

# Gender Pay Gap

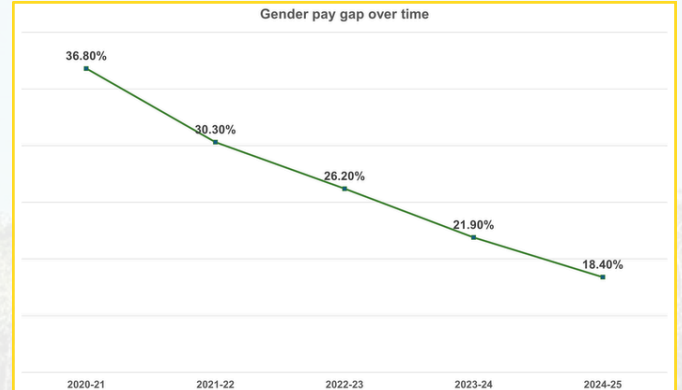


2026 Employer Statement

## Organisational context

EDL understands that a **diverse team and an inclusive workplace culture** are essential to delivering on our vision of being the **leading global producer of sustainable distributed energy**. We remain dedicated to creating an environment where everyone has the opportunity to succeed.

For the **2024-25 reporting period, EDL recorded an average gender pay gap of 18.4%**, an improvement of 7.8% since 2022-23. This steady downward trend reflects the progress we are making, while also reinforcing that continued effort is needed.



Historically, like many organisations in the energy sector, EDL's workforce has been predominantly male. To support meaningful change, we set a target in 2018 to double female participation to 25%. We achieved this milestone in 2023. **Today women represent 30% of our Australian workforce, with strong female representation in leadership—including two women on our seven-member global Executive Leadership Team, along with many others in senior functional and technical roles.**

With women now representing **15% of our operations workforce**, we are proud of the progress we've made through our **national apprenticeship strategy and program**. Many of these roles require **specialised trade qualifications** that are in high demand across the mining and resources sectors, which intensifies competition for talent in an area of the business that has historically been challenging to attract women into. While we are pleased with the progress we've made in this vital part of our business, we will continue to challenge ourselves by working towards 20% female representation in our operations workforce.

Since 2022, we have proudly **partnered with WORK180** as part of our broader commitment to fostering an **equitable and inclusive workplace**. WORK180 promotes **organisational standards that raise the bar for women in the workplace**, endorsing only employers committed to making real progress. EDL colleagues are often featured in WORK180's shared stories, which highlight positive personal stories in relation to the workplace and career development opportunities.

Our Executive Leadership Team reinforces EDL's commitment to pay equity through comprehensive annual remuneration reviews. We also welcome the increased transparency brought about by public gender pay gap reporting and remain focussed on narrowing our pay gap through targeted initiatives, workforce capability development and leadership accountability.

At EDL, we recognise that meaningful progress doesn't happen overnight – it requires **persistence, long-term focus and a genuine commitment to continuous improvement.**

Through strong partnerships, meaningful initiatives and a “can-do” culture of accountability, we will continue working towards **diversity, equity and inclusion** being embedded in everything we do.

James Harman

Chief Executive Officer, EDL

## Work underway

EDL has put in place – and continues to strengthen – a wide range of initiatives aimed at achieving gender equity across the organisation:

### Commitment to pay gender equity

Our Executive Leadership Team plays an active role in our annual remuneration review process, examining the salaries of men and women in comparable roles, to identify any disparities and take action to close gender pay gaps.



### Supporting parents at every stage

EDL has a parental leave policy designed to support employees in caring for their families. In 2026, we enhanced our paid parental leave policy to better accommodate new parents, increasing the paid time off for primary carers from 12 to 18 weeks and for secondary carers from two to six weeks.

To further support aspiring parents of all genders, EDL also implemented a new reproductive policy in 2026, to provide flexibility and support that may be needed when managing reproductive health needs.

This full-circle approach reflects our commitment to fostering an inclusive and supportive workplace for all. And we are always looking for ways we can do more.



### WORK180 endorsed employer

EDL is proud to be endorsed by WORK180 as an employer of choice for women.

WORK180 enables women to choose workplaces where they can thrive. They promote organisational standards that raise the bar for women in the workplace—only endorsing employers that are committed to making real progress so that all women can expect better.

EDL has strategies in place across the 10 key WORK180 standards, including pay equity, inclusive hiring practices, flexible working arrangements, shared caring responsibility, career development and representative leadership.



## Appendix - case studies

### National apprenticeship strategy

EDL's national apprenticeship strategy means that 70% of our Australian apprentices are female. And once they've completed their four-year apprenticeships, many choose to stay with EDL and join our operations teams in full time positions.

Power Technician - High Voltage, Talulah Tick, who now works at EDL's Sunrise Dam facility in the Goldfields region of Western Australia, started her apprenticeship program in 2019 and shared, "The apprenticeship was challenging, but also really rewarding. I got to learn so many things from many different people. Once it finished, I wanted to stay with EDL to continue to be challenged while having the comfort of some familiar people around that I could call on."

"I also appreciate how EDL supports us to further our skills. Post-apprenticeship, I've received two more qualifications and had opportunities to travel for training, hands-on learning and employee recognition celebrations."



### Parental leave



This year EDL strengthened its Parental Leave Policy and introduced a Reproductive Leave Policy to better support employees and their families. Now, primary and secondary carers have longer paid leave options as well as dedicated support for reproductive health needs. Together, these changes support our people through different stages of life.

Senior Communications Advisor, Elsbeth Pickerin, started her parental leave just after the policy was updated, and shared, "Having the time to focus on my family during this next chapter is something I'm truly grateful for, and EDL's supportive parental leave policy is invaluable. It's one of the many reasons I'm proud to work at EDL."