

## Npower Gender Pay Gap Report for April 2021

This report presents the 2021 gender pay gap for the legal entity Npower Limited.

### What is the gender pay gap?

The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce.

### What is Npower's gender pay gap?

Median 17.0%

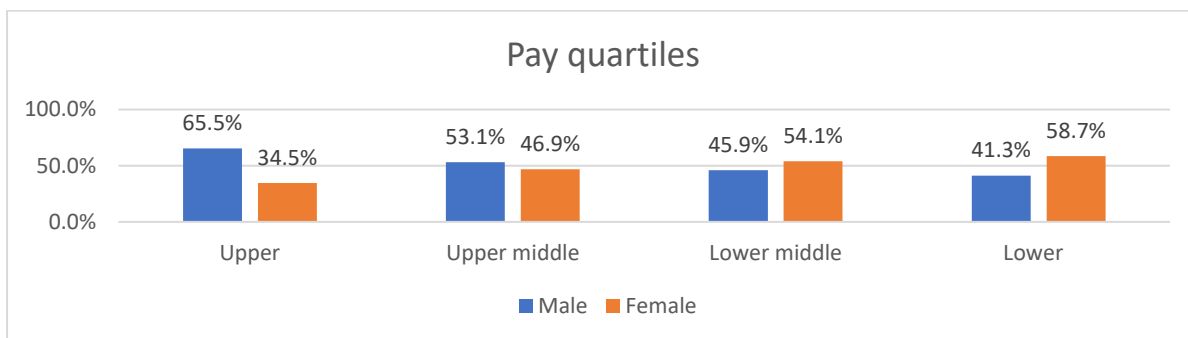
Mean 20.7%

### Bonus pay gaps

Median – 52.0%

Mean – 58.2%

### Proportion of men and women in pay quartiles



The changes in gender pay gap are driven by operational colleagues leaving Npower through the wind-down of the business. The remaining colleagues in April 2021 were within management grades, attracting higher pay and having a higher proportion of men, therefore increasing the median gap and bonus pay gaps, whilst the mean reduced.

### Statement

We continue to strive to treat all colleagues fairly and with respect during the winddown of the Npower Limited business.

I certify that the information and data included within this report is accurate and in line with mandatory requirements.

Chris Norbury

Chief People Officer, E.ON UK