

Employer statement

At Endeavour Group we are committed to pay all roles equitably and ensuring our pay gap remains within a +/-3% tolerance.

In 2024-25 Workplace Gender Equality Agency (WGEA) reporting year, our results were as follows:

Endeavour Group Limited

Average total remuneration gender pay gap is -0.7% and the median is 0.5%.

All employees	2022-23	2023-24	2024-25
Average total remuneration	1.7%	-0.5%	-0.7%
Median total remuneration	0.9%	0.4%	0.5%
Average base salary	0.5%	-0.4%	-0.6%
Median base salary	0.9%	0.4%	0.5%

Australian Leisure and Hospitality Group Pty Ltd

Average total remuneration gender pay gap is 1.7% and the median is 0.1%.

All employees	2022-23	2023-24	2024-25
Average total remuneration	2.6%	2.5%	1.7%
Median total remuneration	0.4%	0.4%	0.1%
Average base salary	2.0%	1.9%	1.3%
Median base salary	0.3%	0.3%	0.0%

The pay gap results demonstrate pay parity within the committed to +/-3% tolerance has been maintained.

We will continue to conduct a deep dive analysis into our highly populated roles to understand the drivers of any pay inequity and act on early insights, our recruitment practices across all disciplines to ensure a diverse gender and skills based workforce, and ensure our policies do not have any bias or unintended consequences.

The board receives annual updates on the progress of our commitments, and towards our stated targets.

For more information and to access Public data reports, please visit www.wgea.gov.au