

Uniper 2023 Gender Pay Gap

The data provided within this statement covers two of our legal entities : Uniper UK Ltd and Uniper Technologies Ltd. The snapshot date for this report is 6th April 2022 to 5th April 2023.

SUMMARY OF RESULTS COMPARED TO LAST YEAR

We are pleased that both Uniper UK Ltd (UUK) and Uniper Technologies Ltd (UTL) have seen a decrease in their mean pay gap in 2023 with a 1.3% and 11.7% reduction respectfully. Both companies have also seen a decrease to their median pay gap of 2.9% for UUK and 13.3% for UTL.

UUK has seen a slight increase to its median bonus gap of 5.3%, however UTL had a decrease of 16.7%.

We've seen that UUK has seen an increase of 167.5% in the mean bonus gap for actual payments, and this remains in favour of females. This reflects that within UUK, there is still a greater proportion of females working in areas of the business, where higher bonus payments are made.

During 2023, UUK have seen an increase in the number of women being promoted and two of these have been in the upper quartile.

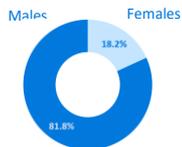
Overall, UUK has seen a decrease in the percentage of women who are now in their upper pay quartiles by 1.0% while UTL has seen an increase of 4.5%. And within UUK there has been an increase in the number of females in the workforce during 2023.

During 2023, UTL went through a structural change and as a result now has less than 250 employees. However, we will continue to report on their gender pay gap.

Uniper UK Ltd

			Female	Male
Proportion receiving a Bonus			94.1%	92.8%
Percentage of Males and Females in each pay quartile band				
Pay Quartiles	Female	Male		
Lower	28.4%	71.6%		
Lower Middle	18.5%	81.5%		
Upper Middle	13.0%	87.0%		
Upper	13.0%	87.0%		
Total Split	18.2%	81.8%		

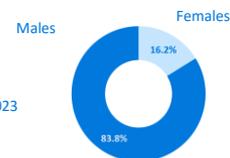
			Female	Male
Mean and Median Gender Pay and Bonus Gap				
Gender Pay Gap	Mean	Median	10.7%	12.1%
Gender Bonus Pay Gap			3.2%	-12.5%



Uniper Technologies Ltd

			Female	Male
Proportion receiving a Bonus			90.9%	93.0%
Percentage of Males and Females in each pay quartile band				
Pay Quartiles	Female	Male		
Lower	29.4%	70.6%		
Lower Middle	7.8%	92.2%		
Upper Middle	13.7%	86.3%		
Upper	13.7%	86.3%		
Total Split	16.2%	83.8%		

			Female	Male
Mean and Median Gender Pay and Bonus Gap				
Gender Pay Gap	Mean	Median	7.8%	19.9%
Gender Bonus Pay Gap			14.5%	0.3%



WHAT ACTION ARE WE TAKING?

Uniper in the UK continues to be active in STEM activities, encouraging young people to consider careers in these subjects, to help develop the next generation of engineers. To support this, UTL sponsored a female employee to sign up to the STEMazing community which encourages females to become more visible STEM role models, boost their public engagement skills, and inspire others. This has continued and in 2023, a further three females from both UUK and UTL had training and joined the community. And we also have funding for 2024 agreed.

In 2022/23 Uniper was a co-founding supporter for the development of the East Midlands Institute of Technology and we have a seat on the Industrial Advisory Board. Our intention is to support curriculum development and raise young peoples awareness of careers in the energy sector, especially associated with the transition to Net-Zero and the government's Levelling Up plans.

The Human Resources team have continued to review several key policies including menopause support and flexible working. This will continue in 2024 with a number of family friendly policies scheduled to be reviewed and the launch of a gender re-assignment policy.

The UK continues to have a DEI dedicated working group, which includes colleagues from all our sites and from all levels and plans awareness activities across the year. In 2023, the DEI working group continued the discussion about race and ethnicity with our colleagues, as this is still a key focus area. The working group also held a lunch and learn session on the challenges that disabled people have in the workplace with the support from "Enhance the UK" which focused on raising awareness and changing attitudes when discussing disability.

We still 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. And help to make us an attractive employer.

Our DEI vision is a key area of focus for Uniper and it continues to be a company priority in all our regions.



Statement
We confirm that information and data provided is accurate.

Mike Lockett
Country Chairman, Uniper UK Ltd

David Potter
Director, Uniper Technologies Ltd