



EDF Gender Pay Gap Report 2021

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.

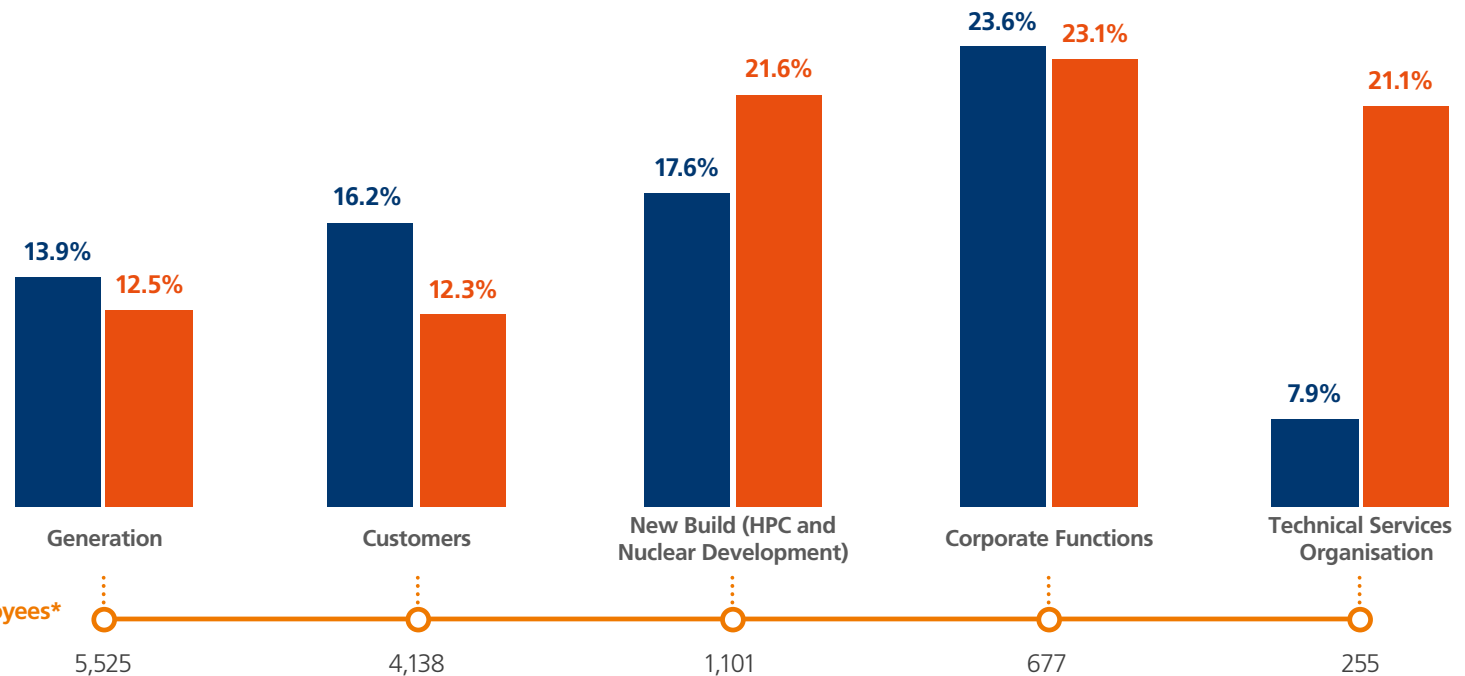
Scope of the report:

On the snapshot date of 5 April 2021 EDF employed 11,992 Relevant Employees across its five main business areas: Generation, Customers, Hinkley Point C and Nuclear Development, Corporate Functions, and its newly created Technical Services Organisation. When analysing our gender pay gap, we first consider our results by business area and then aggregate the results for all of them to identify factors contributing to our overall gender pay gap. Employees are employed by one of three employing entities: EDF Energy Customers Ltd, EDF Nuclear Generation Ltd and EDF Energy Ltd (Corp). Throughout this report where we mention EDF we are referring to the organisation covered by these three employing entities.

This report does not include data for two joint venture companies - Imtech who will report their own Gender Pay data independently from EDF and Pod Point who as at the snapshot date employed fewer than 250 people and is therefore not required to report.

EDF's overall data does however include earnings data for employees of EDF Energy Renewables Ltd (EDF Renewables), who at the snapshot date employed fewer than 250 employees and is therefore not required to report. They are included because their employees are paid through EDF's payroll.

In 2021 the Mean Gender Pay Gap in each of our business areas ranged between **8–24%**



* Number of employees on the snapshot date of 5 April 2021.

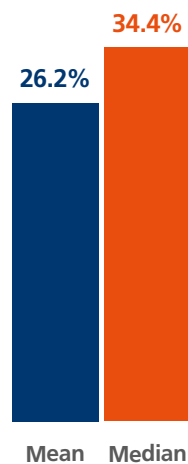
EDF gender pay gap

EDF's overall aggregate mean and median gender pay gaps continue to reflect the differences in the diversity of roles performed, market pay variations, as well as the gender and demographic mix between our business areas. The average pay for many of the specialist, technical and engineering roles particularly in our Generation, Hinkley Point C and Nuclear Development business areas, is typically higher in comparison to the customer service roles performed in our Customers business. Generation and Hinkley Point C both employ proportionately more men than women, with many undertaking engineering roles or undertaking highly specialised roles involved in the construction of the UK's first new nuclear power station since Sizewell B was commissioned in 1995. Our Customers business on the other hand is a more gender balanced mix of employees with the majority employed in customer service roles. Our Generation, Hinkley Point C and Customers business areas combined employ approximately 90% of our employees and the structural

differences between these three areas that is the primary reason for the size of EDF's overall mean and median gender pay gap being higher than those of each of the individual business areas themselves.

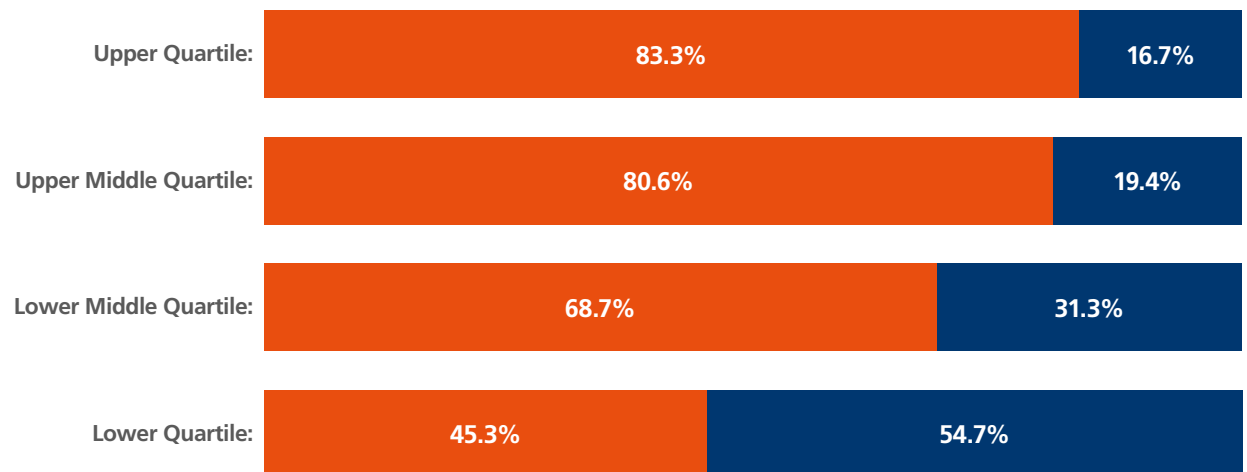
Inclusion and diversity in all its forms are very important to EDF and we are committed to maintaining and building on our programmes to increase female participation at all levels. Our commitment to implement actions designed to improve gender diversity at all levels and reduce our gender pay gap overall as and at individual business unit level, remains undaunted. We are confident that the measures we have implemented will achieve these aims in the long term as our talent pipeline increases. However, we also recognise that despite all the good work and the focus of the actions we are undertaking, not only is there more to do, but that sustained progress will take time.

Gender Pay Gap

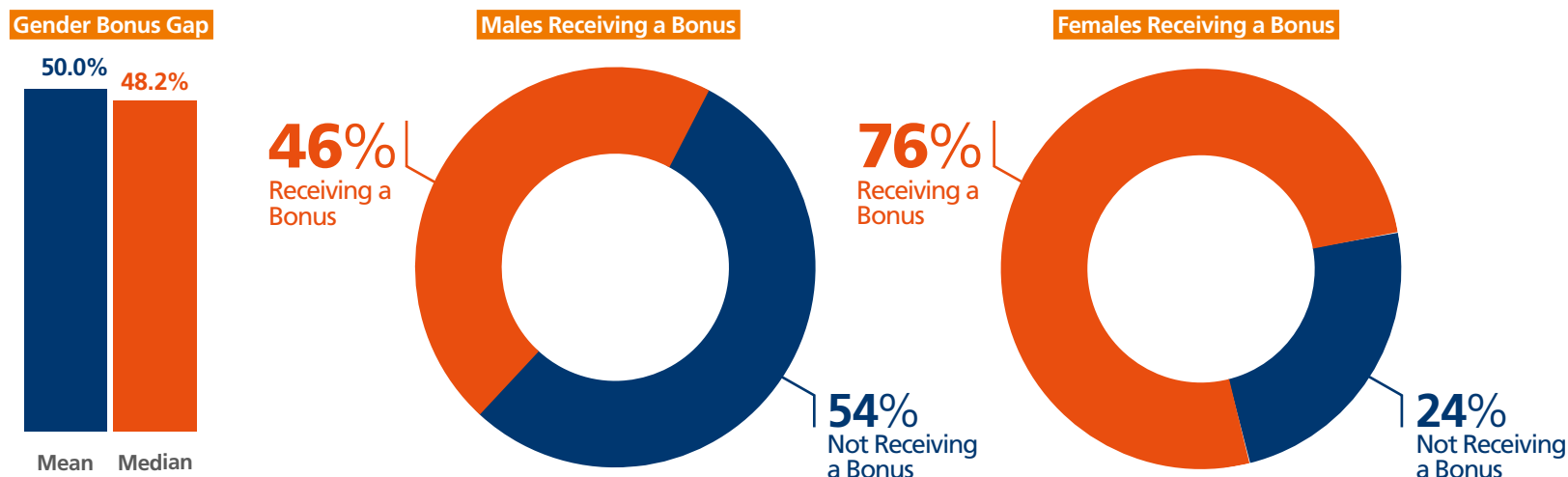


Gender Pay Gap Distribution

Male Female



EDF Gender Bonus Gap



In the same way that salaries increase with seniority, so too does the percentage bonus an employee is eligible to receive. As EDF employs proportionately more men in senior/higher paid roles, this is the main reason why our Mean and Median Gender Bonus Gaps are relatively high.

In addition, the majority of employees within our Generation business are employed on a Collective Agreement and bonuses are not part of the remuneration package. As the majority of employees in Generation are male, this is the reason why the number of male employees receiving a bonus is lower than the number of females.

Understanding our gender pay gap

Like many other companies, EDF's aggregate overall gender pay gap reflects the legacy of the way we have evolved over many years.

It continues to be widely acknowledged and recognised in the UK that there continues to be a shortage of both young and experienced females working in the fields of science, technology, engineering and mathematics (STEM). 30% of EDF's employees are female and of these around just over half work in our Customers business. We have made strenuous efforts to attract, retain and develop women, particularly through our apprenticeships, graduate training schemes and our talent programmes. However, it takes time for individuals fast tracked on our talent development programmes to filter through into more senior positions. Until it does, having a relatively limited pool of talented

women with the skills and experience we need, will continue to be a factor significantly contributing not only to our aggregate overall gender pay gap, but also the gender pay gap in each of our distinct business areas.

Several years ago, we began a programme to re-shape and restructure our business and this work has been maintained at a pace. Consequently, much of the progress we have made with our action plans is not fully reflected yet in our overall gender pay gap. Despite this frustration, we continue to focus on the clear set of actions we have put in place, focussed on diversity and inclusion, that are designed to create a more diverse organisation with beneficial performance and drive down our gender pay gap in all business areas.

Our commitment to reducing the gap – our action plans

Recruitment and promotion:

Our actions are designed to encourage more balanced gender diversity in recruitment by helping us to focus on attracting and encouraging diversity at all levels. Our Resourcing Team regularly reviews the responses we receive from our recruitment channels to ensure they are inclusive. We also use software that helps to ensure all our recruitment literature contains gender neutral language. We provide Diversity & Inclusivity training for recruiting managers which emphasises the need for a gender balance of applicants and progression within the organisation (including flexible and agile working arrangements). Whenever we can, we make every effort to appoint not only female representatives to our recruitment selection panels, but also representatives from our minority ethnic community as well.

Flexible working:

Measures implemented by the UK Government to minimise the spread of COVID-19 meant we accelerated the provision of greater flexibility in working patterns and home working as well as supporting the progression of our female talent to more senior roles. With many employees working from home this arrangement has helped us to identify and overcome many of the barriers and working practices that previously may have prohibited flexibility, albeit 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. This in turn has helped promote an attitudinal shift around flexible working amongst professional, managerial and senior roles. Both our Women's Network and Working Parents' Network continue to help shape how we role-model flexible working at all levels. This work is contributing to the development and encouragement of flexible working opportunities designed to increase the take up of shared parental and paternity leave.

Career progression:

We continually monitor the progression of female employees through our talent assessment programme and succession plans. This practice is helping to ensure they are gender neutral, free from bias and provide encouragement to our female employees to progress into more senior positions. This work is supported by a range of other Diversity & Inclusivity measures designed to achieve our 2030 ambitions over the coming years. As part of the Nuclear Sector Deal, we are committed to achieving 40% women in our nuclear businesses by 2030. To achieve this target, we knew it would require big, bold steps to get more women into the talent pipeline. In 2020, we took positive action to run a targeted campaign called Talent 2.0 for females in an area of the business where female representation amongst the senior leadership population was lower than their company target and existing overall company position. Talent 2.0 provides an alternative entry point to EDF's broader talent pool, focused on encouraging those in the early stages of their leadership journey to put themselves forward and take ownership of their own careers.

Reward practices:

Work continues with the development and implementation of a new approach to 'job family architecture' designed to help individuals identify career paths and the range of options open to them. Our aim is to launch this approach in 2022 and once embedded in all of our business areas, we believe it will enable our employees to better understand the skills, knowledge and experience they will need to both acquire and demonstrate in order to realise their career aspirations. We continue to conduct extensive external and internal salary benchmarking to ensure our approach to pay is free from gender bias, is non-discriminatory and fair in its application at all stages (when individuals are first recruited, through competence progression as well as when individuals are promoted to more senior positions).

Meeting our targets:

As far back as 2016 we introduced a series of challenging gender diversity targets at senior manager, manager and employee levels. Between April 2019 and April 2020 despite significant re-shaping of our business, the proportion of women in our Senior Leadership Team has increased to 16% and at managerial level it has also remained at 26%. As previously stated, we are working hard to increase the diversity of our senior leadership and managerial populations. We continually measure progress from a gender diversity perspective. All people metrics are analysed by gender and our Executive Team is accountable for achieving our gender balance targets. Whilst our data shows that we have identified the correct actions, it also shows that meaningful and sustained change will take time and consistent focus by our most senior leaders. For this reason we intend to include diversity measures within our senior management incentive targets in 2022. We also know that some of the actions we are taking to improve the gap over the longer term may in the short term have a distorting effect – for example, increasing the number of females recruited to our apprentice and graduate training programmes may have an initial negative impact on our gap.

Playing a role in our industry:

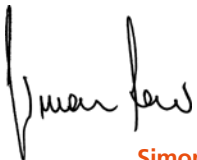
EDF continues to play an active part in campaign groups such as POWERful Women (PfW), Women's Utilities Network, Women in Nuclear (WIN), has achieved National Equality Standards' accreditation, and attained level 3 of the Gender Equality European and International Standard (GEEIS). This recognition demonstrates both our commitment to and the effectiveness of the actions we have implemented and the plans we have to improve our gender diversity, but we will not stop here.

Our business is organised as five distinct business areas however we are required to report by employing entity as set out below.

Employing Entity	Relevant Employees	Gender Pay Gap		Proportion of men/women					Bonus Pay Gap		Proportion of males/females receiving a bonus	
		Mean	Median	Male / Female	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile	Mean	Median		
EDF Energy Ltd (Corp)	5,636	28.0%	36.3%	M %	36.8%	39.6%	62.5%	72.5%	47.2%	52.1%	M %	90.0%
				F %	63.2%	60.0%	37.5%	27.5%			F %	92.0%
EDF Energy Nuclear Gen Ltd	5,389	14.1%	15.1%	M %	75.9%	86.4%	87.7%	89.2%	61.2%	59.4%	M %	9.1%
				F %	24.1%	13.6%	12.3%	10.8%			F %	19.9%
EDF Energy Customers Ltd	683	-2.5%	-6.8%	M %	80.2%	95.8%	78.6%	79.3%	12.7%	-1.7%	M %	99.5%
				F %	19.8%	4.2%	21.4%	20.7%			F %	100.0%

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EDF (Aggregated results)	11,992	26.2%	34.4%	M %	45.3%	68.7%	80.6%	83.3%	50.0%	48.2%	M %	46.0%
				F %	54.7%	31.3%	19.4%	16.7%			F %	76.0%

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