NBC Global Finance

2026 Gender Pay Gap Report

NBC GLOBAL FINANCE

Our Gender Pay Gap

The Gender Pay Gap (“GPG”) measures the difference between the average hourly remuneration of male and female employees across an organisation. It reflects the representation of men and women across different levels of pay and is distinct from equal pay, which considers whether employees receive equal pay for equal work or work of equal value.

NBC Global Finance (“NBCGF”) reports its GPG information in accordance with the GPG Information Act 2021 and associated reporting requirements.

For the 2026 reporting cycle, NBCGF is required to submit their GPG information through the Government's GPG Portal.

Publishing our results supports transparency and helps us understand the factors contributing to our GPG, monitor progress over time and maintain our focus on actions that support greater gender representation and pay equity across NBCGF.

Understanding our Gender Pay Gap

Our 2026 reporting shows a mean gender pay gap of 59% and a median gender pay gap of 47%. NBCGF’s GPG reflects the composition of our workforce and the distribution of male and female employees across different roles and levels of seniority. Men currently represent a greater proportion of employees in senior and revenue-generating roles, which contributes to our overall GPG.

The GPG is an organisation-wide measure and is different from equal pay. It does not, indicate whether men and women performing equal work or work of equal value receive equal pay. NBCGF considers pay equity separately through its compensation and pay governance processes

Gender Distribution by Pay Quartile

As part of the reporting, employees are grouped into four equally split quartiles according to their hourly pay. These quartiles are ranked from the lowest to the highest earning of all male and female employees.

The pay quartile data shows differences in gender representation across NBCGF. Female employees represent 44% of NBCGF employees overall, 26% of the Upper Pay Quartile, compared with higher representation across the other pay quartiles. This difference in representation at the highest-paid level remains an important factor contributing to NBCGF’s overall GPG.

Our Commitments and Progress

Building on the commitments set out in our 2025 GPG Report, we remain focused on actions that support greater gender representation, career development and progression, and pay equity across NBCGF.

Equitable Recruitment and Career Progression

Our approach to equitable and transparent recruitment has evolved alongside an increased focus on succession, development, and internal mobility, helping to strengthen diverse talent pipelines and opportunities for progression.

Diversity, Equity & Inclusion

Our Diversity Equity & Inclusion Council remains an important part of our approach to inclusion. Building on the gender equity work established in previous years, our initiatives and partnerships aim to support greater representation and opportunity both within NBCGF and in the wider community, including initiatives that encourage and create opportunities for future female talent.

Commitment to Pay Equity

We remain committed to fair and equitable pay practices. Our pay governance approach includes pay equity assessment, ongoing review of pay practices and external market benchmarking to support consistent and informed remuneration decisions.

An Inclusive and Supportive Workplace

Investment in learning and development, flexible working practices and progressive employee supports helps create an environment where our people can develop, contribute and progress. Our values of Empowerment, Agility, Partnership and Excellence underpin how we work and make decisions together, supporting a workplace where all our people can thrive.

We recognise that meaningful and sustainable change takes time. We remain committed to measuring our progress, learning from our data and taking meaningful action to support greater representation and more equitable outcomes across NBCGF.

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NBCGF

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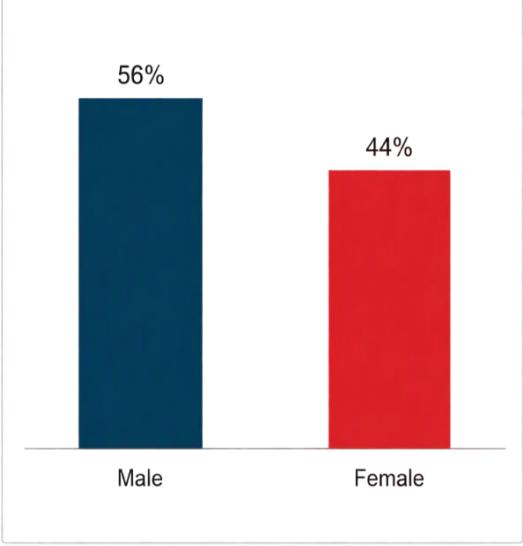
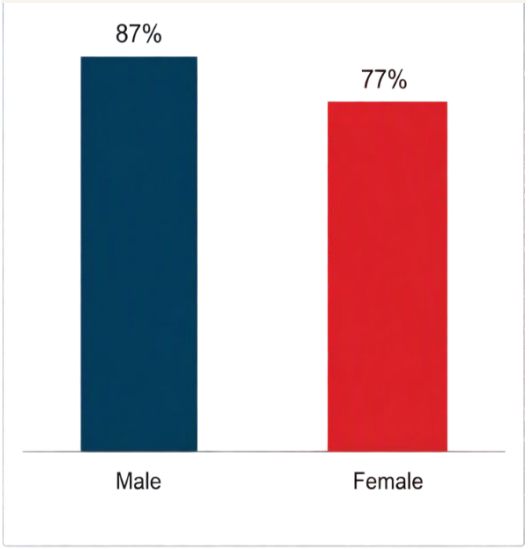
2026 at a glance



Gender Representation

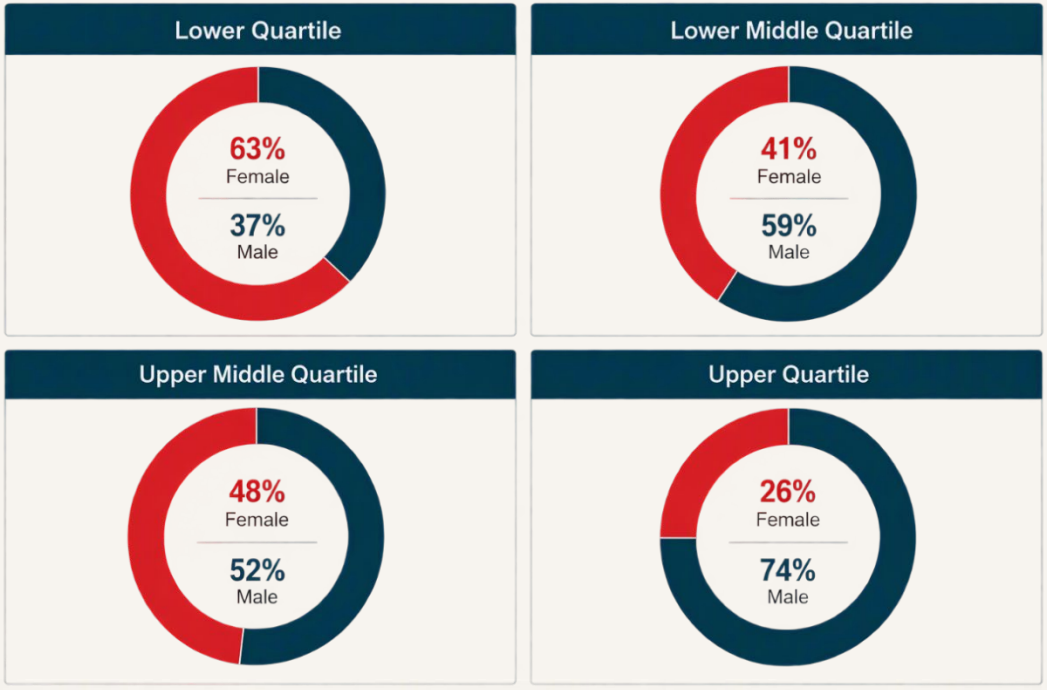


Proportion Receiving Bonus Pay



Reporting Basis: Snapshot date 30 June 2026; reporting period 1 July 2025 to 30 June 2026; all relevant employees in scope.

Gender Distribution by Pay Quartile



Part Time Employees

Mean: 0%	Median: 0%

Temporary Employees

Mean: -233%	Median: -5%

Part-time pay gap metrics are reported as n/a as the comparator population is too small to support a meaningful analysis.

BIK Proportions

Proportion of employees receiving BIK*:



*All permanent employees are eligible to avail of the private funded healthcare scheme and can choose to opt in.