

# Australia Gender Pay Gap Report

## Employer Statement 2024-25

To promote transparency and address pay inequality, the WGEA requires all Australian employers with at least 100 employees to publicly disclose their gender pay gap results on an annual basis.

### Understanding Our Gender Pay Gap

Measuring the gender pay gap is not the same as measuring equal pay. The gender pay gap measures the difference in average earnings between women and men across the entire workforce, regardless of role. This is distinct from equal pay, which refers to paying men and women the same for the same work.

### Zscaler Results

Metric	Zscaler Australia	Industry Comparison*	Variance (vs. Industry)
Average Total Remuneration Gap	27.6%	17.1%	+10.5%
Median Total Remuneration Gap	26.2%	18.0%	+8.2%
Average Base Salary Gap	16.9%	16.9%	0.0%
Median Base Salary Gap	12.2%	15.1%	-2.9%

\*6999 - Other Professional, Scientific and Technical Services

### Gender Composition by Pay Quartile

Pay Quartile	Zscaler Australia	Industry Comparison
Upper Quartile (Highest Paid)	7%	31%

<b>Upper Middle Quartile</b>	<b>10%</b>	49%
<b>Lower Middle Quartile</b>	<b>17%</b>	50%
<b>Lower Quartile (Lowest Paid)</b>	<b>34%</b>	55%

Zscaler gender pay gap is primarily driven by workforce composition rather than pay inequality. A lower representation of women in the upper quartiles, where remuneration is highest, is the key driver of our current gap.

- **Base Salary Success:** Our Median Base Salary Gap (12.2%) is lower than the industry benchmark (15.1%), demonstrating that our base pay structures are equitable.
- **Impact of Variable Pay:** The wider gap in Total Remuneration is influenced by the high concentration of men in senior sales and technical leadership roles. These positions attract higher variable remuneration (commissions and bonuses), which significantly impacts the average totals.

### **Looking Ahead: Our Commitment to Equity**

At Zscaler, we are committed to fostering a fair and representative environment where all employees can thrive, as we believe a variety of perspectives is essential for our sustainable growth. We remain focused on closing the gender pay gap through a roadmap that includes:

**Refining Our Pay Practices:** We will continue to review our compensation to ensure parity for men and women in similar roles with comparable experience and skills.

**Diversifying Leadership:** We are actively working to improve representation among our top earners. This includes sourcing a broad candidate pool and supporting professional growth and promotion across the company.

**Representation:** As our employee base grows, we're continuing to invest in the programs and structures that ensure our policies and practices uplift everyone without bias or exclusion. This includes courses on fairness, managing bias, and tailored training for leaders on the role of representation in building high-performing teams. Looking ahead, our key priority in this area is to reflect the wide perspectives and experiences of the customers and communities we partner with. We champion a balanced process in candidate pipelines, merit-based recruitment, pay and benefits, promotion, retention, and the overall employee experience.