



Employer Statement on Gender Pay Gap and Workplace Gender Equality

(2024–25 Reporting Period)

A message from our Chief People Officer

Each year, WGEA publishes employer gender pay gap data. At Tyro, we take accountability for understanding our results and addressing the structural drivers behind them.

Gender equality is part of how we build a strong and sustainable business. We want everyone to have equitable access to opportunity, be rewarded fairly for their contribution, and grow at every stage of their career.

In the 2024-25 reporting period, Tyro employed 584 people. Our average total remuneration gender pay gap was 14.7%, an improvement on both 2023-24 and 2022-23, and 7.2 percentage points below Tyro's WGEA comparison group midpoint of 21.9%¹.

We are encouraged by this progress and recognise there is more work ahead. Closing the gap takes steady, focused action over time. Our Board and Executive oversee our gender equality targets and receive regular updates on progress.

Monica Fiumara
Chief People and Communications Officer

Understanding our gender pay gap

In 2024-25, we completed a detailed gender pay gap analysis to better understand the drivers of our results. This analysis confirmed that two structural factors influence our current gap:

- The types of roles held by women and men across our organisation
- Broader dynamics within the technology talent market

As a fintech focused on payments innovation, approximately one third of roles are in higher-paid technology streams, which remain male dominated across the industry. This occupational gender mix, not like-for-like pay, drives most of our gap.

Workforce, leadership, and governance

Tyro has an overall gender composition target of 40% women, 40% men and 20% people of any gender. Our overall workforce is broadly aligned to this target, with 45% women and 55% men.

We are proud to have strong representation of women across all levels of leadership:

- Board of Directors: 67% women
- Executive: 44% women
- Senior Leaders: 43% women
- All People Leaders: 45% women

Increasing the number of women in Senior Leader and Executive roles has been a key driver behind reducing our pay gap over the last three years.

¹ [1] Based on the WGEA Reporting Industry Benchmark Report for the Comparison Group 6221 – Banking Employee range 500-999



Our action plan

Looking ahead, we are focused on actions that address both immediate and longer-term contributors to gender inequality, within Tyro and the broader community.

- We have set clear targets to reduce our total remuneration gender pay gap over the next three years. Progress against this target will be tracked and reviewed on an annual basis and reported to the Workplace Gender Equality Agency, ensuring transparency and accountability.
- We are committed to maintaining our strong levels of female representation at all levels of company leadership.
- We will also continue to support Women@Tyro, our employee resource group.

Additionally, we acknowledge that equitable participation in caring responsibilities is critical to addressing long-term gender equality. We are making immediate and meaningful changes to our parental leave policy, including:

- Increasing paid primary carer leave from 16 weeks to 18 weeks
- Paying superannuation on periods of unpaid parental leave within the first 12 months following a child's birth
- Adopting an opt-out approach so secondary carers are assumed to take their full 12 weeks of paid parental leave

Ongoing focus

Closing the gender pay gap requires sustained effort and long-term focus. Through transparent reporting, targeted action, and leadership accountability, Tyro remains focused on making measurable progress over time.