



EDF Gender Pay Gap Report 2023

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 2023 Gender Pay Gap reporting cycle, using a snapshot date of 5 April 2023. This year we've seen a drop in both our median and mean pay gaps. Our mean pay gap dropped to 24.9% (down from 26% in 2022), whilst our median pay gap reduced to 29.6% (down from 33% in 2022), the lowest it has been since reporting began in 2017.

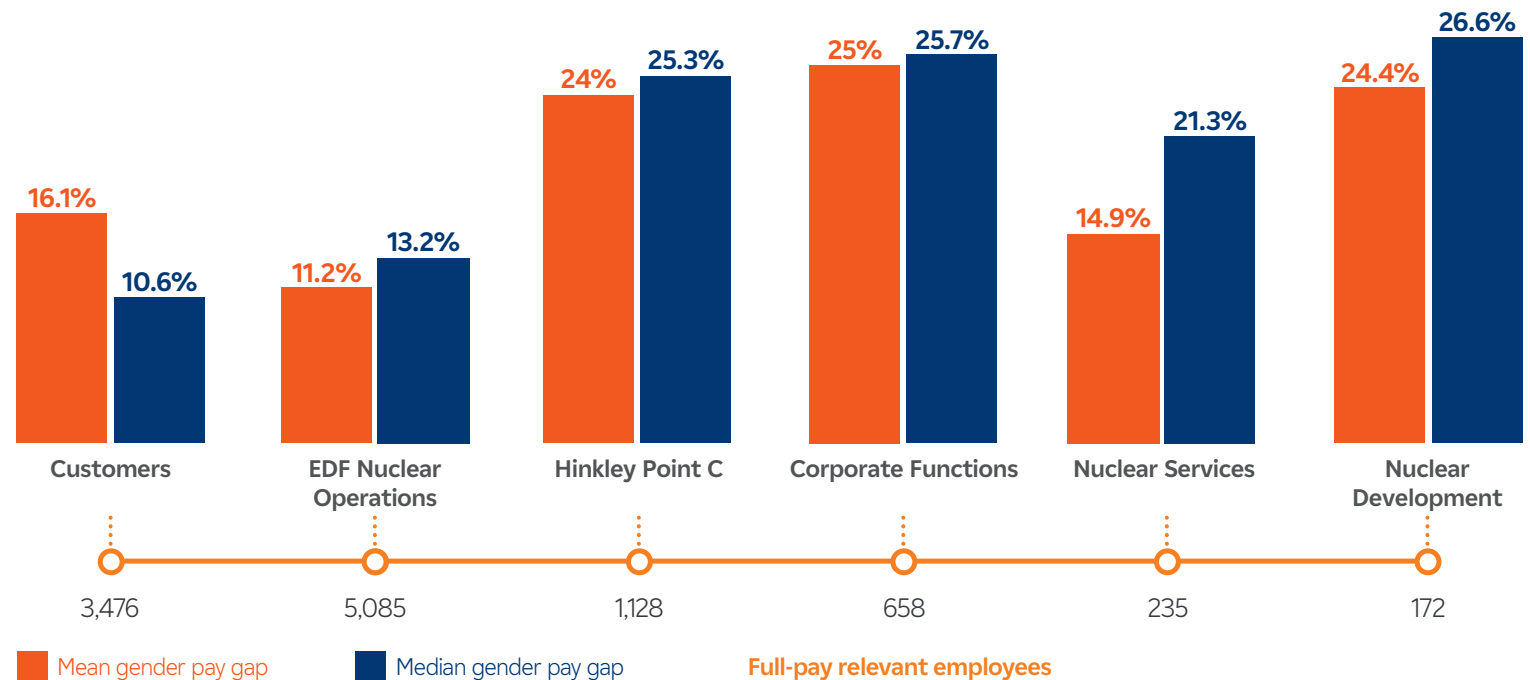
The gender pay gap is calculated by taking all employees across an organisation and comparing the average pay between men and women. In reporting our gender pay gap results we go behind the headline figures to help us identifying the factors impacting the gaps.

- 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 Development
 - Nuclear Services
 - Corporate Functions (made up of four functional units: Finance, Human Resources, Governance & Legal Affairs and Strategy and Corporate Affairs)
- Finally, we aggregate the data for all of 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 2023 the Mean Gender Pay Gap in each of our business areas ranged between **11.2-25%**



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, and market pay variations.

Many of our employees, particularly those working across our Nuclear Operations, Hinkley Point C, Nuclear Development and Nuclear Services business units, perform highly technical, specialist and/or engineering roles. The average salaries of employees working in these business areas is 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.

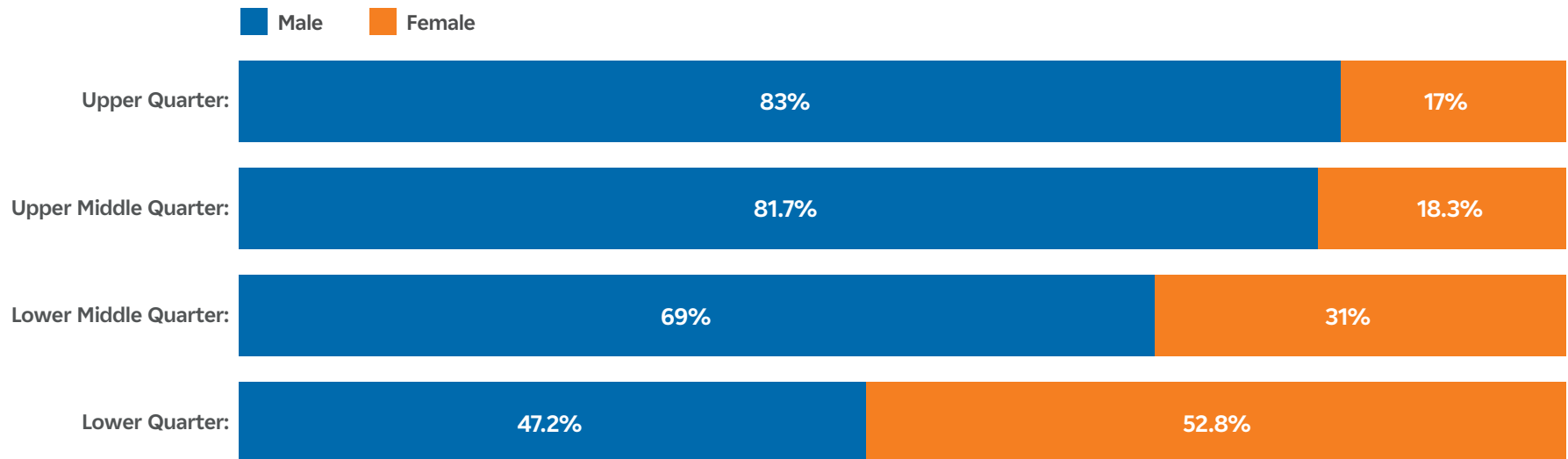
These three business areas combined employ approximately 80% of EDF's total workforce and it's the structural differences between them that contribute to EDF's overall mean and median gender pay gaps being higher than those of each of the business areas themselves.

EDF remains committed to maintaining and building on our Equity, Diversity & Inclusion roadmap plans, which 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

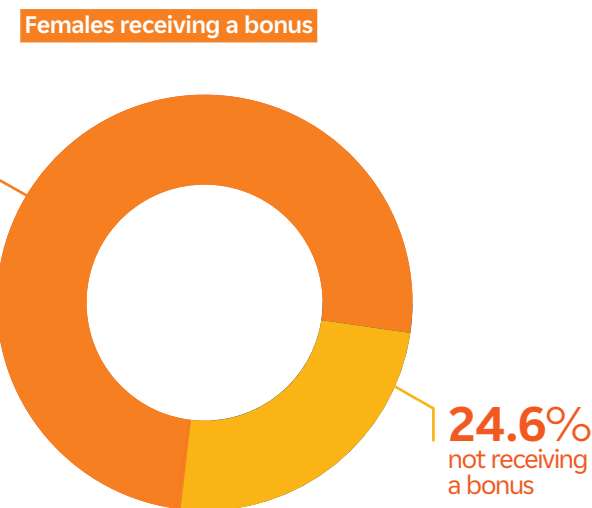
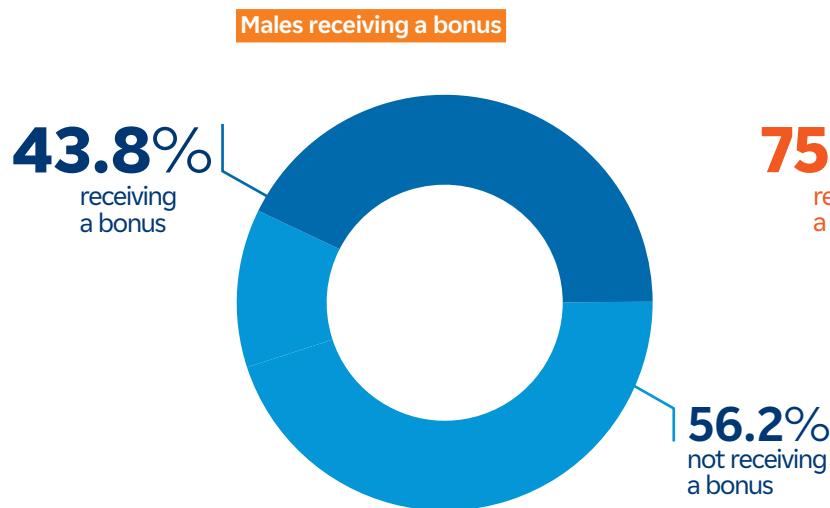


Proportion of females and males in each quarter pay band



EDF gender bonus gap

Gender bonus gap



As can be seen by our quarter distribution, EDF employs more men than women in more senior positions. This has an impact not only on 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, 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 contributing 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 c30% of EDF's employees are female, of these, just over 50% 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. Until the number of women in our talent pool increases, this will continue to be a major factor limiting our ability to significantly reduce EDF's overall and business areas' mean and median gender pay gaps.

Our commitment to reducing the gap – our action plans

EDF is committed to equity, inclusivity, and diversity, we create an inclusive working environment for all. Our 'Everyone is welcome', EDF-wide vision is at the heart of everything we do.

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 and inclusion 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 strategic 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 monitor recruitment channels activity to ensure they are inclusive, and we make every effort to ensure our recruitment literature contains gender neutral language.

We have launched Inclusive Recruitment training for all hiring managers; 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 the organisation 'Women Returners' to create new opportunities for women and currently in our second scheme intake of helping women, who have been out of the workplace return to work and reignite their careers.

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 by 2030, as outlined in the Nuclear Sector Deal, and a 50% representation in our Customers and Corporate Functions business areas. 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 concluded the first phase of our revised job family architecture which encompasses all job levels, grades and careers paths across the business and will be an important tool when evolving, 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 at all stages (from their initial appointment, through competence progression and when individuals are promoted to more senior positions).

Gender equality accreditation:

In August 2023, 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. Over the period from April 2022 to April 2023, we have seen positive progress at senior levels, with the proportion of women in our Senior Leadership Team rising to 20.5%. The proportion of women at managerial level is 27.5% and at employee level 31.4%. 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 have been 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.

Our Women's Network and Working Parents' Network are involved in shaping how best to role model flexible working at all levels, thereby encouraging the development of innovative flexible working opportunities designed to improve the take up of shared parental and paternity leave.

Playing a role in our industry:

EDF has for several years played an active part in campaign groups such as POWERful Women (PfW), supporting the Empower Her in Energy campaign, Women's Utilities Network and Women in Nuclear (WIN). We are part of the Energy Leaders Coalition, comprising sixteen of the leading CEOs from the UK's energy sector who have made commitment to improve gender diversity in their companies and in the sector.

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)	5,173	27%	31.7%	M: 37.9%	M: 42.4%	M: 63.6%	M: 72.6%	45.4%	52.9%	M: 87%
				F: 62.1%	F: 57.6%	F: 36.4%	F: 27.4%			F: 91.9%
EDF Energy Nuclear Gen Ltd	5,344	12.2%	13.2%	M: 75.9%	M: 85.8%	M: 87.2%	M: 88.7%	43.9%	59.2%	M: 12.3%
				F: 24.1%	F: 14.2%	F: 12.8%	F: 11.3%			F: 25.9%
EDF Energy Customers Ltd	479	1.5%	-3.1%	M: 77.9%	M: 93.9%	M: 78.8%	M: 85%	43%	43.6%	M: 95%
				F: 22.1%	F: 6.1%	F: 21.2%	F: 15%			F: 98.7%

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)	11,056	24.9%	29.6%	M: 47.2%	M: 69%	M: 81.7%	M: 83%	48.1%	51%	M: 43.8%
				F: 52.8%	F: 31%	F: 18.3%	F: 17%			F: 75.4%

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 Officer