

Wilson Parking Australia 1992 Pty Ltd

EMPLOYER STATEMENT FEBRUARY 2025



\Our\ Commitment

This statement provides context to Wilson Parking Australia 1992 Pty Ltd.'s (Wilson Group) gender pay gap results as reported in the employee data submitted to the Workplace Gender Equality Agency (WGEA) for the period 2023 - 2024 and outlines the steps we are taking to drive positive change.

The data presented in this report aggregates all Australian employees of Wilson Group, including all our Australian subsidiaries and Corporate office employees.

We believe diversity is central to the achievement of our purpose to create enduring value for our people, customers, and the communities we operate in.

While this data offers important insights, we acknowledge that the gender pay gap is shaped by a range of structural and systemic factors. We are committed to taking proactive steps through policies, initiatives, and ongoing improvements to promote gender equity across all levels of our organisation.

Wilson Parking Australia 1992 Pty Ltd

Wilson Security Pty Ltd

Wilson Health Pty Ltd

Wilson Storage Pty Ltd

Insights from our \Data\

Gender Pay Gap

The gender pay gap (GPG) measures the difference in average pay between all men and all women across the organisation. A positive percentage reflects higher pay for men, while a negative percentage indicates higher pay for women.

For the reporting year 2022 to 2023, the Median gender pay gap for Wilson Group was 3.8% and the average total remuneration GPG was 2.2%. For the 2023-2024 reporting period, there has been minimal variation - the GPG for the Group and its Subsidiaries is 1.9% and the median is 3.9%

	Median	Average
Wilson Group - Base Salary GPG	0.8%	-0.3%
National - Base Salary GPG	13.6%	16.7%
Wilson Group - Total Remuneration GPG	3.9%	1.9%
National - Total Remuneration GPG	18.3%	21.8%

The GPG by subsidiary is as follows:

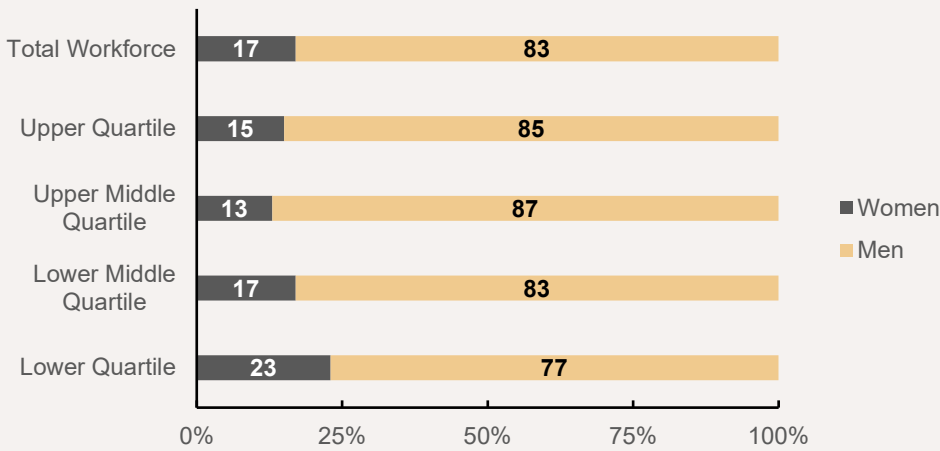
	Median	Average
Wilson Parking, Storage & Corporate	-0.5%	5.2%
Wilson Medic One	6%	10%
Wilson Security	4.6%	2.7%

Across all metrics, Wilson Group's pay gaps are significantly lower than the averages of Australia's Private Sector.

The GPG disparities at Wilson Group are largely driven by:

- the disproportionate representation of men in higher paying roles (top quartiles) and women in lower paying positions; and
- Women dominating part-time and casual roles.

Gender Composition by Pay Quartile



Wilson Group's Gender Composition by Pay Quartile

83% of the Wilson Group Workforce is Male.

Wilson Group Workforce Composition

	Women	Men
Key Management Personnel	9%	91%
Managers	28%	72%
Non-Managers	17%	83%

Wilson Group's Workforce Composition by Role

Men hold the majority of senior roles.

	Full-time	Part-time	Casual
Women Managers	92%	8%	0%
Men Managers	99%	1%	0%
Women non-managers	60%	9%	31%
Men non-managers	60%	9%	30%

Wilson Group's Workforce Composition by Employment Status

Women predominantly hold part-time and casual roles

\Closing\ the Gap

Along with other benefits such as Flexible working, the Group continues to offer employees gender-neutral 18-week paid parental leave and in 2024 it established the Women of Wilson 12-month Leadership program, a program aimed at:

- Elevating the profile and strength of women in our business
- Empowering current and emerging female leaders to confidently lead in a commercial environment and
- Addressing and combating systemic and cultural biases that impact inclusion, gender equity, and talent progression at Wilson.

To address gender disparities, a gender pay gap analysis has been conducted to identify specific roles or functions where focused interventions can assist to close the gender pay gap at a business unit level.

Wilson Group is dedicated to strengthening Gender Equity through:

1. Actively supporting the development and advancement of women into managerial and key decision-making positions; and
2. establishing clear, measurable objectives and monitoring progress to improve gender balance across roles and pay structures.

Wilson Group is committed to achieving gender pay equity through transparency, accountability, and action. By addressing pay disparities, setting measurable goals, and fostering an inclusive culture, we strive to create a workplace where all employees have equal opportunities to succeed.