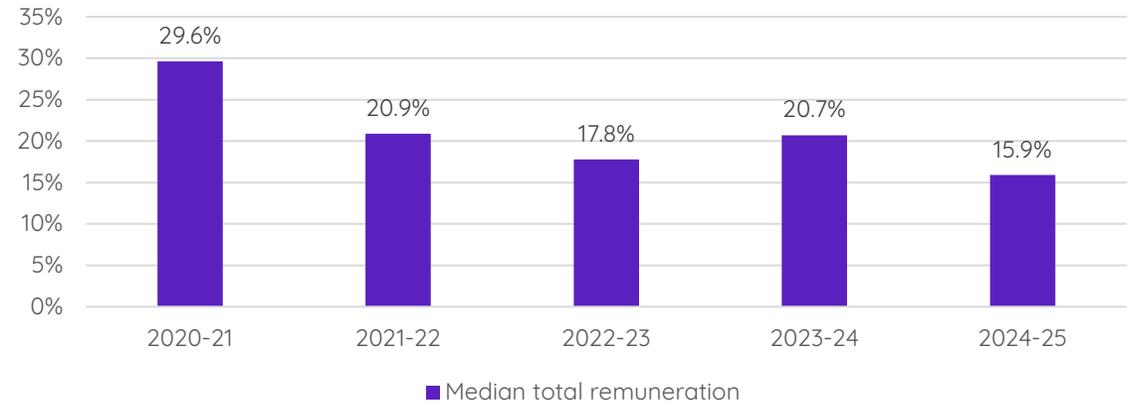
Gaps across all four measures have reduced including a decrease in the median total remuneration gap **from 20.7% to 15.9%** over the prior year¹.

Over time, we have also seen a sustained reduction since 2020–21, with median gender pay gaps across both total remuneration and base salary trending downward. These results reflect the impact of our long-term approach to pay equity, while recognising there is more work to do.

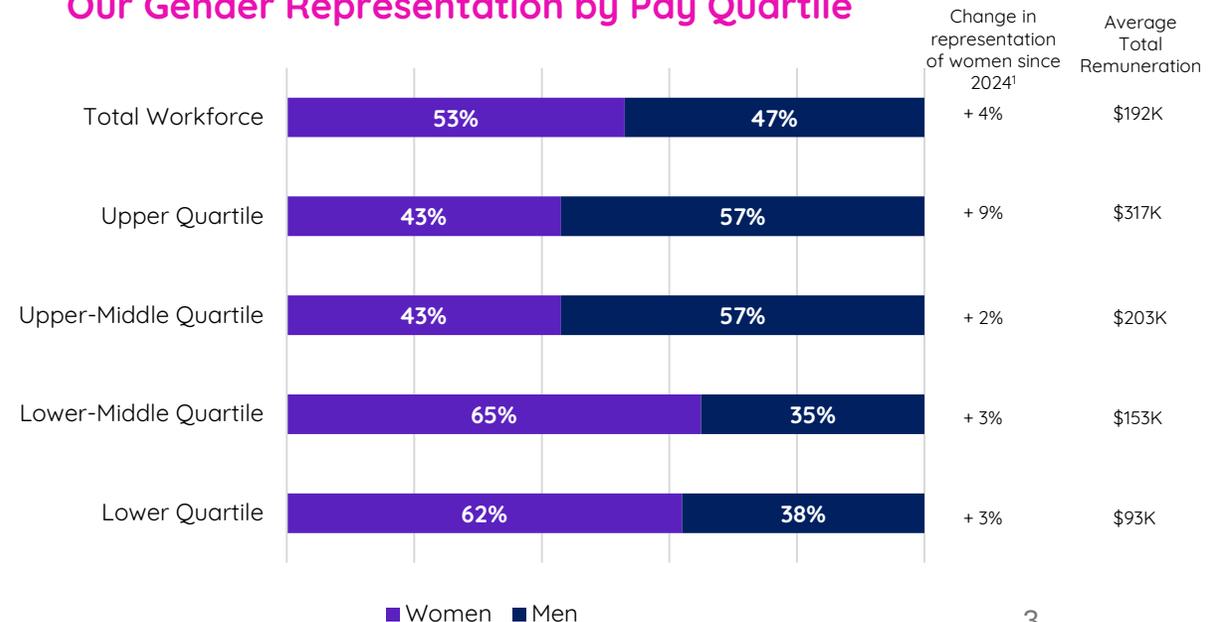
Gender Representation

Women now represent 53% of PEXA's Australian workforce, which is an increase over the prior year¹ of 4 percentage points. Female representation has increased at all pay quartiles, but most significantly in the upper quartile, where women now represent 43%, an increase of 9 percentage points over the prior year¹.

Our Gender Pay Gap over time:



Our Gender Representation by Pay Quartile



¹ Prior year: 1 April 2023 – 31 March 2024

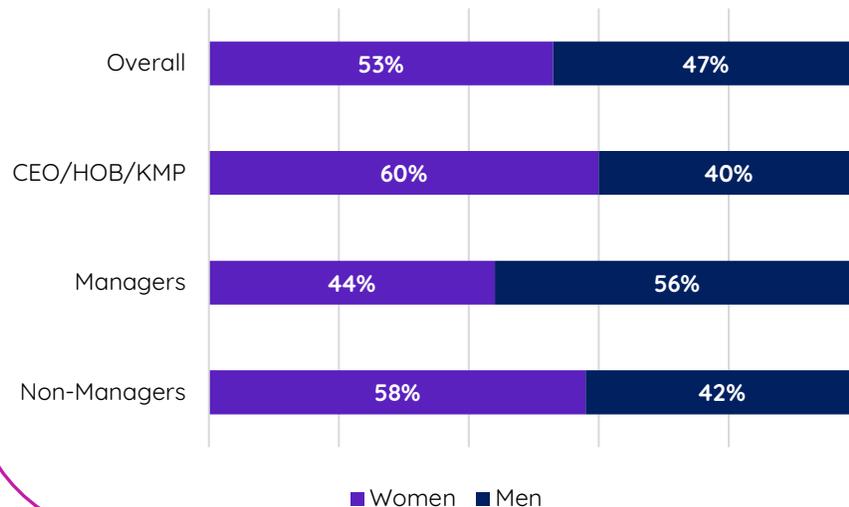
Why do we have a gender pay gap?

1

We have strong representation by women in our workforce, and in our leadership.

Managers have historically been skewed toward male employees but we are making progress. The proportion of women who are managers increased over 2024, and notably, female managers who are part time increased from 7% to 18% over the prior year¹.

Gender Representation by Role Level

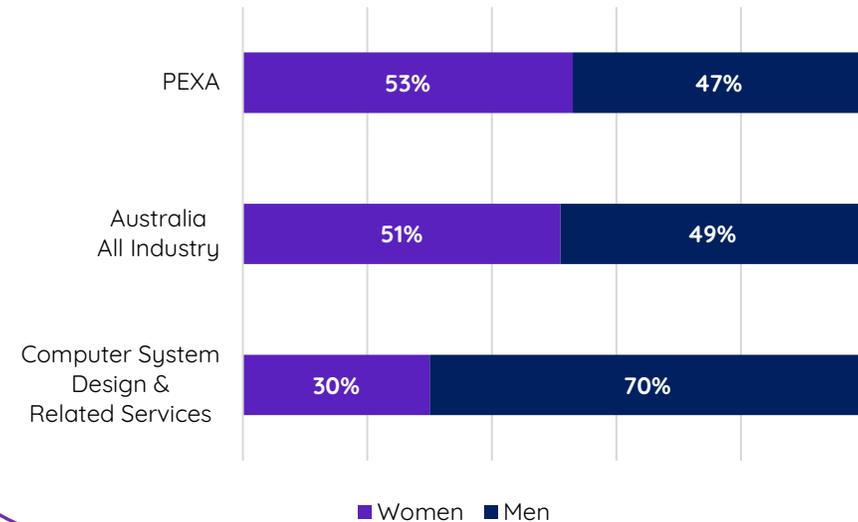


2

We do not yet have equal representation of women in the top two pay quartiles and women remain over-represented in the lower two quartiles.

Gender balance in representation is a challenge faced by the Technology industry and is also our challenge. This continues to be an important focus area for PEXA.

Gender Representation Vs Industry Peers



¹ Prior year: 1 April 2023 – 31 March 2024

How we are supporting equality in the workplace

Remuneration and Reward Practices

- Our Remuneration and Reward Policy is designed to establish competitive and balanced remuneration and includes pay equality objectives. The Policy, supported by our Diversity, Equity and Inclusion Policy, supports our aims to be truly inclusive by supporting equal employment opportunities for everyone and ensuring consistency, equity and fairness in our remuneration processes and decisions.
- Our framework includes mechanisms to address some of the causes of pay gaps, including role evaluations free of gender bias, and ensuring market rates are consistently applied for recruitment.
- We check for bias also in our performance review processes, to ensure that any rewards or opportunities are fair and balanced.
- We regularly review gender pay gaps in like-for-like roles, for all gender identities, and address any pay gaps directly. We report to our Board on the findings and progress.

Increasing representation in leadership and tech roles

- PEXA has committed to achieving 50/50 women in leadership roles by 2026.
- Our recruitment processes include diverse interview panels for all interview processes, and gender balanced shortlists being presented for all roles.
- The Technology function has the lowest representation of women across PEXA, but is improving – now at 39%¹.
- We work to bring more women into Technology roles and support our existing workforce with diversity networks to better understand the experiences and needs of women in technology, and provide dedicated support for their ongoing development and career progression.

Paid Parental Leave

Paid Parental Leave:

- For Primary Carers: 20 weeks' paid parental leave for primary caregivers (or half pay for 40 weeks), and an additional 6 weeks' of flexible leave on return to work. 10 paid Keep In Touch days whilst on unpaid parental leave to attend planning days, training days, or conferences
- For Secondary Carers: Three months paid parental leave for secondary carers, which can be used flexibly over 18 months

Inclusive Leadership Training

- PEXA is committed to ensuring all leaders are trained in Inclusive Leadership practices.
- Our Inclusive Leadership Training program covers a range of topics related to inclusive leadership, including DEI foundations, conscious inclusion, respect in action, and leadership practices.
- We also offer Foundations training to all employees, which covers DEI principles for employees in non-leadership roles.

Benefits that support Equality in the workplace

Other Benefits

- Wellness days: All employees receive four days of additional leave a year to focus on their wellness.
- Purchasing of additional leave: Salary sacrifice to purchase additional leave of up to 4 weeks
- Domestic & Family Violence Leave: all employees are entitled to 10 days leave annually (together with support plans where needed)
- Employee Assistance Program: Confidential support from psychologists, and other specialists, who can help to resolve personal or professional challenges

How we are improving our gender pay gap:

Employee Engagement

PEXA regularly engages with our employees on Diversity, Equity and Inclusion (DEI).

- Gender is one of our foundation pillars of our DEI committee which meets bi-monthly.
- We share the public WGEA reports with employees and shareholders.
- We facilitate and support our Ladies in Tech forum to ensure a voice for women in career development and growth.
- Our Executive Committee regularly reviews matters including remuneration, employee engagement, and to discuss key issues around benchmark equity and performance.
- We facilitate regular pulse checks on engagement themes as well as key areas of diversity and inclusion.

In July 2025, 79% of our employees globally participated in our full engagement survey.

86% of respondents felt that people from all backgrounds have equal opportunities to succeed at PEXA



Our high-level action plan to address our gender pay gap:

Our DEI targets

50% gender balance
across the Group

50:50 gender balance
in leadership roles

All leaders to be trained
in DEI in their first year

YoY reduction in the
overall gender pay gap

90%+ internal
engagement score
“PEXA values diversity”

60% diverse candidate
shortlists



While we have made significant improvements across a range of areas, we have committed to achieving some key metrics that will improve our gender pay gap over time and help to sustain the change.