



2025 Gender Pay Gap Report





EDF power solutions is committed to being a diverse and inclusive employer and we aim to promote an environment where all of our employees are paid fairly for their contribution to the success of our company.

What's the Gender Pay Gap Report?

The Equality Act 2010 (Gender Pay Gap Information) Regulations (GPGR) 2017 (SI 2017/172) brought into effect a requirement for large employers to report publicly every year on the differences in the aggregate pay and bonuses of men and women.

It requires UK businesses with more than 250 employees to publish their Gender Pay Gap Report (GPGR) statistics for the preceding year - which for 2025 was 5 April 2025. Until 2022, neither of our two employing entities (EDF Energy Renewables Ltd that accounts for around 95% of our population and EDF Energy Services Ltd), that combined represent the EDF Power Solutions business unit, met the required threshold and therefore there was no requirement to publish this data previously. With EDF Energy Renewables Ltd meeting this threshold in 2022, we published our inaugural Gender Pay Gap Report in 2023.

Under the Equality Act 2010 are to report only EDF Energy Renewables Ltd gender pay gap information, however to help give a fully rounded picture of our gap at a company level we also share a combined view of EDF Energy Renewables Ltd and EDF Energy Services Ltd (which is referred to as EDF power solutions business). This is for transparency purposes and to help our people to better understand the dynamics impacting our gender pay gap.

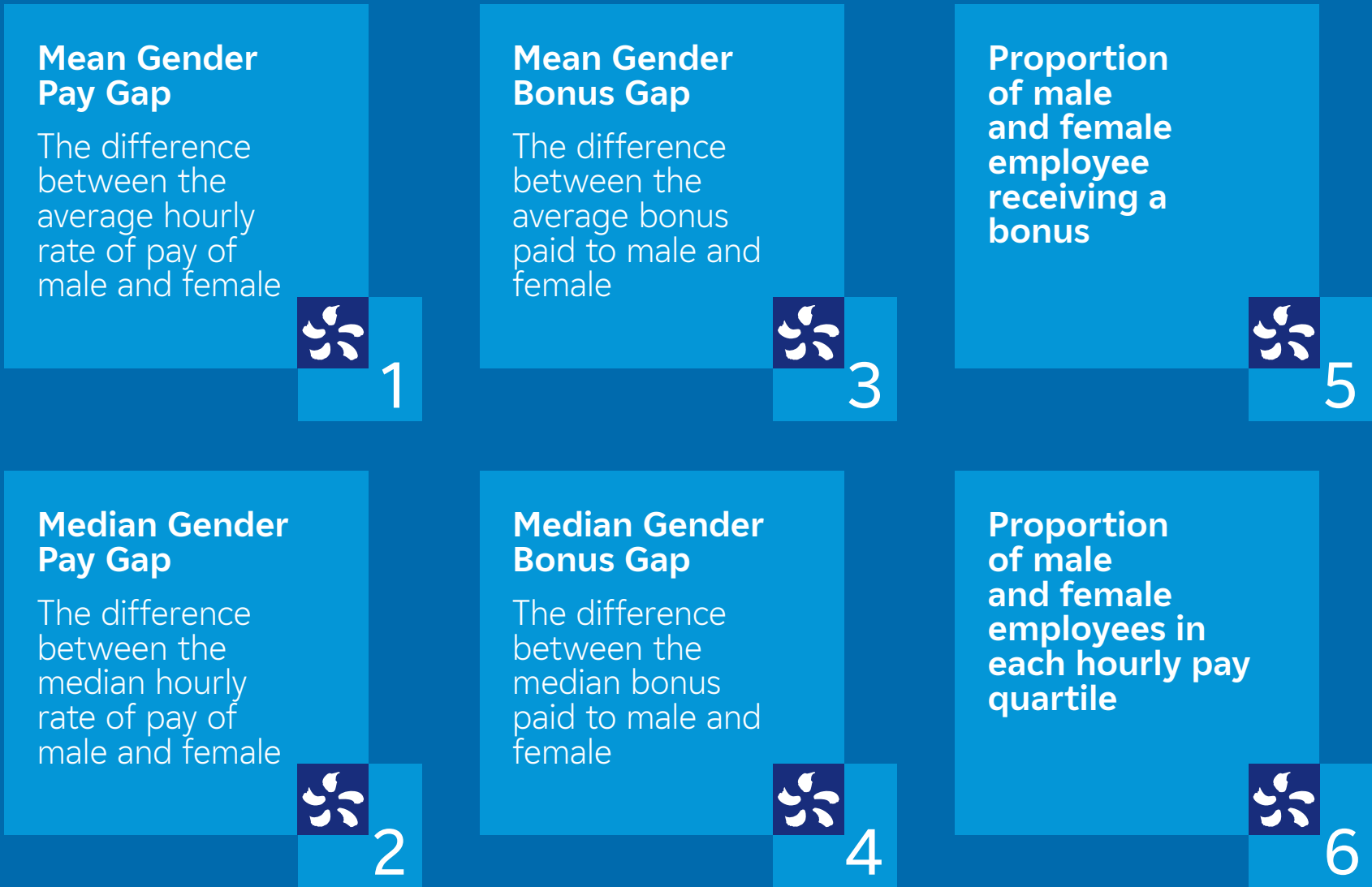


What is (and isn't) the Gender Pay Gap?

The Gender Pay Gap (GPG) shows the difference in the average hourly pay between all men and all women in a workforce regardless of their level in the organisation. It takes into account employees working both part-time and full-time and at all grades/levels

GPG shouldn't be confused with Equal Pay Gap which considers the earnings of male and female employees carrying out the same or similar jobs within a company

Gender Pay Gap What does it measure?



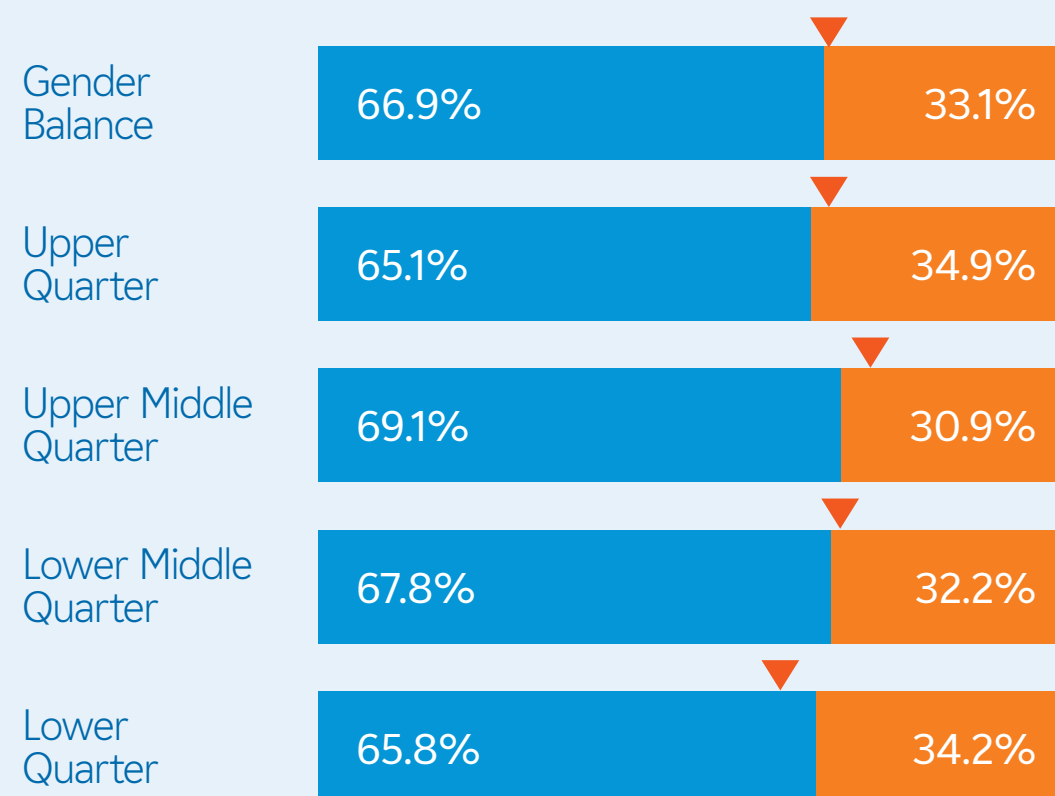
Reporting the EDF power solutions Gender Pay Gap

The information shared reflects the UK Government’s four gender pay reporting requirements:

1. Reporting the differences in mean and median pay between men and women calculated on the basis of equivalent hourly pay rates
2. Reporting the distribution of men and women between pay band quartiles, calculated using the range of hourly pay rates;
3. Reporting the differences in mean and median bonus pay between men and women
4. Reporting the proportion of men and women receiving bonus pay in a year

EDF power solutions UK Business Unit

Gender distribution by pay quarter



Gender pay gap Gender bonus gap

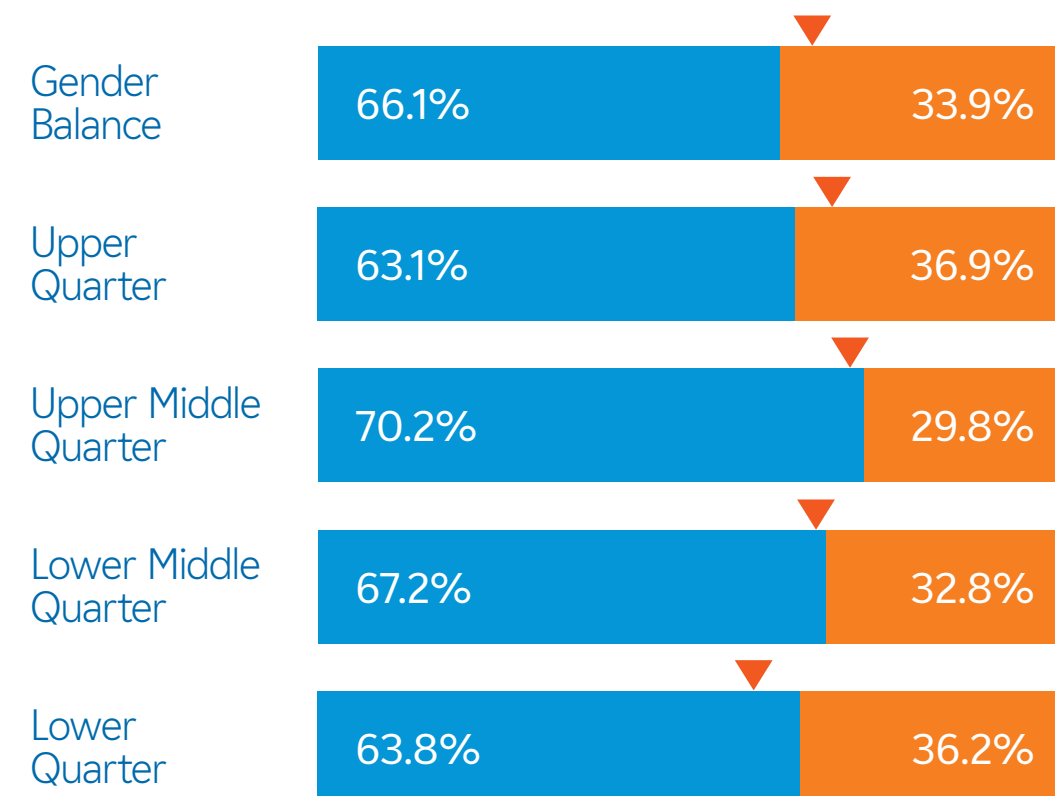
1.2%	Mean	21.0%	Mean
1.0%	Median	7.1%	Median

Proportion of men and women receiving bonus pay

83.3% Men 83.7% Women

EDF Energy Renewables Ltd

Gender distribution by pay quarter

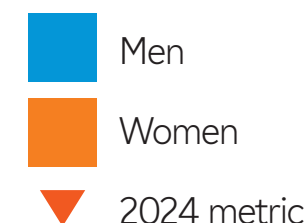


Gender pay gap Gender bonus gap

-0.1%	Mean	15.5%	Mean
1.5%	Median	7.4%	Median

Proportion of men and women receiving bonus pay

83.5% Men 85.4% Women



2025 Pay Gap Performance

We have seen a substantial narrowing of both mean and median pay gaps compared to last year across two key areas of the business:

Power Solutions Business Unit:

Mean Pay Gap: Decreased to 1.2% (from 6.3% in 2024).

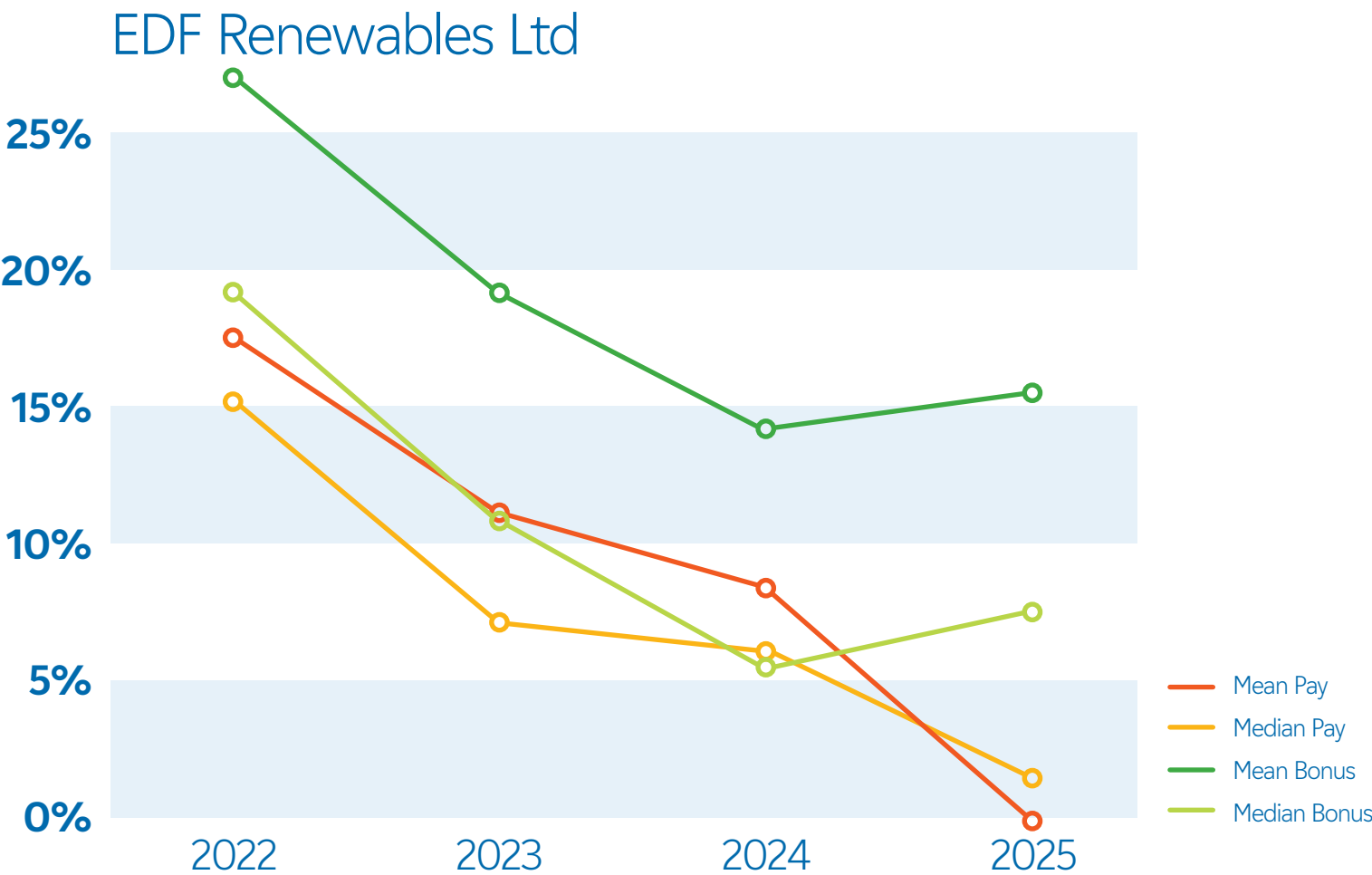
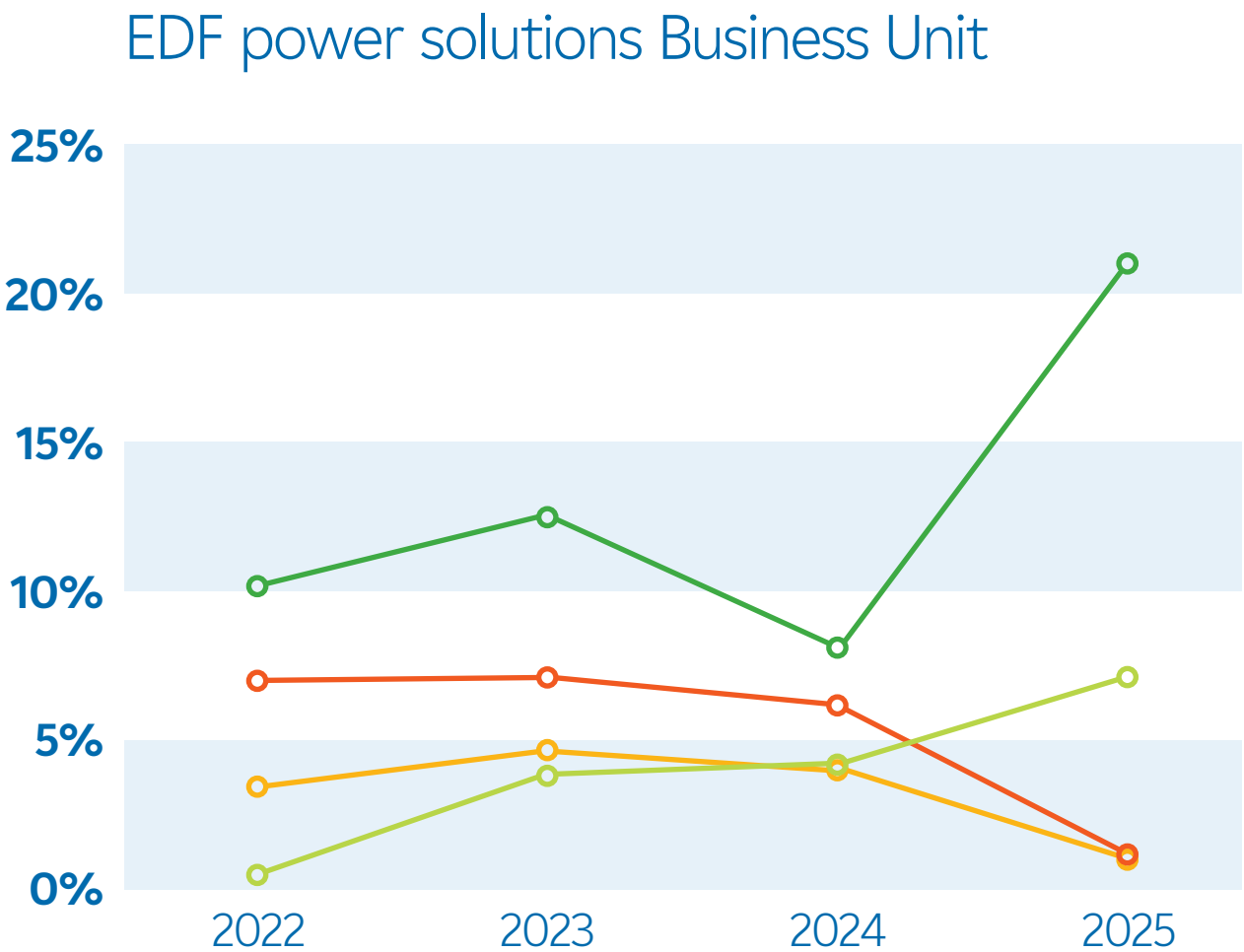
Median Pay Gap: Decreased to 1% (from 3.9% in 2024).

EDF Renewables Ltd:

The 2025 results mark the 3rd successive year of narrowing gaps.

Increased Representation: Female headcount in Power Solutions has risen to 33.1%, which is currently ahead of wider energy sector norms.

Senior Leadership: We continue to see growth in female representation within senior leadership roles and the upper pay quartiles.



Understanding the Bonus Gap

While pay gaps are narrowing, the bonus gap remains wider at both the Power Solutions and Renewables Ltd levels. This trend is consistent across the energy industry and STEM-related fields due to two main factors:

Skills Shortage: There is a nationwide shortage of female talent in STEM disciplines (Science, Technology, Engineering, and Maths).

Senior Distribution: Currently, a higher proportion of males occupy senior roles, which impacts the distribution in upper pay and bonus quartiles.

Looking Ahead: As our gender pay action plans mature and female representation in leadership continues to grow, we expect the bonus gap to narrow in the coming years.

Our Action Plan

Talent & Systems

SmartRecruiters Platform: Launched in 2025, this platform utilises anonymised applications and D&I reporting to reduce unconscious bias. We continue to leverage diversity KPIs with search partners to broaden our candidate pools.

Digital Pay Review Tool: We have refined our digital pay tool for the Leadership Team to identify pay imbalances during annual reviews, ensuring that men and women in the same roles are rewarded equitably.

Business Scorecard & KPIs: Our 2025/26 scorecard includes expanded D&I criteria. We specifically track and measure the percentage of female leaders to ensure accountability at the highest levels.



External Consultancy: We continue to partner with external specialists to explore the root drivers of gender pay imbalances, providing us with independent, remedial recommendations.

Culture & Wellbeing

Women’s Health & Menopause: Building on our World Menopause Day and Menstruation events, we have created monthly “Menopausal Moments”, an inclusive support network for sharing experiences and symptom management.



Manager Education: In 2026, we are looking to launch manager-specific training focused on women’s health lifecycles, including fertility, endometriosis, and menopause, to improve support and absence management.

The Everyone’s Welcome Network: Our established and embedded D&I Steering Group remains central to our delivery. By ensuring colleague voices drive our priorities, the group is currently focused on improving gender balance throughout 2026.



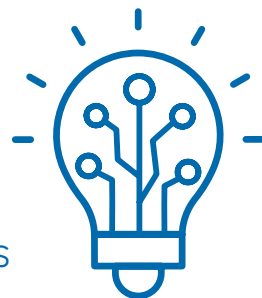
Inclusive Environments & Progression



Multi-Use Office Spaces: By the end of 2026, all EDF PS offices will feature dedicated Multi-Use rooms. These provide a private, supportive space for nursing mothers returning to the workplace.

Offshore Welfare Facilities: We are championing inclusive infrastructure in the field by mandating dedicated female welfare facilities on all future Crown Estate offshore and onshore projects.

Targeted Career Development: Alongside our Women’s Network, we are working towards implementing skills programs to support women’s progression into senior leadership, specifically targeting our Upper Quartile representation.



Confirmation Statement

As authorised signatory, I confirm that the information included above is accurate.



Stephanie Bouchard-Saliba

Chief People Officer – EDF power solutions UK & Ireland



www.edf-powersolutions.uk

EDF Energy Renewables Limited. Registered No. 06456689.
Registered Office: Alexander House, 1 Mandarin Road, Rainton Bridge Business Park, Houghton le Spring, Sunderland DH4 5RA