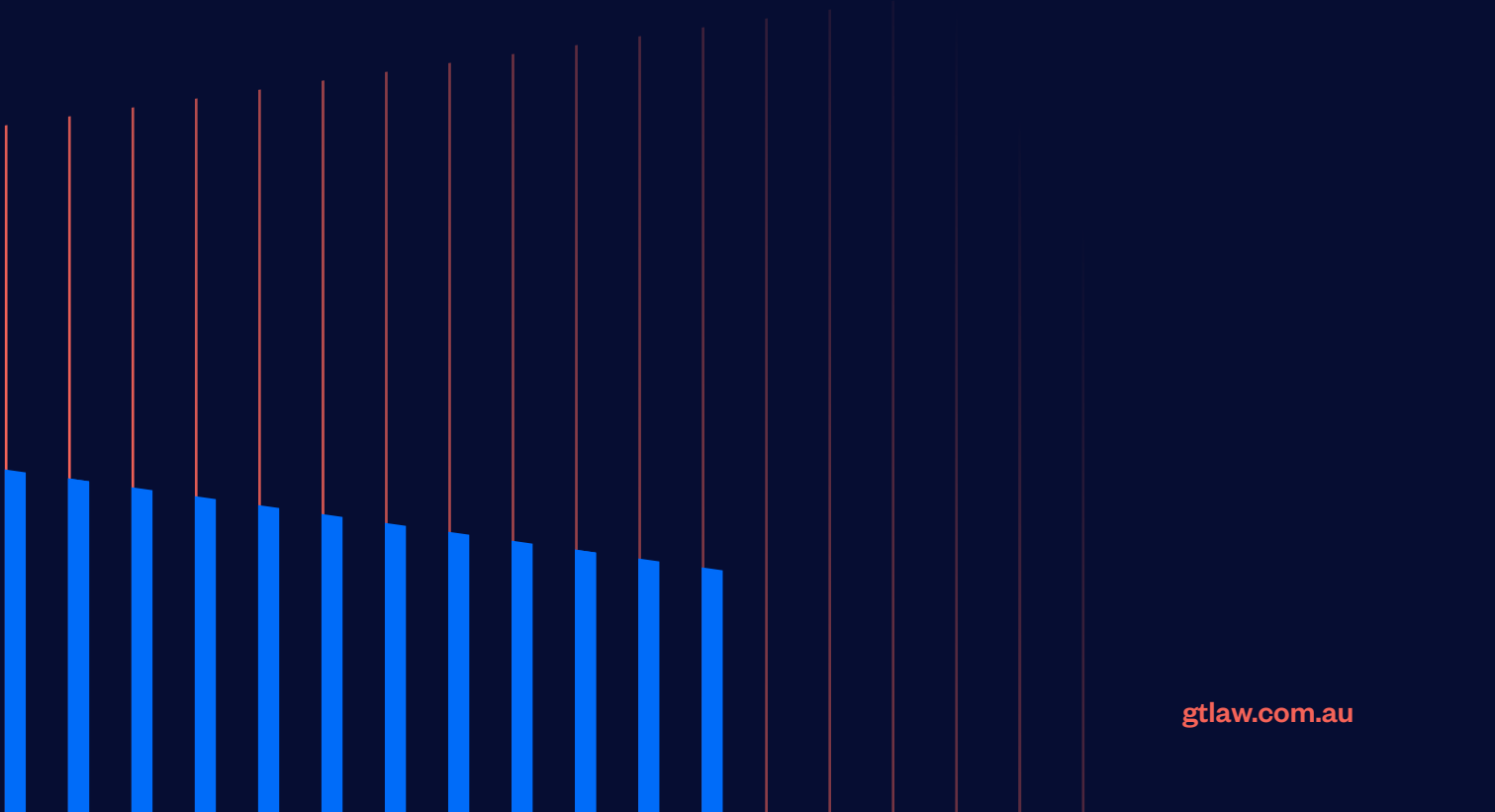


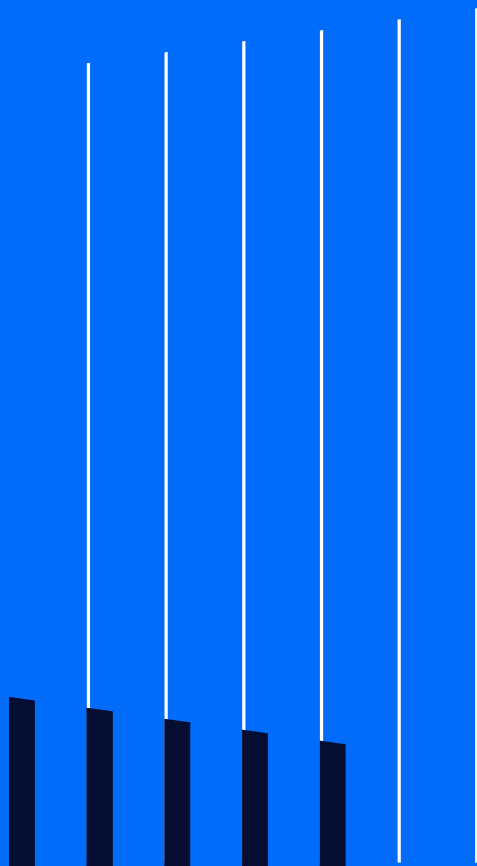


Gender pay gap employer statement



At G+T, we firmly believe that gender equality and pay equity are essential for fostering innovation, attracting talent and delivering exceptional results.

Our commitment to gender equality is reflected in initiatives like the WGEA Employer of Choice for Gender Equality citation. We ensure pay equity across like-for-like roles by conducting thorough and unbiased annual performance and remuneration reviews. By addressing the gender pay gap and advocating for equal opportunities, we strive to create a workplace where everyone has the opportunity to thrive.



Our commitment to gender equality

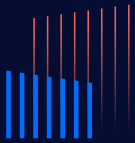
- We aim to have 45% women in partnership by 2027, with a long-term goal of achieving gender parity.
- 60% of our workforce are women and 58% of our lawyers are women.
- G+T is one of only 17 law firms to achieve a WGEA Employer of Choice for Gender Equality citation, a recognition we have consistently held for 16 years.
- We provide gender-neutral parental leave (26 weeks of paid leave), superannuation on unpaid parental leave and support for working parents through best practice initiatives.
- We are a gold sponsor of Diverse Women in Law and participate in Diversity Council Australia's RISE project, which focuses on the support and development of culturally and racially marginalised (CARM) women.
- Our focus on intersectionality is integral to our diversity efforts, with a dedicated Diversity Council led by partners, which brings together initiatives and ideas from our various diversity focus streams – Gender, Cultural and Social Inclusion, Disability and Accessibility, LGBTQ+ and First Nations.

Pay parity for like roles

We carefully assess performance review ratings to ensure we do not have any bias in like-for-like performance. We review remuneration and bonus recommendations across practice groups, office locations, our firm, working patterns and across genders to ensure fairness. Calibration reviews are conducted at practice group, people leader and board meetings to ensure fairness and equity across these metrics.

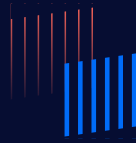


G+T's gender pay gap and benchmark comparison



Consolidated Entity (Corporate Group which comprises our legal, operations and paralegal entities)

Average total remuneration gender pay gap of 8.1%, with a median total remuneration gender pay gap of 12.9%.



Lawyers Entity (GT)

Average total remuneration gender pay gap of 0.4%, compared to the Legal Services Benchmark (500–999 employees) at 7.9%.



Operations Entity (GTCO)

A larger gender pay gap due to the diverse roles within this group, including IT, innovation, marketing, finance, HR and relatively significant number of administration roles (a relatively lower-paid field predominantly occupied by women).

Pay gap data	Corporate group (GT, GTCO and GTPS)	GT (lawyers)	GTCO (support and operations)	Legal services benchmark (500–999 employees)
Average total remuneration	8.1%	0.4%	16.8%	7.9%
Median total remuneration	12.9%	0.7%	22.2%	4.9%
Average base salary	7.1%	-1.0%	17.6%	7.6%
Median base salary	10.5%	0.0%	23.7%	6.1%



While a gender pay gap exists at G+T, our results compare favourably to the WGEA national average total remuneration gender pay gap of 21.1% and median total remuneration gender pay gap of 16.4%.

Our gender pay gap: key drivers and underlying causes

At G+T, we ensure pay equity for like-for-like roles through a rigorous annual remuneration and performance review process. Our gender pay gap reflects differences in the distribution of men and women across roles and levels of seniority, rather than unequal pay for the same work.

The primary drivers of our gender pay gap sit within our operations and support functions. Women are over-represented in lower-paid operational and support roles, while men are more likely to occupy senior, higher-paid positions, particularly in specialist and technical operational functions.

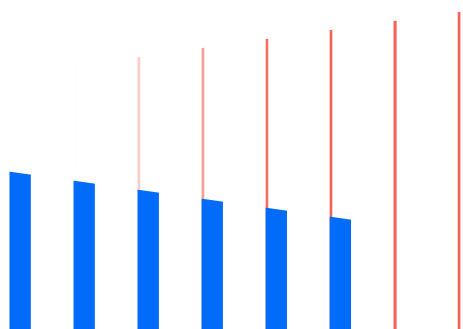
While men represent a smaller proportion of overall headcount in these teams, their concentration in senior roles, combined with the high representation of women in junior operational and support roles, drives G+T's overall gender pay gap.

We continue to maintain pay parity across our lawyer cohort, reinforcing that our gender pay gap is structural in nature due to traditionally gendered roles, rather than the result of inequitable pay practices.

What are we doing to help close our gender pay gap?

- We are working to increase gender balance in traditionally gendered roles by enhancing our Applicant Tracking System to allow applicants to voluntarily confirm their gender, supporting better monitoring of gender representation through the recruitment process.
- All job advertisements are reviewed using a purpose-built AI tool that provides an inclusive-language score, helping to ensure consistent, gender-neutral language and attract a broader candidate pool.
- We have developed capability maps for our operational roles to support clearer development and progression pathways, linking key capability requirements with recommended training and development opportunities to support progression into senior roles.
- We continue to support workplace flexibility, including hybrid working, flexible hours, part-time work and carer's leave, to enable workforce participation and progression.

At G+T, we are unwavering in our focus on gender equality and fair and equitable remuneration for all our people in like roles.





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