9 October 2026

Mr Hamish McIntyre
President, National Farmers' Federation
Locked Bag 9
KINGSTON ACT 2604

Dear Hamish

## DIVERSITY IN AGRICULTURE LEADERSHIP PROGRAM - NBN CO PLEDGE AND PROGRESS REPORT 2026

At nbn, our purpose is to elevate Australia by connecting people and powering progress. Delivering on that purpose requires a workforce that draws on different perspectives and reflects the communities we serve.

Gender equity remains an important priority for nbn. We are committed to creating an inclusive workplace where women have equitable access to opportunities to build careers, develop capability and progress into leadership roles.

Since our previous pledge, nbn has continued to strengthen gender equity across our organisation. Our progress and ongoing areas of focus include:

- Increasing women's representation in management. As of 30 June 2026, women represented 36.3% of management roles across nbn.
- Maintaining gender pay equity. In 2026, nbn's median base salary gender pay gap was 3.0% in favour of women, and its median total remuneration gender pay gap was 0.1% in favour of women.
- Creating entry pathways across our workforce. From technical traineeships to graduate programs, we are expanding opportunities for women to start and grow their careers at nbn. In FY26, 42% of trainees commencing in our Customer Field Technician Traineeship were women and 56% of graduates commencing at nbn were women, helping strengthen our future talent pipeline.

© 2026 nbn co limited | ABN 86 136 533 741
Tower 5, Level 14
727 Collins St
Docklands VIC 3008

info@nbn.com.au
nbn.com.au

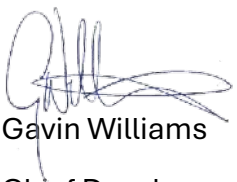
- Embedding equitable and inclusive recruitment. Our Talent Acquisition team and hiring managers continue to focus on equitable outcomes throughout attraction, assessment and selection.
- Supporting career mobility and progression. We continue to create opportunities for women to build experience and capability through development, secondments, lateral moves and promotions.
- Increasing accountability for gender equity. Gender representation and workforce data continue to inform workforce planning, decision-making and accountability among nbn's executive and senior leaders.
- Supporting flexible ways of working. Our hybrid working approach combines employee choice with opportunities for teams to connect with purpose, helping our people balance work and personal commitments.
- Building connection, development and advocacy. nbn Equals, our employee-led gender equity network, continues to provide opportunities for professional development, connection and community engagement, including student mentoring and recognition of International Women's Day.

Together, these efforts reflect a sustained focus on improving representation, opportunity and inclusion across the employee lifecycle. While progress has been made, we know lasting change requires continued attention and action.

nbn is proud to support the National Farmers' Federation's Diversity in Agriculture Leadership Program (DiALP). Our support reflects a broader commitment to improving gender diversity and inclusion within our own organisation and creating equitable opportunities for women across all stages of their careers.

We look forward to continuing our association with the National Farmers' Federation and advancing our shared commitment to gender equality.

Yours sincerely



Gavin Williams

Chief Development Officer – Regional & Remote

©2026 **nbn** co limited | ABN 86 136 533 741

Tower 5, Level 14, 727 Collins St
Docklands VIC 3008

info@nbn.com.au
nbn.com.au