Framatome Ltd Gender Pay Gap Reporting 2024-2025

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What is Gender Pay Gap reporting ?

Gender Pay Reporting requires employers based in Great Britain with 250 or more employees to publicly report a range of gender pay information and six ratios by 4 April annually.

It is part of a growing trend to require employers to provide more transparency around pay, reward and equality and to outlines the company actions to improve those results.

This is the third gender pay gap report for Framatome Ltd.

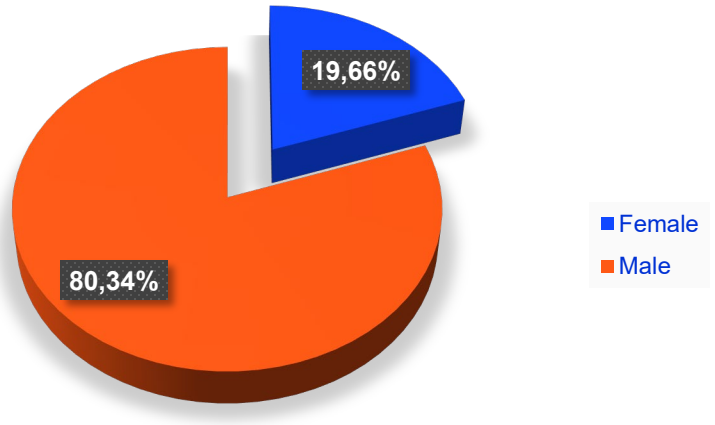
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Scope and Definitions

This report covers the 2025 Gender Pay Gap reporting cycle, using a point in time of 5 April 2025.

In April 2025, Framatome Ltd was composed of **412** employees; 19.66% were women.

Out of the **412** employees, **355** of the employees were full pay relevant employees.



Gender pay gap
Is the difference between the gross hourly remuneration of female and male counterparts. It looks at the percentage gap between female and male employees.

Bonus pay gap
Is the difference between the bonus remuneration of female and males. The lowest the percentage, the lowest the pay gap between men and women.

Relevant employees
All employees employed on our snapshot date who have a contract of employement or are self-employed (where they must perform the work themselves).

Full-pay relevant employees
All relevant employees who are paid their usual full basic pay (or less). We do not count them if they were not paid their usual full basic pay due to annual leave, sick leave, maternity/paternity.

Pay equity
Men and women in the same employment, performing equal work, are entitled to equal pay under the Equality Act 2010 unless a pay difference can be justified.

A quartile
is a statistical term that describes a division of observations into four defined intervals. Quartiles are organized into lower quartiles, median quartiles, and upper quartiles.

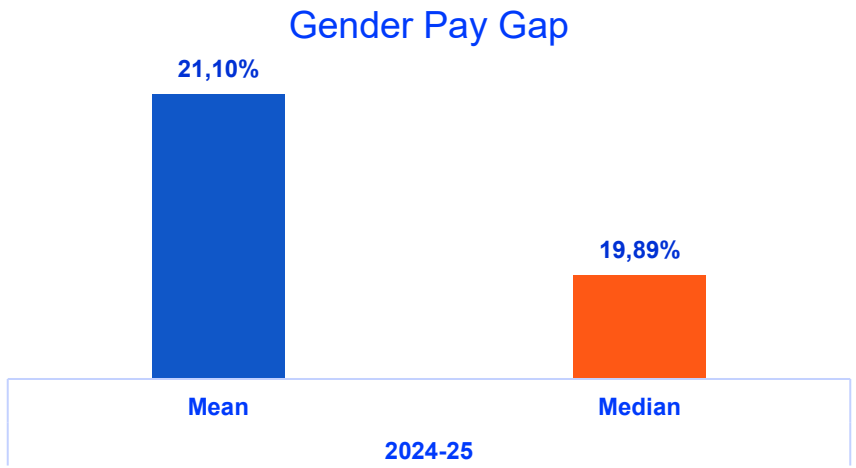
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Framatome Ltd Gender Pay Gap Report

As indicated in the definition slide, pay equity and gender pay gap report are two different things.

This report measures the gender pay gap, this means the difference between the average hourly pay of female and male employees.

In this case, if senior or technical roles (which have greater pay than others roles) are mainly carried out by men, the gender pay gap will be higher.



- Lower hourly pay quarter - 61.8% men, 38.2% women
- Lower middle pay quarter - 75.3% men, 24.7% women
- Upper middle pay quarter - 86.5% men, 13.5% women
- Upper pay quarter - 89.8% men, 10.2% women

The Nuclear industry continues to face a significant lack of gender diversity.

Framatome Ltd mean and median gender pay gap are impacted by this lack of gender diversity in some business areas.As an example, Framatome Ltd has more men than females in an engineering or technical role.

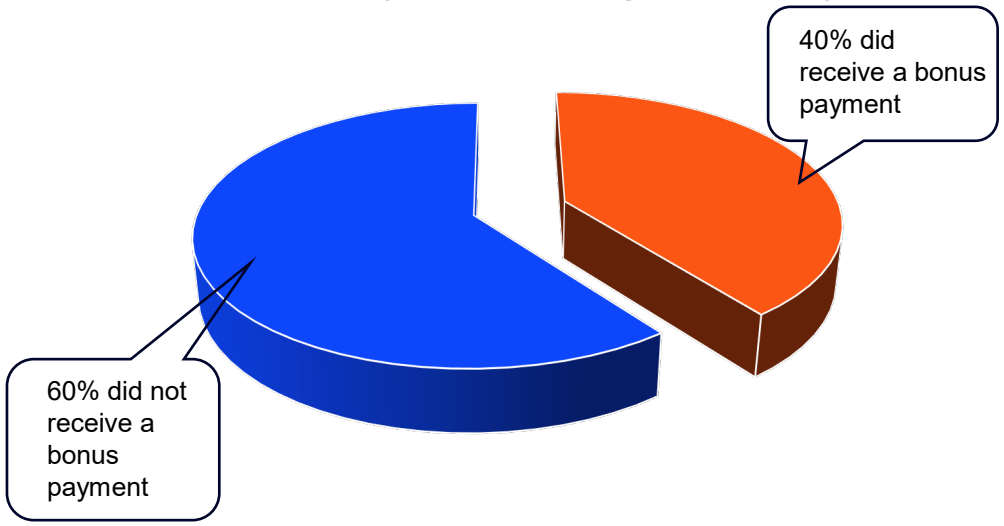
Females are more present in support function roles or junior roles.

In addition, employees who are working across the Manufacturing and Services Nuclear Operations in Hinkley Point C, are predominantly men.
The salaries of employees working in this business area are regulated by sector agreements and are typically higher than salaries for equivalent jobs not regulated by agreements.

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Framatome Ltd Gender Bonus Gap Report

Male employees recieving Bonus Pay



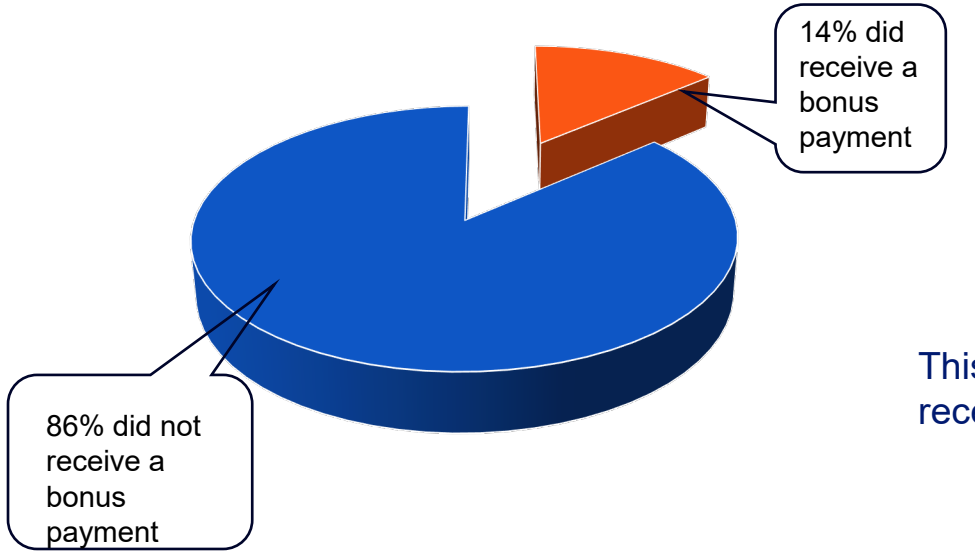
The bonus gap report shows the percentage of men and female who received bonus pay in the 12 months prior our snapshot date.

Framatome Ltd average gender bonus gap is 47.7% and the median 70.91%.

In Framatome Ltd, we are looking to guarantee pay equity. Following the mergers, we are working on a harmonization of our policies, including the bonus policies.

The majority of men receiving bonuses are due to rules of the sector agreements referred to previously, which is male dominant demographic.

Female employees receiving Bonus Pay



Female employees
Total number of employees who received bonus pay: 11 Median Bonus pay: £1,500
Male employees
Total number of employees who received bonus pay: 117 Median Bonus Pay: £5,156.66

This means that when using the median, women at Framatome Ltd receive 70.91% less bonus pay than men.

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Action Plan

The Nuclear industry continues to face a significant lack of gender diversity. Despite advancement in technology and society's push of diversity and inclusion, females remain vastly underrepresented in the industry. This situation perpetuates a cycle of missed opportunities for talent development and progression. Addressing this issue demands a multifaced approach:

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Recruitment & Growth

02



Compensation & Benefits Review

03



Career pathway and competency mapping

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Recruitment and Growth



Framatome Ltd is currently in high growth, set to increase its headcount to up 1000 employees by 2030 in line with the Growth 2030 plans.

The growth and recruitment presents an opportunity to address the gender discrepancy in the population and, subsequently, improve the gender pay gap. Last year, 24% of our new hires were female and, this year, our target is for 25%.

To ensure the success in achieving this target across the whole organisation, we have introduced unconscious bias training, recruitment & selection training to all hiring managers, aiming to provide at least one female candidate per role, and reviewing our job adverts to use gender neutral language.

We are also looking at our candidate reach and our advertising methods to attract more female candidates through a variety of methods, including:

- Attending Women in STEM careers event around the UK.

Attend schools, colleges, universities to information about the different careers in the Nuclear industry and to encourage younger females to explore STEM subjects.
Increase our social media presence. We have already started this with a series of International Women's Day posts and last year we ran a social media campaign targeting the female demographic utilising the expertise of an external company.

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Compensation & Benefits Review



To ensure that our compensation and benefits are being applied fairly, we are undergoing a project to review the grading and compensation attached to each grade. Each role will be graded using a standardised grading tool, which will be moderated and calibrated. We are also reviewing external benchmarking data to ensure that our compensation attached to each grade is fair and competitive. The exercise is expected to be completed by the calendar year end will mean that all roles are consistently graded, and the compensation attached to each grade will be consistent and aligned to the policy.

We consistently reviewing our benefits and policies, ensuring they are supportive of all demographics. We have enhanced family friendly benefits and policies. For the majority of roles, we offer core hours that allow flexibility around school drop off and pick up times, we have a significantly enhanced maternity and paternity policy, hybrid working (role allowing), flexible working, and benefits that cover dependents. The only limitation to this is for employees working in roles covered by sector agreements, and here there are restrictions on the changes we can apply.

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Career Development & Succession Planning

We are completing a career pathway mapping exercise to ensure that all roles have a clear map for progression and people can clearly identify what is required to achieve the next roles. We are considering progression as both sideways moves for breadth of experience/change of career route and promotions.

We also conduct an annual People Review where we consider career development and succession planning. As part of this exercise, there is a focus on females to ensure that we have a pipeline of females in the succession plan to be ready and successful in achieving promotions to more senior roles. This is key to addressing the gender pay gap within our business as we know that there are not enough women in our upper middle and upper quartile. We are providing mentoring, external leadership training, functional specific training and on the job coaching to support these efforts.

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About Framatome

Framatome is an international leader in nuclear energy recognized for its innovative, digital and value-added solutions for the global nuclear fleet. With worldwide expertise and a proven track record for reliability and performance, the company designs, services and installs components, fuel, and instrumentation and control systems for nuclear power plants. Its more than 18,000 employees work every day to help Framatome's customers supply ever cleaner, safer and more economical low-carbon energy.

Visit us at : www.framatome.com and follow us on X and LinkedIn.

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