



EDF Gender Pay Gap Report 2025

CHANGE IS IN *OUR POWER*

EDF 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.

Scope of the report:

This report covers the 2025 Gender Pay Gap reporting cycle, using a snapshot date of 5 April 2025. This year we have seen a further drop in both our median and mean pay gaps. Our mean pay gap reduced to 22.4% (down from 23.8% in 2024), whilst our median pay gap reduced to 27.5% (down from 29.5% in 2024). These results represent the business on 5th April 2025 and at that point, we had one Collective Agreement due to conclude the pay settlement.

The Gender Pay Gap is calculated by taking all employees across an organisation and comparing the average pay between men and women. In reporting our Gender Pay Gap results, we go behind the headline figures to help us identifying the factors impacting the gaps.

Firstly, we look at the data for our three employing entities:

- EDF Energy Customers Ltd
- EDF Energy Nuclear Generation Ltd
- EDF Energy Ltd (Corp)

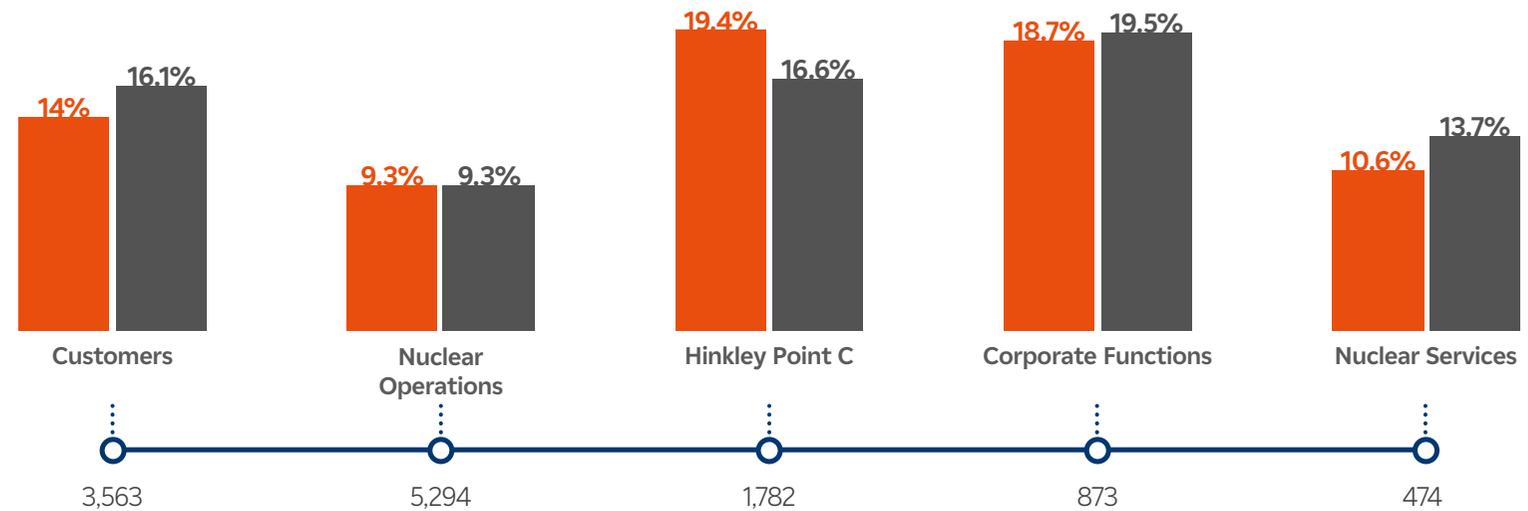
Secondly, we look at the data for each of our main business areas:

- Nuclear Operations
- Customers
- Hinkley Point C
- Nuclear Services
- Corporate Functions (made up of five functional units: Communications, Finance, Human Resources, Governance & Legal Affairs, and Research & Development).

Finally, we aggregate the data for all our business areas to identify factors contributing to EDF's overall Gender Pay Gap.

Throughout this report where we mention EDF we are referring to the organisation covered by our three employing entities.

In **2025** the **Mean Gender Pay Gap** in each of our business areas ranged between **9.3 - 19.4%**



■ Mean gender pay gap

■ Median gender pay gap

Full-pay relevant employees

EDF Gender Pay Gap

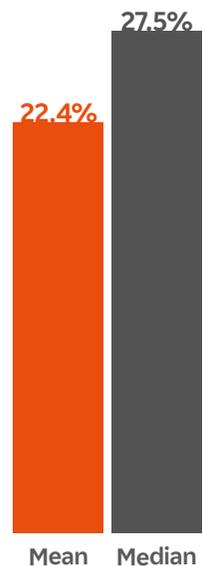
EDF's mean and median gender pay gaps are impacted by the gender and demographic mix between our business areas as well as the diversity of roles performed.

Many of our employees, particularly those working across our Nuclear Operations, Hinkley Point C and Nuclear Services business units, perform highly technical, specialist and/or engineering roles. The average salaries of employees working in these business areas are typically higher in comparison to employees working in our Customers business, where many employees are undertaking customer service roles. Additionally, Nuclear Operations and Hinkley Point C employ proportionately more men than women, whereas the Customers business area has a more gender balanced workforce.

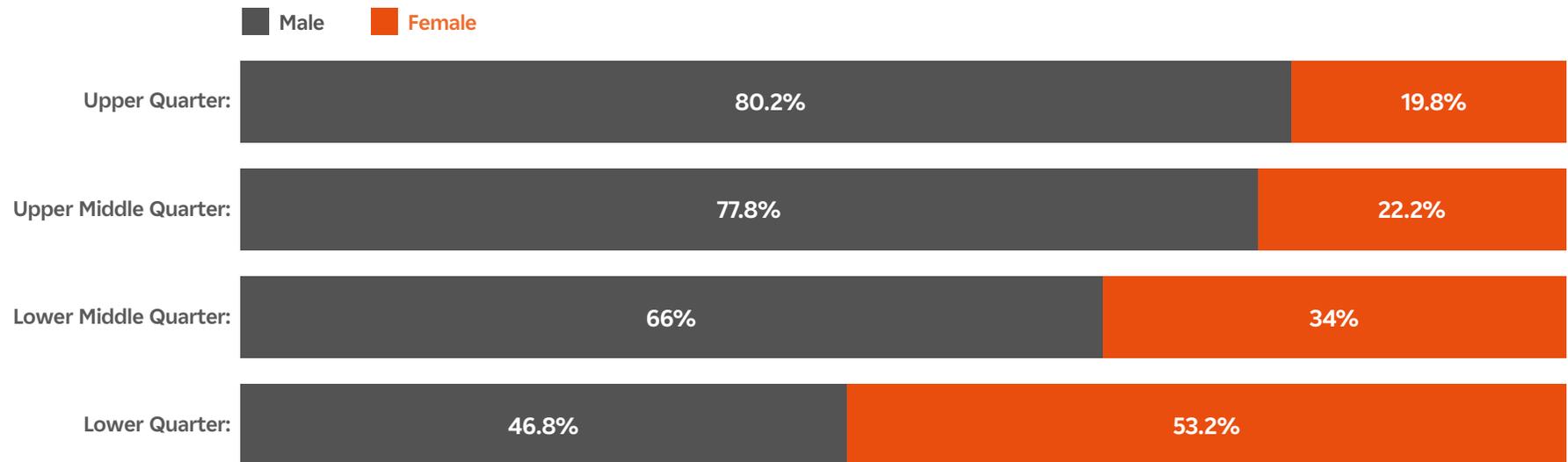
These three business areas combined employ approximately 73% of EDF's total workforce and it's the structural differences between them that contribute to EDF's overall mean and median gender pay gaps.

EDF remains committed to maintaining and building on our Everyone's Welcome vision. Our Equity, Diversity & Inclusion roadmap plans are designed to increase our gender diversity at all levels. These plans are aimed to reduce not only our overall gender pay gap, but also those of our individual business areas. Progress in reducing our overall gender pay gap remains steady, and we are confident that the measures we have implemented will achieve these aims in the long term as our talent pipelines increase. Despite the positive momentum and focused actions we have in progress, we recognise that we have a lot more to do, and that sustained progress will take time.

Gender pay gap

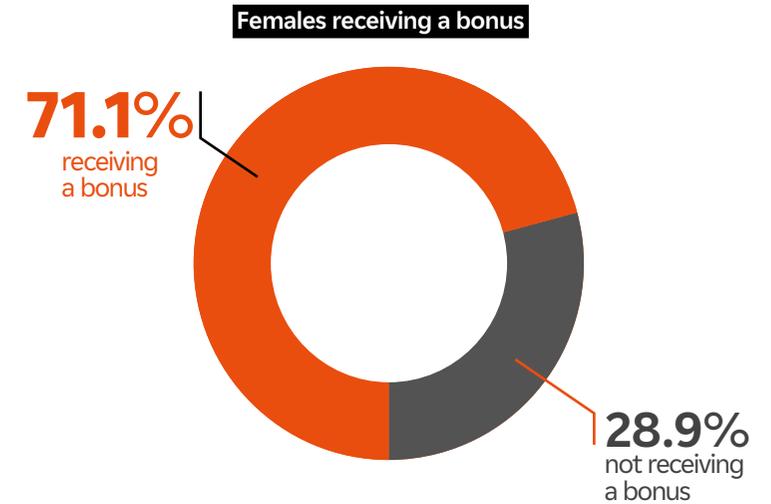
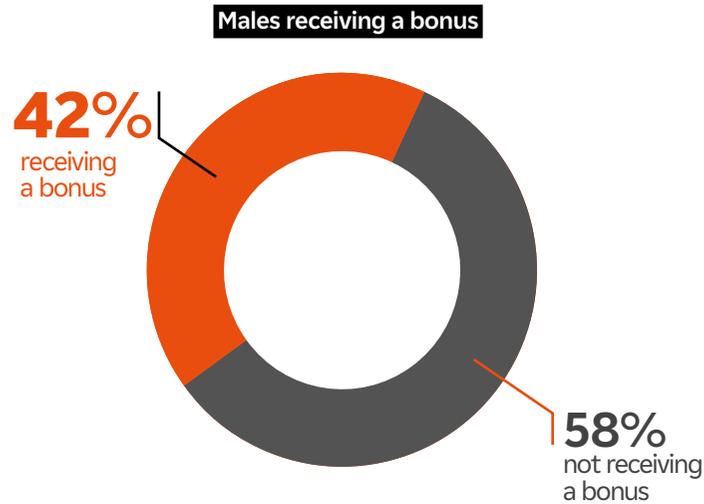
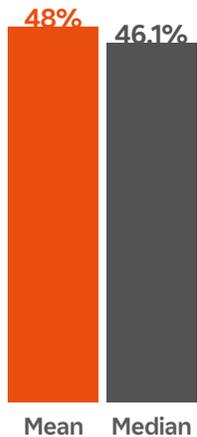


Proportion of females and males in each quarter pay band



EDF Gender Bonus Gap

Gender bonus gap



Overall, EDF employs more men than women in senior positions but this year we have seen further improvement in the quarter distribution with over 1% increase of women in the Upper Quarter, over 1.5% increase in the Upper Middle Quarter, and just below 1.5% in the Lower Middle Quarter.

Having more men in senior positions impacts not only the target bonus percentages an employee is eligible to receive, but also the amount of the employee's pay - which is the reason why our mean and median gender bonus gaps are relatively high.

In addition to the above, 90% of employees working in our Nuclear Operations business are employed on a Collective Agreement contract and bonuses do not form part of their remuneration package.

As more than 80% of Nuclear Operations' employees are male, this is the major contributory factor why the proportion of male employees receiving a bonus is lower in comparison to the proportion of females receiving a bonus.

Understanding our gender pay gap

Consistent with the experience reported by many other organisations, EDF's overall mean and median gender pay gaps reflect legacy structural arrangements and the evolution of our business over many decades. There continues to be a shortage across the UK of young and experienced females working in the fields of science, technology, engineering and mathematics (STEM).

Although c32% of EDF's employees are female, of these, just over 45% work in our Customers business area. We make strenuous

efforts to attract, retain and develop women, particularly through our apprenticeship and graduate training schemes as well as our talent programmes. However, despite our best endeavour to fast-track individuals, we recognise that it takes a long time for this to result in appointments at a senior level. The number of women in senior positions and the middle management pipeline is improving, and we will continue to develop our talent pools to support further reduction of EDF's overall and business areas' mean and median gender pay gaps.

Our commitment to reducing the gap

EDF is committed to equity, inclusivity, and diversity, we create an inclusive working environment. Our 'Everyone's Welcome', EDF-wide vision is at the heart of everything we do. We recognise the importance of Gender Pay Gap reporting in line with our Employee Value Proposition, we do right by each other, fostering an inclusive and supportive environment for all.

We recognise that there are complex societal and occupational factors that influence gender pay gaps. We believe that our equity, diversity and inclusion ambitions, recruitment policies, and talent programmes will collectively contribute to reducing the gaps in the coming years. Whilst we have come a long way our progress has been steady; we continue to be committed to implementing actions to achieve greater diversity at all levels and with that, reducing our gender pay gaps. We also recognise that a reduction in our gender pay gaps should be seen as a long-term objective.

The below paragraphs describe the actions we are taking/have taken to maintain our long-term commitment to reduce the gaps.

Recruitment and promotion

Our actions have been designed to encourage a more balanced gender diversity approach in recruitment and to concentrate our efforts on attracting and encouraging diversity at all levels. Our Resourcing Team continually monitors recruitment channels activity to ensure they are inclusive, and we make every effort to ensure our recruitment literature contains gender neutral language.

In 2025 we launched our inaugural Employer Brand, 'Success is Personal' where the focus is demonstrating the support and acceptance of employees on their individual journeys with EDF. We demonstrate this to our target audiences by sharing gender positive role models of existing employees across multiple channels, including our Careers website, Careers social media, attraction partners like LinkedIn and Glassdoor, as well as trialling new approaches like female led LinkedIn Thought Leadership ads in the pursuit of continuous improvement.

In April 2025 a refreshed outreach strategy was launched supported by a new Volunteer network to encourage greater uptake in females and other underrepresented groups.

In autumn 2025 we introduced an anonymising technology, MeVitae, within our SmartRecruiters platform. MeVitae redacts information within a candidate's application that traditionally could result in hiring bias (e.g. name, gender, age, etc.), so that hiring teams base their selection for interview decisions on objective information that predicts performance and success - such as skills and experience.

In 2023 we launched Inclusive Recruitment training for all hiring managers which became essential training in May 2024. This learning emphasises the need to facilitate recruitment of diverse talent, showcase our flexible and agile working arrangements, ensure diverse representation within our recruitment selection panels, and deliver against our diversity commitments.

We are partnering with various organisations to develop opportunities to broaden our reach. 'Women Returners' and 'STEM Returners' have helped us to create new opportunities, predominantly for women, and helping those who have been out of the workplace, return to work and reignite their careers. We also work with the 10,000 Black Interns Programme to create opportunities for young Black professionals, with over 44% of our recent intake also being women.

Career progression

We continually monitor the advancement of female employees within our talent and development programmes and succession plans. This ongoing evaluation ensures that these processes remain gender-neutral, free from bias, and actively encourage the progression of our female workforce into more senior positions. These efforts align with various Equity, Diversity & Inclusivity initiatives aimed at achieving a 40% representation of women in our nuclear businesses, and a 50% representation in our Customers and Corporate Functions business areas.

Our commitment to reducing the gap

This ambitious target necessitates bold steps to attract and integrate more women into our talent pipeline. Launched in 2020, our Talent 2.0 programme provides an alternative entry point to EDF's broader talent pool. It focuses on empowering individuals in the early stages of their leadership journey, encouraging them to proactively contribute and take control of their careers.

Reward practices

We have now implemented our revised job family architecture for Personal Contract roles which encompasses all job levels, grades and careers paths across the business and is an important tool when monitoring, and governing fair pay strategies. We also believe our approach to external and internal salary benchmarking helps to ensure our pay frameworks are free from gender bias, non-discriminatory and fair in their application.

Gender Equality Accreditation

In August 2025, EDF UK was awarded the highest level of recognition under the European and International standard (Gender Equality European & International Standard) in recognition of our commitment to gender equality and diversity in the workplace. This certification demonstrates not only our commitment but also the effectiveness of the initiatives we have implemented and our ongoing plans to improve gender diversity.

Meeting our diversity targets

In 2016, we set our ambitious gender diversity targets for senior managers, managers, and employees. We have seen positive progress at senior levels, with the proportion of women in our Senior Leadership Team rising to 32.6% in Q1 2025 (up from 27.6% in Q1 2024). The proportion of women at managerial level in Q1 2025 was 30.2% (up from 28.9% in Q1 2024) and at employee level in Q1 2025 was 33.0% (up from 32.1% in Q1 2024). Our Executive Team is accountable for achieving our gender balance targets.

While our data indicates that we have identified effective actions, we recognise that achieving meaningful and sustained change requires time and commitment from our most senior leaders. For this reason, diversity measures were included within our senior leadership incentive targets from 2022. Additionally, we are aware that some of the initiatives aimed at narrowing the gender gap over the long term may, in the short term have a distorting effect – such as the potential initial negative impact on the gap due to an increase in female recruits to our apprentice and graduate training programmes.

Flexible working

We continue to utilise technology and new ways of working to allow greater flexibility in working patterns and home working. However, we recognise that flexible working is not always practicable, particularly for those working in operational roles at our power stations or at the Hinkley Point C construction site.

Employee networks

Our Women's Network and Working Parents' Network contribute regularly to our Networks Policy Review Group, which provides feedback on proposed changes to people policies and procedures. This group provides an important mechanism for highlighting issues that may disproportionately affect women and working parents, such as the Equal Opportunities Policy, Reasonable Adjustments Procedure, and myHealth at Work Procedure. Insights from this group, alongside feedback from our myEDF survey, help the Company identify barriers, inform best practice, and support greater fairness and consistency in the lived experience of colleagues of all genders.

Enhanced parenting provisions

In November 2024 we updated our parenting provision, enhancing the maternity leave pay to 30 weeks full pay, from 14 weeks full and 14 weeks half pay. We believe this change is having a positive impact on the wellbeing of new parents and their work-life balance along with increased partner leave from 2 weeks full pay to 4 weeks full pay.

Our business is organised as six business areas however we are required to report by employing entity as set out below:

Entity	Number of Relevant Employees	Gender Pay Gap		Proportion of men/women				Difference in bonus payment between male & female employees (%)		Proportion of males/females receiving a bonus
		Mean	Median	Lower Quarter	Lower Middle Quarter	Upper Middle Quarter	Upper Quarter	Mean	Median	
EDF Energy Ltd (Corp)	6561	23.3%	27.5%	M: 38.3%	M: 48.1%	M: 62.1%	M: 71.8%	45.1%	43.7%	M: 78.5%
				F: 61.7%	F: 51.9%	F: 37.9%	F: 28.2%			F: 86%
EDF Energy Nuclear Gen Ltd	5574	9.9%	9.3%	M:74.6%	M:83.8%	M:85.5%	M:86.1%	60.7%	64.9%	M:8.7%
				F:25.4%	F:16.2%	F:14.5%	F:13.9%			F:21.3%
EDF Energy Customers Ltd	562	19.8%	27.3%	M: 50%	M: 44.9%	M: 82.6 %	M: 91.2%	61.4%	43.1%	M: 98.7%
				F: 50%	F: 55.1%	F: 17.4 %	F: 8.8%			F: 97.3%

Employing Entity	Relevant Employees	Gender Pay Gap		Proportion of men/women				Difference in bonus payment between male & female employees (%)		Proportion of males/females receiving a bonus
		Mean	Median	Lower Quarter	Lower Middle Quarter	Upper Middle Quarter	Upper Quarter	Mean	Median	
EDF (Aggregated results)	12785	22.4%	27.5%	M: 46.8%	M: 66%	M: 77.8%	M: 80.2%	48%	46.1%	M: 42%
				F: 53.2%	F: 34%	F: 22.2%	F: 19.8%			F: 71.1%

We confirm that the information and data provided is accurate and in line with mandatory requirements.



Simone Rossi,
Chief Executive Officer



Carol McArthur,
Chief People & Digital Officer