

Case study: striving for gender equity

By Perpetual Sustainability

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We are proud to have been recognised by WGEA as an Employer of Choice for Gender Equality, each year, since 2018.

We have a target in place to increase the representation of women in senior leadership roles to 40% by the end of FY24. As of June 2023, 34% of our senior leader cohort globally are women, which is the same as FY22. Retaining female leaders has been an active focus throughout the Remove the watermark. Licenses from \$749

integration of Pendal and in the first 100 days since the completion of the acquisition, we were able to retain 95% of women in critical roles.

Following the acquisition of Pendal, female representation on the Board is now 44%, up from 38% in the prior year. This exceeds our target of at least 40% representation of women on our Board. ¹

[1] As per the announcement on the 12 December 2022, Kathryn Matthews does not intend to stand for re-election at Perpetual's AGM in October 2023.

