



Diversity, Equity and Inclusion (DEI) Targets

Reviewed August 2022

At Zip, we believe our teams should reflect our customers. We consciously build for inclusion and balance so that everyone can be their best.

As we continue to grow, we are committed to setting measurable targets that will guide us in creating a truly diverse, balanced and inclusive workforce. Each year, we will review our workforce data and targets and report on progress¹.

The targets outlined below reflect our focus on gender balance as the entry point to DEI. We understand that gender is only one aspect of diversity and will gather sophisticated workforce demographic data so that we can set additional targets.

FY22: Five Year Gender Balance Targets for Zip Co

Audience*	Target representation (30 June 2026)
Board	40/40/20 ²
Global Executive cohort	40/40/20
Global Director cohort	40/40/20
Global Manager cohort	40/40/20
Global Workforce	40/40/20

**Employees includes all permanent (full-time or part-time), fixed term and casual employees.*

In addition to the above targets, we focus on closing the gap in how people of different genders experience work at Zip. We measure this through reviewing gender disaggregated data across our employee engagement surveys, remuneration and performance evaluations.

To achieve our diversity, equity and inclusion goals, Zip will focus on attracting talent as well as, importantly, retaining and developing women across our global workforce. Across all our work, we will continue to build an inclusive culture that provides every employee with the opportunity to be their best.

¹ Current AU workforce data can be viewed in Zip's Workplace Gender Equality Agency (WGEA) submission, located on our corporate governance page.

² 40% women / 40% men / 20% any gender