

UK Gender Pay Gap Report



As at 5 April 2025, National Australia Bank had only one legal entity which employed 250 or more employees in the UK, for which we are required to publish gender pay gap information in line with UK regulation.

Head of People & Culture, Europe & US

In line with the UK Government requirements, we present our gender pay gap report based on a snapshot of our London Branch taken on 5 April 2025.

We remain committed to closing the gender pay gap at every level of our organisation. Over the last year we have increased our focus on developing internal talent and strengthened gender-balanced succession planning, resulting in a positive outcome with the appointment of Aneka Manners from NAB Australia to the Executive, Europe role with the previous incumbent returning to Australia.

We will continue to track progress, invest in capability, and hold ourselves accountable for sustained improvement across all pay groups.

- Gemma Wareham

UK entity: NAB London Branch

Gender Pay Gap		Bonus Participation Rates		Bonus Gap		Pay Quartile 1 (Lower)		Pay Quartile 2 (Lower Middle)		Pay Quartile 3 (Upper Middle)		Pay Quartile 4 (Upper)	
Mean (Average)	Median	Male	Female	Mean (Average)	Median	Male	Female	Male	Female	Male	Female	Male	Female
16.0%	13.6%	94%	90%	27.7%	43.4%	51.6%	48.4%	46.9%	53.1%	64.1%	35.9%	70.3%	29.7%

Data is reported in accordance with the business regulation guidance set by the UK Government Equalities Office. More information on gender pay reporting requirements and step by step instructions on making necessary calculations is available here: <https://www.gov.uk/guidance/making-your-gender-pay-gap-calculations#calculating-the-mean-average-gender-pay-gap-using-hourly-pay>.

Declaration

I confirm that the information and data reported are accurate and meet the requirements of the regulations.

Gemma Wareham
Head of People & Culture, Europe & US

Gender non-binary: NAB recognises that gender binary is not inclusive of non-binary, Agender and people of other genders.

Refer to [Making your gender pay gap calculations - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/making-your-gender-pay-gap-calculations) for detailed data definition and calculation methodology Workplace Gender Equality

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There has been solid progress towards NAB UK's gender representation targets and pay equity in 2025

Key Messages

- For this reporting period, the average pay gap between men and women, as measured by using ordinary pay¹, **was 16.0%**
- We have made significant progress in reducing both the average bonus and hourly pay gaps this year. This improvement reflects deliberate actions, including closer attention to fixed remuneration during end-of-year reviews and targeted adjustments to ensure fairness across all levels.
- Our heightened focus on developing internal female talent and embedding gender-balanced succession planning has delivered tangible results, including the appointment of a female leader to the Executive, Europe role - a clear example of our commitment to representation in senior leadership.
- We continue to drive sustainable change through strict recruitment diversity targets and ongoing investment in talent development, ensuring that progress towards closing the gender pay gap remains a core priority in building an inclusive and equitable workplace.

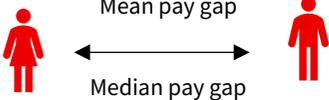
UK Gender Pay Gap Explained

Each year we report our London Branch Gender Pay Gap calculated by the statutory UK methodology¹. Gender pay gap is different from equal pay. Equal pay means employees are paid the same amount for doing the same job regardless of gender. Our gender pay gaps reflect the differences in average pay between all males and females, without considering roles, responsibilities and seniority. Having a gender pay gap means that on average, males earn more than females. At NAB we are committed to reducing this gap.

Based on the statutory requirements, our data was taken as a snapshot on 5 April 2025. We acknowledge that the gender pay gap may fluctuate over time, particularly as it is influenced by changes in the ratio of female and male employees at all levels across the organisation.

What is the Gender Pay Gap?

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



What Is the Average Gender Pay Gap?

The average gender pay gap is the difference between the average earnings for men and women, expressed as a percentage of men's average earnings.

What is the Median Gender Pay Gap?



The median pay gap is calculated by sorting all women or men from highest to lowest hourly pay and identifying the mid-point for men and women respectively.

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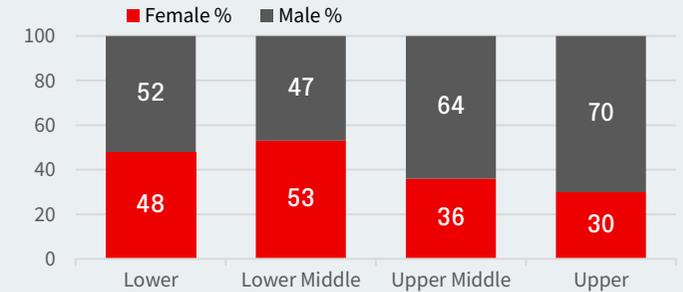
Hourly Pay Gap & Bonus Pay Gap

The difference between hourly pay and bonuses paid to female and male employees. We are required to report to the Government against binary gender categories.

	Average	Median
Hourly Pay Gap	16.0%	13.6%
Bonus Paid Gap	27.7%	43.4%

Pay Quartiles

Comparison of female and male representation across pay quartiles as at 5 April 2025.



Bonus Participation

Percentage of men and women who were paid a bonus in the 12 months ending 5 April 2025.

