

Tilt Renewables Employer Statement

Gender Pay Gap

May 2025



Australia's
Renewable
Future

About Tilt

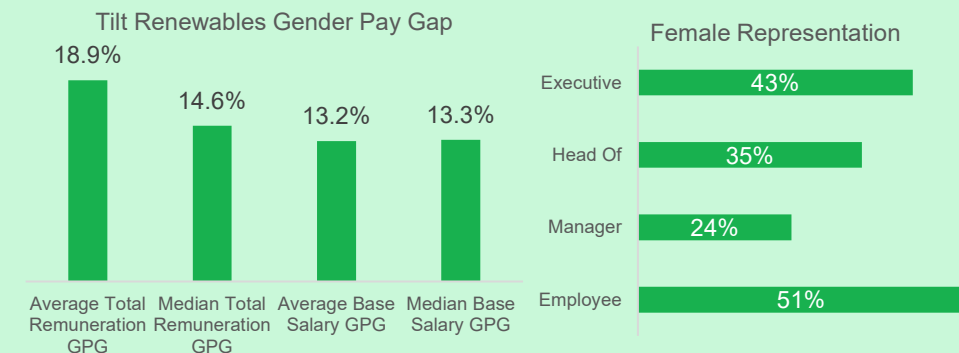
Tilt Renewables is a leading renewable energy business and the largest owner of wind and solar generation in Australia. We tilt with the wind, and towards the sun to rebalance the electricity generation mix towards a lower carbon outcome. We are driving Australia's renewable future and proud to be an Australian owned and operated business.

Our strategy is to deliver value for all our stakeholders by maximising the performance of our operating assets, progressing our existing projects and expanding our pipeline. Our primary focus in everything we do is to ensure we operate in a safe and sustainable manner while being a market-leading, long-term partner of choice.

Tilt Renewables is committed to paying employees fairly regardless of gender. Diversity, Equity and Inclusion (DEI) is at the heart of our strategy to lead Australia's renewable future by cultivating a culture of trust, care and inclusiveness where diversity fuels innovation, drives collaboration and enables us to get things done.

Tilt's Gender Pay Gap

In Tilt's first ever reporting period, WGEA reported that Tilt's average remuneration pay gap was **18.9%** including incentives, with a base salary pay gap of 13.2%. WGEA calculate gender pay gap based on the difference between the average pay for men and women expressed as a percentage (WGEA, 2025).



Why does Tilt have a Gender Pay Gap?

Compared to the industry average, Tilt Renewables has a more gender balanced workforce which is made up of 44.9% women and a near-balanced executive team with 43% women. Tilt Renewables typically recruits employees from the electricity, gas, water and waste services industries which are male dominated and have a reported gender pay gap of 21.9% as at 2024.

Since 2023 Tilt Renewables has increased the number of women in senior roles at the executive and Board levels. However, below the executive level more men occupy senior leadership and managerial level roles, particularly at the mid management level, which contributes to the Tilt gender pay gap.

As a mid-sized organisation, Tilt Renewables does not have many employees that occupy the same roles. However, as part of our annual salary review process, we conduct external market benchmarking and sizing of all roles. This ensures that we can identify and rectify any base pay discrepancies. We also conduct analysis of all performance ratings which are used to calculate an employee's bonus payments for gender bias.

An identified material driver of the Tilt Gender pay gap is the differential of Executive remuneration, as each Executive role holds different responsibilities, skill requirements, and market values, making it difficult to compare them directly within the WGEA banding. For example, female executives in Tilt typically hold corporate services roles which, when market benchmarked for remuneration, typically pay lower in the market than other executive roles with profit & loss or material commercial or project delivery responsibilities.



Tilt's DEI Commitments & Actions

At the core of our DEI strategy is our desire to reflect the communities we operate in and to achieve this we have set clear DEI targets to achieve by 2030.

Our DEI plan and targets for 2030 were approved by our Board in November 2024 and many activities related to gender diversity are underway. In the development of our DEI plan, Tilt worked with external providers in the review of our policies, procedures and practices to identify opportunities to increase our gender balance and equity.

Tilt Renewables are committed to increasing the number of women in leadership roles, with a particular focus on roles with Profit & loss responsibilities as these types of roles pay more in the market than corporate service roles.

Our FY30 Gender Targets



Minimum female representation at all leadership levels

40%



Talent and Succession Pipeline

50:50



Increased score from 48% to

60%

Next: Reducing our gender pay gap

Through FY26, Tilt will be taking steps to reduce our gender pay gap through the following initiatives:

Tilt: Gender Pay Gap Actions

Create and implement a recruitment strategy with heavy emphasis on increasing the representation of women in candidate pools

Increase our succession and talent pipeline gender balance to at least 50% women

The development of an employee led mentoring program for identified talented women

Implement sponsorship or scholarship program for women in leadership in Tilt Renewables

Implement Employee Resource Group developed gender balanced calendar of activities

Investigate partnerships with universities and schools to sponsor women in STEM and trades in our communities

Training:

- Women in leadership training support for all leaders to identify and support female talent
- Menopause awareness training for all
- How to recognise gender bias for all

Increased leave entitlements, with paid parental leave to cover 26 weeks and superannuation paid for 12 months of unpaid parental leave to support gender balance

Ongoing benchmarking of all roles to the market in annual review process, with gender reporting and assessment of all performance ratings to calculate bonus payments

Externally review our Diversity, Equity and Inclusion policy and practices to reflect current market standards and practices

Monitor and report all agreed DEI metrics and plan progress to our People & Culture Committee and Board