



3 March 2025
Media release

The a2 Milk Company's Gender Pay Gap progress

The a2 Milk Company ("the Company") fully supports WGEA's purpose and we are committed to closing our gender pay gap.

We have made significant progress reducing our Australian median total remuneration gender pay gap over the past year from 45% to 21% and globally from 22% to 11%.

We are proud of the actions we have taken in Australia, including:

- Appointing a female Chair with equal Board representation (ie 50:50) and supporting equal representation of women and men across our organisation (ie 52:48)
- Ensuring a gender-neutral approach to recruitment through unconscious bias training and gender balanced short lists and selection panels
- Offering all roles with the option of flexible and hybrid working arrangements to suit individual needs
- Introducing a market-leading gender-neutral parental leave policy entitling our team to 20 weeks paid parental leave and superannuation
- Achieving certification as a Family Inclusive Workplace awarded by Parents at Work in partnership with UNICEF Australia
- Leading in transparency being one of the few ASX-200 companies fully disclosing our Australian and Global gender pay gap data in our Annual Report in August 2024

The Company's Managing Director and CEO, David Bortolussi said: "Closing our gender pay gap is a high priority for our team, we have made a lot of progress but there is more to be done particularly with regard to having more women in senior roles over time."

Please refer to the following for the Company's complete [Gender Pay Gap Statement](#) and [Annual report disclosure](#).

For further information, please contact:

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