

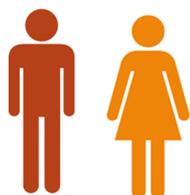
GENDER PAY GAP REPORT 2021



We have a passion for what we do, to create a future where everyone has access to affordable zero 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:

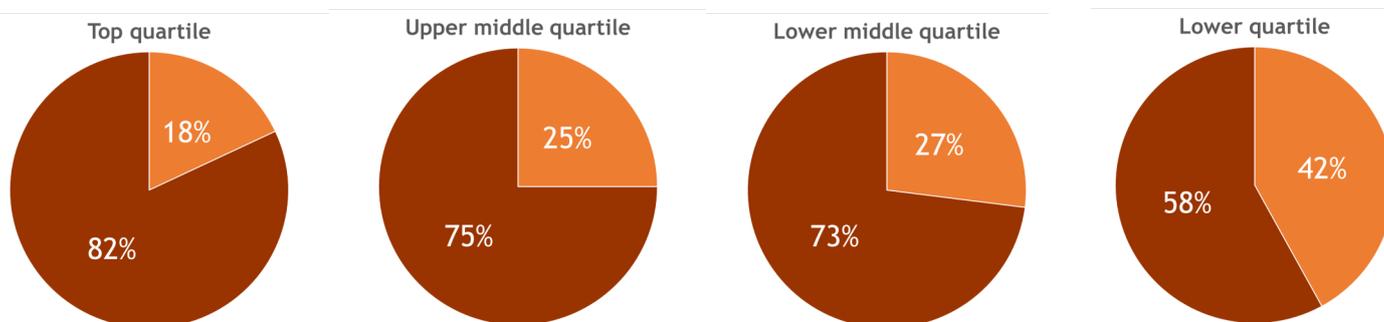
Hourly rate:



21.8%
Mean hourly
gender pay gap

17.7%
Median hourly
gender pay gap

Proportion of males and females in each pay quartile:



Bonus pay:



82.7 % of males
received a bonus



80.3 % of females
received a bonus

58.1%
Mean bonus
gender pay gap

11.3%
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. We have continued to reduce our median gender pay gap year-on-year and have seen an increase in the number of women across our pay quartiles. In the same way that salaries increase with seniority, so too does the percentage bonus an employee is eligible to receive. Currently we employ proportionately more men in our upper quartiles, this is the main reason why our mean bonus gap is relatively high. We continue to take actions to improve the recruitment, retention and progression of women within our business. In the reporting period the percentage of females in our business has increased by 22% compared to a 21% increase in males.

We've celebrated the one year anniversary of our RESpect Affinity Networks. RESpect is our commitment to embrace diversity, create an inclusive culture that is fair, and ensure every employee has the opportunity to reach their full potential. Our five employee led networks, each with an executive sponsor, focus on Race, Gender, LGBTQ+, Age and Disability. The networks raise awareness of the different challenges and barriers that under-represented groups may experience; and create workstreams to address these, powering change for RES employees and wider society.

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

Heather O'Connor, Head of HR - UK and Ireland

