



IPH Group Gender Pay Gap Statement



IPH Limited remains firmly committed to advancing gender equality across our Group and to reducing our gender pay gap over time.

The annual reporting published by the Workplace Gender Equality Agency (WGEA) separates the IPH Group into distinct reporting entities: our two largest member firms in Australia, Spruson & Ferguson and Griffith Hack, and our corporate services business, with results also being consolidated into a corporate group. For the 2024–25 reporting period, both member firms report gender pay gaps above the industry benchmark, while our Corporate Services reports a gender pay gap below the industry benchmark.

As a leading intellectual property services group and the first IP services group listed on the ASX, we recognise our responsibility to demonstrate leadership in progressing gender equity across our profession.

Actions Taken

Improving gender parity across IPH is a long-term priority requiring sustained focus and structural change.

Over the past year, IPH has continued to progress the initiatives outlined in our Gender Equity and Equality Strategy (GEE Strategy), including:

- Implementation of our 40:40:20 gender composition target across the workforce by 2030
- Adoption of a 40:40:20 gender balance target for the Board (currently 33% women)
- Ongoing application of enhanced parental leave provisions across Australian IPH Group companies

Our parental leave framework provides 18 weeks paid leave for primary caregivers and six weeks for secondary caregivers, with additional government leave top-ups and continued superannuation contributions for the duration of the leave. Flexible and part-time working arrangements remain embedded across the Group.

Women represent 65% of our ANZ workforce and 69% globally. Participation in part-time work remains a deliberate choice for many employees, particularly women balancing caring responsibilities.



Understanding Our Workforce Composition

The IPH Group workforce comprises of corporate services, practitioners and operations employees.

Corporate Services

Gender representation across corporate services roles remains balanced. Variability in pay gap outcomes within this cohort reflects role mix and remuneration positioning rather than inequitable pay practices.

Practitioners

As a STEM-qualified profession, intellectual property continues to reflect broader gender imbalances in STEM fields. Women remain underrepresented in STEM-qualified occupations and among registered patent attorneys.

Within IPH's Australian based firms, women account for 49% of practitioners, above industry benchmarks. However, men continue to be overrepresented in senior Principal roles, which materially influences total remuneration outcomes.

While early-career representation is balanced, the pathway to senior leadership remains a key focus area under our GEE Strategy.

Operations

Operations roles remain predominantly performed by women. These roles are critical to our success but are typically remunerated below senior practitioner levels, which influences overall gender pay gap reporting.

Understanding Our Gender Pay Gap

The WGEA gender pay gap reflects differences in average earnings between men and women across the organisation. It does not measure equal pay for equal work.

Our reported gaps are primarily influenced by workforce composition, particularly the concentration of men in senior practitioner roles and women in all roles, but especially in operations roles. As long as these structural patterns persist across the broader STEM and IP sectors, they will continue to impact reported outcomes.

We remain confident in our equitable remuneration frameworks and committed to expanding representation at senior levels over time.

Looking Forward

Closing the gender pay gap remains a strategic priority for IPH. Achieving sustainable change requires long-term commitment, continued investment in leadership pathways, and sustained focus on inclusive workplace practices.

We will continue to monitor our data, evaluate progress against our 40:40:20 targets, and strengthen initiatives that support gender equity across all levels of our organisation.