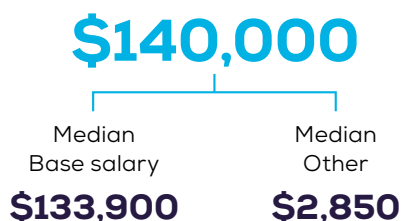


2023 Member Remuneration Survey Summary: New Zealand

5,905 Chartered Accountants ANZ members responded to the 2023 Remuneration Survey, consisting of 2,836 members in Australia and 2,775 members in Aotearoa New Zealand.

Median total remuneration* (full-time)



*All remuneration figures are expressed as medians therefore the components will not add up to the total.

Median total remuneration by sector (full-time)

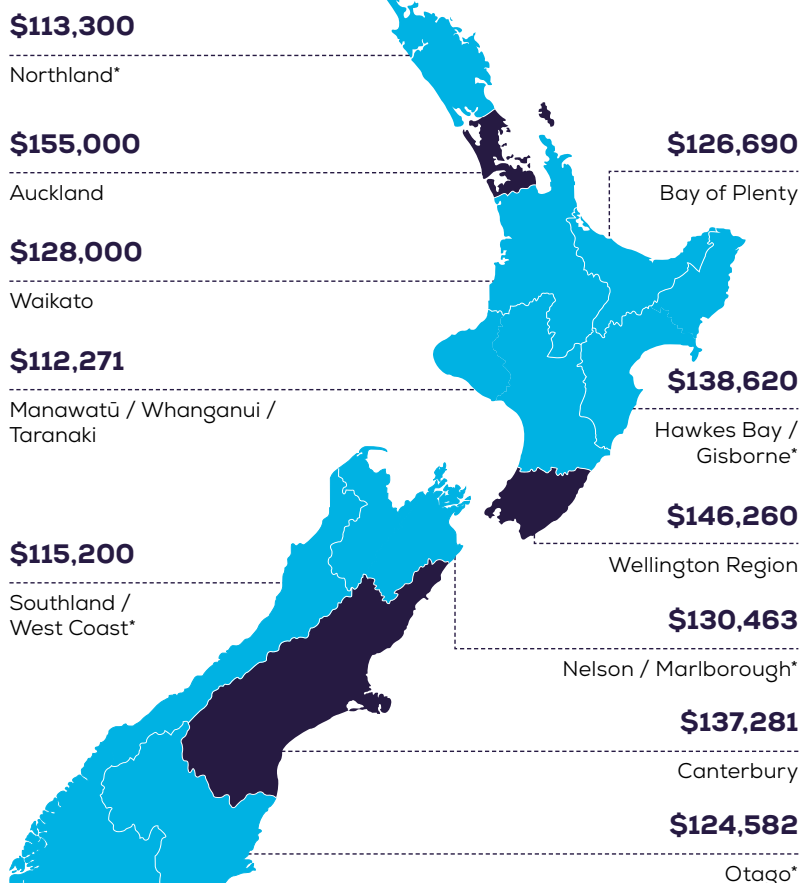
Public Practice	\$102,000
Government	\$139,050
Corporate	\$164,800
Not for Profit	\$149,350

The most common benefits received from employers*

Free or subsidised CA ANZ or other professional membership	88%
Personal use of a company phone or allowance	48%
Free or subsidised personal development or education	40%

* Respondents were able to submit multiple answers to the question

Median total remuneration by Region (full-time)

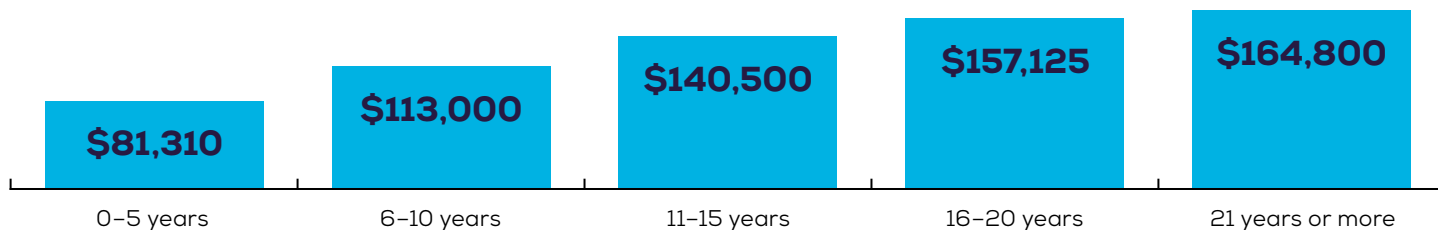


*Figures are indicative only due to small sample size.

Gender Pay Gap*
22%

*Median hourly pay (full-time, part-time, casual, temporary, self-employed)

Median total remuneration by years of experience (full-time)



This survey was in the field from 23 August to 13 September 2023.

Monetary figures are in local currency.