

GENDER PAY GAP REPORT- ITM POWER UK LTD

Snapshot Date: 5th April 2025

Introduction

In accordance with the UK Gender Pay Gap Reporting Regulations, ITM Power UK Ltd has calculated and published the required gender pay gap figures based on our workforce as of 5th April 2025.

The gender pay gap measures the difference in average earnings between men and women across an organisation. It is not the same as equal pay. Equal pay refers to men and women being paid the same for carrying out equal or similar work and is a legally protected requirement. Within ITM Power, women and men are paid equally for doing the same job. Our gender pay gap does not arise from unequal pay, but from the distribution of roles across our workforce.

Gender Pay Gap Figures

286 FTE Split: Male 78% to Female 22%

Hourly Pay Gap

- Mean gender pay gap: 20%
- Median gender pay gap: 9%

Bonus Pay Gap

- Mean bonus pay gap: 59%
- Median bonus pay gap: 11%

Proportion Receiving a Bonus

- Percentage of men receiving a bonus: 87%
- Percentage of women receiving a bonus: 90%

Pay Quartiles

The proportion of male and female employees in each pay quartile is shown below:

Pay Quartile	%Men	%Women
Upper Quartile	81%	19%
Upper Middle Quartile	82%	18%
Lower Middle Quartile	75%	25%
Lower Quartile	74%	26%

Statement of Accuracy

I confirm that the figures reported above are accurate and have been calculated in line with the Gender Pay Gap Reporting Regulations.

Zoe Sinclair
Head of HR
30th March 2026