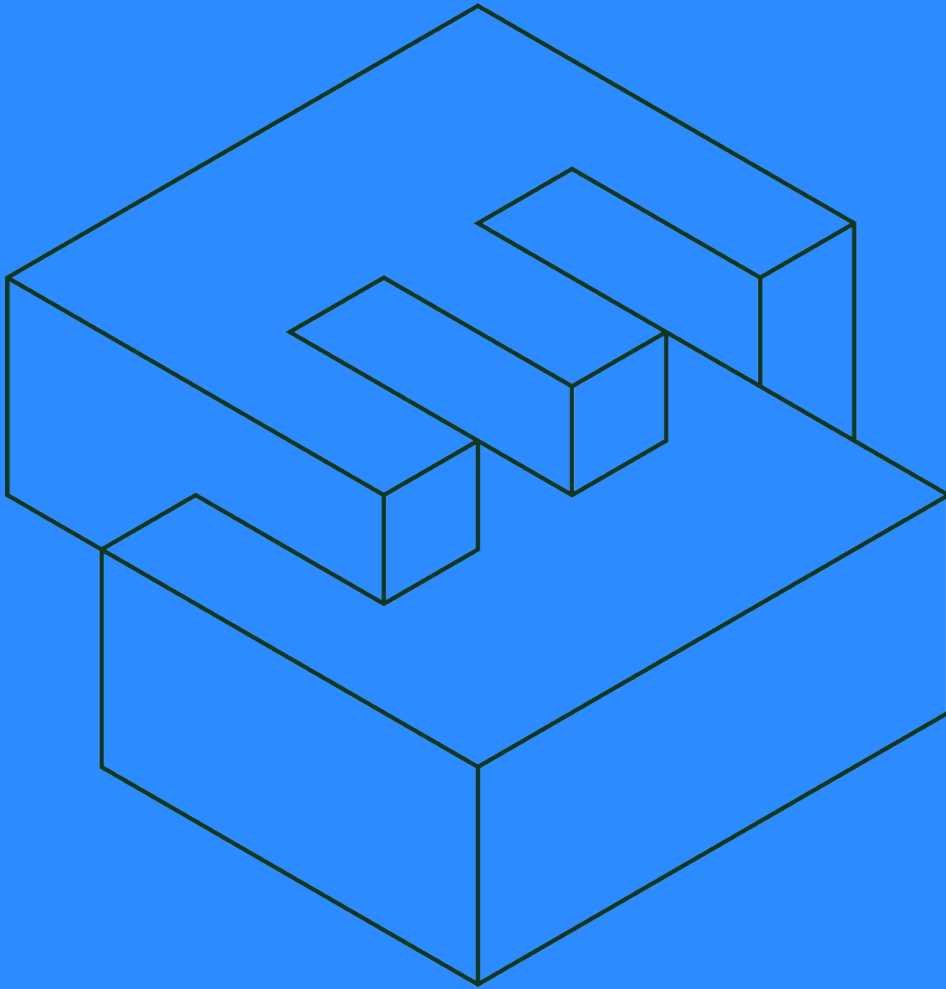


WGEA 2025 Gender Pay Gap Statement

March 2026



MFG



MFG's gender pay gap data

MFG currently has slightly more women than men across the organisation, including within the Group Executive Committee. However, MFG does have a gender pay gap which reflects the fact that investment roles - which generally account for the majority of the highest paid roles within the business – continue to be held by more men than women.

We are firmly committed to pay equity and ensuring that employees are paid fairly for comparable roles and performance, regardless of gender. We actively monitor and review our remuneration and people processes to ensure decisions are free from bias and that pay equity is maintained across like-for-like roles.

We also recognise that workplace flexibility and family-friendly policies are important enablers of workforce participation and progression. MFG continues to strengthen our policies and practices to support employees at all life stages, including enhanced parental leave benefits. We offer gender-neutral paid parental leave of up to 18 weeks at full pay (or 36 weeks at half pay), with superannuation paid during both paid and unpaid parental leave.

Our people are our key to our success, and it is important that we have a culture that values the contribution of every individual. We remain focused on continuing to reduce the gender pay gap over time and improving gender representation in senior and investment roles as part of our broader commitment to diversity and inclusion.