

DIMEO EMPLOYER STATEMENT – WGEA GENDER PAY GAP (2024-2025)



Dimeo is a trusted, premium-level provider of cleaning services in Australia. Dimeo is committed to advancing gender equality across our workplace, strengthening the quality of our decision-making and supporting a culture built on merit and high performance.

This Employer Statement supports annual WGEA reporting and provides context for our clients and stakeholders behind our gender pay gap results.

DIMEO'S GENDER PAY GAP

This year, Dimeo's gender pay gap has improved to 2.7%, from 3.4% the previous year. Our median base salary pay gap remains at 0.0% in line with previous year.

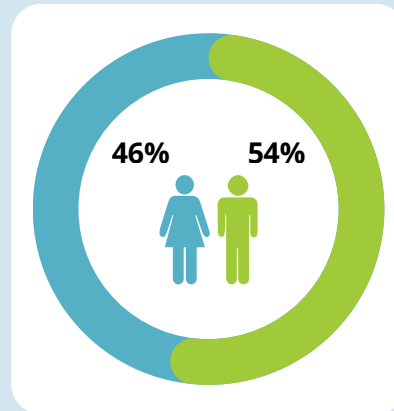
These results fall within the neutral range (+/- 5%) defined by WGEA and reflect the structure of our workforce rather than unequal pay for equal roles.

WGEA considers this the target range.

The table below shows the reported 2024-2025 gender pay gap for Dimeo.

REPORTED GENDER PAY GAP:

ALL EMPLOYEES	2024-2025
Average Total Remuneration	2.7%
Median Total Remuneration	0%
Average Base Salary	2.7%
Median Base Salary	0%



CONTRIBUTING FACTORS TO DIMEO'S GENDER PAY GAP

Gender representation is the main contributor to Dimeo's gender pay gap.

Dimeo has fewer women in senior management positions, with women representing 25% of these roles. These positions have typically higher remuneration, which contributes to the remaining gap.

OUR PROGRESS TO CLOSE THE GENDER PAY GAP

Throughout 2025, we continued focusing on development and flexibility to support gender equality:

- Structured mentorship programs that builds leadership capability
- Annual performance and career development reviews
- Clear internal promotion pathways
- Flexible work options, including adjusted hours and hybrid arrangements – *where operationally possible*
- Rosters that support employees with caring responsibilities
- Family-friendly policies that help employees balance work and home life

LOOKING AHEAD

We are proud of our progress and remain committed to strengthening gender equality across all parts of the business.

We will continue taking meaningful steps to support balanced representation and equal opportunities at all levels.