

September 2025

## Gender Pay Gap Employer Statement

At LMS Energy (LMS), we are committed to fostering an inclusive and equitable workplace where every employee is treated with fairness, feels valued, and has equal opportunities for advancement.

As part of our ongoing commitment to transparency and accountability, we are providing an update on LMS' gender pay gap for the 2024 to 2025 reporting period. As calculated by the Workplace Gender Equality Agency (WGEA), LMS recorded an average total remuneration gender pay gap of 22.4% and a median gap of 21.3%, compared to the national average of 21.7%. While these figures reflect a slight decrease from the previous year's average gap of 22.6% and the median gap of 25.5%, we recognise the need for continued effort on to address structural factors and promote long-term change. Importantly, the by-level pay gaps, which measure the difference in average pay between women and men within the same employee category, now range from -3.97% to 1.62% across LMS' group manager and tier 2 manager levels. This demonstrates that within specific roles and levels, we have achieved much greater pay equity outcomes.

Our organisation-wide pay gap remains influenced by workforce composition, particularly in executive and group manager roles where male representation remains higher. Female representation across executive, group, regional, and tier 2 manager levels has increased to 24.5%, compared to 18% in June of the previous year. While this marks positive progress, the continued predominance of males in key leadership positions is not reflective of the diverse talent within our organisation. Overall, women now make up approximately 24% of LMS' workforce, an increase from 20% the previous year. This growth reflects our ongoing commitment to attracting, retaining, and supporting women at all levels across the company.

We are proud of the progress made and remain focused on improving outcomes through the following initiatives:

### Key Actions and Progress

**Diversity, Equity and Inclusion (DEI) Committee:** The DEI Committee has developed a comprehensive Gender Equity Action Plan, which has been formally endorsed by the Executive Team and is now actively implemented and driving meaningful change across the organisation.

**Workforce Planning:** LMS is reviewing and enhancing our hiring and promotion practices and succession planning processes to ensure we are identifying and nurturing talent from all backgrounds, ensuring a pipeline of diverse candidates for all positions. A shortlist of 50% females and 50% males will be presented for each role at LMS.

**Equal Opportunity Policies:** LMS has implemented several policies to promote gender equity in the workforce. The flexible working policy and offering all roles as part-time positions promotes gender equity by supporting employees with caring responsibilities. LMS offers family and domestic violence leave and employer-paid parental leave.

**Parental Leave:** LMS has increased its paid parental leave entitlement for primary carers to 10 weeks. Secondary carers receive 3 weeks paid parental leave. The company has also introduced a return-to-work support payment for

employees returning from parental leave, allowing them to be paid for an extra day a week (e.g. work four days while being paid for five) for a period of six months.

**International Women's Day (IWD):** LMS continues to support employees' attendance at a variety of IWD events, providing opportunities to engage with speakers on gender equity topics. Our commitment is reflected in strong involvement, including 40% male representation at these events. This year, LMS also proudly sponsored the Adelaide International Women's Day Breakfast, which is the largest IWD event in Australia.

**Diversity and Inclusion Training:** Unconscious bias training and sexual harassment training have been completed by a majority of staff. These trainings are also provided to all new starters within their first three months with LMS.

**Wellbeing Rooms:** LMS Wellbeing Rooms, located at our three major offices, are thoughtfully designed, versatile spaces that support employees' physical and mental wellbeing. Offering quiet reflection, parenting and breastfeeding support, multi-faith reflection and access to health/EAP resources to help employees thrive.

**Marketing:** the external image of LMS is being repositioned to attract a broader pool of female recruits, including increasing female representation in marketing materials, as well as increasing promotion of flexible working policies, employee benefits and part-time job roles.

LMS remains dedicated to creating a workplace that is fair, inclusive, and supportive for all. We will continue to assess and refine our strategies to reduce the organisation-wide gender pay gap and build a leadership team that reflects the rich diversity of our workforce.

