

Gender Pay Gap Reporting Employer Statement 2025

Acknowledgement of Country

Medibank acknowledges Aboriginal and Torres Strait Islander peoples as the First Peoples of this nation. We recognise Elders past and present as the Traditional Owners and Custodians of the lands on which we work and live.

We are committed to supporting self-determination and to a future where Aboriginal and Torres Strait Islander histories, cultures and rights are respected as a central part of Australia's national identity.



Message from our CEO



While we have made progress across a number of areas, our latest gender pay gap results reinforce that there is more work to do. In particular, they highlight the ongoing impact of workforce composition and representation at senior and higher-paid levels on our gender pay gap. Addressing these issues requires sustained focus, transparent reporting and accountability at every level of the organisation.

This year also marks an important shift in Australia's gender equality framework. From 2026, designated relevant employers will be required to set and report against formal gender equality targets under the Workplace Gender Equality Agency (WGEA) framework. We welcome this reform and the clarity it provides in translating intent into measurable and meaningful action

At Medibank, we see this as an opportunity to sharpen our focus, deepen our impact and continue embedding gender equality into how we lead, hire, develop and support our people.

David Koczkar
Chief Executive Officer

Introduction

This statement outlines Medibank’s gender pay gap data for the reporting period ended 31 March 2025, together with the actions we have taken and the steps we are planning to reduce the gap.

Scope of this statement

The information contained in this statement is general information about Medibank Private Limited (“MPL”) and its wholly owned subsidiaries (together, “Medibank”) as at 31 March 2025. Unless otherwise stated, the information contained in this statement does not include data relating to Myhealth or other non-wholly owned entities in which Medibank holds an interest. The data presented in this statement is drawn from our Corporate Group Executive Summary issued by WGEA in July 2025, which reflects the combined outcomes of Medibank employing entities included in our WGEA Corporate Group submission, which are:

- Medibank Private Limited;
- Medibank Health Solutions Telehealth Pty Limited;
- Amplar Health Home Hospital Pty Limited;
- Home Support Services Pty Ltd;
- Healthstrong Pty Ltd (trading as Amplar Allied Health); and
- Australian Health Management Group Pty Limited (also known as Government Employees Health Fund Limited).

The data represents a point-in-time snapshot and does not in itself measure progress over time.

This statement has been developed in consultation with senior executives of Medibank Private Limited and its wholly owned subsidiaries.



Medibank's gender equality commitment

Our 2030 vision is to achieve the best health and wellbeing for Australia. We recognise that financial security is an important contributor to health and wellbeing, and that closing the gender pay gap is central to supporting our people to participate, progress and thrive at work.

At Medibank, our commitment to gender equality is embedded in how we lead, govern and make decisions. The Board sets measurable objectives for achieving gender diversity and receives regular reporting on workforce composition, succession planning and gender pay outcomes. This oversight supports accountability and ensures gender equality remains a sustained organisational priority.

Our approach builds on the foundations outlined in our 2024 Employer Statement and focuses on leadership accountability, pay equity for comparable roles, support for employees with caring responsibilities, safe and respectful workplaces, and ongoing consultation with employees and their representative networks to inform our actions.

How the gender pay gap is measured

The gender pay gap is the difference between the average or median remuneration of women and men across an organisation, expressed as a percentage of men's remuneration. It reflects workforce-wide patterns rather than differences in pay for individuals performing the same role.

WGEA reports:

- **Average and median gender pay gaps**
- **Base salary and total remuneration gaps**
- **Workforce composition by pay quartile**

Remuneration is reported on a full-time equivalent basis and includes CEO remuneration.

For more detailed information on how the gender pay gap is measured, including the types of pay measures published and the way differences are calculated, see the WGEA explanation on the **WGEA website**:

<https://www.wgea.gov.au/the-gender-pay-gap>.

Medibank's gender pay gap results

For the 2024–25 reporting period, WGEA report the following gender pay gaps for Medibank corporate group:

Gender Pay Gap ¹	Medibank	Industry ²
Average total remuneration	25.50%	25.00%
Median total remuneration	23.70%	31.10%
Average base salary	21.30%	23.70%
Median base salary	20.80%	30.90%

¹ A positive number indicates a gender pay gap in favour of men.

² Figures for the Health Insurance Industry provided in the WGEA Reporting Industry Benchmark report.



Drivers of our gender pay gap

Our gender pay gap is influenced by the structural characteristics of the health insurance and healthcare sector in which we operate. These characteristics shape the types of roles required to deliver services and the labour markets from which we recruit.

Key contributing factors include:

Workforce composition and role distribution

WGEA calculates the gender pay gap on a full-time equivalent basis, meaning part-time salaries are annualised. The gap therefore reflects differences in average earnings across the organisation, rather than differences in pay within the same role.

At Medibank, women are more highly represented in customer-facing, healthcare and operational roles, and in non-management cohorts. These specialist roles are central to how we support customers and deliver care, however the broader market tends to remunerate them lower than technical, corporate or senior leadership roles. The most significant driver of our pay gap is this distribution of women and men across different role types and levels.

Representation in senior and highest-paid roles

While gender representation at the Executive leadership team level is broadly balanced, women remain under-represented within Key Management Personnel as defined by WGEA, where remuneration levels are highest.

WGEA pay quartiles are calculated by ranking all employees by total remuneration and dividing them into four equal groups. Consistent with our broader workforce composition, women are more concentrated in the lower pay quartiles and remain under-represented in the highest-paid quartile.

The concentration of men in the most senior and highest-remunerated roles has a disproportionate influence on average and median pay gap calculations and is a key contributor to our reported result.

Taking action

Measurable Objectives

Our Board has approved measurable objectives to support achieving gender balance across different levels of the organisation. These objectives are reviewed annually, and progress is monitored as part of our governance and reporting framework.

The table¹ below shows our progress against these 2025 objectives and our objectives for 2026 that have now been set by the Board.

FY25 measurable objective	Progress towards achievement	FY26 measurable objective
<p>Aim to maintain representation of:</p> <ul style="list-style-type: none"> 40% women across our executive leadership and senior leadership populations 40% of women on the Medibank Board. 	<p>As at 30 June 2025, women represented:</p> <ul style="list-style-type: none"> 48% of Group and senior executive roles (compared to 46% in FY24) 33% of the Medibank Board, including the CEO (compared to 33% in FY24). 	<p>Medibank remains committed to a representation of at least 40% women across our executive leadership and senior leadership populations, and at least 40% women on the Medibank Board.</p>
<p>Aim to maintain representation of:</p> <ul style="list-style-type: none"> 40% women across our manager workforce 40% women across our non-manager workforce. 	<p>As at 30 June 2025, women represented:</p> <ul style="list-style-type: none"> 54% of all manager roles, excluding Group and senior executives (compared to 53% in FY24) 77% of non-manager positions (compared to 77% in FY24). 	<p>Medibank aims to maintain representation of 40% women across our manager workforce and 40% women across our non-manager workforce.</p>

Gender pay equity

We continue to undertake internal gender pay equity analysis to ensure women and men are paid equitably for comparable work, taking into account market benchmarks and role scope. As at 30 June 2025, Medibank maintained gender pay equity within our 1% target. The difference in average pay between women and men was just 1%, with women slightly ahead in both Enterprise Agreement and non-Enterprise Agreement roles. This means pay outcomes are very closely aligned and within our defined equity range.



Parental leave and support for carers

Our gender-neutral parental leave policy and broader carer support offerings are designed to support shared caring responsibilities and enable employees of all genders to balance work and family commitments.

[Employee Health | Medibank](#)

Safe and respectful workplaces

We have strengthened policies, training and reporting mechanisms to prevent and respond to sexual harassment, bullying and discrimination. We also provide support for employees experiencing family and domestic violence.

[Employee Health | Medibank](#)

Employee consultation

Our Gender Equity Network continues to play an important role in shaping our approach and provides lived experience, insights and helps inform policy and program design.

Champions of Change Coalition

We continue to work with the Champions of Change Coalition to help address gender inequality at both organisational and system levels. Through this work, we contribute to and draw on leading practice focused on preventing harm, promoting respect and addressing the structural drivers of gender inequality.

The Coalition's 2025 Impact Report, the largest voluntary disclosure of progress towards workplace gender equality globally, brings together data, insights and actions from more than 200 member organisations across all major sectors and highlights the role of visible, CEO-led leadership in driving measurable change. You can view the report here:

[Champions of Change Coalition 2025 Impact Report - Champions Of Change Coalition](#)



New WGEA gender equality targets

From the 2025–26 reporting period, designated employers are required to select and report against three formal gender equality targets under the WGEA framework. These targets apply across a three year cycle and progress will be publicly reported.

At least one target must be numeric, and all targets must align to one or more of the WGEA Gender Equality Indicators

[WGEA-Targets-Menu-April-2025.pdf](#)



Our approach to selecting targets

In finalising our WGEA gender equality targets, we have taken a considered and evidence based approach.

This includes:

- Analysing the key drivers identified through our gender pay gap results and workforce data
- Focusing on areas where change over time can meaningfully influence gender equality outcomes
- Considering existing policies, practices and governance arrangements already in place
- Drawing on insights from employee consultation and lived experience
- Ensuring alignment with Board oversight and accountability mechanisms

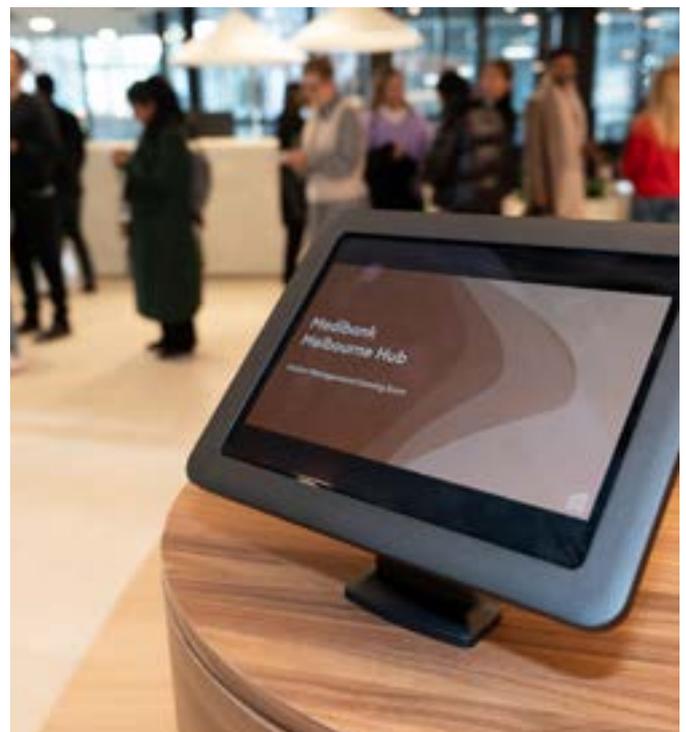
Our intention is to select targets that reinforce shared responsibility for gender equality, complement the actions already underway across the organisation, and support long term cultural and structural change.

Once finalised, our targets will be embedded into our broader governance and reporting processes, and progress will be reviewed and reported in line with WGEA requirements.

Looking ahead

We know that closing the gender pay gap takes time and sustained effort. It requires us to continue listening to our people, being transparent about our outcomes, and focusing on the areas where we can make the greatest difference.

Over the coming years, we will continue to build on the foundations already in place, track our progress against our WGEA targets, and adapt our approach as our workforce and operating environment evolve. Through this, we remain committed to creating a workplace where everyone has the opportunity to participate, progress and thrive.



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Medibank Private Limited

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