

January 2025

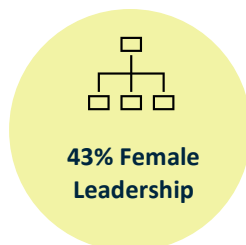
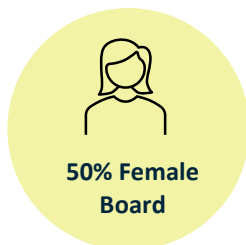
Amplitude Energy (Formerly Cooper Energy) WGEA Employer Statement

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

- We are focused on creating a workplace and demonstrating behaviours that reflect our new Values and support our Purpose and Strategy, which were launched in 2024.
- Our Board of Directors consists of 50% female representation (at 30 June 2024).
- We have made changes to our Executive Leadership team to increase female representation, which sits at 43% (at 30 June 2024).
- We have increased our Paid Parental Leave offering 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 2025 and beyond, and our Diversity Action Plan will focus on the following objectives:

- Increase 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;
- 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.