

GENDER PAY GAP REPORT 2024

1. INTRODUCTION

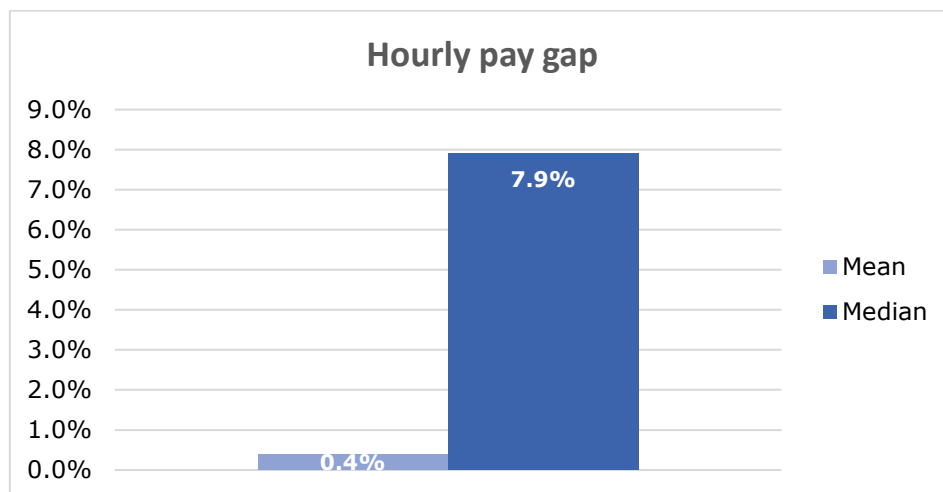
This report presents the Gender Pay Gap analysis for Nordex UK Ltd for the year 2024. The analysis focuses on the differences in pay and bonuses between male and female employees, as well as the distribution of employees across different pay quartiles based on gender.

2. GENDER PAY GAP FINDINGS APRIL 2024

As of April 2024, Nordex UK total headcount consisted of 12% female and 88% male employees.

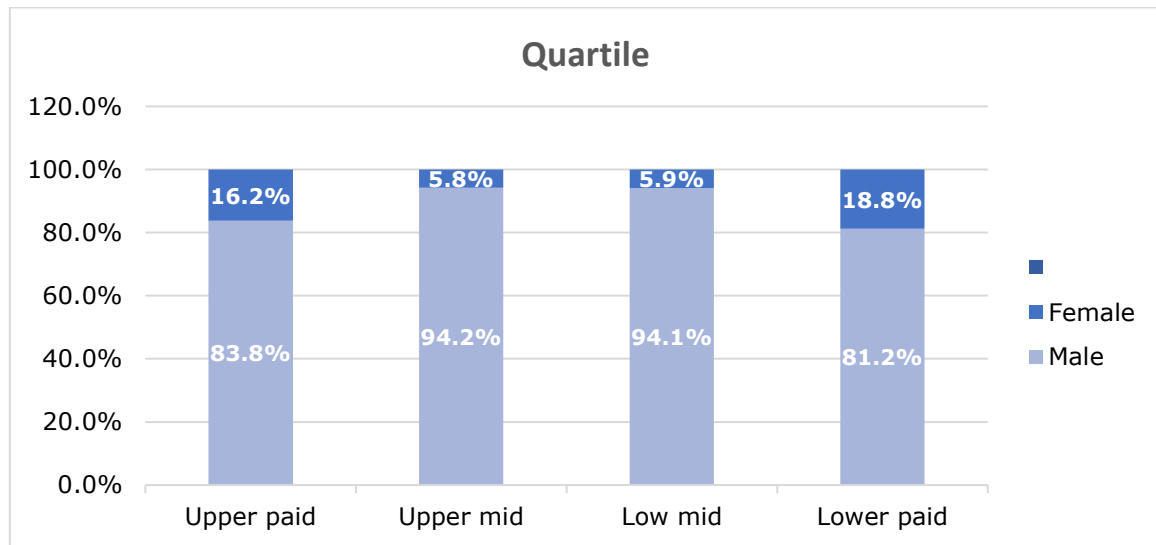
Pay gap

The mean pay gap is 0.4%, indicating that, on average, male employees earn slightly more than female employees. While the median pay gap is more pronounced at 7.9%, suggesting that there is a wider difference in pay between male and female employees at the middle point of the salary distribution.



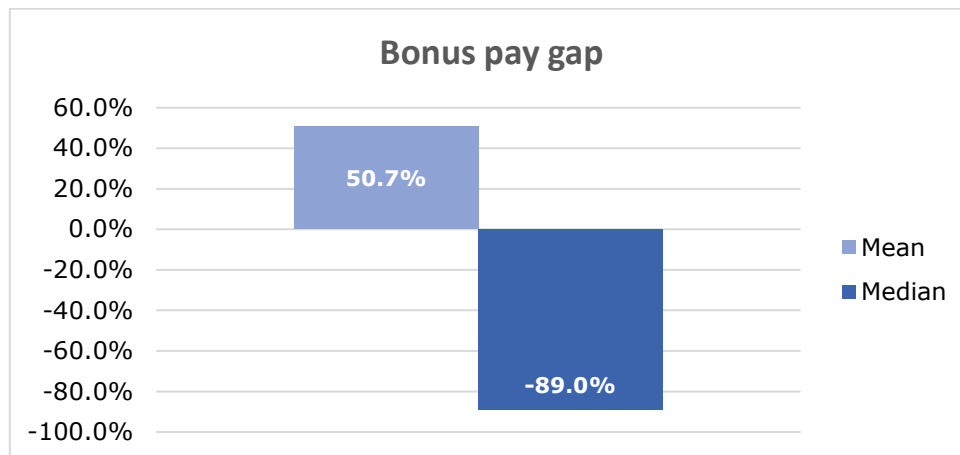
Quartile

Our pay gap remains biggest within the lower mid and upper middle pay quartiles. This is a result of less female's employees at middle management levels. The majority of our technician workforce is predominantly male and concentrated in the lower and lower mid quartiles of hourly wage brackets.



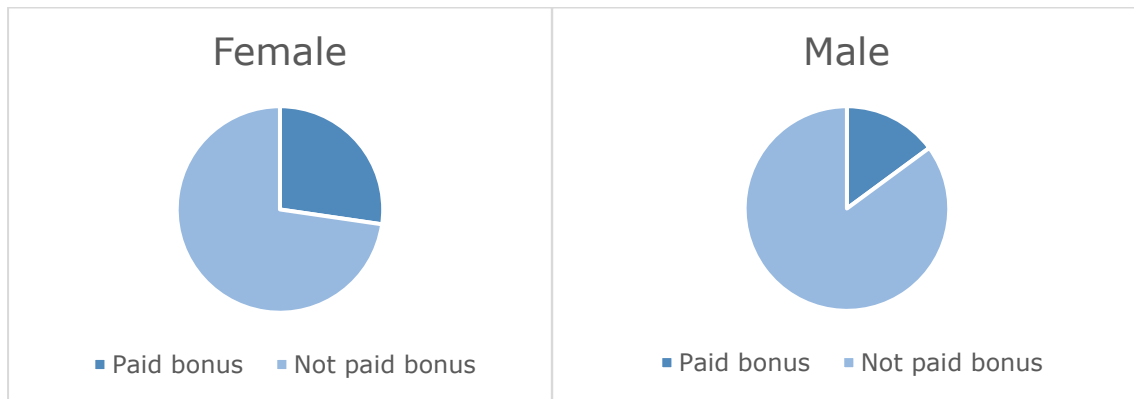
Bonus gap

The mean bonus gap is 50.7%, this indicates that male employees receive higher average bonuses compared to female employees. While the median bonus gap is -89%, which suggests that, at the middle point of the bonus distribution, female employees receive significantly higher bonuses than male employees. This is due to the female representation in upper pay quartile, that are entitled to a larger bonus.



Receiving Bonus

14.9% of male employees receive a bonus, while 27.3% of female employees receive a bonus. In 2023, Nordex UK and Ireland discontinued their bonus scheme and transitioned employees on this scheme to the Global Bonus Directive. Due to the revised bonus structure and payment schedule, some employees did not receive a bonus in the 12 months leading up to 05/04/2024. Consequently, these employees' bonuses relating to financial year end 31 December 2023 will be included in next year's gender pay report.



3. WHAT ACTIONS HAVE WE/ ARE WE TAKING?

The diversity of Nordex workforce is and should continue to being visible at every level of the organisation and in every business area, creating a diverse management and diverse teams, capable of better decision making and greater results. Nordex eliminates barriers to promote the development of women at the highest levels of the company. The organisation is dedicated to achieving a minimum of 25 % female representation in management positions, and in recent years we have seen a steady progression in the number of females especially in management level roles.

Nordex diversity and inclusion actions address potential disadvantages and unequal work environments related to gender pay inequalities, lack of career advancement, harassment and barriers for disabled employees. These actions aim to promote gender equality and equal pay, enhancing our reputation and attracting customers, investors, and partners who value diversity and inclusion.

We track the effectiveness of our diversity and inclusion initiative through regular surveys, feedback mechanisms and gender pay gap analysis such as this. These tools help identify areas for improvement, ensure compliance with policies and regulations and promote fair remuneration practices.

Nordex ensures that the policies and practices of selection, hiring and promotion avoid any discriminatory bias and are purely based on knowledge, attitudes, abilities and skills required for various positions.

The Nordex Group has also pledged to enhance gender equality and support women in the workplace by endorsing the Women's Empowerment Principles (WEPs). This commitment underscores Nordex's dedication to promoting business practices that empower women.



CONFIRMATION STATEMENT

As authorised signatory, I confirm that the information included in this report is accurate.

A handwritten signature in black ink, appearing to be 'J. Welch', is written over a horizontal line.

Jason Welch
VP Region UK & Ireland