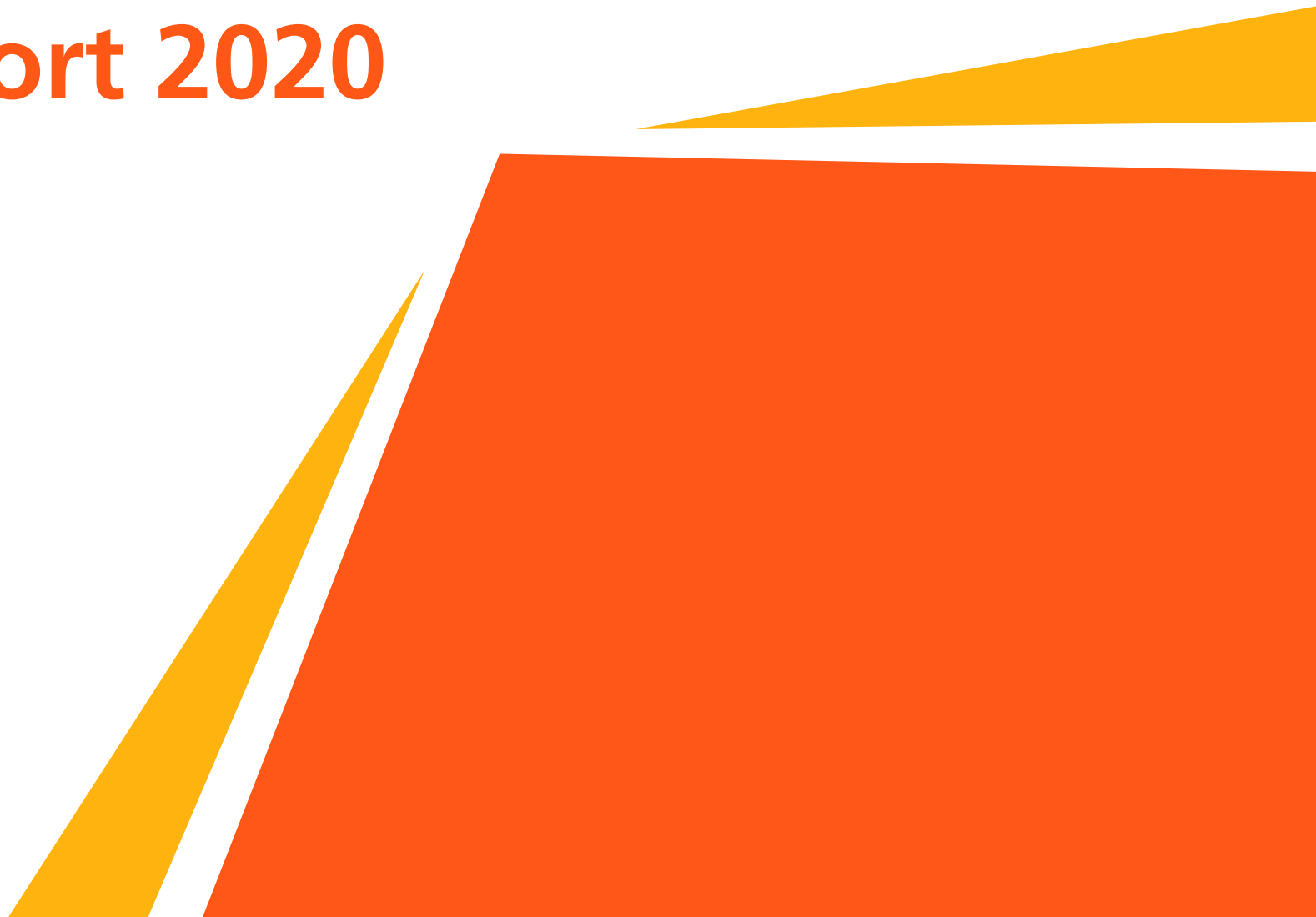




EDF Gender Pay Gap Report 2020

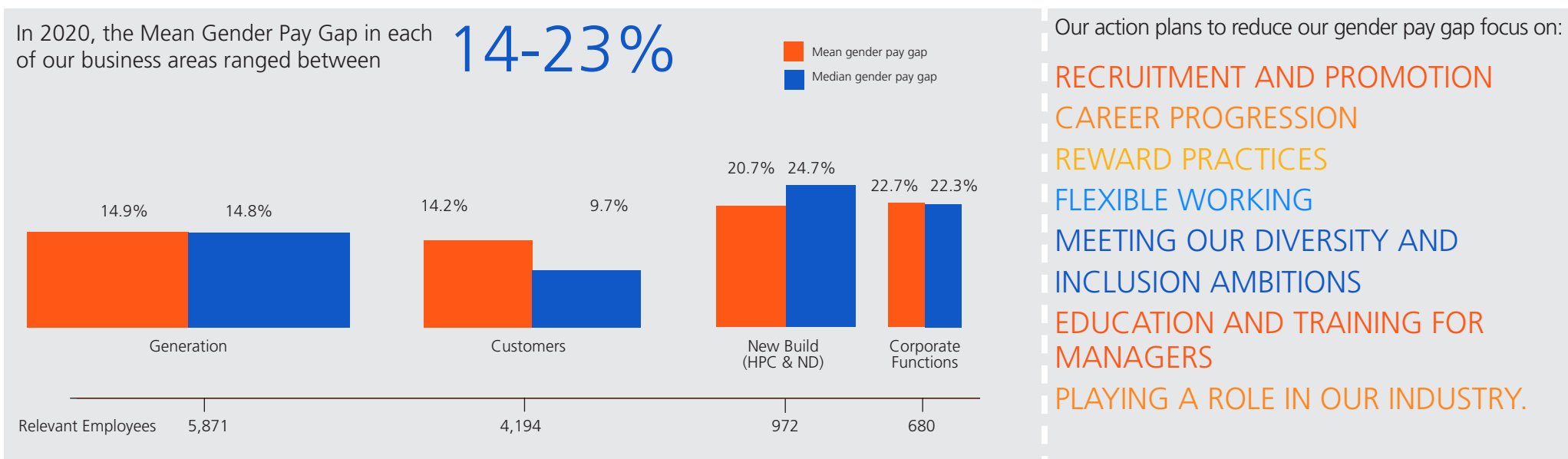


EDF is committed to being a diverse and inclusive employer and our aim is to promote an environment where all of our employees are paid fairly for their contribution to the success of our company.

Scope of the report:

In April 2020 EDF employed 11,986 relevant employees and was set up in four distinct business areas: Generation, Customers, Hinkley Point C and Nuclear Development, and Corporate Functions. When analysing our gender pay gap, we start by looking at each business area and then aggregate the results for all of them to identify the key factors contributing to our overall gender pay gap. Employees working in these four business areas are employed by one of three employing entities: EDF Energy Customers Ltd, EDF Nuclear Generation Ltd and EDF Energy Ltd (Corps). Where we mention EDF throughout this report, it is this organisation covered by these three employing entities that we are referring to.

This report does not include data for two joint venture/subsidiary companies - Imtech and Pod Point. Imtech will report their own gender pay data independent of EDF. Pod Point employs fewer than 250 people and is therefore not required to report.



Our gender pay gap in 2020

We have made progress with our action plans and this is reflected in our mean and median gender pay gaps this year compared to 2019. In our Generation business the mean and median in 2019 were 17.4% and 17.7% respectively, in our Customers business the gaps were 17.7% and 13.9%, and in our New Build business areas, they were 22.2% and 26.6%. The mean and median gaps in our Corporate Functions remained broadly similar to last year at 22.2% and 22.6% respectively, which represents a good result given the impact of restructuring during the year. Overall, EDF's mean gender pay gap reduced to 24.9% (25.8% in 2019), and our median gender pay gap reduced to 32.7% (34.5% in 2019). These reductions, coupled with a modest increase in the percentage of females in our upper quartile pay band 15.8% (15.4% in 2019), are welcome as they have been achieved during a year of considerable and ongoing change, driven by the preparation we need to make to decommission an aging fleet of nuclear power stations, whilst at the same time we have been scaling up the work to construct new nuclear power stations at Hinkley Point and Sizewell.

Note: Mean is the average number in a data set; median is the middle number in a data set arranged lowest to highest.

EDF gender pay gap

Our overall mean and median gender pay gaps reflect the diversity of roles performed, market pay variations, as well as the gender and demographic mix across our business areas. For example, average pay for specialist, technical and engineering roles in our Generation and New Build business areas is typically higher than for customer service roles performed in our Customers business. Our Generation business employs proportionately more men than women, with many undertaking engineering roles. In comparison, the gender mix of our Customers business is more balanced and the majority of

our employees are employed in customer service roles. As 85% of our employees work in these two business areas it is the difference between them that is a major contributory factor to EDF's overall mean and median gender pay gaps.

EDF remains committed to implementing actions towards improving gender diversity at all levels and with that, reducing our gender pay gap. We are confident that we will see the benefit of the measures we have implemented in the future as our talent pipeline increases, but we also recognise there is more to do.

We remain committed to increasing the number of women in the upper middle and upper pay quartiles.

Below is a company-wide view of our results – though not required by the UK Government, we have chosen to provide these details for reference.



Understanding our gender pay gap

Our gender pay gap reflects to a large extent a legacy of the way the electricity sector and EDF have evolved over many years.

In the UK it is widely recognised that there is a shortage of females working in the fields of science, technology, engineering and mathematics (STEM). 30% of our employees are female and we make strenuous efforts to attract, retain and develop women, particularly through our apprenticeship and

graduate training schemes. However, until this talent filters through into more senior positions, in the short term having a limited pool of talented women with the skills and experience we need continues to be a significant contributing factor to our gender pay gap.

The re-shaping of our business over recent years continues at a pace meaning that much of the progress we have made with our action plans is not fully reflected in our gender pay gap. However, having a clear set of actions is helping us to focus on driving 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. We regularly review our recruitment channels to ensure they are inclusive and that we are using gender neutral language in all our recruitment literature. Recruiting managers receive diversity and inclusivity training focused on ensuring a gender balance of applicants / progression within the organisation (including flexible and agile working arrangements). We make every effort to ensure interviewing selection panels whenever possible include female members as well as representatives from our BAME community.

Flexible working: Our action plans encourage greater flexibility in working patterns to support the progression of our female talent to more senior roles. We monitor the uptake of flexible working across our business to help identify and overcome barriers and working practices that prohibit flexibility. In addition, we continue to promote an attitudinal shift around flexible working amongst professional, managerial and senior roles. Our Women's Network and Working Parents' Network help shape how we role-model flexible working at all levels and this 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 helps us to ensure that these are gender neutral, free from bias and encourage females to progress into more senior roles. This work is supported by a range of other diversity and inclusion measures designed to achieve our 2030 ambitions over the coming years. As part of the Nuclear Sector Deal, we remain committed to achieving 40% women in our nuclear businesses by 2030 and achieving a 50% female intake onto our nuclear apprentice training schemes by 2021.

Reward practices: In the future we will be implementing a new approach to job family architecture which is being designed to help individuals identify career paths and the range of options open to them. This approach will help employees to understand the skills, knowledge and experience they will need to acquire in order to realise their career aspirations. This work is supported by extensive external and internal salary benchmarking helping us to ensure our approach to pay is free from gender bias, non-discriminatory and fair in its application at all stages (start, progression and promotion).

Meeting our targets: In 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 remained constant at 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.

Education and training: We continue to provide training for our managers as part of our wider Diversity & Inclusion aspirations, with ever increasing focus on the avoidance of unconscious bias.

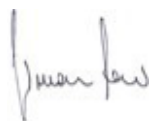
Playing a role in our industry: EDF actively works with campaign groups such as WUN (Women's Utilities Network), WISE (Women in Science and Engineering), WIN (Women in Nuclear), POWERful Women and have signed up to the 'Tech She Can' Charter, all of which demonstrate our determination to encourage more females to enter our industry and develop our own people through individual development plans and succession planning. In 2015 we were accredited with the National Equality Standards and have achieved level 3 of the Gender Equality European and International Standard (the highest level in the scheme). 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 four distinct business areas, however we are required to report by employing entity as set out below.

Employing Legal Entity	Relevant Employees*	Gender Pay gap		Proportion of men/women					Difference in bonus payment between male and female (%)		Proportion of men/women receiving bonus pay	
		Mean	Median	Male % Female %	Lower quartile pay band	Lower Middle quartile pay band	Upper Middle quartile pay band	Upper quartile pay band	Mean	Median	M % F %	M % F %
EDF Energy Ltd (Corp)	5,431	26.0%	32.7%	M %	38.9%	38.8%	64.5%	72.5%	49.3%	46.8%	M %	92.6%
				F %	61.1%	61.2%	35.5%	27.5%			F %	94.8%
EDF Nuclear Gen Ltd	5,577	15.6%	15.6%	M %	75.2%	86.9%	88.0%	89.9%	66.2%	59.2%	M %	9.4%
				F %	24.8%	13.1%	12.0%	10.1%			F %	19.4%
EDF Customers Ltd	739	-1.0%	-11.0%	M %	83.0%	92.9%	82.4%	78.8%	33.9%	38.6%	M %	94.8%
				F %	17.0%	7.1%	17.6%	21.2%			F %	78.3%

*This includes a small number of employees working in joint venture companies (EDF Renewables Ltd and EDF Energy Services Ltd) who are not contracted to one of the three employing entities listed above.

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