



2022 ANNUAL RENEWABLE ENERGY REMUNERATION REPORT

Prepared By Phillip Riley

www.phillipriley.com.au



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FOREWORD

Thank you for taking the time to download and read our 2022 Renewable Energy Remuneration Report. We would also like to extend our thanks to those who contributed to the report by taking our annual Remuneration Survey.

The data within this report has been collected through surveys developed within Phillip Riley, and the respondents that have participated in the survey research volunteered to do so through an online questionnaire survey.

This Remuneration Report provides a comparison of salaries over the past year, an analysis of employees' satisfaction in their roles, and a summary of the financial and non-financial benefits employees receive across the following Phillip Riley practices:

- Development
- Finance
- Legal
- Construction & Engineering
- Asset Management & Operations
- Behind The Meter
- Corporate Support
- Executive
- Contracting
- New Zealand

We hope you find this Remuneration Report useful and we welcome any queries or feedback on how we can make this report more useful in the future. Please feel free to contact me directly on scott@phillipriley.com.au.

Thanks and regards,



Scott Robinson
Managing Director

EXECUTIVE SUMMARY

As a leading global brand for renewable energy talent acquisition, intelligence and contracting, Phillip Riley is committed to delivering remuneration data on an annual basis as a resource for those within the industry.

Key highlights of the 2022 Renewable Energy Remuneration Report include:

- Strong signs that salaries have increased, however, this increase is not indicative of all roles
- Financial benefits and career progression were cited to be key factors of motivation throughout the report when considering a change in roles
- Compared to the 2021 report, years of industry experience has changed significantly and is now averaging between 10-20 years

The results suggest that salaries are on the rise, with the average salary increase ranging between 1-5%. Finance, Legal and Executive reported the highest salary increases whilst Corporate Support and Contracting reported minimal salary increases. We are also seeing more workplaces adopt work from home policies (where applicable), with the majority of respondents reporting this as their top non-financial incentive.

From the results, we recommend that employers take into account both financial and non-financial benefits to ensure that they remain competitive within their industry.

To find out more, get in touch with Phillip Riley on +61 (0)3 9192 9920 or scott@phillipriley.com.au.



INDUSTRY SNAPSHOT

Development

Most Development respondents have an average of **10-20 years of industry experience**

63%

Reported career progression as a significant factor when considering a role change

66%

Of the group reported that other employees in their organisation have the same role as them

Finance

100%

Have the flexibility to work from home

66%

Receive bonuses / STI's

18%

Did not receive a percentage base increase in salary

Legal

The legal respondents were predominantly made up of **In-House Legal Counsel**

71%

Of respondents reported a salary increase of 10% or more

Financial benefits were the primary reason for the legal respondents to consider a change in roles

Construction & Engineering

43.2%

Of respondents received a 1-5% increase in their base salary in the past year

Almost **half of the respondents** are satisfied with their base salary

48%

Of respondents reported that they have 0-5 years of industry experience

Asset Management & Operations

Most respondents reported that **financial benefits** would be a primary reason to consider changing roles

65%

Of respondents indicated that their base annual salary was between **\$150-\$180K**

38%

Of respondents identified that they are satisfied with their base salary

Behind The Meter

72%

Of respondents are expecting a 3-5% salary increase

12.5%

Of respondents received an increase of more than 10% in their base salary

Most respondents identified that **career progression** would be a primary reason to consider changing roles

Corporate Support

The corporate support respondents were predominantly made up of **HR Business Partners, Office Managers, Marketing and Communications Managers**

70%

of respondents reported that they were satisfied or neutral with their base salary and total remuneration package

68%

Of the Corporate Support group reported that they did not receive a percentage increase in their base salary

Executive

52%

Of the respondents have completed a Masters Degree

None of the respondents selected **role dissatisfaction** as reason for considering a change of roles

42%

Of respondents were expecting more than a 10% increase

Contracting

51%

Of respondents have less than 5 years of experience in their current role

Over half of the respondents reported that the highest level of education that they have completed is a **Certificate III or Certificate IV**

48%

Of contracting professionals are involved in Solar & BESS

New Zealand

30%

Of survey participants received more than a 10% increase in base salary

Career progression, financial benefits & company culture were listed as the main reasons for considering a change of roles

76%

Of respondents are expecting a salary increase between 6-10%

DEVELOPMENT

The Development participants of the 2022 Remuneration Survey were largely made up of Project Development Managers (34%), Business Development Managers (28%), Grid Connections Engineers (19%) and Grid Connections Managers (19%).

Similar to the 2021 Remuneration Report, the Development sector saw a growing demand for Engineering, Wind and Power Systems Development roles across all levels in 2022.

Most participants reported that they worked for companies in Project Development, Engineering / Consulting, Original Equipment Manufacturers (OEM) or Power Generation and IPPs. These companies averaged at 50-200 employees within ANZ, and included participants who work for global companies that exceed 5,000 employees.

Up to 66% of the group reported that other employees in their organisation have the same role as them. However, experience is key with respondents averaging between 10-20 years of industry experience.

Salary satisfaction is above average for the Development industry, with most participants agreeing that they are satisfied with their base salary and remuneration package. All participants within this industry have also reported that they are expecting an increase in their base salary, and are pleased with the career advancement opportunities made available to them.

These are all very positive signs for the development industry.



Sarah Biggs

Senior Recruitment Consultant

DEVELOPMENT

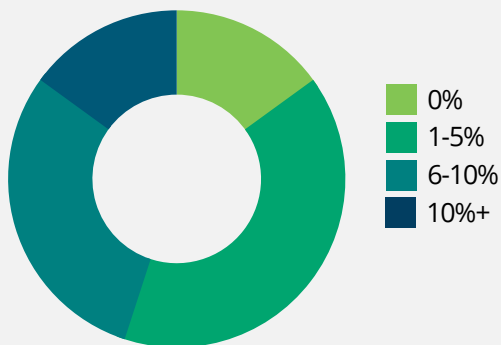
Annual Salary Results

| | TITLE | RENEWABLE ENERGY | BEHIND THE METER | T&D |
|---------------------------|------------------------------------|------------------|------------------|---------------|
| Project Developers | Project Developer | \$140-160K | - | \$120-\$140K |
| | Project Development Manager | \$170-\$190K | - | \$140-\$160K |
| | Senior Project Development Manager | \$200-\$220K | - | \$160-\$200K |
| | Project Development Executive | \$220-\$250K | - | \$200-\$220K |
| Grid Connections | Grid Connections Engineer | \$120-\$160K | \$100-\$120K | \$120-\$140K |
| | Senior Grid Connections Engineer | \$160-\$190K | \$140-\$160K | \$140-\$170K |
| | Grid Connections Manager | \$180-\$220K | \$160-\$200K | \$180-\$220K |
| | Grid Connections Director | \$220-\$250K+ | \$200-\$220K+ | \$220-\$250K+ |
| Environment | Environment Advisor | \$110-\$130K | \$100-\$120K | \$110-\$130K |
| | Senior Environment Advisor | \$140-\$160K | \$120-\$140K | \$140-\$160K |
| | Environment Manager | \$180-\$200K | \$160-\$180K | \$180-\$200K |
| | BDM (PPA) | \$200-\$220K | \$180-\$200K | \$200-\$220K |

DEVELOPMENT

Overview

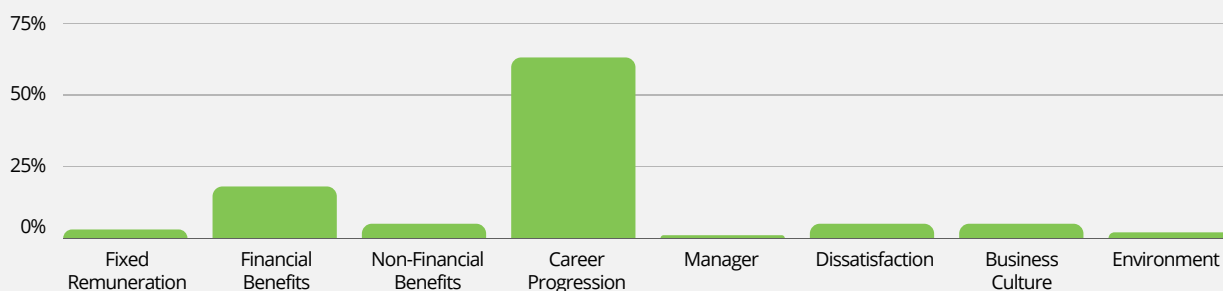
Percentage Salary Increase in 2022



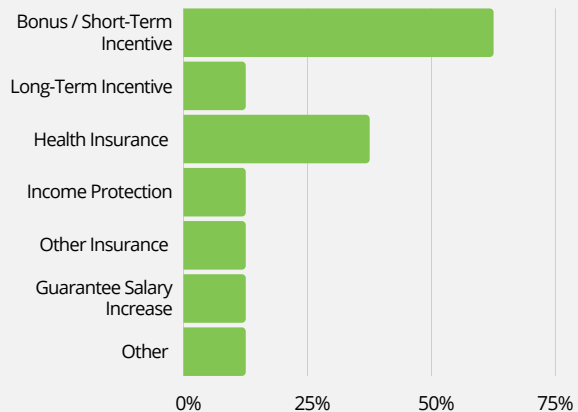
Years of Industry Experience



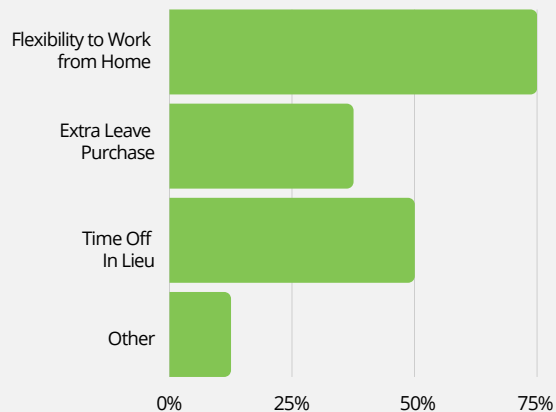
Reasons to Consider Change of Roles



Financial Benefits



Non-Financial Benefits



FINANCE

The Finance respondents of the 2022 Remuneration Survey were predominantly made up of Associates / Analysts (67%), Associate Directors / Managers and Commercial Managers (33%).

The survey results revealed that up to 66% of participants received financial benefits such as bonuses / Short Term Incentives (STIs), 18.1% received health insurance and 15% received income protection as financial benefits. As per our previous report, all of our participants had the flexibility to work from home as a non-financial benefit.

In the past year, 40% of participants received a 6-10% increase in base salary, 33% received a 3-5% increase and 18% did not receive a salary increase. This is in contrast to last year's results where over half of the respondents did not have a percentage increase in their base salary.

When it comes to industry experience, 60% of respondents reported that they had 10-20 years of Finance experience whilst 29% had between 3-5 years of experience. Most of the respondents had between 6-9 years of experience in their current role.

All of the participants recorded that career progression would be a primary reason to consider a change in roles. This was followed by company culture, workplace environment and non-financial benefits.

To summarise, the salary increases in comparison to last year's results indicate that the industry is moving in the right direction and we would expect to see further increases in the months to come.



Charlotte Warke

Principal Consultant

FINANCE

Annual Salary Results

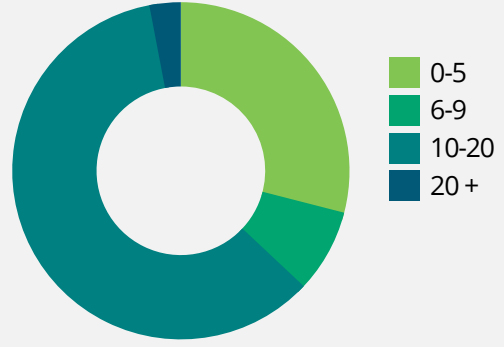
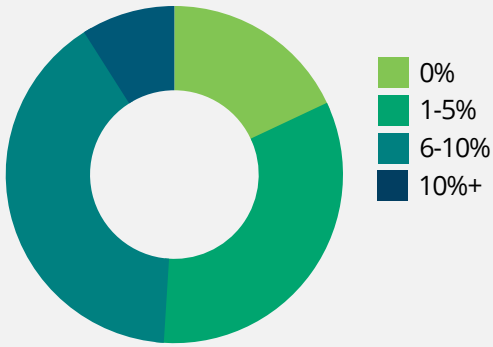
| TITLE | Developer, Owner IPP | Investor, Fund |
|---------------------------------------|----------------------|----------------|
| Accountant (Tax & Treasury) | \$110-\$120K | \$110-\$120K |
| Finance Manager | \$150-\$170K | \$150-\$170K |
| Head of Finance | \$200-\$240K | \$240-\$280K |
| Corporate / Commercial Manager | \$160-\$180K | \$160-\$180K |
| Corporate / Project Finance - Analyst | \$130-\$150K | \$130-\$150K |
| Corporate / Investment Manager | \$150-\$180K | \$150-\$180K |
| Corporate / Senior Investment Manager | \$180-\$220K | \$200-\$250K |
| Corporate / Investment Director | \$190-\$210K | \$190-\$210K |
| Corporate / CFO (Mid Size) | \$220-\$260K | \$220-\$260K |
| Asset Manager | \$160-\$180K | \$180-\$220K |
| Asset Director | \$180-\$200K | \$250-\$300K |

FINANCE

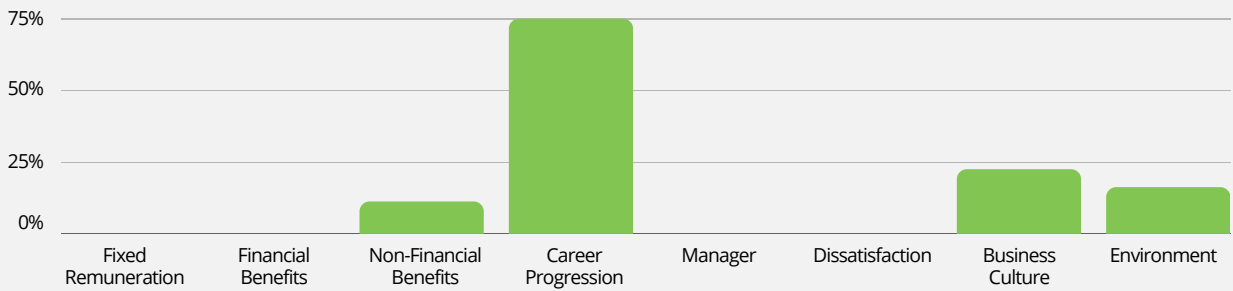
Overview

Percentage Salary Increase in 2022

Years of Industry Experience

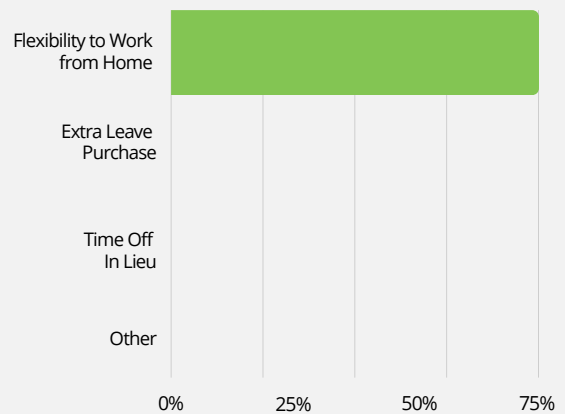
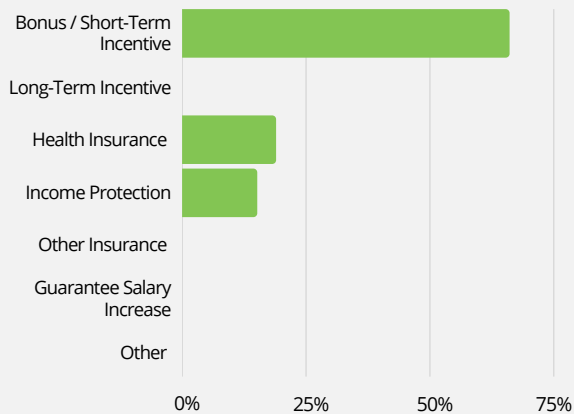


Reasons to Consider Change of Roles



Financial Benefits

Non-Financial Benefits



LEGAL

The Legal group consisted of mostly In-House Legal Counsel, most of which had permanent, full-time employment. The respondents of the 2022 Remuneration Survey reported an average of 10-20 years of Legal industry experience, however experience in the respondents' current roles were relatively low with 68% reporting 3-5 years of experience.

Among other financial benefits, the majority of Legal respondents received bonuses such as Short Term Incentives (STIs), Long Term Incentives (LTIs) and share options. Similar to last year's respondents, almost all respondents indicated that they have the option to work from home as a non-financial benefit in their employment.

Salary increases are on the rise this year, with 71% of respondents reporting salary increases of 10% and more. Compared to last year's data, where only 66% of the group received a salary increase of more than 10%, it would be fair to expect this trend to continue into the future.

The majority of the Legal group recorded that they were pleased with the career advancement opportunities made available to them, and that financial benefits were the primary reason for the Legal respondents to consider changing roles.



Adam Norton

Senior Recruitment Consultant

LEGAL

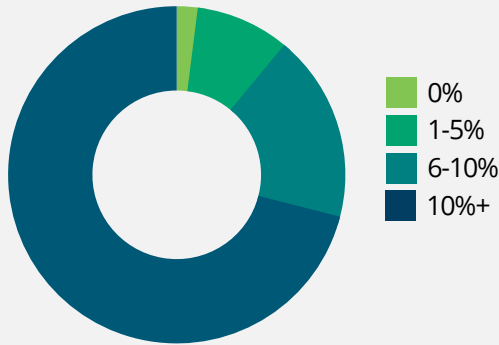
Annual Salary Results

| | TITLE | ANNUAL SALARY |
|-----------------------------|----------------------|---------------|
| Private Practice | Associate | \$120K-\$140K |
| | Senior Associate | \$160-\$180K |
| | Special Counsel | \$180-\$220K |
| | Salaried Partner | \$250-\$300K |
| | Equity Partner | \$350-\$400K+ |
| Corporate (In House) | Legal Counsel 1-3 | \$100-\$120K |
| | Legal Counsel 4-5 | \$120-\$140K |
| | Legal Counsel 5-8 | \$160-\$180K |
| | Senior Legal Counsel | \$180-\$220K |
| | General Counsel | \$200-\$250K+ |

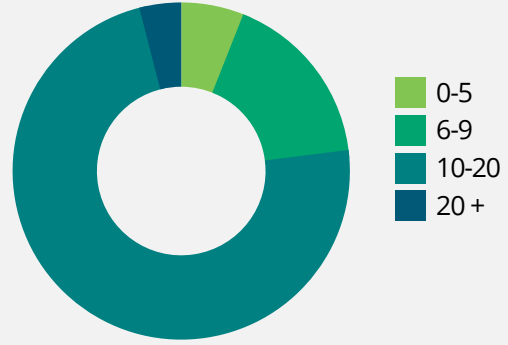
LEGAL

Overview

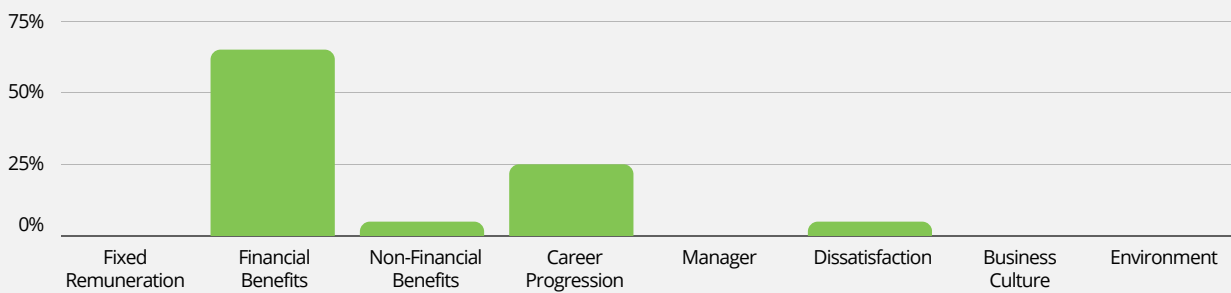
Percentage Salary Increase in 2022



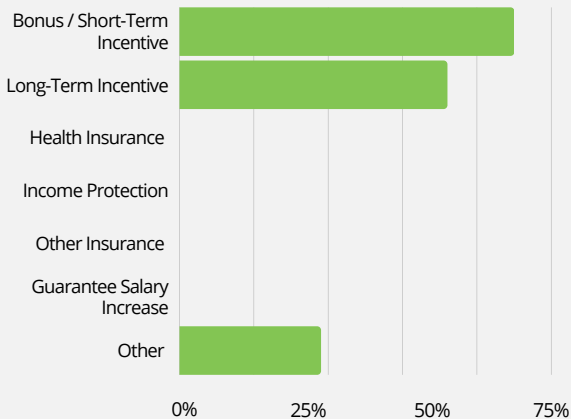
Years of Industry Experience



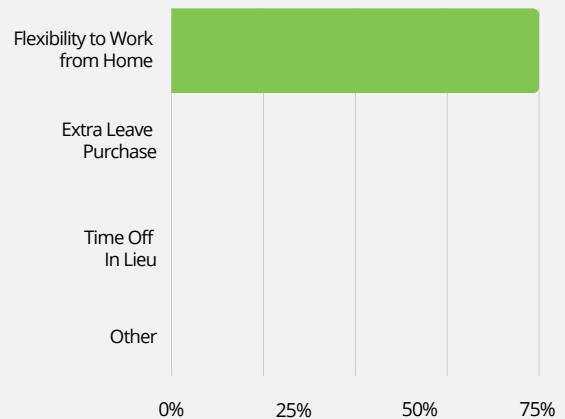
Reasons to Consider Change of Roles



Financial Benefits



Non-Financial Benefits



CONSTRUCTION & ENGINEERING

Over the past year, the Construction & Engineering industry has seen an increase in battery storage and hybrid projects. With many organisations already embarking on decarbonisation projects, there is a surge to be expected in large scale renewable energy projects, which will produce an increasing amount of roles within the industry.

Almost half of the 2022 survey participants are from the Wind sector. Closely followed by the Solar and Storage (41%), Transmission & Distribution sector (24%). The majority of participants were made up of Electrical Engineers, Mechanical Engineers, Senior Estimates, and Wind Farm Installation Technicians. Over 40% of respondents work at an EPC or BOP contractor, while 31% work at Engineering Consultancy firms.

The report also revealed that 67% of the group reported that other employees in their organisation have the same role as them. Industry experience varied, with 48% of respondents reporting that they have 0-5 years experience and 37% reporting 10-20 years of industry experience.

Up to 74% of respondents have the flexibility to work from home, while 14% have time off in lieu and 11% have extra leave purchase. Over half of the respondents received bonuses and Short Term Incentives (STIs) as a financial benefit, followed by 26% of respondents that received Long Term Incentives (LTIs) and share options.

It is also worth noting that 43.2% of respondents received a 1-5% increase in base salary in the past year, 13.5% received a 6-10% increase and 16.22% received an increase exceeding 10%. Interestingly, 27% of respondents did not receive an increase in base salary.



Matt Hayes
Principal Consultant

CONSTRUCTION & ENGINEERING

Annual Salary Results

| | TITLE | RENEWABLE ENERGY | BEHIND THE METER | T&D |
|-------------------------|----------------------------|------------------|------------------|--------------|
| Engineers | Wind Engineer | \$100-\$125K | - | - |
| | Electrical Engineer | \$120-\$140K | \$100-\$120K | \$120-\$160K |
| | Mechanical Engineer | \$140-\$150K | \$90-\$130K | \$110-\$150K |
| | Design Engineer | \$150-\$180 | \$120-\$150K | \$130-\$180K |
| Senior Engineers | Senior Wind Engineer | \$150-\$180K | - | - |
| | Senior Electrical Engineer | \$150-\$170K | \$130-\$160K | \$150-\$170K |
| | Senior Mechanical Engineer | \$140-\$200K | \$120-\$150K | \$140-\$170K |
| Operations | Site Manager | \$140-\$190K | - | \$140-\$190K |
| | HSEQ Advisor | \$130-\$150K | \$100-\$120K | \$120-\$140K |
| | HSEQ Supervisor | \$150-\$160K | \$175-\$185K | \$175-\$185K |
| Finance | Estimator | \$80-\$90K | \$110-\$120K | \$150-\$170K |
| | Senior Estimator | \$160-\$200K | \$130-\$160K | \$160-\$200K |
| | Bid & Tender Manager | \$160-\$180K | \$140-\$160K | \$180-\$200K |

CONSTRUCTION & ENGINEERING

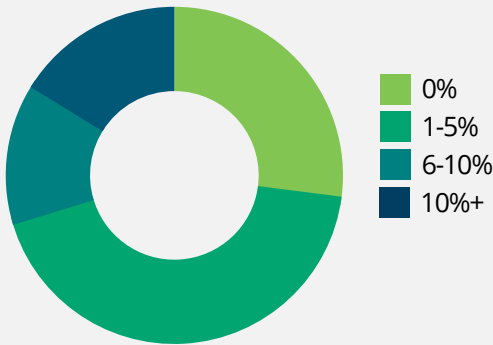
Annual Salary Results (Continued)

| | TITLE | RENEWABLE ENERGY | BEHIND THE METER | T&D |
|-----------------------|------------------------------|------------------|------------------|--------------|
| Projects | Senior Project Manager | \$160-\$220K | \$140-\$170K | \$180-\$230K |
| | Project Director | \$220-\$280K | \$170-\$220K | \$240-\$280K |
| Sales | Business Development Manager | \$160-\$220K | \$100-\$140K | \$180-\$220K |
| | Sales Manager | \$180-\$200K | \$150-\$170K | \$180-\$200K |
| Administration | Site Administration | \$100-\$130K | \$70-\$110K | \$90-\$130K |
| | Senior Site Administration | \$120-\$140K | \$100-\$120K | \$120-\$140K |

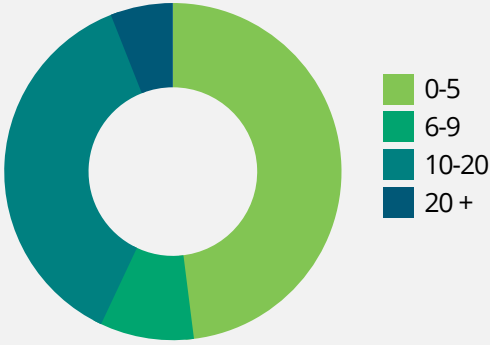
CONSTRUCTION & ENGINEERING

Overview

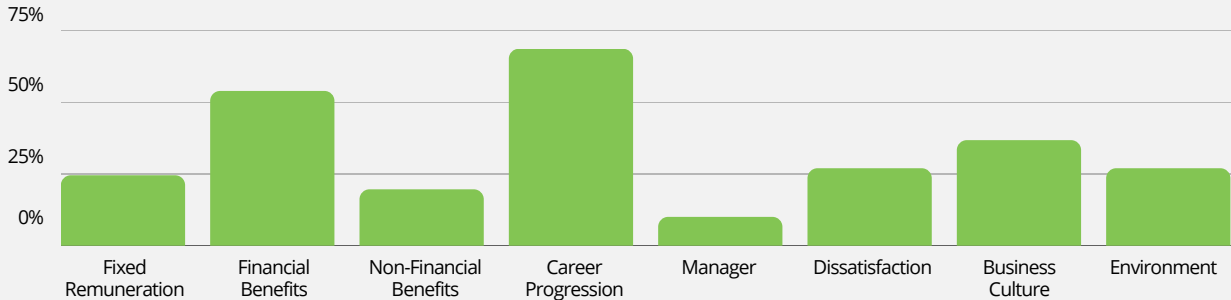
Percentage Salary Increase in 2022



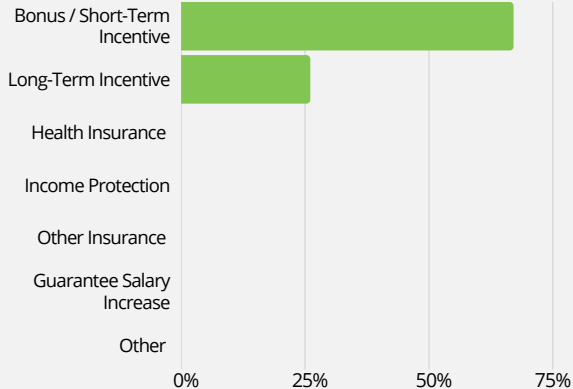
Years of Industry Experience



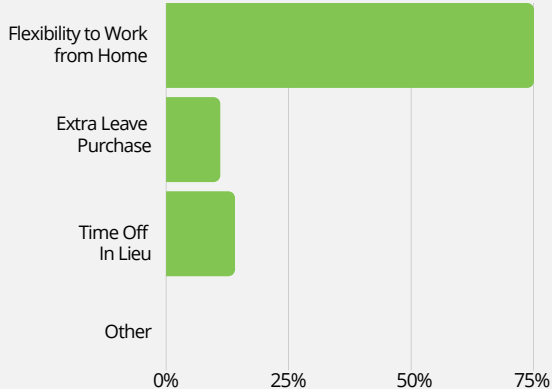
Reasons to Consider Change of Roles



Financial Benefits



Non-Financial Benefits



ASSET MANAGEMENT & OPERATIONS

The Asset Management & Operations industry saw another busy year. A similar trend to last year with a continued strong demand in positions across Wind, Solar and Energy Storage. Energy Traders have also been highly sought after with more positions being made available.

The Asset Management & Operations group was predominantly made up of Engineers, Blade Technicians, Asset Managers, Operation & Maintenance Supervisors and Managers.

The survey revealed that most respondents are employed at a company with 500-1,000 employees across Australia and New Zealand. Comparatively, the majority of those surveyed worked for companies employing more than 5,000 or more staff across their international office. This figure indicates the significant number of international operators establishing a presence in Australia.

Bonuses and Short Term Incentives (STIs) have decreased by 20% since the previous 2021 remuneration salary results, with only 65% of respondents receiving bonuses and STIs. Other incentives include health insurance and income protection, with 21% of respondents having access to these financial benefits.

Non-financial benefits were similar to last year's results, with 80% of the group reporting they have the flexibility to work from home. This figure was followed by time off in lieu and extra leave purchase.

Similar to last year's results, 47% of respondents received a 1-5% increase in their base salary in the past year. Results within the Asset Management & Operations group also revealed that the respondents had an average of 3-5 years of experience in their current position, while 39% had 10-20 years of industry experience.

Lastly, 40% of respondents felt neutral about their base salary and 38% of respondents strongly agreed that they are satisfied with their base salary. This is a slight increase compared to the previous report, with 32% of respondents identifying that they felt satisfied with their salary.



Matt Hayes
Principal Consultant

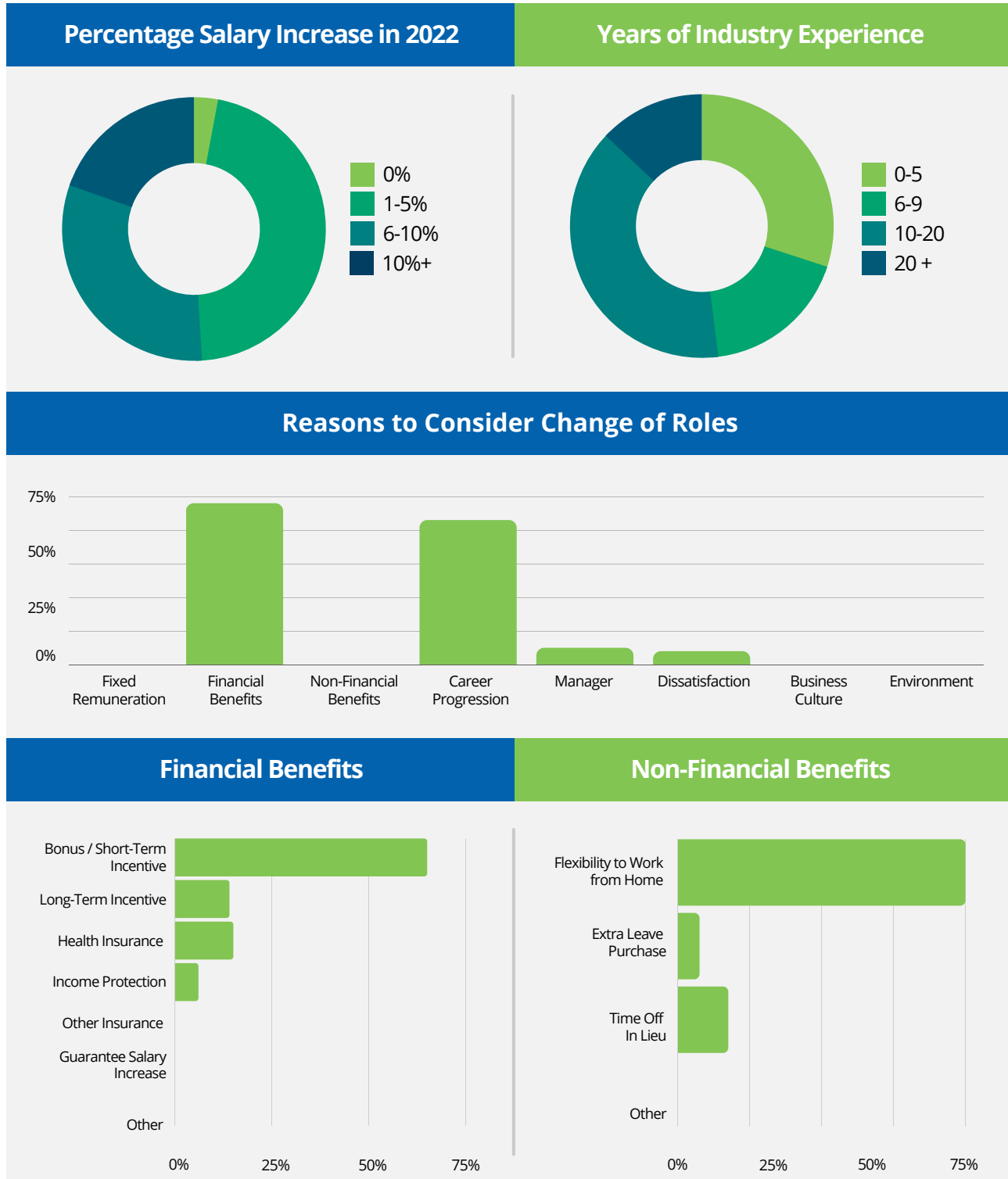
ASSET MANAGEMENT & OPERATIONS

Annual Salary Results

| | TITLE | RENEWABLE ENERGY | BEHIND THE METER | T&D |
|-----------------------|--|------------------|------------------|--------------|
| Engineers | Engineer | \$120-\$150K | \$100-\$120K | \$140-\$150K |
| | Senior Engineer | \$160-\$180K | \$120-\$140K | \$150-\$170K |
| Technicians | Service Technician | \$80-\$120K | - | - |
| | Linesworkers | - | - | \$80-\$110K |
| Operations | Operations Controller | \$90-\$140K | - | - |
| | Operations Control Centre Supervisor / Manager | \$130-\$180K | - | - |
| | Operations & Maintenance Supervisor / Manager | \$150-\$170K | \$110-\$130K | - |
| | Senior Operations & Maintenance Supervisor / Manager | \$160-\$180K | \$120-\$140K | - |
| Asset Managers | Asset Manager | \$150-\$170K | \$135-\$145K | - |
| | Senior Asset Manager | \$180-\$200K | \$130-\$150K | - |
| | Head of Asset Management | \$180-\$250K | \$140-\$160K | - |

ASSET MANAGEMENT & OPERATIONS

Overview



BEHIND THE METER

Previously identified as the Commercial and Industrial industry, the Behind The Meter respondents of the 2022 Remuneration Survey were predominantly made of PV Engineers, Business Development Managers, Environment Society and Governance (ESG) and A Grade Electricians / Installers.

Half of the respondents work in a company with 1,000-5,000 employees across Australia and New Zealand. Followed by 38% working in a company with 11-50 employees across Australia and New Zealand. Half of the respondents have more than 5,000 employees in their company globally.

The group results revealed that 62% of respondents have 1-4 people in their team that have the same job as them. On the contrary, 37% reported that no one in their team had the same role as them.

The most common financial benefit was bonuses and Short Term Incentives (STIs), followed by guaranteed salary increases. Similar to last year's survey, almost all respondents have the flexibility to work from home. Other non-financial benefits that the group received are extra leave in purchase (8%) and time off in lieu (4.5%).

The percentage increases in base salary were varied with 50% receiving a 1-5% increase and a quarter receiving a 6-10% increase. More than 12% of respondents received 10%+ increase in their base salary.



Matt Hayes

Principal Consultant

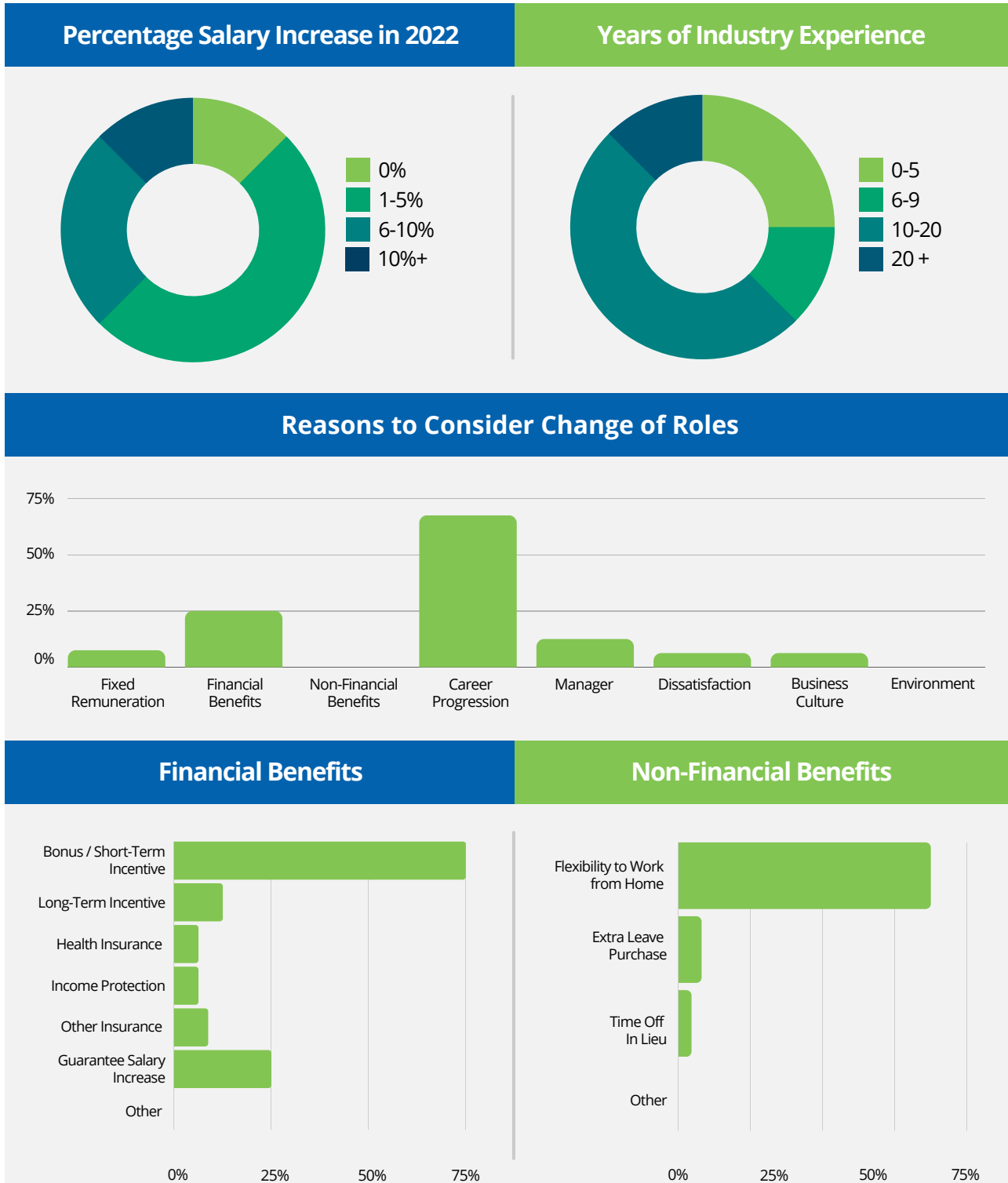
BEHIND THE METER

Annual Salary Results

| | TITLE | ANNUAL SALARY |
|-------------------------------|--|---------------|
| Engineers | PV Engineer | \$80-\$100K |
| | Senior PV Engineer | \$100-\$120K |
| | Project Engineer | \$80-\$90K |
| | Engineering Manager | \$120-\$150K |
| | Application Engineer | \$100-\$120K |
| | Senior Application Engineer | \$120-\$140K |
| Electricians | A Grade Electrician (CEC Qual.) | \$80-\$90K |
| | Senior A Grade Electrician (CEC Qual.) | \$90-\$110K |
| Consultants | Energy Efficiency Consultant | \$80-\$100K |
| | Senior Energy Efficiency Consultant | \$100-\$120K |
| | ESG Consultant | \$120-\$150K |
| | Senior ESG Consultant | \$120-\$150K |
| Business Development | Business Development Manager | \$80-\$110K |
| | Senior Business Development Manager | \$120-\$150K |
| | Electric Vehicle Development Manager | \$100-\$120K |
| Sales & Management | Head of Sales | \$150-\$190K |
| | Head of Sales | \$170-\$230K |

BEHIND THE METER

Overview



CORPORATE SUPPORT

The Corporate Support participants for the 2022 Remuneration Survey were largely made up of Human Resource Business Partners, Office Managers, Marketing and Communications Managers.

The majority of the participants in the Corporate Support group were employed at Asset Manager, Third Party Operations & Maintenance, Energy Performance Contractor (EPC), Business Process Outsourcing (BPO), and Project Developer companies.

Up to 66% of survey respondents received Short Term Incentives (STIs), Long Term Incentives (LTIs) and share options as financial benefits. Only 30% of respondents reported having time off in lieu and 70% have the flexibility to work from home.

In the past year, 68% of respondents did not receive a percentage increase in their base salary. However, 70% of respondents reported that they were satisfied or neutral with their base salary and total remuneration package.

Most respondents reported that they have an advanced diploma qualification, however, industry and role experience ranged between 3-10 years on average.

The Corporate Support group considers career progression, role dissatisfaction and financial benefits to be the most important reason for changing roles.



Sarah Biggs

Senior Recruitment Consultant

CORPORATE SUPPORT

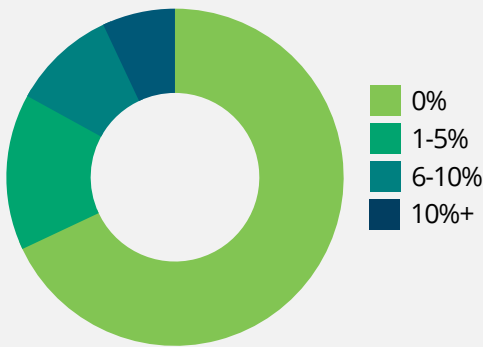
Annual Salary Results

| | TITLE | ANNUAL SALARY |
|---------------------------------------|--------------------------------------|---------------|
| Human Resources | HR Administrator | \$60-\$80K |
| | HR Business Partner | \$80-\$100K |
| | HR Manager | \$100-\$120K |
| | Senior HR Manager | \$140-\$160K |
| Marketing & Communications | Marketing & Communications Assistant | \$60-\$75K |
| | Marketing & Communications Manager | \$100-\$140K |
| Management | Executive Assistant | \$80-\$100K |
| | Office Manager | \$80-\$120K |

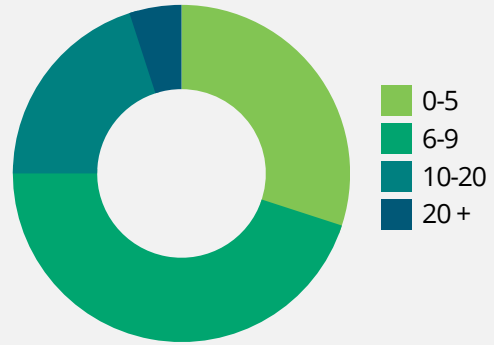
CORPORATE SUPPORT

Overview

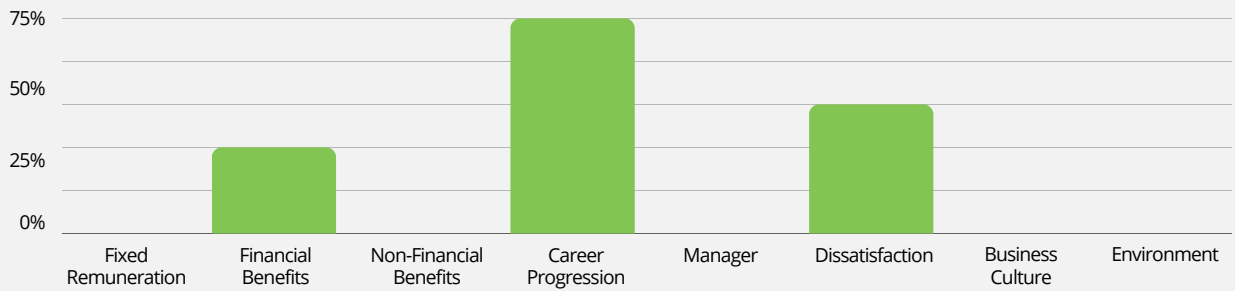
Percentage Salary Increase in 2022



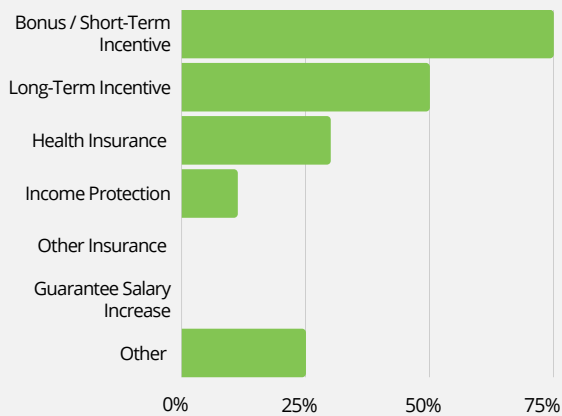
Years of Industry Experience



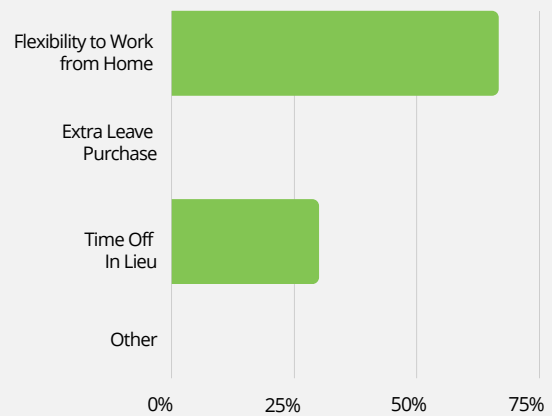
Reasons to Consider Change of Roles



Financial Benefits



Non-Financial Benefits



EXECUTIVE

The 2022 Executive survey participants were predominantly made up of Chief Executive Officers (CEOs), Chief Operating Officers (COOs) and Executive General Managers (EGMs).

When reviewing financial benefits, 40% of respondents received bonuses / Short Term Incentives (STIs), 23% received Long Term Incentives (LTIs) and share options whilst 20% received health insurance in their current position. The majority of the respondents have the flexibility to work from home as a non-financial benefit.

In the past year, 37% of respondents did not receive a percentage increase in their base salary. However, 42% of respondents were expecting more than a 10% increase.

Salary satisfaction was varied, with 42% of respondents agreeing that they are satisfied with their base salary, 28% felt neutral about their base salary and the remaining respondents disagreed with their base salary.

Slightly more than half of respondents in the Executives group have completed a Masters degree, and over 50% reported that they have between 10-20 years of industry experience.



John Revie
General Manager

EXECUTIVE

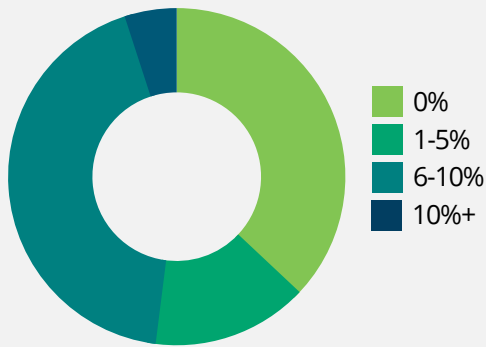
Annual Salary Results

| TITLE | RENEWABLE ENERGY | BEHIND THE METER | OTHER |
|-------------------|------------------|------------------|--------------|
| Board, NED, Chair | \$50-\$100K | \$20-\$50K | \$20-\$50K |
| CEO, MD | \$300-\$500K | \$200-\$250K | \$150-\$250K |
| CFO | \$250-\$300K | \$180-\$220K | \$150-\$200K |
| COO | \$200-\$300K | \$180-\$220K | \$150-\$200K |
| General Manager | \$250-\$300K | \$180-\$200K | \$150-\$220K |

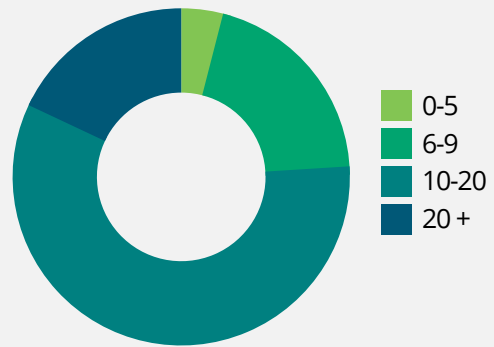
EXECUTIVE

Overview

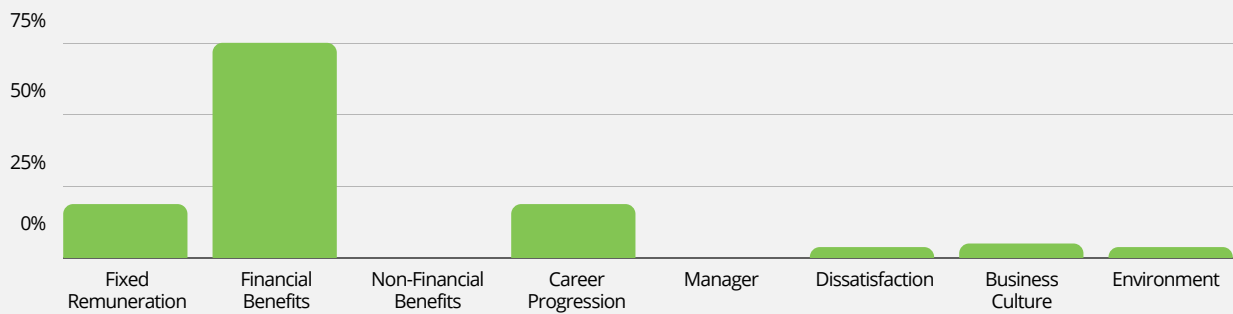
Percentage Salary Increase in 2022



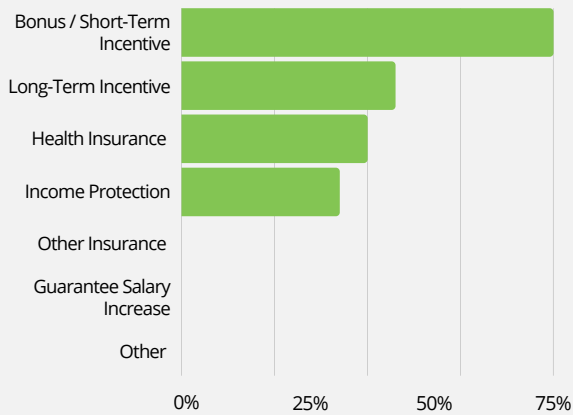
Years of Industry Experience



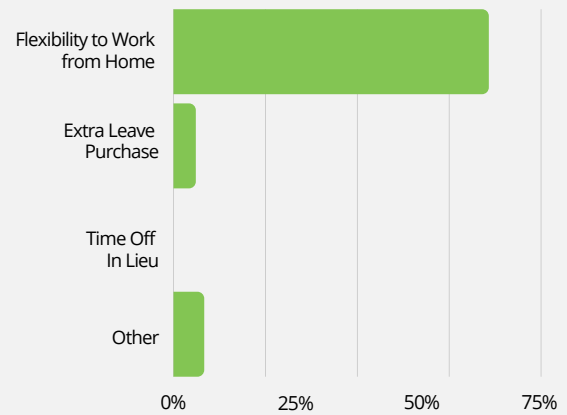
Reasons to Consider Change of Roles



Financial Benefits



Non-Financial Benefits



CONTRACTING

Just under half of the Contracting survey participants were involved in the Solar & Storage industry. Followed by 39% in Wind and 22% in Transmission & Distribution. The contracting respondents were predominantly made up of Asset Managers, Engineers, Mechanical Engineers, and Construction Managers.

Employment varied, with 73% of the group revealing that they are employed on casual contracts, 18% fixed term contracts and 5% self-employed.

The majority of the participants were employed at Energy Performance Contractor (EPC) or BOP and Engineering / Consulting firms.

Up to 42% of the respondents have 1-4 people in their team with the same role as them, and 51% of respondents have less than 5 years of experience in their current role.

The survey results revealed that up to 53% of participants received financial benefits such as completion bonuses. Salary increases were mixed this year, with 41% of respondents reporting that they did not receive a percentage increase, 31% received a 3-5% increase and 26% received between 5-10%+ in salary increases.



Chris Ward

Director, PR Projects

CONTRACTING

Hourly Salary Results

| | TITLE | HOURLY RANGE |
|--------------------------|---------------------------------|-------------------|
| Technicians | Installation Technician | \$50-\$70 p.h. |
| | Electrical Service Technician | \$55-\$65 p.h. |
| | Service Technician | \$50-\$65 p.h. |
| | Blade Technician | \$55-\$70 p.h. |
| Engineers | Grid Connection Engineer | \$73-\$83 p.h. |
| | Senior Grid Connection Engineer | \$89-\$100 p.h. |
| | Power Systems Engineer | \$57-\$76 p.h. |
| | Solar Engineer | \$52-\$71 p.h. |
| | Site Engineer | \$51-\$68 p.h. |
| | Commissioning Engineer | \$68-\$78 p.h. |
| | Wind Engineer | \$52-\$82 p.h. |
| | Operations Engineer | \$56-\$77 p.h. |
| | Senior Operations Engineer | \$78-\$96 p.h. |
| | Projects | Project Developer |
| Senior Project Developer | | \$112-\$143 p.h. |
| Project Director | | \$156-\$182 p.h. |
| Project Manager | | \$76-\$102 p.h. |

CONTRACTING

Hourly Salary Results (Continued)

| | TITLE | HOURLY RANGE |
|-------------------------------|---------------------------|-----------------|
| Operations | Commissioning Manager | \$83-\$99 p.h. |
| | Construction Manager | \$85-\$110 p.h. |
| | Grid Connections Manager | \$94-\$114 p.h. |
| | Operations / Site Manager | \$83-\$109 p.h. |
| | HSEQ Supervisor / Manager | \$75-\$110 p.h. |
| | Site Supervisor | \$68-\$78 p.h. |
| Trades & Operators | Electrician | \$47-\$62 p.h. |
| | Mechanical Fitter | \$40-\$57 p.h. |
| | Cable Layer | \$47-\$57 p.h. |
| | Cable Jointer | \$48-\$61 p.h. |
| | Line Worker | \$42-\$61 p.h. |
| | Switching Operator | \$47-\$66 p.h. |
| Human Resources | HR Administrator | \$25-\$30 p.h. |
| | HR Manager | \$50-\$60 p.h. |
| | Senior HR Manager | \$60-\$80 p.h. |
| | HR Business Partner | \$40-\$60 p.h. |

CONTRACTING

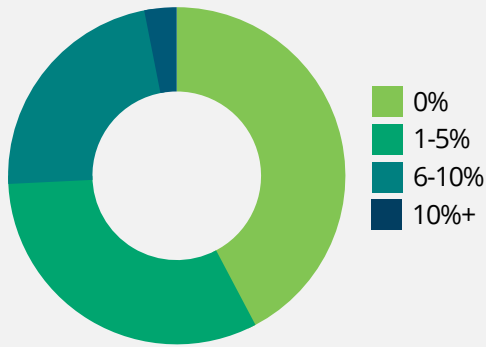
Hourly Salary Results (Continued)

| | TITLE | HOURLY RANGE |
|--|------------------------------|-----------------|
| Finance, Planning & Advisors | Estimator | \$61-\$78 p.h. |
| | Planner / Scheduler | \$53-\$68 p.h. |
| | Environmental Advisor | \$50-\$71 p.h. |
| | HSEQ Advisor | \$55-\$75 p.h. |
| | Finance Manager | \$50-\$70 p.h. |
| | Asset Manager | \$66-\$86 p.h. |
| | Senior Asset Manager | \$82-\$95 p.h. |
| | Head Asset Management | \$92-\$102 p.h. |
| Management & Business Development | Executive Assistant | \$35-\$50 p.h. |
| | Office Manager | \$40-\$55 p.h. |
| | Commercial Manager | \$90-\$104 p.h. |
| | Business Development Manager | \$71-\$102 p.h. |

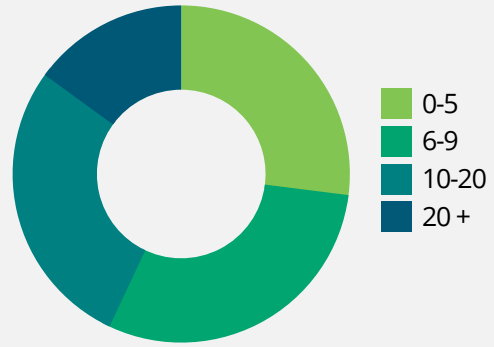
CONTRACTING

Overview

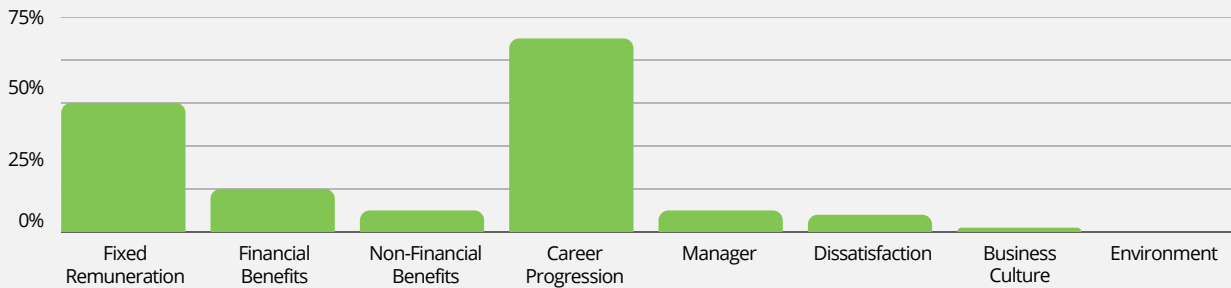
Percentage Salary Increase in 2022



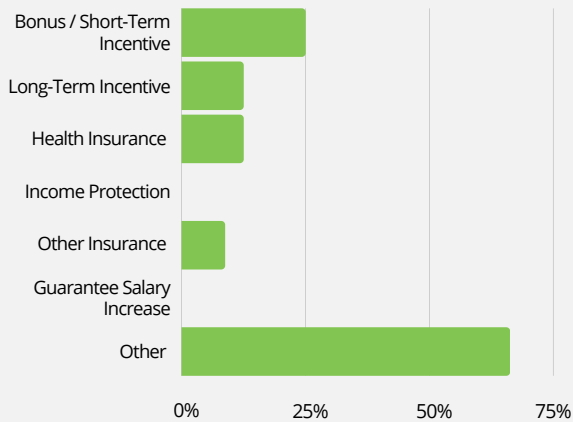
Years of Industry Experience



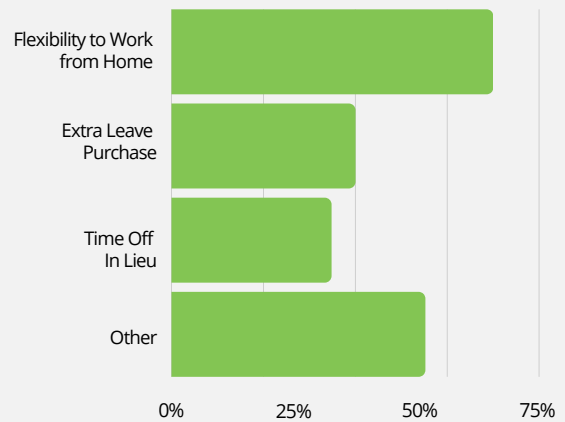
Reasons to Consider Change of Roles



Financial Benefits



Non-Financial Benefits



NEW ZEALAND

NZ's Energy sector is firing on all cylinders and has experienced strong job creation due to many EDB's having to deal with assets at end of life and their asset plans requiring significant investment via Brown or Greenfield projects. This coupled with the pressures of having little inward immigration and a fast growing Renewables sector has driven substantial wage growth across the industry, with Engineers working for consultants seeing the largest uplift in wages when moving jobs.

The 2022 Remuneration Survey has given us valuable insight into the New Zealand Energy sector. Starting with salary increases, 30% of survey participants received more than a 10% increase in base salary while 60% received 1-5% in increase.

When it comes to benefits, 62% of survey respondents reported that they received bonuses / Short Term Incentives (STIs), 12% received health insurance, 17.5% received Long Term Incentives (LTIs) and shares options. Additionally, 8.5% of respondents received other life insurance or income protection.

Similar to the Australian respondents, 73.5% of the New Zealand group have the flexibility to work from home, while 18% have extra leave purchase and 8.5% have time off in lieu as non-financial benefits in their employment. It was a common occurrence for candidates placed through 2021 / 2022 to have work from home or remote work options in their new role.

Up to 60% of survey participants work in the Solar & Storage sector, while 50% work in Transmission & Distribution and 30% work in Wind. A third of our respondents are employed by an Engineering Consultancy firm, while 20% work for an EDB or the National Grid.

An interesting insight into candidate availability for employers was that 44% of participants have 5-10 other people with the same role as them in their organisation, 33% have 1-4 people in similar roles and 22% have none.

Our survey revealed that 70% of participants have between 1-5 years of experience in their role and 40% of participants have 10-20 years of industry experience. However, it should be noted that we are seeing a shortage of candidates with 1-5 years of industry experience.

The prospects for skilled candidates in the NZ Energy sector looks very promising and we would expect to see wage pressure continue for the next twelve months until there is an offset via immigration of skilled migrant workers coming to New Zealand. This should relieve staffing pressures for Engineering Consultants and Utilities, and will help offset outward migration.



Daniel Gallen
Director, New Zealand

NEW ZEALAND

Annual Salary Results

| | TITLE | POWER GENERATION | POWER TRANSMISSION | ENGINEERING |
|------------------|----------------------------------|------------------|--------------------|--------------|
| Engineers | Project Engineer | \$110-\$140K | \$110-\$140K | \$110-\$140K |
| | Power Systems Engineer | \$100-\$150K | \$100-\$150K | \$100-\$150K |
| | Senior Power Systems Engineer | \$130-\$170K | \$130-\$170K | \$130-\$170K |
| | Principal Power Systems Engineer | \$150-\$200K | \$150-\$200K | \$150-\$200K |
| | Mechanical Engineer | \$130-\$150K | - | \$130-\$150K |
| | Senior Mechanical Engineer | \$150-\$180K | - | \$150-\$180K |
| | Wind Engineer | \$110-\$150K | - | - |
| | Senior Wind Engineer | \$150-\$180K | - | - |
| Projects | Project Manager | \$120-\$150K | \$120-\$150K | \$120-\$150K |
| | Project Director | \$190-\$250K | \$180-\$220K | \$180-\$220K |
| | Senior Project Manager | \$160-\$200K | \$160-\$200K | \$160-\$200K |
| | Document Controller | \$80-\$100K | \$80-\$100K | \$80-\$100K |
| | Programme Manager | \$190-\$210K | \$190-\$210K | \$190-\$210K |

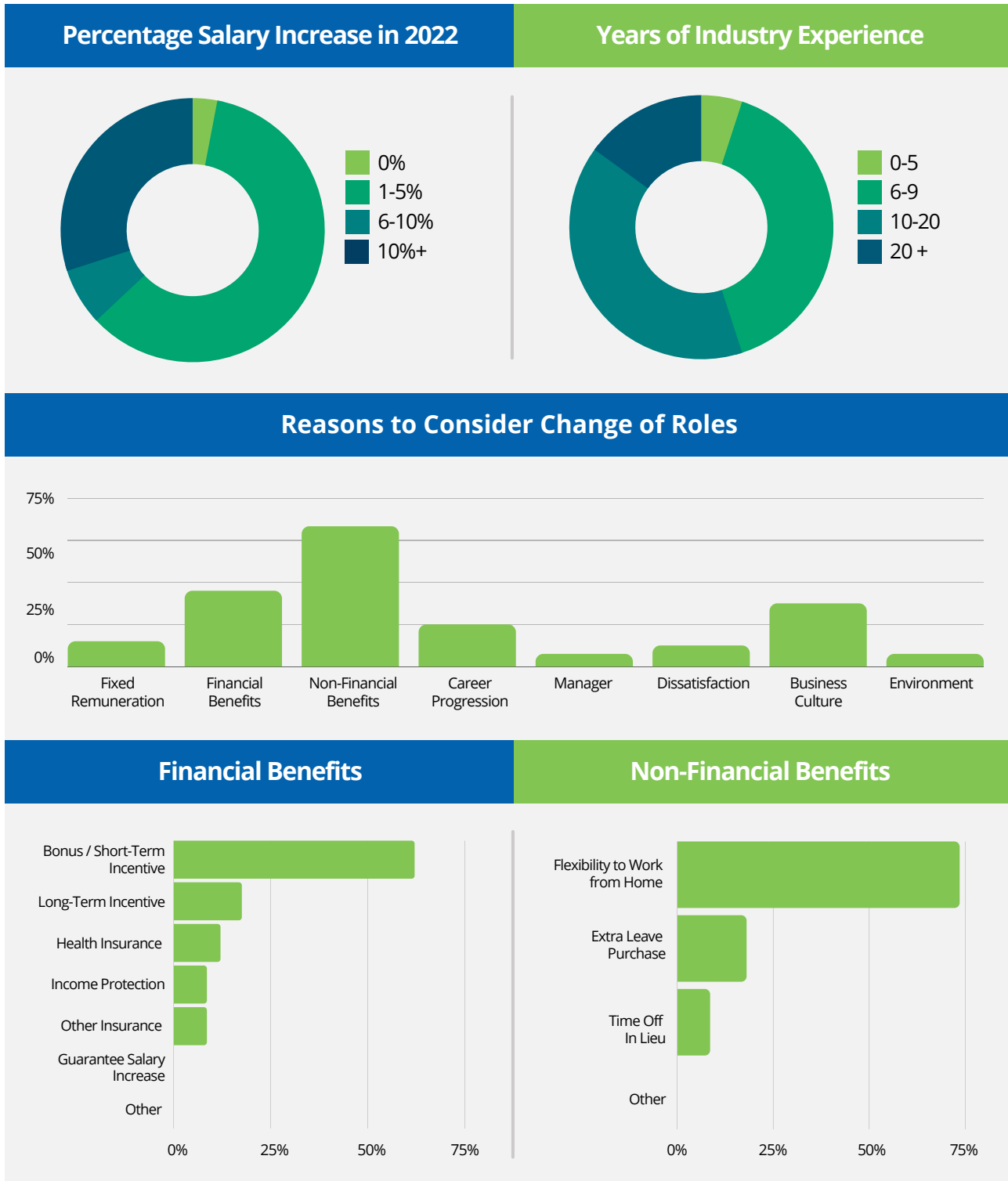
NEW ZEALAND

Annual Salary Results (Continued)

| | TITLE | POWER GENERATION | POWER TRANSMISSION | ENGINEERING |
|-------------------|---|------------------|--------------------|--------------|
| Management | Business Development Manager | \$160-\$200K | \$160-\$200K | \$130-\$165K |
| | Engineering Manager | \$180-\$300K | \$180K-\$250K | \$180-\$200K |
| | General Manager | \$280-\$500K | \$280-\$500K | \$200-\$300K |
| | Construction Manager | \$140-\$170K | \$140-\$170K | \$140-\$170K |
| | Senior Construction Manager | \$160-\$210K | \$160-\$210K | \$160-\$210K |
| | Development Manager (Renewables) | \$140-\$170K | - | - |
| | Senior Development Manager (Renewables) | \$160-\$250K | - | - |

NEW ZEALAND

Overview





CLOSING REMARKS

Thank you for taking the time to read our Remuneration Report. Please let us know if you have any questions, comments, or feedback to help us continue to provide a valuable resource to the Renewable Energy industry.



Scott Robinson

Managing Director
scott@phillipriley.com.au