

INTRODUCTION



Welcome to the commentary for the 2024 RWE Generation UK pay gap reporting.

In RWE Generation UK, although we continue to see a gender pay gap, which we appreciate is mostly due to us still having a lower representation of females in higher paid roles, we have seen a great improvement in 2024.

We remain committed to create a workplace where everyone has equal opportunities to thrive and remain determined to increase our diversity in the Company, including gender balance, which benefits the company by having a more diverse approach to decision making and setting our agenda for the future.

Our continued actions set out in this statement for 2024, and beyond, demonstrate our ongoing commitment to reduce the gender pay gap and reinforce our ambition to achieve greater gender balance in the future.

I hereby confirm the data reported is accurate.

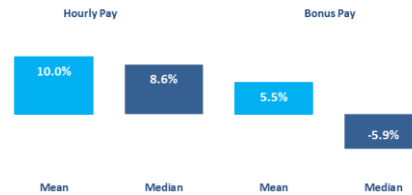
Sarah Standen,

Head of Commercial Asset Optimisation UK &

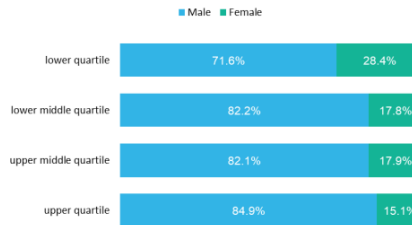
Board Member of RWE Generation UK

GENDER PAY GAP FIGURES - APRIL 2024

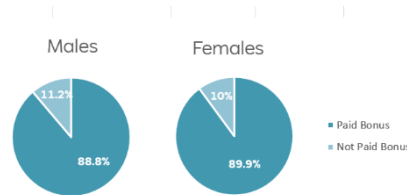
The difference between the average hourly and bonus pay of males and females expressed as a percentage of men's pay



The hourly rates ranked from highest to lowest then split into four groups with the male/female split for each group



The proportion of males/females who were paid a bonus in 2024



The ratio of male/female employees in our whole population in 2024
80.2% Male / 19.8% Female

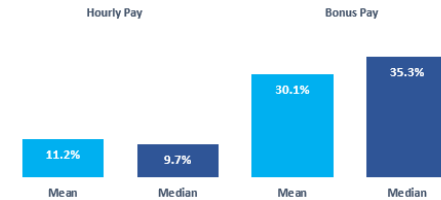


GENDER PAY GAP FINDINGS (refer to centre graphic)

In April 2024, our mean hourly gender pay gap is 10% which is a positive reduction of 1.2%pt. from 11.2% in 2023 (the gap was 10.7% in 2022 and 14.2% in 2021).

Our **2024 median hourly pay gap also continues to fall and is at 8.6% in April 2024** - which is a reduction of 1.1%pt. from 9.7% in 2023 (the gap was 12.2% in 2022 and 16.3% in 2021).

Previous 2023 Pay Gap Figures for cross reference - The difference between the average hourly and bonus pay of males and females expressed as a percentage of men's pay

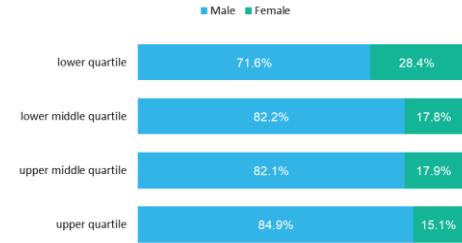


Our **mean bonus pay gap now sits at 5.5% in April 2024** - a substantial 24.6%pt. decrease from 30.1% in 2023. This is due to a 2.9% increase of females in upper middle quartiles and a 0.2% increase of females in the upper quartiles. These grades receive a bonus of 15% or more (depending on grade).

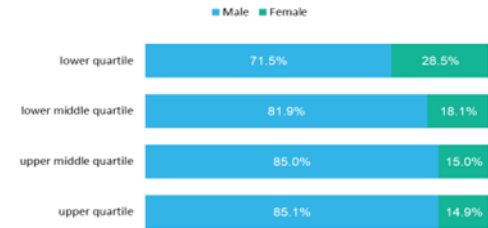
The distribution of our whole population of employees, as of April 2024, sits at 19.8% female and 80.2% male employees.

Pay Gap relevant female employees increased by 2% and relevant males decreased by 2%.

2024 figures - The hourly rates ranked from highest to lowest then split into four groups with the male/female split for each group



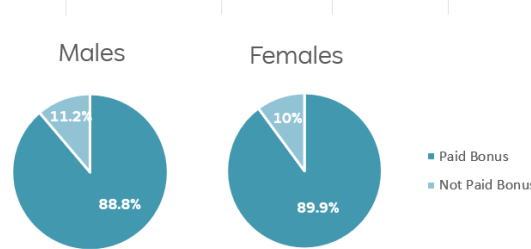
Previous 2023 figures for cross reference - The hourly rates ranked from highest to lowest then split into four groups with the male/female split for each group



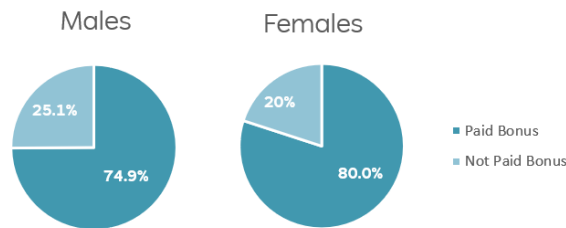
Although we have seen an increase of Males receiving allowances, **we have also seen a 9%pt. increase of females receiving allowances**, such as a car allowance, in 2024. This is linked to the increase of females in the upper quartiles who are entitled to a car allowance as part of their contractual benefits.

We find 59% of our female population continue to work in roles in the lower and lower middle quartiles (61% in 2023 and 62% in 2022). These are typically business support and administrative, intake and entry level roles that do not attract additional remuneration such as shift allowances and have a lower bonus % entitlement.

2024 Figures - The proportion of males/females who were paid a bonus in 2024



Previous 2023 Figures below for cross reference - The proportion of males/females who were paid a bonus in 2023



In 2024, we have seen an increase of 13.9%pt. in male employees being paid a bonus from 74.9% in 2023 to 88.8% in 2024. The same trend is apparent for females with **an increase of 9.9%pt. in female employees being paid a bonus** - from 80.0% in 2023 to 89.9% in 2024.

We will continue to monitor the mean bonus pay gap as it is fluctuating year on year - albeit in an overall positive direction in reducing the gap - to understand further what is creating that trend.

Mean Bonus pay gap 2022 20.3%

Mean Bonus pay gap 2023 30.1%

Mean Bonus pay gap 2024 5.5%

Although we have seen an increase in Males working part-time hours, we still maintain a higher ratio of female employees who work part time in the company - whereas the majority of the male employee population are full time workers. This could impact the bonus pay gap and gender pay gap.

As we continue to promote part-time working, flexible working hours and family friendly policies this may contribute to an increase in gaps in the future; or may in fact encourage even more males to work part-time and continue to reduce the pay and bonus gap.


CONTINUOUS IMPROVEMENT


During 2024 we have remained dedicated to continuing to make improvements to address our Gender Pay Gap.

WHAT ACTION HAVE WE TAKEN?


€ Our **competency-based pay model** continues to ensure employees who have the same competency within the same grade and job family are paid the same. The model has proven to help employees achieve faster pay progression than our previous pay model whereby employees now attain defined competencies and skills set by the business.


€ We have continued to make our **pay ranges** more transparent by sharing individual pay ranges with employees and giving access to pay ranges for managers to use when recruiting new roles. We will also watch closely in the UK the forthcoming EU Pay Transparency legislation.

 We continue to promote **agile and homeworking** to our employees to allow employees to work flexibly where possible within the workplace.


 RWE UK continues to offer employees the **health application "PEPPY"** which supports our employees; through menopause, fertility, becoming a parent and men's health amongst other topics.

 RWE has set a global target to achieve **30% female representation in leadership roles by 2030.**


 In 2024, the **RWE UK Women's Network** continued to emphasise career progression through showcasing inspiring career stories of women from across RWE, and hosting development workshops. The Network facilitated panel discussions on achieving RWE's gender targets for female representation. By offering networking opportunities, fostering cross network connections and actively engaging male allies, the Network has worked to promote equitable representation at all levels. They have also supported the ongoing progress towards a truly balanced and inclusive workplace at RWE through events addressing women's health issues, notably hosting Menopause Cafés and seminars on managing menopause symptoms with holistic approaches.


 Our **Carers Leave - Special Leave Policy** has been reviewed in line with the Carer's Leave Act 2023 which came into force with effect from 6 April 2024. The Act makes provision for one week's unpaid leave in a rolling 12-month period for employees to care for a dependant who requires care due to a disability, old age or an illness or injury likely to require care for more than three months. RWE Generation UK will enhance pay for carer's leave to one week's paid leave in a rolling 12-month period. In addition, we have also aligned the pay for dependants leave to one week's paid


leave if a dependant falls seriously ill or is involved in an accident or assault.


 Our **Flexible working policy** has been reviewed in 2024. Employees can now make two statutory requests for flexible working in any 12-month period, as opposed the one request previously and will be entitled to request flexible working arrangements from the first day of employment, rather than after 26 weeks of employment.

WHAT ACTION WILL WE BE TAKING IN THE FUTURE?

 We will continue to conduct equal **pay audits** and monitor the results to help us review our reward policies.

 We will be holding sessions to help our managers understanding of the **competency-based pay model**. Helping them to support employees to progress through the development stages and pay model.

 We will continue to look at ways to provide **transparency** around pay and reward processes.

 We will continue to endeavour to source a fair mix of male and female candidates during the **recruitment processes** for all roles in RWE.