



# **Our FY22 measurable objectives for diversity and inclusion**

Approved August 2021

At Afterpay, we're committed to diversity and fostering an inclusive culture based on mutual respect, and one which values and celebrates our differences. Our commitment to diversity and inclusion (D&I) has been part of the fabric of Afterpay from our early days.

Annually, we set measurable objectives, or targets, to help us achieve our overall D&I goals. These measurable objectives are approved by our Board. We publish our measurable objectives to keep ourselves accountable.

We've set the following measurable objectives for the twelve months from 1 July 2021 to 30 June 2022, and we'll report on our progress against these objectives at the end of FY22.

## Our FY22 measurable objectives

Overall goal	Measurable objective
<b>Increase gender diversity of the Board</b>	By the end of FY23, <b>our Board</b> will comprise at least 40% women and at least 40% men, with the remaining 20% unallocated to allow flexibility for renewal and to recognise that gender is not binary.
<b>Build a more diverse workforce</b>	<p>By the end of FY25, we will increase the representation of women in our workforce as follows:</p> <ul style="list-style-type: none"> <li>• <b>50%</b> of our <b>senior leaders</b> will be women</li> <li>• <b>45%</b> of our <b>employees</b> globally will be women</li> </ul> <p><i>Senior leaders</i> refers to Afterpay organisation levels E1, E2 &amp; E3, including the co-CEOs.</p> <p><i>Employees</i> includes all permanent (full-time or part-time), fixed term and casual employees and interns, but not contractors.</p> <p>The above targets are based on employees who identify with a binary gender (male or female). This gender-inclusive approach is designed to recognise and respect our people who do not identify with a binary gender.</p>
<b>Create an authentic culture of inclusion</b>	We will create a <b>culture of inclusion</b> by building D&I awareness and capability across our organisation through learning, communications and D&I groups, and by supporting our managers to develop as inclusive leaders.