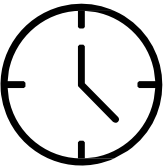


Northern Powergrid Gender Pay Gap Report 2023

Across the Northern Powergrid group, men get paid on average 19.6% more than women in hourly pay and 22.9% more in bonus. The table below sets out the numbers in more detail.

	Northern Powergrid Group	Northeast	Yorkshire
Mean Pay	19.6%	20.5%	13.3%
Mean Bonus	22.9%	-37.6%	-98.3%
Median Pay	25.8%	29.4%	13.5%
Median Bonus	-650%	-650%	-650%

In the Northern Powergrid group, **86.1% of men** received a bonus compared to **88.9% of women**.



19.6%

of men get paid more than women in hourly pay on average.

For employees of Northeast, **84.8% of men** received a bonus compared to **90% of women**.



22.9%

of men get paid more than women in bonuses on average.

For employees of Yorkshire, **87.2% of men** received a bonus compared to **88.5% of women**.

Statement

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

Phil Jones
President and Chief Executive Officer



*All quoted statistics are as at the snapshot date of 5 April 2023.