

# AGL's Employer Statement

Gender pay gap

February 2025

## Who we are

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AGL's purpose, 'Powering Australian Life' reflects the critical role we play in enabling the everyday lives of our customers and our role in leading Australia's energy transition.

AGL operates Australia's largest electricity generation portfolio within the National Electricity Market, supplying energy to around 25% of households. Our energy portfolio comprises coal and gas-fired generation, renewable energy sources such as wind, hydro and solar, batteries and other firming technology, and gas production and storage assets. AGL is also Australia's largest privately-owned hydro power station operator.

AGL has a diverse workforce with approximately 4,000 employees spread across mining, power generation, construction, call centres, and enabling functions, with differing remuneration approaches utilised across the business as a result of the different industrial instruments that apply.

## 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 inclusive 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.



## Equal Pay and AGL's gender pay gap

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**Equal pay:** At AGL, we conduct equal pay reviews two times a year to compare pay for men and women in comparable roles. On a comparable role basis, AGL is paying equally, meaning that where men and women are performing comparable roles, their pay is also comparable.

**Gender pay gap:** The Workplace Gender Equality Agency (WGEA) reported that the average total remuneration pay gap across AGL was 26.0% (improved from 29.1% in 2023) and the average base salary gap was 22.6% (improved from 24.9% in 2023).

The gender pay gap represents the difference between overall earnings of women and the overall earnings of men, and 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 an employee brings to the role.

## Why do we have a gender pay gap

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The key driver of our gender pay gap is lack of female representation in roles that attract higher remuneration. The energy industry is one of the most male-dominated industries in Australia with around 26% female representation<sup>1</sup>.

While we have 36% female representation at AGL, more males occupy roles that attract higher remuneration and have access to significant overtime, shift premiums, and wage increases set by Enterprise Bargaining Agreements.

## We continue to make progress toward reducing our gender pay gap

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The targeted action we have taken over FY24 has reduced our overall gender pay gap through increasing female representation in our Senior Leadership pipeline to 35.7% (up from 33% in FY23), and female representation in our overall workforce to 36% (up from 35% in FY23).

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

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<sup>1</sup> [1] WGEA Australia's Gender Equality Scorecard, 2024



management, early careers programs, and employee engagement to focus on fair, equitable, and inclusive experiences for all our people.