

RWE

Gender Pay Gap Report 2025

RWE Renewables Management UK Ltd.



Introduction

At RWE Renewables Management UK Ltd, 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?

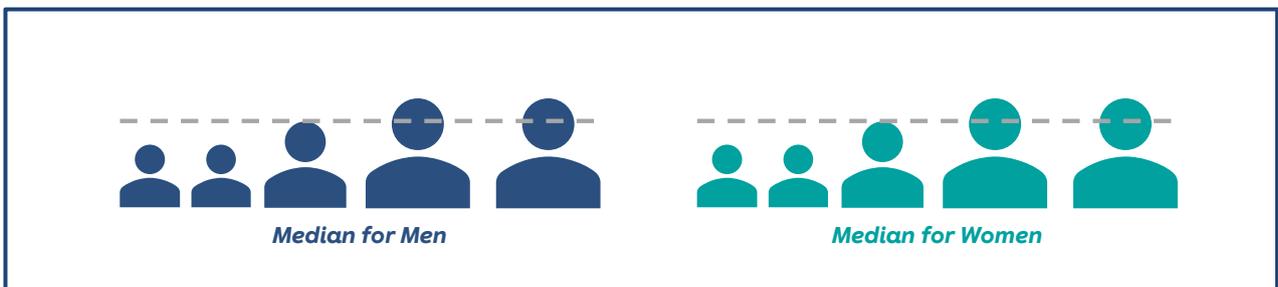
The gender pay gap measures the overall earnings difference between men and women in our company, but it is important to note that this is not the same as equal pay, which ensures that men and women receive the same salary for the same role. Instead, the gender pay gap looks at the difference between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

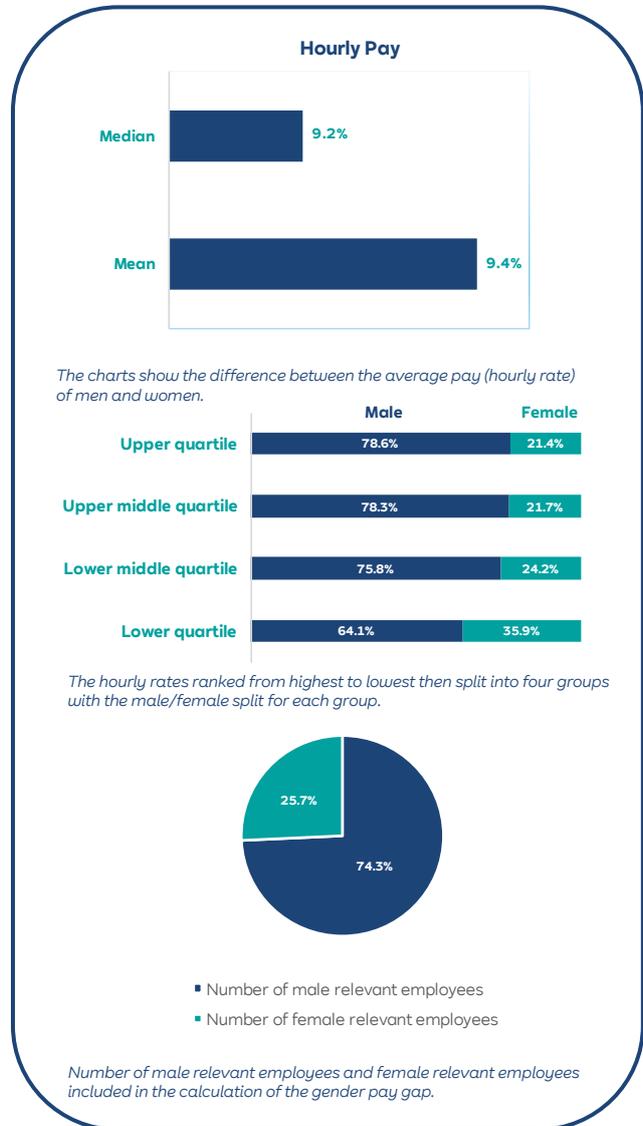
The mean hourly pay gap is a measure that indicates the difference in the average hourly earnings between men and women. Whilst the median hourly pay gap compares the middle value of hourly pay received by both men and women.

- **Mean hourly pay gap: 9.4%** (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.

Our analysis indicates that the gap is driven by the unbalanced gender representation in our workforce, which is predominantly male, and this imbalance is reflected across our pay distribution. While women make up 36% of our lowest-paid quartile, they represent only around 21% of our two upper quartiles. This reflects that males occupy more of the higher-paid roles, which drives our hourly pay gaps.

A significant proportion of our male employees work in operational roles, which attract additional allowances. These allowances increase the hourly pay for operational employees and contribute to the overall higher average hourly earnings for men. Women are more represented in professional and administrative roles that do not typically receive these allowances, contributing to our gender pay gap.



Bonus Pay Gap results explained

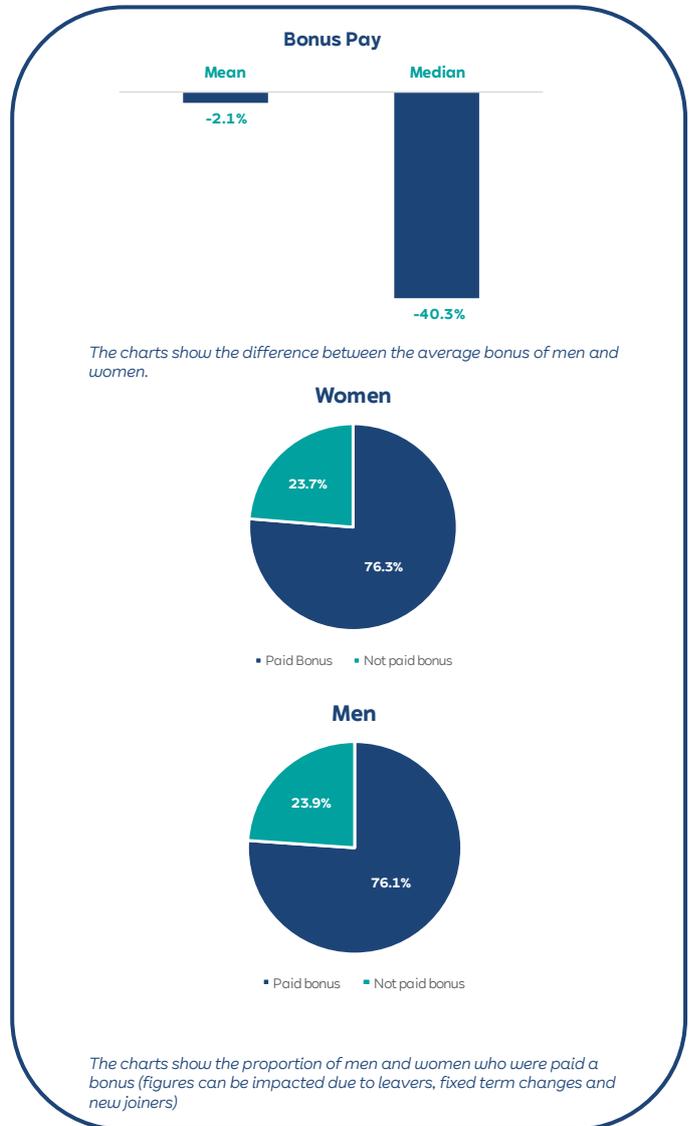
The mean bonus pay gap is a measure used to assess the difference in average bonus payments between men and women within an organisation. The median bonus pay gap shows the difference between men and women, expressed as a percentage of men's median bonus pay.

- **Mean bonus pay gap: -2.1%** (indicating that the mean bonus pay for women is higher than the mean bonus pay for men)
- **Median bonus pay gap: -40.3%** (indicating that the median bonus pay for women is higher than the median bonus pay for men)

The higher average bonus for women is driven by the structure of our workforce and the way bonus percentages are applied across different role types.

Our operational roles, which are predominantly occupied by men, receive a lower bonus percentage. Whilst we have fewer women in our organisation than males, they are more concentrated in our professional roles which attract higher bonus percentages.

As a result, the middle point (median) for men occurs at a lower bonus value than for women. Therefore, the bonus pay gap is likely reflective of the workforce gender distribution across our roles.



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.

Early Careers

We are committed to strengthening gender balance across our early career programmes by continually refining our recruitment approach. This includes adapting our job descriptions to use gender-neutral language, attending careers fairs to showcase our business within the industry, and ensuring our assessment centres feature inclusive and representative interview panels. Through these actions, we aim to create a fair and welcoming recruitment experience for all applicants. In September 2025 our early careers programmes show a gender split of 32% female and 68% male, reflecting a positive shift compared with our overall company-wide gender balance.

One of our female apprentices won Apprentice of the Year at the Global Offshore Wind Awards, while another has competed in the regional and national WorldSkills finals and been shortlisted for both the Young Energy Professionals Awards and the GWO Awards. Our female apprentices have become ambassadors for our programme, sharing their experiences of being female apprentices within male dominated industry to support and inspire others. This is done with potential apprentices but also to education trainers and industry.

Inclusive recruitment training

Inclusive Recruitment Training, launched in May 2025, addresses potential bias that may occur across the recruitment process. The training is structured around each recruitment stage, with modules designed to build the skills and knowledge needed to support a more equitable and diverse workforce.

Recruitment efforts

All our job adverts are put through a gender bias application called 'Develop Diverse' to ensure inclusivity when we are advertising roles. In addition, in the Offshore area of our business, all of our roles will be advertised with a part time/job share option to make opportunities more accessible for all.

Inclusive language

In November 2025, Inclusive Language Tips were displayed on screens in local offices to support respectful and equitable communication in the workplace. Additionally, the Inclusive Persona for our internal AI tool, was launched to provide guidance and respond to questions related to inclusive language, further promoting fair and welcoming interactions across all teams.

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.

Technical Offshore Women Impact Network (TO-WIN)

Launched in November 2024, the network has grown to 160 members and brings together women with technical backgrounds to foster support and provide role models. Monthly online meetings and events such as Women in Engineering Day encourage closer collaboration among members. Topics addressed within the network are tailored for this group, covering areas such as women working offshore, PPE, site visits, leadership, personal development, and confidence.

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.

“Improving gender diversity is essential to the long-term sustainability and performance of our business. We are committed to reducing the gender pay gap through fair and transparent pay practices, inclusive progression, and targeted action to address structural imbalance. We are already strengthening our early careers pipeline to ensure equal opportunity, inclusive development, and a more balanced workforce over time.”



A handwritten signature in blue ink, appearing to read 'Tom Glover'.

Tom Glover,
UK Country Chair

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