

GENDER PAY GAP REPORT 2022



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:

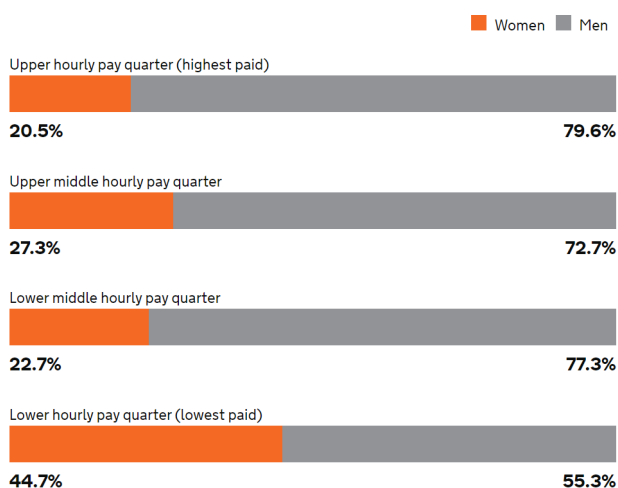
Hourly rate:



19%
Mean hourly
gender pay gap

14.2%
Median hourly
gender pay gap

Proportion of males and females in each pay quartile:



Bonus pay:



89.9% of males
received a bonus



90.8% of females
received a bonus

48.3%
Mean bonus
gender pay gap

8.6%
Median bonus
gender pay gap

Although we have seen an increase in the number of women in our higher quartiles year on year, we recognise that women are underrepresented at this level in our business which is the main reason why our mean bonus gap is relatively high. We continue to work hard to ensure that our recruitment and promotion practices are transparent and inclusive.

Whilst we're delighted to see that the efforts and changes that we have made in our organisation over the years have reduced our Gender Pay Gap in the UK by 32%, we recognise that we have more work to do to achieve gender equity across our whole business. I am confident that with the support of our Global Head of Diversity & Inclusion, the fantastic efforts of those who volunteer their time to drive positive change through our Affinity Networks, as well as our senior leaders and people & culture teams across the globe, we can deliver on our goals and ensure that RES is considered an employer of choice for everybody.

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