



Australia Gender Pay Gap Report 2024

1 April 2024 – 31 March 2025



Our Commitment

Fortrea is a leading global contract research organization (CRO) helping customers bring life-changing treatments to patients faster. With approximately 15,500 professionals conducting operations in approximately 100 countries, Fortrea is transforming drug and device development for partners and patients across the globe.

Fortrea Australia, is currently located at two sites in Australia: Melbourne and Sydney as well as employees who work remotely.

We take pride in our exceptional, highly talented and skilled people. Our work is accomplished each day by diverse, global teams who inspire change, motivated by the lifesaving work we undertake.

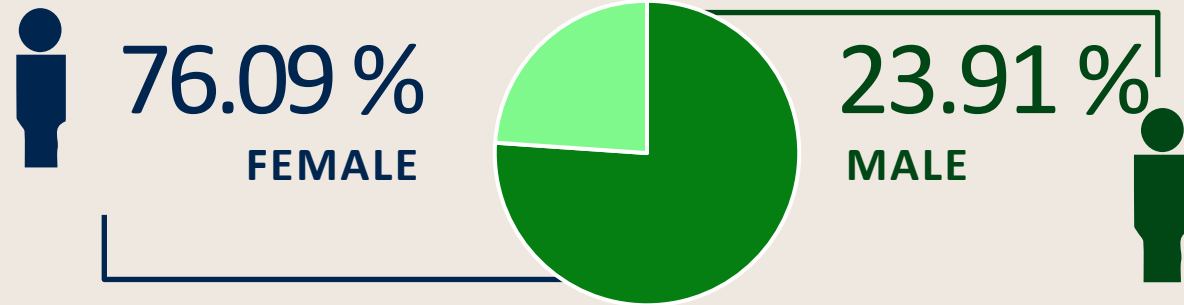
We are committed to an inclusive and inspiring employee experience in which benefits-related rewards, including pay, are based on an individual's performance, skills and qualifications. We are committed to ensuring that women have the same access to training, compensation and leadership opportunities as their male colleagues, and that all staff have access to the learning and mentoring necessary to help them advance. In summary, we are focused on creating a workplace that enables every employee to develop professionally and achieve their extraordinary potential.



Measures of Success

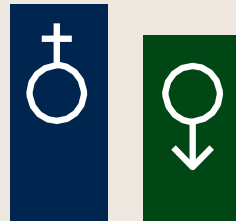
Empowering Progress: Women Leading the Way in 2024

More than half (76.09%) of our employees in Australia are female. In 2024, women earned 100% of all promotions, underscoring the organization's commitment to advancing female talent.



Global Inclusion

Fortrea thrives on an inclusive culture of excellence and is a company dedicated to the idea that people at all levels of our organization should be supported to contribute at the highest levels each day. Respecting people and upholding integrity go beyond our cultural belief system; they are woven into our DNA. We believe in cultivating a workplace where all employees can thrive.



100% OF PROMOTIONS

have gone to females in 2024*

*April 2024- March 2025



76.19 % OF FEMALES

Have Celebrated 5 or more years of employment with Fortrea

Fortrea cultural focus on delivering excellence has been awarded



Gender Pay Gap Summary

DEFINITIONS

The mean is calculated by adding the ordinary pay or bonus of all women, dividing by the number of women, then doing the same for men, and making a comparison.

The median gap is calculated by taking the midpoint of the lowest and highest pay or bonus for women and the lowest and highest pay or bonus for men, and making a comparison.

Data snapshot:
31 March 2025

“Ordinary pay” includes basic pay, and allowances but does not include overtime, redundancy, termination of employment or non-monetary pay.

Bonus includes pay related to performance, incentive, commission, securities (at time of income tax charges).

GENDER PAY GAP

Mean

1.6%

Median

-1.6%

BONUS GENDER PAY GAP

Mean

37.7%

Median

14.2%

FEMALE

70.5%

MALE

69.7%

Proportion of male and female eligible for bonus

Proportion of Males and Females by Quartile Pay Band

Fortrea PTY LTD	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Mean Pay Gap	Median Pay Gap	Mean Bonus Gap	Median Bonus Gap
Female	68.8%	78.1%	68.8%	81.8%	1.6%	-1.6%	37.7%	14.2%
Male	31.3%	21.9%	31.3%	18.2%				

Continuing the Commitment

At Fortrea, our purpose is to bring solutions that bring life-changing treatments to patients faster. To succeed in delivering that purpose, we are building a “Fortrea **FOUR**” culture where we move **F**orward together; **O**wn our performance; **U**phold integrity; and **R**espect people.

Simply put, we are a people-based organization, and our ability to make a difference is based on being able to attract and retain top scientific, therapeutic, analytical and technical talent from across the Australia and around the world.

We are fostering an inclusive and diverse workplace where all employees are equally valued for their unique skills, insights and experiences, and all Fortreans are empowered to achieve their extraordinary potential. As individuals we bring strength to the organization in different ways. Together those unique talents make us exceptional.

We know there is more to do, and we remain committed to addressing our gender pay gap and measuring our progress.



Angie Wagner

Angie Wagner

Senior Director, Global Compensation