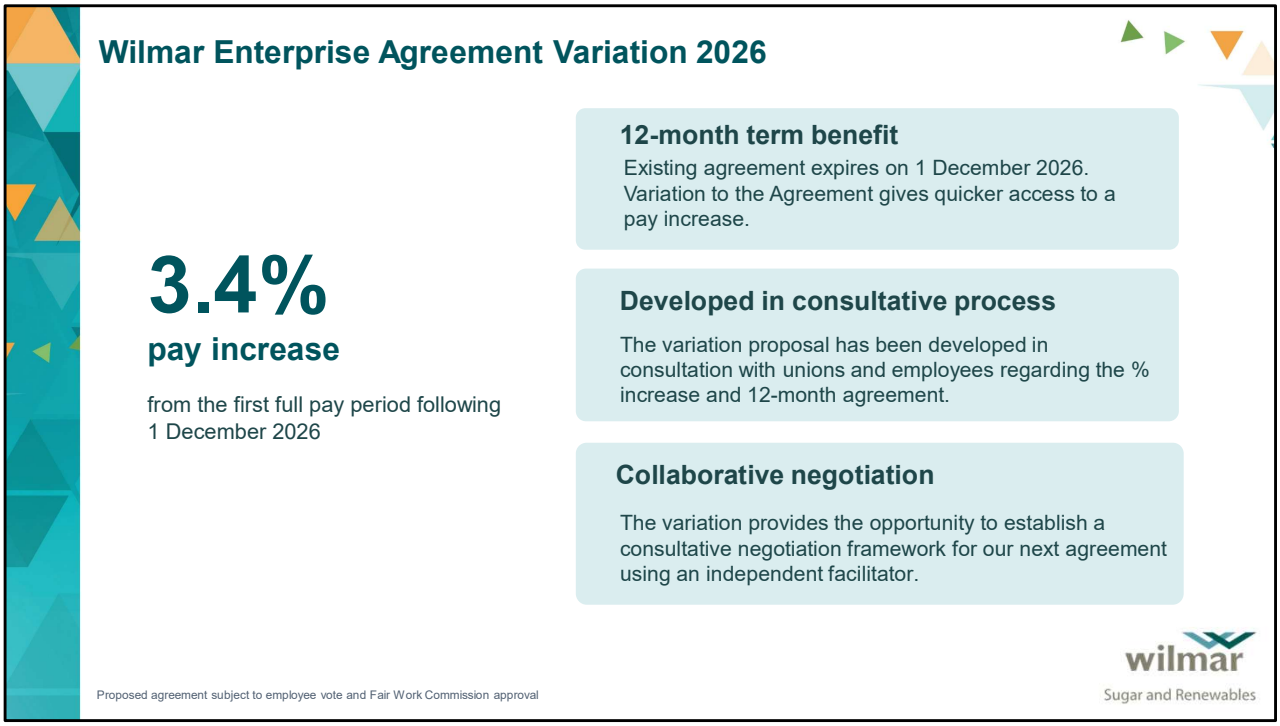


Welcome to the Wages Enterprise Agreement Variation 2026

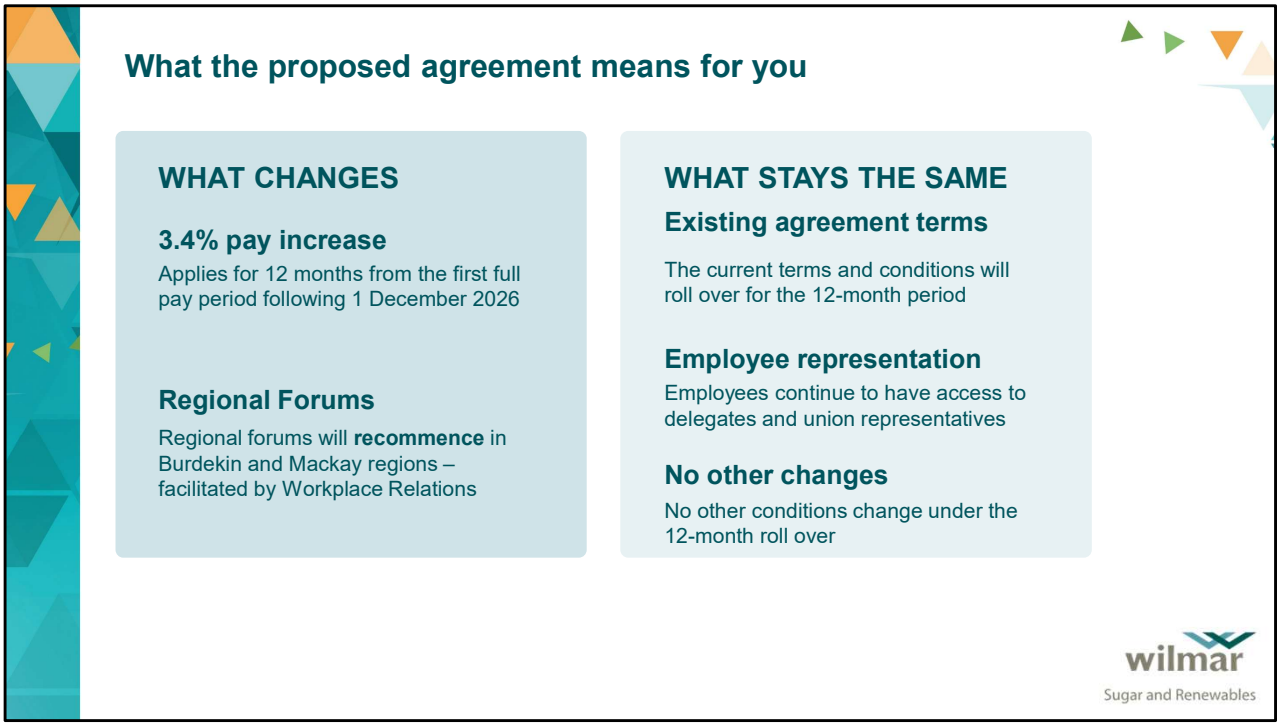
Employee Information Session Virtual Information Session

September 2026.



Wilmar is seeking employee support for a proposed variation to the Wages Enterprise Agreement 2024. If approved, employees will receive a 3.4% pay increase from the first full pay period after 1 December 2026.

The variation provides certainty of an increase now while creating an opportunity for unions and Wilmar to commence facilitated negotiations for the next agreement from February 2027. The proposal has been developed after feedback from employees, delegates and union representatives.



Proposed Variation: What Changes?

✅ **3.4% increase to wages and allowances**

Includes leave-related payments such as annual leave, sick leave and leave loading.

✅ **Quarterly delegate forums reinstated**

Regular meetings between Workplace Relations and employee delegates.

What Stays the Same?

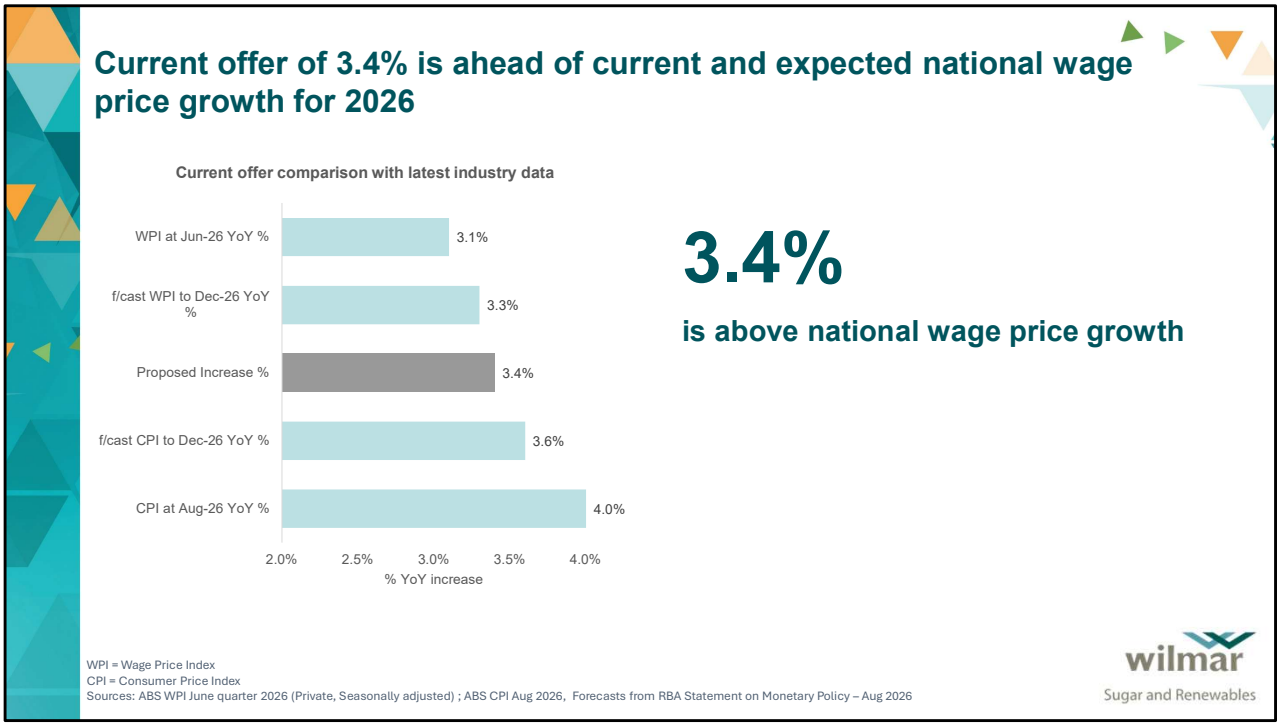
All existing EA terms and conditions continue for a further 12 months.
Continued access to delegates and union representatives.
No other conditions change.

If the Variation Is Approved

Current EA extended to 1 December 2027.
3.4% increase applies from the first full pay period after 1 December 2026.

If the Variation Is Not Approved

Wilmar will commence bargaining by issuing a Notice of Employee Representational Rights (NERR). No pay increase will apply until a new agreement is negotiated and approved.



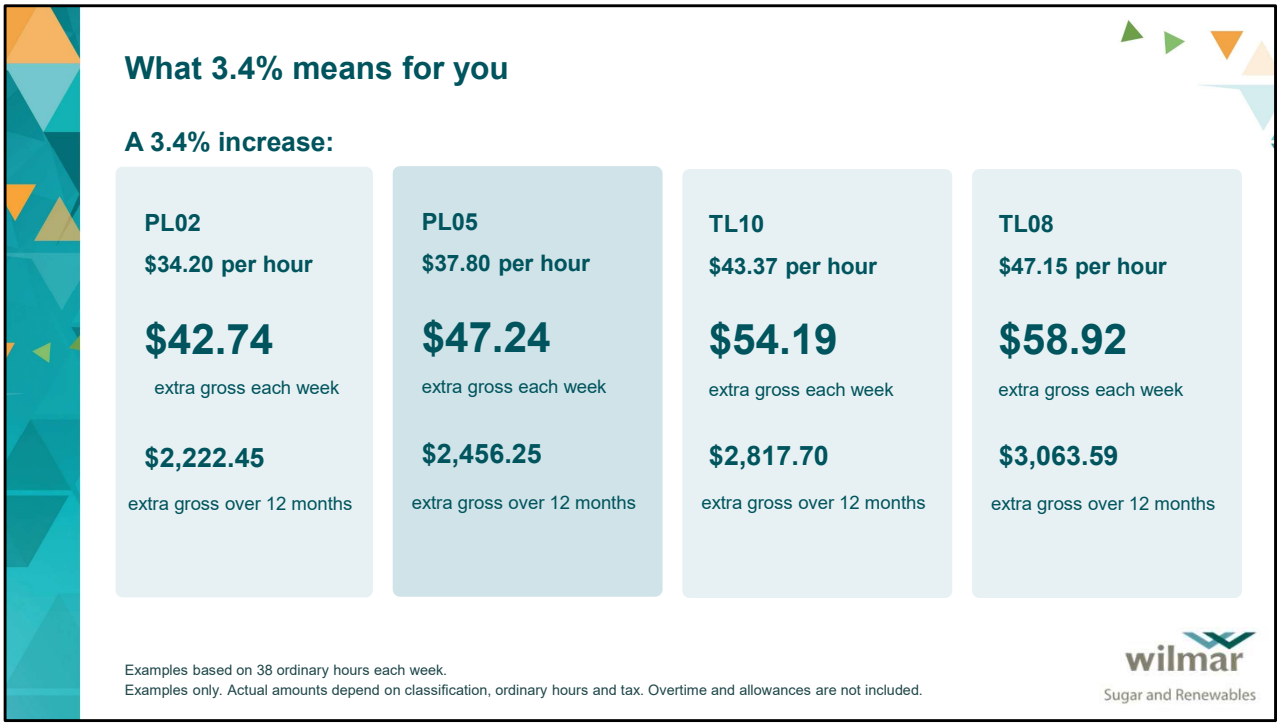
Why Wilmar Believes This Is a Fair Offer

- 3.4% increase for the year ahead, applying from the first full pay period after 1 December 2026.
- Above forecast national wage price growth.
- Provides a fair, sustainable increase for employees.
- Creates a stable foundation for facilitated bargaining on the next Enterprise Agreement.
- Supports on-time wage increases and business sustainability.

If the Vote Is Not Approved

The 3.4% increase will be withdrawn.
Wilmar will commence bargaining by issuing a NERR.
Negotiations will focus on union, and company claims for a new agreement.
No pay increase will apply until bargaining is completed and a new agreement is approved.
There is no guarantee that 3.4% will be back on the table in the bargaining process as it becomes a larger discussion about changes to the EA.

The variation is a fair increase now, certainty for the next 12 months, and no delay to a wage increase.



What Does 3.4% Mean for You?

A higher pay rate from the first full pay period after 1 December 2026.

Examples of current hourly rates:

PL02: $33.08/hr

PL05: $36.56/hr

TL10: $41.94/hr

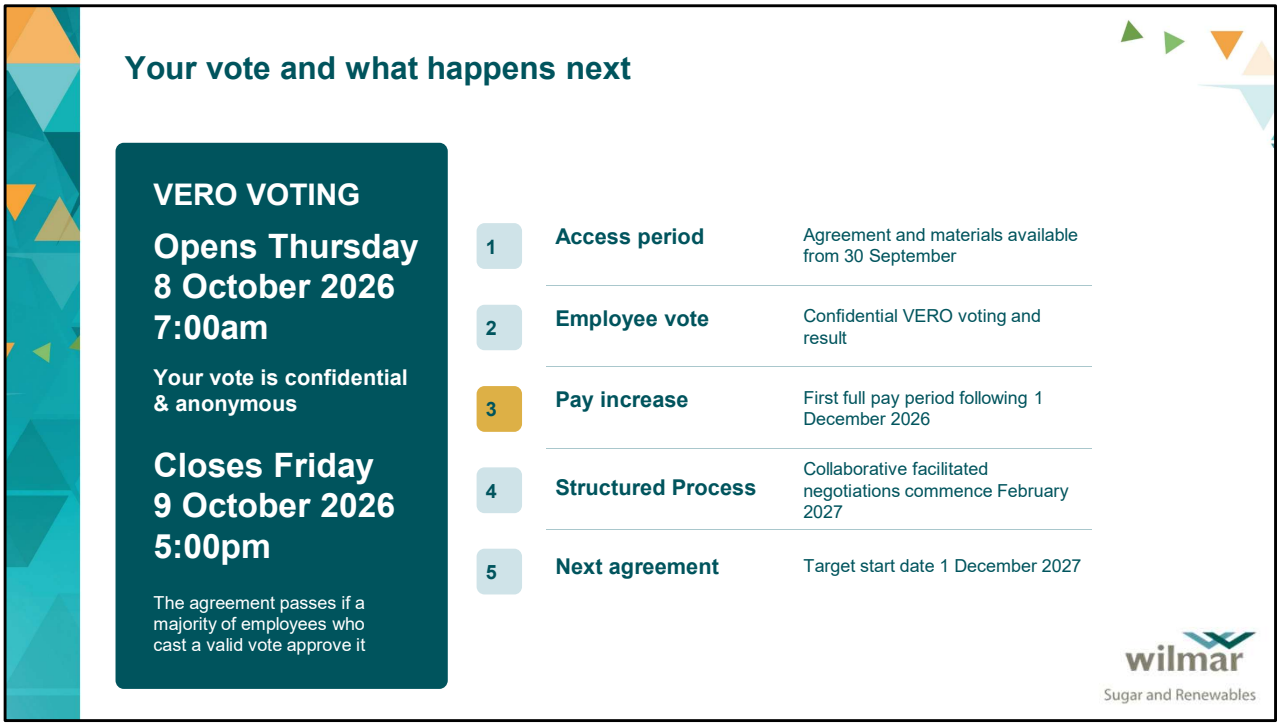
TL08: $45.60/hr

✅ 3.4% increase applied to wage rates and allowances

✅ Paid from the first full pay period after 1 December 2026

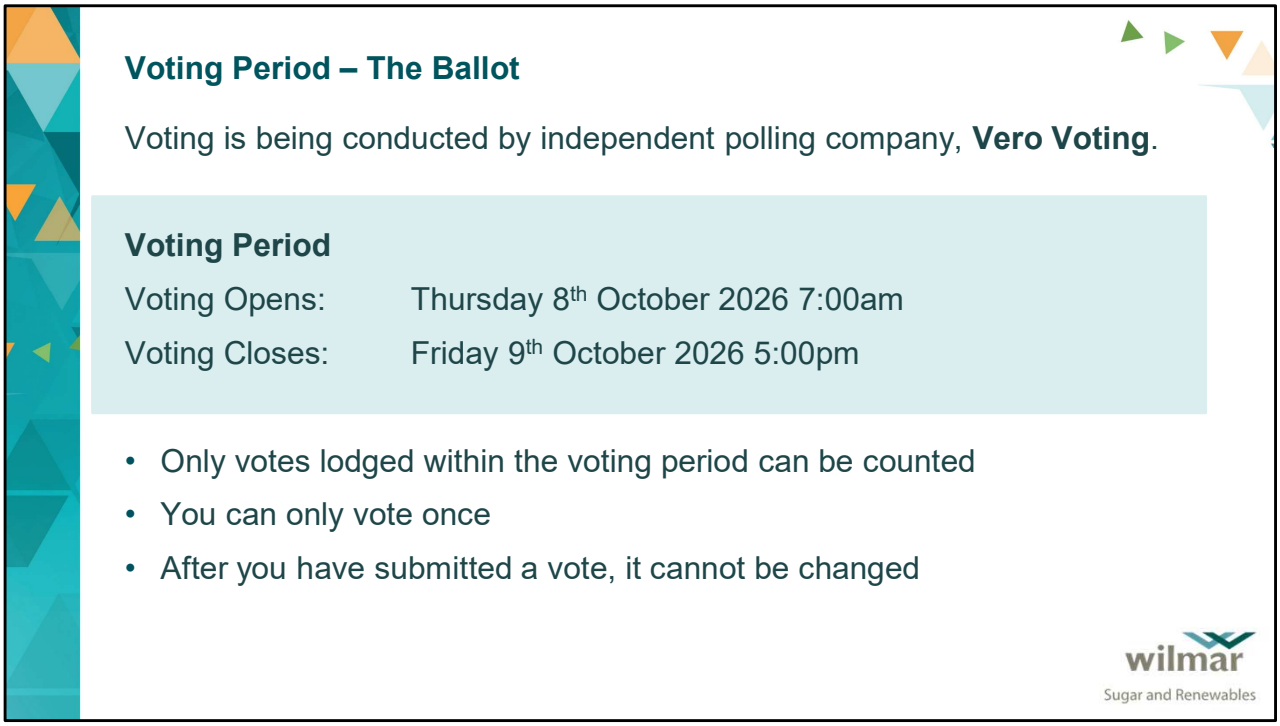
✅ Focus on delivering an on-time increase with certainty

Examples are indicative only. Actual earnings will vary based on classification, hours worked and tax. Overtime is not included.



Voting Timeline

📖 **Review Period Opens:** 30 September 2026
Access the proposed variation and supporting materials.
🗳️ **Vote:** 7.00am, 8 October to 5:00pm, 9 October 2026
Vote confidentially and anonymously through VERO Voting.
✅ **If Approved:**
The variation will be submitted to the Fair Work Commission, with the 3.4% increase applying from the first full pay period after 1 December 2026.



Managed by Vero Voting

An independent Australian voting provider engaged to ensure a fair, secure and confidential process.

✅ Your vote is anonymous and confidential
✅ Only votes submitted during the voting period can be counted
✅ No early or late votes can be accepted
✅ Receive a voting receipt by SMS or email once your vote is submitted

How to vote – The Ballot

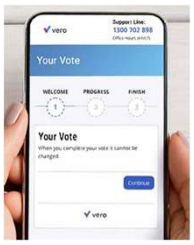
Voting instructions

To lodge your vote via SMS

Step 1: When the vote opens, Vero Voting will send you an SMS asking -

"Do you vote in favour…?"

Step 2: Reply to the SMS with a Yes or No



- Help and Support Information:
  Telephone support is available on 1300 702 898
- Between 10:30hrs (10:30AM) to 19:00hrs (07:00PM) AEST, Monday to Friday

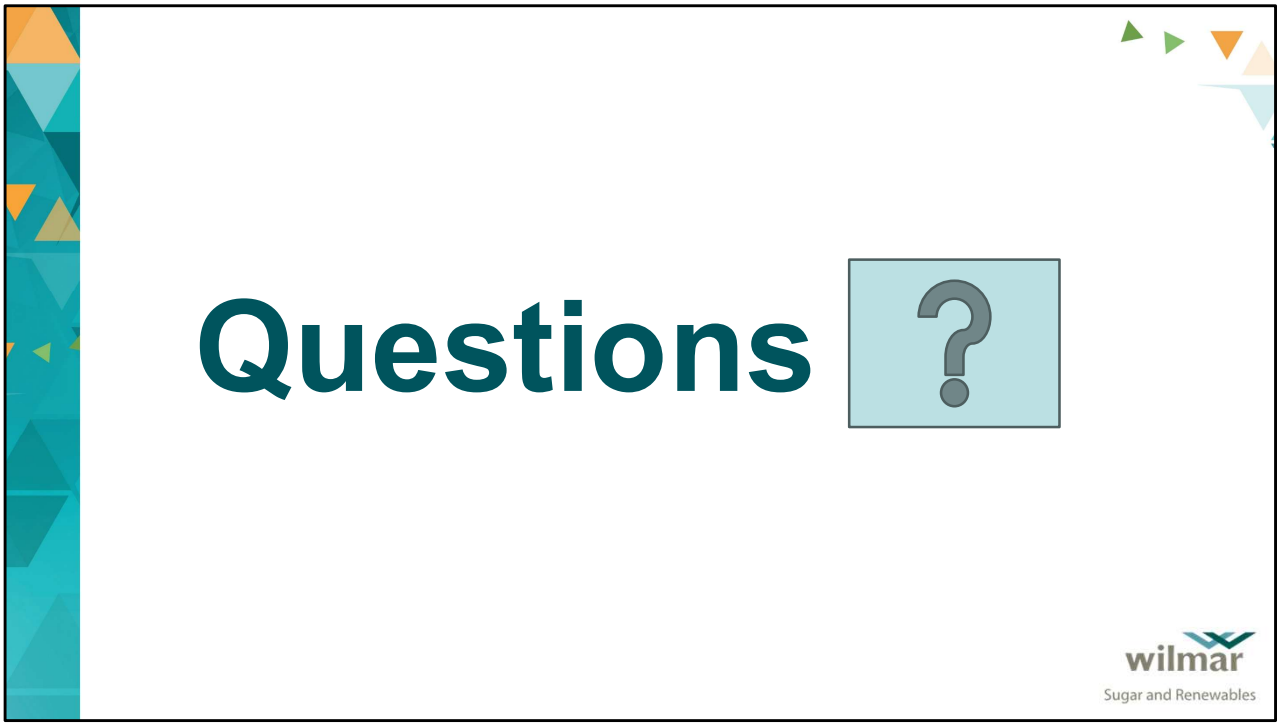
wilmar
Sugar and Renewables

Independent, confidential and anonymous voting through Vero Voting

✅ Vote once only
✅ Results are reported as total **Yes** and **No** votes only
✅ Individual votes are never disclosed

📞 **Voting support:** 1300 702 898 (10:30am to 7:00pm AEST, Monday to Friday)
❓ **Questions about the proposed variation?**

Contact your Workplace Relations representative.



Further Questions speak with your supervisor, delegate or Workplace Relations representative