



ASX Group WGEA Gender Pay Gap Employer Statement

2022-23



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Contacts

Media enquiries, please contact:

David Park

Manager, Media &
Communications

T (02) 9227 0010

E david.park@asx.com.au

ASX Group WGEA Gender Pay Gap (GPG) 2022-23

Employer Statement

26/02/2024

Introduction and overall approach to gender equality

ASX Group is committed to building a diverse, equitable and inclusive workplace where everyone can join, thrive, and progress. Diversity, and a culture of inclusion, makes us a stronger business. We support a workplace where everyone feels seen, supported and safe to be themselves, no matter their gender identity, age, ethnicity, race, cultural background, religion, sexual orientation, disability, neurodiversity, socio-economic status, caring responsibilities, or any other forms of individual identity.

We want to ensure that ASX Group reflects the diversity of our clients, partners, stakeholders, and community, and that we bring diversity of thought, approaches, and ideas to the way we work and our decision-making processes.

As part of this, ASX Group remains committed to promoting gender equality within the organisation.

The gender pay gap (GPG) is just one of many measures that indicate gender equality and inclusivity in the workplace. 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. At ASX Group, we welcome the transparency, scrutiny and additional accountability that this will bring for organisations and employees.

ASX Group's gender pay gap and industry comparison

Whilst we have a GPG (like most Australian organisations), when we review how we compare within our industry, the data is encouraging; on all measures our GPG is **significantly lower than the industry average**. This reflects the concerted effort we have made over recent years -to drive Gender Equality at ASX Group.

ASX Group's Workplace Gender Equality (WGEA) gender pay gap data is provided below. All ASX Group data is correct as at 31 March 2023.

Figure 1: ASX WGEA Gender Pay Gap by Median and Industry Comparison

ASX GROUP WGEA GENDER PAY GAP (GPG) DATA 2022-23 AND INDUSTRY COMPARISON 2022-23		
WGEA GPG Data	ASX Group	Financial & Insurance Services Industry 500 – 999 employees
Median base salary	9.6%	25.5%
Median total remuneration	10.8%	26.7%

Does not include CEO salary data
Does not include non-binary employees

Figure 2: ASX WGEA data by pay quartile

The chart below divides the total remuneration full-time equivalent pay of all employees into four equal quartiles.

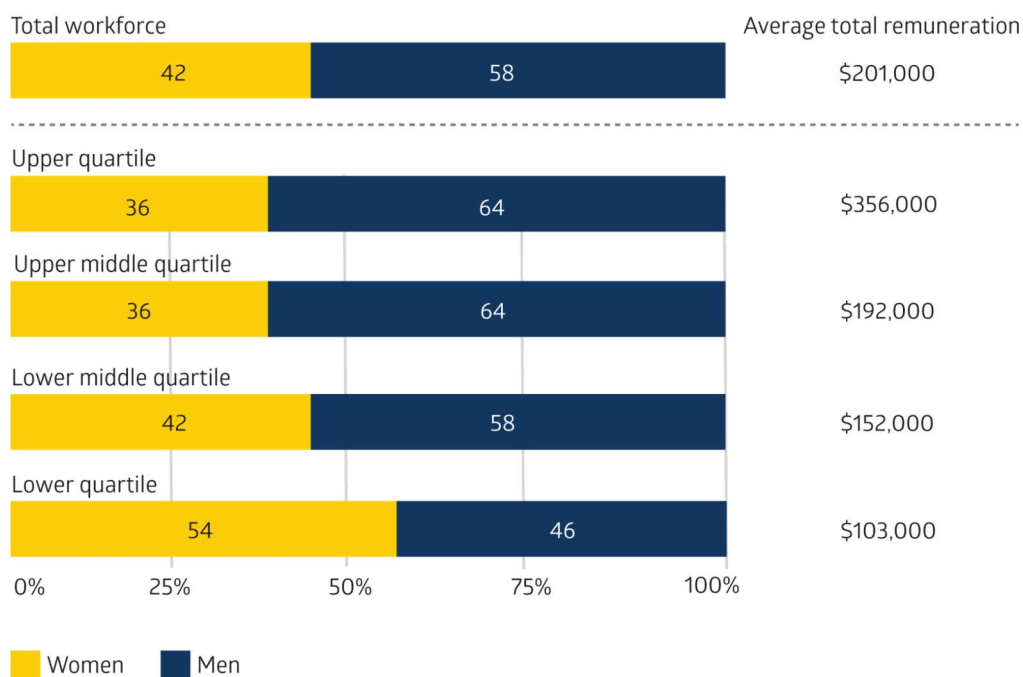
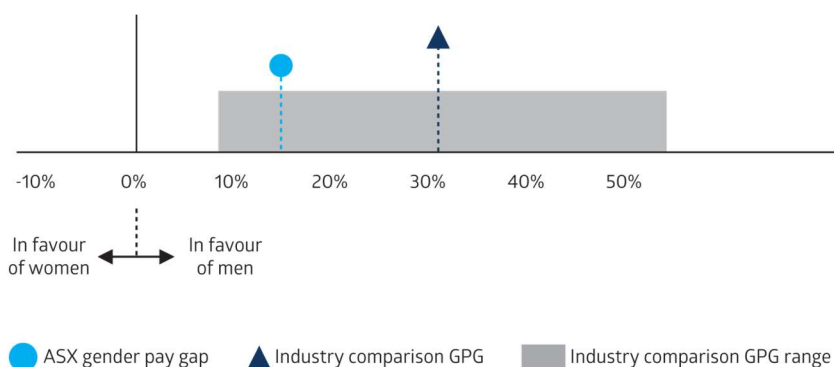


Figure 3: ASX WGEA Gender Pay Gap industry comparison

Shows the average and the range of gender pay gaps for our Industry Comparison Group compared to ASX Group gender pay gap. This chart is using Mean Average data.



ASX Group's gender pay gap drivers

Our GPG is predominantly driven by **gender representation**; we have a lower proportion of women in more senior, and therefore higher paying roles, and a higher proportion of women in our lower paying roles.

ASX Group's strategies and actions to reduce our gender pay gap

ASX will continue to execute its gender diversity strategy by focusing on leadership accountability, gender pay equity, headcount gender composition, building a diverse talent pipeline and building capability to make progress towards our gender diversity targets across the business.

WGEA Employer of Choice for Gender Equality

ASX was proud to be recognised as a Workplace Gender Equality Agency (WGEA) Employer of Choice for gender equality again in 2023. This is recognition of ASX's performance in areas such as pay equity, a gender-balanced workforce, workplace flexibility, support for caring responsibilities, employee consultation and preventing sexual harassment, gender-based harassment and discrimination and bullying. ASX has held this accreditation for the past 12 years.



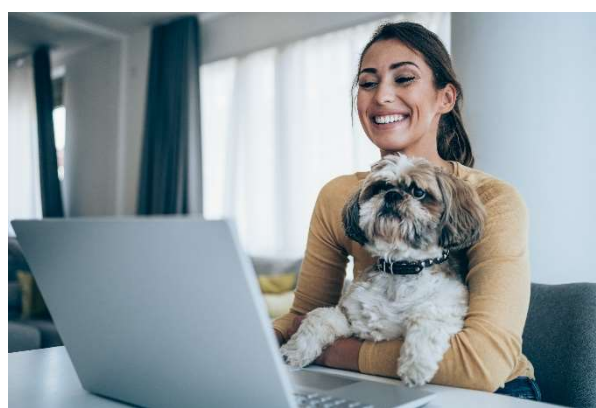


Gender representation targets

We have set and communicated female representation targets including for our organisation, Board, Executive Team and Management (see ASX Annual Report). This is supported by gender-neutral hiring, promotion, and development policies.

Supporting flexibility

We recognise that employees have different requirements around flexibility to manage work, caring responsibilities, and other commitments. As an inclusive organisation, we support formal flexibility arrangements and informal flexibility through our support for hybrid working. We aim to balance our flexible working approach with the needs of our employees, stakeholders, customers, and partners. We use a principles-based approach to guide what are appropriate flexible working arrangements, recognising that in-person interactions increase our sense of belonging, connection, and alignment.



Supporting our parents and carers

ASX supports our people to balance work and family life. We offer paid parental leave for primary and secondary carers, superannuation contributions, graduated return-to-work, assistance with locating childcare plus support and coaching through our Employee Assistance Program. We are also an accredited Breastfeeding Friendly Workplace.

We support victims and survivors of family or domestic violence through counselling, support, and paid leave.





Empowering our WE@ASX Employee Networking Group to promote gender equality

Our WE@ASX Employee Networking Group of all genders is dedicated to empowering and supporting women at ASX and fostering a gender equal culture. WE@ASX stands for Women Empowered.

Developing our leadership talent pipeline

ASX partners with organisations including Chief Executive Women and Women in Banking and Finance (WiBF) to offer leadership readiness training to support a diverse pipeline of future leaders.



Champions of Change Coalition

As a Founding Member of Champions of Change Coalition (CCC), ASX Group is committed to ongoing practical actions to improve gender equality. We support and welcome the CCC report: 'Closing gender pay gaps: our action and commitment'

www.championsofchangecoalition.org/resource/closing-gender-pay-gaps