

Uniper 2021 Gender Pay Gap

The data provided within this statement covers our two legal entities employing 250 people or more: Uniper UK Ltd and Uniper Technologies Ltd. The snapshot date for this report is 6th April 2020 to 5th April 2021.

SUMMARY OF RESULTS COMPARED TO LAST YEAR

Uniper UK Ltd (UUK) has seen a slight increase of 1.0% in their mean pay gap, however Uniper Technologies Ltd (UTL) continued to improve their mean pay gap, compared to 2020 with a reduction of 5.2%. We have seen that the median pay gap has decreased for both companies, with a reduction of 3.3% (UUK) and 1.7% (UTL) respectively.

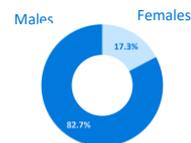
The mean bonus gap for UUK has reduced by 1.4%, whilst in UTL, it has increased by 1.8%.

UUK has seen a decrease of 35.5% in the median bonus gap payment, although this remains in favour of females. Within UUK, this reflects that there is still a greater proportion of females working in areas of the business, where higher bonus payments are made.

During 2021, both UUK and UTL have seen a decrease in the number of women being promoted. However within UTL one female was promoted into a role in the upper quartile.

Overall, both UUK and UTL have seen an increase in the percentage of women who are now in their upper pay quartiles at 2.6% (UUK) and 2.0% (UTL) respectively. And within UUK, there's been a continued increase in the number of females in the workforce during 2021.

Uniper Technologies Ltd



Uniper Technologies Ltd
Snapshot of gender split
6th April 2020 to 5th April 2021

Mean and Median Gender Pay and Bonus Gap	Mean	Median
Gender Pay Gap	19.9%	31.4%
Gender Bonus Pay Gap	50.8%	0.0%

	Female	Male
Proportion receiving a Bonus	94.8%	91.0%

Percentage of Males and Females in each pay quartile band		
Pay Quartiles	Female	Male
Lower	36.9%	63.1%
Lower Middle	11.9%	88.1%
Upper Middle	11.9%	88.1%
Upper	8.3%	91.7%
Total Split	17.3%	82.7%

WHAT ACTION ARE WE TAKING?

Uniper in the UK continues to have a strong focus on diversity and during 2021 "Equity" was added to our D&I (DEI) framework. We believe that having a focus on equity makes Uniper a fairer place to work and increases everybody's involvement in the company. That in turn strengthens Uniper as a team.

During the Covid 19 pandemic, we had a number of employees successfully working from home. This led Uniper to develop the NewNormal project, exploring how we could make hybrid working part of our ongoing future business operations, and allow us to continue in our commitment in supporting employees to achieve the right balance between their work and personal lives. We want to offer our employees the greatest possible flexibility by allowing more personal freedom on where they can work, taking into account operational requirements. To support colleagues with a move to more hybrid working, we offer a range of training to support and develop skills to aid collaborative working in both the virtual and hybrid worlds.

Uniper in the UK joined the Energy and Utility Skills Partnership (EUSP) in July 2020, with Mike Lockett, UK Country Chairman becoming part of their CEO Council. EUSP's renewal and skills strategy:2020, identified that recruiting more diverse talent into the sector and being more inclusive are key priorities, both to better represent the communities served and to future proof the sector. In 2021, we were proud to sign up to the principles of the Energy and Utilities Skills Partnership Inclusion Commitment. Signing up to the EUSP inclusion commitment is part of Uniper in the UK's regional vision and a key area of focus.

Uniper in the UK continued with their STEM activities in 2021 by introducing a STEM Working Group with representatives from across the businesses and sites and continued to work towards their STEM objectives for the year.

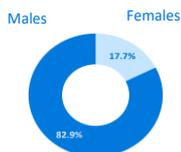
The UK DEI working groups held four focus events throughout 2021, starting with the first "Let's Talk About Race" event which marked the start of our journey to understand if barriers exist in Uniper for under-represented groups. In addition, we celebrated Women in Engineering Day, National Inclusion Week and held a well-received panel event for International Men's Day.

In 2022, the DEI working group will continue the conversations about race and ethnicity with our colleagues. We will also focus on disability awareness as we believe that understanding the issues of under-represented groups in our business, will not only contribute to reducing our gender pay gap, but also support our ongoing activity on all aspects of Diversity, Equity and Inclusion.

Uniper in the UK will also continue to focus on their 2021 to 2025 DEI vision, which includes the principle of meritocracy and working towards reflecting the population of the community it serves, to create a diverse and inclusive workforce.

In addition, the Uniper SE board has, this year, adopted a three-year DEI strategy to transform Uniper towards an even more diverse, fair and inclusive company. The strategy has three core pillars. People, Company and Partners and takes all diversity dimensions into consideration. Ultimately, it will help us to achieve a more balanced representation of employees and reach goals such as creating meaningful opportunities for all employees reflecting their individual situations and phases in life

Uniper UK Ltd



Uniper UK Ltd
Snapshot of gender split
6th April 2020 to 5th April 2021

Mean and Median Gender Pay and Bonus Gap	Mean	Median
Gender Pay Gap	16.7%	15.3%
Gender Bonus Pay Gap	22.8%	-75.1%

	Female	Male
Proportion receiving a Bonus	96.2%	96.9%

Percentage of Males and Females in each pay quartile band		
Pay Quartiles	Female	Male
Lower	29.7%	70.3%
Lower Middle	17.9%	82.1%
Upper Middle	9.6%	90.4%
Upper	11.0%	89.0%
Total Split	17.7%	82.9%



Statement

We confirm that information and data provided is accurate.


Mike Lockett
Country Chairman, Uniper UK Ltd


David Potter
Director, Uniper Technologies Ltd