

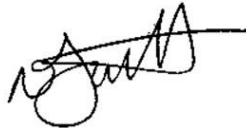
Gender Pay Gap Report – 2023

1. Declaration

The data for this publication is based on the April 2023 payroll, and payroll data for the period 6th April 2022 to 5th April 2023.

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed _____



(Nic Westcott, Interim Chief People Officer)

2. Sellafield Ltd.'s Gender Pay Gap Results

The data for this year and previous years is as follows:

| | | 2019 | | 2020 | | 2021 | | 2022 | | 2023 | |
|--------------------|---|--------------|--------|--------------|--------|--------------|--------|--------------|--------|--------------|--------|
| 1 | Mean Gender Pay Gap | 13.26% | | 13.61% | | 12.66% | | 12.28% | | 12.67% | |
| 2 | Median Gender Pay Gap | 11.52% | | 11.52% | | 11.22% | | 11.32% | | 13.65% | |
| 3 | Mean Gender Bonus Gap | 16.45% | | 19.95% | | 14.67% | | 13.57% | | 12.17% | |
| 4 | Median Gender Bonus Gap | 0% | | 0% | | 0% | | 0% | | 0% | |
| 5 | Proportion of each gender receiving bonus | 98.4% male | | 96.9% male | | 97.0% male | | 94.7% male | | 92.5% male | |
| | | 98.3% female | | 95.5% female | | 95.2% female | | 92.6% female | | 88.4% female | |
| 6 | Gender as proportion of pay quartiles: | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| | Upper | 85% | 15% | 84% | 16% | 84% | 16% | 82% | 18% | 82% | 18% |
| | Upper Middle | 82% | 18% | 82% | 18% | 81% | 19% | 80% | 20% | 81% | 19% |
| | Lower Middle | 74% | 26% | 71% | 29% | 71% | 29% | 68% | 32% | 63% | 37% |
| | Lower | 54% | 46% | 54% | 46% | 54% | 46% | 55% | 45% | 55% | 45% |
| Total distribution | | 74% | 26% | 73% | 27% | 72% | 28% | 71% | 29% | 70% | 30% |

Narrative and Commentary on the data

We are committed to creating a sustainable improvement in closing our gender pay gap and so are disappointed to report an increase in our median pay gap in 2023. Among the factors behind this increase is a complex pay settlement aimed at modernising our reward arrangements. Achieving a better gender balance at all levels of our organisation is the key to driving a year-on-year reduction in our pay gap and is a commitment supported by a number of activities including:

- Placing gender balance as a key component of our Equality and Diversity strategy
- Supporting our Gender Balance employee network in their efforts to improve awareness of how our policies can help female colleagues to further their career with us
- Working as an active member of industry organisations focussed on boosting female representation within the nuclear industry, including Women in Nuclear.

We have and will continue to make modifications to our reward structures to remove historical barriers to progression for female colleagues.