

Gender Pay Gap

Report 2024



2024 Gender Pay Gap Report

At Komatsu Australia, we have a continuing commitment to foster an inclusive and diverse culture, where our people thrive and can create value together. We have a strong focus on being a workplace that celebrates diversity from all angles, including gender, culture and age.

Inclusion is critical because a diverse workforce that isn't inclusive risks becoming fragmented and, ultimately, ineffective. Diversity without inclusion is simply optics.

We know that our business and industry have a long way to go towards achieving greater gender balance, but I'm proud of the work that Komatsu has done to date to work towards this. We are committed to increasing the representation of women at all levels within our business and have implemented a number of strategic initiatives to support this goal.

Our latest gender pay gap analysis has shown we have made some strides since our inaugural report. We have reduced our median base salary gender pay gap from 20% to 17.6%, and have seen a 2% increase in the proportion of women in leadership positions in the company, along with a 7% increase in the number of women promoted within the business.

While these numbers are incremental we hope to only continue this positive trend as we work towards our three-year Gender Pay Gap Action Plan, which sits underneath our Inclusion and Diversity Roadmap for Komatsu.

While this year's data is not directly comparable to last reporting year, our total reward gender pay gap remains high, as we expected, due to another year of record sales. When our business performs, we pay more commissions and overtime to our people, of which women are currently underrepresented. We will continue to focus on increasing female representation in our Sales and Trades teams.

We have also made headway with new policies and procedures within the business. Our Families at Komatsu Policy was implemented in 2023 and is one of the many strategic initiatives we have instigated to attract female talent and contribute more broadly to gender equality through increased shared caring opportunities. Changes cannot be made overnight, but we feel we are on the right path towards achieving our goal of 25% female representation while ensuring Komatsu Australia is a safe and inclusive environment for everyone.

It's an important goal, and one I am immensely passionate about getting right.

This report allows us to reflect on the achievements we made and celebrate our successes, while giving us a clear roadmap towards what we want to achieve within Komatsu to foster an inclusive environment for all.



Sean Taylor
CEO & Managing Director, Komatsu Australia

What is the Gender Pay Gap?

The gender pay gap is the difference in earnings between women and men in the workforce. This difference can be expressed as the average or the median (mid-point). The gender pay gap is not the same as equal pay (pay for 'like for like' roles). Equal pay has been a legal requirement in Australia since 1969. Instead, the gender pay gap is the difference between the pay of women and men across our organisation as a whole. The gender pay gap considers pay equal pay, as well as how successful organisations are in attracting, retaining, and promoting women equally at all levels. The gender pay gap is a holistic and useful measure for tracking gender equality across a nation, industry or within an organisation.

The Workplace Gender Equality Act 2012 (Cth) (the Act) requires Komatsu and other employers of more than 100 employees to submit data to the Workplace Gender Equality Agency (WGEA) annually. The Workplace Gender Equality Agency is an Australian Government statutory agency created to promote and improve gender equality in the workplace and believe closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

The annual submission consists of:

- An online questionnaire related to your organisation's policies, strategies, and actions on gender equality.
- Two excel worksheets designed to collect information about workforce composition; salaries and remuneration; and employee appointments, promotions, resignations, and parental leave. It is important to note that the information collected here relates to our Australian employees. Our New Zealand and New Caledonian employees have not been represented due to WGEA requirements.

Median Pay Gap

Our pay gap reported in this document and by WGEA is the median pay gap. While the mean gender pay gap is the difference in the average annual pay for all females compared to all males, the median identifies the middle point of a population. The median pay gap is the gap between the annual pay rate for a female at the mid-point, compared to the pay rate of a male at the mid-point. Identifying the middle of the dataset assists in accounting for outliers, for example the CEO. The median pay gap is reported on both base salary and total annual remuneration.

Please visit the [Workplace Gender Equality Agency website](#) for more information on the Gender Pay Gap.



Komatsu Australia Results

Gender Pay Gap	
	Median 2024
Base Salary	17.6%
Total Remuneration	38.9%

The median base salary for men is 17.6% higher than that of women.

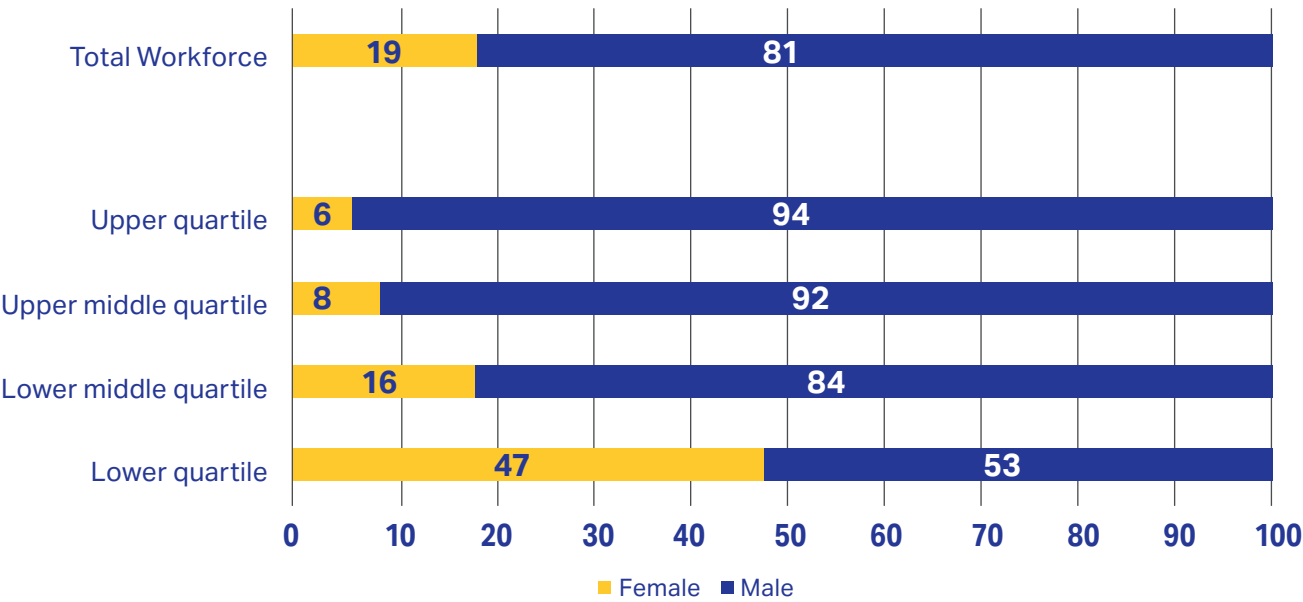
The median total remuneration pay for men is 38.9% higher than that of women. Total remuneration may consist of base salary, superannuation, short term incentive plan (bonus), motor vehicle allowance, commission, and/or overtime.

Our Gender Pay Gap Explained

Our gender pay gap is driven by occupational and hierarchical segregation. This means that positions with high total reward earning potential, particularly Technicians, Sales Managers, General Managers and Executive General Managers are mostly occupied by men.

The graph below divides the total remuneration full-time equivalent pay of all employees into four equal quartiles. A disproportionate concentration of men in the upper quartiles and women in the lower quartiles is the key factor contributing our gender pay gap, although we have seen some positive movement in our 2024 results.

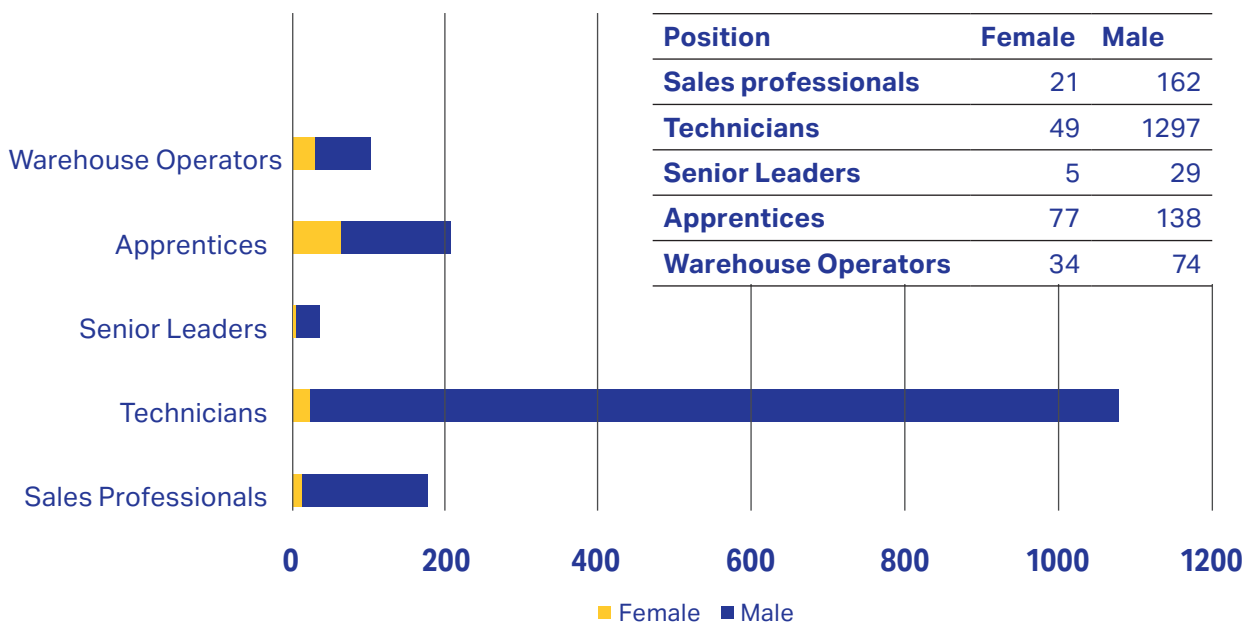
Gender percentage by pay quartile



Our analysis of the 2023-2024 reporting and contributing factors to our gender pay gap remain consistent with previous years and are detailed below:

- Equipment Sales for each of our Mining, Construction & Utility and Parts Divisions saw significant growth over the reporting period, contributing to higher commission earned for predominantly male employees in these roles, who fall into the Upper Quartile.
- More than one third of our employees occupy Technician roles that can work various roster patterns and access overtime pay. These roles are occupied by 96% males and fall into the Upper and Upper Middle Quartiles. Due to the gender split in these traditionally male-dominated roles, when our business performs, our total reward gender pay gap increases due to overtime and commissions paid. We will continue to focus on increasing female representation in our Sales and Trades teams.
- A significant proportion of our Australian workforce is located in Western Australia, reported by WGEA to have the highest gender pay gap in Australia due to the industries and occupations in the region. The Mining, Resources, and Construction sectors, where there is an above-average concentration of male employees, contribute significantly to this gap. These sectors, known for their relatively higher pay rates, pose a competitive challenge as we strive to attract and retain talent in the region.
- As a result of our increased recruitment of women into entry level positions, the proportion of women in the Lower Quartile has grown. These positions include our Apprentice and Graduate programs and our Distribution Centres. Over the next few years, many of these women will move into the Lower Middle and Upper Middle Quartiles, however currently, contribute to a larger gender pay gap.
- There are proportionally more males in senior leadership roles within our organisation than women.

Gender split by position



Key I&D Roadmap Initiatives

We remain committed to closing our gender pay gap and are investing in many initiatives to increase female participation at all levels within Komatsu Australia. Our Gender Pay Gap Action Plan is front and centre on our 3-year I&D Roadmap at Komatsu:



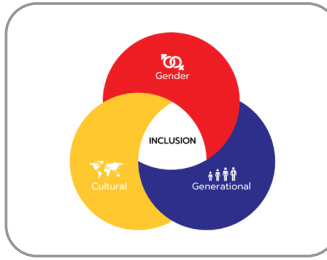
Apprenticeship Opportunities

30% female participation in the 2025 Apprentice Intake



Graduate Opportunities

50% Female Diversity in the 2024 Graduate Program



Inclusion and Diversity Action Group

Committee designed to drive I&D initiatives and progress within the business



NAWO Member

National Association of Women in Operations partnership



Respect at Komatsu Workshops

Reinforcing our expectations of a Safe & Inclusive work environment



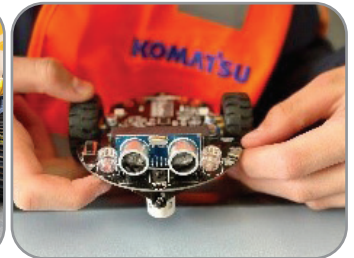
Families at Komatsu Policy

16 weeks paid leave for Primary Carers and 4 weeks paid leave for Secondary Carers



Western Sydney Wanderers and Perth Scorchers Sponsorships

Alignment with strong sporting brands that support an inclusive and diverse workplace



STEM Punks

Partnership to inspire tomorrow's innovators with STEM education



School Partnerships

Focus on engaging and educating female school students on Komatsu opportunities



Supplier Multiplier

Partnering with our suppliers to influence gender diversity and equality in the value chain



Champions of Change Coalition member

Industry Panel committed to increasing gender equality



Ways of Working

Flexible Work options including part time, job share, WFH, varied rosters, phased retirement, purchased leave and more



Entry Level Opportunities

Wide range of entry level opportunities for females, including Cert II Automotive Servicing Traineeships



Diversity in Shortlists

40% Female Diversity for all shortlists



Accelerated Leadership Programs

30% Female Participation



My Career

Structured Career Framework and interactive Career Development map