



SSE plc Ireland Gender Pay Gap Report 2024



A transparent approach to gender pay gap disclosure

SSE is committed to providing open and detailed information about its gender pay gap. It started reporting the gender pay gap data of its Ireland workforce in 2021, ahead of government requirements, alongside its statutory UK disclosure.

In 2022, the Irish Government's methodology was established and adopted by SSE, making this 2024 report the third year of reporting in line with the prescribed methodology.

SSE presents a single set of pay gap data in line with this methodology. Its operations in Ireland comprise of three core businesses, a small team within SSE Enterprise, and a corporate center. Its businesses have diverse operations, workforces and demographics which impact SSE's gender pay gap.

SSE's Ireland gender pay gap includes its Republic of Ireland workforce only as SSE's UK gender pay gap reporting covers the workforce based in Northern Ireland as well as Scotland, Wales and England, and can be found in the SSE plc Annual Report 2024 at [sse.com](https://www.sse.com).



Powering an inclusive world of energy

SSE recognises the need to drive continuous improvement through its Inclusion and Diversity Strategy to close any negative pay gaps and increase representation of under-represented groups.

SSE's IN, ON, UP strategy which was launched in 2021 focuses on bringing diversity into SSE, creating an environment where everyone wants to stay on at SSE, and providing equal opportunities to progress and move up in the business.

SSE's Gender Action Plan, outlined on page 8, is designed to reduce barriers for women and address pay gaps. It aligns with SSE's overall inclusion and diversity strategic pillars of Ambition; Education and Development; Inclusive Processes; and Employee Voice which applies to SSE's businesses in Ireland.

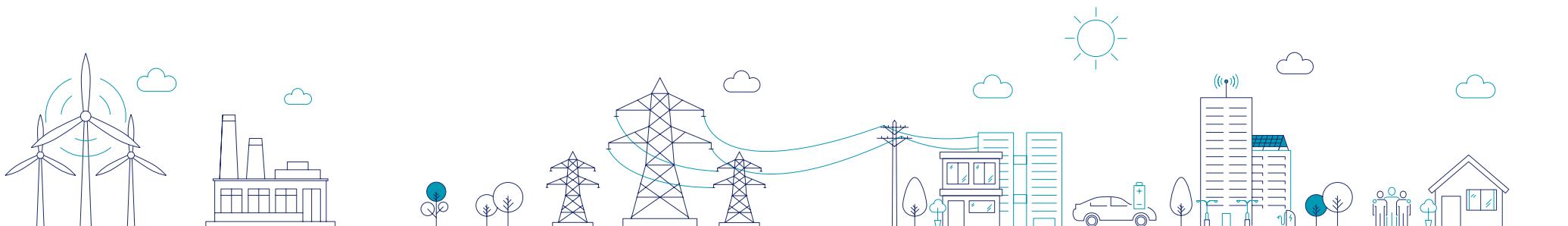


Ambition 	Setting measurable goals Setting ambitions and KPIs, and using external benchmarking	Inclusive processes 	Embedding best practice Ensuring policies and processes are inclusive to support everyone
Education and development 	Focusing on behaviours Building leadership confidence and raising awareness for all to create an inclusive workplace	Employee voice 	Actively listening Understanding what matters to employees to inform and shape the improvements needed



More information about SSE's inclusion and diversity approach and progress made throughout 2023/24 can be found in **SSE's Inclusion and Diversity Report 2024.**

SSE's Ireland workforce



SSE Renewables

Providing clean and affordable home-grown energy

Employees: 176

SSE Thermal

Balancing the market with flexible generation

Employees: 82

Enterprise

Bringing low-carbon solutions to business-to-business markets

Employees: 5

Energy Customer Solutions

SSE Airtricity and SSE Business Energy provide a shopfront for SSE's renewable generation output

Employees: 544

SSE Corporate/other

SSE's Corporate center provides HR, legal, finance, IT, procurement, corporate affairs, sustainability, and other services for SSE. Included in this group, for the purposes of gender pay gap reporting, are a small number of employees in Business Energy, Airtricity and EPMI.

Employees: 166

Employees include those employed at SSE in Ireland on 1 June 2024 (972 employees). 944 of these are included as relevant employees in the Gender Pay Gap calculation. A relevant employee is determined by a number of factors and follows the Irish Government's gender pay gap reporting methodology. SSE plc acquired the Eneveo business in April 2024, however this has been held separate to SSE plc whilst undergoing a business review. Eneveo had 103 employees in Ireland as of 1 June 2024 which falls below the threshold for mandatory reporting, however for transparency Eneveo's Ireland gender pay gap is shared on page 10.

What is the gender pay gap and how is it calculated?



What is a pay gap?

The gender pay gap is calculated at a total company level and aims to understand gender balance in relation to high paying roles, tenure, recruitment, and progression. It reflects the differences in the types of roles that men and women are carrying out.

SSE's Ireland gender pay gap is calculated using the 2024 Irish Government gender pay gap methodology. The gender pay gap shows the difference between average earnings of all men and women in a company, across all departments and job roles. It is calculated by looking at the difference between average hourly earnings of male and female employees. The calculation includes all employees (full-time and part-time) employed at 1 June 2024 using an hourly rate derived from individuals' pay, bonus, and working hours over the preceding 12 months

SSE's workforce is predominately located in the UK and Ireland. As the gender pay gap methodologies vary in several ways including the snapshot date used, pay period, and pay elements, SSE's UK and Ireland gender pay gap data cannot be directly compared.



How are pay gaps different to equal pay?

Pay gaps are not the same as equal pay, which is the right for all individuals to be paid the same when doing the same or equivalent job.

Equal pay is legally required under Ireland's Employment Equality Acts 1998-2015 which SSE adheres to. SSE has robust processes in place to review pay levels and job gradings and carries out an annual review of performance ratings by gender. This ensures SSE has a fair and consistent approach to pay and performance.



Median pay gap

The median pay gap is the difference between the mid-point salary. It is calculated by lining up the salaries of each group from lowest to highest and picking the middle salary, and the respective two middle salaries are compared to give the median gender pay gap.

SSE believes that the median provides a more accurate representation of its gender pay gap performance as it is less likely to be skewed by a small number of employees at either end of the total pay range. However, it is important to look at both median and mean performance to get a full picture of a company's pay gap, as both have benefits and challenges with representing workforce pay.

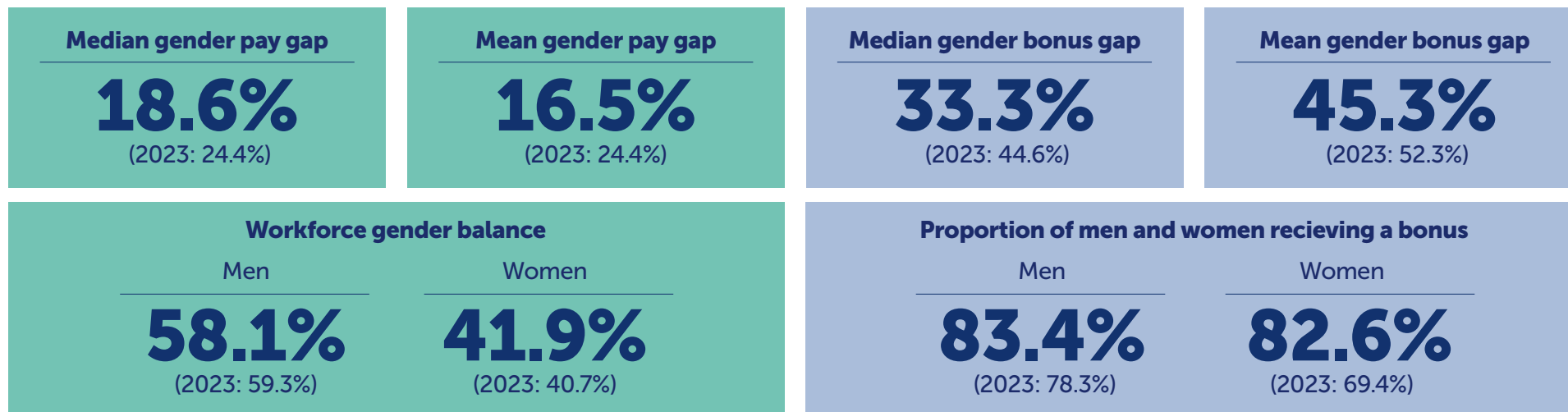


Mean pay gap

The mean pay gap is the difference between the average hourly earnings of two comparable groups. It is calculated by totalling the salaries and dividing this by the number of colleagues in that group. The difference between the average from each group is the mean pay gap.

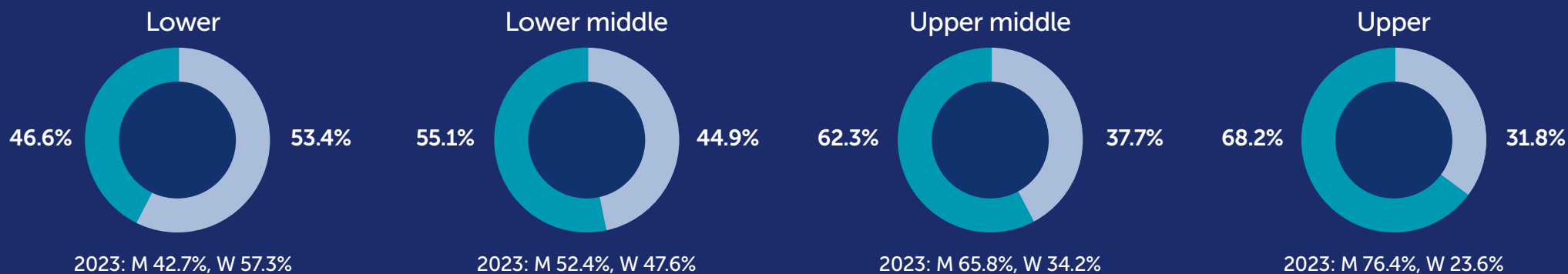
SSE's Ireland gender pay gap 2024

This data has been developed as per the 2024 gender pay gap methodology from the Irish Government. This data is based on those employed by SSE on 1 June 2024.



Proportion of women per quartile

● Men ● Women



Pay gap trends in 2024

Median and mean gender pay gap

At 1 June 2024, SSE's Ireland workforce had 944 relevant employees included in the gender pay gap (GPG) calculation, 41.9% of which were women. Both the median and mean GPG reduced compared to the previous year, with a median GPG of 18.6% (2023:24.4%) and a mean GPG of 16.5% (2023: 24.4%).

The reduction in SSE's Ireland gender pay gap between in the 12 months to 1 June 2023 has been driven by two main contributing factors:

Increase in representation of women in the overall workforce: Women represent 41.9% of SSE's overall Ireland workforce with increases in the upper (+8.2) and the upper-middle (+3.9) quartiles and decreases in the lower (-3.9) and lower-middle quartile (-2.7) over 2023/24, with 41% of women falling into the upper and upper middle quartiles compared to 35% in 2022/23.

Women represented 42% of all external new starts in 2023/24, with a mean GPG of (-6.1%), which has contributed to the positive reduction in the overall pay gap figures.

Increase in representation of women in Leadership Group¹: Through its key performance indicators targeted at increasing representation of women at senior levels, SSE saw an increase of

women being hired into its Leadership Group¹ in Ireland. 75% of external new starts joining this group were women, contributing to lowering the total mean and median pay gaps. The overall number of women in the Leadership Group¹ increased by 31%. Further information on the recruitment processes can be found on page 24 of SSE's Inclusion and Diversity Report 2024.

Gender bonus pay gap

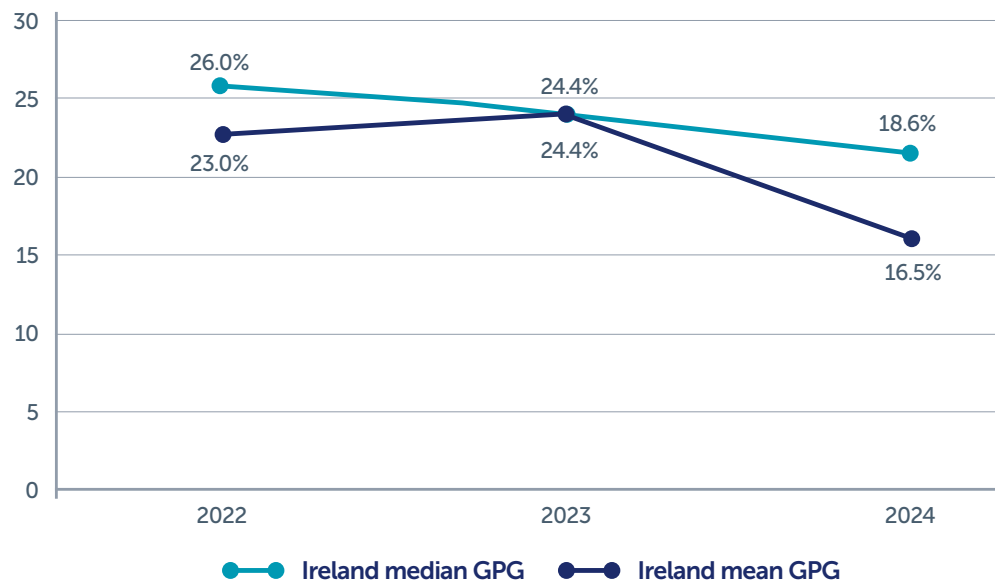
Both the median and mean bonus gaps have reduced compared to 2023, from 44.6% to 33.3% and from 52.3% to 45.3% respectively. The reduction in the bonus gaps on both a median and mean

basis can be partly attributed to increased hiring of women into the Leadership Group¹, as mentioned above. There has also been a marked increase in the proportion of women receiving a bonus, from 69.4% last year to 82.6% this year.

Eligibility for bonus and levels of payment at SSE are aligned to seniority in the organisation and the bonus gender pay gap reflects lower representation of women at the most senior levels of the workforce.

Due to the number of variables involved in bonus payments, some year-on-year movement in the mean and median bonus pay gaps is to be expected.

SSE's Ireland pay gap 2022-2024



The graph shows SSE's Ireland gender pay gap data across 2022 to 2024 calculated using the Irish Government methodology

SSE's Gender Action Plan

Over the last decade, SSE's focus has been on creating better gender balance across the business, as well as supporting a wider range of diversity.

SSE has placed strong focus on evolving its inclusion and diversity initiatives to be suited to inclusive hiring and supporting and establishing policies and procedures in place which continue to work to improve the representation of women.

To further help reduce the gender pay gap and provide career development opportunities for women within its industry, SSE has aligned its Gender Action Plan to the four areas for action from POWERful Women's *Cultivating Female Talent in Energy* report, which aims to reduce barriers for women in the energy industry.


The below outlines SSE's initiatives, practices and processes against those four areas. This activity is also aligned with the four pillars of SSE's Inclusion and Diversity Strategy: Ambitions; Education and Development; Inclusive Processes; Employee Voice (see page 3 for more information).



Effective Professional Development

SSE supports personal development for women through its development programmes and pipeline programmes.

See page 20 of SSE's 2024 Inclusion and Diversity report for more information.



Flexible Working Practices

Flexible working is key to improving gender balance in the workplace as women are most commonly the primary carers in the household and therefore require more flexible work routines. SSE has implemented flexible working practices and policies, including Flexible First, to support those who require additional flexibility.

85% of employees across SSE have the ability to work flexibly (83% in 2022/23)

See page 25 of SSE's Inclusion and Diversity Report 2024 for more information.



Visible Role Models

SSE shines a spotlight on role models including senior women as part of early career programmes, internal communication campaigns, recruitment campaigns.

Over 2023/24, SSE 'Women in Power' micro-site spotlighting woman working in SSE sharing their views of the industry and their rewarding career at SSE was the second most visited area on the Careers site

See pages 26 of SSE's Inclusion and Diversity Report 2024 for more information.



Supportive and Inclusive Culture

SSE develops a supportive culture through its policies, communication campaigns, and 'Belonging in SSE' communities, in particular its Gender Balance and Menopause communities. Women in SSE's Ireland workforce scored +5 points for Inclusion sentiment (89) compared to the industry average in the annual engagement survey in 2024.

See pages 26-29 of SSE's Inclusion and Diversity Report 2024 for more information.

A look to the future

Over 2024/25, SSE is evaluating the effectiveness of its Gender Action Plan, in line with SSE's commitment to continuous improvement. This includes analysing existing activities to understand success and longevity and a review of any newly published external research.

This page outlines the progress SSE is aiming to deliver, specific to increasing gender balance, for each pillar of SSE's overall Inclusion and Diversity Strategy over 2024/25.



Ambition

- Identify how further to develop SSE's Gender Action Plan to close pay gaps, working internally and with industry to achieve this.
- Continue to actively participate in industry-wide inclusion and diversity efforts across UK and Ireland including TIDE and POWERful Women which influence overall SSE efforts.



Education and development

- Develop learning and talent initiatives to support career readiness, including 'on the go' learning and masterclasses on inclusivity topics.
- Build on SSE's internal awareness series to cover various topics inclusive of social mobility, faith, cross-generational experiences, and more, to drive intersectional awareness and inclusivity.



Inclusive processes

- Partner with research agencies and local organisations to understand how to make more communities aware of SSE's inclusive career pathways.
- Build on SSE's Supplier Diversity Strategy launched in 2024 to encourage new and varied suppliers to work with SSE and collaborate with SSE's supply chain to drive inclusion and diversity efforts.



Employee voice

- 'Belonging in SSE' communities will be further amplified across SSE's businesses through updated onboarding processes, regular communication, and engagement with managers.
- Provide practical support for colleagues including support in how to challenge non-inclusive behaviours and use engagement survey results to further support.



Ireland gender pay gap 2024: full data disclosure

All SSE's employees in Ireland are employed through the wholly owned subsidiary SSE Renewables Holdings Limited, including those in its Airtricity and electricity generation businesses.

	Unit	SSE Renewables Holdings Limited (all Ireland employees)
Number of relevant employees in entity	Number	944
Proportion of male and female employees in business entity	% (M/F)	58.1 / 41.9
Mean hourly pay difference between male and female employees (all employees)	%	16.5
Median hourly pay difference between male and female employees (all employees)	%	18.6
Mean hourly pay difference between male and female employees (part-time)	%	31
Median hourly pay difference between male and female employees (part-time)	%	40.2
Mean hourly pay difference between male and female employees (temporary)	%	-32.7
Median hourly pay difference between male and female employees (temporary)	%	-15.5
Proportion of men and women receiving a bonus (all employees)	% (M/F)	83.4 / 82.6
Mean gender bonus gap (all employees)	%	45.3
Median gender bonus gap (all employees)	%	33.3
Proportion of men and women receiving benefits in kind	% (M/F)	79.0 / 79.8
Lower quartile	% (M/F)	46.6 / 53.4
Lower middle quartile	% (M/F)	55.1 / 44.9
Upper middle quartile	% (M/F)	62.3 / 37.7
Upper quartile	% (M/F)	68.2 / 31.8

As of 1 June 2024, the Enerveo employees in Ireland (see page 4) had a median gender pay gap of 31.2% and a median gender bonus pay gap of 38.4%. For more information about SSE's gender pay gaps and its Inclusion and Diversity Strategy please see SSE's Inclusion and Diversity Report 2024 or visit [sse.com](https://www.sse.com).

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