Employer Statement 2026

The gender pay gap is the difference in the average pay for all male employees compared to the average pay for all female employees in an organisation. It is important to note that this is different to equal pay for equal work which is paying male and female employees equally for equivalent work.

IVE's 2026 gender pay gap levels are as follows:

- Median Base Salary gender pay gap is 9.0%, down from 11.1% in 2025
- Median Total Remuneration gender pay gap is 15.3%, down from 16.4% in 2025

We note the reduction year-on-year.

These figures are based on May 2026 data used for our 2026 annual reporting to the Workplace Gender Equality Agency.

The difference in the total remuneration figure is primarily driven by the inclusion of shift loading and overtime earnings.

Female representation in management: 33.5% across all manager categories (up from 33.0% in 2025). Overall workforce gender composition remains broadly stable at 35.3% female and 64.7% male.

We recognise our role as the industry leader in Australia to drive greater diversity and inclusion in our sector.

IVE's Sustainability Strategy, available here - (https://www.ivegroup.com.au/about/sustainability-strategy), has a significant focus on strengthening all forms of diversity and inclusion across the Group, in particular gender. An important component of this relates to increasing gender diversity in management and achieving a year-on-year reduction in our gender pay gap.

IVE continues to take positive steps towards strengthening gender diversity within the Group.

- We have made good progress towards the 40/40/20 gender target for management roles with year-on-year increase in female representation in management since 2024.
- Ongoing enhancements to our generous paid parental leave policy, including most recently by removing the distinction between primary and secondary carers
- Maintaining a hybrid work model for roles that can work from home

IVE is committed to ongoing reduction in our gender pay gap levels. Additional actions in support of this include the following:

- Identifying opportunities for internal succession plans for female employees into management roles
- Increasing the representation of females in professional roles across the Group, including within IT, Finance, Design, and Creative, and maintaining the current strong representation of females in senior sales roles