

Tilt Renewables Employer Statement

Gender Pay Gap

Australia's Renewable Future

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Tilt Renewables Australia Pty Ltd
ACN 101 038 331
tiltrenewables.com

About Tilt

Tilt Renewables is a leading Australian owned renewable energy business and one of the largest owners of wind and solar generation in Australia. We drive Australia's future in a way that works for local communities. We deliver reliable, Australian owned and sourced energy, while ensuring our regions share the benefits that come with hosting critical infrastructure.

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 creating value-led growth. Tilt Renewables is committed to paying employees fairly regardless of gender. Our Diversity, Equity and Inclusion (DEI) strategy is an important part of our work to lead Australia's renewable future by cultivating a culture of trust, care and inclusiveness.

Why does Tilt have a Gender Pay Gap?

Tilt's gender pay gap is primarily driven by two factors: a smaller number of women in senior leadership and managerial roles in the organisation, as well a differentiation of responsibilities between executives.

Senior Manager and Manager representation

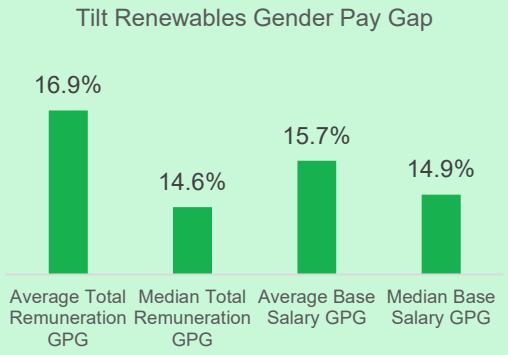
Despite having a more gender balanced workforce than industry average (42% compared with 21% as at 2025), women in Tilt are more likely to occupy non-managerial roles than their male counterparts. For example, women's representation in Senior Manager roles is 33%, whilst they are overrepresented in frontline roles at 45%.

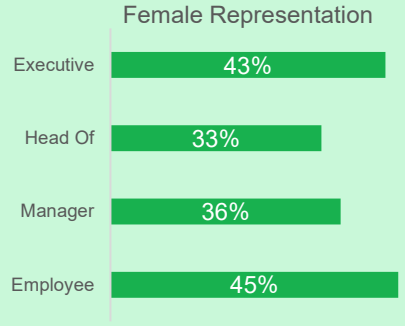
Executive role differentiation

Although the number of women in the executive team is near balanced with the overall number of women in the organisation, female executives in Tilt typically hold corporate and business partnering roles which, when benchmarked to market, typically pay lower than executive roles with profit & loss, material commercial or project delivery responsibilities.

Tilt's Gender Pay Gap

In the 2025-26 reporting period, WGEA reported that Tilt's average remuneration pay gap was 16.9% including incentives, down from 18.9% in the 2024-25 reporting period with a base salary pay gap of 15.7% which increased from 13.2% in the 2024-25 reporting period.





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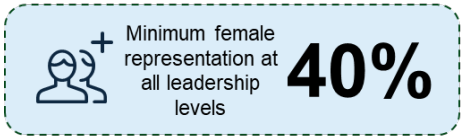
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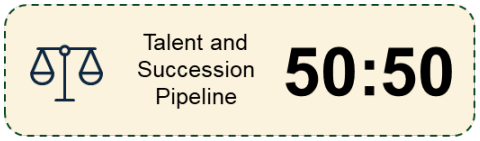
Tilt's DEI Commitments

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.

Whilst progress has been made since 2025, Tilt Renewables has a continued commitment 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.







Actions to reduce our gender pay gap

Compared to the industry average, Tilt Renewables has a more gender balanced workforce which is made up of 41.8% 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 20.6% as at 2025.

Despite this, since 2023, Tilt Renewables has increased the number of women in senior roles including at the executive and Board levels.

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.

Tilt Renewables Gender Pay Gap actions set for FY26 were successfully completed. The actions in FY26 focused on strengthening the gender balance of our talent and succession pipeline, training to support the development and progression of women, which included the Nurturing Female Talent Workshop and the development of an inclusive recruitment strategy and mentoring program.

In FY27, Tilt Renewables will continue to build on this progress by embedding and expanding the initiatives commenced in FY26. Our focus will include continuing the mentoring program, strengthening our recruitment strategy to attract and progress diverse talent, maintain attention on women in leadership roles and talent and succession practices that support more balanced representation across Tilt Renewables.