



Gender Pay Gap Report 2024

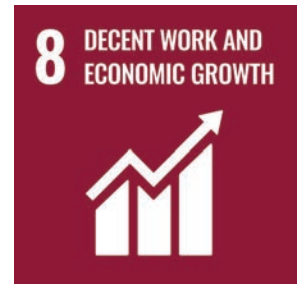
Introduction

Energia Group is a leading, long-term energy provider and infrastructure investor in Ireland. The Group comprises three main businesses: Renewables, Flexible Generation and Customer Solutions, which includes the Energia and Power NI residential and business supply brands.

Energia Group recognises that talented and innovative people want to work for responsible businesses. We are focussed on fostering a workplace culture that emphasises inclusion so every employee feels like they belong and are core to our successes.

Our Values of Trustworthy, Dynamic, Resourceful and Community Focused are the principles that we consider to be important for the well-being and prosperity of our employees, our customers, the communities of which we are a part and Energia Group itself. There are 17 UN Sustainable Development Goals and whilst Energia Group contributes to many of these SDGs, we

identified 6 with which we believe our purpose is most closely aligned. In relation to the Gender Pay Gap, the Group's activities support SDG 8: Decent Work and Economic Growth and SDG 5 Gender Equality: To achieve gender equality and empower all women and girls in a variety of ways.



This report contains the Energia Group Gender Pay Gap for 2025 and work being undertaken to build an inclusive workplace, supporting the broader values of inclusion, equality and opportunity in society.



Energia Group promoting Women in Engineering as part of International Women's Day and Engineers Week

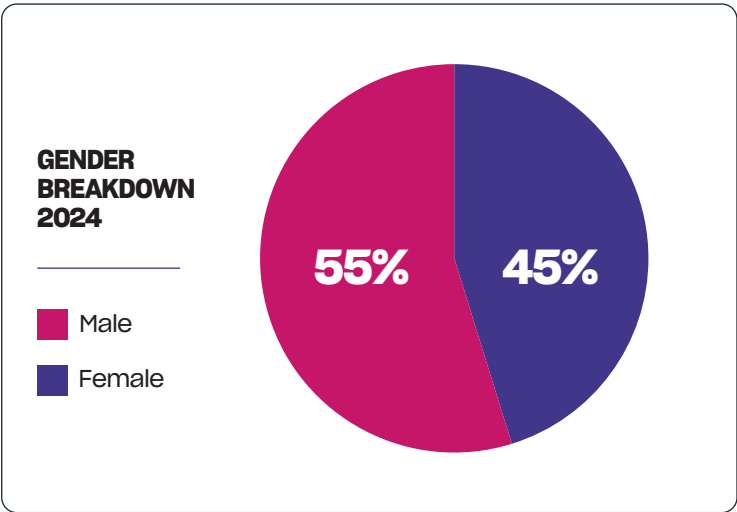
Overview of Energia Group

Energia Group is committed to being an organisation that recognises the value of diversity among its staff, and where all staff feel included and valued, irrespective and indeed because of, their uniqueness. We want to be recognised as being a great place to work where people feel they can be themselves.

In 2024 approximately 1,100 people were employed by Energia Group across the island of Ireland and this report presents the gender pay gap for the entire Group, across all business units and career levels.

Gender Pay Gap

The calculations reported are based on all employees on a snapshot date of 30 June 2024.



PAY QUARTILE	MALE	FEMALE
Quartile 1	51%	49.5%
Quartile 2	47.1%	52.9%
Quartile 3	52.2%	47.8%
Quartile 4	71.7%	28.3%
TOTAL	55%	45%

	MEDIAN GENDER PAY GAP	MEAN GENDER PAY GAP	MEDIAN BONUS PAY GAP	MEAN BONUS PAY GAP	BONUS RECEIVED MALE	BONUS RECEIVED FEMALE
2023/24 Snapshot date 30 June 2024	20.6%	27%	30.4%	48.1%	94.9%	94.7%

Energia Group has proudly held the Business Working Responsibly Mark for a number of years. We support an inclusive and diverse workplace and are signatories to the Elevate Pledge and have held the Bronze Diversity mark for three years and are currently eligible for silver.



Analysis of the Gender Pay Gap

Energia Group want all of its employees to feel valued and we are committed to creating greater equality in pay and reducing our gender pay gap.

From the analysis undertaken, two core reasons have been identified for the gap, these are:

- A lower representation of women in senior roles and higher paid technical roles.
- Fewer women than men applying for roles across the Energia Group business.

It should be noted that senior roles and higher paid technical roles within Energia Group tend to fall into Flexible Generation, Renewables, Engineering and Technology – as with other sectors and organisations, fields that are typically underrepresented by females aligned to wider issues regarding access to STEM roles.

Progress to date and next steps

Energia Group is committed to building a truly inclusive workplace and has established programmes and partnerships to enhance access, and support employee participation and engagement.

The Group established the Women in Energy network in 2021, is a signatory of the Business in Community Ireland's Elevate Pledge, and in 2023 launched our Allyship@Work Strategy.

The Group has established two women's health policies, Pregnancy Loss and Fertility Treatment and a Managers guide document to support women through the Menopause forming part of the company's broader strategy of supporting all employees through every life stage and fostering a culture of inclusion. Energia Group has established a partnership with Riley to provide free period care products to employees across all our offices.

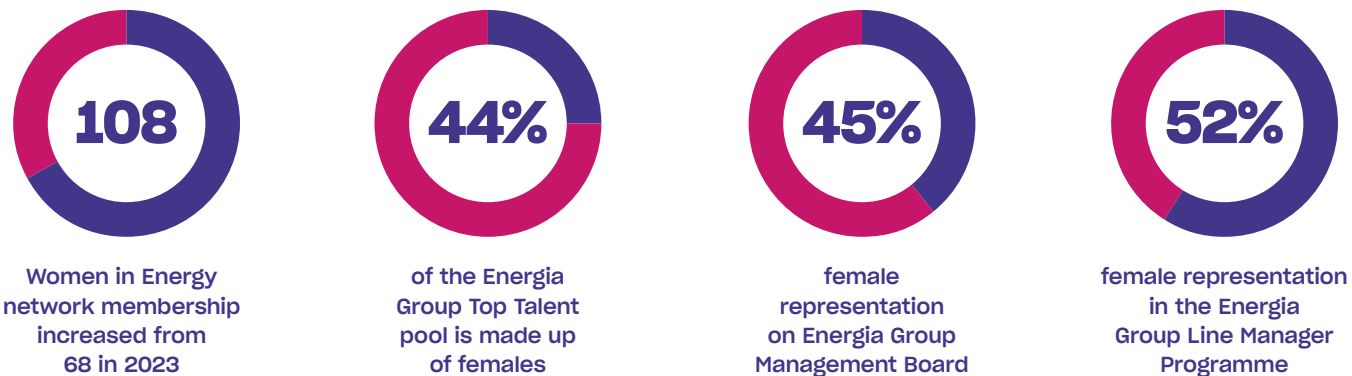


'Women in Energy' is a network of colleagues who collaborate to celebrate and champion women at Energia Group by:

- Connecting women and allies creating an environment of belonging
- Supporting personal and professional development of women
- Influencing positive change and providing a voice for women

Women in Energy hosted their annual International Women's Day Rise & Shine event, in the Titanic Centre, Belfast.

AS SUCH, IN 2024 IT SHOULD BE NOTED THAT:



Action Plan

While progress has been made regarding representation and is embedded at a strategic level across the Energia Group, the business has also developed a tangible action plan to address its gender pay gap.

This action plan consists of the following measures.

MEASURES

To ensure the Group's recruitment strategy recruits as widely as possible

- with a consistent focus on diversity and inclusiveness.

This includes offering roles with blended work options, showcasing opportunities with Energia Group, tangibly supporting women returning to the workforce and building relationships with universities and academic institutions to attract a diversity of talent.

Developing a Wellbeing programme to support Women's Health & Wellbeing

To ensure there are visible role models for females at a senior level and support personal development opportunities via mentoring and coaching interventions.

To continue to develop women's health policies such as menopause, family friendly policies, women's fertility and pregnancy loss and maternity/ parental leave.

Ensuring a consistent focus of the Energia Group People Strategy

- in terms of the recruitment and retention of female colleagues.

In line with established activities and partnerships, such as the Group's work with Business in the Community, this will involve ongoing efforts to gain external accreditation in the area of Diversity, Equity and Inclusion, and also the fostering of existing employees for future development and promotion within the Energia Group.



Women in Energy hosted an event at Belvoir Park Golf Club in Belfast. Employees from across the group participated in pro led golf lessons.

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