

GRI Index

GRI 102-55 The 2021 Uniper Sustainability Report is guided by the standards of the Global Reporting Initiative (GRI): “Core” option. References indicate which disclosures fulfill which GRI standards. In cases where a disclosure does not fulfill a standard completely, the Index provides additional information. In addition, we show the relationship to the United Nations Sustainable Development Goals (SDGs).

GRI indicator and disclosure name		Location	Comments	SDGs
102: General information 2020				
Organizational profile				
102-1	Name of the organization	Annual Report 2021 – Corporate Profile – Business Model		
102-2	Activities, brands, products, and services	Annual Report 2021 – Corporate Profile – Business Model		
102-3	Location of headquarters	Annual Report 2021 – Corporate Profile – Business Model		
102-4	Location of operations	Annual Report 2021 – Corporate Profile – Business Model		
102-5	Ownership and legal form	Annual Report 2021 – Corporate Profile – Business Model		
102-6	Markets served	Annual Report 2021 – Corporate Profile – Business Model		
102-7	Scale of the organization	Annual Report 2021 – Performance Indicators at a Glance		
102-8	Information on employees and other workers	Annual Report 2021 – Performance Indicators at a Glance Sustainability Report 2021 – Key figures Sustainability Report 2021 – Key figures – People & society – Total number of employees		5, 8
102-10	Significant changes to the organization and its supply chain	Annual Report 2021 – Business Report – Business Performance – Business Developments and Key Events in 2021 Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Carbon emissions data – Scope 1 – Direct CO ₂ Emissions from Fuel Combustion by Country – Greenhouse Gas Protocol Scope 1		
102-11	Precautionary Principle or approach	Annual Report 2021 – Risk and Chances Report – Risk Management System Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Our decarbonization strategy Sustainability Report 2021 – Responsible Governance – ESG risk management and due diligence Sustainability Report 2021 – Responsible Governance – How we manage our commitments	ESG (Environmental, Social and Governance) risk management is part of Uniper’s overall risk management processes. A key component is the management of health and safety risks.	
102-12	External initiatives	Sustainability Report 2021 – People & society – Fair and attractive employer – How we manage our attractiveness as an employer Sustainability Report 2021 – People & society – Human rights Sustainability Report 2021 – People & society – Human rights – Coal supply chain issues and our Bettercoal engagement Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Mapping methane emissions Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Uniper takes part in Climate Action 100+ Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Uniper’s hydrogen strategy Sustainability Report 2021 - Responsible Governance – Business ethics and compliance – Lobbying Sustainability Report 2021 - Responsible Governance – Stakeholder engagement – Bettercoal: Russia and Colombia working groups		16, 17

GRI indicator and disclosure name	Location	Comments	SDGs
102-13	Membership of associations	Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Lobbying Sustainability Report 2021 – Responsible Governance – Innovation and digitalization – Innovation – High hopes for hydrogen Sustainability Report 2021 – Responsible Governance – Memberships	
Strategy			
102-14	Statement from senior decision-maker	Sustainability Report 2021 – Overview – Foreword	
102-15	Key impacts, risks, and opportunities	Annual Report 2021 – Risk and Chances Report Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Our decarbonization strategy Sustainability Report 2021 – Overview – Sustainability strategy and material topics – Materiality assessment	
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	Annual Report 2021 – Relevant Information about Management Practices Sustainability Report 2021 – Responsible Governance – How we manage our commitments Sustainability Report 2021 – Responsible Governance – How we manage our commitments – Policies Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Compliance – Code of conduct	
102-17	Mechanisms for advice and concerns about ethics	Sustainability Report 2021 – Responsible Governance - ESG risk management and due diligence – Risk levels and number of counterparties in 2021 Sustainability Report 2021 – Responsible Governance – How we manage our commitments Sustainability Report 2021 – Responsible Governance – How we manage our commitments – Policies Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Compliance – Code of conduct Sustainability Report 2021 – People & society – Diversity, equity, and inclusion – Preventing discrimination and harassment and fostering inclusion	
Governance			
102-18	Governance structure	Annual Report 2021 – Description of the Functioning of the Management Board and Supervisory Board and of the Composition and Functioning of Their Committees Sustainability Report 2021 – Responsible Governance – How we manage our commitments	
102-19	Delegating authority	Annual Report 2021 – Description of the Functioning of the Management Board and Supervisory Board and of the Composition and Functioning of Their Committees Sustainability Report 2021 – Responsible Governance – How we manage our commitments	
102-20	Executive-level responsibility for economic, environmental, and social topics	Annual Report 2021 – Description of the Functioning of the Management Board and Supervisory Board and of the Composition and Functioning of Their Committees Sustainability Report 2021 – Responsible Governance – How we manage our commitments Sustainability Report 2021 – Responsible Governance – How we manage our commitments – Policies Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Compliance – Compliance Management System	
102-21	Consulting stakeholders on economic, environmental, and social topics	Sustainability Report 2021 – Stakeholder engagement – Engaging in ongoing dialogue – Actively engaging with NGOs	
102-22	Composition of the highest governance body and its committees	Annual Report 2021 – Description of the Functioning of the Management Board and Supervisory Board and of the Composition and Functioning of Their Committees Annual Report 2021 – Information About the Supervisory Board and the Board of Management	
102-23	Chair of the highest governance body	Annual Report 2021 – Description of the Functioning of the Management Board and Supervisory Board and of the Composition and Functioning of Their Committees – Board of Management / Supervisory Board	

GRI indicator and disclosure name		Location	Comments	SDGs
102-24	Nominating and selecting the highest governance body	Annual Report 2021 – Description of the Functioning of the Management Board and Supervisory Board and of the Composition and Functioning of Their Committees – Nomination Committee Annual Report 2021 – Description of the Functioning of the Management Board and Supervisory Board and of the Composition and Functioning of Their Committees – Supervisory Board		
102-25	Conflicts of interest	Annual Report 2020 – Description of the Functioning of the Management Board and Supervisory Board and of the Composition and Functioning of Their Committees – Independence and Conflicts of Interests		
102-26	Role of highest governance body in setting purpose, values, and strategy	Annual Report 2020 – Description of the Functioning of the Management Board and Supervisory Board and of the Composition and Functioning of Their Committees – Management Board / Supervisory Board Sustainability Report 2020 – Sustainability management – How we manage our commitments		
102-27	Collective knowledge of highest governance body	Annual Report 2021 – Combined Separate Non-Financial Report 2021 – TCFD Reporting – Climate-related governance – Supervisory Board		
102-29	Identifying and managing economic, environmental, and social impacts	Annual Report 2021 – Combined Separate Non-Financial Report 2021 – TCFD Reporting – Climate-related governance – Supervisory Board Sustainability Report 2021 – Responsible Governance – How we manage our commitments		
102-30	Effectiveness of risk management processes	Annual Report 2021 – Combined Separate Non-Financial Report 2021 – TCFD Reporting – Climate-related governance – Supervisory Board Annual Report 2021 – Risk and Chances Report Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Tax transparency		
102-31	Review of economic, environmental, and social topics	Annual Report 2021 – Combined Separate Non-Financial Report 2021 – TCFD Reporting – Climate-related governance – Supervisory Board Sustainability Report 2021 – Responsible Governance – How we manage our commitments		
102-32	Highest governance body's role in sustainability reporting	Annual Report 2021 – Combined Separate Non-Financial Report 2021 – TCFD Reporting – Climate-related governance – Supervisory Board	Partially disclosed.	
102-33	Communicating critical concerns	Annual Report 2021 – Combined Separate Non-Financial Report 2021 – TCFD Reporting – Climate-related governance – Supervisory Board Sustainability Report 2021 – Responsible Governance – How we manage our commitments	Partially disclosed.	
102-35	Remuneration policies	Annual Report 2021 – Compensation Report		
102-36	Process for determining remuneration	Annual Report 2021 – Compensation Report Annual Report 2021 – Compensation Report – Basic Features of the Management Board Compensation Plan		
Stakeholder engagement				
102-40	List of stakeholder groups	Sustainability Report 2021 – Responsible Governance – Stakeholder engagement Sustainability Report 2021 – Overview – Sustainability strategy and material topics – Materiality assessment	Uniper's most important stakeholder groups are: customers, shareholders, investors, employees, contractors, suppliers, local governments and regulatory bodies, communities who live near our operations, NGOs, media, and the general public.	8, 16, 17
102-41	Collective bargaining agreements	Sustainability Report 2021 – Key figures – People & society – Employees covered by collective bargaining agreements		8, 16, 17
102-42	Identifying and selecting stakeholders	Sustainability Report 2021 – Responsible Governance – Stakeholder engagement – Identifying and Engaging with NGOs	Partially disclosed. Uniper's stakeholder identification and selection process is not explicitly described, but being an energy provider, it is clear that our important stakeholder groups are customers, shareholders, investors, employees, contractors, suppliers, local governments and regulatory bodies, communities who live near our operations, NGOs, media, and the general public.	8, 16, 17

GRI indicator and disclosure name	Location	Comments	SDGs
102-43 Approach to stakeholder engagement	Sustainability Report 2021 – People & society – Human rights – Coal supply chain issues and our Bettercoal engagement Sustainability Report 2021 – People & society – Just transition – Quitting coal, ensuring a just transition Sustainability Report 2021 – Responsible Governance – Stakeholder engagement Sustainability Report 2021 – Responsible Governance – Stakeholder engagement – Bettercoal: Russia and Colombia working groups Sustainability Report 2021 – Responsible Governance – Stakeholder engagement – Engaging with shareholders Sustainability Report 2021 – Responsible Governance – Stakeholder engagement – Identifying and Engaging with NGOs	Partially disclosed.	8, 16, 17
102-44 Key topics and concerns raised	Sustainability Report 2021 – Responsible Governance – Stakeholder engagement – Identifying and Engaging with NGOs Sustainability Report 2021 – Overview – Sustainability strategy and material topics – Materiality assessment		8, 16, 17
Reporting practice			
102-45 Entities included in the consolidated financial statements	Sustainability Report 2021 – About this report		
102-46 Defining report content and topic Boundaries	Sustainability Report 2021 – Overview – Sustainability strategy and material topics – Materiality assessment		
102-47 List of material topics	Sustainability Report 2021 – Overview – Sustainability strategy and material topics – Materiality assessment		
102-48 Restatements of information	Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Carbon emissions data		
102-49 Changes in reporting	Sustainability Report 2021 – About this report Sustainability Report 2021 – Overview – Sustainability strategy and material topics – Materiality assessment Sustainability Report 2021 – Overview – Sustainability strategy and material topics – Our sustainability strategy	Material topics, data, and key figures shown in the previous year's report were updated on the basis of validation processes. Where appropriate, changes are marked and reported accordingly.	
102-50 Reporting period	Sustainability Report 2021 – About this report		
102-51 Date of most recent report	Sustainability Report 2021 – About this report		
102-52 Reporting cycle	Sustainability Report 2021 – About this report		
102-53 Contact point for questions regarding the report	Sustainability Report 2021 – Back cover		
102-54 Claims of reporting in accordance with the GRI Standards	Sustainability Report 2021 – About this report	The report's descriptions of our materiality assessment and management approach reflect the standards of the Global Reporting Initiative (GRI). The report uses GRI indicators to disclose information on selected issues; their use is referenced in each instance. We are working towards reporting in accordance with the GRI Standards: Core Option to provide our stakeholders with a more comprehensive overview.	
102-55 GRI content index	GRI content index		
205: Anti-corruption 2016			
103-1/2/3 Management approach	Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Compliance – Anti-corruption Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Compliance – Code of conduct Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Compliance – Compliance management system		
205-1 Operations assessed for risks related to corruption	Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Compliance – Anti-corruption Sustainability Report 2021 – Responsible Governance – ESG risk management and due diligence		16

GRI indicator and disclosure name	Location	Comments	SDGs
205-2 Communication and training about anti-corruption policies and procedures	Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Compliance – Code of Conduct Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Compliance – Anti-corruption Sustainability Report 2021 – Responsible Governance – How we manage our commitments Sustainability Report 2021 – Responsible Governance – How we manage our commitments – HSSE & Sustainability Improvement Plan	Uniper's employees have access to anti-corruption policies and procedures on our internal website. Relevant employees are regularly trained in policies and systems that help prevent corruption. A new compliance eLearning module on the basic principles of the Uniper Code of Conduct was successfully introduced in 2021 for all 11,775 active Uniper Group employees. At year-end, the completion rate was at 89%.	16
205-3 Confirmed incidents of corruption and actions taken	Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Compliance – Anti-corruption	One new instance of alleged corruption and bribery was reported at Uniper in 2021 and closed as unfounded. One pending case from 2020 was closed as unfounded.	16
207: Tax 2019			
103-1/2/3 Management approach	Tax Transparency Report 2021 Sustainability Report 2021 – Responsible governance – Business ethics and compliance – Tax transparency		
207-1 Approach to tax	Tax Transparency Report 2021 Sustainability Report 2021 – Responsible governance – Business ethics and compliance – Tax transparency		
207-2 Tax governance, control, and risk management	Tax Transparency Report 2021		
207-3 Stakeholder engagement and management of concerns related to tax	Tax Transparency Report 2021 Sustainability Report 2021 – Responsible governance – Business ethics and compliance – Tax transparency		
207-4 Country-by-country reporting	Tax Transparency Report 2021 Sustainability Report 2021 – Responsible governance – Business ethics and compliance – Tax transparency		
302: Energy 2016			
103-1/2/3 Management approach	Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions - Our decarbonization strategy Sustainability Report 2021 – Planet – Energy efficiency Sustainability Report 2021 – Planet – Energy efficiency – Flexible, efficient power plants		
302-1 Energy consumption within the organization	Sustainability Report 2021 – Key figures Sustainability Report 2021 – Key figures – Planet – Natural gas consumption by our own power plants by country	Partially disclosed. Uniper reports on natural gas consumption by country as well as total coal consumption. Such disclosure, however, does not include fuel consumption from renewable and other non-renewable sources as these quantities are small in comparison to coal and gas consumption.	7, 12, 13
302-2 Energy consumption outside of the organization	Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – New green energy businesses		
302-3 Energy intensity		Not disclosed. Uniper does not disclose quantifiable data on the energy intensity ratio of the company (and types of energy included – fuel, electricity, heating, cooling).	7, 12, 13
302-4 Reduction of energy consumption	Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Accelerated coal exit Sustainability Report 2021 – Planet – Energy efficiency – Efficiency improvements in Hungary Sustainability Report 2021 – Planet – Energy efficiency – Efficiency upgrade in England	Partially disclosed. Uniper describes efforts to increase power plant energy efficiency and reduce energy consumption in office buildings. The amount by which energy consumption has been reduced, as well as calculations and methodologies, are not disclosed.	7, 9, 12, 13
302-5 Reductions in energy requirements of products and services	Sustainability Report 2021 – Planet – Energy efficiency – Efficiency improvements in Hungary Sustainability Report 2021 – Planet – Energy efficiency – Efficiency upgrade in England	Partially disclosed. Uniper reports on improvements in power plant energy efficiency.	7, 9, 12, 13

GRI indicator and disclosure name	Location	Comments	SDGs	
303: Water and Effluents 2018				
103-1/2/3	Management approach	Sustainability Report 2021 – Planet – Water use and optimization		
303-1	Interactions with water as a shared resource	Sustainability Report 2021 – Planet – Water use and optimization Sustainability Report 2021 – Planet – Water use and optimization – Operating responsibly in water-stressed areas Sustainability Report 2021 – Planet – Water use and optimization – The main steps we take to improve water use Sustainability Report 2021 – Planet – Water use and optimization – Water risks	Partially disclosed. Cooling water withdrawal and discharge data is reported. In 2021 we used the World Resource Institute's Aqueduct Water Risk Atlas to assess whether any of our thermal power plants are located in areas of possible water stress. Uniper does not define water-related goals and targets.	12
303-2	Management of water discharge-related impacts	Sustainability Report 2021 – Planet – Water use and optimization – The main steps we take to improve water use	National and local legislation and good practice define the minimum requirements and standards for water use. Uniper complies with all applicable laws and regulations. The EU enacted the Water Framework Directive (WFD) in 2000. It obliges member states to achieve a good status for all bodies of water within their jurisdiction. We fully support the WFD.	
303-3	Water withdrawal	Sustainability Report 2021 – Planet – Water use and optimization – Total water withdrawal and discharge Sustainability Report 2021 – Key figures Sustainability Report 2021 – Key figures – Planet – Total water withdrawal for cooling Sustainability Report 2021 – Key figures – Planet – Water withdrawal in production operations		12
303-4	Water discharge	Sustainability Report 2021 – Planet – Water use and optimization – Total water withdrawal and discharge Sustainability Report 2021 – Key figures – Planet – Total cooling water discharge Sustainability Report 2021 – Key figures – Planet – Water discharge by recipient Sustainability Report 2021 – Key figures – Planet – Water discharge by recipient in water-stressed areas		12
304: Biodiversity 2016				
103-1/2/3	Management approach	Sustainability Report 2021 – Planet – Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability Report 2021 – Planet – Biodiversity – Creating habitats in Germany Sustainability Report 2021 – Planet – Biodiversity – Enhancing biodiversity in Germany Sustainability Report 2021 – Planet – Biodiversity – Fast lanes for fish Sustainability Report 2021 – Planet – Biodiversity – Peregrine falcons at Datteln Sustainability Report 2021 – Planet – Biodiversity – Protecting eels in Germany Sustainability Report 2021 – Planet – Biodiversity – Protecting habitats in Germany Sustainability Report 2021 – Planet – Biodiversity – Relocating eels in Sweden Sustainability Report 2021 – Planet – Biodiversity – Restocking fish in Russia Sustainability Report 2021 – Planet – Biodiversity – Studying the effects of climate change Sustainability Report 2021 – Planet – Biodiversity – Transporting eels to Sweden	Partially disclosed. We do disclose some operational sites that are located in protected areas or areas of high biodiversity value, but do not publish all requested information, such as size of operational site or biodiversity value.	
304-2	Significant impacts of activities, products, and services on biodiversity	Sustainability Report 2021 – Planet – Biodiversity – Studying the effects of climate change Sustainability Report 2021 – Planet – Biodiversity – Creating habitats in Germany Sustainability Report 2021 – Planet – Biodiversity – Fast lanes for fish Sustainability Report 2021 – Planet – Biodiversity – Protecting eels in Germany Sustainability Report 2021 – Planet – Biodiversity – Protecting habitats in Germany Sustainability Report 2021 – Planet – Biodiversity – Restocking fish in Russia	Partially disclosed.	15

GRI indicator and disclosure name	Location	Comments	SDGs
304-3 Habitats protected or restored	Sustainability Report 2021 – Planet – Biodiversity – Creating habitats in Germany Sustainability Report 2021 – Planet – Biodiversity – Fast lanes for fish Sustainability Report 2021 – Planet – Biodiversity – Protecting eels in Germany Sustainability Report 2021 – Planet – Biodiversity – Protecting habitats in Germany Sustainability Report 2021 – Planet – Biodiversity – Restocking fish in Russia Sustainability Report 2021 – Planet – Biodiversity – Transporting eels to Sweden	Partially disclosed. Uniper publishes measures implemented to protect or restore habitats but does not publish the size of habitats.	15
305: Emissions 2016			
103-1/2/3 Management approach	Sustainability Report 2021 – Planet Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Greener commodity trading Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Our decarbonization strategy Sustainability Report 2021 – Planet – Continually improving our environmental performance Sustainability Report 2021 – Planet – Emissions to air, land, and water Sustainability Report 2021 – Planet – Emissions to air, land, and water – BREF: reducing the emissions of fossil-fueled power plants Sustainability Report 2021 – Responsible governance – Innovation and digitalization – Digitalization – Enhancing performance, reducing emissions		
305-1 Direct (Scope 1) GHG emissions	Sustainability Report 2021 – Key figures Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Carbon emissions data – Scope 1 – Direct CO ₂ Emissions from Fuel Combustion by Country – Greenhouse Gas Protocol Scope 1		12, 13
305-2 Energy indirect (Scope 2) GHG emissions	Sustainability Report 2021 – Key figures Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Carbon emissions data – Scope 2 – Indirect CO ₂ e emissions –Greenhouse Gas Protocol Scope 2		12, 13
305-3 Other indirect (Scope 3) GHG emissions	Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Carbon emissions data – Scope 3 – Indirect CO ₂ e emissions –Greenhouse Gas Protocol Scope 3		12, 13
305-4 GHG emissions intensity	Annual Report 2021 – Performance Indicators at a Glance Sustainability Report 2021 – Key figures Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Accelerated coal exit Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Carbon emissions data – Scope 1 – Direct CO ₂ Emissions from Fuel Combustion by Country – Greenhouse Gas Protocol Scope 1	Uniper reports carbon emissions intensity: We calculate carbon intensity using the financial control approach. This means that our carbon intensity is the ratio of the direct CO ₂ emissions from our fully consolidated, stationary fossil-fueled power plants and power-and-heat plants to these plants' power and heat output. It does not include plants that produce heat and/or steam only.	12, 13
305-5 Reductions of GHG emissions	Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Accelerated coal exit Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Carbon emissions data – Scope 1 Sustainability Report 2021 – Planet – Climate change and greenhouse gas emissions – Decarbonization in Russia Sustainability Report 2021 – Planet – Continually improving our environmental performance – CDCPK reduces its carbon emissions		12, 13
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Report 2021 – Planet – Emissions to air, land, and water Sustainability Report 2021 – Key figures Sustainability Report 2021 – Key figures – Planet – Dust emissions Sustainability Report 2021 – Key figures – Planet – NO _x emissions Sustainability Report 2021 – Key figures – Planet – SO ₂ emissions	Partially disclosed. Uniper reports NOx and SO2 emissions, and dust (particulate matter). Uniper limits mercury emissions to the Industrial Emissions Directive (IED) annual emission limit value of 10 µg/m ³ . Uniper does not report persistent organic pollutants (POPs), volatile organic compounds (VOCs), or hazardous air pollutants. Methodologies and calculations are not disclosed.	12, 13

GRI indicator and disclosure name	Location	Comments	SDGs
306: Waste 2020			
103-1/2/3	Management approach	Sustainability Report 2021 – Planet – Circular economy and waste management – Waste management	
306-1	Waste generation and significant waste-related impacts	Sustainability Report 2021 – Planet – Circular economy and waste management – Waste management Sustainability Report 2021 – Planet – Circular economy and waste management – Waste management – Managing radioactive waste in Sweden Sustainability Report 2021 – Planet – Circular economy and waste management – Waste management – Recycling waste at Barsebäck	
306-2	Management of significant waste-related impacts	Sustainability Report 2021 – Planet – Circular economy and waste management – Circular economy – From fuel to building material Sustainability Report 2021 – Planet – Circular economy and waste management – Waste management Sustainability Report 2021 – Planet – Circular economy and waste management – Waste management – Managing radioactive waste in Sweden Sustainability Report 2021 – Planet – Circular economy and waste management – Waste management – Recycling waste at Barsebäck	
306-3	Waste generated	Sustainability Report 2021 – Planet – Circular economy and waste management – Waste management Sustainability Report 2021 – Planet – Circular economy and waste management – Waste management – Managing radioactive waste in Sweden Sustainability Report 2021 – Key figures – Planet – European hazardous and non-hazardous operational waste Sustainability Report 2021 – Key figures – Planet – Pulverized fly ash (PFA), furnace bottom ash (FBA), and gypsum	Partially disclosed. 12
306-4	Waste diverted from disposal	Sustainability Report 2021 – Key figures – Planet – European hazardous and non-hazardous operational waste Sustainability Report 2021 – Planet – Circular economy and waste management – Circular economy – Byproducts production at Uniper	
306-5	Waste directed to disposal	Sustainability Report 2021 – Key figures – Planet – European hazardous and non-hazardous operational waste Sustainability Report 2021 – Planet – Circular economy and waste management – Circular economy – Byproducts production at Uniper	
307: Environmental Compliance 2016			
103-1/2/3	Management approach	Sustainability Report 2021 – Planet – Continually improving our environmental performance	
307-1	Noncompliance with environmental laws and regulations	Sustainability Report 2021 – Planet – Environmental regulation	Partially disclosed.
401: Employment 2016			
103-1/2/3	Management approach	Sustainability Report 2021 – People & society – Fair and attractive employer – How we manage and reward our workforce	
401-1	New employee hires and employee turnover	Annual Report 2021 – Performance Indicators at a Glance Sustainability Report 2021 – People & society – Fair and attractive employer – How we manage and reward our workforce Sustainability Report 2021 – Key figures – People & society – New hires from external market Sustainability Report 2021 – Key figures – People & society – Share of new hires from external market Sustainability Report 2021 – Key figures – People & society – Voluntary and non-voluntary leavers Sustainability Report 2021 – Key figures – People & society – Voluntary leavers Sustainability Report 2021 – People & society – Fair and attractive employer – New hires from the external market by age range	Uniper discloses new hires from the external market by age range, gender, and country of employment. Reports voluntary and involuntary leavers by age and duration of employment, and by gender and duration of employment. 5, 8
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability Report 2021 – People & society – Fair and attractive employer – How we manage and reward our workforce	Uniper provides its employees with valuable benefits, such as disability insurance and family coverage. In several countries, it provides attractive retirement planning as well. Temporary or part-time employees are not addressed. 8

GRI indicator and disclosure name		Location	Comments	SDGs
403: Occupational Health and Safety 2018				
103-1/2/3	Management approach	Sustainability Report 2021 – People & society – Health, safety, and wellbeing Sustainability Report 2021 – People & society – Health, safety, and wellbeing – Becoming a learning organization Sustainability Report 2021 – People & society – Health, safety, and wellbeing – Comprehensive HSSE management Sustainability Report 2021 – People & society – Health, safety, and wellbeing – Focus on a healthy Uniper Sustainability Report 2021 – People & society – Health, safety, and wellbeing – How we strive to improve health and safety		
403-1	Occupational health and safety management system	Sustainability Report 2021 – People & society – Health, safety, and wellbeing Sustainability Report 2021 – People & society – Health, safety, and wellbeing – Comprehensive HSSE management		8
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report 2021 – People & society – Health, safety, and wellbeing – Comprehensive HSSE management		8
403-3	Occupational health services	Sustainability Report 2021 – People & society – Health, safety, and wellbeing – Focus on a healthy Uniper Sustainability Report 2021 – People & society – Health, safety, and wellbeing – Ongoing challenges posed by the Covid-19 pandemic		8
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report 2021 – People & society – Health, safety, and wellbeing – Comprehensive HSSE management	Not disclosed.	8
403-5	Worker training on occupational health and safety on occupational health and safety	Sustainability Report 2021 – People & society – Health, safety, and wellbeing – Comprehensive HSSE management		8
403-6	Promotion of worker health	Sustainability Report 2021 – People & society – Health, safety, and wellbeing – Focus on a healthy Uniper Sustainability Report 2021 – People & society – Health, safety, and wellbeing – Ongoing challenges posed by the Covid-19 pandemic	Partially disclosed. Uniper’s integrated health approach offers all employees access to a wide range of services, from medical checkups and extensive exercise programs to mental well-being campaigns.	8
403-8	Workers covered by an occupational health and safety management system	Sustainability Report 2021 – People & society – Health, safety, and wellbeing Sustainability Report 2021 – People & society – Health, safety, and wellbeing – Comprehensive HSSE management	Partially disclosed. The H&S management systems of all our operating entities are certified to ISO 45001, the internationally recognized standard for H&S management, and are regularly reviewed and certified by independent experts. Not disclosed: the number and percentage of all employees and workers who are not employees whose work and/or workplace is controlled by Uniper who are covered by such a system that has been internally audited, or that has been audited or certified by an external party.	8
403-9	Work-related injuries	Sustainability Report 2021 – People & society – Health, safety, and wellbeing – How we strive to improve health and safety Sustainability Report 2021 – Key figures – People & society – Health, safety, and wellbeing – Total recordable incident frequency (TRIF)	Partially disclosed. Uniper reports employee and contractor total recordable incident frequency (TRIF) and lost-time injury frequency (LTIF). No employees have been excluded from these calculations. The company does not report on work-related hazards and risks and how they are dealt with.	8

GRI indicator and disclosure name	Location	Comments	SDGs
404: Training and Education 2016			
103-1/2/3	Management approach	Sustainability Report 2021 – People & society – Fair and attractive employer Sustainability Report 2021 – People & society – Fair and attractive employer – How we manage our attractiveness as an employer	
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report 2021 – People & society – Diversity, equity, and inclusion – Preventing discrimination and harassment and fostering inclusion Sustainability Report 2021 – People & society – Diversity, equity, and inclusion – Our management of diversity and inclusion Sustainability Report 2021 – People & society – Fair and attractive employer – Uniper Trainee Program Sustainability Report 2021 – People & society – Fair and attractive employer – Training Sustainability Report 2021 – People & society – Health, safety, and wellbeing – Comprehensive HSSE management Sustainability Report 2021 – People & society – Just transition – Quitting coal, ensuring a just transition Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Compliance – Code of conduct Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Compliance – Anti-corruption Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Safeguarding personal data Sustainability Report 2021 – Responsible Governance – Customer rights and satisfaction – Customer Data Protection Sustainability Report 2021 – Responsible Governance – ESG risk management and due diligence Sustainability Report 2021 – Responsible Governance – How we manage our commitments Sustainability Report 2021 – Responsible Governance – How we manage our commitments – HSSE & Sustainability Improvement Plan	
405: Diversity and Equal Opportunity 2016			
103-1/2/3	Management approach	Sustainability Report 2021 – People & society – Diversity, equity, and inclusion Sustainability Report 2021 – People & society – Diversity, equity, and inclusion – Our management of diversity and inclusion Sustainability Report 2021 – People & society – Diversity, equity, and inclusion - Preventing discrimination and harassment and fostering inclusion Sustainability Report 2021 – People & society – Diversity, equity, and inclusion – Promoting gender equality and fostering female talent	
405-1	Diversity of governance bodies and employees	Annual Report 2021 – Performance Indicators at a Glance Sustainability Report 2021 – People & society – Diversity, equity, and inclusion – Promoting gender equality and fostering female talent Sustainability Report 2021 – Key figures Sustainability Report 2021 – Key figures – People & society – Total number of employees	Uniper reports the percentage of high-level positions held by which gender. Employee numbers by gender and country of employment are disclosed. Diversity by other diversity factors is not disclosed. The annual report discloses the percentage of female employees and the average age of employees. 5
408: Child Labor 2016			
103-1/2/3	Management approach	Sustainability Report 2021 – People & society – Human rights	
408-1	Operations and suppliers at significant risk for incidents of child labor		Not disclosed. 8, 16
409: Forced or Compulsory Labor 2016			
103-1/2/3	Management approach	Sustainability Report 2021 – People & society – Human rights	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainability Report 2021 – People & society – Human rights	Partially disclosed. 8, 16

GRI indicator and disclosure name		Location	Comments	SDGs
412: Human Rights Assessment 2016				
103-1/2/3	Management approach	Sustainability Report 2021 – People & society – Human rights Sustainability Report 2021 – People & society – Human rights – Procurement of other goods and services Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Compliance – Code of conduct Sustainability Report 2021 – Responsible Governance – ESG risk management and due diligence	Uniper also publishes a Modern Slavery and Human Trafficking Statement for the UK, recognizing the importance of human rights and describing policies underlining it.	
412-1	Operations that have been subject to human rights reviews or impact assessments	Sustainability Report 2021 – Responsible Governance – ESG risk management and due diligence	Uniper conducts an annual global assessment, which is based on a combination of economic and social indexes, to map country-specific issues that may directly affect our company if we pursue new business opportunities. These issues include working conditions, the violation of political rights and civil liberties, and security threats. The total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments by country is not disclosed.	8, 16
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Sustainability Report 2021 – People & society – Human rights – Coal supply chain issues and our Bettercoal engagement Sustainability Report 2021 – People & society – Human rights – Procurement of other goods and services	To establish adequate measures to prevent, monitor, and mitigate human rights risks in the coal supply chain, Uniper participates in Bettercoal. Based on the Bettercoal Code 2.0, Uniper discloses the percentage of coal purchased under direct contracts from Bettercoal suppliers. The total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening is not disclosed.	
414: Supplier social assessment 2016				
103-1/2/3	Management approach	Sustainability Report 2021 – People & society – Human rights Sustainability Report 2021 – People & society – Human rights – ESG monitoring of gas, liquefied natural gas (LNG), and related infrastructure Sustainability Report 2021 – People & society – Human rights – Procurement of other goods and services		
414-1	New suppliers that were screened using social criteria	Sustainability Report 2021 – Responsible Governance – ESG risk management and due diligence Sustainability Report 2021 – People & society – Human rights – Coal supply chain issues and our Bettercoal engagement	Uniper screens suppliers for social issues and is committed to assessing 100% of its new counterparties according to its social screening system (ESG due diligence) by year-end 2022. Uniper also publishes a Modern Slavery and Human Trafficking Statement for the UK, recognizing the importance of human rights and describing policies underlining it.	8
414-2	Negative social impacts in the supply chain and actions taken	Sustainability Report 2021 – Responsible Governance – ESG risk management and due diligence Sustainability Report 2021 – People & society – Human rights – Coal supply chain issues and our Bettercoal engagement Sustainability Report 2021 – People & society – Human rights – Procurement of other goods and services	Uniper monitors country-specific issues such as working conditions and the violation of political rights and civil liberties. Uniper has strengthened its due diligence requirements and instituted mitigation measures, such as the inclusion of specific deal-break or performance-suspension clauses. Uniper has a company-wide screening process for all new potential counterparties, intermediaries, and business partners. The severe negative impacts monitored include modern slavery, unlawful community displacement, and child labor.	8
417: Marketing and Labeling 2016				
103-1/2/3	Management approach	Sustainability Report 2021 – Responsible Governance – Customer rights and satisfaction – Marketing communications		
417-1	Requirements for product and service information and labeling	Sustainability Report 2021 – Responsible Governance – Customer rights and satisfaction – Marketing communications		12

GRI indicator and disclosure name		Location	Comments	SDGs
418: Customer Privacy 2016				
103-1/2/3	Management approach	Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Safeguarding personal data Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Safeguarding personal data – Compliance with the GDPR Sustainability Report 2021 – Responsible Governance – Customer rights and satisfaction – Customer data protection		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report 2021 – Responsible Governance – Business ethics and compliance – Safeguarding personal data – Compliance with the GDPR		

GRI indicator and disclosure name		Location	Comments	SDGs
G4 Electric Utilities Sector Disclosures				
Economic disclosures				
Availability and reliability				
103-1/2/3	Management approach	Sustainability Report 2021 – People & society – Secure and affordable energy supply Sustainability Report 2021 – People & society – Secure and affordable energy supply – How we manage our generation fleet		
G4 EU10	Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime	Sustainability Report 2021 – People & society – Secure and affordable energy supply – How we manage our generation fleet		7
System efficiency				
103-1/2/3	Management approach	Sustainability Report 2021 – Planet – Energy efficiency		
G4 EU11	Average generation efficiency of thermal plants by energy source and by regulatory regime	Sustainability Report 2021 – Planet – Energy efficiency		7