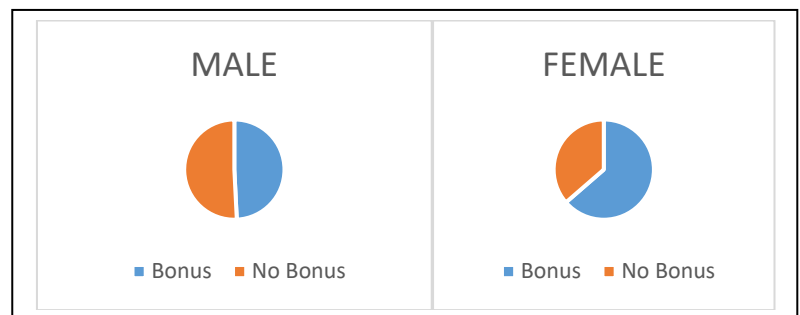


E.ON Control Solutions Limited – Gender Pay Gap Report 2021

At E.ON Control Solutions Limited we believe in creating a workplace that offers opportunities for both men and women alike. This is not always easy as we operate in the Engineering sector which predominantly attracts males, however, we believe that a truly diverse workplace is the way forward and something that we need to continue to address and improve.

Gender Pay & Bonus Gap

| | MEAN (average) | MEDIAN (middle) |
|------------------|-------------------|--------------------|
| Gender Pay Gap | 41.21% | 44.01% |
| Gender Bonus Gap | 74.31% | 16.23% |

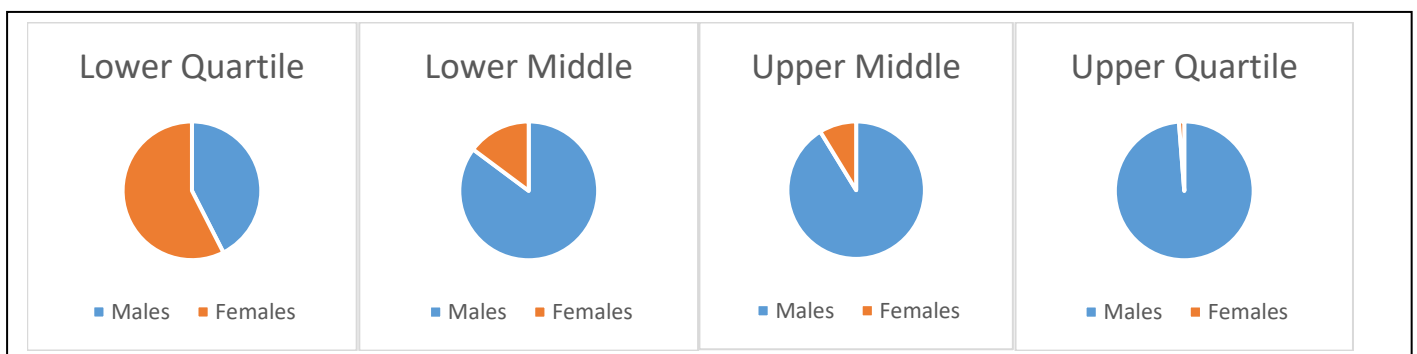


While the gap percentages are higher than average, we have been successful in reducing these over the last two years. The workforce in E.ON Control Solutions Limited at the time the data was taken comprised 20% females and 80% males, with males tending to fill specialist and skilled engineering roles and females completing key Administrator/Coordinator roles, which is indicative of the industry we are in. Female representation has fallen by 9% over the past two years.

However, the proportion of females receiving bonuses has risen greatly over the last two years, from 27.39% in 2018/19 to 63.64% in 2020/21.

Pay Quartiles

Each quartile contains 80 employees.



While there is an even split between the average earnings of our lower paid employees in the bottom quartile, there is work to be done to have a higher representation of females in the higher-paid roles.



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Matt Brown
Managing Director