



# Kaplan Gender Pay Gap Statement 2026

# Kaplan Gender Pay Gap Statement

Based on WGEA reporting results for the period 1 April 2024 – 31 March 2025

Gender pay gap is different from equal pay. Equal pay means employees are paid the same amount for doing the same job regardless of gender. Our gender pay gap reflects the differences in average pay between all females and males without taking into account roles, responsibilities and seniority. Having a gender pay gap means that on average, women earn less than men.

At Kaplan, we recognise that our average total remuneration gender pay gap currently stands at 30.9%. We continue to maintain pay equity in like-for-like roles through regular remuneration review and analysis. Women also hold equal representation at the most senior levels of Kaplan Australia, including across executive roles reporting to the Managing Director — a level of representation that remains uncommon in corporate Australia.

The primary driver of this year's result relates to workforce composition and reporting methodology. During the reporting period, casual academic roles were annualised for WGEA reporting purposes. This calculation increased reported average earnings for male employees and impacted the overall gender pay gap. It does not reflect a change in underlying pay practices.

We are transitioning our casual academic workforce to a sessional employment model, which more appropriately reflects earnings and workforce distribution. We anticipate that this change will provide a more accurate representation of remuneration outcomes and, over time, support an improvement in our reported gender pay gap.

In 2026, our focus will include strengthening gender balance in under-represented workforce categories, increasing female representation in higher pay quartiles, and encouraging greater uptake of parental leave across genders.

We remain committed to creating an equitable and inclusive workplace where opportunity and reward are based on merit. Through ongoing analysis and responsible workforce planning, we will continue working to reduce our gender pay gap over time.