

Legal Employer	No. of Employees	Pay Gap		Bonus Gap		% of Employees Receiving Bonus		Pay Quartile 1		Pay Quartile 2		Pay Quartile 3		Pay Quartile 4	
		Mean	Median	Mean	Median	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %	Male %	Female %
SP Power Systems Ltd	1347	4.75%	3.19%	5.85%	24.84%	16.52%	16.17%	77%	23%	56%	44%	62%	38%	77%	23%
Energy Retail Ltd	924	17.49%	16.68%	47.48%	28.13%	56.89%	52.03%	30%	70%	46%	54%	60%	40%	62%	38%
SP Manweb plc	831	9.75%	10.45%	24.18%	11.74%	6.32%	9.24%	77%	23%	90%	10%	89%	11%	88%	12%
SPW Renewables UK Ltd	789	7.32%	6.96%	19.43%	18.00%	77.01%	79.67%	63%	37%	66%	34%	76%	24%	73%	27%
SP Distribution plc	766	6.25%	9.40%	38.02%	26.37%	6.47%	16.24%	76%	24%	88%	12%	88%	12%	88%	12%
ScottishPower UK plc	564	18.77%	19.07%	50.05%	40.27%	88.67%	87.34%	32%	68%	40%	60%	52%	48%	60%	40%
SP Transmission plc	505	14.79%	13.34%	71.38%	36.82%	24.69%	23.15%	67%	33%	79%	21%	82%	18%	89%	11%

Data for ScottishPower employing entities at 5th April 2023 where our reporting obligations under the gender pay regulations are triggered.