

Employer Public Report

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Public Reports

WGEA publishes the Public Report, except personal information in whole, or part on the Data Explorer and uses its contents in whole or part for other purposes in electronic or other formats.

Two documents make up your Public Report and can be generated and downloaded after preparing your submission for lodgement:

- Public Report – Questionnaire
- Public Report – Employee Data Tables

The Public Report must be:

- Given to your CEO or equivalent for review, approval and sign off before lodgement.
- Shared in accordance with the Notification and Access requirements under the *Workplace Gender Equality Act 2012 (the Act)*.

Report contacts will be asked to declare in the Portal that all relevant CEO or equivalents have signed the public report.

Detailed information on the requirements to share the public report with your employees, members or shareholders can be found within the online Reporting Guide on [Notification and Access requirements](#).

Gender Equality Standards

If there is a single entity employing 500 or more employees, they must have a policy or strategy in place against each of the six Gender Equality Indicators. More information can be found within the online reporting guide on [Gender Equality Standards](#).



Workplace Overview

Policies & Strategies

Employer policies or strategies on workplace gender equality and the composition of the workforce can be powerful levers for making progress and change. Policies or strategies are most effective when backed up by evidence-informed action plans to address areas of imbalance and inequality. Similarly, targets are achievable, time-framed goals that create mechanisms for accountability and are effective when combined with dedicated actions to help achieve them.

1.1 Do you have formal policies and/or formal strategies in place that support gender equality in the workplace?

Yes

Strategy

1.1a Do the formal policies and/or formal strategies include any of the following?

Recruitment; Retention; Performance management processes; Promotions;
Succession planning; Talent identification/identification of high potentials

1.2 Do you have a formal policy and/or formal strategy on diversity and inclusion in your organisation?

Yes

Policy

1.2a Do the formal policies and/or formal strategies include any of the following?

Gender identity

1.3 Does your organisation have any targets to address gender equality in your workplace?

Yes

To have a gender balanced governing body (at least 40% men and 40% women)

1.4 If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

In alignment with the ASX Corporate Governance Council's Recommendation 1.5, Count has set measurable gender diversity targets across various levels of the organisation, aiming for 40%–60% female representation. As of 2025, Count set targets of 40-60% female representation for the following: • Women employees in the Group • Women in senior



executive positions: • Women on Count Limited's Board • Women in senior managerial positions • Women on Partner Firms' Boards



Workplace Overview

Governing Bodies

Gender balance on governing bodies or Boards is good for business. It contributes to workplace gender equality outcomes and improved company performance more broadly. Measures to support gender balance in the governing body include analysing the gender representation of chairs and other members, considering gender in the selection of Board members, and taking action to drive change through term limits, gender equality targets and policies.

1.5 Identify your organisation/s' governing body or bodies.

Organisation: Count Limited

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion



.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No
Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: General Diversity

Organisation: Moggs Accounting + Advisory Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Count Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2



.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Other

Provide Details: general diversity

Organisation: Countplus One Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Count Limited



.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2

.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Other

Provide Details: general diversity



Organisation: Unite Advisory Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this



governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: general diversity

Organisation: Twomeys Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Count Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2

.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion



.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No
Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: general diversity

Organisation: Kidmans Partners Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Count Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2



.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Other

Provide Details: general diversity

Organisation: Count GC Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Count Limited



.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2

.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Other

Provide Details: general diversity



Organisation: Adviceco Ca Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this



governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: general diversity

Organisation: Specialised Business Solutions Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion



.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No
Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: general diversity

Organisation: Count Financial Limited

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Count Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2



.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Other

Provide Details: general diversity

Organisation: Diverger Services Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Count Limited



.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2

.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Other

Provide Details: general diversity



Organisation: Priority Networking Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year’s Gender Equality Reporting?

No

B. What is the name of your governing body?

Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation’s governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

F. Does this organisation’s governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this



governing body

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: general diversity

Organisation: Atkinson Saynor Private Wealth Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

B. What is the name of your governing body?

Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion



.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No
Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: general diversity

Organisation: 4Front Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Count Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2



.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Other

Provide Details: general diversity

Organisation: Digital O2 Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Count Limited



.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2

.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Other

Provide Details: general diversity



Organisation: Collective Resourcing Pty Ltd

A. To your knowledge, is this governing body also reported in a different submission group for this year’s Gender Equality Reporting?

No

B. What is the name of your governing body?

Count Limited

C. What type of governing body does this organisation have?

Board of Directors

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation’s governing body?

Yes

Selected value: Policy

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

F. Does this organisation’s governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this



governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: general diversity

Organisation: Kidmans Partners Wealth Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Count Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2

.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion



.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No
Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes
Other

Provide Details: general diversity

Organisation: Kidmans Partners Services Pty Ltd

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Count Limited

.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2



.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Other

Provide Details: general diversity

Organisation: SOLUTIONS CENTRIC PTY LTD

.....

A. To your knowledge, is this governing body also reported in a different submission group for this year's Gender Equality Reporting?

No

.....

B. What is the name of your governing body?

Count Limited



.....

C. What type of governing body does this organisation have?

Board of Directors

.....

D. How many members are in the governing body and who holds the predominant Chair position?

	Female (F)	Male (M)
Chair	0	1
Members (excluding chairs)	3	2

.....

E. Do you have formal policies and/or formal strategies in place to support and achieve gender equality in this organisation's governing body?

Yes

Selected value: Policy

.....

E.1 Do the formal policies and/or formal strategies include any of following?

Gender diversity and inclusion

.....

F. Does this organisation's governing body have limits on the terms of its Chair and/ or Members?

No

Other

Provide details: Directors are elected in accordance with ASX Listing Rules 14.4 and 14.5

.....

G. Has a target been set on the representation of women on this governing body?

Yes, a target has been set to maintain the existing representation of women on this governing body

.....

H. Do you have a formal policy and/or formal strategy on diversity and inclusion for this organisation's governing body?

Yes

Other

Provide Details: general diversity



1.6 If your organisation would like to provide additional information relating to governing bodies and gender equality in your workplace, do so below.

Count Limited is committed to fostering a diverse and inclusive workplace, with a strong emphasis on gender equality across all levels of the organisation, including its governing bodies. The Board of Count Limited comprises six Directors, five of whom are independent Non-Executive Directors, and includes a balanced representation of gender, with women making up 50% female representation on the Board.



Action on Gender Equality

Gender Pay Gaps

The gender pay gap is the difference in average or median earnings between women and men. It is a measure of how we value the contribution of women and men in the workforce. The gender pay gap is not to be confused with women and men being paid the same for the same, or comparable, job – this is equal pay. Equal pay for equal work is a legal requirement in Australia. However, illegal instances of unequal pay can still be one of the many drivers of the gender pay gap. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

2.1 Do you have formal policies and/or formal strategies on equal remuneration (pay equity and the gender pay gap) between women and men?

Yes

Strategy

2.1a Do the formal policies and/or formal strategies include any of the following?

To achieve gender pay equity; To close the gender pay gap; To ensure no gender bias occurs at any point in the remuneration review process (for example at commencement, at annual salary reviews, out-of-cycle pay reviews, and performance reviews); To implement and/or maintain a transparent and rigorous performance assessment process

2.2 Have you conducted analysis to determine if there are remuneration gaps between women and men?

Yes

2.2a What type of gender remuneration gap analysis has been undertaken?

Like-for-like pay gaps analysis which compares the same or similar roles of equal or comparable value to identify unequal pay; A by-level gap analysis which compares the difference between women's and men's average pay within the same employee category; Overall gender pay gap analysis to identify the difference between women's and men's average pay and gender composition across the whole organisation

2.2b When was the most recent gender remuneration gap analysis undertaken?

Within the last 12 months

2.2c Did you take any actions as a result of your gender remuneration gap analysis?



Yes

Corrected instances of unequal pay; Identified cause/s of the gaps; Reviewed remuneration decision-making processes; Reported results of pay gap analysis to the governing body; Reported results of pay gap analysis to the executive; Reported results of pay gap analysis to all employees

You may also provide more detail below on the gender remuneration gap analysis that was undertaken.

2.3 If your organisation would like to provide additional information relating to employer action on pay equity and/or gender remuneration gaps in your workplace, please do so below.

To address the identified gender remuneration gaps, we implemented a series of targeted actions. We conducted a like-for-like pay analysis at the corporate level to ensure consistency and fairness across roles of comparable value. This review revealed disparities in remuneration for certain roles based on gender. Consequently, we reviewed and standardised the pay levels for these roles to ensure equity. In previous years we shared the overall gender pay gap differences between women's and men's average pay, as well as the gender composition across the entire organisation, with governing bodies including the Count Limited Board, Audit Risk Committee, and Remuneration Nominations Committee. The previous results were also communicated at the corporate level by the CEO through official channels to all employees, and they were further discussed during our corporate International Women's Day event. The intention is to conduct a similar process for the 2024/25 results. Our analysis revealed significant disparities between corporate-level positions and those in our subsidiaries. These differences stem from various factors, such as cost-of-living variations between urban and regional locations, disparities in salary expectations, and differences in access to education and skill development opportunities. Additionally, the historical context of the accounting and financial planning professions plays a role in these gaps. To address these differences, we conducted targeted sessions and training with Managing Principals within our subsidiaries to share findings regarding gender pay gap disparities. These sessions aimed to engage leadership in championing pay equity initiatives, promoting inclusive practices, and providing foundational education on the concept of the gender pay gap, addressing misconceptions and fostering informed discussions.



Action on Gender Equality

Employee Consultation

Engaging employees through consultation on gender equality issues helps employers to understand the employee experience and to take meaningful action. Employers can use the information they learn through the consultation process to generate solutions that are practical and relevant to their organisation.

2.4 Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

Yes

2.4a How did you consult employees?

Employee experience survey

2.4b Who did you consult?

ALL staff

2.5 Do you have formal policies and/or formal strategies in place to ensure employees are consulted and have input on issues concerning gender equality in the workplace?

Yes

Strategy

2.8 If your organisation would like to provide additional information relating to employee consultation on gender Equality in your workplace, please do so below.

Our organisation actively engages employees in conversations around gender equality, including fair pay, through regular employee engagement surveys by Culture Amp. One of the key questions included in our survey is: 'I believe my total compensation (base salary + any bonuses + benefits + equity) is fair, relative to similar roles at other companies.' This question helps us assess perceptions of external pay equity, which is a critical component of gender pay fairness. In addition, related questions such as: 'Generally, the right people are rewarded and recognised at Count' and 'My job performance is evaluated fairly' which provides further insight into whether employees feel that recognition and compensation are distributed equitably, regardless of gender. We use the results from these surveys to identify gaps, inform our remuneration reviews, and guide our broader diversity, equity, and inclusion (DEI) initiatives. Employees are also invited to provide open-text feedback, which is reviewed to ensure that gender-related concerns are heard and addressed



Flexible Work

Flexible Working Arrangements

A flexible working arrangement is an agreement between an employer and an employee to change the standard working arrangement, often through a change to the hours, pattern or location of work. Flexible work is a key enabler of gender equality, helps accommodate an employee's commitments out of work and has become increasingly important for employers in attracting and retaining diverse and talented employees.

3.1 Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Policy

3.1a Do the formal policies and/or formal strategies include any of the following?

A business case for flexibility has been established and endorsed at the leadership level; Leaders are visible role models of flexible working; Flexible working is promoted throughout the organisation; All employees are surveyed on whether they have sufficient flexibility; The impact of flexibility is measured and evaluated (e.g. reduced absenteeism, increased employee engagement); All team meetings are offered online; Other

Provide Details: Count has adopted an initiative called 'take four, get five' leave (T4G5). This involves offering employees an additional week off when four weeks of leave are taken in a financial year—supporting work-life balance and flexibility.

3.2 Do you offer any of the following flexible working options to MANAGERS and/or NON MANAGERS in your workplace?

Flexible working option	MANAGERS	NON-MANAGERS
Flexible hours of work (start and finish times)	Yes	Yes
Compressed working weeks	No	No
Time-in-lieu	Yes	Yes
Hybrid working (regular days worked from home and in office)	Yes	Yes
Working fully remote (no regular days worked in office)	Yes	Yes
Reduced hours or part-time work	Yes	Yes
Job sharing arrangements	No	No
Purchased leave	Yes	Yes
Unpaid leave	Yes	Yes
Flexible scheduling, rostering or switching of shifts	No	No

3.3 If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.



Count Limited has a formalised Flexible Leave Policy where it encourages and supports flexible working practices within the organisation. At the corporate level, Count Limited has aligned with the ASX Corporate Governance Council’s Recommendations by setting specific targets for female participation across various levels of the organisation. Our gender diversity targets and progress are reviewed annually by the Count Board and publicly disclosed in our Corporate Governance Statement, available on our website.



Employee Support for Parents and Carers

Paid Parental Leave

Parental leave policies are designed to support and protect working parents around the time of childbirth or adoption of a child and when children are young. Some employers offer universally available parental leave policies, offering equal parental leave for all parents, others offer with a distinction between 'primary' and 'secondary' carers. It's important that it's a policy that's available to all parents, irrespective of gender, recognising the equally important role of all parents in caregiving. Gender equal policies help to de-gender the ideal worker and carer norms, which pervade the workplace and reduce opportunities for women to remain in, or re-enter the workforce.

4.1 Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

No Government scheme is sufficient

4.2 Do you pay superannuation contributions to your employees while they are on parental leave?

No

4.3 If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.



Employee Support for Parents and Carers

Support for Carers

Employers can contribute to workplace gender equality by providing support for employees with caring responsibilities. A carer refers to, but is not limited to, an employee's role as the parent (biological, step, adoptive or foster) or guardian of a child, or carer of a child, parent, spouse or domestic partner, close relative, or other dependent. Employer support for employees with caring responsibilities allows them to better accommodate their out-of-work responsibilities.

4.4 Do you have formal policies and/or formal strategies to support employees with family or caring responsibilities?

Yes

Policy

4.4a Do the formal policies and/or formal strategies include any of the following?

Support for all carers (e.g. carers of children, elders, people with disability); Flexible working arrangements and adjustments to work hours and/or location to support family or caring responsibilities; Extended carers leave and/or compassionate leave

4.5 Do you offer any of the following support mechanisms for employees with family or caring responsibilities?

Support mechanism	Answer
Breastfeeding facilities	No
Information packs for those with family and/or caring responsibilities	No
Referral services to support employees with family and/ or caring responsibilities	No
Coaching for employees returning to work from parental leave and/or extended carers leave and/or career breaks	No
Internal support networks for parents and/or carers	No
Targeted communication mechanisms (e.g. intranet forums)	No
Return to work bonus (only select if this bonus is not the balance of paid parental leave)	No



Support mechanism	Answer
Support for employees with securing care (including school holiday care) by securing priority places at local care centres (could include for childcare, eldercare and/or adult day centres)	No
Referral services for care facilities (could include for childcare, eldercare and/or adult day centres)	No
On-site childcare	No
Employer subsidised childcare	No
Parenting workshop	No
Keep-in-touch programs for carers on extended leave and/or parental leave	No
Access to counselling and external support for carers (e.g. EAP)	Yes

4.6 If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

Count Limited has a formalised leave policy. In summary Count provides the following support in relation for carers

- Personal/Carer's Leave includes 10 days per year, pro-rated for part-time employees.
- Unpaid Carer's Leave for all employees, including casuals, get 2 days per occasion for immediate family or household members
- Compassionate Leave Non-casual employees get 2 days of paid leave for life-threatening illness or injury of immediate family or household members
- Family and Domestic Violence Leave: All employees get 10 days of paid leave each year.
- Parental Leave: Eligible employees can take up to 12 months of unpaid leave, with both partners able to take 52 weeks if both are employed.
- Tragic Situations: Benefits are retained in cases of pregnancy loss or stillbirth after 20 weeks, or the death of a child within 24 months.
- Premature Birth: In the event of premature birth and other birth-related complications, employees may agree with their leader to delay the commencement of parental leave while the child remains in hospital
- Long Service Leave: Accrued and taken according to State or Territory legislation



Harm Prevention

Sexual harassment, harassment on the ground of sex or discrimination

Workplace sexual harassment and sex discrimination is a gender equality issue that predominantly impacts women. To increase women’s workforce participation and well-being, it is essential employers take action to prioritise and protect all employees from sexual harassment, harassment on the ground of sex or discrimination and ensure that every employee feels safe in the workplace.

5.1 Do you have formal policies and/or formal strategies on the prevention of and appropriate response to sexual harassment, harassment on the ground of sex or discrimination?

Yes

Policy

5.1a Do the formal policies and/or formal strategies include any of the following?

A grievance process; Definitions and examples of sexual harassment, harassment on the grounds of sex and discrimination and consequences of engaging in this behaviour; The legal responsibilities of the employer to eliminate, so far as possible, sexual harassment and how it is demonstrated in the organisation; Leadership accountabilities and responsibilities for prevention and response to sexual harassment ; Protection from adverse action based on disclosure of sexual harassment and discrimination; Manager and non-manager training on respectful workplace conduct and sexual harassment

5.1b If Yes, have the policies and/or strategies been reviewed and approved in the reporting period by the Governing Body and CEO (or equivalent)?

	Answer
By the Governing Body	Yes
By the CEO (or equivalent)	Yes

5.2 Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

Yes

Cohort	At induction	At promotion	Annually	Multiple times per year
All managers	No	No	Yes	No
All non-managers	No	No	Yes	No
The Governing Body	No		Yes	No



5.2a Does the training program delivered to the above groups include any of the following?

The respectful workplace conduct and behaviours expected of workers and leaders; Different forms of inappropriate workplace behaviour (e.g. sexual harassment, harassment on the grounds of sex and discrimination) and its impact; The drivers and contributing factors of sexual harassment; Bystander training; Options for reporting occurrences of sexual harassment as well as the risk of sexual harassment occurring; Information on worker rights, external authorities and relevant legislation relating to workplace sexual harassment

5.3 Does the governing body and CEO or equivalent explicitly communicate their expectations on safety, respectful and inclusive workplace conduct? If yes, when?

Members of the governing body

No

Chief Executive Officer or equivalent

Yes

;Ahead of big events (e.g. functions, conferences) or at internal launches (e.g. at the launch of a new strategy)

5.4 Do you have a risk management process in place to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination?

Yes

5.4a Does your risk management process include any of the following?

Reporting to leadership on workplace sexual harassment risks, prevention and response, incident management effectiveness and outcomes, trend analysis and actions

5.4b What actions/responses have been put in place as part of your workplace sexual harassment risk management process?

Train staff on mitigation and control measures



5.5 What supports are available to support employees involved in and affected by sexual harassment?

Confidential external counselling (E.g. EAP); Information provided to all employees on external support services available; Reasonable adjustments to work conditions

5.6 What options does your organisation have for workers who wish to disclose or raise concerns about incidents relating to sexual harassment or similar misconduct?

Process for disclosure to human resources or other designated responding staff; Process for disclosure to confidential/ethics hotline or similar; Process to disclose anonymously

5.7 Does your organisation collect data on sexual harassment in your workplace, if yes, what do you collect?

Yes

Other

Other: Reporting – at the Audit Risk Committee and Remuneration and Nominations Committee

5.8 Does your organisation report on sexual harassment to the governing body and management (CEO, KMP) and how frequently?

Governing body

Yes

As required

CEO or equivalent

Yes

As required

Key Management Personnel

No

5.8a Do your reports on sexual harassment to governing body and CEO include any of the following?

Outcome of reports of sexual harassment; Other

Please Specify: Any staff complaints/grievances are reported to the Rem & Noms Committee as well as the Audit Risk Committee.



5.9 If your organisation would like to provide additional information relating to measures to prevent and respond to sexual harassment, harassment on the ground of sex or discrimination, please do so below.

Count has implemented framework to prevent and respond to sexual harassment, harassment on the ground of sex, and discrimination, underpinned by the following policies and processes :

Respectful Workplace Behaviours Policy - This policy sets clear expectations for professional conduct and respectful interactions across all levels of the organisation. It outlines unacceptable behaviours—including sexual harassment and discrimination—and provides guidance on how these issues are identified, reported, and addressed.

Grievance Policy - Our Grievance Policy provides a structured and confidential process for employees to raise concerns related to harassment or discrimination. It ensures that all complaints are treated seriously, investigated promptly, and resolved fairly, with protections against victimisation for those who come forward.

Code of Conduct – Our Code of Conduct reinforces our commitment to a safe, inclusive, and equitable workplace. It mandates respectful behaviour and zero tolerance for any form of harassment or discrimination

External whistleblower processes – Our whistleblower processes involve the use of an independent external whistleblower service across our corporate office, subsidiaries, and associates. These processes provide a safe, confidential, and anonymous channel for reporting sexual harassment, sex-based harassment, and discrimination.



Harm Prevention

Family or Domestic Violence

5.10 Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Yes

Policy

5.11 Do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

Type of support (select all that apply)	
Protection from any adverse action or discrimination based on the disclosure of domestic violence	No
Confidentiality of matters disclosed	Yes
Training of key personnel	No
Flexible working arrangements	Yes
Workplace safety planning	no
Employee assistance program (including access to psychologist, chaplain or counsellor)	Yes
Referral of employees to appropriate domestic violence support services for expert advice	No
Provision of financial support (e.g. advance bonus payment or advanced pay)	Yes
A domestic violence clause is in an enterprise agreement or workplace agreement	No
Access to medical services (e.g. doctor or nurse)	No
Offer change of office location	No
Emergency accommodation assistance	No

5.12 Do you have the following types of leave in place to support employees who are experiencing family or domestic violence?

Access to paid domestic violence leave?

Yes

Is it unlimited?

No

Do you offer paid family and domestic violence leave by negotiation or as needed?

Yes

How many days of paid domestic violence leave?

10



Access to unpaid domestic violence leave?

Yes

Is it unlimited?

No

Do you offer unpaid family and domestic violence leave by negotiation or as needed?

Yes

How many days of unpaid domestic violence leave?

10

5.13 If your organisation would like to provide additional information relating to family and domestic violence affecting your employees, please do so below.

Count is committed to supporting employees affected by family and domestic violence through a compassionate and structured approach, guided by our leave policy. We provide dedicated Family and Domestic Violence (FDV) leave to ensure employees experiencing domestic violence can take time off to manage their safety, attend legal proceedings, seek medical or psychological support, or relocate if necessary. This leave is confidential and accessible without requiring detailed disclosure, respecting the sensitive nature of these circumstances.

