

GENDER PAY GAP STATEMENT 2025



alintaenergy

FROM OUR MANAGING DIRECTOR & CEO

PROGRESS, BUT MORE TO DO

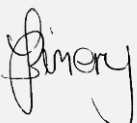
As we reflect on Alinta Energy's gender pay gap for 2023-2024, I'm proud of the progress we've made toward building a more balanced and inclusive workplace. We now have 52% female representation across our company—a 3% increase from the last reporting period. Our commitment to equal pay remains strong, ensuring that employees of all genders are compensated fairly for the same work.

That said, we know there's more to do. The key drivers of our gender pay gap are the composition of our workforce and the uneven distribution of roles across different job levels and functions. For example, hiring mostly women in our contact centre is the largest single contributor to our gender pay gap, followed by an uneven representation of men in technical roles and senior leadership positions.

While we celebrate wins like increasing women in leadership and improving our recruitment processes for diversity, we recognise that achieving true gender balance takes sustained effort. Our latest figures—a 30.1% average total remuneration gender pay gap and a 27.5% base pay gap—highlight the work ahead.

But we're committed to real, ongoing change.

Creating a diverse, inclusive, and fair workplace is an ongoing journey, and we'll continue pushing forward to ensure every employee has equal opportunities to thrive.



Jeff Dimery



EMPLOYER GENDER PAY GAP DEFINITIONS

Average or mean pay gaps

The average gender pay gap is calculated by dividing the total earnings of all women by the number of women in the organisation and doing the same for men. Comparing these two figures gives a high-level view of the earnings gap between men and women. This calculation also helps benchmark against industry and national averages.

Median pay gaps

The median (or midpoint) is the middle value when all salaries are arranged from lowest to highest. If there's an even number of salaries, the median is the average of the two middle values. In gender pay gap analysis, the median compares the earnings of the middle-ranking man and woman. Unlike the average, the median isn't skewed by very high or low salaries, making it a better reflection of 'typical' earnings. It also helps highlight where one gender is more concentrated in lower-paying roles. From February 2024, median pay data for employers, industries, and the nation will be included in WGEA's public reporting.

Equal pay or 'like-for-like' pay

Equal pay means women and men receive the same pay for doing the same job or different jobs of equal value.

Total Remuneration

Total remuneration including remuneration for all employee, including base salary, superannuation, overtime, bonuses and other additional payments

Pay quartiles

Quartile analysis breaks an organisation's pay data into four equal groups, from the highest earners (first quartile) to the lowest (fourth quartile). In gender pay gap reporting, this helps highlight differences in gender representation and pay across salary levels. By looking at gender balance and average pay within each quartile, organisations can identify where gaps exist—whether in certain roles, departments, or seniority levels—and understand how these differences contribute to overall pay disparities.

OUR GENDER PAY GAP FOR 2023–2024

We're proud to have a strong gender balance across our workforce, with 52% women and 47% men—an increase of 3% in female representation since the last reporting period.

We're also proud to be an equal pay employer, ensuring that all employees, regardless of gender, are paid equally for the same work.

Average (mean) Total remuneration 30.1%

Our results show that the average total remuneration gender pay gap—which includes wages, super, bonuses, allowances, and commissions—is 30.1%. This means that for every \$1 a man earns on average, a woman earns 69.9 cents.

Average gender pay gap (base salary) 27.5%

By adding up all employee wages and dividing by the number of employees, our results show that the average base salary gender pay gap is 27.5%.

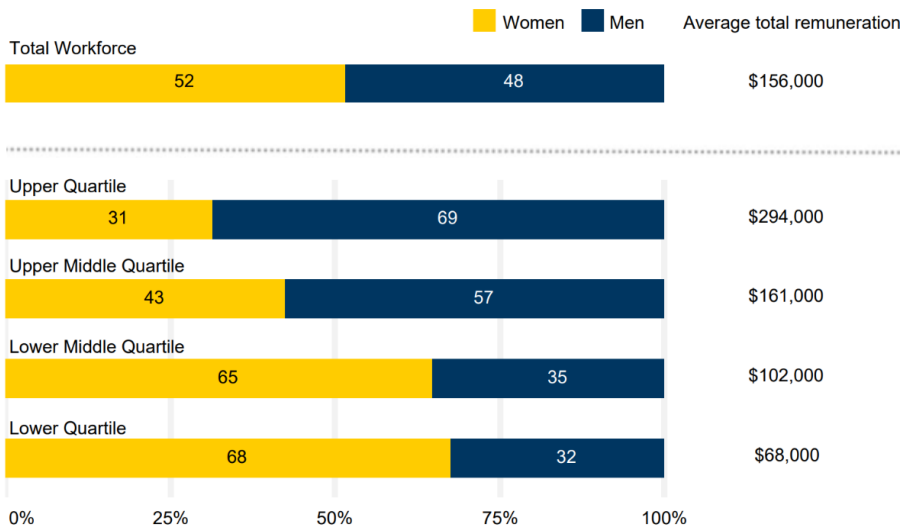
Gender composition and average remuneration per pay quartile

The chart below breaks down total remuneration into four equal quartiles, showing the gender composition at Alinta Energy. Men make up 69% of employees in the upper quartile, while women represent 68% of the lower quartile—both key factors contributing to our gender pay gap.

Outcomes we're proud of

We committed to reviewing our recruitment processes to improve diversity and accessibility—introducing gender-balanced interview panel targets and unconscious bias training for hiring managers. As a result, 40% of managers hired during the reporting period were women, a 7% increase from 2022-23. Additionally, 57% of all new hires were women, reflecting a 4% increase from the previous year. These steps are helping us build a more balanced and inclusive workforce.

Gender composition by pay quartile



WHAT'S DRIVING OUR GENDER PAY GAP?

While we've made progress, our gender pay gap remains, and there's still work to do.

Workforce composition

As highlighted last year, one of the biggest factors contributing to our gender pay gap is the makeup of our workforce, particularly in our contact centres. The gender imbalance in these areas has a significant impact, and we recognise this challenge. We're taking proactive steps to address it, but meaningful change takes time. Despite this, we remain committed to closing the gap and creating a more balanced and fair workplace.

Representation across roles

Another key factor is the uneven distribution of men and women across different roles. Men continue to be overrepresented in higher-paying technical fields such as technology, engineering, and power generation, as well as in senior leadership and management positions.

That said, we're making steady progress—women in leadership roles have increased from 37% in 2023 to 40% in 2024. While this is a step in the right direction, we know there's more to do. We're committed to ongoing initiatives that will drive lasting change and ensure better representation at all levels of our organisation.

TAKING ACTION TO CLOSE THE GAP

Like any business challenge, we're using data to guide targeted actions that drive real improvements—our gender pay gap being a key measure in this journey. We've already made significant progress toward gender equity at Alinta Energy through a range of initiatives, including:

Ensuring Fair Pay and Progression

Each year, we conduct an equity analysis of performance and promotions, and we're pleased to see consistent fairness in our results. We also run regular gender pay equity audits, allowing us to quickly identify and address any disparities. By continuously reviewing and adjusting, we ensure pay equity remains a priority across the business.

Supporting Families and Caregivers

We've introduced key employee benefits designed to create a more family-inclusive workplace. These initiatives support working women and caregivers, helping employees balance their professional and personal responsibilities with greater ease.

Encouraging Women in STEMM

We're committed to increasing gender diversity in STEMM careers, and it's paying off—women now make up 60% of our graduate and intern intake. This reflects our focus on building a strong pipeline of female talent in traditionally male-dominated fields.

Strengthening Industry Partnerships

Our partnerships with organisations like the Champions of Change Energy Group, Diversity Council Australia, and Work180 help us learn and apply best practices in diversity and inclusion. These collaborations provide valuable insights as we work toward a more inclusive and equitable workplace.



Looking Ahead

Over the next 12 months, we will continue to build on this progress by focusing on:

- Launching a mentoring program to support career development and progression.
- Expanding opportunities for women in STEMM to grow and advance their careers.
- Reviewing all people policies to ensure they are inclusive and that the language is free from gender assumptions.
- Enhancing workplace facilities to create a more inclusive environment for all employees.

By keeping gender equity at the heart of our efforts, we're committed to making Alinta Energy a more inclusive employer while actively addressing the gender pay gap.