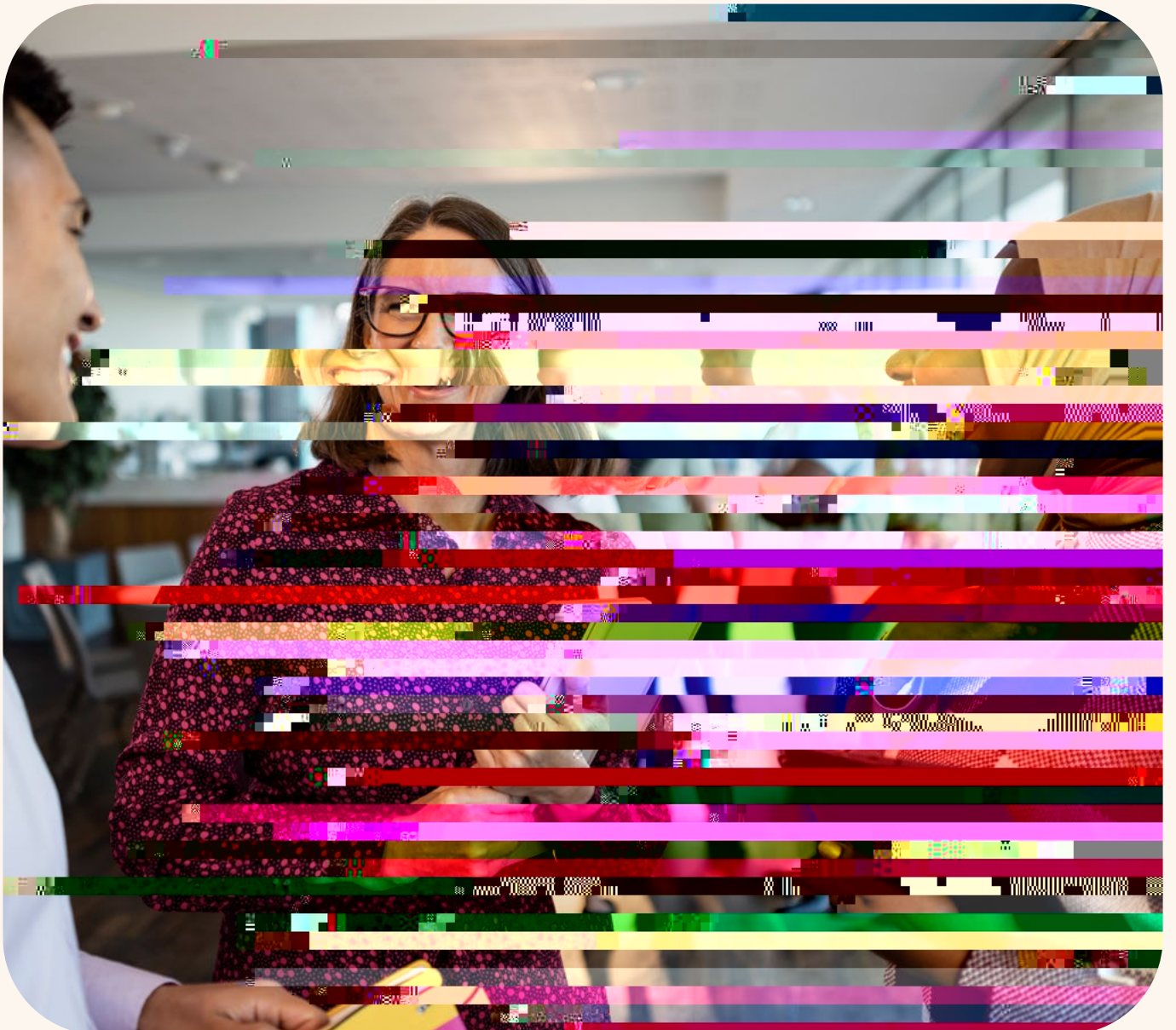


# Aware Super Gender I..5 8)7 (Iy-5



## Statement from our CEO

At Aware Super, we are strong advocates for gender equality. A key foundation of our advocacy is striving for gender pay equity. As we believe transparency and accountability are essential to help inform Australians on gender pay gap drivers and reduce inequality in our society, we therefore welcome the publication of employer-level gender pay gaps by the Workplace

At Aware Super, we are proud to be recognised as a WGEA **Employer of Choice for Gender Equality**. We remain committed to addressing gender imbalance and pay equity in our workplace through our policies and practices.

We are pleased to share that 12 months since the inaugural reporting submission in 2024, we have continued with our work to address pay equity and gender equality across our organisation and, as a result, our gender pay gap has reduced.

## Aware Super Gender Equality Policies and Practices

We have made solid progress implementing new and improving existing policies

Some examples of these are:

### Recruitment and Development

- Our Talent Acquisition team and external suppliers all have a target of 40% men, 40% women, and 20% any gender on all shortlists
- Female talent is supported through focused development plans and exposure opportunities
- We target Internship programs to women in teams where female representation is low
- We partner with specialist organisations, such as Future IM/Pact, and in 2024 launched employer brand campaigns to attract women in investment and technology roles

### Gender Pay Equity

- We have introduced a new Remuneration Governance Framework to further embed pay equity in all remuneration processes
- We have set representation and pay equity issues, including member contact centre and and investments
- We provide regular reports and insights to leaders on pay equity and representation in their teams to inform decision making

### Policies

- Parental leave – 20 weeks primary carer leave and 4 weeks for secondary carer leave
- Menopause leave entitlement of up to 10 days per year, in addition to the existing personal leave entitlement
- Superannuation paid on parental leave for up to 12 months

### Flexible Working

- Comprehensive Flexible Work Policy and practices. 94% of our employees said 'they work and other commitments' in our 2024 Employee Survey
- hiring managers to check if roles can embrace where applicable

### Leadership programs

- We provide inclusive leadership training and pay equity education for all leaders
- We have a 50/50 gender split in all high potential leadership programs

### External Recognition



- We have **no average pay gap between women and men in like-for-like roles**. Like-for-like roles are roles with the same position title, in the same area of our business. Around 60% of our workforce are in like-for-like roles
- Our workforce is **54% women**
- Our Senior Management team is **48% women**
- Our Board is **73% women**, which is second in the AICD 2023 Gender Diversity Progress Report\*

\* According to the Australian Institute of Company Directors (AICD) latest 2023 Gender Diversity Progress Report, that includes ASX 200 & ASX 300 organisations.

## Gender Representation

Aware Super gender representation is **54% women and 46% men**, with strong female representation across all job levels. Level 1 is our most junior level and level 9 is our CEO.

Gender	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
Women	90%	64%	61%	43%	49%	51%	37%	44%
Men	10%	36%	39%	57%	51%	49%	63%	56%

## Our WGEA Pay Gaps

As at 31 March 2024, our median total remuneration pay gap published by WGEA has **reduced by 0.1%** and average total remuneration pay gap has **reduced by 1.4%**. Internal reporting following our annual employee performance and remuneration review in mid-2024, shows our median total remuneration pay gap has further reduced by 1.7% to 21.8% as at 31 October 2024.

The below table shows our gender pay gap compared with the WGEA Employer Census Data and Industry Benchmarks.
