2026 Gender Pay Gap Employer Statement

Our approach to Gender Equality

Energy Queensland is committed to making meaningful progress toward achieving gender equality in our industry. It's good for our business, good for our communities and it's essential if we are to meet our future challenges.

We are actively working toward ensuring an environment where employees of all genders can benefit from equal representation, opportunities, pay, safety, and respect at work.

Our Gender Pay Gap and organisational context

Gender Pay Gaps (GPGs) are an important aggregate measure of gender equality, reflecting the organisation's ability to attract, retain, and promote women and men equally. The data reflects the gap between the earnings of all men and all women in the organisation, as a percentage of the median earnings of all men. GPGs do not measure like-for-like pay equity. The Energy Queensland Union Collective Agreement helps ensure pay equity in like-for-like roles for people of all genders. No evidence of pay inequity has been observed in the examination of the 2026 GPG data.

We recognise the Workplace Gender Equality Agency (WGEA)'s approach to measuring Gender Pay Gaps is best practice in Australia. As a Government Owned Corporation, Energy Queensland is not eligible to report to the WGEA. With the intent of transparency and accountability, Energy Queensland's Gender Pay Gaps have been calculated according to WGEA methodology as of 31 January 2026. WGEA reporting includes executive remuneration and examines both average (total pay of all employees, divided by no. of employees) and median (the midpoint when all pay is ordered from lowest to highest) gender pay gaps. Including the average and the median provides a clearer overall picture, as the average can be skewed by high earners, while the median better reflects typical pay.

On 31 January 2026, our workforce data included 9,501 employees, including 22.7% women.

	Energy Queensland 2026	Electricity Supply Employers as reported to WGEA for 2024-2025	All Australian employers as reported to WGEA for 2024-2025
Median Total Earnings Gender Pay Gap	22.0% ⬇	21.3%	16.4%
Average Total Earnings Gender Pay Gap	16.7% ⬇	20.8%	21.1%
Median Base Salary Gender Pay Gap	6.4% ⬆	14.5%	11.9%
Average Base Salary Gender Pay Gap	4.9% ⬇	15.7%	15.7%

Gender Pay Gap drivers

Energy Queensland's **total earnings GPGs** reflect the significantly higher representation of men in trade or technical roles with access to overtime and allowances. Significant weather events including severe storms and flooding exacerbate the total earnings gap, where considerable overtime is required by operational team members to reestablish supply.

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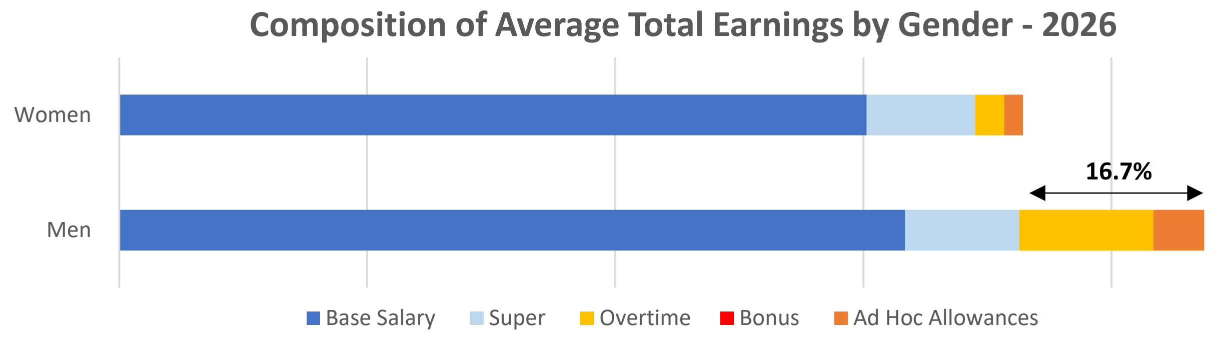

The total earnings Gender Pay Gaps have reduced in 2026. This reflects a reduction in overtime (-7.7%) and allowances (-22.9%) paid over the period, 90%+ of which is typically earned by men in the technical and operational roles with access to overtime and allowances. We recognise our opportunity to play an active role in shaping the gender makeup of the next generation of electrical tradespeople in Australia through our apprentice program. Positive strides have been made through Energy Queensland's apprentice pipeline to improve the gender balance of operational teams, without compromising standards for any applicants of any gender. It will, however, be decades before the composition of our total operational workforce has significantly shifted. The growing cohort of women in lower-paid apprentice roles (rather than fully qualified trade roles), further contributes to the gender pay gap – a factor which will be resolved over time.

Energy Queensland's **base salary GPGs** are primarily driven by a greater representation of men in higher-paying roles in the organisation. While women represent half of the Executive Leadership Team, and 39% of Senior Leaders across the business, the top quartile of earners is composed of 88% men.

The average base salary of women grew more than the base salary of men in the last 12 months, likely reflecting appointments of women in senior roles and the lower average tenure of women at EQL meaning more women are eligible for annual increases than men, many of whom have reached the time of their pay band. This also explains why the average base salary GPG has reduced, but the median has increased slightly from 2025.

Culturally, Energy Queensland's annual people survey results showed equal experiences of engagement (81%) and inclusion (72%) for men and women in 2025 – a significant milestone after many years of gaps. Women's attrition, while remaining low overall, has increased in the past year from 4.9% to 6.5% vs 4.5% for men. We are pleased to see a strong uptake of men accessing primary caregivers parental leave, with approximately 53% of men who welcomed children into their family taking extended leave as primary carer within the first year of the child's arrival. Despite the strong uptake of primary caregiver's parental leave, men are significantly underrepresented in Energy Queensland's part time workforce. 76% of men and 78% of women say they have the flexibility they need to successfully manage work and personal life.

Action and strategies

Energy Queensland participates in the Queensland Government's Equity and Diversity Audit process, through which we examine the experiences of underrepresented demographic groups, including women. Our subsequent actions are identified in Energy Queensland's Diversity, Equity and Inclusion Plan here. The plan will be renewed by mid-2026.