

Workplace Gender Equality

FY2026 Gender Equality Indicators

Alfabs Australia Limited's reported outcomes against the six Workplace Gender Equality Indicators for the financial year ended 30 June 2026 are presented below.

WGEA INDICATOR	ALFABS RESULT
1 Gender composition of the workforce	7.9% women / 92.1% men
Management composition	4% women / 96% men
CEO, Head of Business and KMP composition	0% women / 100% men
2 Gender composition of the governing body	25% women / 75% men
3 Equal remuneration between women and men	25.4% average total remuneration gender pay gap
	24.1% median total remuneration gender pay gap
	6.8% average base salary gender pay gap
	-4.2% median base salary gender pay gap - in favour of women
4 Flexible work and support for family or caring responsibilities	No workforce calculated for this indicator; however, it is addressed through Alfabs' policies and practices.
5 Consultation with employees on gender equality	Yes - workshops were conducted across the entire workforce, together with training.
6 Sex-based harassment and discrimination	Nil incidents for the reporting period. This indicator is supported through prevention policies, reporting processes and training.

About this disclosure

The results above reflect Alfabs Australia Limited's FY2026 WGEA reporting data and should be read in the context of the Company's workforce composition and operations.