

Legal Employer	No of Employees	Pay Gap		Bonus Gap		Receiving Bonus		Q1		Q2		Q3		Q4	
		Mean	Median	Mean	Median	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %
SP Power Systems Ltd	1496	6.19%	10.48%	-65.07%	-1.10%	25.59%	22.75%	71%	29%	55%	45%	60%	40%	77%	23%
Energy Retail Ltd	916	13.13%	12.90%	45.57%	57.65%	92.65%	94.77%	36%	64%	46%	54%	63%	37%	63%	37%
SPW Renewables UK Ltd	906	10.08%	10.35%	17.12%	14.92%	93.19%	88.93%	60%	40%	66%	34%	74%	26%	74%	26%
SP Manweb plc	906	13.17%	11.47%	37.59%	35.32%	7.02%	10.22%	77%	23%	86%	14%	89%	11%	90%	10%
SP Distribution plc	878	7.51%	7.18%	18.07%	-7.13%	8.30%	12.90%	76%	24%	82%	18%	87%	13%	86%	14%
SP Transmission plc	628	12.30%	10.68%	59.75%	16.30%	27.56%	25.50%	67%	33%	74%	26%	78%	22%	86%	14%
ScottishPower UK plc	586	16.80%	12.69%	50.45%	23.64%	87.36%	87.38%	32%	68%	46%	54%	51%	49%	58%	42%

Data for ScottishPower employing entities at 5th April 2025 where our reporting obligations under the gender pay regulations are triggered.