

nationalgrid

UK Gender Pay Gap Report (2025)



Introduction

The following is our required submission of the status of pay differences by gender. Our report provides data for National Grid’s UK operations as a whole, covering 13,655 employees. This report also proves the breakout for the following individual legal entity business units: National Grid Commercial (the administrative functions of the Group); National Grid Electric Transmission (NGET); National Grid Interconnector Holdings limited and National Grid Electric Distribution (NGED).

The gender pay gap as calculated herein, is just one snapshot of the various ways National Grid analyzes the effectiveness of our remuneration structures.

National Grid undertakes equal pay reviews on an ongoing basis in the UK and US to ensure equal pay is provided for equal work. National Grid is also an accredited Living Wage employer in the UK.

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

The overall UK ‘Gender hourly pay gap’ and ‘Gender incentive pay gap’ will be included in National Grid’s Responsible Business Data Table 2025/26 and will be subject to limited independent assurance by Deloitte. The Responsible Business Data Table 2025/26 and the Deloitte assurance opinion will be published in May 2026 in conjunction with our annual reporting cycle.



Paula Rospot Reynolds
Chair National Grid



Zoe Yujnovich
CEO National Grid



What is the Gender Pay Gap?

The gender pay gap uses a reporting snapshot date of 5th April 2025 and shows the average (mean) and median pay difference between all men and women, irrespective of any differences in the work they do. As a result, it's affected by how the workforce is made up, including the numbers of men and women in different types of jobs and at different levels of seniority.

- **The mean gender pay gap** shows the difference in average pay between men and women, which is reflective of all Full Pay Relevant (FPR) 1 employees*.
- **The median gender pay gap** represents the difference between the midpoints of the range of hourly pay of men and women. The same ranges are used to calculate the proportion of women in each pay quartile.
- **The hourly pay gap** is inclusive of all men and women active as of 5 April 2025 (FPR), who have received their expected monthly base pay, as well as any shift premiums and uplifts within the snapshot month of April 2025.
- **The incentive (bonus) pay gap** is inclusive of all men and women active as of 5 April 2025 (FPR), and any incentive payments they received during the period of 6 April 2024 and 5 April 2025 inclusive.

UK legislation requires all UK companies with 250 or more employees to report their gender pay gap. This report contains the UK gender pay gap results for 2025, as required under the Equality Act 2010 (Gender Pay Information) Regulation 2017. We also report on a voluntary basis the figures for the combined total of all UK employees, including those employed by similar UK companies with less than 250 employees. We believe it is important to see the whole picture.

Throughout this report, any positive pay gap figures refer to instances where men are being paid more than women; whereas a negative pay gap refers to instances where women are being paid more than men.

* Full Pay Relevant Employee (FPR): any employee who is employed on the snapshot date (5 April 2025) and who is paid their usual full basic pay during the relevant pay period.

For newly acquired businesses and new operations, our policy is to include these within the metric reporting as soon as practically possible and, ideally, no later than the reporting period after the first full financial year of ownership. Therefore, depending on the timing of acquisition and commencement of operations, this could be up to two years following the event, at the latest. Newly sold or disposed operations will be removed from our reporting from the start of the reporting year that they leave the Group.



Voluntary disclosure of the total UK Gender Pay Gap (to accompany the statutory disclosure by legal entity).

2025

Total UK overall

Gender	Mean	Median	Female
Hourly pay gap	0.6%*	3.2%	24.9%
Incentive pay gap	-5.8%*	-0.7%	(out of 13,655)

Proportions receiving bonus pay	Men	Women
	35.3%	46.9%

Quartile pay bands	Men	Women
Upper	76.6%	23.4%
Upper middle	77.3%	22.7%
Lower middle	75.9%	24.1%
Lower	72.5%	27.5%
Overall	75.0%	25.0%

- We continue to see no material mean gender pay gap for National Grid in the UK.
- Our total number of full pay relevant employees in the UK is 13,655.



When comparing average hourly wages, women receive 98p to every £1 that men receive

(based on mean hourly pay gap)

* This metric forms part of selected ESG information to be published within National Grid's Responsible Business Data Table 2025/26 and will be subject to limited independent assurance by Deloitte. The Responsible Business Data Table 2025/26 and the Deloitte assurance opinion will not be published until May 2026 and will then be available [here](#).

Summary of statutory GPG Data for UK 2025

2025

Summary of statutory GPG Data for UK

† Our overall UK number includes all eligible FTE employees at National Grid businesses so this is different to the total UK employees as some are excluded if not eligible (i.e. in a legal entity employing less than 250, not disclosed gender etc).

* This metric forms part of selected ESG information to be published within National Grid's Responsible Business Data Table 2025/26 and will be subject to limited independent assurance by Deloitte. The Responsible Business Data Table 2025/26 and the Deloitte assurance opinion will not be published until May 2026 and will then be available [here](#).

	Overall UK [†]	NG Commercial	NGET	NG IH	NGED			
					South Wales	South West	West Midlands	East Midlands
Mean hourly pay gap	0.6%*	26.1%	2.7%	7.3%	9.3%	10.2%	4.4%	7.1%
Mean incentive pay gap	-5.8%*	70.4%	-57.6%	62.4%	42.6%	86.9%	64.5%	37.6%
Median hourly pay gap	3.2%	12.5%	4.6%	9.8%	10.1%	9.4%	3.6%	7.8%
Median incentive pay gap	-0.7%	31.4%	1.2%	59.0%	80.1%	91.0%	56.2%	-44.8%
Percentage of women in each pay quartile								
Upper	23.4%	49.5%	24.1%	27.2%	8.1%	11.5%	11.9%	18.8%
Upper middle	22.7%	47.9%	28.6%	30.4%	10.5%	12.7%	15.7%	15.8%
Lower middle	24.1%	63.5%	30.2%	33.0%	24.6%	26.9%	16.3%	25.8%
Lower	27.5%	72.9%	31.7%	44.6%	19.6%	26.5%	18.2%	28.7%
Overall	25.0%	59.1%	29.3%	34.1%	16.1%	20.0%	15.7%	22.7%
Proportions receiving bonus pay								
Men	35.3%	85.1%	78.6%	87.2%	0.9%	3.0%	1.1%	1.1%
Women	46.9%	82.0%	73.8%	90.8%	1.6%	4.1%	3.0%	2.7%
Number of full pay relevant employees								
	13,655	381	4,446	356	1,127	1,908	1,845	2,072

National Grid Commercial Holdings

Statutory disclosure

2025 National Grid Commercial Holdings

Gender	Mean	Median
Hourly pay gap	26.1%	12.5%
Incentive pay gap	70.4%	31.4%
Female total population	59.1%	

Proportions receiving bonus pay	Men	Women
	85.1%	82.0%

Quartile pay bands	Men	Women
Upper	50.5%	49.5%
Upper middle	52.1%	47.9%
Lower middle	36.5%	63.5%
Lower	27.1%	72.9%
Overall	40.9%	59.1%

- We employed 381 full pay relevant employees in National Grid Commercial Holdings on 5 April 2025.
- Female representation is higher than men.
- Results have mostly stayed consistent to 2024 however we have seen a 10.1% reduction in the median hourly pay gap.



When comparing average hourly wages, women receive 69p to every £1 that men receive
(based on mean hourly pay gap)

National Grid Electricity Transmission (NGET)

Statutory disclosure

2025

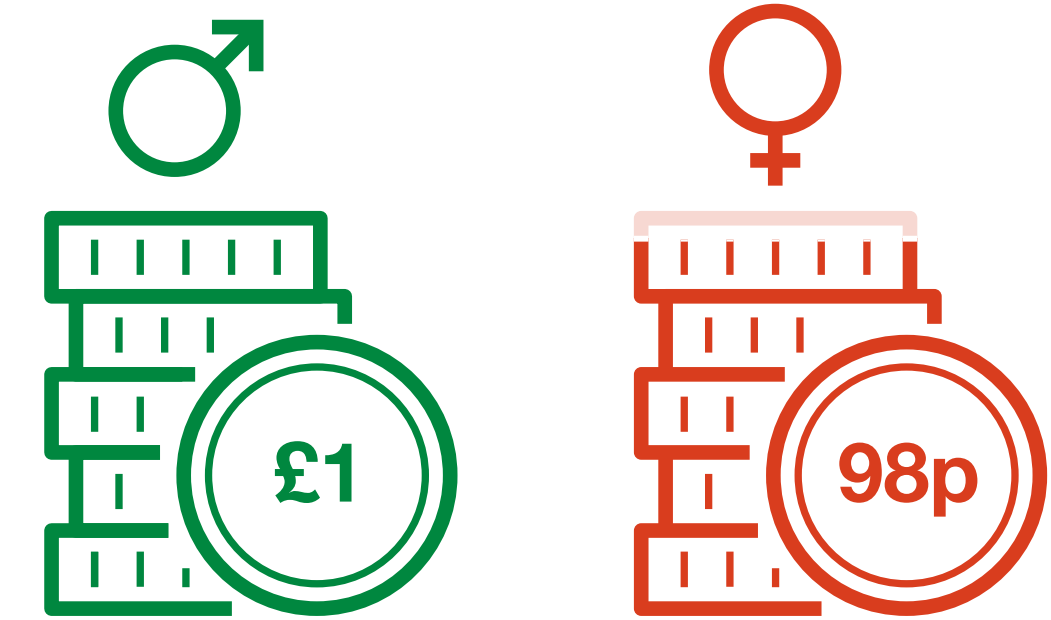
National Grid Electricity Transmission

Gender	Mean	Median
Hourly pay gap	2.7%	4.6%
Incentive pay gap	-57.6%	1.2%
Female total population	29.3%	

Proportions receiving bonus pay	Men	Women
	78.6%	73.8%

Quartile pay bands	Men	Women
Upper	75.8%	24.1%
Upper middle	71.4%	28.6%
Lower middle	69.8%	30.2%
Lower	68.3%	31.7%
Overall	70.7%	29.3%

- We employed 4,446 full pay relevant employees in NGET on 5 April 2025.
- The total female population has increased at NGET compared to 2024 results.



When comparing average hourly wages, women receive 98p to every £1 that men receive
(based on mean hourly pay gap)

National Grid IH Ltd

Statutory disclosure

2025

National Grid IH Ltd

Gender	Mean	Median
Hourly pay gap	7.3%	9.8%
Incentive pay gap	62.4%	59.0%
Female total population	34.1%	

Proportions receiving bonus pay	Men	Women
	87.2%	90.8%

Quartile pay bands	Men	Women
Upper	72.8%	27.2%
Upper middle	69.6%	30.4%
Lower middle	67.0%	33.0%
Lower	55.4%	44.6%
Overall	65.9%	34.1%

- We employed 356 full pay relevant employees in National Grid IH on 5 April 2025.
- We have seen an overall increase in percentage of women in this entity.



When comparing average hourly wages, women receive 96p to every £1 that men receive
(based on mean hourly pay gap)

National Grid Electricity Distribution (NGED) South Wales

Statutory disclosure

2025

National Grid Electricity Distribution (NGED) South Wales

Gender	Mean	Median
Hourly pay gap	9.3%	10.1%
Incentive pay gap	42.6%	80.1%
Female total population	16.1%	

Proportions receiving bonus pay	Men	Women
	0.9%	1.6%

Quartile pay bands	Men	Women
Upper	91.9%	8.1%
Upper middle	89.5%	10.5%
Lower middle	75.4%	24.6%
Lower	80.4%	19.6%
Overall	83.9%	16.1%

- We employed 1127 full pay relevant employees in National Grid Electricity Distribution (NGED) South Wales on 5 April 2025.
- The mean hourly pay gap has decreased compared to 2024 figures.



When comparing average hourly wages, women receive 89p to every £1 that men receive
(based on mean hourly pay gap)

National Grid Electricity Distribution (NGED)

South West Statutory disclosure

2025

National Grid Electricity Distribution (NGED) South West

Gender	Mean	Median
Hourly pay gap	10.2%	9.4%
Incentive pay gap	86.9%	91.0%
Female total population	20.0%	

Proportions receiving bonus pay	Men	Women
	3.0%	4.1%

Quartile pay bands	Men	Women
Upper	88.5%	11.5%
Upper middle	87.2%	12.7%
Lower middle	73.1%	26.9%
Lower	73.5%	26.5%
Overall	80.0%	20.0%

- We employed 1908 full pay relevant employees in National Grid Electricity Distribution (NGED) South West on 5 April 2025.
- Female representation has had a slight increase from 2024.



When comparing average hourly wages, women receive 86p to every £1 that men receive
(based on mean hourly pay gap)

National Grid Electricity Distribution (NGED)

West Midlands Statutory disclosure

2025

National Grid Electricity Distribution (NGED) West Midlands

Gender	Mean	Median
Hourly pay gap	4.4%	3.6%
Incentive pay gap	64.5%	56.2%
Female total population	15.7%	

Proportions receiving bonus pay	Men	Women
	1.1%	3.0%

Quartile pay bands	Men	Women
Upper	88.1%	11.9%
Upper middle	84.3%	15.7%
Lower middle	83.7%	16.3%
Lower	81.8%	18.2%
Overall	84.3%	15.7%

- We employed 1845 full pay relevant employees in National Grid Electricity Distribution (NGED) West Midlands on 5 April 2025.
- The mean incentive pay gap has improved.



When comparing average hourly wages, women receive 95p to every £1 that men receive
(based on mean hourly pay gap)

National Grid Electricity Distribution (NGED) East Midlands Statutory disclosure

2025

National Grid Electricity Distribution (NGED) East Midlands

Gender	Mean	Median
Hourly pay gap	7.1%	7.8%
Incentive pay gap	37.6%	-44.8%
Female total population	22.7%	

Proportions receiving bonus pay	Men	Women
	1.1%	2.7%

Quartile pay bands	Men	Women
Upper	88.2%	18.8%
Upper middle	84.2%	15.8%
Lower middle	74.2%	25.8%
Lower	71.3%	28.7%
Overall	77.3%	22.7%

- We employed 2072 full pay relevant employees in National Grid Electricity Distribution (NGED) East Midlands on 5 April 2025.
- The mean hourly pay gap has seen improvement as well as a slight increase in female representation.



When comparing average hourly wages, women receive 92p to every £1 that men receive
(based on mean hourly pay gap)

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