The ‘Gender Pay Gap’ shows the difference in the average pay gap between men and women within the Hubbell UK Ltd entities as at the ‘snapshot date’ of 5th April 2019.

Calculations 2020

<table>
<thead>
<tr>
<th>Calculation</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mean Gender Pay Gap</td>
<td>19.7%</td>
</tr>
<tr>
<td>Median Gender Pay Gap</td>
<td>17.6%</td>
</tr>
<tr>
<td>Mean Bonus Pay Gap</td>
<td>54%</td>
</tr>
<tr>
<td>Median Bonus Pay Gap</td>
<td>16%</td>
</tr>
</tbody>
</table>

Proportion of Males & Females receiving a bonus payment as a % of workforce
- Females = 6%
- Males = 15%

Proportion of Males & Females in each Quartile Band
- Band A (<25%)
  - Females = 31%
  - Males = 69%
- Band B (26% - 50%)
  - Females = 20%
  - Males = 80%
- Band C (51% - 75%)
  - Females = 25%
  - Males = 75%
- Band D (>75%)
  - Females = 11%
  - Males = 89%

This submission reflects the Gender Pay Gap of Hubbell UK Ltd at the snapshot date of 5th April 2019 and has been compiled in line with regulatory requirements.

Gender Pay Gap is noted as being a general measurement of workforce profiling and is not the same as Equal Pay which compares males and females doing similar work.