

Alcidion Workplace Gender Equality Agency Employer Statement 2024–2025

(Australian workforce reporting under WGEA)

Overview

Alcidion is committed to building a workplace where diversity, equity and inclusion are fundamental to how we operate across all regions in which we work. As a global organisation, we prioritise gender equality throughout our international workforce. This Employer Statement, however, relates specifically to our Australian workforce, as required under the Workplace Gender Equality Act 2012 and the reporting obligations set by the Workplace Gender Equality Agency (WGEA).

This statement accompanies our WGEA submissions for the reporting period 1 April 2024 to 31 March 2025. It explains our gender pay gap results for Australia, outlines the drivers contributing to these outcomes and sets out the actions we are taking to support continued progress.

Understanding the Gender Pay Gap

The gender pay gap (GPG) represents the difference in average or median earnings between women and men and reflects structural workforce patterns such as role distribution, seniority and the availability of flexible or part time work. It is not the same as equal pay, which requires that women and men performing the same or comparable work receive the same remuneration.

WGEA publishes employer level results including average and median base salary gaps, average and median total remuneration gaps and gender distribution by pay quartile. These measures help organisations assess areas of progress and areas requiring focus.

Combined GPG Analysis

WGEA publishes results for both Alcidion Group Limited (Corporate Group, which includes two employing entities) and Alcidion Aus Pty Ltd (our Australian employing subsidiary). Together, these results provide an overview of the gender pay gap within our Australian workforce.

Corporate Group Results

- Average total remuneration GPG: –2.7% (in favour of women)
- Median total remuneration GPG: 0.7% (in favour of women)

The Corporate Group result includes remuneration for our female CEO, which positively influences this outcome.

Alcidion Aus Pty Ltd Results

- Average total remuneration GPG: 4.6% (in favour of men)
- Median total remuneration GPG: 2.2% (in favour of men)

Combined Interpretation

Together, these results show:

- A balanced gender pay gap for the Australian workforce, with results across entities falling within a small range
- Performance that sits comfortably within WGEA’s indicative $\pm 5\%$ range for demonstrating progress

- Strong performance relative to the Industry Comparison Group midpoint of 14%

Overall, Alcidion's Australian GPG outcomes remain comparatively favourable within our sector.

Drivers Behind Our Gender Pay Gap

Representation in senior roles

Men remain more concentrated in upper quartile and higher paid leadership roles, contributing to the subsidiary's gender pay gap. Conversely, the Corporate Group result reflects the impact of having a female CEO, whose remuneration contributes positively to the group-level outcome.

Career pathways and role distribution

Women represent 38% of management roles but 52% of non-management roles. This distribution influences representation in higher paid roles and affects progression into senior levels.

Part time work patterns

Women are more likely to work part time, which is often associated with lower pay and fewer progression opportunities. Importantly, both women and men in our Australian workforce work part time, contributing to our broader culture of flexibility. The higher representation of women in part time roles, however, continues to influence the gender pay gap.

Industry-wide dynamics

The broader technology sector continues to face gender imbalance in leadership and technical roles, contributing to structural pay gaps across the industry.

Progress Since Last Year

Across our Australian workforce, we have:

- Maintained a near-neutral Corporate Group GPG outcome
- Improved consistency in remuneration across management levels
- Continued gender neutral paid parental leave, with superannuation contributions for up to 52 weeks
- Strengthened training and reporting structures that support an inclusive and safe culture
- Expanded visibility and support for development pathways into leadership roles

These initiatives reflect ongoing commitment rather than short term remediation.

Actions We Are Taking to Improve Gender Equality

1. Strengthening leadership and progression pathways

- Enhancing transparency in recruitment and internal mobility
- Expanding development initiatives for women aspiring to leadership roles

2. Continuing annual pay equity and GPG analysis

- Reviewing pay outcomes across all levels to ensure equal pay for equal or comparable work
- Addressing any identified gaps

3. Improving gender balance in higher paid and technical roles

- Supporting women in pursuing senior technical and leadership pathways

- Embedding gender-balanced succession planning

4. Embedding flexible and inclusive work

- Ensuring flexible work is accessible across all roles
- Supporting men to take parental leave and adopt flexible work to encourage shared care

5. Strengthening family and carer supports

- Maintaining gender neutral paid parental leave
- Continuing superannuation contributions during parental leave

6. Fostering a culture of equity, safety and inclusion

- Ongoing mandatory learning to prevent harassment and discrimination
- Supporting psychological safety, belonging and inclusive leadership practices

Looking Ahead

Although this Employer Statement reflects our Australian WGEA reporting, our commitment to gender equality is global. We aim to build consistent equity, access and opportunity across all regions in which we operate. Our Australian results show strong progress compared with industry peers, but we remain focused on improving representation in senior and technical roles and expanding opportunities for women across all areas of the business.

As WGEA continues to emphasise progress and accountability, we will maintain a transparent, evidence informed approach that supports long term gender equality for our people in Australia and complements our broader global equity commitments.