

February 2026

### **Amplitude Energy WGEA Employer Statement**

At Amplitude Energy we are driven by our purpose to be proudly part of Australia's energy future. To achieve this, we strive to create and maintain an inclusive work environment where our people feel supported and respected, and can thrive in their roles.

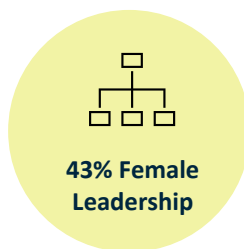
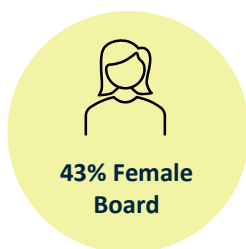
Amplitude Energy is committed to gender equality and diversity, and supporting efforts to improve gender equity is closely aligned to our Values – Think Differently, Deliver Together and Act Responsibly.

As a small organisation:

- Our Board of Directors consists of 43% female representation (at 30 June 2025).
- Our Executive Leadership team maintains 43% female representation (at 30 June 2025).
- Our overall workforce consists of 32% female representation (at 30 June 2025), up from 29% the previous reporting period.

We are actively working to improve diversity outcomes, evidenced in the following ways:

- The average total remuneration gender pay gap in the 2024-25 reporting period was 23.3%, down from 26.5% in the 2023-24 reporting period.
- We are focused on creating a workplace and demonstrating behaviours that reflect our Values and support our Purpose and Strategy.
- We have become a supporting member of Women in Resources SA in 2026.
- Our Paid Parental Leave offering provides for up to 18 weeks for eligible employees (inclusive of superannuation).
- We offer flexible work arrangements to support employees with family carer commitments.
- In a talent tight market, we continue to invest in a diverse and highly capable workforce through tailored development.
- We continue to explore ways to attract and retain females across our organisation, including in site-based roles.



We will continue to strengthen and build on our efforts in 2026 and beyond, and our Diversity Action Plan will focus on the following objectives:

- Maintain at least 30% female representation across the organisation, including in leadership roles;
- Maintain a focus on the retention and development of female employees;
- Ensure our benefits offering supports female employees;
- Continue to bring our new Values to life, ensuring an inclusive work environment where our people feel supported and respected, and can thrive in their role.

This statement relates to the gender pay gap as reported by WGEA.