



Gender pay gap report 2025



Contents

- Foreword
- Workforce and gender mix
- Pay gap methodology
- Data and analysis
- Belonging strategy action plan

Our gender pay gap report outlines the difference in mean and median hourly pay and bonus pay, between men and women across our organisation as at April 2025.

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Welcome

- 2 I'm delighted to introduce our third Gender Pay Gap Report, an important part of our deep commitment to having a more diverse and inclusive National Gas business.
- 3
- 4
- 5
- 6

The energy industry has for many years been male dominated but this is slowly changing and is something we strongly embrace.

We recognise that organisations with diverse workforces perform better. Of course, this only really works when there is an inclusive culture, too, and that has also been a major focus for us. We've continued to make inclusion a top priority as we strive to create a business where people feel free to bring their whole selves to work.

This year, our gender pay gap has remained broadly stable. We have parity at the median (0.1%) albeit our mean gap has increased slightly (2.7%).

The gender pay gap is often caused by having a lower proportion of females in senior leadership roles and a higher proportion in lower paid roles. That's why we're committed to improving female representation at all levels as we strive to create a more equal and diverse organisation.

Inclusion continues to be a top priority for us

We're pleased that, at 2.7%, our mean pay gap continues to be lower than the UK average, which itself has reduced to 6.9% as reported by the Office for National Statistics for 2025. In addition, our median pay gap changed from -3.3% to 0.1% in 2025 compared to the previous year, bringing parity between males and females.

This year, I'm pleased to report that our gender pay gap remains in a positive place and I am confident that we have the right plans in place to build an outstanding, diverse workforce at every level.

Sarah Stanton
Chief People Officer



We know there's always more to do. We will continue to focus on closing the pay gap and to attract, recruit, and retain females, while also seeking to progress our female talent into the senior roles within our business. As we look to the future, our ambition remains for the people who make up this great business to reflect the customers and communities we serve. Data will continue to inform the actions we take to drive improvements and our pay gap reporting will continue to be an important data source.

This year's figures remain positive and I'm confident that at National Gas we have the right plans to build an outstanding, diverse workforce at every level.

The Board of Directors of National Gas has reviewed and approved our Gender Pay Gap results for the 12-month reporting period ending 5 April 2025. We confirm that the information and data provided is accurate and in line with mandatory requirements.

Sarah Stanton
Chief People Officer

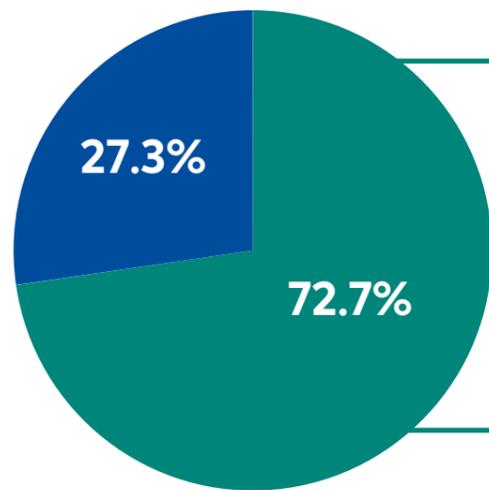
Workforce and gender mix

2,271

National Gas employed 2,271 people in April 2025. This comprised 2,124 colleagues working in National Gas Transmission and 147 colleagues in National Gas Metering.



The gender split of the whole organisation showed that 72.7% of colleagues were males and 27.3% of colleagues were females.



Traditionally, there have always been more men than women in the UK energy industry and this is mirrored in our gender make up, too.

We are pleased that our gender pay gap (2.7%) continues to be lower than the UK average of 6.9%.



Pap gap methodology

All data and information was compiled using standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, and with reference to the ACAS guidelines where appropriate.

The information provided is based on a 'snapshot' date of 5 April 2025, with the 'pay period' described as 1–30 April 2025. The number of colleagues included in this data is lower than the total number of employees working at National Gas. This is because reporting regulations require a number of individuals to be deselected from the data.

This includes the requirement to exclude anyone who:

- started after the start of the pay period
- left before the end of the pay period
- had any absence that affected their pay (e.g. sick pay or maternity)
- received any other payment that made their pay period payment irregular

	Numbers of people in scope
Hourly paid pay gap	2,055
Bonus pay gap	1,805

Mean and median

The regulations require the mean (average) and median (middle) figures to be reported for both hourly pay and bonus.

The mean figure is the difference in average hourly pay between male and female employees expressed as a percentage of the average hourly pay for male employees. Each average hourly pay is calculated by adding all pay rates together and dividing by the total number of employees for each gender. The median gap is the difference in hourly pay between the middle paid male employee and middle paid female employee (the individuals at the mid-point if you were to line all employees up from the highest paid to the lowest paid) expressed as a percentage of the median male employee.

At National Gas, we have two ways of determining pay, depending on the role:

1. Staff pay is allocated according to one of two job family pay ranges, at the level that the role has been evaluated. These pay ranges are part of our collective bargaining process with recognised trades unions.
2. National Gas also operates a rigorous process to determine pay for managers and leaders. For these people, a range of pay is determined from a benchmarked market reference point (MRP), with the use of a job evaluation methodology.



Data and analysis

Mean gender pay gap data and analysis

Our mean gender pay gap has increased from 1.6% to 2.7%.

Our median gender pay gap has changed from -3.3% to 0.1%.

Gender pay gap

Mean pay gap

2.7%

Median pay gap

0.1%

		Hourly pay %	
2025	Mean	2.7	
	Median	0.1	
2024	Mean	1.6	
	Median	-3.3	

Proportion of male and female employees by quartile

	Male	Female
Upper quartile	74.5%	25.5%
Upper middle quartile	74.3%	25.7%
Lower middle quartile	79.8%	20.2%
Lower quartile	68.7%	31.3%
Overall	74.3%	25.7%

Quartiles

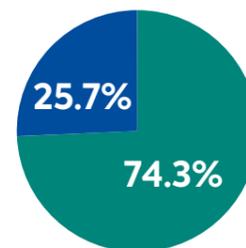
As the proportion of females in our organisation is around 25%, the figures in each quartile are not dissimilar to the gender make up of the whole organisation.

This year there has been a slight decrease in females in the upper middle quartile, from 27.9% in 2024 to 25.7% in 2025, which has impacted the pay gap and its movement from a mean of 1.6% to 2.7%.

There is also a slightly higher percentage of females in the lower quartile (31.3% - 2025; 29.3% - 2024) and the lower middle quartile (20.2% - 2025; 18.8% - 2024) this has also contributed to the overall hourly pay figures this year.

When looking at the quartiles in detail we see that there is the same pattern as last year, that the lower middle quartile is the quartile most highly populated with males. This quartile (those paid from 25% to 50% in the rank order) covers many colleagues in the field force, which is the most highly male populated part of the workforce. Whilst there are a greater percentage of females in this quartile than in 2024, it does still show a significant leaning to the field force.

Overall proportion of male and female employees



Gender bonus gap data and analysis

Proportion of bonus payments

The number of individuals receiving bonus payments, deemed 'relevant employees' by regulations, is 1,805 – with 1,322 males and 483 females receiving a bonus. Proportionally the level of females receiving a bonus is now 86.1% compared to 84.9% last year.

Gender bonus gap

Mean bonus gap

28.2%

Median bonus gap

14.3%

		Incentive pay	
2025	Mean	28.2	
	Median	14.3	
2024	Mean	28.7	
	Median	5.0	

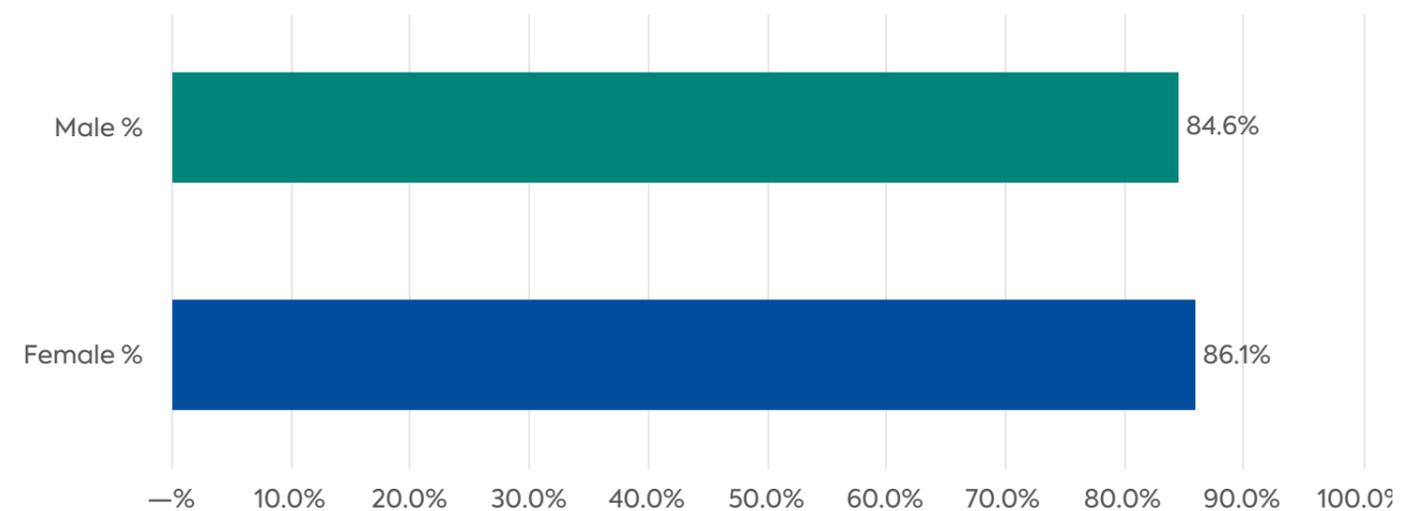
Mean and median bonus gap

The mean bonus (incentive) pay gap has decreased this year from 28.7% to 28.2%.

Whilst there has been a reduction in the mean gender bonus gap this year, it remains high due to the difference in bonus quantum by seniority of role. The median pay gap has increased from 5% to 14.3%.

The bonus gap data includes long-term incentive payments which mainly apply to employees at senior levels, where, even though strides have been made in increasing the number of senior females, as the bonus is a lag payment, this change is more likely to be felt in the bonus pay gap in future years.

Proportion of male and female employees receiving bonus pay



Belonging strategy action plan

Action plan



Women's development programme refreshed to include both sponsorship of participants and individual coaching.



Undertaking stay and exit interviews with female leaders to understand positive experiences in the organisation and any perceived barriers to drive action.



Continuing our engagement with female leaders through our Women in Leadership conferences, providing networking opportunities and external inspirational speakers as well as holding other gender equity awareness events.



Focusing on attraction, using gender decoders to ensure our adverts are unbiased, as well as actively striving for diverse shortlists.



Continuing to recognise the great work that our women do through external awards; we're proud that three female colleagues were shortlisted for awards, with one winning Apprentice of the Year in the Women in Utilities Network awards.



Seeking further opportunities to increase female representation in our operational areas, targeted attraction campaigns to increase applications including in our early careers (graduates and apprentices) cohort.

