

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	1443	2.82%	0.05%	0.13%	1.44%	18.53%	19.74%	78%	22%	59%	41%	61%	39%	77%	23%
Energy Retail Ltd	917	15.14%	18.06%	43.41%	56.21%	97.86%	97.33%	33%	67%	47%	53%	64%	36%	61%	39%
SPW Renewables UK Ltd	881	6.61%	6.62%	12.09%	7.71%	89.85%	91.11%	66%	34%	68%	32%	71%	29%	75%	25%
SP Manweb plc	873	13.30%	14.10%	24.11%	43.77%	7.01%	11.45%	75%	25%	85%	15%	91%	9%	89%	11%
SP Distribution plc	798	8.73%	9.93%	9.73%	-6.00%	9.08%	11.68%	73%	27%	87%	13%	84%	16%	88%	12%
ScottishPower UK plc	568	16.07%	13.32%	49.23%	36.15%	88.24%	91.05%	34%	66%	44%	56%	46%	54%	57%	43%
SP Transmission plc	547	14.79%	15.75%	58.19%	18.19%	27.55%	21.43%	60%	40%	79%	21%	81%	19%	88%	12%

Data for ScottishPower employing entities at 5th April 2024 where our reporting obligations under the gender pay regulations are triggered.