

First Super Diversity and Inclusion Report 2024/2025



Introduction

First Super's Diversity and Inclusion policy facilitates and supports our inclusive working environment. We believe that through recognition and encouragement of our team members' differences we can create an inclusive working environment that benefits all.

The Policy's immediate objective is to ensure gender balance across First Super through our selection and promotion processes. The policy requires preparation and publication of an annual Diversity and Inclusion report.

The number of First Super employees increased year on year from 2021 to 2024. This year it has decreased, going from 41 to 39. In 2021/22, 57% of employees were women, in 2022/23 this declined to 54% where it remains now.

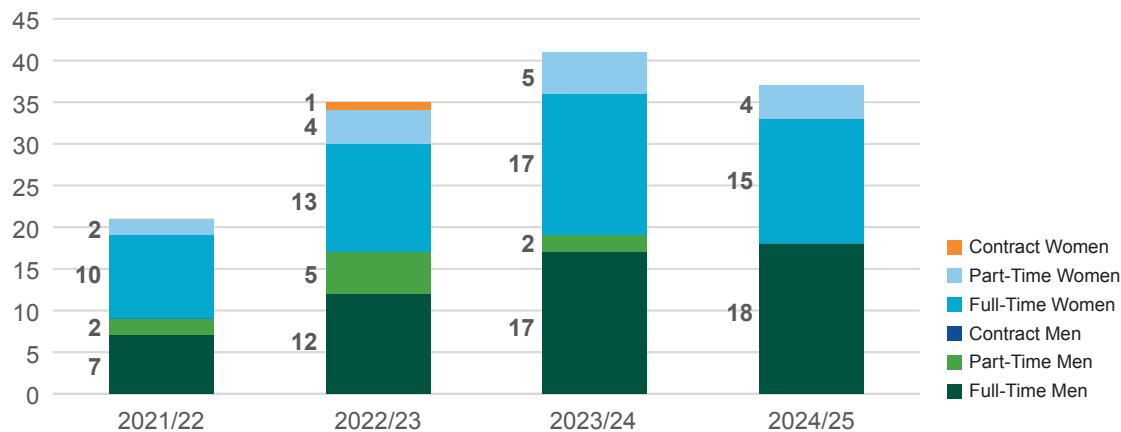


Gender and Employment Status

All men employed at First Super are done so on a full-time basis, while 79% of women are full-time. This is a marginally higher percentage than the past two years.

First Super Employees by Gender and Employment Status

2021/22 – 2024/25



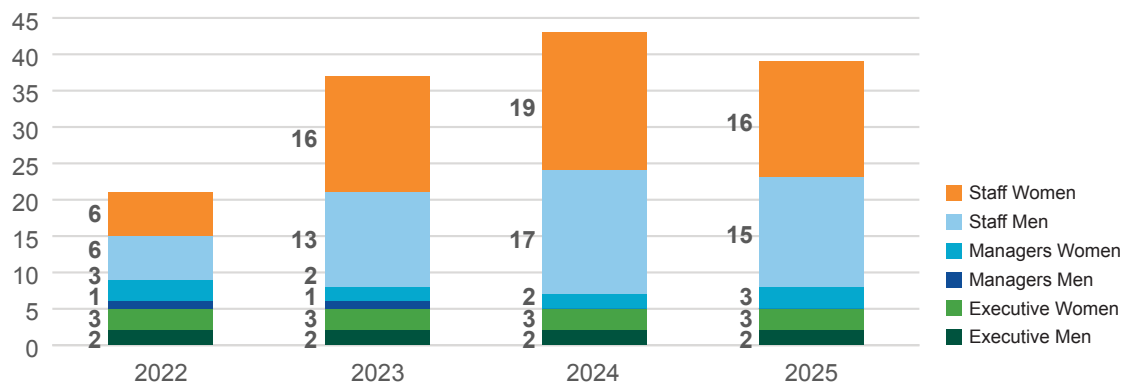
Role by gender

The roles of First Super employees, executive, managerial, and staff, reflect a similar gender balance. The executive has been consistent over the past four years, with three men and two women. There are now three managers, all of whom are women.

The staff at First Super are relatively evenly split, with 52% women and 48% men, or sixteen women and fifteen men. Gender differences narrowed last year compared with previous periods surveyed.

Headcount of Function by Gender

Ratio of Staff at each Level



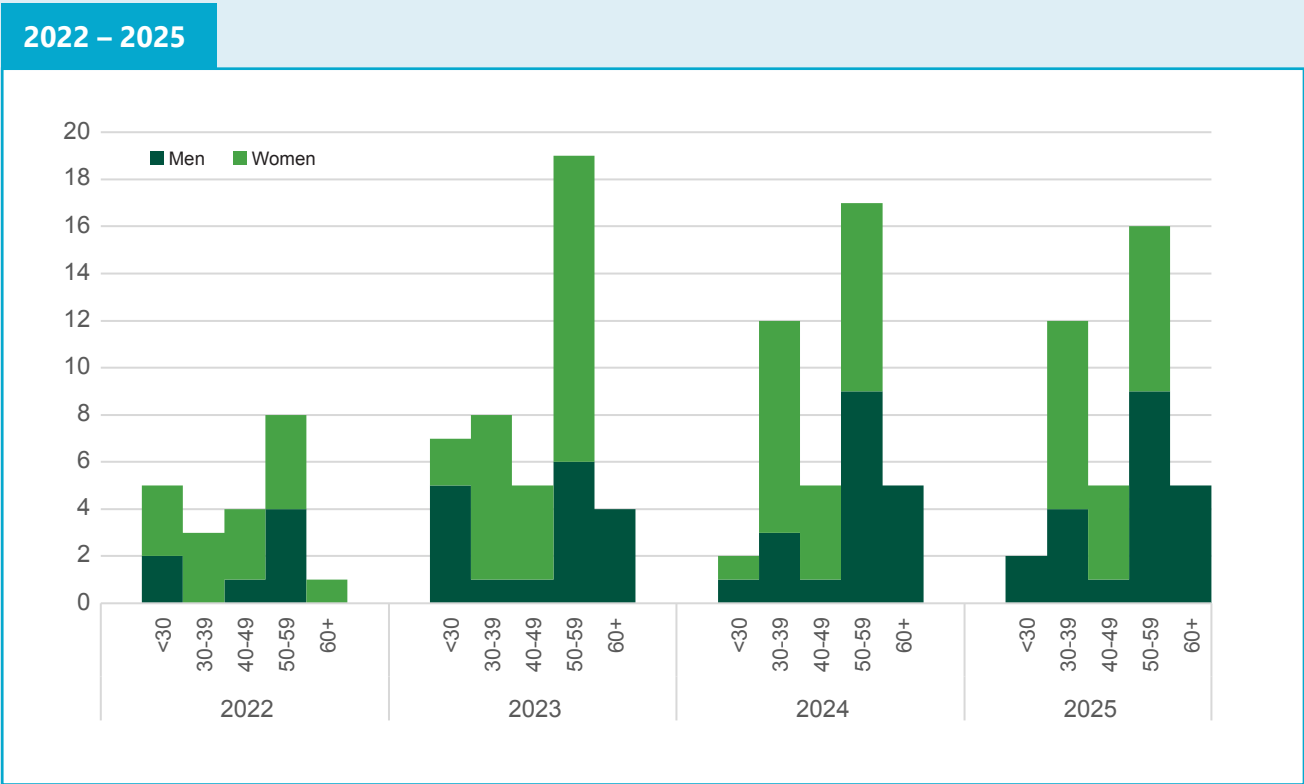
Age by Gender

Historically, much of First Super's staff has been aged 50-59 years old. Currently there are nine men and eight women within this age range. This age group has relatively close to an even split in gender.

Many of the new employees over the last three years have been aged 30-39 and most of them women. The current gender split among 30-39 year olds is eight women and four men. The ratio in the 40-49 with one man and four women.

There are two staff below the age of thirty, one man and one woman. This is the same number as last year where there were two women.

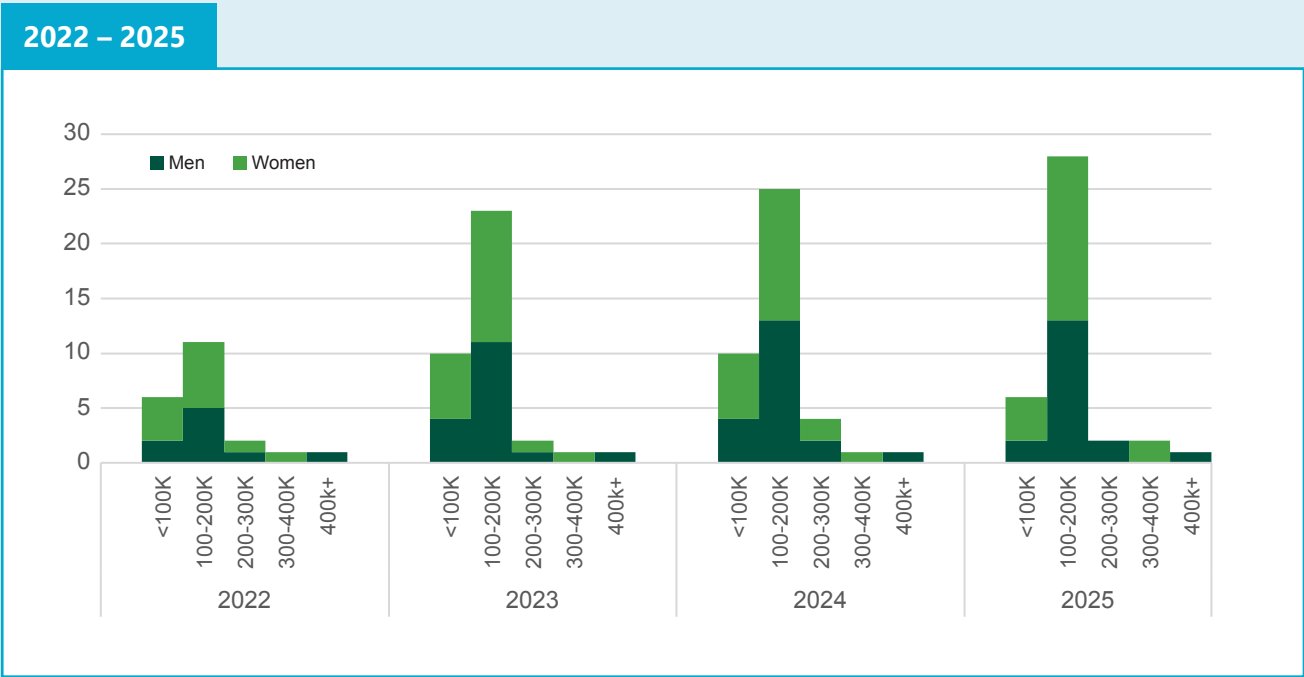
First Super Staff by age and gender



Pay and Gender

At First Super, pay and gender has been largely constant over the last three years. The vast majority, 28 people, of First Super earns between \$100,000 and \$200,000 a year. There are five people earning more than \$200,000, two women and three men.

First Super Pay and Gender by Year



First Super Diversity and Inclusion Survey

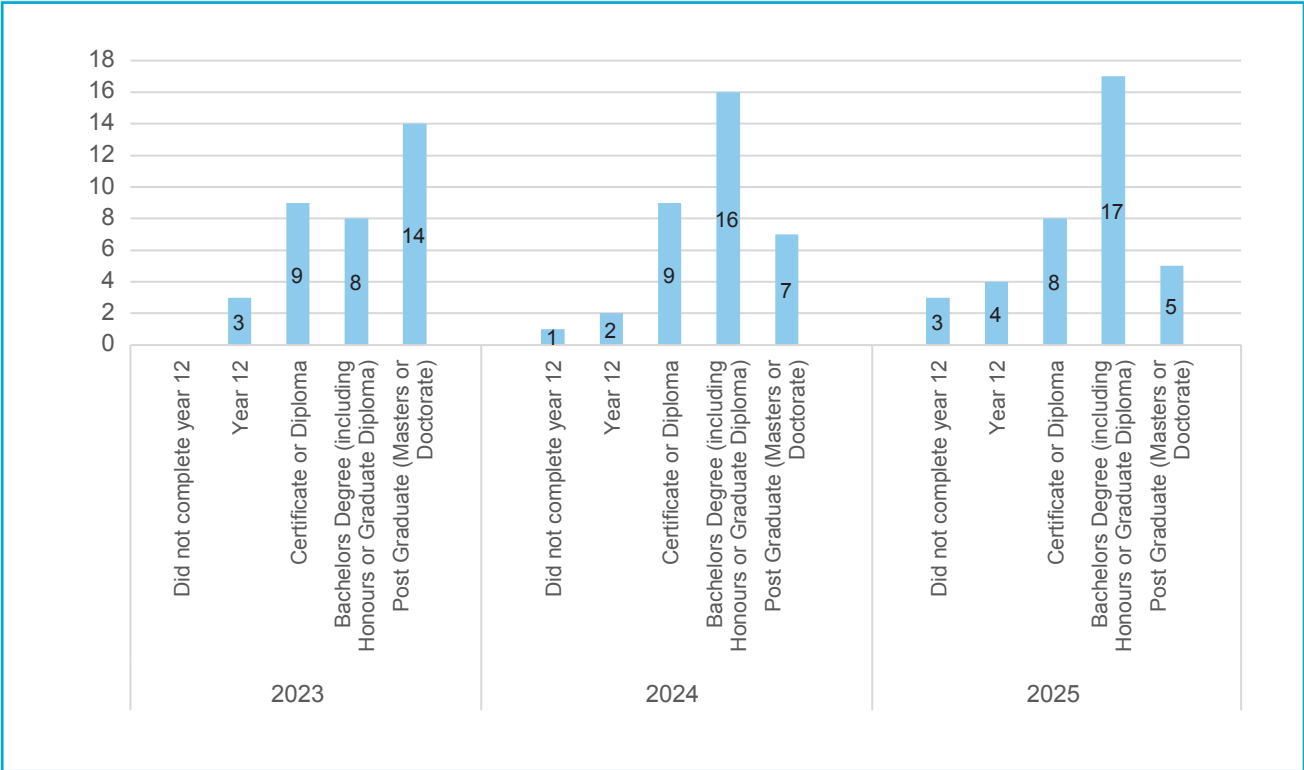
For the last three years First Super has surveyed staff to get more detail about diversity. This has included questions on education, caring responsibilities, language spoken at home and where both staff and their parents were born.

We have opted not to ask staff about identity factors including race, gender, sexuality and religion. Fundamentally, we believe the intrusion into people's personal lives does not provide a significant benefit to the inclusive practices of the office. When researching the questions to be included in this survey, comparisons were made with the Victorian Public Service's People Matter Survey where they state that the reason to ask these questions is to ensure that the VPS is an accurate representation of broader Australian society. While we may aspire to the same, due to the small sample size of our office we could never accurately reflect broader Victorian society. Without these questions providing insight into our diversity and inclusion practices it was decided that we would not ask them.

The first set of questions focus on the education of our staff. First, we queried whether staff attended non-government school for primary or secondary education. The response leant towards government schools with twenty-two out of thirty-seven respondents, 60%, having attended government school.

Unsurprisingly, First Super staff are above the Australian average in terms of educational levels. Thirty respondents have a qualification, or 81%. This is much greater than the 67% of the Australian population. Seventeen respondents had a bachelors and five a postgraduate degree. Of those with Bachelors and post-graduate degrees, we also asked what they studied. The four largest backgrounds were Arts with 41%, 32% business degrees, and 14% Law or Communications.

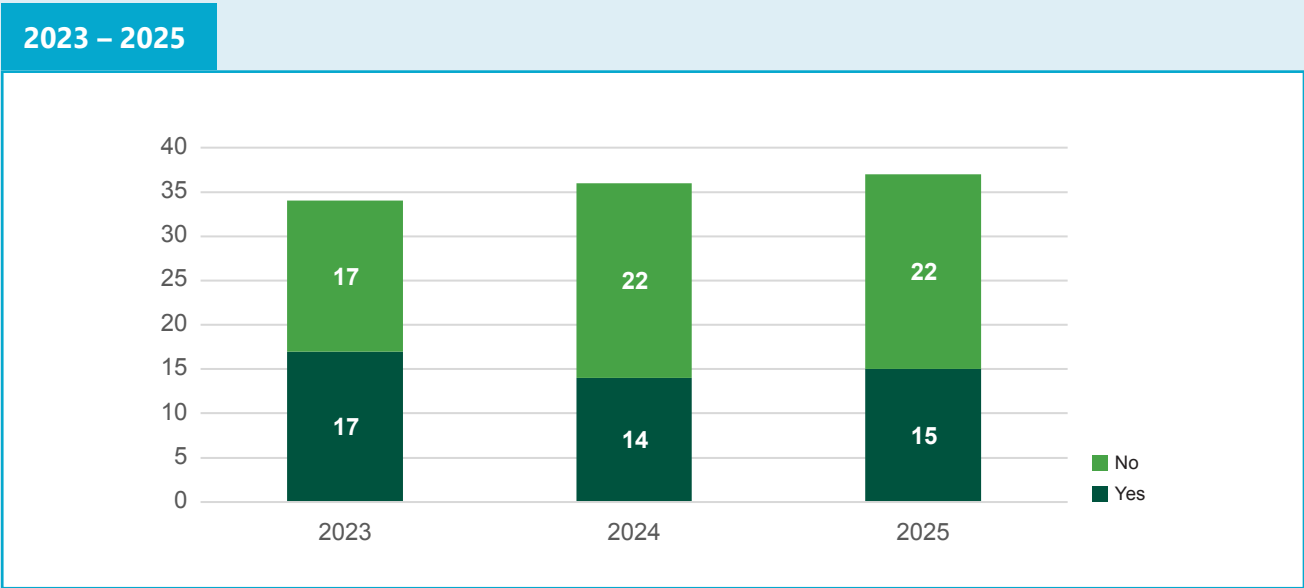
Education Levels at First Super



Together these education results are in line with the Diversity and Inclusion policy which emphasises the importance of different educational backgrounds and experiences. We are drawing on those with both government and non-government educations and a wide range of specialist knowledge developed at university.

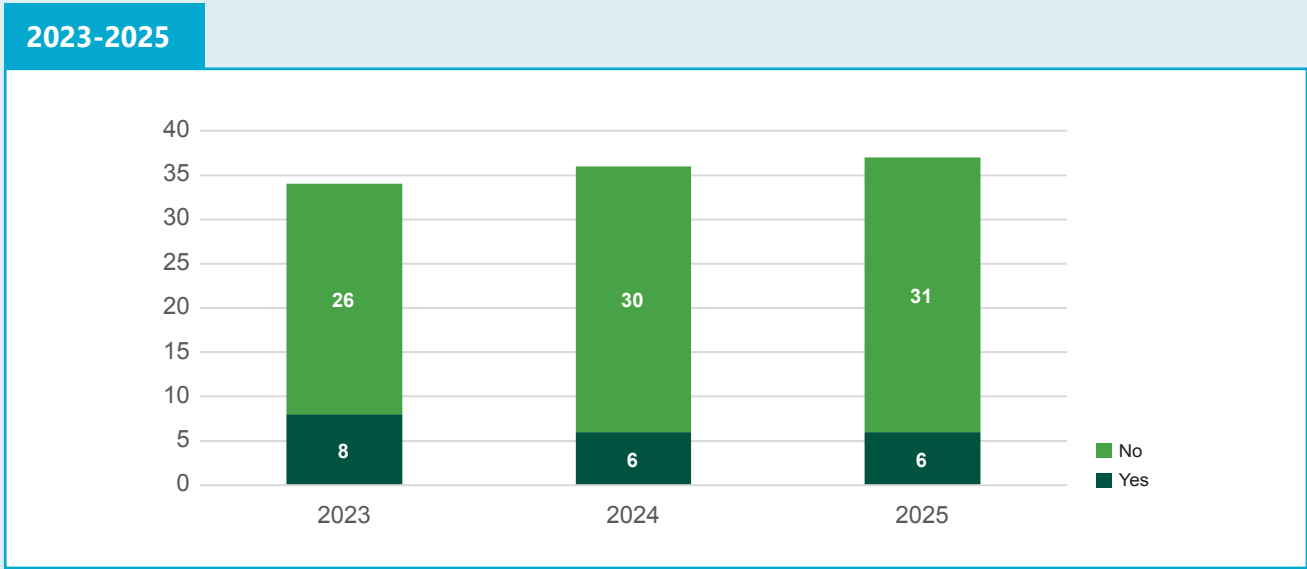
We then asked about people’s home lives and families, focused on caring responsibilities and language.

Caring Responsibilities at First Super



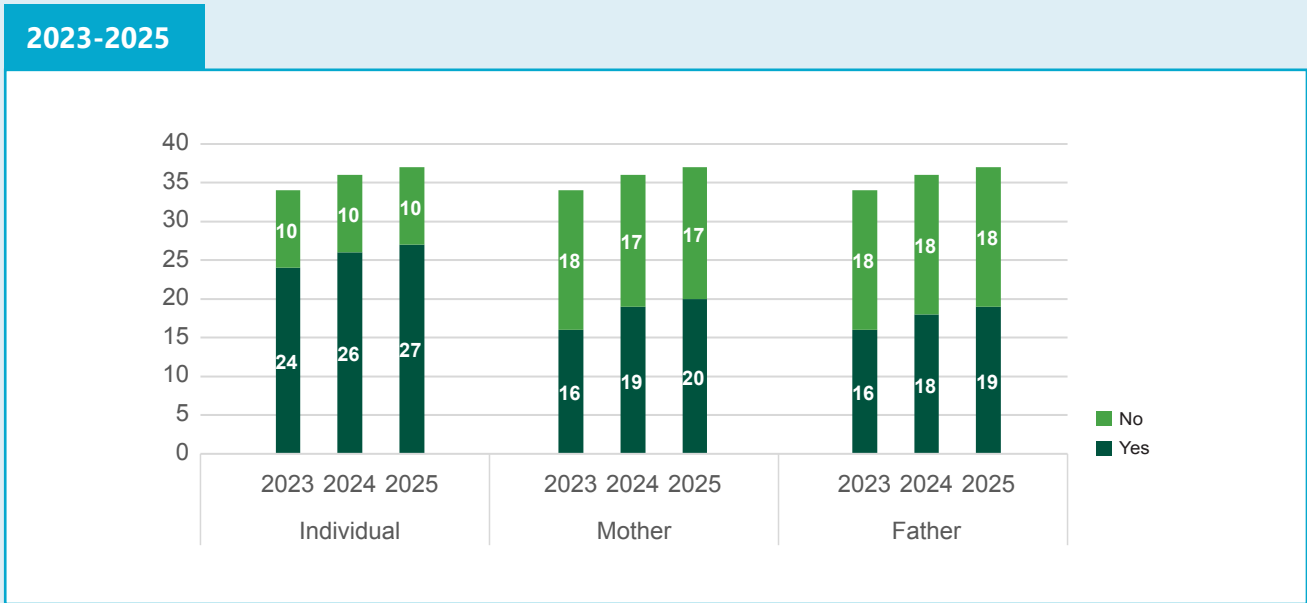
In 2025, of those with caring responsibilities, 73% were for children.

Language other than English



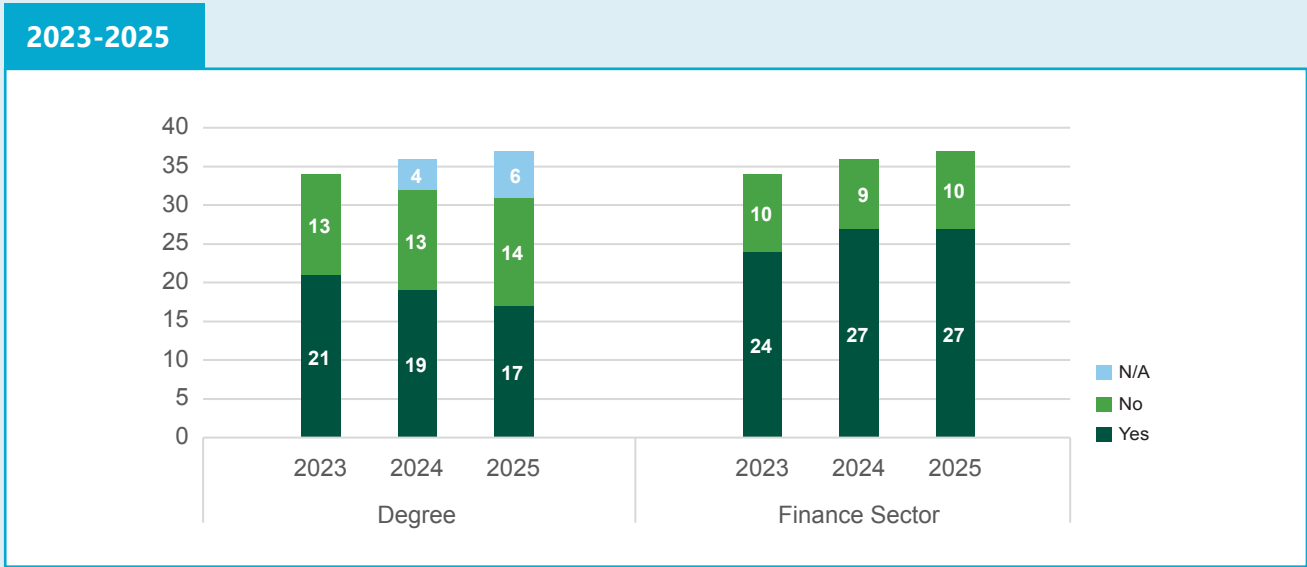
The percentage of First Super staff born overseas (27%) is consistent with the Australian population generally (29.3%, 2021 Australian Census).

First Super born in Australia and Abroad



The next set of questions focus on whether respondents were the first in their family to study or work in finance.

First to Study and Work at First Super



Forty-six percent, seventeen, were the first generation in their family to have completed a degree. Furthermore, twenty-seven, 73%, are the first in their family to work in the financial services sector.

In summary, the Diversity and Inclusion Survey demonstrates that many of First Super’s staff are highly educated and are first or second generation Australians. **This adds to First Super’s cultural diversity by bringing together many educated people from different and diverse backgrounds.**



Important information: The material contained in this bulletin is accurate and reliable as at December 2025.

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