Gender Pay Gap Employer Statement 2025

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At nib, we are committed to creating a workplace where diversity is celebrated, inclusion is championed, equity is persistently pursued, and innovation thrives. Closing the gender pay gap is a critical part of this commitment. Over the past year, we've made significant progress through targeted initiatives, ongoing data analysis and by setting meaningful targets.

About this Statement

This statement complements the Workforce Gender Equity Agency (WGEA) 2026 release of Australian employer 2024-25 submission data. It reflects a point-in-time analysis of nib Group's Australian workforce data as at 31 March 2025, based on our reporting to the WGEA.

nib Group is the combined workforce data of nib Holdings Ltd, nib Health Funds Ltd, nib Thrive Pty Ltd, Honeysuckle Health Pty Ltd, Midnight Health Pty Ltd, Wng Services Pty Ltd, Kynd Pty Ltd, nib Thrive Support Coordination Pty Ltd and Prima Health Solutions Pty Ltd.

For further information on the WGEA reporting, publications and methodology for calculating gender pay gaps refer to wgea.gov.au

Understanding the Gender Pay Gap

The gender pay gap (GPG) measures the difference in average or median earnings (both base and total remuneration) between women and men across an organisation, regardless of their roles, expressed as a percentage of men's average or median earnings. This is different from gender pay equity, which looks at whether men and women are paid equally for the same role.

Our Performance

The below table shows nib Group's gender pay gap data for our 2024-25 WGEA reporting period ending 31 March 2025. Our gap has continued to improve year on year across all categories, with our average total remuneration gap reducing by **1.8%.** Whilst our results are higher than our industry group, nib is continually striving to achieve gender pay equity and have committed to reducing this gap in our Group Performance Scorecard.

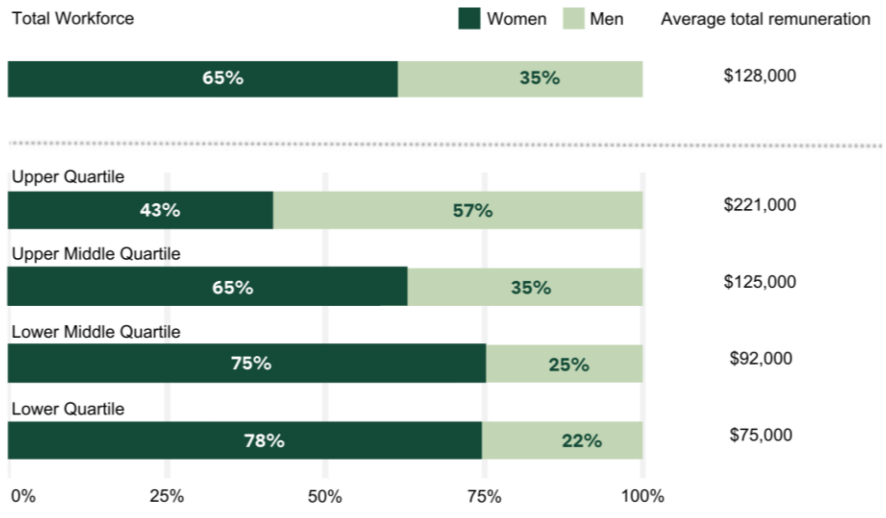
	nib Group 2025	Industry*
Average base salary	**27.2%**	23.7%
Median base salary	**33.3%**	30.9%
Average total remuneration	**28.1%**	25.0%
Median total remuneration	**31.0%**	31.1%

*Health Insurance Industry data from the WGEA Industry Benchmark Report

Drivers of our Gender Pay Gap

Our gender pay gap is primarily influenced by the composition of our workforce. While women make up 65% of our workforce, we have stronger representation of women in customer service and administrative areas, but fewer women in senior leadership and specialist technology roles, which attract higher remuneration in the market. We recognise that a more balanced representation of men and women at all levels and across all jobs is needed to close the gender pay gap.

The chart below shows the proportion of women and men at nib for each WGEA pay quartile. The pay quartiles have been determined by dividing our workforce into four equal parts by pay.



Our Initiatives and Actions

Closing the gender pay gap is a complex issue that requires a holistic approach. We are taking action through targeted initiatives, ongoing data analysis and clear goal setting.

- **Gender pay equity**: Through our Gender Pay Equity Strategy, we continue to measure and improve gender pay equity for comparable roles. Over the past year, our gender pay equity gap has improved from 2.04% in FY24 to 1.93% in FY25. We've set a clear target to reduce this gap to less than 1.5% by the end of FY26.
- **Creating shared accountability**: The Board have approved measurable Diversity, Equity and Inclusion metrics for nib as reported in our Corporate Governance Statement. These metrics are also integrated into our Group Performance Scorecard for short term incentives.
- **Gender balance targets:** We target a 40/40/20 gender mix (40% female, 40% male, 20% any gender) at management levels. We also track gender diversity in Executive, Business Unit Head and Manager talent pipelines to ensure we are building gender diverse talent for the future.
- **Equitable pay practices:** Our policies and processes are designed to ensure fairness, equity and inclusion at every stage of the employee lifecycle from recruitment and promotion to performance, development and pay. Our remuneration framework benchmarks each role against industry data to ensure consistency and fairness.
- **Career & leadership development:** We have implemented career pathway programs that focus on building greater representation in senior leadership roles and in jobs we know are underrepresented by females.
- **Employee listening:** Employees can provide regular feedback on inclusion at nib through the inclusion score in our engagement survey. Our employee surveys also highlight gender-based differences in experience and engagement, providing insights to drive change.
- **Gender-neutral parental leave:** We promote the equal sharing of caring responsibilities by offering 18 weeks of paid leave for all parents, regardless of gender, with superannuation paid up to 12 months. Pleasingly, we have seen an increase in men taking parental leave with a 12% increase since FY23. We also provide Grandparents Leave, Gender Affirmation Leave and Domestic and Family Violence Leave.
- **Mentoring:** Since 2022, we've matched 284 women in mentee and mentor roles to support career progression and the number of females aspiring to hold senior leadership roles.
- **Women in tech:** Recognising that females are often underrepresented in information technology, we're supporting women through our Employee Resource Group of 56 women who meet quarterly. Female technology leaders provide mentorship and coaching to those pursuing a career in technology or are newer to the field.
- **Flexible work:** Through our 'Life at nib' hybrid workplace model, we empower employees at all levels to balance work with their other responsibilities. We offer flexibility in where, how, and when they work, based on role requirements.

We will continue to share our progress and hold ourselves accountable as we work toward a more equitable future for our people.

More information

- Diversity Equity and Inclusion Action Plan FY24-26
- Diversity, Equity and Inclusion Policy
- 2025 Corporate Governance Statement
- Sustainability Report 2025