

**Company
Statement:**
Gender Pay
Gap Report
2025/26



JobAdder

Belonging at JobAdder

At JobAdder, we embrace a vibrant culture that celebrates inclusivity and embraces diversity.

We firmly believe that a dynamic mix of age, gender identity, race, sexual orientation, physical or mental ability, ethnicity, and unique perspectives enriches our company's fabric and enhances our success.

We are proud to foster an environment where every individual, regardless of their background, is empowered to unleash their full potential and contribute to our collective growth.

Embracing diversity is a social responsibility to create an environment where everyone can thrive, leading to better outcomes for everyone

It is simply the right thing to do.



Understanding our gender pay gap disclosure

Context:

In compliance with the Women's Gender Equality Agency (WGEA) legislation, our gender pay gap report adheres to the mandate requiring businesses with a workforce exceeding 100 employees to annually submit comprehensive gender-based salary data.

The reported figures cover the period from 1st of April to 31st of May 2025, as calculated and published by WGEA. Any additional data referenced by JobAdder reflects information captured on the 31st of May 2025.

JobAdder Explanatory Statement:

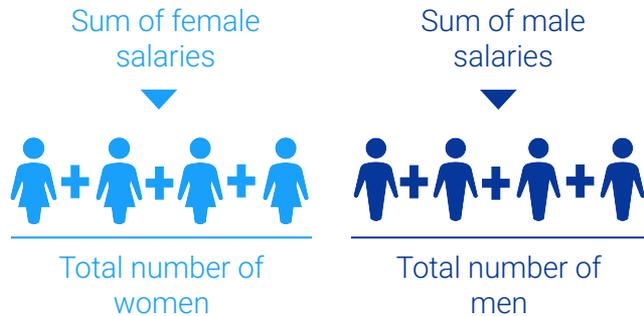
JobAdder has prepared this statement to provide context for the gender pay gap data published by the Workplace Gender Equality Agency (WGEA).

This statement reaffirms JobAdder's commitment to gender equity and fostering a diverse and inclusive workplace. It provides context for our gender pay gap metrics by outlining the contributing factors specific to our organisation and the broader technology industry.

Increasing female representation in senior leadership and technical roles remains a key priority for JobAdder. We recognise that addressing gender balance in these areas is essential to long-term progress and a more equitable future.

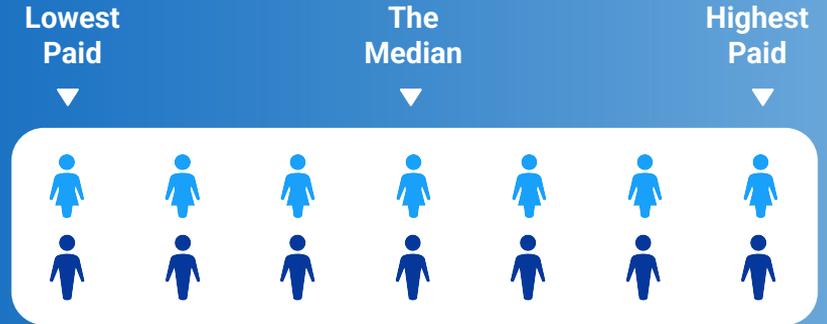
The **mean** (average) gender pay gap

Calculates the total remuneration for females and divides this number by the total number of female employees in the business. The same process is replicated for males. The mean gender pay gap is essentially the difference between the average salaries of males and females.



The **median** (middle) gender pay gap

Is calculated by arranging the salaries of all male and female employees from lowest to highest. The salary that falls in the middle of the female group and the salary that falls in the middle of the male group are identified. The median pay gap is the difference between these two middle salaries.



Importantly, the WGEA gender pay gap is not the same as gender pay equity. Gender pay equity ensures equal pay outcomes are maintained for comparable roles ('like-for-like' roles) - irrespective of gender.

JobAdders pay gap as reported by WGEA

Average (mean) total remuneration employer gender pay gaps

 1.5% YoY	2023/24	14.8%
	2024/25	13.3%

Median total remuneration

 0.3% YoY	2023/24	13.4%
	2024/25	13.1%

Average (mean) base salary

 1.7% YoY	2023/24	16.4%
	2024/25	14.7%

Median base salary

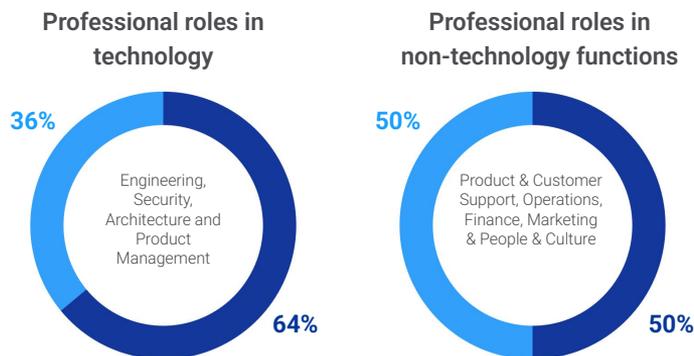
 2.5% YoY	2023/24	14.7%
	2024/25	12.2%

This year, JobAdder's gender pay gap has reduced across both base salary and total remuneration since the prior reporting year. This reflects the impact of deliberate actions we've taken to improve pay equity and representation, particularly through more consistent pay governance, clearer role benchmarking, and a continued focus on representation at senior levels.

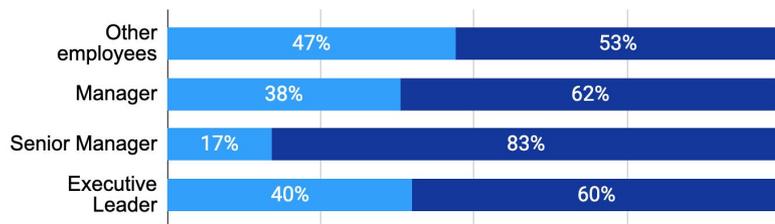
In a business of our size, changes in workforce composition can influence results year to year. What matters to us is that this reduction aligns with sustained efforts to review pay outcomes, remove bias from promotion and internal mobility decisions, and strengthen pathways for women into higher-paid and leadership roles.

We recognise that closing the gender pay gap takes time, particularly in areas of the business where women remain underrepresented. Our focus remains on making measurable, long-term progress through fair pay practices, improved representation by seniority, and accountability in our remuneration decisions.

WGEA's GPG for JobAdder



Gender Representation by Seniority



JobAdder continues to make targeted progress to improve gender pay equity and enhance representation across our business:

Maintaining Gender Balance in Leadership: We continue to sustain gender balance at the Executive level. Leadership representation matters, and we remain focused on ensuring diverse voices shape our direction.

Building a Pipeline of Female Technical Talent: We are actively building a pipeline of female candidates for technical roles where women have historically been underrepresented. This focus is critical to addressing longer-term pay equity challenges.

Supporting Aspiring Female Leaders: We extended access to our management development programs to aspiring female leaders. This creates clearer pathways for women to step into leadership positions.

Streamlining Promotion and Internal Mobility Practices: We have refined our promotion and internal mobility processes to remove potential bias, ensuring that career progression opportunities are accessible and fair for all employees.

Reviewing Pay Decisions with a Focus on Equity: We carefully review pay outcomes to ensure consistency and fairness across the business, with oversight processes in place to support equitable remuneration decisions.

We expect these actions to reduce our gender pay gap in future reporting periods.

JobAdder's progress so far

We've taken meaningful steps to support our employees, foster an inclusive culture, and strengthen pay equity at JobAdder.

Enhanced Parental Leave Support:

- Paid parental leave for secondary caregivers from 2 weeks to 6 weeks, providing greater support during critical family moments.
- Primary caregivers receive 12 weeks of paid leave, with continued superannuation contributions for up to 12 months of unpaid parental leave—helping to close the retirement savings gap linked to caregiving responsibilities.

Flexibility That Supports Our People:

- We offer flexible working arrangements, including fully remote options, to support the varied needs of our employees and promote work-life balance.

Employee Resource Groups (ERGs):

- Established ERGs made up of representatives from across JobAdder, playing a key role in building a more inclusive and connected workplace.

Matured Total Rewards and Pay Equity Practices:

- Introduced market-aligned salary ranges to guide fair and unbiased pay decisions.
- Conduct quarterly pay equity analyses to ensure ongoing fairness and transparency in remuneration.

For more information Contact **Us!**

Australia +61 2 8005 5711

USA +1 720 617 7737

New Zealand +64 9 888 6555

United Kingdom +44 2039 360975

Canada +1 437 747 2211

www.jobadder.com

JobAdder