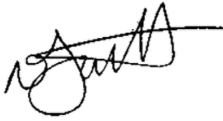


Gender Pay Gap Report – 2024

1. Declaration

The data for this publication is based on the April 2024 payroll, and payroll data for the period 6th April 2023 to 5th April 2024.

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:

		2020		2021		2022		2023		2024	
1	Mean Gender Pay Gap	13.61%		12.66%		12.28%		12.67%		13.56%	
2	Median Gender Pay Gap	11.52%		11.22%		11.32%		13.65%		19.62%	
3	Mean Gender Bonus Gap	19.95%		14.67%		13.57%		12.17%		11.73%	
4	Median Gender Bonus Gap	0%		0%		0%		0%		0%	
5	Proportion of each gender receiving bonus	96.9% male 95.5% female		97.0% male 95.2% female		94.7% male 92.6% female		92.5% male 88.4% female		91.3% male 85.6% female	
6	Gender as proportion of pay quartiles:	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	Upper	84%	16%	84%	16%	82%	18%	82%	18%	81%	19%
	Upper Middle	82%	18%	81%	19%	80%	20%	81%	19%	80%	20%
	Lower Middle	71%	29%	71%	29%	68%	32%	63%	37%	60%	40%
	Lower	54%	46%	54%	46%	55%	45%	55%	45%	53%	47%
	Total distribution	73%	27%	72%	28%	71%	29%	70%	30%	68%	32%

Narrative and Commentary on the data

The gender pay gap report demonstrates the work that still lies ahead. We are disappointed that both median and mean pay gaps have increased for 2024. This is largely due to the combination of long-term gender distribution across grades, and the impact of complex payment practices.

We remain focused on ensuring that women are better represented at all levels of our organisation and are pleased that women increasingly see us as an attractive career option. Figures this year

suggest we are starting to see longer-term benefits of attracting women into early career routes as increasing numbers progress through our pay structure.

Since the data for this report was collected, we have also taken significant steps to improve representation. We are proud to have recruited women into key executive roles, including Chief Finance Officer and SHEQ Director. These appointments reflect our ongoing commitment to gender pay equality and fostering a more inclusive leadership team.

In October 2024, we also introduced greater pay alignment between employees who had previously been engaged on different terms and conditions of employment. As a result, we have seen a positive shift in closing the median and mean pay gaps, as well as in the proportion of women working in the top three pay quartiles.

Full details will be shared in our 2025 reporting.

We acknowledge the findings of this report and remain focused on driving long-term meaningful change.