

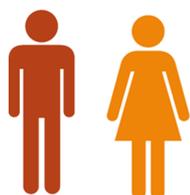
GENDER PAY GAP REPORT 2020



We have a passion for what we do, to create a future where everyone has access to affordable low carbon energy. At RES we need a diverse workforce where everyone is rewarded fairly for what they do and the contribution they make to deliver our vision. We are fully supportive of the UK Government's requirement for companies with over 250 employees to publish annual returns on their gender pay gap.

RES GENDER PAY GAP:

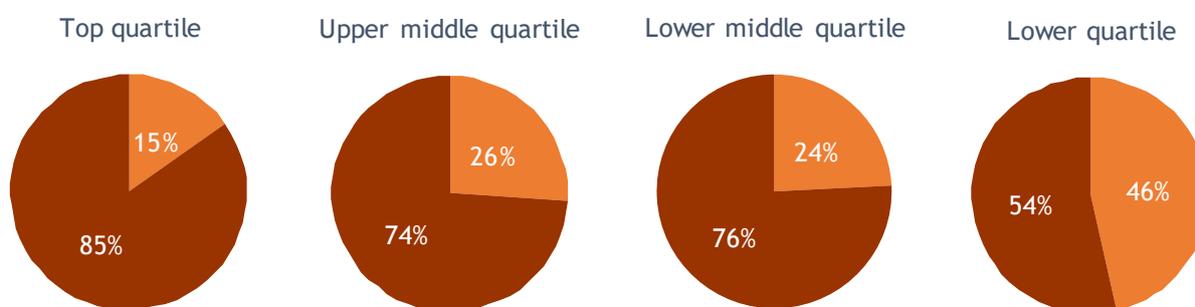
Hourly rate:



24.7%
Mean hourly
gender pay gap

18.9%
Median hourly
gender pay gap

Proportion of males and females in each pay quartile:



Bonus pay:



84 % of males
received a bonus



86.7 % of females
received a bonus

34.3%
Mean bonus
gender pay gap

21.2%
Median bonus
gender pay gap

WHAT RES IS DOING TO IMPROVE:

We remain committed to supporting women within our organisation and the wider renewables industry. With all our actions, we focus on creating an inclusive environment where diverse voices are heard and respected across our organisation. Over the last year we have reduced our median gender pay gap and seen an increase in the number of women across our pay quartiles. We continue to take actions to improve the recruitment, retention and progression of women within our business. In the reporting period percentage of females in our business has increased by 19.4% compared to a 7% increase in males.

In 2020 we launched RESpect, our new diversity and inclusion strategy to support initiatives going beyond gender. We have created five affinity networks: race, LGBTQ+, gender, age and disability all led by our staff and united in their passion for making our workplace more inclusive. Our affinity networks will build a common understanding of different challenges and barriers that under-represented groups may experience, and work to address these.

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

Chris Marsh, Group HR Director