

Gender Pay Gap report



There has been solid progress towards NAB's gender representation targets and pay equity in 2023

NAB's Gender Pay Gap explained

- The gender pay gap is the difference in the average pay of all men and all women in an organisation. This is different to pay equity, which is paying men and women the same pay for equivalent work. NAB has an ongoing focus towards pay equity, and continues to take steps to ensure that all colleagues are paid equally for doing the same role. This includes undertaking pay equity reviews as part of our annual performance and remuneration process, which compares the pay for similar roles and seeks to account for legitimate factors driving differences in pay (e.g. seniority, expertise, experience, and performance). Additional steps taken to ensure pay equity, include:
 - Clear guidance to People Leaders and senior leaders who make pay decisions, that they must reflect on the individual's role and contribution to NAB.
 - Providing People Leaders with pay equity analysis for consideration in annual pay reviews and subjecting our annual performance and pay reviews to a robust challenge process.
 - Communicating with colleagues and increasing the transparency of pay outcomes.
 - Continuing to simplify our remuneration structures where appropriate.
- NAB's gender pay gap can be primarily attributed to a higher number of men in senior positions, or in roles with higher pay which is driven by market forces (such as specialist or sales roles). Driving greater representation of women in leadership roles across all areas of the bank is one of the most sustainable ways to continue reducing the gender pay gap, and a key priority for NAB.
- We remain committed to our target of 40-60% gender balance at all levels of the organisation by 2025.
- NAB have proactively reported our mean gender pay gap since 2016 as part of our Annual reporting suite. During this reporting period (1 October 2021 – 30 September 2022), the mean base pay gap between men and women, improved by 1.1% to 15.8% (as reported in NAB's 2023 Annual Report). We note that WGEA publish median, rather than mean, gender pay gaps. NAB's median total pay gap between men and women also improved by 1.8% to 18.8%, which is 7.3% lower than the average of our Industry Comparison group.

NAB's Gender Pay Gap

Reported by WGEA for 2023 (1 Oct 21 – 30 Sept 22 data)

Pay gap	Median	Industry Comparison
Total Remuneration	18.8%	26.1%
Base Pay	16.4%	n/a

Representation of women across group levels

As at 30 September 2023

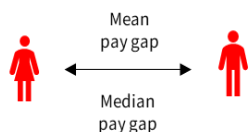
Group level	2022	2023
NAB Board (non-executive directors)	38%	55%
NAB Group subsidiary boards	49%	53%
Executive management (Salary level 7)	31%	33%
Executive management (Salary level 6)	36%	37%
Senior management (Salary level 5)	36%	38%
Management (Salary level 4)	39%	39%
Non-management (Salary level 3)	46%	46%
Non-management (Salary level 2)	57%	56%
Non-management (Salary level 1)	70%	68%
Total organisation	50%	50%

Gender non-binary: NAB recognises that gender binary is not inclusive of non-binary, Agender and people of other genders. As at 2023, WGEA calculates the Gender Pay Gap between women and men, as 'given the small sample size, employees identifying as non-binary cannot be statistically analysed for the purposes of the gender pay gap.'

Gender Pay Gap explained

What is the Gap?

The gender pay gap is the difference in earnings between women and men.



What Is Mean Gender Pay Gap?



The mean is calculated by dividing the female average salary by the male average salary.

What Is Median Gender Pay Gap?



The median compares the mid-point of salaries for males and females.