RWE

Introduction

Equal opportunity based on performance regardless of background is one of our core values. That's why I am glad to see that our **internal like for like equal pay analysis,** comparing the salaries of women with the salaries of men **within clusters of equal work,** shows that there is no systemic disadvantage in pay of different genders. Yet we continue to see a higher male representation in higher paid roles (such as trading), leading to a gap in hourly pay and bonus pay. We are **committed** to addressing this and have been starting several initiatives towards a more balanced gender representation.

Andree Stracke, CEO

RWE Supply & Trading (RWEST) is a place where we **welcome people from different backgrounds** and work as one team across the globe - united by shared values and goals. **Fairness** is a core value to our organization. That's why our like for like equal pay analysis per cluster of equal work continues to show that we pay **fairly and equally**. We are comitted to increase diverse gender representation across the organization and will not rest until we succeed here.

Joaquin Molina, Head of HR

Different ways to look at equal pay

There are **different ways** to look at gender pay. One way is to compare the overall pay to all men vs. the overall pay to all women, where we see a difference given the fact that at RWEST **historically** there are more men employed in higher paid (trading) roles.

We **acknowledge** this as a development from the past that is being driven by numerous factors, external and internal ones. Yet, we are **committed to increase female representation** across the company. A set of **various initiatives** has been put in place and will be continuously developed and expanded. Please see details on the next page.

To understand if there is **fairness** in how we pay our employees, a **like for like** analysis provides more insight. That's why we regularly look at **clusters of employees who do equal work** in terms of function and hierarchy level.

Like for like analysis

We cluster all employees into clusters that are characterized by a similar type of work and similar hierarchy level. Overall, there are **25 different clusters**, including 2 small clusters with no gender diversity in 2022.

We **compare the average salaries of men vs. women** within those 23 clusters to see if there is a pay gap towards one gender.

A difference of +/- 5% either in favour of men or in favour of women is not being considered as a gap.

Pay gap in favour of women, 5
No pay gap, 10
Pay gap in favour of men, 8
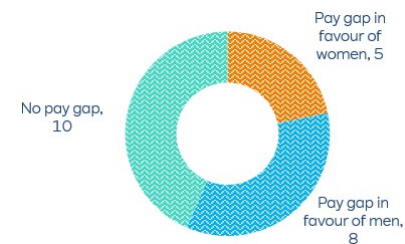
The **majority of employees works in clusters with no pay gap**. The remainder of employees works in cluster with either a gap favouring women or favouring men.

Taking into account all 23 clusters and headcount per cluster **there is no evidence for a systemic pay gap** towards one or the other gender. This is an excellent result, supporting our value that RWEST pays employees regardless of gender fairly and equally for equal work.
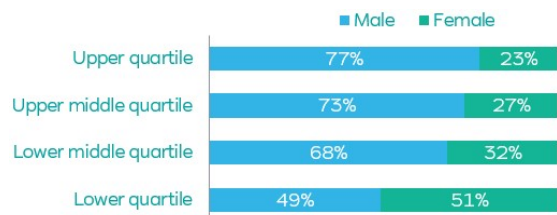
RWE

Gender pay figures - April 2022

As published on gov.uk

Hourly pay   **Bonus pay**

17%   18%   44%   77%

Median   Mean   Median   Mean
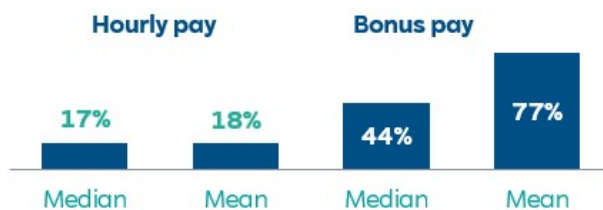
The difference between the average pay of men and women expressed as a percentage of men's pay

■ Male   ■ Female

	Male	Female
Upper quartile	77%	23%
Upper middle quartile	73%	27%
Lower middle quartile	68%	32%
Lower quartile	49%	51%

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

Males   **Females**

5%   5%

95%   95%

■ Paid bonus
■ Not paid bonus
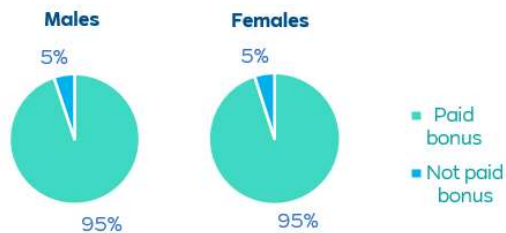
The proportion of males/females who were paid a bonus

In order to achieve an overall more balanced gender representation **several initiatives have been initiated**.

Quantitative Target

RWEST has set itself a **quantitative, measurable target** to achieve 30% female representation in executive positions by 2030. This target is not a quota, but expresses the ambition to achieve a more balanced outcome through reviewing all our approaches.

Recruitment

A strong effort was made to **increase the number of female applicants** for positions while also reviewing the hiring process to minimize bias. As a result, in 2022 39% of all new hires were female, not only on career entry positions (38%), but also among experienced professionals (36%) and management levels (43%).

Graduate programmes

The graduate programs at RWEST are a key pillar to bring future talents into the company. A continued effort is made to **target more female profiles** to apply for the programmes. This is being achieved through attending events such as 'Women In Tech' and using female profiling in our targeted emails through graduate media. The share of hired female graduates in 2022 was 42%, in IT and Finance even 50%.

Talent & Leadership Development

A balanced gender representation is carefully monitored and managed through all of RWEST **talent and leadership programmes**. The proportion of female talents selected in 2022 for the talent development programs is 42%. The share of women in our leadership masterclass program was 50%.

Other initiatives

The **RWE Women's Network UK** continued to strongly support women by offering networking opportunities, by inspiring via events and career stories and by supporting through workshops on several development topics. A particular focus in 2022 was the education and training around Menopause including the development of a set of guidelines and services.

The popular '**Career Confidence Trainings**' were continued, resulting in great employee feedback of being more confident and proactive about their own career development.

A new **awareness and education initiative** started with offering 'Gender bias workshops' to all employees and communicating senior management engagement through articles and podcasts.

To increase the focus on dedicated initiatives that drive diversity at RWEST, the **new role of the Diversity, Equity & Inclusion Lead** has been established.