

SUPPORTING GENDER EQUALITY IN THE WORKPLACE

Gender Pay Gap

The gender pay gap measures the difference in average earnings all working men and women within a workforce, with gender being the only differentiating factor. The comparison does not account for differences in type of roles, tenure, experience, performance, or any other factor.

It is important to note that a gender pay gap does not indicate discrimination, an absence of pay equity, or an absence of equal pay for equal work. Susquehanna does not pay people differently based on their gender; rather, we are committed to ensuring compensation decisions are fair, equitable and consistent, regardless of gender or any other demographic factor.

According to the Workplace Gender Equality Agency's (WGEA) annual Gender Equality Census, in 2023-24 the national total remuneration gender pay gap in Australia was 21.8%, and the national financial and insurance services industry total remuneration gender pay gap was 22.2%.

Factors Influencing our Gender Pay Profile

As a Quantitative Trading and Technology company, Susquehanna encounters well-known challenges in gender diversity impacting the entire sector. According to Department of Education 2023 data¹, men continue to account for the vast majority (61%) of undergraduate and post graduate science, technology, engineering, and math (STEM) qualifications that are required for many of our highly remunerative roles. Given the talent pool of which much of our hiring comes from is not gender balanced, this feeds through to our workforce, which accordingly is not gender balanced in those roles. As a result, this gender representation gap largely contributes to the observed gap in our gender pay profile.

Susquehanna is committed to equal pay for equal work and are confident that men and women in our company are paid fairly considering comparable factors including role, seniority, and performance.

Our Approach to Gender Equality in the Workplace

We continue to focus our efforts to increase gender representation at Susquehanna by attracting and retaining exceptional talent, and by being a great place to work. Our strategy is multifaceted as it includes the hiring and development of female talent and providing programs and policies that support gender equality in our workplace.

Hiring a Diverse Workforce

We strive to attract and retain the best talent while working to close the gap in several ways including unlocking new talent pools to increase representation of women and taking an inclusive approach to recruitment through balanced interview panels. In addition, we are involved in programs that aim to empower women to consider careers in technology at an early stage, including Women's Discovery Day.

Increasing the number of women in Susquehanna's recruitment pipeline is a priority for our recruiting team. It is a fact that more men than women apply for our roles. While we recognise there are fewer women enrolled in STEM programs, we are confident in the quality of female candidates and are actively seeking to engage them in our recruitment campaigns.

In the past year we have had a significant increase in our female hiring as part of our graduate intake program. We recognise that change will not happen overnight, and remain focused on closing the gender representation gap in our campus hiring which forms a large part of our hiring strategy. With these sustained efforts, we expect to see positive change on our gender pay equity as our workforce expands and our talent moves further along in their career.

As our Sydney office continues to grow, we are committed to expanding initiatives that increase gender equality in the workplace. We hosted our second Women's Discovery Day in February 2024 and are sponsoring a Women in Trading evening in March 2025. These events are specifically aimed at university students to provide insight into Quant Trading, Equity Research, Quant Research, Trading Operations and Technology. For our Women's Discovery Day event, the attendees have an opportunity to learn about career opportunities at Susquehanna and to meet women throughout the business over the course of the two-day program.

Women in Leadership Positions

At Susquehanna, we are proud to have women excelling in numerous senior leadership roles globally. This reflects our commitment to fostering a positive and empowering environment where women can thrive and advance their careers.

As we expand in the Asia Pacific region, our Sydney regional headquarters presents a unique opportunity to significantly enhance female representation in impactful positions. While historically, we have had fewer women in senior roles in Australia, we are dedicated to supporting professional growth and advancement. We are building a sustainable pipeline of diverse talent to benefit both our business and the broader marketplace.

Our commitment is evident through recent female appointments: a Head of Human Resources, APAC in 2024, and a Head of Compliance, APAC starting mid-2025. These appointments mean that 2 out of 5 leadership team members in 2025 will be women.

Employee Wellbeing

We have a number of employee wellbeing initiatives which support all our employees, including women, at Susquehanna. These include generous family leave policies, the flexibility to work from home on a hybrid basis for many employees and access to an Employee Assistance Program. Fostering a positive organisational culture that allows employees to feel connected and supported while growing their career at Susquehanna contributes to closing the gender pay gap. We will continue to review our offerings in this area.

Conclusion

The organisational benefits of women being represented across all levels of Susquehanna are clear. We remain committed to driving change and increasing the representation of women by attracting and retaining exceptional talent, empowering women in leadership positions, and supporting the overall wellbeing of our employees.

ⁱ Source: [University enrolment and completion in STEM and other fields | STEM Equity Monitor | Department of Industry Science and Resources](#)