

We are pleased to report that our initiatives and strategies continue to be successful in narrowing our gender pay gap year on year.

We have seen improvement in our average mean base salary and total remunerations, and median total remuneration from our FY21-22 reporting. We have also seen a positive movement on six out of nine role types, with five out of nine indicated as closer to zero than the average for the industry comparison group.

The reporting quartiles indicate a positive pay gap. Our lower middle quartile indicates the highest positive pay gap in comparison to the average for the industry comparison group, whilst our two upper quartiles indicate closer towards zero in comparison to the average for the industry comparison group.

Whilst we have made steady progress in narrowing our gender pay gap, we recognise that we need to continue to focus on driving key initiatives.

At Panasonic Australia, we will continue to promote gender neutral initiatives including, providing equal employment opportunities, building a culture of learning and development, providing flexible work practices, and ensuring diversity and inclusion is embedded across all facets of our organisation regardless of what role is occupied.

We will continue to focus on:

- Conducting regular pay audits to identify and rectify any pay discrepancies, ensuring equal compensation for equivalent roles.
- Providing flexible work options to accommodate diverse needs, promoting work-life balance, and supporting employees at various stages of their careers.
- Investing in learning and development programs to enhance the skills of all employees, ensuring that career advancement opportunities are based on merit.

At Panasonic Australia, we are committed to fostering workplace gender equality by promoting an inclusive environment where all employees are treated with respect.

We will continue to actively promote initiatives that empower all individuals to strive for a workplace that values diversity and inclusion - ensuring fairness in every aspect of our operations.



**Paul Reid**  
**Managing Director – Panasonic Australia**