

2023 GENDER PAY GAP REPORT

ENGIE Power Limited



RESTRICTED



INTERNAL



SECRET



Introduction

Who We Are

ENGIE is a global energy player with UK investments in renewable energy and storage, whilst supplying gas and electric energy to organisations of all sizes. We are committed to increasing investment in a portfolio of both flexible and responsive low carbon assets, including energy storage, wind and solar.

By 2025 ENGIE has committed to achieve 50GW of installed renewable capacity and 80GW by 2030. Globally, the ENGIE Group employs 100,000 people. In 2023 the group achieved revenues of €55.8 billion, whilst spending €190 million on research and development. We also installed an additional 3GW of renewable capacity.

Together, ENGIE Group's 1,000 employees in the UK are actively engaged in the transition to net zero carbon, through the operation of low carbon infrastructure, and helping business customers to reduce energy consumption, and green their supply. We are also shaping the future of responsible business by reconciling economic performance with a positive impact on people and the planet.

What we have to report

Legislation came into force in 2017 that requires companies with more than 250 employees to publish data about their gender pay gap. ENGIE UK is obliged to report on ENGIE Power Limited, they are our largest employer with over 250 employees.

The following calculations must be shown:

- The median and mean gender pay gap
- The median and mean bonus gender pay gap
- The proportion of males and females receiving a bonus payment
- The proportion of males and females in each quartile pay band



Median and mean are both types of average. The median is the middle value if you place all the numbers, you are looking at in order. The mean is the total of all the numbers, divided by how many numbers there are.

The quartile pay bands are calculated by putting everyone's salary in order from the highest paid to the lowest. That list is then cut into four equal parts and the percentage of men and women in each part is then shown.

Headline gender pay figures for ENGIE Power Limited

The table below shows ENGIE Power Limited’s overall median and mean gender pay and bonus gap between female and male employees based on average hourly rates of pay as at the snapshot date of 5 April 2023, and bonuses paid in the year to 5 April 2023.

ENGIE Power Limited	Median	Mean
Gender pay gap	16.38%	21.06%
Gender bonus gap	6.45%	33.96%

The proportion of males and females receiving a bonus payment	92.23%	94.64%
		

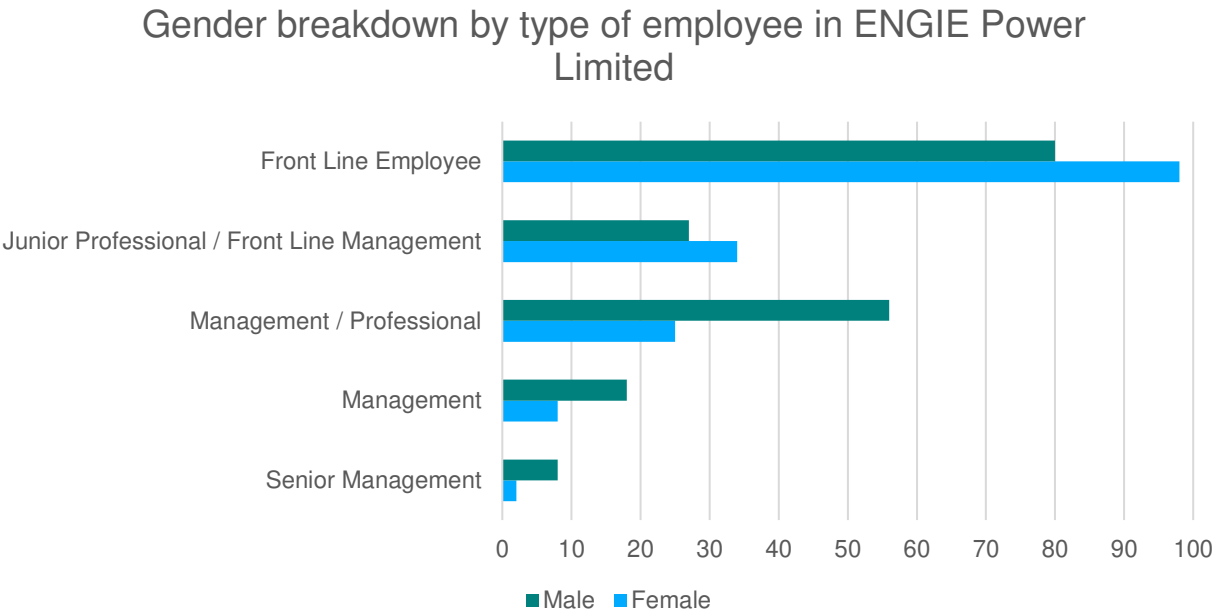
The gender bonus gap closed significantly from April 2022 to April 2023 as ENGIE Power Limited opened its bonus scheme offering all employees the opportunity to earn a bonus based on individual and Company performance.

There will continue to be a bonus gap in the taskforce as some employees within this legal entity are eligible to earn commission.

We expect to see the female upper quartile band increase as we continue to support our employees progress in their career.

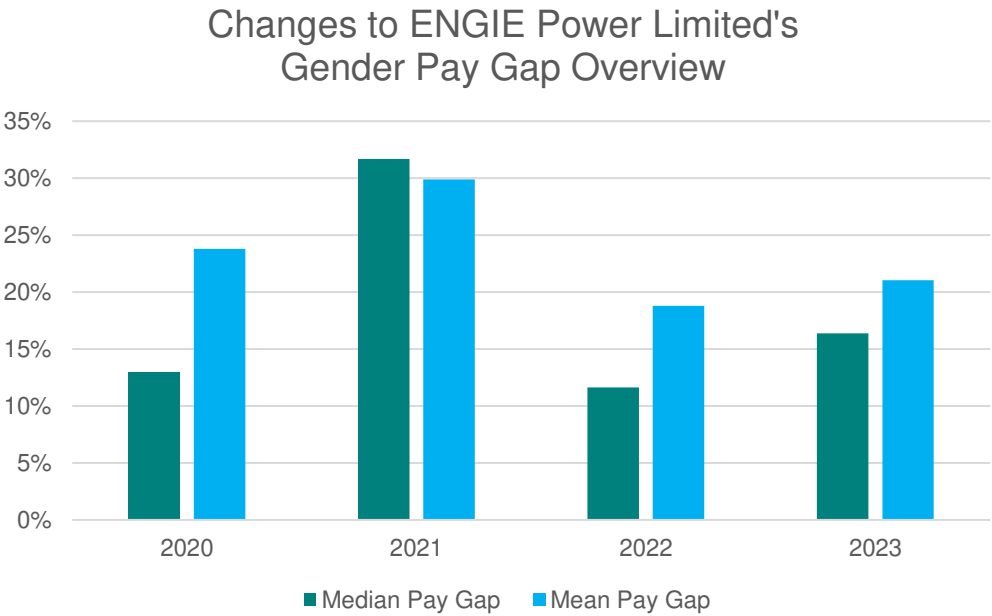
Proportion of females in each quartile band		
Quartile	Female	Male
Upper	25.00%	75.00%
Upper middle	47.67%	52.33%
Lower middle	54.12%	45.88%
Lower	54.65%	45.35%

Understanding our gap



As illustrated in these charts the gender pay gap for ENGIE Power Limited has been unstable over the last few years. ENGIE is committed to closing the gender pay gap, this is not just a UK commitment, Gender Pay Gap is an ENGIE Group commitment, with reporting also carried out internally to monitor the progression. On the following slide, you will see steps that ENGIE UK are taking on closing the gap further.

Year	2020	2021	2022	2023
Median Pay Gap	13%	31.7%	11.65%	16.38%
Mean Pay Gap	23.80%	29.9%	18.81%	21.06%



Taking action on our gender pay gap

Whilst our numbers indicate that we still have a gender pay gap amongst our male and female employees, ENGIE UK are taking the below actions during 2024 to work towards closing this gap.

Steps taken to improve our gender pay gap

- During the 2024 Annual Salary Review cycle we analysed our salary data looking at gaps within our population and making enhanced increments where appropriate, working towards reducing and closing any gender pay gap

Attracting talent

- Conducting ongoing and in-depth analysis of recruitment data at each stage of the hiring process to make improvements to recruitment practices
- Aiming to deliver balanced candidate shortlists for each role to support more diverse hiring outcomes
- Partnering with In2Science to support work placements for underprivileged students within ENGIE, to build more diverse talent pipelines for the future
- Initiating a local graduate scheme that will aim to have 50:50 gender split to build a more diverse Talent pipeline

Developing talent

- Delivered an Inclusive Leadership training programme to engage leaders and employees on our journey to creating a more inclusive culture.
- Ensure we create and develop diverse talent and succession pools that support equality
- Partaking in a global mentoring scheme to foster future talent

Creating a great place to work

- Launched our UK DEI working group, which will review our policies and benefits from a DEI perspective, to ensure we are attracting and retaining the best Talent
- Initiating employee networks, including a menopause network, across our 5 pillars to build engagement on DEI in ENGIE and make the uncomfortable topics more comfortable
- Continue to draw on insights gained from the EDGE Global Business Certification Standard for Gender Equality, to develop an action plan to improve gender equality

Declaration

The calculations, data and assertions contained in this announcement have been fully assured by the Chief HR Officer and I have confirmed that the methodology provided in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (“Regulations”) has been applied correctly. I confirm that ENGIE Power Limited’s gender pay gap published calculations are accurate and meet the requirements of the Regulations.

Jay Chowdhury

Chief HR Officer
ENGIE UK

