

# NGM Group 2024–25 WGEA Employer Statement

Newcastle Greater Mutual Group Ltd ACN 087 651 992



**NGM**  
GROUP

The NGM Group is committed to gender equality and ensuring equal and fair pay for all employees. NGM Group's 2024–25 WGEA Employer Statement relates to the period of April 2024 – March 2025.

## The WGEA Gender Pay Gap

The WGEA gender pay gap measure is the difference between the mean (average pay value) and median (middle pay value) remuneration of women and men across an organisation.

The gender pay gap is not the same as equal pay, (where women and men are paid the same if performing the same position). Therefore, the gender pay gap is not a reflection of the differences in pay between men and women in the same position.

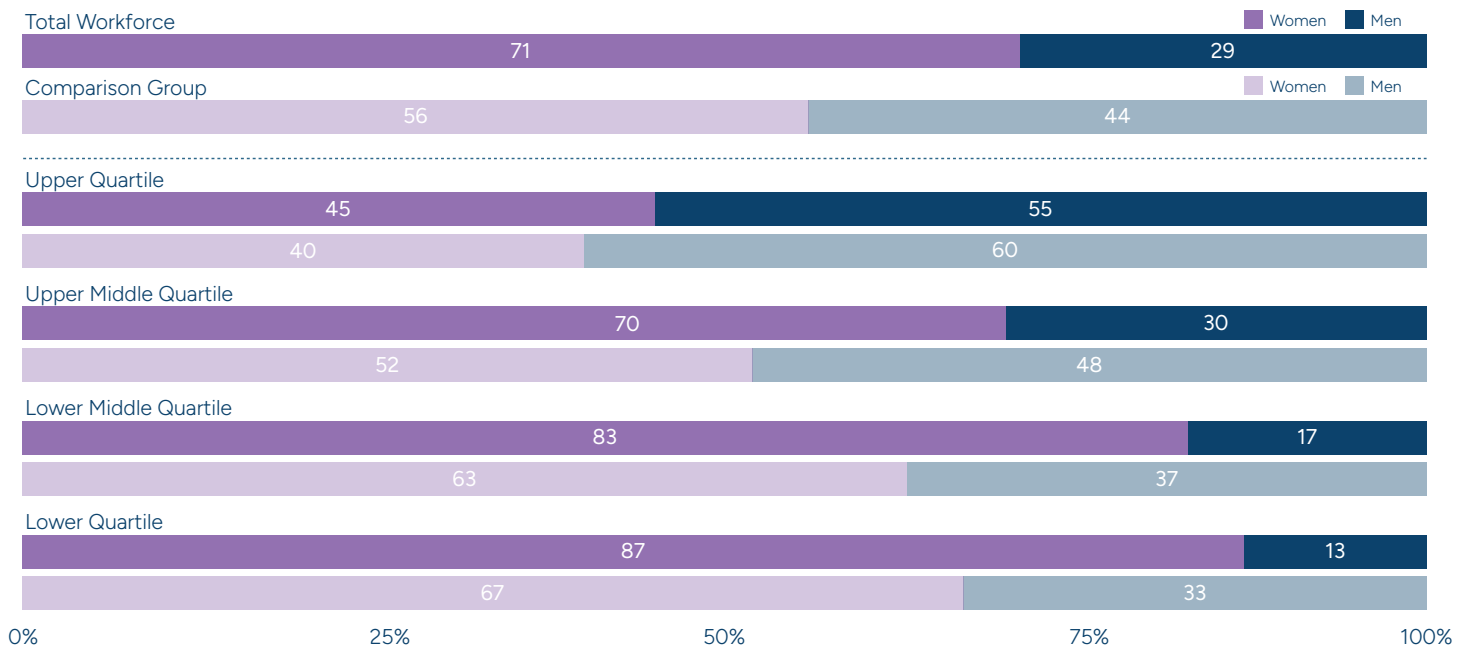
## Our Gender Pay Gap and Organisational Context

This reporting period, NGM Group's mean (average pay value) total remuneration gender pay gap measure was 29.1% and median (middle pay value) was 33.2%.

Gender Pay Gap Result	2022-23	2023-24	2024-2025
Mean total remuneration	32.5%*	30.9%	29.1%
Median total remuneration	34.5%	34.8%	33.2%
Mean base salary	31.3%*	29.9%	28.4%
Median base salary	32.9%	33.5%	31.9%

\*Please note, WGEA did not publish 2022-23 mean gender pay gap measures.

This reporting period saw reduction in each gender pay gap result, particularly for total remuneration which can be attributed to the implementation of the new NGM Group Variable Reward Model in period.



The driver of NGM Group's gender pay gap continues to be attributed to the unique gender composition of our workforce.

NGM Group is proud to be an employer of choice for women, with a Total Workforce Composition in the 2024-25 reporting period of 71% female and 29% male, which has a higher female composition than the industry comparison group composition of 56% female and 44% male.

NGM Group remains committed to gender equality and representation in the workplace through:

- recruitment and promotion practices which are fair, equitable, and focus on appointing the best candidate for the role;
- maintaining the current gender composition of the upper middle and upper quartiles being within or as close as possible to WGEA's tolerance (40/40/20) for gender composition; and
- regular monitoring to ensure equal pay for all positions remain in place.

We look forward to continuing the conversation regarding gender pay.

