



WEGA Gender Pay Gap – Employer Statement: February 2025

ARN Media Limited and its related entities

This statement is for ARN Media Limited (ABN 95 008 637 643) and its related entities (together 'ARN' or 'the Group').

ARN is active in creating an inclusive workplace, as recognised in the Diversity Council of Australia's Inclusive Employer Index.

ARN is also committed to the continuous development of a diverse, inclusive, equitable and constructive culture – where all people have access to broadly equal opportunities and outcomes.

ARN has made progress in reducing instances of gender pay gaps by continuing to leverage a robust, companywide remuneration framework, reviewing employee pay within this framework, and ensuring no gender-based pay inequity exists.

We recognise we continue to have lower female composition in key management personnel and senior leadership roles which drives a gender pay gap. We are committed to continuing to focus on achieving a more balanced gender profile across all levels of the organisation and are pleased to see that in several areas our gender pay gaps have reduced in 2024 including across most of our managerial roles.

We are also pleased to note that ARN Media sits at or below the midpoint for the comparison group across most role groups.

However, there is more we can and will do and so we will continue to use data to identify where we can best focus our efforts to achieve gender balance as part of our overarching commitment to ensuring ARN is a diverse, inclusive and equitable employer.