

# AGL's Employer Statement

Gender pay gap

February 2026

## Who we are

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AGL's purpose, Powering Australian Life, reflects our passion to power Australians live, move and work, and our critical role in the energy transition. AGL has a diverse workforce has around 4,000 employees spread across mining, power generation, construction, contact centres, and support functions. There are differing remuneration approaches used across the business as a result of the different industrial instruments that apply.

When reporting to the Workplace Gender Equality Agency (WGEA), AGL uses the corporate structure as defined by WGEA. The AGL corporate group (corporate structure) contains the following related entities:

- AGL Energy Limited,
- AGL Loy Yang Pty Ltd,
- AGL Macquarie Pty Limited, and
- AGL Torrens Island Pty Limited,

## Our commitment to gender equality

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AGL's long-term commitment to gender equality forms part of our deep focus to build a diverse workforce, an inclusive culture, and play a leading role in creating a more gender equal energy future for Australia.

Gender equality is an important enabler of our company strategy:

- **Transitioning our energy portfolio** – the global transition to net-zero will create new employment opportunities and transform the energy workforce, including AGL; with the demand for talent likely to outstrip supply it's critical more women and girls are attracted to, and stay in the energy sector.
- **Connecting our customers to a sustainable future** – we know a diverse and inclusive workforce leads to improved productivity, creativity and innovation that can help solve complex problems. It can also help strengthen our reputation as a leader that provides customers with affordable and reliable energy services while helping them decarbonise the way they live, move and work.

## AGL's equal pay and gender pay gap

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**This statement reflects AGL's gender pay gap information as at 31 March 2025.**

**Equal pay:** We conduct equal pay reviews two times a year for men and women in comparable roles. Our equal pay gap is 0%.



**Gender pay gap:** The Workplace Gender Equality Agency (WGEA) reported the average total remuneration pay gap across AGL's corporate group was 24.7% (improved from 26.0% in 2024) and the average base salary gap was 20.5% (improved from 22.6% in 2024).

The gender pay gap represents the difference between overall earnings of women and the overall earnings of men. It does not take into account differences in role or employee attributes such as the nature, level or location of a role, or the skills, experience, and performance an employee brings to the role.

### AGL corporate group gender pay gap:

Employing Entity	Average Base Salary	Average Total Remuneration
AGL Energy Limited	11.5%	13.9%
AGL Loy Yang Pty Ltd	20.1%	29.5%
AGL Macquarie Pty Limited	34.0%	40.4%
AGL Torrens Island Pty Limited	15.7%	22.0%
AGL Corporate Group	20.5%	24.7%

## Why we have a gender pay gap

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The key driver of our gender pay gap are due to lower female representation in more senior roles and type of roles they occupy. This is also exacerbated by the energy industry being one of the most male-dominated industries in Australia with around 28% female representation<sup>1</sup>. Another factor impacting GPG is longer tenured operational site-based roles that are governed by Enterprise Agreements.

While we have 36.2% female representation at AGL, there are more males occupying operational site-based roles that attract pay with access to overtime, shift premiums, and wage increases set by Enterprise Bargaining Agreements.

## We continue to make progress to reduce our gender pay gap

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In FY25, we continued our focus on increasing the representation of women through inclusive talent solutions and by highlighting our commitment to inclusion in our Employee Value Proposition. Our sustained commitment to gender equality in talent solutions resulted in:

- a female hiring rate of 44% in FY25 (up from 41.5% in FY24)

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<sup>1</sup> [1] WGEA Australia's Gender Equality Scorecard, 2025



- a reduction in female turnover from 13.1% to 11.6%.

Our targeted action during FY25 has reduced our overall gender pay gap through increasing female representation in our Senior Leadership Pipeline to 36.1% (up from 35.7% in FY24), and female representation in our overall workforce to 36.2% (up from 35.2% in FY24).

We know there is more work for us to do, and we continue to deliver several well-established programs as part of our broader inclusion strategy spanning capability development, talent management, emerging talent programs, and employee engagement to focus on fair, equitable, and inclusive experiences for all our people.