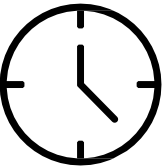


Northern Powergrid Gender Pay Gap Report 2024

Across the Northern Powergrid group, men get paid on average 22.4% more than women in hourly pay and 42% more in bonus. The table below sets out the numbers in more detail.

	Northern Powergrid Group	Northeast	Yorkshire
Mean Pay	22.4%	22.4%	17.4%
Mean Bonus	42.0%	23.1%	7.0%
Median Pay	28.4%	29.2%	18.2%
Median Bonus	75.9%	91.6%	44.6%

In the Northern Powergrid group, **93.6% of men** received a bonus compared to **87.5% of women**.



22.4%

On average men get paid more than women in hourly pay.

For employees of Northeast, **92.2% of men** received a bonus compared to **85.4% of women**.



42.0%

On average men get paid more than women in bonuses.

For employees of Yorkshire, **95.1% of men** received a bonus compared to **89.6% of women**.

Statement

I confirm that the information and data provided is accurate and in line with regulatory requirements.

Phil Jones
President and Chief Executive Officer



*All quoted statistics are as at the snapshot date of 5 April 2024.