GENDER PAY GAP STATEMENT



1 APRIL 2024 - 31 MARCH 2025

Pinnacle

This Gender Pay Gap Statement (Statement) provides context to the publication of gender pay gap statistics by the WGEA. Entities covered by this Statement include Pinnacle Investment Management Group Limited (Pinnacle) (ABN 22 100 325 184) and its wholly-owned, Australian, employing subsidiary, Pinnacle Services Administration Pty Ltd (ABN 14 126 175 148), for the reporting period 1 April 2024 to 31 March 2025.

The Workplace Gender Equality Act 2012 (Cth) (the Act) requires non-public sector employers that employ 100 or more employees to submit data to the Workplace Gender Equality Agency (WGEA) annually. In 2023, Parliament passed the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023 making amendments to the Act. In line with the reforms, the WGEA published private sector employer gender pay gaps from 2025.

OUR GENDER PAY GAP

The gender pay gap is the difference in average or median earnings between women and men in the workforce. It is not to be confused with people being paid the same for the same, or comparable, job.

Pinnacle is committed to promoting equal opportunities and outcomes for women and men at all levels. Although we have a pay gap, we do not have pay inequality. This gap reflects an over-representation of men in more senior, higher paying roles.

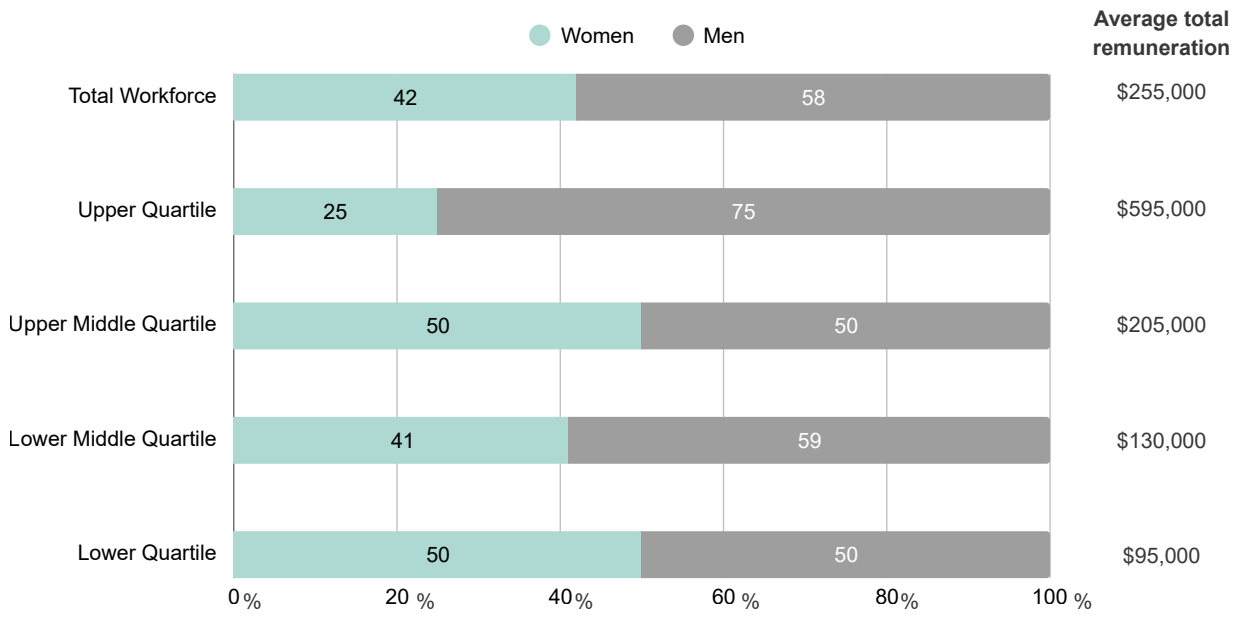
Pinnacle completes a detailed pay equity and regression analysis each year which is reported to the Pinnacle Group Board of Directors. Although the results of this analysis did not identify any case of gender inequality, we remain committed to ensuring pay equality.

Detailed information about Pinnacle's statistics in the reporting period are public via the **Public Workplace Profile and Management Statistics** and **Public Questionnaire**.

Gender Pay Gap Statistics

Median base salary	Average base salary	Median total remuneration	Average total remuneration
9.1%	23.0%	13.7%	36.1%

Gender Composition Per Pay Quartile



- The average total remuneration is rounded to the nearest $1,000.

OUR ACTIONS

When compared against the 2023/24 reporting year, there is notable improvement in our workforce statistics in terms of a more balanced split at employee levels other than the upper quartile.

When compared to the 2023/24 reporting period, we have increased our women representation in the upper middle quartile from 35% to 50%. Across the total workforce women account for 42% in 2024/25 compared to 33% in 2023/24.

Our focus on hiring more women into the business is translating to a change in our workforce demographic. We have seen positive progress in relation to our support of women into more senior positions.

We recognise that there is still work to be done and remain committed to addressing our gender pay gap. We are committed to supporting all of our people. We do this by actively addressing the barriers to equality and continuously striving to create a fully inclusive culture.

We have a **Diversity, Equity and Inclusion Policy** in place which outlines our focus on recruiting, developing, rewarding and retaining people with diverse backgrounds to meet the needs of our clients, shareholders and community.

We are committed to the following actions to further promote gender diversity in our workplace and the broader industry.

Diversity targets

It is our goal to achieve and maintain 40:40:20 gender targets in pursuit of gender equality in representation across our workplace, leadership team and Board.

In the reporting period, we achieved gender equality on the Pinnacle Board of Directors. Additionally, 42% of the total workforce were women, meeting the 40:40:20 target.

We acknowledge that we still have significant work to do in meeting our broader diversity target of having 40% representation of women on the senior executive team.

Supporting flexible working

Pinnacle recognises the importance of providing flexible work arrangements to assist employees to balance their work, personal and family responsibilities.

Pinnacle offers strategic consulting support for all parents and carers, expertise on best practice culture for families in the workplace and access for parents and carers to a Parental Leave Transition Program.

Pinnacle has a 100% return rate of women returning to the workforce after parental leave. We will continue providing support for women in balancing primary carer responsibilities and work demands, particularly as they progress to more senior levels in our business.

OUR ACTIONS

Encouraging and supporting potential

We will continue to invest in our future female leaders. In the reporting period 59% of appointments were awarded to women and 53% of promotions were awarded to women. These statistics are significantly higher than previous years, demonstrating the success of Pinnacle's focus on hiring more female talent for open positions.

Implementing **professional development and growth opportunities** continues to be a key priority to support the progression and retention of our women at Pinnacle. At the beginning of 2025, a high potential program and managerial development programs were implemented to better support and enable women into more senior positions.

The **Pinnacle Group Women and Allies Network** facilitates connections between women and their supporters at Pinnacle and Affiliates. The Network continues to expand, providing valuable networking and community building opportunities across the Pinnacle Group.

In the reporting period, mentoring was a highlight for many members. The goal-oriented program paired mentors and mentees across the Pinnacle Group to foster personal and professional growth, connection, and support across the organisation.

Members were also given the opportunity to elevate their professional communication and presentation skills through a collaborative workshop. Communicate & Present with Impact was designed to build skills in professional communication and presentation, enhancing confidence and impact in workplace settings.

Engaging with industry networks

Pinnacle is committed to broadening its network of senior women and is engaging with established organisations to empower existing staff and reach more potential females in the industry.

A new partnership with **100 Women in Finance** was established in January 2025, empowering women in the finance industry through education, networking, and philanthropy. With a membership base of over 30,000 professionals across 32 locations, 100 Women in Finance provides Pinnacle's members with a platform to connect, share experiences, and build professional relationships.

Pinnacle's partnership with **Future IM/Pact** provided Group-wide participation in mentoring programs during the reporting period.

OUR ACTIONS

Inspiring future leaders

Empowering and inspiring women to choose a career in investment management and the broader financial services industry stands at the forefront of our initiatives.

We have continued to evolve our **Women in Finance scholarship program**, with a more robust two-year initiative. The program offers students more experience of and insight into Pinnacle and the wider industry, targeting increased retention rate into employment.

In 2024, Pinnacle awarded 12 scholarships from The University of Sydney, The University of Melbourne, The University of Queensland, Macquarie University and The University of New South Wales. The scholars have had the opportunity for internships across the Pinnacle Group as well as mentoring, networking and other engagement activities.

Pinnacle continued its University engagement program, supporting student societies with meaningful and interactive partnerships, with a particular focus on women. These partnerships allow us to connect with a diverse range of talented individuals and offer students from various demographic and educational backgrounds the ability to increase their exposure to funds management and financial services.

We remain committed to being one of the Founding Sponsors of the University of Queensland's first officially sanctioned university wide networking group with a focus on women, the UQ Women's Network. Other women's societies sponsored in the reporting period included UNSW Capital W, Macquarie Uni Women Entering Business and Sydney Uni Women in Finance.

Through these relationships we support industry educational events such as judging case competitions, attending career and networking evenings, providing work experience opportunities and sharing interviewing skills with students. These events also offer valued opportunities for Group employees to participate and inspire the next generation of graduates.



Some of the 2024 Women in Finance Scholars meet members of the Pinnacle board of directors at the 2024 Scholar Welcome Day.



Pinnacle's Nina Redfern works with students from Macquarie Uni Women Entering Business in an Asset Management Skills Workshop.