

Uniper 2024 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 2023 to 5th April 2024.

SUMMARY OF RESULTS COMPARED TO LAST YEAR

Uniper UK Ltd (UUK) have seen a further decrease in their mean pay gap in 2024 with 0.6% reduction. Their median bonus gap has also continued to decrease by a further 1.9% in 2024.

Uniper Technologies Ltd (UTL) have seen their mean pay gap increase in 2024 by 7.5%. They have also seen an increase to their median pay gap of 10.6%.

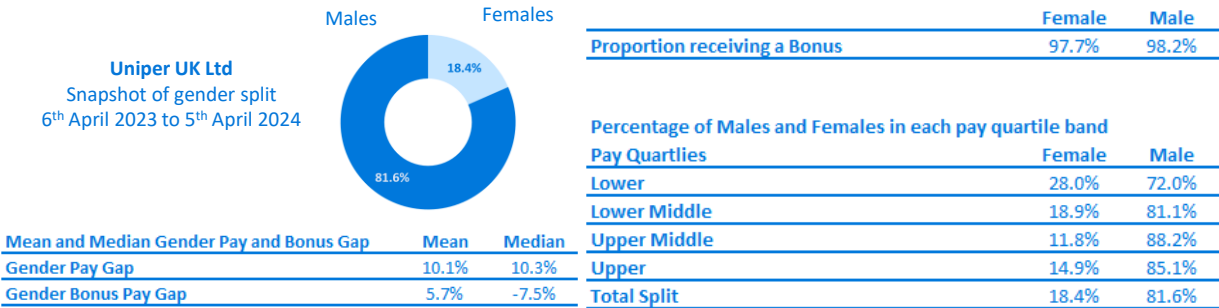
Both companies have seen a slight increase to their mean bonus gap of 2.6% for UUK and 2.0% for UTL.

We’ve seen that UUK has seen an increase of 4.9% in the median 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 2024, 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 an increase in the percentage of women who are now in their upper pay quartiles by 1.9% while UTL has seen a decrease of 1.2%. And within both UUK UTL there has been an increase in the number of females in the workforce during 2024.

Uniper UK Ltd

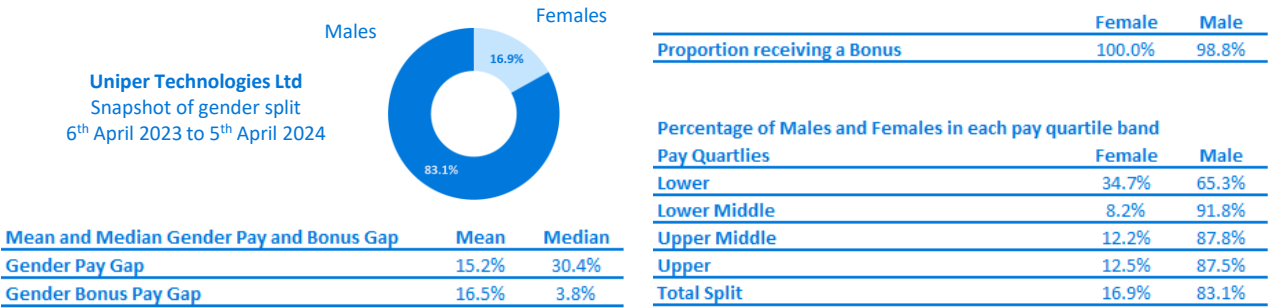


Statement
We confirm that information
and data provided is accurate.


Mike Lockett
Country Chairman, Uniper UK Ltd


David Potter
Director, Uniper Technologies Ltd

Uniper Technologies Ltd



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.

