



Gender Equality in Remuneration at IFM

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We want IFM to be a workplace where each of our people feel valued and recognised for their distinct qualities, backgrounds and perspectives.

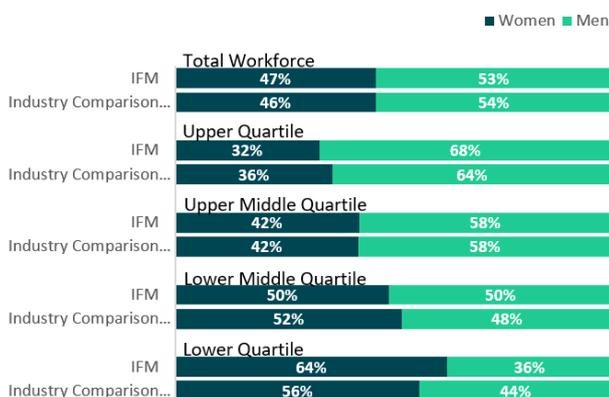
IFM remunerates equally for work of equal value. We regularly benchmark like for like roles to identify any unintended bias in our pay practices. If material differences between the average pay of people of different genders in like for like roles is identified, IFM takes appropriate action.

Key drivers of IFM’s WGEA Gender Pay Gap

Remuneration at IFM for most employees is comprised of fixed and variable pay.

We also operate incentive schemes for investment teams that are linked to the investment returns. IFM’s investment returns for our clients, coupled with the higher proportion of males in senior investment roles, drive the gender pay gap at IFM. As we continue to broaden the pool of investment team members participating in these schemes and promote our inclusive workplace our pay gap is expected to narrow.

Breakdown of Men and Women by IFM Pay Quartile**



Source: Workplace Gender Equality Agency, WGEA Industry Benchmark Report 2025

IFM’s Inclusive Workplace Strategy to Drive More Equal Representation Across Our Population*

We know that increasing our gender representation, especially in investment teams and at the senior levels requires a long-term approach. We have strategies in place including inclusive recruitment practices, retention, promotion, career development and leadership accountability that seek to ensure IFM’s workforce is drawn from a wide talent pool, and our award winning work and family practices support workers with caring responsibilities to thrive at IFM. We monitor the impact of these programmes, and hold our senior management accountable for delivery of our inclusive workplace strategy.

Enhancing and broadening our family support

IFM is committed to recognising employees with family or caregiving responsibilities, and the challenges they may face when balancing caring responsibilities and work commitments. We understand that caring can come in many different forms and have several policies and initiatives to support our people.

Further highlights of our broader inclusive workplace-related activities are shared in our [FY25 Annual Sustainability Report](#)

NOTE: In December 2024 Australian property fund manager, ISPT, joined IFM Investors. This statement applies for ISPT and the combined Corporate Group WGEA Reports.

IFM-23FEBRUARY2026-5224961

*Outside of the United States

**Relates to Australian employees only