

27 February 2024

## Our approach to closing the gender pay gap

Credit Corp Group Limited's (Credit Corp, the Group or the Company) ambition is for our workforce to reflect the customer and communities we serve. For that reason, we value and are taking active steps to improve our diversity.

In 2023, our total remuneration shows a median annual pay gap in Australia of 8.9% (6.3% for base salary).

We know that the cause of this gap is a lack of women in the most senior roles. The stability of our leadership team is a contributing factor, with the average tenure of executives at 9.4 years limiting the opportunity for change. As a global organisation headquartered in Sydney, we note that our gender pay gaps in other countries where we operate are much lower, including a negative pay gap in the Philippines.

Our strategy is to increase female representation throughout our leadership layers to build a strong pipeline of female successors. As an important step in this goal, since 2020 the proportion of female frontline managers has grown from 49% to 59%.

During 2023, we launched the following initiatives to improve diversity and inclusion throughout the Group:

- Rolled out Unconscious Bias training to all leaders.
- Created a Women's Success Network designed to ensure that all women at Credit Corp have the opportunity to achieve their potential. With over 160 members (women and male allies) - so far, we have hosted three webinars with expert speakers and established *Lean In Circles* for informal support in each site.
- Created a PRIDE committee to ensure that members of the LGBTIQ+ community are adequately supported and represented.
- Joined the "Women in Banking & Finance" membership association to provide all staff with a wealth of training resources and networking opportunities.

Our plan to close the gender pay gap in 2024 and beyond includes:

- Considering organisational design and whether there is a business case to create additional senior management opportunities that may facilitate more movement.
- Ensuring diverse recruitment shortlists.
- Investing in the development of the Women's Success Network.
- Rolling out Unconscious Bias training to all frontline managers.

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