

RWE

Gender Pay Gap Report 2025

RWE Generation UK Plc



Introduction

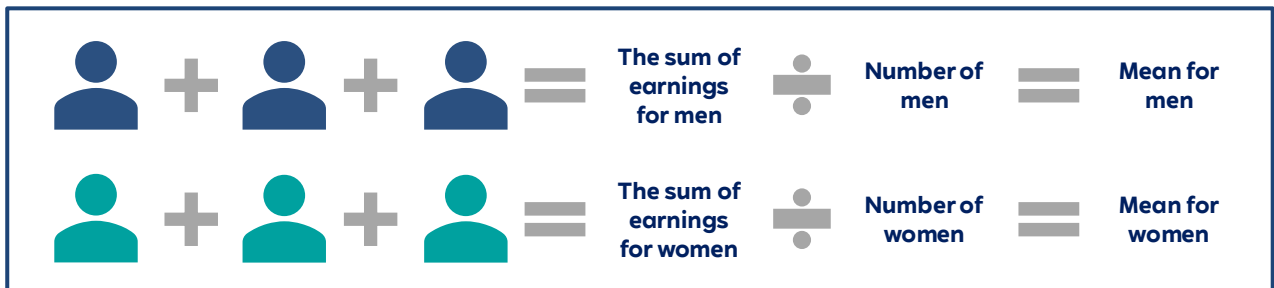
At RWE Generation UK Plc we are committed to creating a workplace where everyone has equal opportunities to thrive. We have analysed the gender pay gap related to hourly rate and bonuses for the period from 6 April 2024 to 5 April 2025.

How is the gender pay gap calculated?

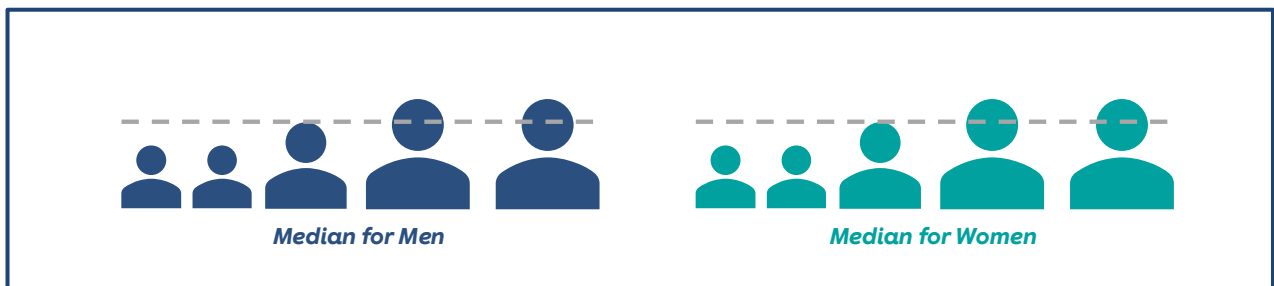
The gender pay gap measures the overall earnings difference between men and women in our company, but it is important to note that this is not the same as equal pay, which ensures that men and women receive the same salary for the same role. Instead, the gender pay gap looks at the difference between male and female earnings on average across the organisation.

Calculations for the mean (average) and median (middle value) figures have been done in line with Government guidelines.

Mean (Average Pay): The mean gender pay gap shows the **difference** between the **average pay** for men and women, expressed as the difference in women's pay compared to men's.



Median (Middle Pay): The median is the middle value when women's pay is listed from lowest to highest, and the same is done for men. The median pay gap is the difference between the pay of the middle woman and the middle man.



Hourly Pay Gap results explained

The mean hourly pay gap is a measure that indicates the difference in the average hourly earnings between men and women. Whilst the median hourly pay gap compares the middle value of hourly pay received by both men and women.

- **Mean hourly pay gap: 11.9%** (indicating that the mean hourly rate for women is less than the mean hourly rate for men)
- **Median hourly pay gap: 9.2%** (indicating that the median hourly rate for women is less than the median hourly wage for men)

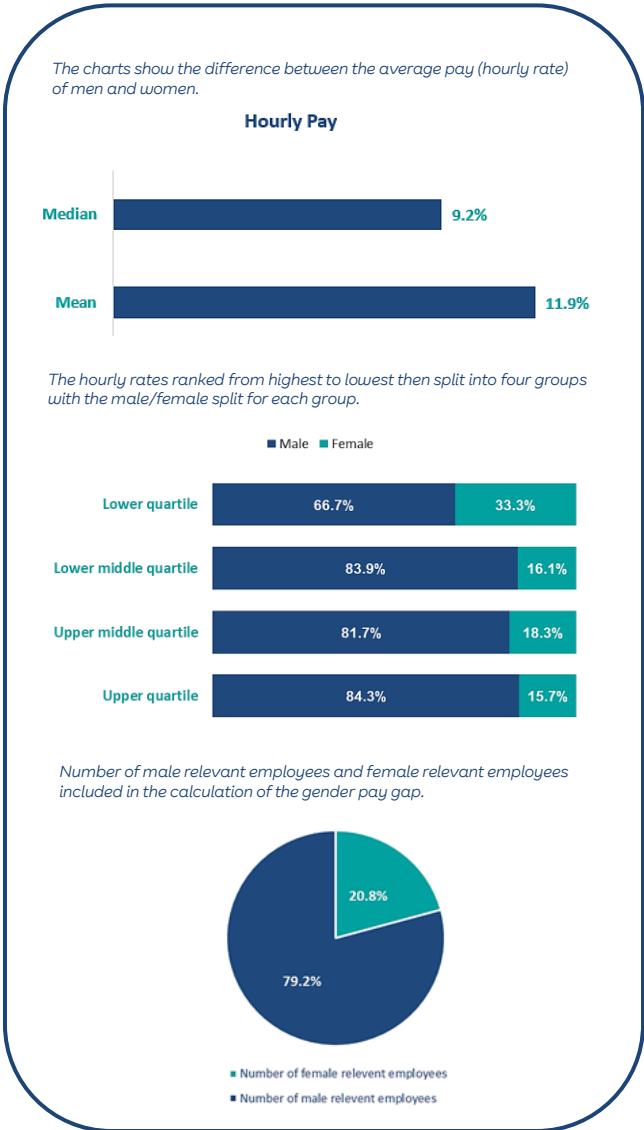
This hourly pay gap is not the result of paying men and women differently for the same work but reflects the structure of our workforce.

Overall, the distribution of our whole employee population remains similar to last year with 20.8% being female (increased by 1% compared to 2024) and 79.2% being male employees (decreased by 1% compared to 2024).

Our analysis shows that 40% of our female population work in roles in the lower quartiles (up from 36% in 2024). 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.

A significant proportion of our male employees are in operational roles that receive additional allowances, increasing their average hourly pay. Women are primarily in professional and administrative positions, which generally do not offer these allowances, contributing to the gender pay gap.

We continue to maintain a higher ratio of female employees who work part time (28%) in the company compared to the male employee population (2%). This would have an impact on the bonus pay gap and gender pay gap.



Bonus Pay Gap results explained

The mean bonus pay gap is a measure used to assess the difference in average bonus payments between men and women within an organisation. The median bonus pay gap shows the difference between men and women, expressed as a percentage of men's median bonus pay.

- **Mean bonus pay gap: 11.9%** (indicating that the mean bonus pay for women is lower than the mean bonus pay for men)
- **Median bonus pay gap: -2.6%** (indicating that the median bonus pay for women is higher than the median bonus pay for men)

When looking at the middle-value bonus, the woman's medium bonus pay continues to be higher than men (-5.9% in 2024), however their average bonus pay remains lower than males (5.5% in 2024).

Our analysis shows that we have more men in the upper quartile (senior positions) than women. Due to the remuneration packages received at these more senior levels, this contributes to the higher mean bonus pay gap.

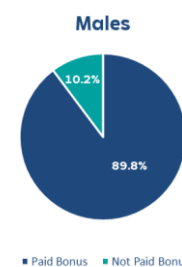
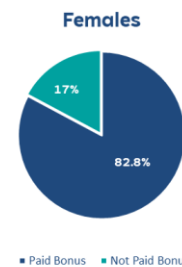
Another contributing factor could be that as the workforce in RWE Generation UK is predominantly male, we tend to see more men receiving long term service awards than women.

An additional underlying cause of the high average bonus pay high is the payout from the Long-Term Incentive Plan, which, due to business demographics at the time of allocation and start of service, was predominantly awarded to male employees.

The charts show the difference between the average bonus of men and women.



The charts show the proportion of men and women who were paid a bonus (figures can be impacted due to leavers, fixed term changes and new joiners)



Action we are taking to promote a more balanced gender representation

To promote a more balanced gender representation, our organisation has introduced several initiatives. These efforts focus on reducing gender disparities and creating an inclusive environment that embraces diversity at all levels.

Quantitative target

RWE has established a clear target to achieve 30% female representation in executive positions by 2030, reinforcing our commitment to gender diversity at the highest leadership levels. This objective reflects our ambition to achieve more balanced representation and requires ongoing review and refinement of our practices.

Benefest

RWE held its first Benefest, in January which was a centrally coordinated initiative aimed at increasing awareness and ensuring equitable access to RWE's comprehensive range of employee benefits. With eighteen benefit providers participating in live sessions, the event engaged employees from across the UK and offered interactive Q&A opportunities to promote deeper understanding. All webinar recordings were promptly uploaded to the HR portal, enhancing accessibility and supporting ongoing improvements to RWE's benefits offering. Benefest empowered employees to make informed choices about their benefits, reinforced RWE's commitment to wellbeing and flexibility, and further strengthened the company's employer value proposition.

Competency-based pay model

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.

Pay Transparency

We have maintained transparency around our pay ranges by sharing individual salary bands with employees and providing managers with access to these ranges when recruiting for new roles. We remain committed to enhancing openness in our pay and reward processes and will continue to explore additional ways to provide greater clarity. Additionally, we are closely monitoring the upcoming EU Pay Transparency legislation and the impact this may have in the UK.

Talent Development Programme

RWE Generation and RWE Technology International are committed to fostering talent and supporting career growth for all employees. Our new Talent Development Programme, launched in May 2025, provides 35 selected individuals with equal access to high-impact learning, leadership development, and international networking opportunities. With tailored pathways for early-career, expert, and leadership talents, the programme ensures inclusivity and cross-functional collaboration. By facilitating open dialogue with senior leaders and focusing on personal and professional growth supporting all talents in achieving their full potential and contributing to the future of our business.

Supporting employees with PEPPY

In 2025, RWE UK continued to offer the health application “PEPPY” which supports our Employees; through menopause, fertility, becoming a parent and men’s health amongst other topics. We now have 767 registrations across RWE UK, with particularly strong engagement in women’s health, men’s health and menopause. Feedback on the service remains very positive, and we continue to promote it at our wellbeing events.

RWE Women’s Network

The UK Women’s Network 2025 highlights included sharing career stories from women at different levels of the organisation which provided members with practical insights and relatable role models, and running skill-building workshops to empower women in their development. The Network also prioritised women’s health through a series of Menopause Cafés, addressing important topics such as managing brain fog and busting myths around HRT. These initiatives not only raised awareness but created supportive environments for open discussion of issues that can affect retention and progression.

“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 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 2025, 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”



Omniah Abdulazim,

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