

Sembcorp Utilities UK Limited

Gender pay gap report - 2023

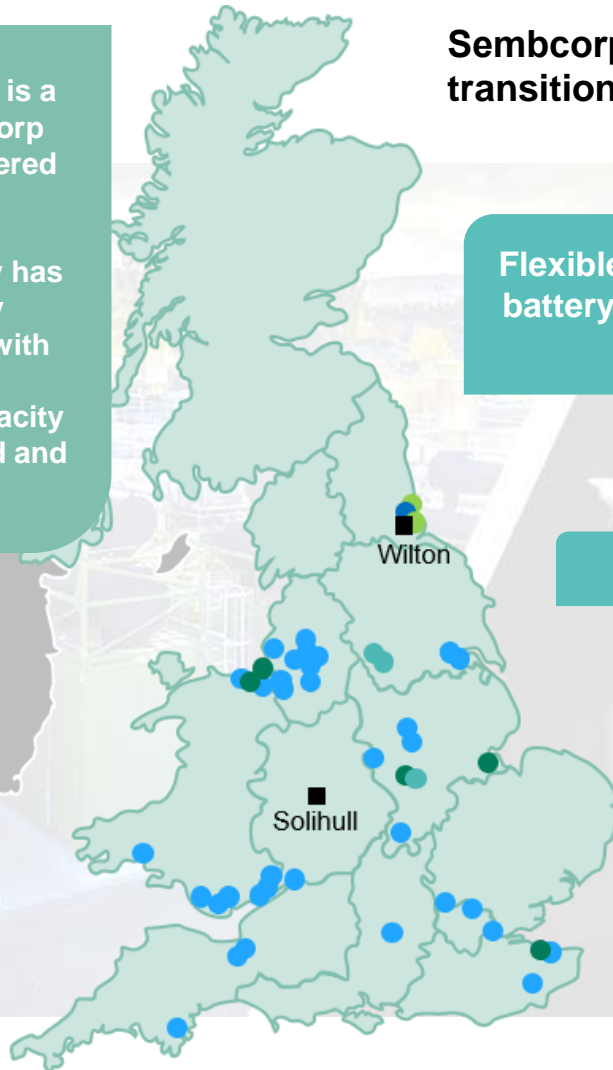
Data as at 5 April 2022



Sembcorp in the UK

Sembcorp Energy UK is a subsidiary of Sembcorp Industries, headquartered in Singapore.

Globally, the company has a balanced energy portfolio of 18.5GW, with 11.0GW of gross renewable energy capacity comprising solar, wind and energy storage.



Sembcorp Energy UK is a leading provider of sustainable solutions supporting the UK's transition to Net Zero. Sembcorp Utilities UK Limited is a subsidiary of Sembcorp Energy UK.

Flexible energy generation and battery energy storage system (BESS) portfolio

1.3GW+ in operation and under development, with **over 40** fast-acting power stations and BESS sites throughout England and Wales – delivering electricity to the national grid, helping to stabilise the UK energy system and support the growth of renewables.

Wilton International

2,000 acres of land providing energy-intensive industrial businesses with combined heat and power via the largest private wire network in the UK, supplying electricity generated by gas and biomass.

120MWh operational battery energy storage system

720MWh BESS plans supporting net zero

200ha at Wilton International within Freeport Tax Zone

220MW power and steam generation at Wilton International

What is the Gender Pay Gap?

A gender pay gap is a measure of the difference in the average pay of men and women – regardless of the nature of their work – across an entire organisation, business sector, industry, or the economy as a whole

Report and methodology

This report has been developed with data compiled in compliance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which requires employers with at least 250 employees to publish annual information to show whether there is a difference in the average pay of their male and female employees.

Calculations of mean and median pay, and of quartile pay bands, are based on a snapshot as at 5th April 2022, including ordinary full pay and bonus/commission paid in the same pay period.

Bonus calculations relate to payments made to all eligible employees in the 12 months preceding the snapshot date.

Workforce demographics – Sembcorp Utilities UK Limited

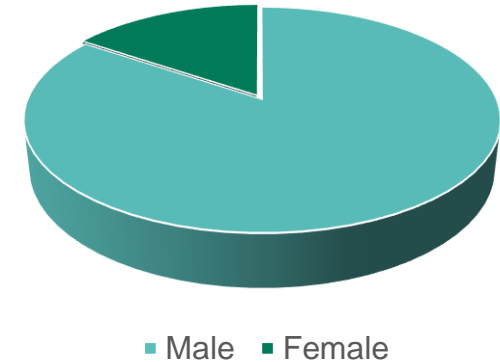
Sembcorp Energy UK (SEUK) is the trading name used by the Sembcorp Energy UK Limited Group of Companies, the principal trading companies in which are: Sembcorp Energy UK Limited Group, Sembcorp Utilities (UK) Limited, UK Power Reserve Limited, UK Capacity Reserve Limited, UK Energy Reserve Limited, and UK Utility Reserve Limited.

Due to a historical company acquisition, SEUK has two separate payroll entities. As such, only employees paid via the entity that meets the reporting threshold is included within this document.

Sembcorp Utilities UK employees as at 5th April 2022 snapshot date of this report:

276
(43 female, 233 male)

Employee headcount for Sembcorp Utilities UK Ltd



The majority of these employees are based at our Wilton International site on Teesside.

Hourly rate and bonus pay data

Prior to 2023, the Company was beneath the reporting threshold. However, in anticipation of business growth, we conducted this exercise in 2022 to set the foundations for benchmarking and monitoring our progress.

Comparing these two reports, it can be seen that although our headcount increased, we have reduced our gender pay gap.

| April 2022 | Mean | Median |
|---------------------|-------------|---------------|
| Hourly full pay gap | 7.5% | 15.3% |

The mean hourly full pay gap is 7.5% and the median hourly full pay gap is 15.3%. These percentages reflect a reduction from the previous year. Our recent recruitment campaign and company reputation aided in an increase of 34.37% more females, in what can be considered as a predominantly male dominated business sector.

| | Total # employees | # employees receiving a bonus | % bonus distribution |
|--------|--------------------------|--------------------------------------|-----------------------------|
| Female | 43 | 35 | 81.4% |
| Male | 233 | 204 | 87.6% |

81.4% of all eligible female employees and 87.6% of all eligible male employees received a bonus payment in the 12 months preceding the snapshot date. We anticipate that the female percentage will increase in 2023 when new female employees become eligible for a bonus payment under the company qualifying criteria.

| | Mean | Median |
|---------------|-------------|---------------|
| Bonus pay gap | - 21.3% | 10.7% |

The mean bonus pay gap is -21.3% in favour of female employees, due to the average bonus amount they received being higher than the average bonus of male employees. The median bonus pay gap is 10.7% in favour of male employees, due to the higher number of male employees and more being eligible for a bonus.



Our greatest resource is our people

We are undertaking a range of activities to support the attraction, recruitment and retention of more females including:

- Annual sponsorship and participation in the Smith Institute's TakeAIM competition which promotes STEM opportunities
- Colleagues speak at schools, providing female representation to the next generation
- Profiling our female colleagues, across a variety of roles, in national campaigns such as International Women's Day
- Showcasing Sembcorp and the opportunities we offer at careers fairs
- Considering the wording we use in all external recruitment advertising, and how males and females may respond
- Offering and considering flexible working across our roles
- Highlighting female role models on our website

Since 2021, our female employee population at Wilton International grew 34.37%.

The gender pay gap is not a challenge specific to Sembcorp Energy UK - it is an industry-wide challenge. Innovation is key to our industry. As the energy market progresses, diversity in our workforce is paramount to ushering in new ideas and fostering a collaborative environment. As such, we will continue to work toward attracting, recruiting and retaining more women in our business.

I confirm that the information and data provided is accurate and in line with mandatory requirements.



Andy Koss

Chief Executive Officer, UK & Middle East, Sembcorp Industries