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Sustainability Report 2023

Sustainability highlights in 2023

New strategy

In the summer, Uniper announced its new strategic alignment: from the 2024 fiscal year, Uniper will focus on the three segments Green Generation, Flexible Generation, and Greener Commodities.

2040

As part of the new strategy, Uniper now aims to be climate-neutral Group-wide by 2040 – ten years earlier than previously planned.

-24%

We reduced the direct CO₂ emissions from our power plants by 24% (Scope 1).

Pride Champion

Uniper earned the gold Pride Champion seal through its participation in the German Uhlala Pride Index Audit.

6%

The LNG import terminal in Wilhelmshaven met about 6% of Germany's gas needs in 2023.

0

Uniper had no severe accidents in 2023.

Human Rights Officer

Uniper's Human Rights Officer was appointed in 2023 to ensure the effective management of human rights and environmental risks.

5

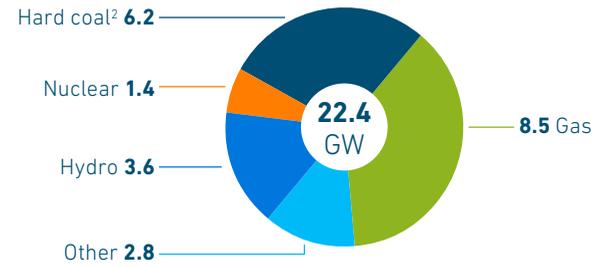
Uniper had five dialogues with NGOs in 2023 to discuss the issues related to our business.

74%

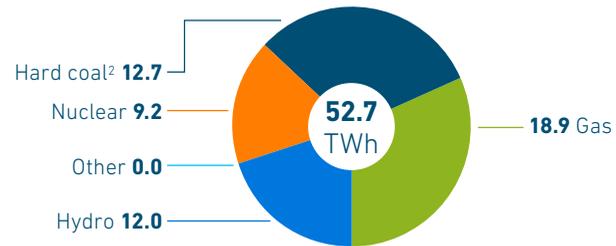
Uniper purchased a larger percentage of coal (74%) from direct Bettercoal suppliers in 2023, an increase from 56% in 2022.

Diversified generation portfolio

Net capacity by fuel type (GW)¹

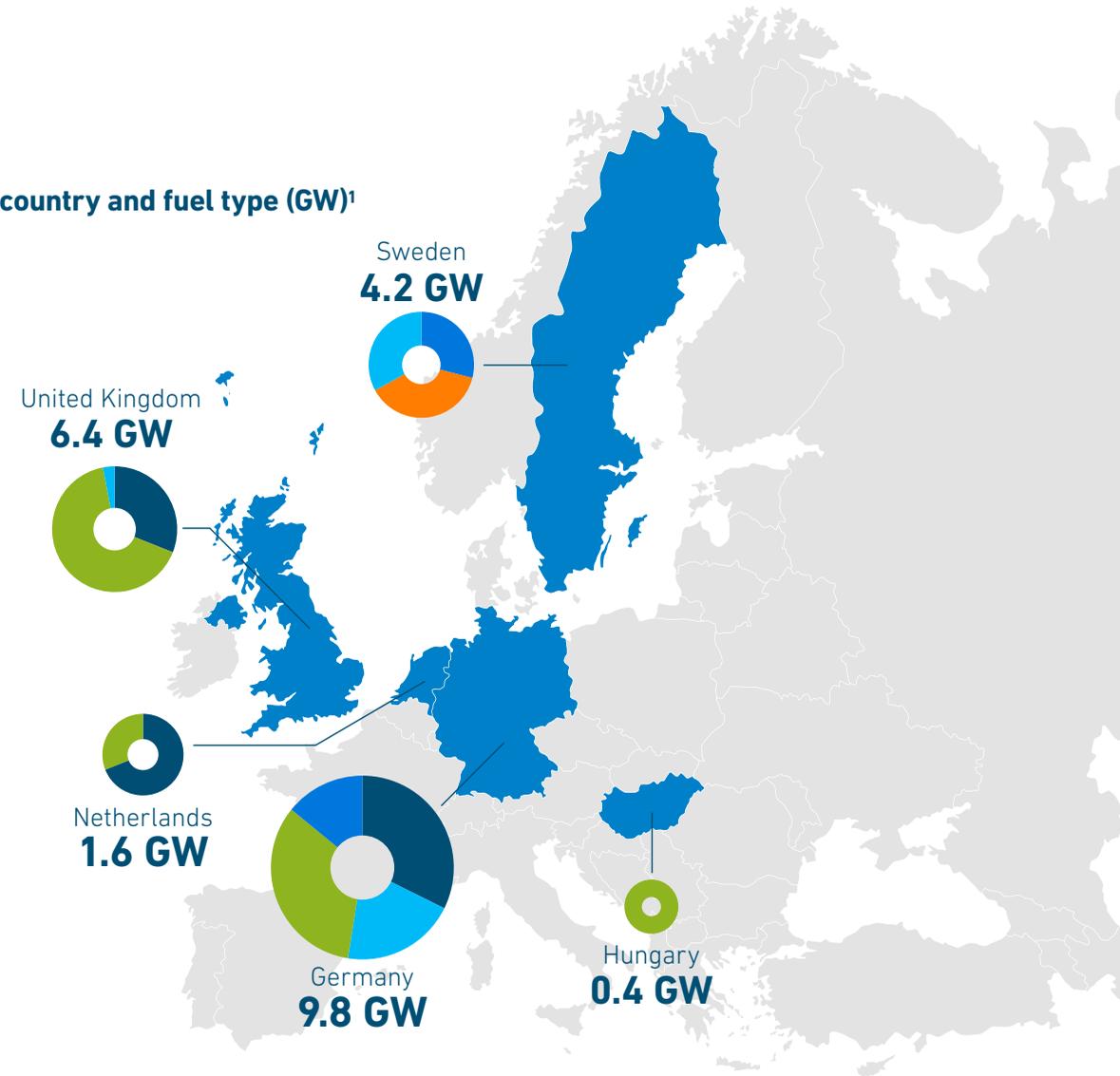


Net electricity generation volumes by technology (TWh)



¹ Accounting view, status as of December 31, 2023.
² FY 2023 hard coal volumes incl. 0.4 TWh co-feed biomass.

Net capacity by country and fuel type (GW)¹



Foreword

Looking back at 2023

As the CEO and Chief Sustainability Officer, I am pleased to present Uniper's eighth Sustainability Report. It is a testament to our dedication to systematically improving sustainability performance across all facets of our operations and supply chains. I am proud to share the progress we have made.

2023 was an exciting year for Uniper. In August we announced our new strategy: "Accelerating the energy transition: flexible, balanced, bespoke." Europe wants to reduce its greenhouse-gas emissions by at least 55% by 2030 and to achieve climate neutrality by 2050. Germany aims to be climate-neutral by 2045. Uniper wants to achieve this already by 2040. This is a truly mammoth task. But we consider Uniper to be very well positioned for these changes. We are playing a decisive role in transforming the energy system, which you can read about in this report.

Throughout 2023, we made significant strides in various aspects of sustainability. Uniper was named as one of the world's best employers and earned the gold Pride Champion seal. We carried out several projects that enhance biodiversity and promoted activities that support both the physical and mental health of our employees. We continued to discuss ESG risks and impacts with several international NGOs and high-risk suppliers. These are just a few examples.

Uniper's sustainability journey is ongoing, and I recognize that there is always room for improvement. As we move forward, we remain dedicated to finding innovative solutions and collaborating with stakeholders to address the most pressing sustainability challenges of our time.

I would like to express my gratitude to all our employees who have contributed to our sustainability efforts. Together, we can create a more sustainable future for generations to come.

Best wishes,



Michael Lewis
Chief Executive Officer and Chief Sustainability Officer



Sustainability 2023



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Our report

Uniper has published an annual Sustainability Report for each year since 2016, when we became an independent company. This is therefore our eighth Sustainability Report. It is available in English and German. It presents information about our most material sustainability topics, how we manage them, and what we achieved in the reporting period. The reporting period is the calendar year 2023.

Majority shareholders

The majority shareholder of Uniper SE is the Federal Republic of Germany, with a 99.12% stake in Uniper. This was the result of the financial stabilization package, which totaled around €13.5 billion and the acquisition of the Uniper share package from Fortum.

Our report

This report's description of our materiality assessment and management approach reflects the Global Reporting Initiative's standards (GRI). The report uses GRI indicators to disclose information on selected issues; their use is referenced in each instance. We are working toward reporting 100% in accordance with the GRI Standards: Core Option to provide our stakeholders with an even more comprehensive overview. The sections of this report that fulfill a GRI standard are identified with the corresponding standard in the GRI Index, which is published together with this report on the Uniper website.

Uniper's material issues have been clustered into three impact areas: Planet, People & Society, and Responsible Governance. This report is structured according to these three impact areas.

This Sustainability Report is published as a PDF, which can be downloaded from our website. Uniper also reports on its sustainability progress in interim quarterly reporting.

This report supersedes the Uniper Sustainability Report 2022.

Personnel changes in the Supervisory Board and the Board of Management

Personnel changes in the Uniper Supervisory Board and the Board of Management occurred in 2023. On January 20, 2023, the Supervisory Board of Uniper SE appointed Dr. Jutta A. Dönges to the Board of Management of Uniper SE as CFO effective March 1, 2023. Dr. Jutta A. Dönges, who had been a member of Uniper SE's Supervisory Board since December 2022, resigned from the Supervisory Board of Uniper SE effective at the end of February 2023. On March 1, 2023, the new Chief Operating Officer, Holger Kreetz, also joined Uniper's Board of Management. Holger Kreetz was previously head of Uniper's Asset Management division. On June 1, 2023, Michael Lewis started at Uniper as the new CEO and, due to the strategic importance of sustainable business development for Uniper as a whole, he also assumed the role of Chief Sustainability Officer (CSO). Carsten Poppinga completed Uniper's Board of Management, joining as the new Chief Commercial Officer (CCO) on August 1, 2023.

Dr. Gerhard Holtmeier, who had been Managing Director of Uniper SE's parent company, UBG Uniper Beteiligungsholding GmbH, with its registered office in Berlin (Charlottenburg District Court, HRB 248168 B), since December 2022, joined the Supervisory Board of Uniper SE as a new member effective March 21, 2023. He was nominated by the Federal Ministry of Finance and UBG to succeed Dr. Jutta A. Dönges on the Supervisory Board. The Düsseldorf District Court had appointed Dr. Gerhard Holtmeier and additional shareholder representatives as members of the Supervisory Board. Shareholders then formally elected the initially court-appointed shareholder representatives to the Supervisory Board at the Annual General Meeting on May 24, 2023. At its inaugural meeting on May 24, 2023, the Supervisory Board subsequently elected Tom Blades as Chairman of the Supervisory Board. Prof. Dr. Ines Zenke was elected Deputy Chairwoman of the Supervisory Board. Harald Seegatz also holds the office of Deputy Chairman of the Supervisory Board as an employee representative.

Our material topics and sustainability strategy

Our strategy and purpose are fully dedicated to sustainability. We once again performed an extensive materiality analysis in 2023 to reassess which sustainability topics are most material for Uniper.

Materiality assessment

Understanding our stakeholders' views and expectations is crucial to Uniper's success and the public's acceptance of our operations. It is also of great importance for Uniper to understand its impact on environmental, social, and governance (ESG) issues. We conduct an annual materiality assessment to identify which issues our sustainability efforts should focus on most. An issue's materiality reflects its relevance to our business, our stakeholders, and the estimated magnitude of its impact on Uniper and of Uniper's impact on the issue.

The first dimension of the materiality assessment, business impact, involves an in-depth study to assess the impact of a number of economic, environmental, and social issues on Uniper and the impact of Uniper's business activities on the issues. The issues are evaluated in relation to their significance from the standpoint of the law, the public interest, Uniper's competitors, and ESG ratings. Correlations between the issues and the UN Sustainable Development Goals (SDGs) are also examined. An update of

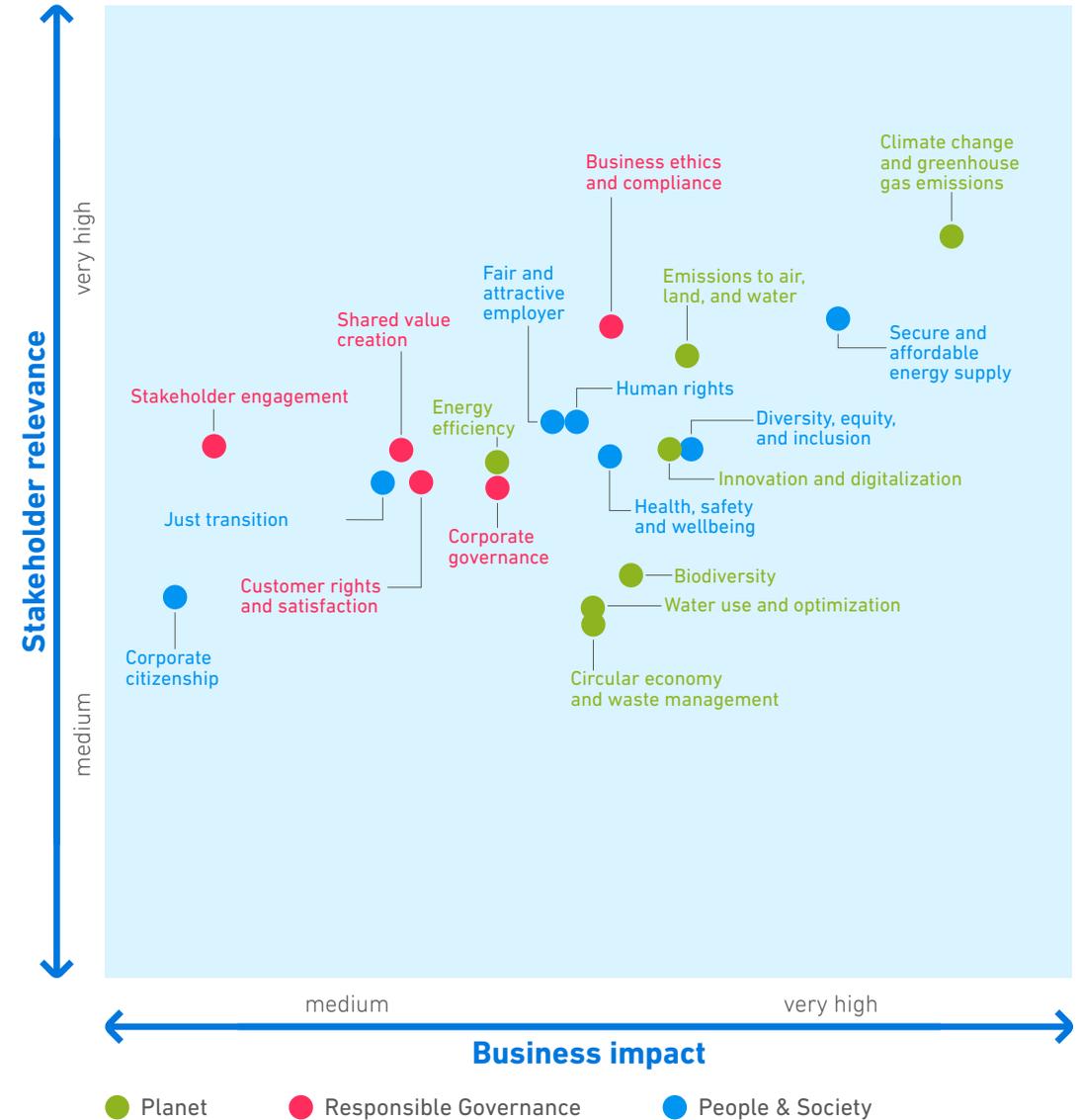
the business impact study was performed in 2023 to take into account relevant developments.

The second dimension of the materiality assessment, stakeholder expectations, considers the view of Uniper's internal and external stakeholders. In 2023, stakeholder expectations were compiled by means of surveys in which participants were asked to rate the importance of Uniper's material issues. Participants included Uniper employees and management, and representatives from the main external stakeholder groups, such as non-governmental organizations (NGOs), customers, and investors.

The following materiality matrix provides an overview of the assessment's findings. The horizontal axis indicates the issues' impact on Uniper's business and Uniper's impact on the issue. The vertical axis indicates the issues' relevance from a stakeholders' perspective. As in recent years, "Climate Change and GHG," "Secure and affordable energy supply," and "Emissions to air, land, and water" are Uniper's three most material topics.

The various sections of this report describe Uniper's management approach for the issues, the progress it achieved in the reporting period, and, where appropriate, exceptions to its definition of materiality.

Uniper materiality matrix 2023



Sustainability strategy

In August Uniper announced its new corporate strategy: “Accelerating the energy transition: flexible, balanced, be-spoke.” Our new strategy is to use our unique combination of capabilities – flexible and increasingly green power, reliable and increasingly green gas, and system optimization – to accelerate Europe’s transition toward carbon neutrality. And, consistent with our heritage, we will continue to ensure supply security for our markets. All of this is captured in our new motto: Uniper – the beating heart of energy.

Uniper has developed the Strategic Sustainability Plan (SSP) to support the corporate strategy and to actively manage and minimize the main negative environmental and social impacts of its business activities and to set commitments and targets to improve ESG performance.

Our approach

The SSP groups the material issues derived from the materiality assessment into three categories: Planet, People & Society, and Responsible Governance. These categories provide the framework for the development of specific commitments, targets, and action plans in alignment with selected UN Sustainable Development Goals (SDGs). The long-term commitments reflect the core elements of Uniper’s corporate culture and strategy and build the basis for the SSP targets.

The SSP is Uniper’s main tool for defining and managing appropriate risk-mitigation and impact-remediation measures for material issues. This accords with the recommendations of international frameworks, such as the OECD Guidelines for Multinational Enterprises. The SSP seeks to not only mitigate impacts but, where relevant, take proactive steps and seize opportunities to have a positive impact on ESG issues. It aims to ensure systematic monitoring and review of Uniper’s sustainability performance and ambitions. The HSSE & Sustainability function tracks this performance and progress, and reports on it by means of quarterly reviews for the Management Board and senior managers. Uniper discloses its progress on at least an annual basis in external reports.

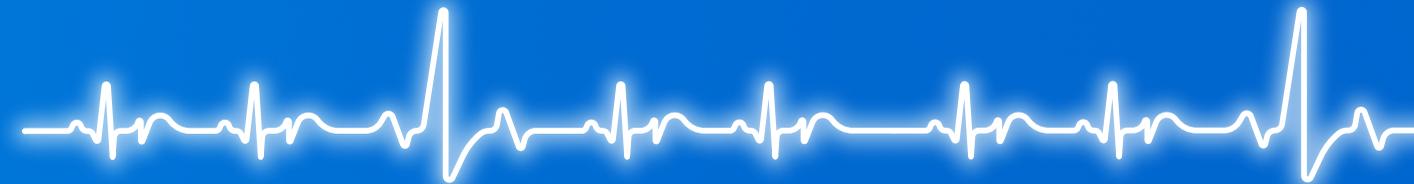
Highlights 2023

In 2023 Uniper made more progress implementing the commitments defined in the SSP. We made a number of new commitments and set new sustainability targets as part of the adoption of our new strategy in August 2023. For example, we raised our climate ambitions. We now aim to reduce our carbon emissions by 55% by 2030 and to be carbon-neutral Group-wide by 2040 – ten years earlier than previously planned. We also set the ambition for women to hold 30% of leadership positions by 2030. In addition, we underscored our commitment to a just transition and NGO engagement and intend to enhance our performance management and create comprehensive frameworks for these issues.

Uniper will further refine its SSP approach in 2024 to align it with the new EU Corporate Sustainability Reporting Directive (CSRD) and the strategic pillars of our new corporate strategy. We will revise the SSP in 2024 to consider new targets, commitments, and KPIs for topics such as decarbonization, biodiversity, NGO engagement, just transition, and innovation.

This Sustainability Report provides additional insights into our management approach for material issues and our approach to the new commitments.

Uniper. The beating heart of energy.



Uniper Sustainability Strategic Plan

Sustainability is one of Uniper’s most important topics. Our strategy – Accelerating the energy transition – is fully dedicated to it.

ESG impact area	Material issues	Commitments	Targets
Planet	<ul style="list-style-type: none"> Climate change and GHG emissions Emissions to air, land, and water Water use and optimization Energy efficiency Circular economy and waste Biodiversity 	<ul style="list-style-type: none"> Contribute to climate change mitigation and adaptation while providing a secure supply of steadily cleaner energy by evolving Uniper’s businesses and value chains toward net-zero together with key stakeholders. Minimize Uniper’s impact on the environment as a whole as we move along Uniper’s pathway to neutrality. Manage water in a more sustainable way by improving understanding of Uniper’s impacts and dependencies Work with suppliers, contractors, and customers to improve resource efficiency and support life-cycle approaches. Support a transition toward circular economy, including minimizing waste production, maximizing reuse, and recycling. Enhance the biodiversity of Uniper’s operations and new developments. 	<ul style="list-style-type: none"> Carbon-neutral (Scopes 1, 2, and 3), in line with the goals of the Paris Agreement, by 2040 at the latest.^{1,2} Carbon-neutral (Scopes 1 and 2) by 2035 at the latest.^{1,2} Reduction of CO₂ emissions by at least 55% by 2030 (base year 2019).^{1,2,3} Reduction of Scope 3 indirect emissions by 35% by 2035 at the latest (base year 2021).³ During 2023–24, implementation of leak detection and repair (LDAR) campaign across Uniper operations to reduce methane emissions. Have no severe environmental incidents. Maintain certification of 100% of Uniper’s operational assets to ISO 14001. During 2023, develop a global biodiversity target aligned with Uniper’s decarbonization strategy including a local biodiversity action plan process for existing assets and a process to evaluate biodiversity impacts in investment decisions.
People & Society	<ul style="list-style-type: none"> Human rights Corporate Citizenship Secure and affordable energy supply Fair and attractive employer Health, safety, and well-being Diversity, equity, and inclusion Just transition 	<ul style="list-style-type: none"> Screen Uniper’s operations and suppliers for ESG risks, including human rights risks, and collaborate with stakeholders Respect labor rights and ensure a safe, healthy, and secure work environment for all employees and contractors; promote the same standards in Uniper’s joint ventures and partnerships. Systematically enhance diversity, equity, and inclusion to create the best possible environment for all employees and to achieve equal opportunity and more balanced representation. Have no tolerance for discrimination. Commit to a just transition of Uniper’s operations and sites through effective dialogue and stakeholder engagement to support Uniper’s people and communities affected by transition; to develop sustainable economic strategies for Uniper’s sites and to foster diverse, inclusive, and decent work. 	<ul style="list-style-type: none"> Achieve a Group-wide combined TRIF threshold of 1.0 or below by 2025.⁴ Become actively involved in up to three multistakeholder associations by 2023 that support ESG due diligence along the supply chain for Uniper’s energy commodities. Increase the share of women in leadership positions to 25% by 2025 and to 30% by 2030.⁵
Responsible Governance	<ul style="list-style-type: none"> Corporate governance Shared value creation Stakeholder engagement Business ethics and compliance Customer rights and customer satisfaction Innovation and digitalization 	<ul style="list-style-type: none"> Minimize the impact on communities affected by Uniper’s operations. Engage in dialogue with stakeholders to ensure transparency, learn and improve by sharing perspectives with critical stakeholders and civil society organizations, and seek cooperation opportunities. Further strengthen Uniper’s compliance culture and protect Uniper’s business from corruption risks. Foster effective, accountable, and transparent institutions at all levels. Focus the innovation portfolio on low carbon commodities and solutions contributing. 	<ul style="list-style-type: none"> At the corporate level, engage in trust-building dialogue and cooperative discussions with up to five NGOs per year by 2023. Engagement with 100% of relevant high-risk suppliers by 2025.⁶

¹ Including divestments, technical solutions, and offsetting as a final option.

² Market-based Scope 2 emissions.

³ Baseline excludes emissions from Unipro.

⁴ Total recordable incident frequency (TRIF) measures the number of incidents per million hours of work.

⁵ Leadership positions refer to managerial positions two levels below the Board of Management (L1–L2); the target applies separately to L1 and L2.

⁶ Within the scope of the Know-Your-Counterparty Business Policy, applied to Uniper Global Commodities, Procurement and Energy Services, based on Supplier ESG Due Diligence process, and in alignment with the Just Transition guidelines from the International Labour Organization (ILO) and the agreements in COP26.



Uniper's contribution to the Sustainable Development Goals

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet now and into the future. At its heart are the 17 Sustainable Development Goals (SDG) – an urgent call for action by all countries in a global partnership. They recognize that ending poverty and other deprivations must go hand in hand with strategies that improve health and education, reduce inequality, and spur economic

growth – all while tackling climate change and working to preserve our oceans and forests (source: www.praeventionstag.de). We recognize the importance of all the 17 SDGs and fully support them. We have prioritized 10 SDGs that are particularly relevant to our business activities, strategy, and material topics. Here are some examples of how Uniper contributed to the 10 prioritized goals in 2023.



SDG 5

Gender Equality

Alongside the diversity, equity and inclusion (DEI) ambassador network, Uniper's employee-led resource groups are instrumental in promoting and supporting DEI – for instance, Women@Uniper (internal women's network) and Uniper's LGBTQIA+ network. All of these groups continued their activities in 2023 and increased their membership.

In 2023, Uniper also commissioned the Association of Compensation & Benefits Experts (ACBE) to audit its compensation scheme in order to identify potential gender pay gaps. The audit confirmed that Uniper's pay equity in Germany is within the tolerance limit of 5% and the Company was awarded the "Fair Compensation" certificate.

> [Diversity, equity, and Inclusion](#)



SDG 7

Affordable and Clean Energy

We intend to increase our new renewable energy capacities primarily through onshore wind and solar in Europe. In late August 2022, Uniper received regulatory approval to build a 17 MW solar farm at our former coal-fired power plant in Wilhelmshaven on Germany's North Sea coast. This project is expected to generate approximately 16,000 MWh of renewable electricity per year.

In 2023, Uniper embarked on a project to build a 300 MW solar farm outside Elsfleth, a town located about 30 kilometers northwest of Bremen. Additionally, Uniper announced in November 2023 six ready-to-build solar projects in Hungary with a combined capacity of 280 MW. They will start producing green electricity by 2027.

> [Climate change and greenhouse gas emissions](#)



SDG 8

Decent Work and Economic Growth

In 2023, Nyckeltalsinstitutet AB, a Stockholm-based people analytics firm, again recognized Uniper as an excellent employer and, indeed, as Sweden's Best Employer. The award considers data and scientific analyses of working conditions such as health care, salary, sick leave, management setup, and career opportunities.

In 2023, the US-based Institute for Quality named Uniper one of the world's best employers in Germany. It drew on 55 different sources (including rating portals, career websites, and media coverage) to assess the attractiveness of more than 74,000 companies on topics like sustainability and new work.

In 2023, we had 21 new trainees take part in our 18-to-24-month program, which assigns them to various roles depending on their individual interests and career plans. More than 95% of those who completed the program between 2016 and year-end 2023 took on a permanent role at Uniper.

> [Fair and attractive employer](#)



Uniper's contribution to the Sustainable Development Goals



SDG 9

Industry, Innovation, and Infrastructure

In March 2023 Uniper became the second-largest investor in Liquid Wind, a Sweden-based company specializing in using wind power and biogenic carbon dioxide to produce climate-neutral eMethanol for shipping and heavy transport. Liquid Wind's first production facility in Örnsköldsvik on Sweden's northeast coast will become operational in 2025.

In late 2023, Uniper launched a pilot project with Evonik to install a technologically advanced megawatt-class high-temperature heat pump at an Evonik chemical plant in Herne (west-central Germany). The heat pump will raise the residual heat's temperature and pipe it into Uniper's nearby district heating system. It could serve about 1,000 households and reduce carbon emissions by roughly 1,700 metric tons per year.

> Innovation



SDG 12

Responsible Consumption and Production

Implementing technical upgrades, improving our production processes, and pursuing operational excellence raises our power plants' efficiency. Uniper is committed to the efficient and responsible use of natural resources while minimizing waste and improving waste management.

In 2023, we recycled the two condensers at Barsebäck, Uniper's decommissioned nuclear power plant, that used to convert steam into process water to cool the reactor. Uniper is the first company to blast a nuclear power plant condenser with water during dismantling. The only primary residual waste sent to the repository consisted of the metal oxides inside the condenser. More than 99% of Barsebäck's condensers could be recycled.

> Circular economy and waste management



SDG 13

Climate Action

Uniper plans to convert some plants to biofuels, to test hydrogen cofiring at others, and to trial carbon capture and storage (CCS) in Britain. In Malmö (Sweden), we converted to gas turbines to run on hydrogenated vegetable oil, a regenerative biofuel. This makes the turbines' emissions about 90% climate-neutral. We intend to convert all our gas turbines in Sweden to biofuel by 2025.

Further, Uniper is exploring the installation of CCS technology at Grain, a Uniper gas-fired plant in southeast England. Two companies are competing to design a CCS solution that could remove up to 95% of Grain's carbon emissions. The captured carbon would be stored in depleted offshore gas fields. We expect to make an investment decision in the mid-2020s.

> Climate change and greenhouse gas emissions



Uniper's contribution to the Sustainable Development Goals



SDG 14
SDG 15

Life Below Water and Life on Land

The dams of hydroelectric power plants are obstacles for fish when they migrate upstream. The solution is a human-made stream of water called a fish pass, or fish ladder, that allows fish and other aquatic creatures to bypass the plant. We have installed numerous fish passes at our hydro plants in Germany and Sweden.

In 2023, Maasvlakte, a Uniper power station in Rotterdam's harbor district, completed its participation in a three-year, EU-funded project called InNoPlastic. The project's aim is to develop innovative technologies that can capture nano-, micro-, and macro-plastics and thus make oceans cleaner.

> [Biodiversity](#)



SDG 16

Peace, Justice, and Strong Institutions

Uniper uses the third-party ESG Risk Platform RepRisk®, to define risk levels for each counterparty. Almost all counterparties (97%) were assessed using the counterparty-specific risk level provided by the RepRisk® platform. The remaining counterparties were assessed using the country-sector matrix scoring from RepRisk®. In line with its target, Uniper assessed 100% of its suppliers for ESG risks in 2023 and found that the vast majority of our counterparties have a low ESG risk. Mitigation measures will be introduced for all direct suppliers showing major or significant ESG risks.

Uniper also has an ESG Task Force in place, a cross-functional steering group whose purpose is to ensure that ESG risks are identified, assessed, and mitigated. Uniper has the Supplier ESG Due Diligence Business Directive in place to mitigate ESG risks in its supply chain. In March 2023, Uniper rolled out an online training program to reinforce employees' awareness of managing human rights and environmental risks. The training is mandatory for employees who interact with suppliers.

- > [ESG risk management](#)
- > [Business ethics and compliance](#)



SDG 17

Partnerships for the Goals

In 2023, Uniper continued its activities as part of the Oil and Gas Methane Partnership (OGMP) 2.0., a voluntary initiative to help ensure that oil and gas companies report and reduce their methane emissions based on harmonized and reliable methods. In 2023, OGMP recognized Uniper's methane reporting as the gold standard for the third time.

Uniper entered a partnership in 2023 with First Ammonia, a Texas-based green ammonia producer. We expect to begin receiving the first shiploads of green ammonia from Texas in 2026. In 2023, we formed a partnership with local energy supplier EWE to develop 30 MW of wind-powered green hydrogen production capacity in Huntorf.

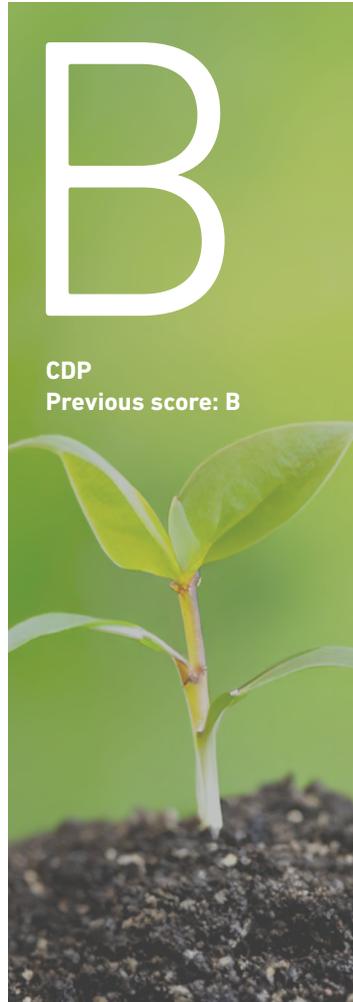
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Ratings and rankings

We continually monitor our sustainability performance. In addition, it is always useful to find out how others think we are doing and to learn from their feedback. Our sustainability performance is rated and ranked by a wide range of independent organizations around the world. We continually strive to improve our performance.



B

CDP
Previous score: B

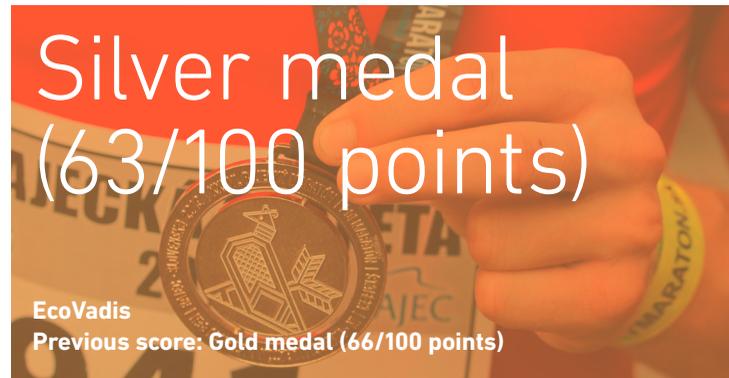
A photograph of a small green seedling with two leaves growing out of dark soil against a light green background.



49/100
points

S&P Global Corporate Sustainability Assessment
Previous score: 46/100 points

A close-up photograph of several dandelion seed heads against a soft, out-of-focus green background.



Silver medal
(63/100 points)

EcoVadis
Previous score: Gold medal (66/100 points)

A hand holding a silver medal with a building emblem, set against a blurred background of a person in a yellow shirt.



C

ISS-oekom
Previous score: C

A photograph of a colorful butterfly with orange, black, and white wings perched on a yellow flower against a blurred background.



Rank
272/709

Sustainalytics
Previous rank: 291/689

A photograph of a water droplet falling into a pool of water, creating ripples, against a blurred green background.

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Planet



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Uniper's contribution to the Sustainable Development Goals

Relevant SDGs	Uniper's commitments	Uniper's targets	Progress in 2023
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	Contribute to climate change mitigation and adaptation while providing a secure supply of steadily cleaner energy by evolving Uniper's businesses and value chains toward net-zero together with key stakeholders.	Carbon-neutral (Scopes 1, 2, and 3) and in line with the goals of the Paris Agreement by 2040 at the latest. ^{1,2}	Uniper's direct CO ₂ emissions from the combustion of fossil fuels for power and heat generation decreased from 25.5 million metric tons in 2022 to 19.4 million metric tons in 2023.
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Minimize Uniper's impact on the environment as a whole as we move along Uniper's pathway to neutrality.	Carbon-neutral (Scopes 1 and 2) by 2035 at the latest. ^{1,2}	We conducted a leak detection and repair (LDAR) campaign across our storage business in 2023 and plan to conduct another in 2024.
 <p>13 CLIMATE ACTION</p>	Manage water in a more sustainable way by improving understanding of Uniper's impacts and dependencies.	Reduction of CO ₂ emissions by at least 55% by 2030 (base year 2019). ^{1,2,3}	We had no severe environmental incidents in 2023.
 <p>14 LIFE BELOW WATER</p>	Work with suppliers, contractors, and customers to improve resource efficiency and support life-cycle approaches.	Reduction of Scope 3 indirect emissions by 35% by 2035 at the latest (base year 2021). ³	As of year-end 2023, 100% of the operational assets of Uniper's fully consolidated subsidiaries had retained their ISO 14001 certifications.
 <p>15 LIFE ON LAND</p>	Support a transition toward a circular economy, including minimizing waste production, maximizing reuse, and recycling.	During 2023–24, implementation of leak detection and repair (LDAR) campaign across Uniper operations to reduce methane emissions.	The biodiversity target was not achieved in 2023; the global biodiversity target will be set during 2024 and subsequently a local biodiversity action plan process will be developed.
	Enhance the biodiversity of Uniper's operations and new developments.	Have no severe environmental incidents.	
		Maintain certification of 100% of Uniper's operational assets to ISO 14001.	
		During 2023, develop a global biodiversity target aligned with Uniper's decarbonization strategy including a local biodiversity action plan process for existing assets and a process to evaluate biodiversity impacts in investment decisions. ⁵	

¹ Including divestments, technical solutions, and offsetting as a final option.

² Market-based Scope 2 emissions.

³ Baseline excludes emissions from Unipro.



Climate change and greenhouse gas emissions

Climate change is one of humanity's biggest challenges. The solution is to significantly reduce emissions, and being an energy company gives Uniper a special role in helping the European Union do that. The EU aims to reduce its greenhouse gas (GHG) emissions by at least 55% by 2030 (compared with 1990) and to be climate-neutral by 2050. Germany wants to achieve this by 2045.

Uniper aims for climate neutrality by 2040
Uniper's decarbonization strategy aims to steer the energy transition by providing a secure supply of low-carbon energy. As part of the new strategy Uniper presented updated climate targets in 2023. The Uniper Group intends to reduce its Scope 1 and 2 emissions by at least 55% by 2030 (compared with 2019) and to achieve climate neutrality in these categories by 2035. We aim to be climate-neutral Group-wide by 2040 – ten years earlier than previously planned.

We aim to transform our business and accelerate our decarbonization journey by focusing on the following: In a first step, Uniper will phase out coal. Secondly, we will also gradually decarbonize our gas-fired power plants. We will do this by converting them to run on hydrogen or

biofuels or, in some cases, by capturing their carbon emissions. Thirdly, Uniper will build up a sizeable renewables portfolio. In addition, Uniper is one of Europe's biggest gas importers. We intend to support the decarbonization of this business by sourcing 5% to 10% green (low-carbon or zero-carbon) gas by 2030.

To reflect the strategic realignment of our company and better manage our transformation, we developed a new business segmentation in 2023. Starting in 2024, Uniper's assets and businesses are assigned to one of three operating segments: Green Generation, Flexible Generation, and Greener Commodities. This chapter will describe our segments' respective business activities and how they constitute our biggest contribution to mitigating climate change.

Climate targets: the road to carbon neutrality

2040
Carbon-neutral (Scopes 1, 2, and 3) by 2040 at the latest

2035
Carbon-neutral (Scopes 1 and 2) by 2035 at the latest

2035
35% reduction of Scope 3 emissions by 2035 compared with 2021 levels

2030
Hydrogen electrolyzer capacity of 1 GW by 2030

2030
Reduction of CO₂ emissions by at least 55% by 2030 (base year 2019)

2025
By year-end 2025, have over 1 GW of renewables projects at the ready-to-build stage each year and develop a total of 10 GW by 2030

Green Generation

Uniper already has a significant portfolio of climate-neutral power generation, with 3.6 GW of hydro power in Germany and Sweden, and 1.4 GW of nuclear power in Sweden.

We intend to supplement them with new renewables capacity, primarily onshore wind and solar in Europe. Of the total investment volume of over eight billion euros in growth and transformation, a significant portion will be allocated to the development of the renewable electricity portfolio.

By year-end 2025, we aim to have over 1 GW of renewables projects at the ready-to-build stage each year and to develop a total of 10 GW by 2030. Below are three milestones from 2023.

- In late August we received regulatory approval to build a 17 MW solar farm at our former coal-fired power plant in Wilhelmshaven on Germany's North Sea coast. This project is expected to generate approximately 16,000 MWh of renewable electricity per year, demonstrating our innovative approach to repurposing industrial sites for sustainable use.
- That same month we embarked on a project to build a 300 MW solar farm outside Elsfleth, a town located about 30 kilometers northwest of Bremen. It will cover approximately 289 hectares (almost 400 soccer fields).
- In November we announced six ready-to-build solar projects in Hungary with a combined capacity of 280 MW. They will start producing green electricity by 2027.

By 2030, more projects like these, along with our existing assets and the decarbonization of our gas-fired power plants, will give us a 15 to 20 GW power portfolio of which more than 80% is green.



“

The development of renewable energies has always been part of Uniper's strategy to transform its own business portfolio. The growth strategy published in August 2023 has given the business a new boost and added relevance.

Jörg Lennertz
CEO Uniper Renewables

Flexible generation

Europe has lots of intermittent wind and solar power but lacks flexible zero-carbon power that can swiftly come online when needed. This is seen as the gap in the energy transition. Uniper will help to close this gap by deploying our 9 GW of flexible gas-fired power plants. Parts of these will gradually be decarbonized in the longer term. At the same time, Uniper plans to phase out coal-fired power generation, bringing us progressively closer to our goal of carbon neutrality.

Decarbonizing our gas-turbine fleet

Uniper plans to convert some gas-fired power plants to sustainable fuels like biofuels and hydrogen, or to be equipped with CCS/CCU technologies. Below are two examples.

- Malmö. We have converted our two gas turbines in Malmö, Sweden, to run on hydrogenated vegetable oil, a regenerative biofuel. This makes the turbines' emissions about 90% climate-neutral. We intend to convert all our gas turbines in Sweden to biofuel by 2025.
- Grain. We are exploring retrofitting post-carbon-capture (CC) technology at Grain, a Uniper gas-fired power station in southeast England. Two companies are competing to design a CC solution that could potentially capture over two million metric tons of CO₂ per year, if fitted to all three CCGT units. The captured carbon would be stored in permanent offshore storage in the seabed. We expect to make an investment decision in the mid-2020s.

These projects and others like them will progressively transform our gas fleet into one of Europe's leading providers of low-carbon flexible power.

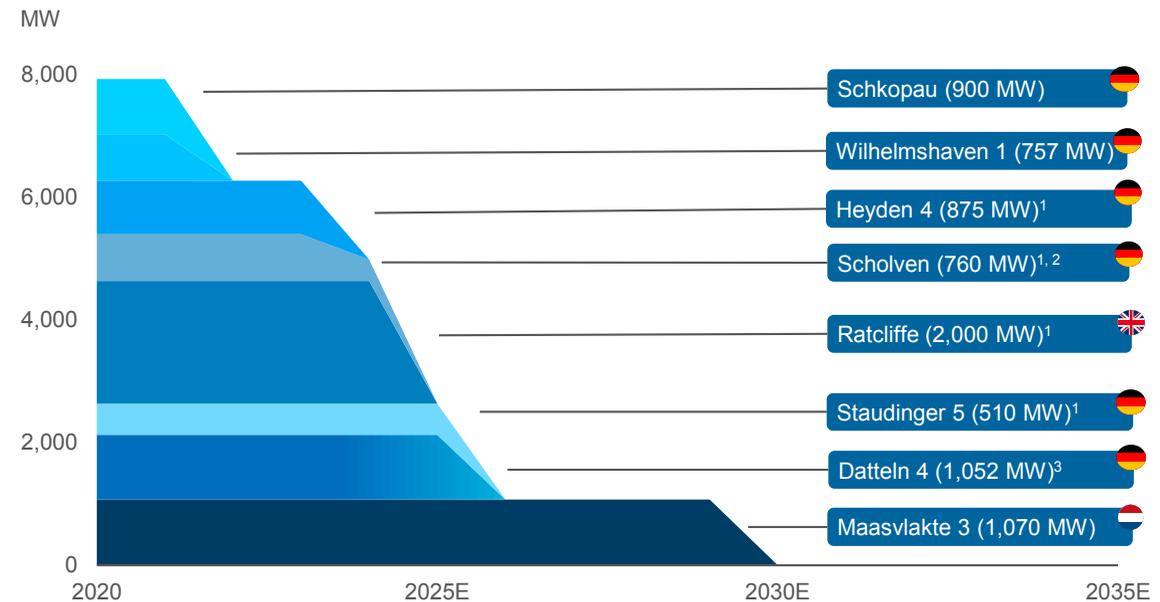
Phasing out coal while making energy supply fit for the future

Uniper currently owns and operates around 6 GW of hard-coal-fired capacity in Europe. In 2023, Uniper's coal-based power production amounted to 12.2 TWh, which is a decrease of 5.1 TWh from 2022. Aligned with its coal phase-out strategy and relevant national legislations, Uniper will end coal-fired power generation in the United Kingdom at the end of September 2024 and in the Netherlands by 2029. In Germany, the Datteln 4 hard-coal-fired power plant is to be divested by 2026, in accordance with the EU state aid decision. In December 2023, the German Federal Network Agency (BNetzA) informed Uniper about the extension of the system relevance of the two power plants Scholven B and C until March 31, 2031.

Irrespective of the BNetzA's decision, Uniper will consistently drive forward the strategic transformation of the power plant site and its entire portfolio toward carbon free generation. Uniper will evaluate the conflict of goals of decarbonization and the maintenance of system-relevant plants beyond 2029 and look for suitable solutions in line with its strategic objectives.

- › [Security of supply](#)
- › [Just transition](#)

Uniper's coal fleet



Note: Accounting view.

1. Delayed exit date due to security of supply operations; plants declared system relevant.

2. End of commercial operations, Scholven B & C were recently declared system relevant by BNetzA.

3. Datteln 4 on EU Commission's remedy list – to be sold until 2026.

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Energy Transformation Hub Northwest

Coal-fired power generation has no future at Uniper, but the facilities themselves do. Uniper’s coal-fired power plants have locations with useful infrastructure, such as grid infrastructure equipment, rail links, and connections to district-heating networks. Uniper is working on repurposing these sites so that they can play a vital role in a low-carbon economy. One example is the “Energy Transformation Hub Northwest.”

This hub consists of our projects in Northern Germany, with the aim of decarbonization, diversification, and transformation: electrolysis plants, renewable energy projects, grid expansion, and hydrogen storage projects. This also includes projects that are being developed on the site of Uniper’s decommissioned coal-fired power plant in Wilhelmshaven. The centerpiece is a planned green ammonia import and production terminal to be located near the LNG terminal at Wilhelmshaven. The ammonia will be converted into green hydrogen and nitrogen. A 1 GW electrolysis plant is also planned, which, together with the import terminal, could supply around 300,000 metric tons of green hydrogen, or 10–20% of Germany’s projected demand in 2030. We have similar hubs in Britain and the Netherlands.



Greener commodities

Natural gas is the bridging fuel to net zero and it will keep the energy system reliable while green electrification and green gases gather momentum. One of the main pillars of Uniper’s new strategy, is to become a significant player in green gases along the entire value chain.

Uniper is committed to reducing indirect carbon emissions (Scope 3) by 35% by 2035 as compared to 2021, and to be climate-neutral by 2040. Even though this is a Group-wide target, the majority of Scope 3 emissions result primarily from business activities in the Greener Commodities segment. We are working to gradually decarbonize the gas portfolio with green hydrogen and its derivatives, biogas, and other green gases. Our target is to increase the share of green gas from 5% to 10% by 2030.

We are also jointly working with suppliers and customers to find ways to make gas-based businesses more sustainable and to reduce upstream and downstream emissions. For example, we seek to actively manage the methane leakage of our LNG business along the entire value chain.

Sourcing and supply: certified green electricity

The growth in demand for certified green power – particularly in the utility, automotive, food, and high-tech industries – continues unabated. Uniper meets this demand in part by concluding green power purchase agreements (PPAs). Under a PPA, we agree to buy a percentage of a renewables producer’s output for a set period (typically 10 or 15 years) at a set price. Uniper has a portfolio of competitive and reliable PPAs from renewables facilities – mostly wind and solar farms. In 2023, we tailored a PPA to the needs of Meistro, an energy provider in Ingolstadt in southeast Germany. Meistro has a PPA for green power sourced from Straubing, a Uniper run-of-river hydro plant located about 90 kilometers east of Ingolstadt. The arrangement enables Meistro to supply its customers with clean, reliable, locally sourced energy and also to make important progress toward its sustainability targets.

In addition to our existing portfolio, in mid-2023 we signed a 15-year PPA to procure about 5.3 TWh from 15 hydroelectric stations in Sweden.

Helping our customers decarbonize

About 550 of our industrial customers operate in energy-intensive industries, such as automotive, paper, chemicals, steel, and pharmaceuticals. One way we propel their decarbonization journeys is by supplying them with certified green electricity (PPAs). In addition, we can provide climate-neutral natural gas, biogas, and, in the near future, green hydrogen. But we can also design a plan, which we call the Decarb Roadmap, for systematically decarbonizing industrial enterprises and utilities. It typically encompasses one or more of our green energy products as well as energy-efficiency measures, embedded generation and storage, and assistance with financing and regulatory approvals.

An industrial enterprise in Germany approached us in 2023 to support it in reducing its carbon emissions by 85% by 2030 – both cost-effectively and in a way that ensures a reliable energy supply for its facility. We created a digital twin of the facility that enabled us to thoroughly analyze its energy use and to test possible solutions in advance. Our team worked closely with the customer’s staff to design a detailed plan to enhance the facility’s energy efficiency and use more renewable energy (including power from a nearby biogas plant and possibly a rooftop solar system). The Uniper team also drew up plans for energy generation plants to make more efficient use of existing energy sources. The result of this partnership was a comprehensive decarbonization strategy that makes both technical and financial sense.

Mapping methane emissions

Identifying, quantifying, and minimizing fugitive methane emissions along the gas value chain is essential. Methane’s global warming potential is estimated to be at least 28 times that of CO₂ over a 100-year horizon and even greater over a 20-year horizon (the time horizon describes the period of time over which methane impacts are considered). In 2023, Uniper continued its activities as part of the Oil and Gas Methane Partnership (OGMP) 2.0, of which it is a founding member. The OGMP is a voluntary initiative to help ensure that oil and gas companies report and reduce their methane emissions based on harmonized and reliable methods. It also fosters transparency and the sharing of best practices. The OGMP’s target is for the industry as a whole to reduce its methane emissions by 45% by 2025 relative to 2015. In 2023 the OGMP again published its report *An Eye on Methane*, describing the progress made by its member companies.

Our gas storage business identified the importance of fugitive methane emissions early and has substantially reduced them since 2015. We monitor and record our methane emissions in accordance with OGMP’s methodologies and work continually to improve data quality. In 2023, OGMP recognized Uniper’s methane reporting as the gold standard for the third time. As part of our commitment to detect and remedy even minor leaks at an early stage, we conducted leak detection and repair (LDAR) campaigns across our storage business in 2023. In 2023, we checked the function and integrity of all essential components at our storage facilities. We plan to conduct another LDAR campaign in 2024.



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Hydrogen: the key to decarbonizing industry

Companies and communities across Europe have embarked on decarbonization journeys. We see hydrogen as the key contributor to this journey. Zero- and low-carbon hydrogen can power vehicles, locomotives, and ships. It can be injected into gas networks and subsequently used to generate electricity and heat homes. Finally, it can be combined with captured carbon dioxide to produce climate-neutral chemicals as well as green diesel and jet fuel.

All of these applications will significantly reduce emissions. Especially combining hydrogen with captured carbon can make a considerable contribution because it is the only way to put high-emission industries that cannot be electrified – like chemicals, steel, and marine and air transport – on a realistic path to carbon neutrality.

Uniper is active along the entire hydrogen value chain: production, import, storage, and application. In cooperation with partners, Uniper is developing hydrogen production projects across Europe and opening up import sources for Germany and Europe around the world. We intend to have 1 GW of green-hydrogen production capacity operational by 2030 – a technology with which we have more than a decade’s experience.

For hydrogen to achieve its decarbonization potential in Europe, much of it will have to be imported. Uniper has been procuring energy worldwide – by pipeline and by ship – for decades. Hydrogen can be transported in various forms. One is green ammonia, which is why we are looking for ammonia suppliers worldwide. In 2023, Uniper entered into a partnership with First Ammonia, a Texas-based green ammonia producer. We expect to begin receiving the first shiploads of green ammonia from Texas in 2026.

Bad Lauchstädt

Uniper is partnering with other companies to install a 30 MW wind-powered green hydrogen production plant in Bad Lauchstädt, a small town west of Leipzig, Germany. The hydrogen will be stored in a repurposed underground salt cavern and piped to chemicals companies in three nearby towns. Replacing hydrogen made from natural gas with green hydrogen will substantially reduce their climate impact. The hydrogen plant is scheduled to begin production in 2025.

Project Air

Chemicals company Perstorp operates a methanol production facility in Stenungsund on Sweden’s southwest coast. Uniper plans to install a 30 MW renewable-powered electrolysis unit there to produce green hydrogen. The hydrogen will be combined with captured carbon dioxide to make sustainable methanol. When completed, Project Air will reduce Perstorp’s carbon emissions by 500,000 metric tons annually – roughly the emissions of 340,000 new combustion-engine cars.

CHES

Uniper’s compressed-air energy storage (CAES) plant in Huntorf in north-central Germany uses surplus power to compress air in an underground salt cavern. When released, the air drives a turbine that generates electricity. In 2023, we formed a partnership with local energy supplier EWE to develop 30 MW of wind-powered green hydrogen production capacity in Huntorf. The hydrogen could also be injected into our CAES salt cavern and released as needed. Thus the acronym CHES: compressed hydrogen energy storage solution.

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Climate transition plan – Uniper’s way to carbon neutrality

In April 2024, Uniper published its first report appraising its climate transition plan in a comprehensive manner.

The outcome of COP28 was a call for the world to transition away from fossil fuels in our energy system – with an acceleration of action in this critical decade – so that the world can achieve net zero by 2050. The European Union aims to be carbon-neutral by 2050, putting this net zero ambition at the heart of the European Green Deal. Given these commitments, the energy sector is considered across climate science a foundation of the European decarbonization and therefore has a huge responsibility to decarbonize in line with these ambitions. Thus, a robust climate transition plan will be a continuing factor in the ability to allocate suitable investments to support the continued prosperity of the energy sector, particularly in Uniper’s core markets Germany, the United Kingdom, the Netherlands, and Sweden.

With its new strategy and the resulting climate transition plan, Uniper is consequently increasing transparency on its climate commitment and, with it, will make a considerable contribution to addressing climate change. At the same time, Uniper is securing an essential energy supply for its customers and continuing to thrive as a productive and financially viable enterprise.

> [Climate transition plan](#)



“

We were excited to work on Uniper's first Climate Transition Plan report! This is a great achievement and a milestone that reinforces our decarbonization ambition. It will also serve as a roadmap for our transformational journey ahead. Our team continuously works to improve it and we will be publishing an extended version in 2025.

Elena de Juan Salgado
Corporate Strategy Manager



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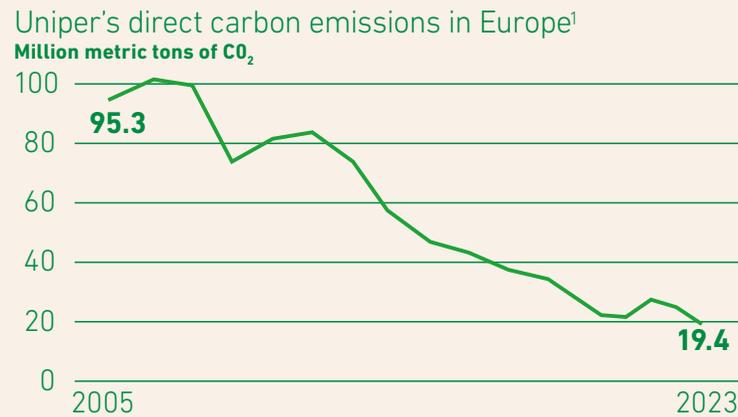
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Carbon emissions data: Tracking our progress across Scope 1, 2 and 3

Greenhouse Gas Protocol: Scope 1

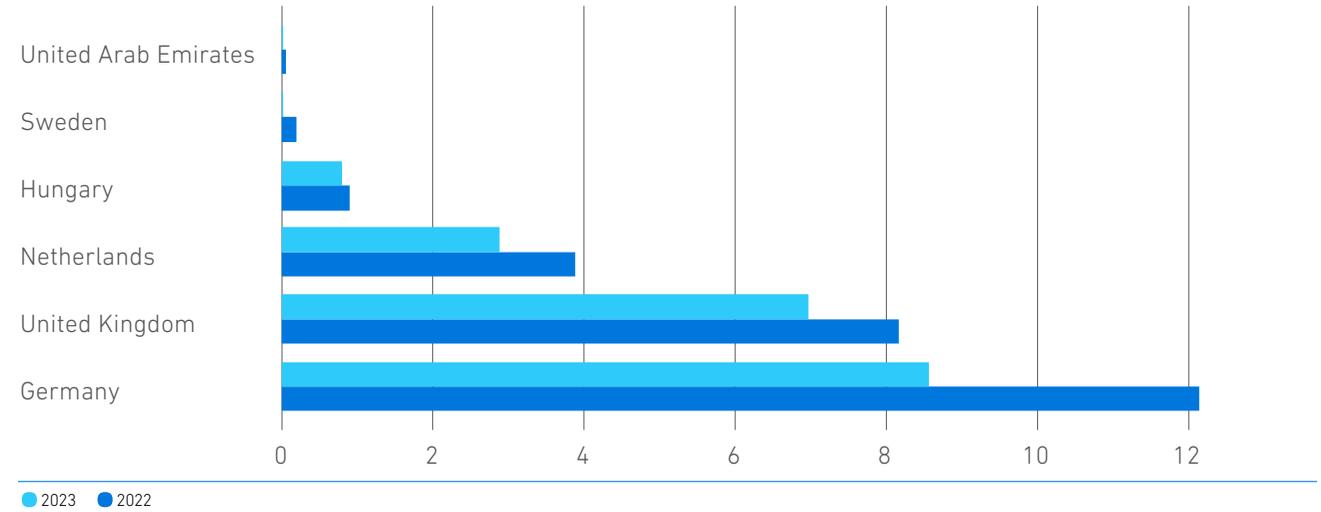
Uniper's total scope 1 emissions amounted to 19.7 million metric tons CO₂e in 2023. The direct CO₂ emissions from stationary fuel combustion, totaled 19.4 million metric tons in 2023 (2022: 25.5 million metric tons, excluding Russian Power Generation). The decrease is mainly due to a reduction in output from some of Uniper's coal-fired power plants in Germany, United Kingdom, and the Netherlands. This resulted from less favorable commercial conditions for coal-fired power generation.



¹ Direct carbon emissions from stationary fuel combustion in Europe, calculated using the operational control approach.

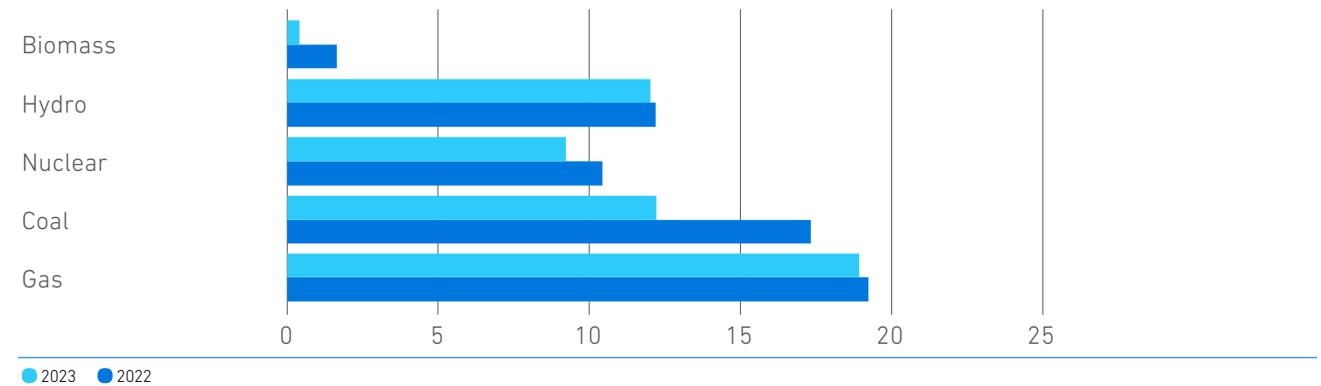
Direct CO₂ emissions from stationary fuel combustion

million metric tons CO₂



Power production in Europe by fuel type

Power production (billion kWh)

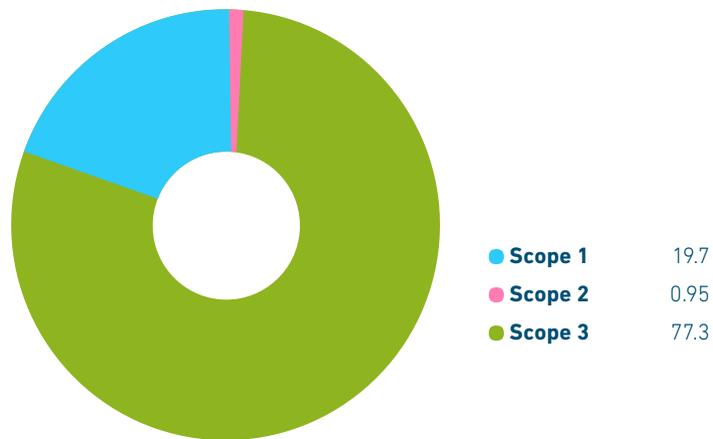


Greenhouse Gas Protocol: Scope 2

Uniper's Scope 2 emissions in 2023 totaled 0.54 million metric tons of CO₂e using the location-based approach and 0.95 million metric tons of CO₂e using the market-based approach (2022: 0.64 and 0.87 million metric tons, respectively, excluding Russian Power Generation). The decrease and increase in location-based and market-based Scope 2 emissions, respectively, is due to an update of emission factors from 2022 to 2023 rather than due to a change in purchased electricity and heat consumption.

Scope 1, 2, and 3 emissions 2023

million metric tons CO₂e



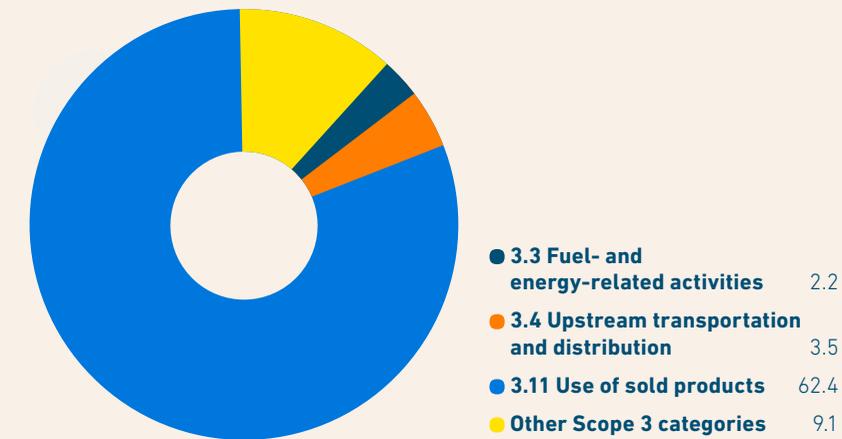
Greenhouse Gas Protocol: Scope 3

Uniper updated the methodology for 2023 Scope 3 emissions calculations. 2023 and 2022 emissions are therefore comparable only to a limited extent. The aim of the methodological update was to ensure that the inventory accurately reflects Uniper's evolving value chain activities, offers full transparency of the emissions, and aligns with the standards set out by the Greenhouse Gas Protocol. As part of the update, additional emission sources were included and more granular emission factors were applied. Emissions from category 3.4 were moved to category 3.1 as more granular emission factors for the different processes of the value chain were applied. This change means that emissions are more accurately represented in accordance with the Greenhouse Gas Protocol.

Scope 3 emissions totaled 77.3 million metric tons CO₂e in 2023 (2022: 83.2 million metric tons CO₂e excluding Russian Power Generation), 62.4 million metric tons of which resulted from the use of sold products to end users and resellers. Whilst the methodological update had an impact on the values, the decrease in emissions from 2022 to 2023 was largely due to the divestment of Uniper Energy DMCC and reduced downstream activities for natural gas.

Indirect CO₂e Scope 3 emissions 2023

million metric tons CO₂e



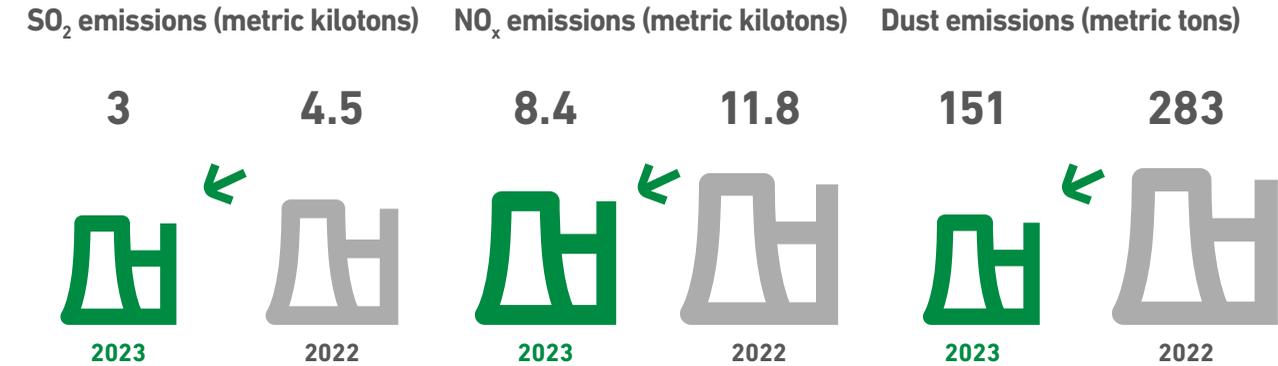
Emissions to air, land, and water

Fossil-fueled power generation results in the emission of greenhouse gases as well as sulfur dioxide (SO₂), nitrogen oxides (NO_x), dust, and wastewater. Their release could impact air, water, and/or soil quality. Uniper mitigates these impacts by adhering to all applicable national legal requirements, including the standards laid out in the best-available techniques (BAT) reference documents (BREF) that cover abatement technologies and methods to prevent or minimize emissions and impacts on the environment.

Where possible, we also strive to improve our environmental management systems (EMS). Our technical experts devote much of their time to exploring ways to reduce our operations' environmental impact. They also work hard to ensure that environmental emissions are accurately monitored. Since 2022, Uniper has upgraded the continuous air emission monitoring systems at three of its power plants in the United Kingdom. This will further enhance the accuracy of our environmental reporting.

Overall, Uniper's SO₂, NO_x, and dust emissions decreased from 2022 to 2023, primarily due to a reduction in output from some of Uniper's coal-fired power plants in Germany, United Kingdom, and the Netherlands.

Uniper has pledged that its generation portfolio in Europe will be carbon-neutral by 2035 (Scope 1 and 2 CO₂e emissions). This will significantly reduce our direct carbon emissions and our SO₂, NO_x, and dust emissions.



SO₂ results primarily from the combustion of sulfurous coal. Flue-gas desulfurization (FGD) equipment captures about 90% of our SO₂ emissions and prevents them from entering the atmosphere. We emitted three metric kilotons of SO₂ in 2023, 1.5 metric kilotons less than in 2022.

Most NO_x emissions are produced from the reaction between nitrogen and oxygen during combustion at high temperatures. Our gas- and coal-fired power stations emit NO_x. In 2023, our NO_x emissions decreased by 3.4 metric kilotons.

Despite extensive filtering, the burning of coal and lignite in power stations results in dust emissions. Dust emissions are defined as total dust and include particles with a diameter of less than 10 microns. Our dust (or particulate) emissions were 132 metric tons lower in 2023 than in 2022.

Chlorine usage at the Wilhelmshaven LNG Terminal

At the LNG import terminal in Wilhelmshaven, northwest Germany, chlorine is used as a biocide to prevent the build up of biological material, such as mussels and barnacles. The build up of these materials can lead to a variety of operational problems, such as the clogging of pipes. Uniper is working with the Deutsche Energy Terminal GmbH (DET), who is responsible for the operation of the terminal, to understand, assess and minimize the impact of chlorine usage on the surrounding ecosystems.

Energy efficiency

Implementing technical upgrades, improving our production processes, and pursuing operational excellence raises our power plants' efficiency. Improving energy efficiency enables us to conserve energy, make more efficient use of the fuels we burn, and reduce our emissions.

Energy management systems

All of Uniper's fossil-fuel power plants and energy storage facilities in Germany have energy management systems in place. These systems meet the standards required to achieve certification to ISO 50001, an internationally recognized standard that provides a framework for companies to develop a policy for more efficient use of energy. All of these facilities retained their certification to ISO 50001 in 2023.

Flexible, efficient power plants

Our aim is always to derive as much energy as possible from each unit of fuel. This reduces our environmental footprint and operating costs. The improvement process is ongoing. Where possible, we invest to upgrade the technology in a number of our power plants and to increase their efficiency, flexibility, and availability. By systematically assessing how our plants use energy in various operational modes and in response to market requirements, we identify potential savings. The focus is on making the power production process as efficient as possible and on reducing auxiliary power consumption, especially when a plant is in reserve mode or at a standstill. Opposite are two examples from 2023 from our gas-fired power plant, Connah's Quay, in North Wales.

Employees at Uniper Maasvlakte Power Plant in the Netherlands



Connah's Quay 1: how low can we go?

In 2023, the team at Connah's Quay, a Uniper gas-fired power plant in North Wales, explored ways to lower the plant's stable export limit (SEL). SEL is the minimum load at which a plant can operate while still meeting emission limits. The benefits of a lower SEL include avoiding nightly shutdowns and restarts, which would save time and resources, improve fuel efficiency, and reduce emissions. It could also extend the plant's longevity. A lower SEL is good for National Grid, too, which could call on Connah's Quay to provide even smaller increments of backup power when renewables output fluctuates.

Connah's Quay 2: more efficient cooling

We also improved the efficiency of the cooling water system at Connah's Quay. Previously, the system ran continuously and accounted for most of the plant's electricity use. In 2023, we upgraded some existing equipment and installed variable-speed drives on the eight main cooling water pumps. The changes enable us to vary pump speeds depending on whether the plant is operating or not. The automatic control of the drives still requires some fine-tuning. But, once completed, the upgraded system will reduce the plant's electricity needs by an average of 40,000 MWh annually. That is enough to power about 15,000 UK households.

Connah's Quay Power Plant in the United Kingdom



Water use and optimization

Water is crucial to our business. Our hydroelectric stations are situated on numerous large and small bodies of water in Germany and Sweden. To produce power, they need sufficient water flow in rivers or sufficient water levels in reservoirs. Our thermal power stations draw cooling water from the sea, estuaries, and rivers. As we develop our business in parts of the world where water scarcity is a more urgent issue, we must be particularly vigilant.

In the decades ahead, climate change is likely to alter weather patterns, which will affect the hydrological cycle in the regions where we operate our plants. For example, long droughts would alter river flow and reduce the amount of water available for power plants as well as potentially impact supply chain routes. When water levels drop, concentrations of pollutants increase, temperatures rise, and ecosystems suffer. Our challenge is to find sustainable water sources, sustainable uses of water, and treatment methods to ensure our plants' future availability and reduce impacts on ecosystems during periods of water stress.

Our normal asset-planning and risk process includes evaluating potential changes in the hydrological cycle and the implications of climate change for our assets, especially our 3.6 GW of hydro-power capacity in Sweden and Germany. If these changes occur, we may need to consult regulatory agencies about adjusting our permitted operations to reflect seasonal variations.

Using water responsibly

We are committed to using water responsibly. Uniper ensures that all provisions of laws, regulations, and permit conditions are complied with, and strives to achieve their compliance, by managing our assets carefully, and by utilizing internal controls designed to minimize water-related risks.

National and local legislation and good practice define the minimum requirements and standards for water use. 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.

Below are two Uniper projects from 2023 that help to promote water conservation and ocean water quality, respectively.



A Uniper hydro plant in Sweden

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Conserving water at Grain

Impurities in the water in a power plant’s steam system can increase over time. This reduces efficiency and could damage the plant’s turbine. But hot water is full of heat energy. So replacing it results in a significant thermodynamic loss. In 2023, the team at Grain, a gas-fired power plant in the United Kingdom, tried reducing the frequency of water replacement – which in power plant jargon is called “blowdown” – and conducting chemical analysis of the water to determine the effects. The findings are encouraging: blowdown can safely be halved from two hours to one hour a day. This minimizes heat loss and could reduce Grain’s water consumption by nearly five million liters a year – roughly the consumption of 30 average four-person UK households. Less frequent blowdown also lowers thermal stress on components and could thus extend their operating lives. We will monitor the situation in 2024. If the success continues, we may be able to apply the lessons learned to other water systems at Grain and to other power plants.

Less ocean litter

In 2023, Maasvlakte, a Uniper power station in Rotterdam’s harbor district, completed its participation in a three-year, EU-funded project called InNoPlastic. The project’s aim is to develop innovative technologies that can capture nano-, micro-, and macro-plastics and thus make oceans cleaner. Maasvlakte’s role has been to collect samples of ocean water and sediment to determine what types of plastic they contain. In 2023, the technique for collecting nano- and microplastics from surface water was standardized, and a beach cleanup robot was developed. InNoPlastic will publish a final report in 2024. More details can be found at its website: innoplastic.eu

Total water consumption

In 2023, Uniper’s overall water consumption (for cooling and process purposes) was less than 25 million cubic meters. This was a reduction of 12 million cubic meters compared to 2022. This decrease is to be expected as Uniper’s power generation decreased from 2022 to 2023.

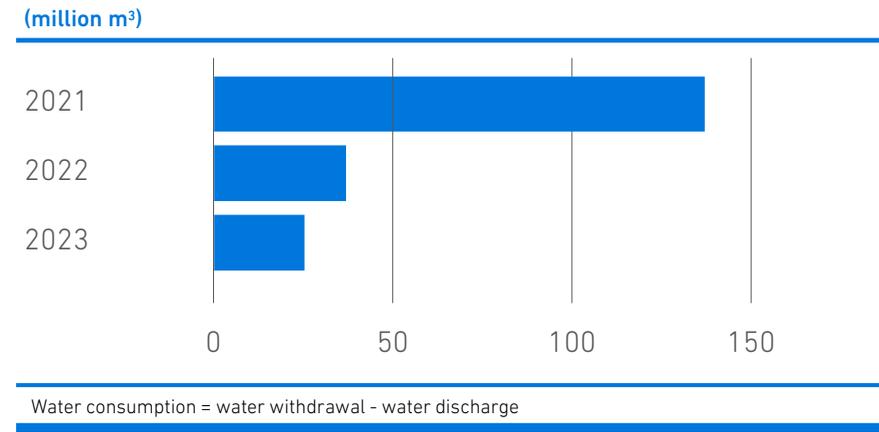
Four billion cubic meters of water was withdrawn (99.9% of which was for cooling purposes), with more than 99% of this water being returned to source.

177

We withdrew 177 million cubic meters less than we did in 2022



Water consumption



Circular economy and waste management

We are committed to using natural resources efficiently and responsibly. We also strive to market the by-products of power generation, which replace virgin materials and thus conserve resources. Our ability to deliver on this commitment affects our operating efficiency, margins, market position, and reputation, as well as the communities near our assets. In 2023, we continued our systematic efforts to identify even more options for reusing or recycling the waste materials that arise from our operations.

From fuel to construction material

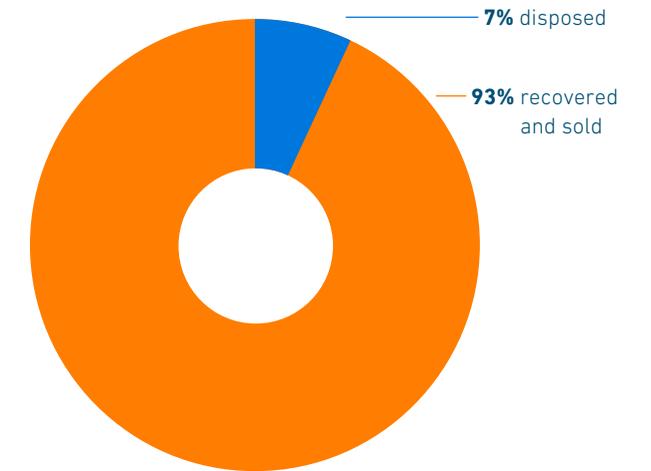
Fly ash can replace a portion of the cement – which would otherwise have to be produced in energy-intensive processes – in the manufacture of ready-mixed concrete and concrete products for construction. This reduces concrete’s environmental impact. It’s also good for the earth’s climate: fly ash’s global warming potential is up to 40 times lower than that of the cement it replaces. We sold 561 metric kilotons of fly ash in 2023.

Electricity production from hard coal rose in 2022 because of the war in Ukraine and the energy crisis. It declined again in 2023 thereby reducing fly ash production. This trend will continue. Uniper, for example, intends to phase out coal-fired power generation in the decade ahead. Other power producers have similar plans. This will significantly reduce the amount of fly ash available for the building material industry and is already affecting the market.

Uniper's byproducts

The generation of electricity at coal-fired power plants yields by-products: pulverized fly ash, furnace bottom ash, and gypsum. We sold, recovered, or disposed of 938 metric kilotons of these by-products in 2023. More than 93% was recovered or sold.

% of by-products disposed and recovered and sold in 2023



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Waste management

We are committed to minimizing the waste we generate and improving how our waste is managed.

One way we reduce our impact on the environment is by avoiding waste or reusing it. Waste results from our operations and from our projects, which include the construction of new assets and the decommissioning of older assets. We always try to reuse and recycle as much waste as possible. But our primary objective is not to produce any waste in the first place. We produced 75,077 metric tons of operational waste in 2023. This is a 30,012 metric ton increase from 2022. Production of waste is variable and is influenced by activities such as maintenance and decommissioning. The increase in waste in 2023 is largely due to the demolition of Uniper's coal-fired power plants Kiel and Datteln 1–3 in Germany.

Reducing radioactive waste in Sweden

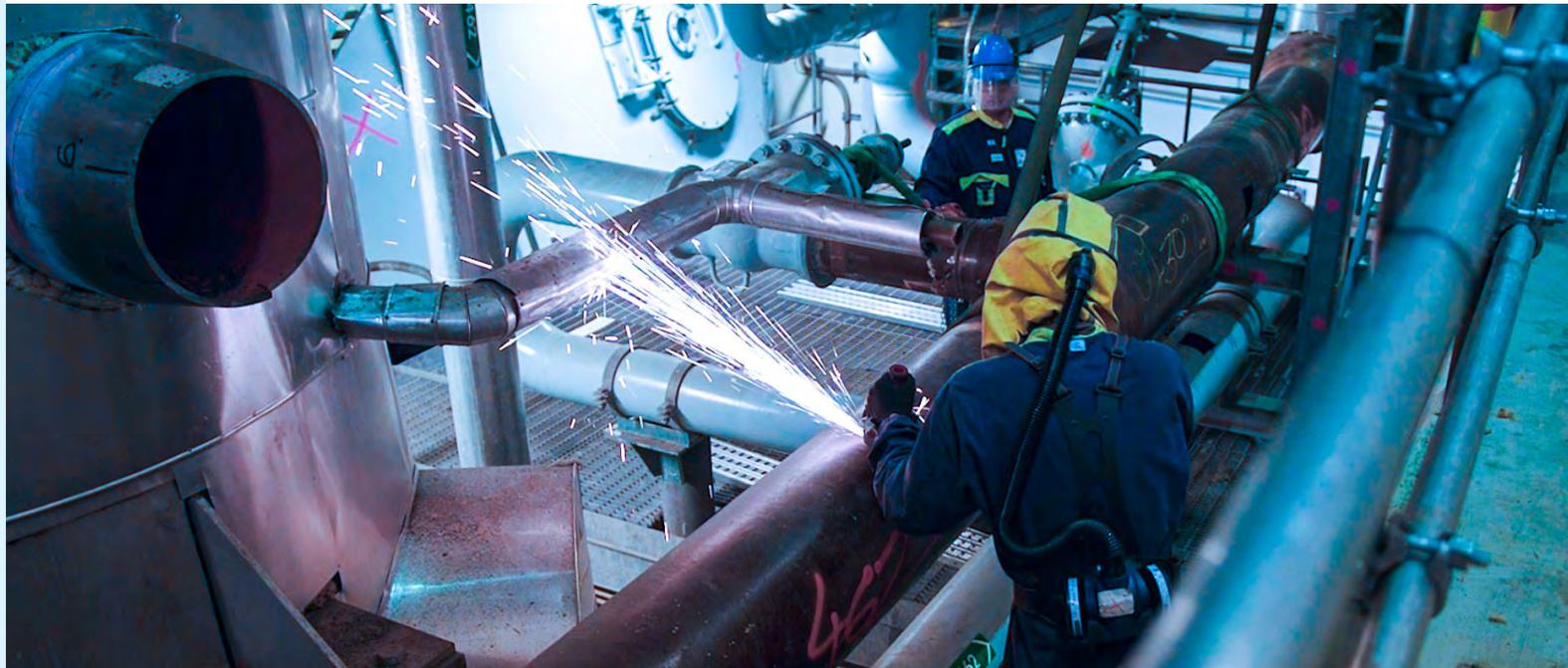
Uniper operates, or has stakes in, nuclear power plants (NPPs) in Sweden that produce low-, intermediate-, and high-level radioactive waste. This waste totaled 3,604 metric tons in 2023, which is an increase from 2022 (3,231 metric tons). The increase primarily resulted from the ongoing dismantling of Barsebäck NPP's two units, which were decom-

missioned in 2022. Of the 2023 total, 39 metric tons was high-level radioactive waste (2022: 42 metric tons); 721 metric tons was intermediate-level radioactive waste (2022: 743 metric tons), and 2,844 metric tons was very low- or low-level radioactive waste (2022: 2,446 metric tons). We have an important responsibility to ensure that this waste is properly handled, stored, and disposed of in accordance with Swedish law. Safety, as well as radiation and environmental protection, are therefore high priorities for us.

A new dismantling milestone

In 2023, we dealt with Barsebäck's two condensers, which formerly cooled down steam into process water. We water blasted and then dismantled them on-site, aiming to produce as little contaminated residue as possible. Uniper is the first company to waterblast an NPP condenser during dismantling. The surface area we cleaned was over 5,000 square meters, roughly the size of a soccer field. The only residual waste that was sent to the final repository consisted of metal oxides on the condenser's interior. More than 99% of Barsebäck's condensers were recycled.

The dismantling of Barsebäck



Reusing air filters

Power plants operate more efficiently when the air needed for combustion is clean. The cleaning is done by air filters. The filters were typically replaced once or twice a year, after which they were disposed of in a landfill. Each year Uniper discards about 40,000 of them. The team at Cottam Development Centre (CDC), our gas-fired power plant located about 30 kilometers east of Sheffield, decided to study whether the filters could be refurbished and reused without affecting the plant's performance. It turns out that they can. Now all of CDC's filters are cleaned and reinstalled multiple times before finally being recycled. The plant now needs up to 1,150 fewer new air filters annually. We plan to extend the practice to other Uniper plants in 2024.

CDC's refurbishing project won a silver award in mid-2023 and then two Green Apple gold awards in the categories "waste management" and "innovation" in November 2023.

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Accepting the two gold awards on Uniper's behalf was a privilege. The awards recognize the hard work so many of us have put into the project and highlight the potential for refurbishing, recycling, and reusing materials.

Andy Black
Environmental Advisor

Biodiversity

Uniper recognizes that its operations have the potential to impact biodiversity both directly and indirectly. We therefore strive to minimize these risks by complying with applicable laws and regulations and by managing our assets carefully. We also work with relevant government agencies and with nature conservation organizations to promote biodiversity at and near our assets.

As part of obtaining permission to build and operate a power plant or other industrial asset, we compile biodiversity data about the site and surrounding areas, assess the asset's potential impacts, and put in place management controls to minimize these impacts. This process often involves consultations with conservation agencies.

Throughout an asset's lifecycle – from construction to operation and decommissioning – we monitor the controls' effectiveness. In addition, we protect and, if possible, enhance the ecological value of the land and water around our assets and educate our staff and contractors on the importance of protecting biodiversity.

We want to measure and enhance the biodiversity of our existing operations and new businesses. In 2022 we used the science-based target approach to calculate an initial global biodiversity footprint of our existing operations.

This footprint clearly showed that achieving our decarbonization targets will be the best way to reduce our activities' impact on biodiversity globally. We have therefore begun to design processes to factor biodiversity into our business decisions. By year-end 2024, we want to define metrics and targets that capture the global benefits of our decarbonization as well as the local benefits of improving biodiversity management at and near our assets.

In 2023, Uniper aimed to develop a global biodiversity target that is aligned with Uniper's decarbonization strategy, and includes a local biodiversity action plan process for existing assets and a process to evaluate biodiversity impacts in investment decisions. This work has been extended into 2024, where we aim to finalize the target and action plan process.

Enhancing Biodiversity

Fish screw in Sweden

One way for fish to bypass hydro plants is a fish screw. In this revolving metal tube fish can migrate both upstream and downstream, while at the same time electricity is being generated. It is particularly suitable for plants that lack space for traditional fish passes. In September 2023 our hydro plant in Emån in southeast Sweden began operating a fish screw – the country's first. It was part of LIFE Connects, an EU project involving Uniper, the local county administrative board, and the University of Karlstad. The university will monitor fish passing through the screw using tagging technology, advanced fish counters, and AI-based image recognition technology.



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If the findings are positive, our hydro assets in Sweden will have another tool for enhancing their environmental performance.

Johan Tielman
Environmental Manager

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Bypasses for fish

The dams of hydroelectric power plants are obstacles for fish when they migrate upstream. The solution is a human-made stream of water called a fish pass, or fish ladder, that allows fish and other aquatic creatures to bypass the plant. We have installed numerous fish passes at our hydro plants in Germany and Sweden. Two new ones – at the Urspring and Dessau hydro plants on the Lech River about 80 kilometers southwest of Munich – are at an advanced stage of construction; another, at Epfach further down the Lech, began construction in 2023. Others on the Lech, Isar, and Danube are at various stages of planning, approval, and implementation.

We make the passes as natural as possible. This promotes fish migration and provides a good environment for newly hatched larvae and young fish. We also pay attention to the flora and fauna nearby. Examples include improving habitats for reptiles and amphibians, protecting rare orchid species, and moving the nests of protected ant species.



Construction of the fish pass on the Lech River

More oxygen for the Danube

Fish and other aquatic organisms need sufficient oxygen in water to live. When hot, dry summers reduce oxygen levels in rivers, hydroelectric plants can help. Some can inject pressurized air into the river from aeration valves on their turbines; others can add air by means of the turbulence that results when water flows over their weir. So far, however, scientific knowledge is scarce about how effective oxygen enrichment actually is and which method works best. Uniper and the government of the Upper Palatinate, a district in northeast Bavaria, studied the matter in the summer of 2022 at our three power plants on the Danube: Vohburg, Regensburg, and Straubing. The findings, which were finalized in 2023, showed that the methods' effectiveness varies. The effect of the weir method, for example, is small. Turbine air injection, particularly before sunrise, increased oxygen content significantly, which could still be detected two kilometers downstream of the plant. The findings have been incorporated into the Danube River Ecology Alarm Plan so that action can be taken quickly during future heat waves.



Oxygen survey at Regensburger Hydropower plant

Nesting ravens at Enfield

The sight of ravens breeding in London is rare these days. Nevertheless, in spring 2023 a member of the London Natural History Society (LNHS) saw two at Enfield, a Uniper gas-fired power station in the United Kingdom, and alerted us. The LNHS believes there are less than ten pairs breeding in the capital. Ravens are highly intelligent. They can craft and use tools, plan for the future, barter, and even play games like hide-and-seek. The Enfield team made sure that the nest, which was on a platform beside a chimney stack, was not disturbed until the ravens' chick fledged and the young family abandoned it. In late 2023, the fledgling was seen learning some basic aviation and survival skills and being fed by its parents.

Flowering dams

Dams and dikes serve to protect the areas behind them from flooding. Their physical integrity, which is subject to strict regulation and monitoring, is therefore very important. Tree growth is not permitted, and dams and dikes are mowed periodically to ensure that they are fit for purpose and unthreatened by the roots of bushes. But biodiversity concerns have led to efforts to find a balance between physical integrity and the creation of habitats for insects and microorganisms, which are essential for the overall ecosystem.

Uniper has therefore adopted vegetation and mowing practices for our hydropower dams that enable us to permit more vegetation growth in the summer and the creation of lean grasslands, which promote biodiversity. Goats, sheep, and even Mur-nau-Werdenfels cattle graze on dams at some plants. They prevent bush and tree growth, allowing rarer plant species to establish themselves. Their grazing habits enable a wide variety of plants to coexist, creating habitats for insects and small animals.

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Protecting bats at Datteln

At our technologically advanced coal-fired power plant, Datteln 4, in west-central Germany, our operating permit requires us to protect bats from excessive light along the adjacent Dortmund-Ems Canal from March 15 to September 30. To meet this requirement, we switch off all lights within 75 meters of the canal between 10 p.m. and 5:30 a.m., except for safety bollards at our dock. However, we realized that even distant lights can affect the canal's light levels and the habitats of bats and other species. Many species have adapted their behaviors to the ecological niches created by night and twilight. To address this, we decided to reduce night-time lighting across the plant, while always ensuring occupational safety.

The result was to convert some areas, such as stair towers and conveyor bridges, from continuous to demand-based night-time lighting. We also reduced lighting near the canal, which also benefits nearby urban and landscape areas. Lowering the lights improves biodiversity, conserves energy, and thus reduces our operating costs. We estimate the measures will reduce our electricity use by roughly 270,000 kWh a year – about as much as 80 four-person households.

Reducing light pollution in the North Sea

Uniper is also supporting an initiative named DARKER SKY, which aims to reduce light pollution in the North Sea, where the LNG terminal at Wilhelmshaven is located. Co-financed by the EU under the Interreg North Sea Program, the initiative supports biodiversity in the North Sea. Since mid December 2023, the LNG terminal in Wilhelmshaven has been contributing by switching off more than a third of its lights. The Floating Storage and Regasification (FSRU) Höegh Esperanza at the LNG terminal shines less brightly and therefore causes fewer light emissions. In addition, it was possible to reduce the lighting on the FSRU jetty by 50% at night. The lighting reduction measures comply with occupational safety standards on board as well as maritime and shipping police requirements.

Datteln 4, Germany



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Continually improving our environmental performance

Being fully aware of our operations' environmental impact and performance is of strategic importance. This performance affects our operating efficiency, market position, and reputation. Uniper complies with all applicable laws to prevent uncontrolled emissions to the environment. To mitigate environmental risks, the HSSE & Sustainability function at Uniper Group Management defines and implements environmental management systems (EMS).

Uniper has in place environmental management systems that are certified to ISO 14001, an internationally recognized standard. As of year-end 2023, 100% of the operational assets of Uniper's fully consolidated subsidiaries had retained their ISO 14001 certifications.

We believe that having our industrial facilities certified to ISO 14001 enhances our ability to prevent incidents that could adversely impact on the environment and helps us mitigate environmental risks. Maintaining 100% ISO 14001 certification is therefore a priority.

Uniper's EMS includes a commitment to continual improvement. All Uniper facilities accredited to ISO 14001 have environmental improvement programs that describe their intended improvements and the steps toward achieving them. When practicable and useful, we coordinate improvement programs across our operations to ensure a consistent approach and share best practices.

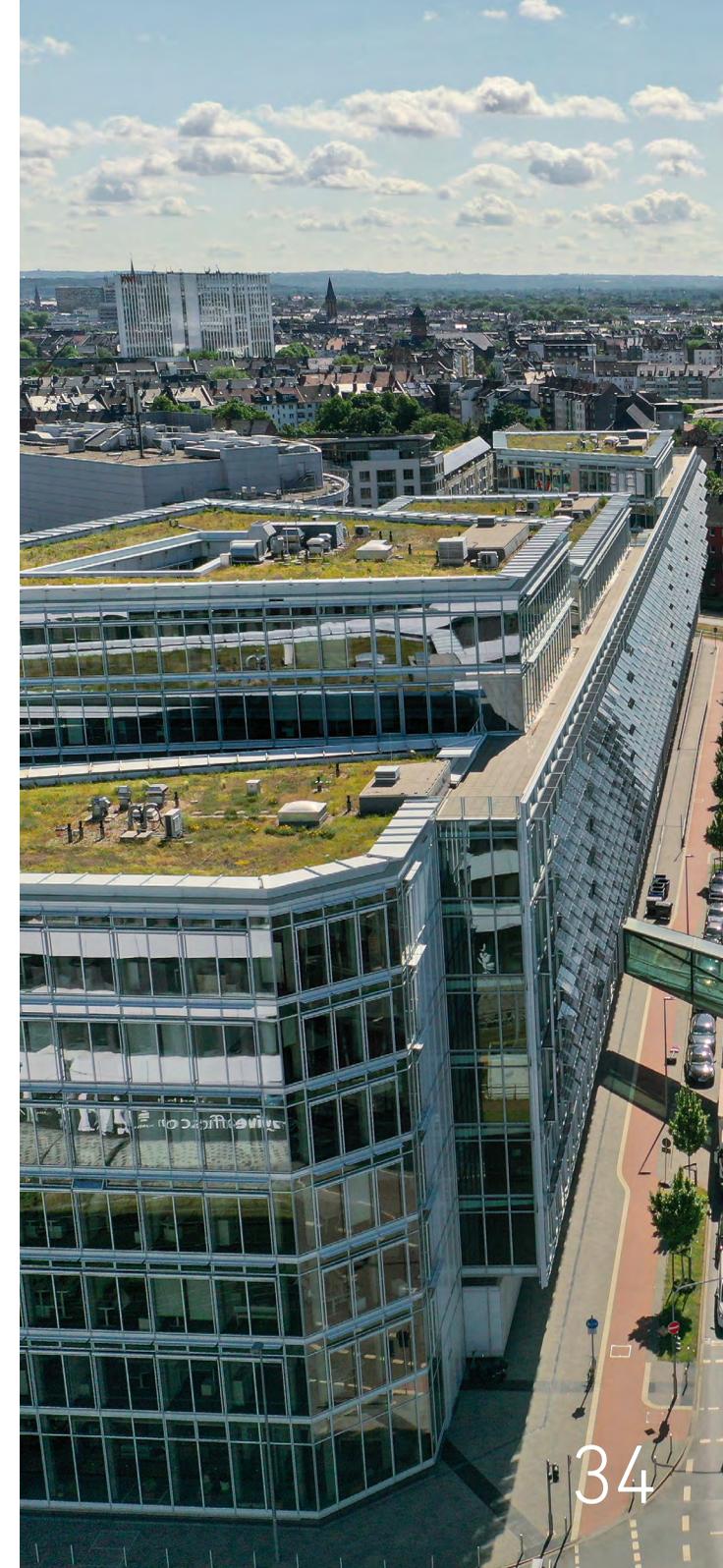
We carefully investigate all environmental incidents and close calls, taking appropriate steps to prevent them from recurring. We also systematically share knowledge about previous incidents – at our company and across the industry – so that they are not repeated. In 2023, we had no severe environmental incidents, which we define as "the release of a substance to the soil, water, or air that would result in a long-term or irreversible change in the biological or physical environment or an extensive loss of habitats or species."

Green Office at the Uniper headquarters in Düsseldorf

In 2022, Uniper set a target of reducing energy consumption at its Düsseldorf headquarters in the BEE-initiative (Be energy efficient) by 500,000 kWh by adjusting heating and tap water temperatures and reducing office space used in the winter. In 2023, we extended the efforts to the summer by reducing the cooling of the buildings and quadrupled this figure by conserving more than 2,000,000 kWh of energy – roughly equal to the annual consumption of 550 four-person households. In addition, solar panels were installed in Düsseldorf in mid-2023. They displaced about 15 metric tons of carbon emissions in 2023 and will displace more in a full year.

There are many other projects in Düsseldorf headquarters related to environmental protection. Committed colleagues from the Green Office community together with Facility Management organized the local participation in initiatives throughout the year and they continue to motivate many others to join. Examples are Veg-anuary, the Digital Cleanup Challenge, Bike2work, Zero-Plastic July, and the annual Rhine Cleanup. All these initiatives raised awareness toward a more sustainable lifestyle in Uniper employees' work-related activities.

Uniper's offices in Düsseldorf, Germany



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Legal issues

DFB2 at Maasvlakte Power Plant, the Netherlands

The Direct-Fired Boiler 2 (DFB2) is a crucial part of the Maasvlakte Power Plant owned by Uniper, located in the Port of Rotterdam. DFB2's primary function is to produce steam by burning fuels, including certain waste materials.

In July 2020, Uniper Benelux N.V. (UBX) received an environmental permit to operate DFB2, subject to certain conditions. However, UBX contested some of these conditions. Following UBX's request, a judge issued a temporary halt to some of the conditions in March 2021.

Later, in July 2022, after a summary judgement, the regulatory authority imposed new permit conditions through a formal decision. UBX disagreed with this decision and filed an appeal.

As of the end of 2023, the court was still reviewing UBX's appeal against the decision made in July 2022

MPP3 at Maasvlakte Power Plant, the Netherlands

The Maasvlakte Power Plant 3 (MPP3) is a coal-fired power plant, also using biomass, that forms a part of Uniper's larger Maasvlakte Power Plant.

In April 2008, Uniper Benelux (UBX) obtained a nature permit allowing them to operate MPP3. This permit became final and cannot be changed after a ruling in January 2016 by the highest Dutch administrative court.

However, citing the European Habitats Directive, an environmental organization requested the competent authority to revoke the permit in April 2021. The competent authority rejected this request on February 1, 2022.

The environmental organization then appealed this rejection to an administrative court on March 14, 2022. As of the end of 2023, the court was still reviewing this appeal.

Datteln 4, Germany

Datteln 4 began commercial operation in May 2020. In August 2021 the Higher Administrative Court of North Rhine-Westphalia (OVG NRW) in Münster heard lawsuits brought by the City of Waltrop (a town near Datteln), BUND NRW (an environmental advocacy group), and four private individuals. The lawsuits contested the city of Datteln's development plan of 2014, which constitutes the basis for the plant's permit. The OVG NRW ruled in favor of the plaintiffs and declared the development plan invalid. Both Uniper and the city of Datteln filed appeals to the Federal Administrative Court (Bundesverwaltungsgericht, or BVerwG). On December 6, 2023, the BVerwG overturned the OVG NRW's ruling and referred the case back to the same court for a new ruling.

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Uniper Climate Days

In late November, we held the inaugural Uniper Climate Days at our headquarters in Düsseldorf. This two-day event, organized by Uniper employees for Uniper employees, was a forum for exploring the risks of climate change and the energy industry's transformative potential. The focus was on Uniper's role in the decarbonization of Europe. A series of presentations and discussions were held by our board members, colleagues, and external speakers. We also set up internal market booths where some of our business units presented solutions for a green transformation. A wide variety of teams presented which promising projects Uniper is spearheading to support decarbonization and drive the transition to a sustainable energy system. With the Climate Days, we aimed not only to underscore the significance of combating climate change but also to ensure that every employee plays an integral role in Uniper's transformative journey.



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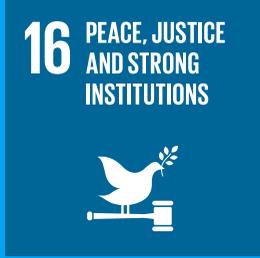
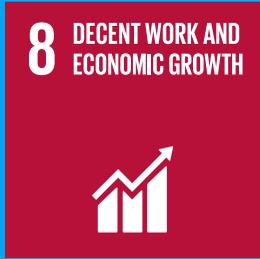
People & Society



Contribution to the UN SDGs

Relevant SDGs	Uniper's commitments	Uniper's targets	Progress in 2023
 <p>5 GENDER EQUALITY</p>	<p>Screen Uniper's operations and suppliers for ESG risks, including human rights risks, and collaborate with stakeholders.</p> <p>Respect labor rights and ensure a safe, healthy, and secure work environment for all employees and contractors; promote the same standards in Uniper's joint ventures and partnerships.</p>	<p>Achieve a Group-wide combined TRIF threshold of 1.0 or below by 2025.¹</p> <p>Become actively involved in up to three multistakeholder associations by 2023 that support ESG due diligence along the supply chain for Uniper's energy commodities.</p>	<p>Uniper's combined TRIF for 2023 was 2.42. To reduce the combined TRIF to meet the 2025 target, Uniper continues to focus on dedicated safety leadership training. The development of a concept and strategy on how to systematically share and implement good practice across Uniper also remains a priority.</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Systematically enhance diversity, equity, and inclusion to create the best possible environment for all employees and to achieve equal opportunity and more balanced representation.</p>	<p>Increase the share of women in leadership positions to 25% by 2025 and to 30% by 2030.²</p>	<p>Uniper became actively involved in three multistakeholder associations in 2023. These are Bettercoal, Econsense and the Branchendialog Association.</p>
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>Have no tolerance for discrimination.</p> <p>Commit to a just transition of Uniper's operations and sites through effective dialogue and stakeholder engagement to support Uniper's people and communities affected by transition; to develop sustainable economic strategies for Uniper's sites and to foster diverse, inclusive, and decent work.</p>		<p>We intend to increase the share of women in leadership positions by focusing even more on using more diverse selection and recruitment processes, offering flexible work arrangements to all employees, as well as mentoring and developing women employees to serve in management roles. Our measures to attract more women have not yet had a significant impact and are expected to take time to do so.</p>

¹Total recordable incident frequency (TRIF) measures the number of incidents per million hours of work.
²Leadership positions refer to managerial positions two levels below the Board of Management (L1-L2); the target applies separately to L1 and L2.



Secure and affordable energy supply

A secure and affordable energy supply is essential for the functioning of society and a competitive economy. It is therefore one of Uniper’s most material topics. We intend to propel Europe’s energy transition by offering flexible, balanced, and bespoke forms of energy supply. We are therefore adapting our power plants and other assets and also investing in flexible, secure, and zero- or low-carbon power generating units and technology.

Uniper: one of Europe's largest gas and LNG merchants

Uniper supplies around 200 TWh of gas annually to municipal utilities and industrial enterprises in Germany. Uniper has replaced Russian gas with a diverse portfolio of pipeline gas from other suppliers, liquified natural gas (LNG), and short- to mid-term market transactions. Despite the electrification of some processes, industry will continue to need an uninterrupted supply of gas for many years to come. Uniper is therefore growing its LNG business.

First LNG terminal's first anniversary

The country’s first LNG import terminal in Wilhelmshaven in northwest Germany was commissioned in December 2022 and commenced regular operations in March 2023. On behalf of the federally owned Deutsche Energy Terminal GmbH (DET), who is responsible for the operation of the terminal, a Uniper subsidiary is now responsible for the operational management of the terminal.

The terminal, a floating storage and regasification unit (FSRU) named the Höegh Esperanza, celebrated its first anniversary on December 17, 2023. Since commissioning, the terminal has operated almost without interruption. Through to December 2023, 42 LNG tankers delivered a total of roughly seven million cubic meters of LNG. The LNG was converted into around four billion cubic meters of natural gas and piped into Germany’s gas system. The terminal met about 6% of the country’s gas needs in 2023 and will be fully utilized in 2024 as well.

Wilhelmshaven LNG Terminal



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2023 proved how much Germany needs the terminal and will continue to need it in the future. Uniper is working hard to import green ammonia, which can be transformed into green hydrogen, at Wilhelmshaven as well. The Wilhelmshaven region will be a valuable energy hub well into the future.

Holger Kreetz

Uniper’s Chief Operating Officer



Gas storage: a proven technological with a new future

Gas storage facilities are one of the few technologies that can store large amounts of energy. Gas can be withdrawn from them during demand spikes or import interruptions. They thus play a crucial role in helping to ensure a reliable gas supply, particularly in winter. Uniper – Europe’s fourth-largest gas storage company – operates nine underground gas storage facilities in Germany, Austria, and the United Kingdom with a total capacity of about 7.4 billion cubic meters.

Hydrogen, particularly green hydrogen made from water in a process powered by renewable electricity, will play a decisive role in decarbonizing energy system. To help establish the necessary infrastructure, Uniper intends to repurpose part of its natural gas storage capacity to provide large-scale hydrogen storage. This could make it possible to store the energy contained in electricity from one season to the next: surplus wind and solar power in the summer could be transformed into green hydrogen. The hydrogen could be stored underground and used in the winter to heat homes, fuel industrial processes, or be made back into electricity in a gas turbine.

Fourth largest gas storage company in Europe

Uniper joined 10 other storage operators in late January 2024 to found the H2eart for Europe initiative. Its purpose is to develop underground hydrogen storage (UHS) technology that can help the EU reach its 2050 climate targets. By 2030, we plan to create UHS facilities with a total working capacity of 250 to 600 GWh.

Uniper is leading a consortium of companies in a project called HyStorage to test UHS at Bierwang, an underground gas storage facility located about 65 kilometers east of Munich. Gas at Bierwang is stored in porous rock. The project’s aim is to learn how such a facility performs with hydrogen.

Gas at our Krummhörn facility near the North Sea is stored in underground caverns. We are using an existing well to create a new cavern, which is scheduled to be completed in 2024, for storing up 200,000 cubic meters of hydrogen. Krummhörn, which is located about 70 kilometers west of Wilhelmshaven, is part of the aforementioned Energy Transformation Hub Northwest.



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Uniper's power generation fleet

Society needs a reliable supply of increasingly sustainable electricity. That is precisely what Uniper's power plants deliver. We have about 22.5 GW of generating capacity, which is roughly equal to the total capacity of the Netherlands.

Uniper Group: consolidated generation capacity as of December 31, 2023¹

MW	Gas	Coal	Hydro	Nuclear	Other	Total (country specific)
Germany	3,306	3,139	1,983		1,418	9,846
United Kingdom	4,193	2,000			221	6,414
Sweden	0		1,579	1,400	1,175	4,154
Netherlands	525	1,070				1,595
Hungary	428					428
Total (asset specific)	8,452	6,209	3,562	1,400	2,814	22,436

¹ Accounting view.

Uniper's Irsching Power Plant in Germany



Coal – making a fast exit

In 2023, Uniper's coal-based power production amounted to 12.2 TWh, which is a decrease of 5.1 TWh from 2022. Aligned with its coal phase-out strategy and relevant national legislations, Uniper will end coal-fired power generation in the United Kingdom by 2024 and in the Netherlands by 2029. In Germany, the Datteln 4 hard-coal-fired power plant is to be divested by 2026, in accordance with the EU state aid decision.

In December 2023, the German Federal Network Agency (BNetzA) informed Uniper about the extension of the system relevance of the two power plants, Scholven B and C, until March 31, 2031. Irrespective of the BNetzA's decision, Uniper will consistently drive forward the strategic transformation of the power plant site and its entire portfolio toward carbon free generation.

As part of the coal phase-out, Uniper will permanently decommission the Heyden 4 hard-coal-fired power plant in Petershagen near Minden on September 30, 2024. The plant has made an important contribution to the security of supply in northern and western Germany since 1987. Heyden 4 was originally due to be decommissioned in July 2021 but was brought back to the market to secure supply following the publication of the German Act on the Maintenance of Substitute Power Stations (July 2022). Also the 510 MW power plant Staudinger 5 is recognized as system relevant and will also enter into the grid reserve from April 1, 2024 onward.

Flexible power for a reliable grid

Many of our power plants are highly flexible, enabling them to balance out the fluctuations in renewables output and thus keep the electricity supply reliable. One such plant, Irsching 6, is described below as are battery solutions for eliminating currency fluctuations in the grid. We also have plants that provide grid inertia, which is another way to maintain uniform frequency.

Irsching 6, our new high-efficiency combined-cycle gas turbine (CCGT) located near Ingolstadt in southeast Germany, entered service in August 2023. The 300 MW unit joins Irsching's two other CCGTs. We were awarded the contract to install and operate it by TenneT, the transmission system operator (TSO) in the region. Irsching 6 is not a commercial generating unit that is available to the market. It only comes online at short notice in emergency situations when TenneT determines that system security is at risk, as when renewables production suddenly fluctuates. In line with our new strategy, Uniper intends to become one of Europe's leading source of flexible power like that provided by Irsching 6. The demand for flexible power plants will only increase as Europe adds more intermittent renewables capacity. The "Climate change" chapter provides more information.

> Climate change

Batteries for hydro plants

We have added battery systems to four of our hydro plants in Sweden to make them even more flexible. During normal operations, the batteries are charged with electricity from the hydropower plant. If the grid experiences a disturbance or imbalance, the battery system eliminates frequency deviations within seconds. Uniper also plans to build a new solar and battery park in Barsebäck in Sweden.

In addition to producing electricity and providing stability to the grid, many of our plants supply heat, process steam, compressed air, and other products to nearby industrial enterprises and utilize some of these enterprises' waste streams. This circular approach enhances their efficiency and ours.

Uniper has 130 years of experience in power generation. And a passion for continually improving our plants' performance. Our aim is to derive as much energy as possible from a unit of fuel. This reduces our climate footprint and costs. The improvement process is ongoing. Each year we invest to modernize the technology in a number of our power plants to enhance their efficiency, flexibility, and climate performance.

Asset availability

Asset availability is essential for supply security and is one of our highest priorities. Uniper's key performance indicator for the availability of its power plants is average asset availability. In 2023, Uniper's gas- and coal-fired power plants had an average asset availability of 72.8% (2022: 71.0%). The overall year-on-year increase in availability was largely due to a reduction in planned outages in the United Kingdom and Germany.

Average asset availability for conventional power generation by country¹

%	2023	2022 ³
Germany ²	73.5	69.7
Hungary	95.3	92.5
Netherlands	57.7	67.5
Sweden	91.7	93.7
United Kingdom	71.2	66.3
Total	72.8	71.0

¹ The figures shown are calculated using availability = 100% minus planned and unplanned unavailability. Uniper Group figures represent a volume-based weighted average. The calculation refers to Uniper's actual operational portfolio.

² Uniper's new gas-fired power plant, Irsching 6, is included in the 2023 figures. The new combined heat and power (CHP) plant at Uniper's Scholven site is not included.

³ Full year 2022 data for Russian Power Generation (discontinued operations) cannot be reported. The H1 value can be found in Uniper's Interim Report 2022.

To manage the operating risks of its generation assets, Uniper has an integrated asset and HSSE management system that conforms to industry practices. Uniper has decades of experience in integrated, reliable, and tailor-made utility management. Facilities are regularly inspected and maintained using a risk-based approach. In addition, production processes and technologies are constantly being upgraded and optimized and staff trained accordingly.

Human rights

Uniper is committed to respecting human rights across all of its business activities in accordance with the Universal Declaration of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the German Act on Corporate Due Diligence Obligations in Supply Chains, which came into force in January 2023.

Our main expectations for employees regarding business ethics are defined in the Uniper Code of Conduct. The Supplier Code of Conduct outlines Uniper's expectations for its suppliers with regard to human rights and environment-related topics. Suppliers are expected to respect and support the UN Universal Declaration of Human Rights and to ensure that they are not complicit in human rights abuses.

Appointed in 2023, Uniper's Human Rights Officer ensures the effective management of human rights and environmental risks. He reports regularly to the Uniper Management Board, which bears the overall responsibility for Uniper's human rights strategy and ESG risk management. The Human Rights Officer also works with relevant Uniper business functions to define tailored engagement strategies for certain suppliers.

In March 2023, Uniper rolled out an online training program to reinforce employees' awareness of managing human rights and environmental risks. The training is mandatory for employees who interact with suppliers.

Identifying human rights risks

Severe human rights violations such as unlawful forced displacements or forced labor can be a direct or indirect consequence of business activities, particularly in countries with a history of insufficient standards for labor, security, social development, and inclusion. Moreover, factors such as authoritarian systems of governance, weak democratic institutions, and a widespread lack of transparency and accountability in some of these countries pose significant challenges to effective operations and supply chain management.

Uniper identifies human rights risks using a third-party risk database as well as internal and external benchmarks, which provide information on the risks associated with different suppliers, raw materials, goods, and countries of origin. The tools take into account the information provided by authorities and concerned parties and independent reports of human rights violations in the relevant regions.

Uniper also has a complaints procedure in place that allows anyone who is directly affected by, as well as anyone who is aware of, potential or actual human rights risks or violations to report them to Uniper's whistleblowing channel (whistleblowing@uniper.energy) or the Human Rights Officer (humanrights@uniper.energy). In 2023, Uniper implemented an enhanced due diligence exercise that will be performed if Uniper receives reports of human rights grievances regarding its operations or suppliers. If the Human Rights Officer considers the report to be related to an active supplier, then they and the Legal and Compliance team will investigate it.

Mitigating human rights risks

Uniper's human rights strategy is embedded in its ESG risk management system in order to prevent or minimize the risks of human rights violations that have a direct link to the Company's operations, products, or services. Uniper's approach is to address risks directly with suppliers or via multistakeholder initiatives, as described in more detail in the "ESG risk management and due diligence" section. If a supplier demonstrates a continued lack of progress and no engagement, the termination or suspension of contracts may be necessary.

Respecting human rights requires a proactive approach and the commitment of the entire organization to achieve continuous improvement. This includes timely and adequate measures to remediate adverse impacts on a case-by-case basis at Uniper's operations and along its supply chain.

› [ESG risk management and due diligence](#)



Just transition

We intend for Uniper’s decarbonization to create value and to safeguard as many jobs as possible. In fact, we think it will create new ones. We also believe that the transition to a low-carbon future needs to be just. For everyone. We therefore engage in dialogue with stakeholders that are affected by it – like our employees at facilities scheduled for closure or repurposing as well as people in nearby communities. We would like them to know that we have made plans for the future.

Under our Sustainability Strategic Plan, we commit to a just transition of our operations and sites by conducting effective dialogue and stakeholder engagement to support the people and communities affected by our transition. We also commit to designing sustainable business plans for our sites and to fostering diversity, inclusivity, and decent work.

Based on the principles of the International Labour Organization (ILO) and the COP 26 agreement, Uniper has developed its Just Transition Framework which includes four overarching areas we are committed to and live up to its commitment to a just transition:

- Transparency and involvement
- Workers resilience
- Environmental protection
- (Shared) value creation

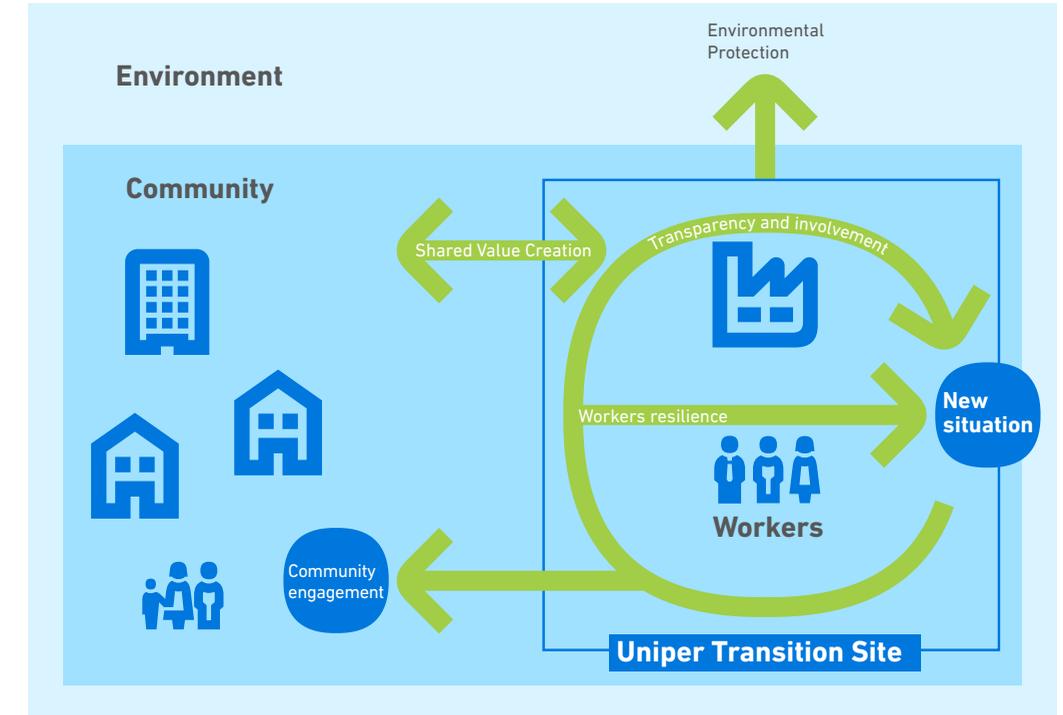
Repurposing coal sites for a sustainable economy

A key facet of Uniper’s decarbonization plan is exiting coal in Europe. We are aiming to convert our coal-fired power plants to lower-carbon fuels or repurposing them for a sustainable economy. These plans include a set of principles and commitments to ensure a just transition within the meaning of ILO 2015 guidelines and the COP26 agreement.

One example is the “Energy Transformation Hub Northwest,” which covers 13 projects being developed at new and existing Uniper sites in northern Lower Saxony. Uniper promotes the training of skilled workers in hydrogen-related occupational fields at a training center on the Wilhelmshaven site.

> [Energy Transformation Hub Northwest](#)

Commitment areas of Uniper’s Just Transition framework



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The transformation of Staudinger

At Uniper's Staudinger power plant, preparations for the transformation of the site in line with the coal phase out began in 2017. Approved by the municipality of Großkrotzenburg in 2023, Staudinger's development plan is a fundamental requirement for the transformation of the site, enabling the construction of greener generation units, such as H2-ready power plants and battery storage. The relevant internal and external stakeholders have been involved in the transformation process from the beginning and have shown their support. The site transformation not only contributes to making energy supply fit for the future, but it also contributes to the economic development of the municipality, preserves jobs, and creates new future-oriented employment opportunities.



Uniper doesn't intend to wait until a plant is about to be closed. Instead, we want to actively develop our sites in advance and involve local stakeholders in the process.

Arne Bayer
Head of Asset Development
at Uniper Kraftwerke GmbH

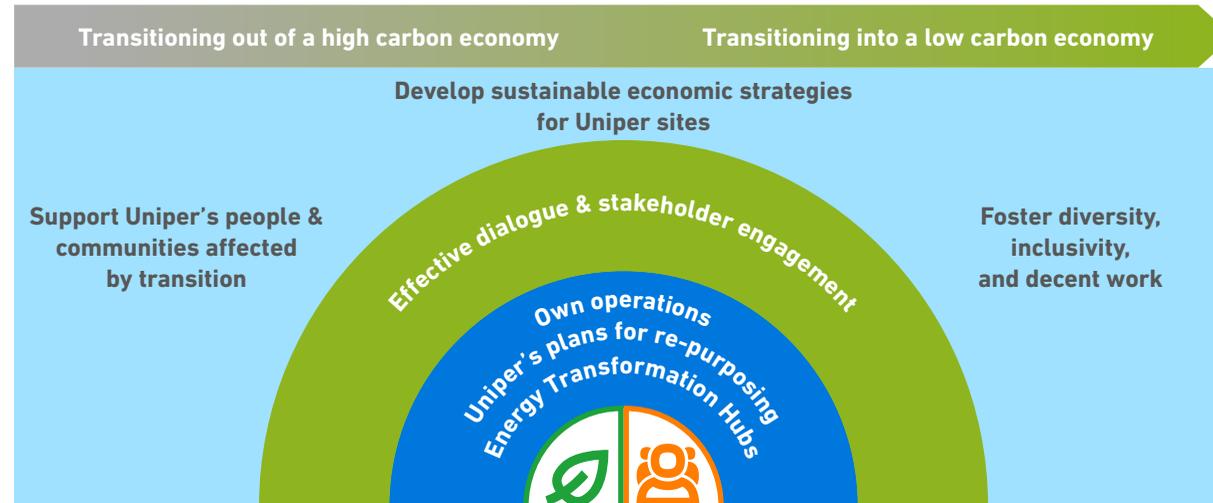
Engaging with coal mining regions

Lower demand for, and production of, coal will have significant implications for employment, public revenues, and local economies in coal-mining regions. Through our membership in Bettercoal, a non-profit initiative to enhance sustainability along the coal supply chain, we support an economic diversification program in Colombia. The project's objectives are to bring together different stakeholders (government, companies, trade unions, and local communities) to design and implement projects and to create a funding structure to help stimulate alternative economic development.

In 2024, Uniper intends to further explore the opportunities that support a fair energy transition along its coal supply chains.

> [Stakeholder engagement](#)

Uniper's Just Transition criteria



Health, safety, and well-being

We care about our people. That is why each day we work to maintain high health and safety standards in all our processes. Improving health, safety, and well-being starts with strong leadership and requires a culture of continual improvement across all hierarchy levels. We always strive to learn from incidents as well as good practices. We also believe in people's ability to grow through experience and thus in our organization's ability to add to its corporate memory.

Uniper as a whole and each of our business functions have an annual Health, Safety, Security, Environment (HSSE) & Sustainability Improvement Plan that sets the course for the year ahead and helps us monitor our progress. Onboarding agreements with contractors include clauses requiring them to adopt our standards and aspire to contribute to our vision.

Comprehensive HSSE management

The Uniper Board of Management is fully committed to promoting health and safety across the organization and continually monitors the health and safety performance of Uniper's workforce and contractors. Health and safety are recurring topics on the agenda of senior management meetings and are discussed by the Management Board and the Supervisory Board on regular basis.

The HSSE & Sustainability function supports the organization and employees in integrating health and safety standards into their strategic and operational planning, business decisions, and daily activities. It issues guidelines and policies, conducts workshops, and coordinates the sharing of best practices.

The occupational health and safety management systems of all Uniper's operating entities are certified to ISO 45001. These systems are regularly reviewed and certified by independent auditors.

An organization's corporate memory requires an underlying system. Our corporate memory for safety is supported by Synergi Life, an online incident management system. Synergi Life enables us to systematically document and analyze incidents and near misses, share information about them across the organization, and institute corrective measures to help prevent their recurrence.

Supporting health and well-being

Uniper's integrated health approach offers all employees access to a wide range of services, from medical checkups and numerous exercise programs to mental well-being campaigns. In addition, the business functions continued to implement the steps defined in their health action plans. Their progress toward completing these steps was reported to the Uniper Management Board and senior leaders on a quarterly basis.

Voice of Uniper: health and well-being remain highly valued

Around 5,800 employees (80% of employees) participated in the 2023 Voice of Uniper employee survey, a much higher proportion than in the prior year (64%). The number of comments increased almost five-fold, from 4,200 to around 20,400. Employees' average scores on the two health-related questions indicate that they recognize and appreciate our performance on this topic:

1. Employee health and well-being is a priority at Uniper (average score: 8 out of 10, or +0.4 above True Benchmark®).
2. I am satisfied with the health and well-being benefits provided by Uniper (average score: 8.1, or +0.5 above True Benchmark®).

Both average scores surpassed the True Benchmark®. These areas are therefore considered strengths, which are defined as areas in which Uniper outperformed the energy industry benchmark. Satisfaction and equality were also identified as strengths.

100%

The occupational health and safety management systems of all Uniper's operating entities are certified to ISO 45001.

True Benchmark® is a reference figure of peer companies (in Uniper's case: companies in the energy sector). It factors in the composition of survey participants and, depending on participants' expected engagement level, adjusts the values slightly (maximum: by +/-0.2) in order to eliminate distortions resulting from deviating group composition.



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Recharge your body and mind

In keeping with Uniper’s long-standing emphasis on good mental health, our health-and-safety focus theme in 2023 was “Body and Mind.” All Uniper teams were asked to participate in Uniper’s global Energize Yourself Month in May and to conduct a three-monthly health activities designed to promote both physical and mental health, such as walking meetings. Uniper’s Renewables team walked more than 4,300 km in 2023, and the Procurement and Sales functions joined forces to participate in health activities

In addition, all Uniper functions have a Health Ambassador whose role is to help address their function’s specific health needs and, more generally, to foster Uniper’s health culture. Ambassadors meet on a quarterly basis to share health information and best practices. They also support the achievement of annual health targets.

Local initiatives that support a healthy lifestyle: Karlshamn

Local health champions at Karlshamn, a Uniper power station on Sweden’s southeast coast, decided in 2023 that their aging, inconveniently located gym needed an upgrade. Employee volunteers did the handiwork, and Uniper paid for the materials. The result, after eight months of work, was a new multisport facility. Use has increased dramatically, from as little as one person a week to four a day. A weekly floorball game regularly attracts a dozen players. Other health-promoting activities at Karlshamn include periodic health checks, healthy meals in the canteen, and an automatic reminder on computers for employees to take regular breaks.

Uniper’s virtual sports community

More than 250 of Uniper employees and alumni have joined our virtual sports community. It brings together amateur athletes from 92 cities and facilities in seven countries. Together, team members cycled 325,325 kilometers, ran or walked around 91,102 kilometers, and swam 2,308 kilometers in 2023. The total distance amounted to nearly 419,000 kilometers or more than 10 times the earth’s circumference.



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Striving to improve safety

Safety is a core Uniper value — not only regarding our employees and contractors but also people who live near our facilities. Stressful situations, unforeseen hazards, and unsafe work habits in complex environments like power plants and gas storage facilities could lead to serious accidents, injuries, and fatalities. We have established a governance structure to manage and monitor the implementation of Group-wide safety policies and practices in the countries where we operate.

These policies and practices are designed to provide a safe and healthy workplace for employees and contractors, particularly those working in potentially high-risk activities, such as the plant decommissioning and dismantling under way in Germany, Sweden, the Netherlands, and the United Kingdom.

Uniper is currently undergoing a fundamental transformation as part of a changing energy world in which renewables will play a more important role and new technologies such as CCS and hydrogen emerge. Future work will be more project-oriented and Uniper’s safety approach is currently being reviewed to be flexible enough to take into account different and new types of work activities and environments.

Becoming a learning organization

The company-wide project to transform Uniper into a learning organization continued in 2023. The project builds on the changes instituted in 2019 to improve Uniper’s processes for reporting, documenting, and analyzing safety incidents and, more broadly, to firmly embed a learning mindset in the organization. These changes include improving transparency about learning progress, coordinating tools and systems for sharing good practices, sharing lessons learned with contractors and other companies, and refining learning tools, engagement, and communications channels. For example, selected business areas held local and regional engage-

ment sessions in 2023 to gather input from operating facilities on good practices that have the potential to be shared Uniper-wide. Other business areas conducted similar sessions in 2023. A new, interactive eLearning module to facilitate continual learning, which was developed in 2022, was made available to employees in 2023.

Safety leadership meeting

Leaders across Uniper can make a tangible difference in safety. In 2023, we held a second annual safety leadership meeting. It brought together almost 300 asset- and office-based managers for in-person and virtual discussions. They shared ideas on how they as leaders can safeguard the integrity of people, assets, and the environment. Sessions were devoted to topics like culture, excellence, behaviors, and systems. There was also a session with the Uniper Management Board.

In 2023, Uniper also developed a behavioral leadership workshop for front-line, asset-based leaders, supervisors, and engineers, including those who manage contractors. We offered it to colleagues in the United Kingdom, Germany, and Sweden. In addition, an online module called Your Choice Matters is available for all employees. It consists of behavioral and emotional messages to help people reflect on how everyone can help make Uniper an even safer place to work.

Safety activities in 2023

Safe from Day One

In 2023, we launched a new safety-awareness campaign for our new-build projects called Safe from Day One. It starts with workshops with the main contractors prior to the first day of construction. The aims are to promote mutually supportive relationships and to reach a shared understanding of the project's safety culture and each company's role in bringing it to life. Participants also agree on the metrics for monitoring the project's safety performance. The workshops reconvene periodically throughout the project to address the risks and opportunities of various phases.

Making dismantling safer

Uniper is dismantling four decommissioned nuclear power plants in Sweden. The radiological environment and radioactive waste make this work extremely complex. Accidents were too frequent in years past, and in January 2022, contractor TRIF peaked at 35. We responded by creating a task force to analyze this unacceptable situation and to improve our safety performance. The findings indicated that our contractors needed more support and that our approach should be proactive rather than reactive. More specifically, we

- instituted a new onboarding program for contractors to familiarize them with the tasks to be performed, including practical sessions at the plant itself;
- designed an additional onboarding module specifically for leaders focusing on safety values and behaviors as well as leader's impact of on safety performance;
- emphasized positive feedback to stimulate safe behavior rather than admonishments to avoid accidents;
- focused more on analyzing (rather than merely collecting) safety data and designing countermeasures to prevent future accidents;
- fostered a learning organization that shares insights so that mistakes are not repeated.

Thanks in part to these measures, contractor TRIF for our nuclear dismantling projects was below 2 in 2023, less than the Uniper-wide figure.

Safety metrics

We use combined total recordable incident frequency (TRIF) as a safety metric alongside the degree of implementation of our HSSE & Sustainability Improvement Plans. Combined TRIF measures the number of work-related accidents sustained by our employees and contractors per million hours of work. In 2023, Uniper set a new safety target to have no severe accidents that would lead to either fatalities or life-changing injuries. Uniper achieved this target in 2023.

0 Uniper had no severe accidents in 2023.

2.42 Combined TRIF

Uniper's combined TRIF for 2023 was 2.42, an increase from 2022 (2.24 excluding Russian Power Generation, 1.76 including Russian Power Generation January–September 2022). The increase in the TRIF is a result of a higher number of recordable incidents in the storage business, in the coal-fired and hydroelectric power generation fleet, and in the Asset Management division. This increase could not be offset by the significant decline in incidents in the gas turbine fleet. Uniper has set itself the goal of achieving a combined TRIF at or below 1.00 by 2025. To reduce the combined TRIF to meet the 2025 target, Uniper continues to focus on dedicated safety leadership training. The development of a concept and strategy on how to systematically share and implement good practice across Uniper also remains a priority.

1.07 Employee TRIF

TRIF for Uniper employees decreased to 1.07 in 2023 (2022:1.09). Fewer accidents in the Steam fleet was the primary reason.

4.25 Contractor TRIF

Contractor TRIF increased to 4.25 (2022: 2.74), mainly because of a rise in recordable incidents in the Steam and the Hydro Fleet.

We also report lost-time injury frequency (LTIF), which measures the number of lost time accidents per million hours of work.

1.86 Combined LTIF

Combined LTIF increased to 1.86 (2022: 1.22). Like combined TRIF, the increase in the TRIF is a result of a higher number of recordable incidents in the storage business, in the coal-fired and hydroelectric power generation fleet, and in the Asset Management division.

0.90 Employee LTIF

Employee LTIF increased to 0.90 (2022: 0.67).

3.16 Contractor LTIF

Contractor LTIF increased from 2.03 in 2022 to 3.16 in 2023.

Fair and attractive employer

Our employees are key to our success. In a highly competitive labor market, having a strong and appealing employer is brand crucial for attracting and hiring the kind of people who can help Uniper realize its ambition to ensure a reliable energy supply while systematically decarbonizing its portfolio.

We place a significant emphasis on an open and trusting corporate culture. The Uniper Way serves as a guideline for employee cooperation and interaction and reflects Uniper’s aspirations. It has developed into an integral part of our corporate culture. Its main elements are also integrated into key components of the HR development cycle. These include a capability-based approach, interview guidelines, and systematic feedback on employee performance, which encourages continuous self-reflection and improvement. Supported by digitalization, these components help create a flexible, agile organization with more cost-efficient processes.

In 2023, we finetuned the Uniper Way to better address our current social, strategic, and economic challenges. The project involved more than 300 employees and managers from all regions and divisions. Together, they identified six

values for how employees work together, now and in the future: trust, collaboration, empowerment, performance, focus, and embrace change.

The annual Voice of Uniper employee survey measures employee engagement and collects feedback that can be used to assess the achievement of our strategic people targets. The 2023 survey had the highest-ever participation rate (80%). Employee satisfaction with Uniper as an employer remained high: our Employee Net Promoter Score increased by 30 points. Employees continued to appreciate our flexible work arrangements, which enhance performance, promote work–life balance, and make Uniper attractive to new employees. Our people also gave us positive feedback on our new strategy and systematic efforts to foster sustainability and secure Europe’s energy supply. The survey identified development opportunities and workload as priority areas. The answers to questions on these areas revealed a comparatively below-average result in relation to the industry benchmark. We therefore need to take appropriate action. The “Health, safety, and well-being” chapter contains more information about the survey’s findings.

Enhancing our attractiveness as an employer
Uniper’s objective is to accelerate Europe’s energy transition while ensuring a reliable energy supply. We have faced a challenging situation since 2022. This was doubtless one of the main causes of our employee turnover rate of 5.3% in 2023. We need to counteract this trend. We intend to do so by addressing the increasing shortage of skilled workers, fostering a solid team that identifies with Uniper, ensuring consistency, and developing the expertise necessary for our success. Attractive working conditions contribute to employee retention. Consequently, Uniper has established forward-looking arrangements that enables employees to work flexibly and achieve work–life balance. They include part-time, job-sharing, flexible schedules, and sabbaticals as well as parental, care, and educational leave. The “FlexWork” section provides more information.

Employer awards help highlight and strengthen the Uniper brand, which is becoming increasingly important amid the growing shortage of skilled workers. Awards assure employees and applicants that they have chosen the right employer. In 2023, Nyckeltalsinstitutet AB of Sweden again recognized Uniper as an excellent em-

ployer and, indeed, as the best employer. The award considers data and scientific analyses of working conditions, such as health care, salary, sick leave, management setup, and career opportunities. In 2023, the US-based Institute for Quality named Uniper one of the world’s best employers in Germany. It drew on 55 different sources (including rating portals, career websites, and media coverage) to assess the attractiveness of more than 74,000 companies on topics like sustainability and new work.



FlexWork

In 2020, Uniper launched a project called New Normal. The purpose was to develop flexible, hybrid, and inclusive work arrangements. In 2023, New Normal is now an integral part of our working culture. Flexibility is no longer new, but normal. Work–life balance, which has long been and remains a high priority at Uniper, is crucial for attracting new talent. We therefore highlight our wide range of flexible work arrangements, which we call FlexWork.

In Germany, for example, our works agreement states that we strive to make family and career compatible and therefore support part-time work, if operational needs permit. Parental leave is granted as prescribed by law. Flexible work arrangements, job-sharing, mobile work, and help with child-, home-, and eldercare are some of the ways we make it easier for employees to have a healthy work–life balance.

In addition, Uniper empowers teams to make conscious choices about how they collaborate. Each team defines its own work mode. Meetings can take place in person, virtually, or in a hybrid format. Team members may also work together independent of time and location. This enhances flexibility and productivity.

Uniper promotes its employees' health, well-being, and productivity no matter where they work. Our office buildings have state-of-the-art technology that enables the hybrid collaboration of virtual and physical participants. We equip employees' home offices with ergonomic furniture and the necessary IT equipment. We also provide training and coaching to help employees deal with the challenges of hybrid work, cope with stress, conduct effective self-management, and communicate and collaborate with the other members of their team.

Some Uniper employees not only work from home but in another country. Our approach to these arrangements – which vary by destination country, duration of stay, and job function – is laid out in our Geoflex policy. Geoflex currently includes most EU countries, EEA, the United Kingdom, and Switzerland.



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Managing and rewarding our workforce

Compensation incentivizes teamwork and the successful implementation of Uniper’s strategy by including a variable component that reflects the Group’s performance and, for some employee groups, individual performance and behavior. The aforementioned hybrid and flexible work arrangements along with our benefit packages (which vary by country) help our employees feel valued and connected to the company. Uniper regularly reviews its benefits portfolio in order to offer sustainability-oriented benefits. In some countries, for example, we offer an electric company vehicle or cash allowances instead of a company vehicle with a combustion engine. Uniper has also integrated ESG criteria into its pension plans in Germany (partially) and the United Kingdom. These plans support employee retention and help employees lay the foundation for their future financial security and that of their dependents.

New hires, part-timers

We hired 929 new employees in 2023. The majority were recruited in Germany (68.3%). New employees in 2023 were onboarded in a variety of on-site and virtual events.

At year-end 2023, 8.1% of our permanent employees were working part-time. This is slightly less than in 2022 (8.3%).

Uniper Trainee Program

In addition to the aforementioned offerings, we conduct an 18-to-24-month trainee program for high-potential university graduates. It is one of the ways we ensure we have an ample talent pipeline. In 2023, 21 new trainees joined the program, which rotates them through several functions (sometimes in different countries) in line with their individual interests and career plans. The program also consists of a variety of workshops, online training modules, a detailed tour of one of our power plants, and a two-week operational excellence workshop. Our trainees no longer start at two fixed times a year but are hired during the year depending on our business units’ needs.

Our aim is to retain all trainees who want to continue their professional journey with us. More than 95% of those who completed the program between 2016 and year-end 2023 took on a permanent role at Uniper. Reviews show that managers are very satisfied with trainees’ performance in their permanent role, and the demand for program graduates is high company-wide.

Uniper also has a cross-divisional, international program called #evolve to develop high-potential employees identified inside the company. In 2023, the program helped 78 participants acquire the necessary skills for topic responsibility as well as project and/or team management.



“

The trainee program allows me to explore any area of Uniper that interests me. I’m a freedom-loving person, so I really appreciate this flexibility and that I can organize it myself. We trainees are one big family, and there are a lot of optional activities, including outside work. Everyone can take part, but no one has to. It’s especially cool when you’re new in town and don’t know anyone yet.

Ingrid Grabherr

Uniper trainee

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Training

Uniper takes a variety of steps to meet the challenges of demographic change and a shortage of qualified personnel. It provides opportunities for vocational training for a wide variety of commercial and technical occupations as well as internships that prepare interns for formal apprenticeships. We had 184 apprentices and 163 working students and interns at year-end 2023.

In 2023, Uniper continued its focus on developing a learning culture that promotes self-directed and agile learning in a flexible, virtual environment with different learning time needs and different types of learners. The focus was on hybrid working, safety culture, digital mindset, and mental and physical health. Legally required training is standard practice at Uniper and helps ensure the company's long-term business success.

In 2022, Uniper developed Whole Person, a learning program to promote holistic personality development and self-leadership. It addresses the four elements that need to be in balance for people to realize their full potential and perform optimally: body (physical health, well-being, performance), heart (emotions, empathy, trust-based relationships), mind (mindset, beliefs, creativity), and soul (motivation, vision, purpose). More than 80 employees completed the program in 2023, and refresher sessions are planned for 2024.

The Digital Skills Compass – a learning program encompassing topics like data science, industrial cybersecurity, digital business transformation, agile project management, and digital trading – continued as well.

In addition, Uniper continued to maintain a mobile learning platform for interactive language training as well as an eLibrary with over 2,500 eBooks and audio learning content in several languages covering a wide range of topics to support employees' personal development.



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Diversity, equity, and inclusion

Diversity, equity, and inclusion (DEI) play an important role in enhancing competitiveness, resilience, creativity, innovation, and enterprise value. Promoting these values, viewing them as opportunities, and combating discrimination is central to the Uniper Way, the guiding principles for Uniper's corporate culture.

Uniper seeks growth through innovation. We know from experience that teams whose members have differing perspectives and horizons of experience can develop more innovative and creative solutions than homogeneous teams. Consequently, a diverse workforce will better enable us to meet the needs of diverse stakeholders and customers and to support our strategy for international growth, decarbonization, and sustainability. For all these reasons, DEI is a top priority for Uniper.

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How we manage DEI

Uniper takes DEI seriously and pursues a strategic approach to help cultivate a workplace where everyone can thrive personally and professionally. In 2021, the Uniper Management Board adopted a DEI strategy for 2022–2024 to engage the entire company in ensuring that Uniper’s work environment truly brings DEI to life. The strategy considers all dimensions of diversity. Ultimately, it will help the company achieve a more balanced representation of employees, make part-time positions and job sharing across all levels and genders more common, and achieve a top position in DEI rankings in its industry.

Uniper has long been an active member of the German Diversity Charter (Charta der Vielfalt), a corporate initiative to promote diversity at companies and institutions in Germany. Signing the charter signifies our voluntary pledge to foster diversity and appreciation in our business culture. The Uniper Management Board is fully committed to promoting DEI in the seven dimensions defined by the charter: gender, nationality or ethnic background, religion or worldview, disability, age or generation, sexual orientation and identity, and socioeconomic background.

In 2023, we also signed #positivarbeiten, an employer declaration sponsored by the German AIDS Service Organization (Deutsche Aidshilfe). We did so to underscore our commitment to preventing discrimination and stigmatization of HIV-positive people.

In addition, in 2023 Uniper commissioned the Association of Compensation & Benefits Experts (ACBE) to audit its compensation to identify potential gender pay gaps. The audit assessed the compensation (2023 base salary plus any bonuses) of all employees with an employment contract in Germany in terms of their qualification-related characteristics (including work experience and seniority), job-related characteristics (including skill level and professional position), and gender. ACBE auditors confirmed that Uniper’s pay equity in Germany is inside the 5% tolerance limit and awarded the company the Fair Compensation certificate.

Uniper Pride event 2023



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Reinforcing awareness and enabling the organization

In 2022, Uniper developed the You Belong Program, a company-wide DEI training curriculum. It includes various modules on inclusive leadership for managers and on understanding differences for employees. The courses were led by outside trainers in virtual live sessions in 2023. In addition, the in-house team that investigates discrimination cases received specific training in December 2022 and early and mid-2023. Colleagues involved in hiring decisions also had the opportunity to attend a training on inclusive recruitment. Furthermore, all employees have access to an eLearning module that helps them recognize signs of unconscious bias. They can also make use of software and IT tools that promote inclusiveness in online meetings and make technology more accessible. More generally, we continually encourage our people to expand their DEI skill set by making use of our DEI learning collection, a set of resources and self-reflection materials that are available in a digital format.

Uniper’s DEI ambassador network, a community of colleagues who are enthusiastic about the topic and engage in related activities, helps reinforce awareness in their business functions and across the organization. New DEI ambassadors have access to several resources and information-sharing forums to familiarize them with their role. These include best-practice sessions at which ambassadors can present activities and measures to inspire others. Alongside the DEI ambassador network, our employee-led resource groups are instrumental in fostering and advocating DEI: Women@Uniper (our in-house women’s network), the Pride Community, Uniper’s LGBTQIA+ network, the parents’ and carers’ network, and regional DEI groups in Germany, the United Kingdom, Sweden, the Netherlands, and North America. All of these groups continued their activities in 2023 and increased their membership. Uniper’s LGBTQIA+ network was particularly active throughout the year and hosted several webinars and community events with internal and external guests on various topics, such as allyship, intersectionality, disability, and LGBTQIA+ history.

DEI events and awareness-raising days were generally conducted in hybrid formats 2023. Uniper also held a variety of events companywide in observance of Diversity Day, International Women’s Day, Pride Day, and Coming Out Day.

Preventing discrimination and harassment, fostering inclusion

Uniper has zero tolerance of discrimination or harassment of any kind. We comply with the German General Equality Act and with similar antidiscrimination laws and regulations in the other countries where we operate. Uniper responds promptly and respectfully to incidents of discrimination and has clear company policies for reporting and dealing with potential violations. We also provide antidiscrimination training for managers. In 2023, we further improved the processes for reporting discrimination cases in order to enhance transparency and prevention. Our target is to have zero confirmed cases of discrimination at Uniper, which we quantify using a key performance indicator (KPI) based on our new reporting processes. From 2024 onward, this new KPI replaces our previous indicator for employee inclusion.

Uhlala Pride Gold Seal

Uniper participated in the German Uhlala Pride Index Audit for the second time in 2023 to take stock of its current commitments and to identify and then address specific areas for improvement. The audit includes 75 questions about matters like organizational setup, human resources, and communication and visibility. Uniper increased its overall score by 25% year-on-year, earning it the Pride Champion seal in gold.



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Promoting gender equality and fostering talented women

Uniper has set itself the target of increasing the share of women in the first and second management level below the Management Board of Management to 25% each by December 31, 2025. At the end of 2023, the share of women in the first and second management levels below the Management Board was 20%. The long-term goal is to have 30% women in management positions by the end of 2030. We intend to achieve this by focusing even more on using more diverse selection and recruitment processes, offering flexible work arrangements to all employees, and mentoring and developing women employees to serve in management roles. Women made up 26.3% of our overall workforce at year-end 2023, which is more than the prior-year figure of 24.5%.

We responded to the findings of a survey conducted in 2022 on gender balance (a balanced representation of men and women) by implementing a variety of measures. These included setting up a central mentoring platform in 2023 to promote job-sharing company-wide, offering coaching programs to women managers, and collaborating with outside partners, including with the International Business Women network in Düsseldorf. We also set additional targets for the proportion of women in HR processes, such as #evolve, our company-wide international talent development program, and in succession planning.

Uniper again participated in Girls' Day – Future Prospects for Girls, an annual initiative under the patronage of the German Federal Ministry of Education and Research. Its purpose is to give girls the opportunity to learn more about STEM careers and, ideally, spur their interest in embarking on one. Uniper organized various activities at several locations in 2023 aimed at breaking down stereotypes, getting girls interested in scientific and technical careers, and introducing them to the fascinating world of energy. We hosted young women at our power stations in Staudinger, Datteln, Wilhelmshaven, Edersee, and Bierwang and at our Düsseldorf headquarters.

Uniper has been a member of "Komm, mach MINT," a STEM initiative in Germany, since 2020. In 2023, Uniper was a partner of the Women's STEM Award and, together with audimax MEDI-EN, honored outstanding degree theses by women STEM students on subjects like digital leadership, the human factor and IT security, helpdesk monitoring, data science, and digital upskilling.

Power Woman of the Year

Uniper, which is committed to DEI and to empowering women, is proud that 12 of its employees were nominated for the 2023 Power Woman of the Year award. The award is conferred by the Power Women association to recognize influential women in Sweden's energy sector.



Corporate citizenship

Corporate citizenship is an important aspect of Uniper’s corporate culture. Being an international energy company gives us a responsibility to contribute to society, particularly in the communities near our assets and offices. We support initiatives that have a positive impact on our people and that make nearby communities better places to live.

Helping Hands

Helping Hands – our in-house social project in Düsseldorf – gives our people the opportunity to give something back to their community. Uniper encourages them to do so by giving them time off work.

In 2023, Helping Hands and the Green Office team, another employee initiative, together planted greenery on the terraces and balconies of the AWO Young Living facility in Düsseldorf and also built a shed. Fifteen young people with disabilities live in the facility, which helps empower them to live more independently.

Helping Hands also organizes an annual holiday campaign in which it strives to make the wish of a child or adult in need come true. In 2023, nearly all wishes fulfilled.

Uniting for a cleaner environment

In 2023, the Green Office team again organized Uniper’s participation in the annual Rhine River clean up in Düsseldorf, an event that promotes community and environmental stewardship. Altogether, 85 people – Uniper employees as well as their friends and families – participated. They collected and disposed of 250 kilograms of trash.

Raising money through sports

In 2023, Uniper teams again participated in the B2Run in Düsseldorf and the virtual WingsForLife event for spinal cord research. In addition, several employees ran and inline-skated at the Berlin marathon, and another ran in the Istanbul Marathon.



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What I do has two advantages. It contributes something to the social institutions that we support and also benefits our people in real ways.

Barbara Jagodzinski
Helping Hands organizer

After numerous half-marathons, Uniper UK employee Colin Wilkie did his first full-length event at the London marathon, finishing in under four hours. He raised over £3,000 in donations for the Stroke Association

A Uniper team composed of employees from two of our power plants in the Ruhr district took part in the 24-hour Duisburg mountain bike race and achieved a respectable ninth place. Uniper UK’s Gary Master raised funds for Alzheimer’s research by cycling from London to Brighton.

Inspiring the next generation

In 2023, Uniper partnered with STEMAZING, a UK-based organization dedicated to amplifying women’s voices in science, technology, engineering, and mathematics (STEM). The aim is to foster a more diverse and inclusive STEM workforce. Under the partnership, Uniper will sponsor three women employees in Britain to take a four-month STEM coaching program to help them become role models for the next generation. The program includes training to acquire on-camera confidence and a personalized STEM toolbox. Afterward, they will conduct a six-week program of fun, interactive online sessions for children aged seven to nine and encourage them to embrace STEM subjects.



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Becoming a STEM ambassador is a fantastic way to get young people excited about STEM subjects to support their future careers. It also highlights STEM roles at Uniper and in our industry.

Helen Turner
Uniper STEM ambassador

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Responsible Governance



Contribution to the UN SDGs

Relevant SDGs	Uniper's commitments	Uniper's targets	Progress in 2023
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	Minimize the impact on communities affected by Uniper's operations. Engage in dialogue with stakeholders to ensure transparency, learn and improve by sharing perspectives with critical stakeholders and civil society organizations, and seek cooperation opportunities.	At the corporate level, engage in trust-building dialogue and cooperative discussions with up to five NGOs per year by 2023. Engagement with 100% of relevant high-risk suppliers by 2025. ¹	We conducted five dialogues with NGOs in 2023, thereby achieving our target. Uniper achieved the supplier engagement target for 2023 via consistent engagement, in the form of dialogues and visits, with two high-risk suppliers.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	Further strengthen Uniper's compliance culture and protect Uniper's business from corruption risks.		
17 PARTNERSHIPS FOR THE GOALS 	Foster effective, accountable, and transparent institutions at all levels. Focus the innovation portfolio on low carbon commodities and solutions contributing.		

¹ Within the scope of the Know-Your-Counterparty Business Policy, applied to Uniper Global Commodities, Procurement and Energy Services, based on Supplier ESG Due Diligence process and in alignment with the Just Transition guidelines from the International Labour Organization (ILO) and the agreements in COP26.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



Corporate governance

Good corporate governance is a top priority at Uniper. It is founded on close and efficient collaboration between the Board of Management and the Supervisory Board. It guides all our decision-making and helps ensure that we achieve success responsibly and sustainably. The Board of Management and Supervisory Board endorse the German Corporate Governance Code, which seeks to promote responsible and transparent corporate governance and controls.

How we manage our commitments

Members of the Board of Management have joint responsibility for the adoption and implementation of the Group-wide sustainability strategy and related measures. The Board of Management monitors implementation at its meetings and at Uniper Performance Dialogues (UPDs). At UPDs, which are held on a regular basis, the business units' senior leaders report to the Board of Management on their business unit's financial and non-financial performance and progress toward its annual targets.

The Board of Management has assigned to the Health, Safety, Security, and Environment (HSSE) & Sustainability function the responsibility for defining Group-wide ESG targets and key performance indicators (KPIs) and for identifying and managing ESG risks and emerging issues that could affect Uniper. The HSSE & Sustainability function also engages regularly with the Group Works Council through the Consultative Council, a cross-functional committee that meets biannually until the end of 2023. The work of the Consultative Council will be taken over by the Sustainability Council starting 2024.



The Supervisory Board, which is Uniper's highest governance board, oversees Uniper's strategy definition and implementation, including the Group's fulfillment of its sustainability obligations and decarbonization strategy. Members of the Supervisory Board are jointly responsible for, and actively involved in, sustainability topics. This is reflected in Uniper's competency profile for Supervisory Board members, which covers relevant expertise on sustainability and climate-related matters. The Supervisory Board is informed by the Board of Management at least biannually on ESG matters. Additionally, relevant training for the Supervisory Board members has been conducted since 2023. The Supervisory Board is supported by the Audit and Risk Committee which, among other things, reviews the Annual Report, including the Separate Non-Financial Group Report.

The Supervisory Board established a Sustainability Committee in May 2022. It consists of two shareholder and two employee representatives. Its duties include monitoring the effectiveness of Uniper's ESG policies and procedures and the sustainability strategic plan (SSP) in light of stakeholders' expectations and emerging ESG regulatory requirements. The committee also monitors and reviews Uniper's progress toward its sustainability targets, in particular its climate targets, and any related challenges. Through regular meet-

ings with information deep dives on relevant sustainability topics as well as updates on critical non-financial indicators, the committee can monitor Uniper's sustainability management and performance. In 2023, the Sustainability Committee met three times, where they were informed and gave feedback on the new sustainability strategy and targets, the status of the CSRD implementation project, and supply chain and energy balance topics with regard to hydrogen. Additionally, the Sustainability Committee supports the Audit and Risk Committee in their task of reviewing the Separate Non-Financial Group Report and its audit results.

The Uniper's Sustainability Council is a cross-functional body that meets bimonthly to oversee, steer, and challenge the implementation of Uniper's sustainability strategy and governance framework. It consists of senior leaders representing all of the Management Board members' areas of responsibility. Chaired by the CSO, the council also advises the Management Board on all strategic ESG issues.

Sustainability policies

Uniper has sound policies in place to manage its material ESG issues. These policies, which are monitored on a regular basis, stipulate how the Group addresses ESG concerns and how it coordinates the cascade effects across the organization. The HSSE & Sustainability Policy Statement defines Uniper’s ambitions and priorities for HSSE and sustainability. It provides the framework for developing the Sustainability Strategic Plan (SSP) and for evaluating its effectiveness.

In addition to the statement, Uniper’s Code of Conduct, which is binding for all employees, defines basic principles of conduct for a wide range of issues, such as combating corruption and human rights violations. It provides guidance and support for conducting business and behaving in the workplace in compliance with the law and company rules. Each year, Management Board members and senior managers sign a written pledge to adhere to the code. The code is reviewed and updated periodically to ensure appropriateness and compliance with regulatory and company requirements.

Uniper strives to work, whenever possible, with third parties that have comparable values and principles. It requires its suppliers to sign a declaration of compliance with the Uniper Supplier Code of Conduct. Uniper has a Know-Your-Counterparty (KYC) Business Policy in place. Its purpose is to enhance existing processes for identifying, verifying, and reporting the main compliance risks potentially posed by new counterparties before business deals are finalized. These risks include corruption, money laundering, terrorism financing, and the violation of economic sanctions. We also have a screening process for identifying counterparties with exposure to ESG risks. The process is described in the next chapter.

Our commitments, standards, and approaches to human rights, labor, and ethical business practices are addressed in our Policy Statement on Human Rights Strategy.

The policies, business directives, and Code of Conduct are available to all employees electronically on the Uniper intranet.

Incentivization

Uniper has embedded its sustainability ambitions into the incentive schemes of executives. Because of the stabilization package and the associated framework agreement with the Federal Republic of Germany, no performance-based compensation components may be promised or paid out, or established or promised in conditional or other form, to the Board of Management members since the 2022 fiscal year. Nonfinancial targets account for 40% of the target amount for long-term incentives. Half of the 40% is based on the successful transformation of Uniper’s portfolio toward carbon neutrality (Scope 1 and 2 CO₂e emissions) Group-wide by 2035. The other half of the 40% consists of predefined ESG targets. For the 2022 tranche, the target is based on the absolute CO₂e reduction of the European Generation segment over the next three years along the above-mentioned carbon emissions reduction path for the Uniper Group. For the 2023 tranche, the target is based on the publication of a climate transition plan. Further details on the management compensation can be found in the Compensation Report on Uniper’s website. For the short-term incentive scheme with respect to Uniper’s ESG strategy, the delivery of the HSSE & Sustainability Improvement Plan is incorporated into the Company performance as described in the Combined Management Report.

HSSE & Sustainability Improvement Plan

Uniper’s business units and subsidiaries have a responsibility to implement annual improvement measures to help meet the Group’s overall HSSE & Sustainability objectives as described in the Sustainability Strategic Plan. The KPI for managing Uniper’s Group-wide HSSE & Sustainability performance has been the degree of implementation of its comprehensive HSSE & Sustainability Improvement Plan. Three degrees of implementation are possible: below 100%, 100%, and above 100%. The 2023 improvement plan focused on supporting the physical and mental health of Uniper’s employees. Under the Improvement Plan, Uniper leadership has been incentivized to organize physical and mental health activities and have discussions, which are to be known as Care Moments, with employees on experiences and topics within all HSSE & Sustainability areas. The evaluation of year-end progress reports on the Improvement Plan for the Uniper Group indicates that the overall degree of implementation was 100% against the target level.

The focus of the 2024 HSSE & Sustainability Improvement Plan will be on driving the evolution of HSSE & Sustainability culture within Uniper. As in 2023, the Improvement Plan commits the Uniper leadership to foster HSSE & Sustainability awareness through Care Moments.

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ESG risk management and due diligence

Uniper fulfills its ESG due diligence requirements by systematically assessing the external and internal ESG risks that could arise from our operations. ESG risk management is part of our overall enterprise risk management and Uniper has measures in place to control, minimize, and mitigate the ESG risks it identifies.

The management actions that Uniper plans and implements are incorporated into its governance structure, responsibilities, and relevant policies. Uniper has an ESG Task Force in place, a cross-functional steering group whose purpose is to ensure that ESG risks are identified, assessed, and mitigated. Uniper also has the Supplier ESG Due Diligence Business Directive and the Know-Your-Counterparty (KYC) Business Policy in place to mitigate ESG risks and compliance-related risks, respectively, in its supply chain.

On an annual basis, we perform a worldwide assessment, which is based on a combination of economic and social indexes, to map key potential country/sector-specific issues – such as overuse of resources, pollution, occupational health and safety, and civil liberties as well as security threats – that may directly affect Uniper. The assessment’s findings resulted in the implementation of modified due diligence requirements and mitigation measures, such as the inclusion of specific contract clauses, particularly when negotiating with new counterparties operating in medium- or high-risk countries.

We apply special scrutiny to commercial counterparties or projects in high-risk countries with a Corruption Perception Index (CPI) score below 30, indicating a high level of perceived corruption. This is a conventional threshold reflecting the systemic weakness of a country’s institutions. We place such countries on a watch list that we update annually. If the geopolitical and ESG risks warrant it, we may also place countries with a CPI score above 30 on the watch list. Fuel procurement and commodities trading in particular are among the Uniper businesses exposed to these kinds of country-specific issues.



2023 results

Uniper assessed 100% of its suppliers for ESG risks in 2023. Almost all counterparties (97%) were assessed using the counterparty-specific risk level provided by the RepRisk® platform. The remaining counterparties were assessed using the country-sector matrix scoring from RepRisk®.

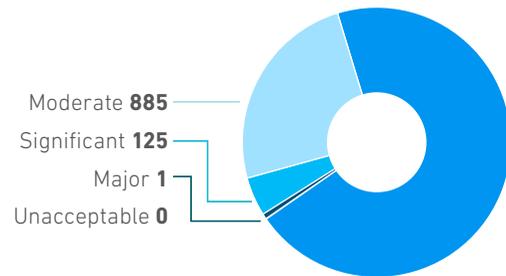
The assessment identified a number of potential human rights and environment-related risks connected to certain suppliers and specific locations.

Risks relating to the impact of supplier operations on ecosystems, local pollution, and communities were most commonly identified. Allegations of corporate complicity in human rights abuses, as well as employment-related issues such as poor occupational safety, ranked as the second group of most common risks identified along Uniper's supply chain. Fuel procurement and commodities trading are the areas within Uniper that are most exposed to the risks outlined above.

Risk levels and number of counterparties in 2023 assessed using the Reprisk® Score

Prioritization criteria	Key indicator	Number of counterparties in 2023	Details
Significant	RepRisk® Rating: CCC CC C	125	Denotes high ESG risk exposure
Major	RepRisk® Rating: D	1	Denotes very high ESG risk

Methodology: The RepRisk® rating depends on a company's own performance (such as ESG risk incidents) and on its country and sector affiliations. RepRisk® helps us benchmark a counterparty against a peer group and the sector. Where information about the company's own performance is not available, we assess using the country-sector matrix. The impact of ESG risk incidents depends on the reach of information sources, the frequency and timing of ESG risk incidents, and the risk incident content; that is, the severity and novelty of the issues addressed.



The 2023 assessment found that the vast majority of our counterparties pose low ESG risk as shown in the pie chart. Mitigation measures will be introduced for all direct suppliers showing major or significant ESG risks. The inclusion of ESG clauses in contracts were recommended for counterparties with major risks.

Assessing the ESG risk exposure of our counterparties

We assess our counterparties' ESG risk exposure. As part of Uniper's ESG Diligence and Procurement policies and processes, the HSSE & Sustainability function has established a screening process to identify suppliers with exposure to ESG risks. The process is aligned with the UN Guiding Principles on Business and Human Rights (2011), the OECD Guidelines on Multinational Enterprises (2011), and the German Act on Corporate Due Diligence Obligations in Supply Chains, which came into force in January 2023, to ensure that responsible business conduct is embedded into policies and management systems. Its purpose is to define the right prevention and mitigation measures for each of them and to advise the Uniper Board of Management accordingly. The objective is to avoid doing business with counterparties causing or contributing to ongoing and severe adverse impacts on ESG issues, including human rights.

We perform these assessments of our counterparties' ESG risk exposure (excluding counterparties of Unipro) using the third-party RepRisk® ESG Risk Platform, which defines risk levels for each counterparty (significant: CCC-C; Major: D). RepRisk® is the world's largest and most comprehensive due diligence database of ESG and business conduct risks. With expertise in 20 languages and coverage of more than 140,000 public and private companies and over 35,000 infrastructure projects, this tool facilitates in-depth risk research on companies, infrastructure projects, sectors, and countries. We also conduct robust compliance checks and consider any credible media source raising concerns over ESG issues.

The decision to enter or continue a business relationship with suppliers classified as high risk is taken by Uniper's Risk Committee, which also includes Board of Management members. ESG considerations are discussed if a supplier has been flagged as exposed to major or significant ESG risks by the RepRisk® ESG Risk Platform.

It is important, however, to point out the limitations of our assessments, which consist mainly of desktop research and rely on input from data providers whose methodologies differ. We therefore welcome the European Commission's initiative to introduce an EU Corporate Sustainability Due Diligence Act (CSDDD). Due to the importance of human rights and largely global value chains, we also advocate multilateral solutions.

In addition, we welcome direct reports of supply-chain-related issues from concerned citizens, civil society organizations, and other stakeholders. Any information that we receive that is considered substantiated and credible is included in our due diligence assessments and supply chain monitoring efforts. Individuals or organizations who wish to communicate with us on these matters can contact us here: whistleblowing@uniper.energy

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ESG due diligence for projects and initiatives

Projects or business initiatives at Uniper that require the top management’s strategic decision, and financial decision approval must consider ESG factors. The objective is to ensure that Uniper management is aware of the relevant ESG elements when assessing and approving projects and business initiatives and to maximize value creation by considering their strategic fit, financial merits, and risks. The HSSE & Sustainability function conducts the ESG evaluation by analyzing a project’s compatibility with Uniper’s internal ESG assessment criteria based on the EU Taxonomy. Applying the Taxonomy criteria in the project assessment ensures that projects contribute to the environmental objectives 1 and 2 from the EU Taxonomy (climate mitigation and adaptation). Different hurdle rates are used for financial assessments, depending on the compatibility with the EU Taxonomy and their contribution toward Uniper’s decarbonization targets. The surcharge for green projects is up to 100 basis points lower compared to non-green projects (up to 200 basis points). Furthermore, following the implementation of the TCFD framework in 2021, Uniper includes a “well below 2°C” commodity price scenario in the financial assessment of new projects. Where necessary, HSSE & Sustainability’s evaluation includes recommendations aimed at mitigating the ESG risks identified and to help meet Taxonomy expectations once a project is implemented.

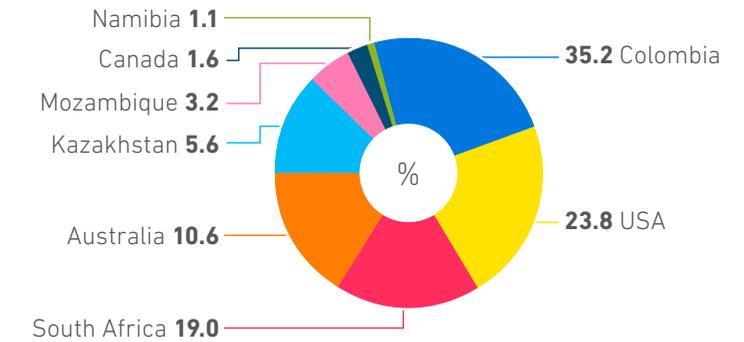
Mitigating ESG risks in the coal supply chain

Uniper continues to engage with its coal suppliers on ESG aspects and is an active member of Bettercoal, a not-for-profit initiative established by a group of major European utilities committed to a more responsible coal supply chain. Bettercoal has established voluntary country-specific working groups to enhance the monitoring of mining companies’ improvement plans and to develop solutions to regional systemic issues. The Bettercoal Colombia working group continued to work on priority issues such as promoting dialogue, just transition, and water management.

Uniper tracks the percentage of coal it purchases from suppliers that have been audited in accordance with the Bettercoal Code and reports on the share used in its own coal-fired power plants: in 2023, 59% of coal purchased from both direct and indirect suppliers originated from Bettercoal suppliers (2022: 42%). Uniper purchased a larger percentage of coal (74%) from direct Bettercoal suppliers in 2023, an increase from 56% in 2022. With Uniper’s reduced demand for coal in 2023, Uniper prioritized purchasing coal from direct Bettercoal suppliers and was able to reduce procurement from non-Bettercoal suppliers.

To better understand its supply chain, as well as engage with suppliers and relevant stakeholders on ESG issues, Uniper regularly visits its suppliers. In August 2023, Uniper visited the Koorfontein coal mine which is operated by Uniper’s supplier, Black Royalty Minerals (BRM), and located in Mpumalanga in South Africa (SA). The purpose of the visit was to understand the coal supply chain and encourage BRM to go through the Bettercoal assessment process. As of November 2023, BRM is ready to sign a “Letter of Commitment” to go through the Bettercoal assessment process. Any risks identified after the assessment process can be mitigated through the Bettercoal Continuous Improvement Plan.

Overall coal purchased via direct contract in 2023 by country of origin



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ESG due diligence in the gas supply chain

We believe that working with strategic gas suppliers to mitigate ESG risks along the value chain can have significant positive impacts for communities involved and for the planet as a whole. We conduct ESG due diligence of individual projects and deals with the focus on greenhouse gas (GHG) emissions transparency and methane monitoring. For ESG due diligence to succeed, we need to define adequate screening and monitoring criteria, engage in trust building with local communities (particularly if they are directly affected by gas operations), and forge partnerships with project developers and civil society organizations. One example is our ESG due diligence process on the flexible long-term sales and purchase agreement between Uniper and the energy company Woodside Energy Trading Singapore Pte Ltd (Woodside). In October 2023, as a result of discussions with NGOs and ongoing protests, Uniper decided to visit Woodside in northwest Australia. In discussions and on-site visits, Uniper was able to understand the planning and implementation of protective measures for the potential environmental impacts of the Woodside Burrup project.

Uniper engaged with gas producer State Oil Company of the Republic of Azerbaijan (SOCAR) and exchanged on multiple sustainability topics including decarbonization and Uniper’s obligations under the German Supply Chain Act. In December 2023, Uniper included Sustainability as a topic in the co-operation agreement with the aim to further develop sustainability culture within both companies.

Uniper set a target to engage with 100% of relevant high risk suppliers by 2025. Uniper achieved this target in 2023 via consistent engagement, in the form of dialogues and visits, with two high-risk suppliers.

› Stakeholder engagement



Sustainable supplier selection

Each year Uniper does business with thousands of suppliers. Our objective is to have a positive impact on sustainability by integrating ESG aspects into our supplier selection and decision-making process. In selecting suppliers, we apply sustainability criteria that are relevant to our procurement categories and meet our business requirements. Since 2016, Uniper has also required its suppliers to comply with its Supplier Code of Conduct.

A digital ESG tool, which supplements other processes, such as the mandatory Know-Your-Counterparty (KYC) and Code of Conduct checks during supplier registration, has supported our supplier selection since 2021. We use it to identify and prioritize category-specific ESG issues and provide recommendations on tender evaluation criteria. It enables procurement managers to quickly identify suppliers with ESG issues, receive guidance on how best these issues can be measured, and find examples on the different methods to approach suppliers for information on these relevant issues.

Our target is to use the tool for 20% of tenders for projects over €250,000. We did this for 25% of tenders in 2023 (up from 21% in 2022), thereby again surpassing the target.

The most commonly applied sustainability criteria relate to the following ESG issues:

- Reduction of transport-related carbon emissions;
- Gender equality;
- Reduction of energy during the use of the goods and/or services;
- Optimization of waste management through prevention, reduction, recycling, and reuse.

Germany's Act on Corporate Due Diligence Obligations in Supply Chains took effect on January 1, 2023. Complying with this act allows us to identify products and service providers that might pose human rights risks, particularly for services that are commonly outsourced.

Once selected, we continuously monitor our relationship with them. Our management of the contractor employees, who work at our operational assets, focuses primarily on occupational health and safety, which is closely linked to human and labor rights protection. For example, we ask such contractors to be certified in line with the ISO 45001, an internationally recognized standard for safety management systems, or to demonstrate that they have an adequate management system.

Partnering with Novati to reduce waste

In the journey toward sustainability and innovative waste management, Uniper UK has formed a partnership with Novati, a forward-thinking waste management supplier. This collaboration is an initiative to tackle the environmental challenge posed by the disposal of single usage of air filters that would have typically been handled by energy recovery facilities or sent to landfills.

Through this partnership, Uniper UK is helping to raise awareness of the importance of sustainability and the need for change in industrial waste management practices. The initiative, which began at Cottam Development Centre in the United Kingdom and has since expanded, has successfully refurbished and reused 1,152 filters twice, drastically reducing the need for new filters by 4,608 units. This collaboration has not only led to substantial environmental benefits, including the reduction of landfill and the promotion of the circular economy, but has also yielded significant cost savings, avoiding approximately £3,000 in disposal costs and £6,000 in new filter expenses.

In 2023, the success of this venture with Novati was honored with two gold Green Apple Environmental Awards and demonstrates a shared commitment to pioneering sustainable solutions.

Business ethics and compliance

Uniper's operations everywhere meet the highest ethical standards. In fact, we typically go beyond what is required by laws. "Living with integrity" is an essential part of our corporate culture. Wrongdoing can cause considerable damage to both stakeholders and Uniper. It is important to systematically prevent violations against laws and company policies and to respond swiftly if, despite our many layers of defense, a potential violation occurs. This is the only way to credibly convey that our company is managed responsibly and is committed to creating sustainable value.

Compliance

Compliance management system

We define compliance risks as the possibility of major legal proceedings, monetary fines, and damage to our reputation. These may result from misconduct or violations of laws and regulations, either from actions by our staff or by third parties acting on our behalf. To mitigate risks, we have had a Group-wide compliance management system (CMS) in place since January 1, 2016.

The following legal areas and related activities are relevant for our Company and therefore constitute our main compliance topics:

- Anti-corruption and anti-bribery
- Anti-money-laundering and anti-terrorist financing
- Capital market compliance
- Competition law
- Economic sanctions
- Trading compliance

Uniper's CMS sets uniform standards for compliance topics that reflect our specific compliance risks. We consider the CMS appropriate and effective if it can detect compliance risks and prevent

compliance breaches with an adequate degree of certainty. The CMS incorporates the reporting of any compliance violations that have occurred. In addition, it facilitates improvements to its own mechanisms. The CMS includes quarterly compliance reports to the Management Board. Their purpose is to provide the Management Board with the information it needs to monitor the CMS's performance. The Management Board has appointed a Chief Compliance Officer, who reports to the CEO, the Management Board, and the Supervisory Board's Audit & Risk Committee. The Chief Compliance Officer is responsible for the CMS and is supported by the Senior Vice President for Compliance. The Management Board has also underscored the importance of compliance in its Compliance Commitment, which is available online. The Business Policy Compliance, which provides the framework for the Compliance Function's organizational and procedural setup, was updated and renewed in 2020.

Uniper periodically conducts compliance risk assessments (CRAs) of the CMS, most recently in 2021. The next Group-wide CRA will be conducted in 2024.



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Code of Conduct

Our commitment to a compliance culture is founded on our Code of Conduct (Code). The Code, which was adopted by the Uniper Management Board, defines the basic principles of conduct and is binding for all of our employees. It provides guidance and support for conducting business and behaving in the workplace according to the law and company rules. The Code is founded on a commitment to integrity toward one another, the business, and communities. Each year, Management Board members and senior managers sign a written pledge to adhere to the Code. The Code is reviewed and updated periodically to ensure appropriateness and compliance with company and regulatory requirements. The Code addresses a wide range of compliance risk areas, including corruption. It also describes the consequences of improper conduct toward business partners, third parties, and government institutions as well as the procedures to be followed in such cases. This applies to violations of laws combating corruption, money laundering, terrorist financing, and anticompetitive practices as well as laws enforcing sanctions. The Code also addresses issues such as the granting and acceptance of gifts and hospitality, intermediaries' involvement, the selection of suppliers and service providers, and the avoidance of conflicts of interests. Other rules include compliance with human rights; the promotion of diversity, equality, and inclusion; the provision of a safe, secure, and healthy work environment; and the handling of company information, property, and resources. Our compliance policies and procedures ensure that the investigation, evaluation, and cessation of reported violations are carried out appropriately by the respective Compliance Officers and our Chief Compliance Officer. Suspected violations of the Code can be reported anonymously by means of a whistleblower hotline. Violations may lead to disciplinary action and termination of employment.

Relevant employees receive periodic training in policies and systems that help prevent corruption. In 2023, Uniper updated its eLearning module on the Code's basic principles. Russia's invasion of Ukraine in late February 2022 led to numerous sanctions which continued throughout 2023. The Compliance team continued to closely monitor the developments and communicated sanction updates on a regular basis. It also reviewed company policies, took risk-mitigation measures, and conducted training to familiarize managers and employees with the risks of noncompliance with sanctions.

Tax transparency

Taxes play an important role in the jurisdictions in which we operate: they enable countries and communities to fund vital services and infrastructure. Uniper is committed to complying with applicable tax law and regulations all over the world. Tax issues, like all other business risks, are identified, assessed, managed, and monitored pursuant to the Uniper Enterprise Risk Management Policy. There is no predefined level of tax risk that Uniper is prepared to accept. Risk is assessed in relation to a transaction's materiality and other associated risks. In cases of uncertainty and where possible, Uniper engages with the relevant tax authority to obtain a pre-transaction ruling.

Our approach to tax is governed by several business policies, including the Code of Conduct and Group Tax Guidelines. These policies are embedded in our Internal Control System. In addition, the Uniper Supervisory Board's Audit and Risk Committee monitors the Internal Control System and Risk Management System.

Uniper's approach to tax governance, control, and risk management is described in detail in Uniper's 2023 Tax Transparency Report.

› [Tax Transparency Report](#)

Uniper also publishes income tax information as part of the Consolidated Financial Statements in the 2023 Annual Report.

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Anti-corruption

Corruption and bribery promote social inequality and crime, undermine public confidence, and increase the cost of transactions. Noncompliance with laws or company policies aimed at combating corruption may lead to criminal and civil liability not only for the persons involved but also for the Group and its directors and officers. It may also potentially damage Uniper’s reputation. We have zero tolerance for bribery and corruption. Engaging in any form of corruption – whether with public officials, customers, or enterprise partners – is considered a breach of the Code and leads to employment termination. Employees are prohibited from offering, promising, or giving anything of value (such as money, gifts, offers of employment, or other benefits) to gain business, influence any action, or obtain an additional advantage. They are likewise prohibited from doing so indirectly through a spouse, partner, relative, or friend. In some countries, business relations with intermediaries (agents, brokers, advisors, representatives, and so forth) pose a higher risk of corruption and bribery. Consequently, Uniper carries out all such relationships in accordance with its Business Policy Intermediary Agreements. This policy’s strict rules aim to prevent an intermediary’s fee or commission being used to make illegal payments on Uniper’s behalf. One of the risks assessed in the aforementioned CRA is corruption along with several other risk factors, such as contact with counterparties, intermediaries, donations and sponsoring, and conflicts of interest.

The global business environment continues to evolve, often rapidly. Uniper therefore needs to be aware of external restrictions on our business activities. We are committed to complying with all applicable economic sanctions and other forms of international restrictions. Uniper has business dealings with counterparties worldwide, including those located in countries that rank low on Transparency International’s Corruption Perception Index, indicating a high level of perceived corruption. Failure to fulfill the legal and regulatory requirements necessary to comply with key anti-corruption rules would lead to serious reputational, legal, and financial impacts for the Group. Employees with counterparties in such countries are trained regularly in policies and systems that help prevent corruption.

Uniper has a Know-Your-Counterparty Business Policy in place for identifying, verifying, and reporting the main compliance risks potentially posed by new counterparties before business deals are finalized. These risks include corruption, money laundering, terrorism financing, and noncompliance with economic sanctions. The policy’s introduction was accompanied by an eLearning module and classroom training entitled Know Your Counterparty, Intermediaries, and Sanctions, the purpose of which is to familiarize staff across the organization with the enhanced processes. Relevant employees are also trained on the applicable Know-Your-Counterparty procedures on at least an annual basis. The Compliance function used these processes to assess 263 new counterparties in 2023, 229 of which were approved and eight of which were rejected due to compliance risks. The remaining were either deactivated, exempt, or remained under assessment.

Four new cases of alleged corruption were reported at Uniper in 2023. Three were closed as unfounded and one was closed as founded.



Safeguarding personal data

The protection and secure handling of employee and customer data have a high priority for us. Robust data protection is crucial for avoiding fines and preventing harm to Uniper's reputation. Putting appropriate technical and organizational measures in place enables us to reduce these risks and deepen our customers' and employees' trust. We ensure the same level of data protection vis-à-vis our service providers as inside Uniper.

Uniper is a multinational company that operates in numerous countries. Therefore, compliance with the EU General Data Protection Regulation (GDPR) and other similar national and international regulations, as well as employee collective bargaining agreements, is essential for our success and the maintenance of our stakeholders' trust.

The data protection organization is set up in accordance with our Functional Policy for Data Protection. The Group Data Protection team is responsible for coordinating and monitoring the data protection activities of all fully consolidated Uniper companies. In addition, a Data Protection Council, consisting of senior managers of relevant departments and the Chief Financial Officer, meets on a quarterly basis. Its purpose is to strengthen and support our data protection organization. In addition, data protection coordinators identify data protection risks and reinforce awareness of data protection in our front-line operations. In 2023 they continued to support data protection risk assessments, participated in awareness campaigns, and provided information to the business and management.

New data protection coordinators receive classroom training, which was also offered to existing data protection coordinators. Data protection is an integral part of the onboarding training that new employees receive. A new data-protection training module for hiring managers will be rolled out in 2024.

Uniper uses a software called PrIME to manage data protection. It enables us to ensure and document data protection compliance and continuously monitor all activities and measures related to data protection across the organization.

GDPR compliance

Compliance with the GDPR is an ongoing obligation. Therefore, in 2023 we worked with relevant departments to put in place even more technical and operational measures (TOMs) to ensure data protection when we process, store, and transmit personal data, especially, in the wake of the EJC's Schrems II ruling, outside the EU and EEA.

Third parties, which we hire to process personal data, likewise must comply with the GDPR. Our GDPR compliance efforts in 2023 focused on minimizing the risk of information leaks and managing personal data to prevent any data breaches. In line with best practices, we analyzed and documented how data is stored and accessed.

We also introduced new measures to avoid the misuse of business-relevant data or unauthorized external access. These included raising awareness on the use of Microsoft sensitivity labels and OneDrive. Misuse or the inadvertent dissemination of confidential information by an employee could lead to the disclosure of commercial secrets or violate data protection laws. Our robust data protection includes rules and guidelines as well as monthly reporting on key performance indicators.

In addition, the Data Protection team conducted several projects in 2023 to further enhance data protection and ensure Uniper's compliance with the law. The topics included risk management, data deletion, websites, and portals.

Twenty-seven potential data protection incidents were reported to us in 2023; 17 of them were rated as data breaches, 10 as non-breaches. None of the data breaches had to be reported to government data protection authorities. We also reviewed the video surveillance arrangements at six of our assets to ensure that these are legally compliant.

Due to frequent changes in applications and cyberthreats, we continually invest in data protection and further improve our protection measures. We are committed to staying up to date on applicable processes and technologies.



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Lobbying

Energy supply is a heavily regulated business and the subject of ongoing policy debate. Since Russia’s invasion of Ukraine in early 2022, the focus has increasingly shifted from decarbonization to energy security and affordability. Recent elections have indicated greater polarization among the electorate on climate issues. In spite of short-term emergency measures to address the energy crisis, the European Union’s commitment to becoming the first climate-neutral continent will necessitate the fundamental transformation of its energy system. This, in turn, will require a policy and regulatory environment that enables companies like Uniper to take action, which in turn will help propel Europe’s decarbonization journey and which makes both business and environmental sense. Advocacy of our business interests is essential for the successful operation of our assets and for our strategic prospects.

We are in ongoing dialogue with a variety of external stakeholders, such as government entities, regulatory agencies, trade associations, and other third parties. We believe that this dialogue helps to inform and shape the political process, enabling policymakers to make more informed decisions.

We aim for our engagement with policymakers to be fully transparent. Consequently, Uniper is registered in the EU’s transparency registry (under 285977820662-03), the German Federal Lobby Registry, and the Bavarian State Registry. Best effort practices are also underway in other regions in which we operate.

EU hydrogen policy

The establishment of a hydrogen market will be pivotal for decarbonizing heavy industry, maritime transport, aviation, and other sectors. Uniper is working directly and through affiliated associations to develop proposals for the right regulatory framework to enable existing gas infrastructure, to accept more renewable and low-carbon gases, and to promote system integration across all energy vectors and sectors.

We also support the RePowerEU plan to double the EU’s target of 10 million metric tons of domestic renewable hydrogen and 10 million metric tons of imports by 2030. In June 2023, the European Commission adopted two delegated acts – Article 27 of the Renewable Energy Directive (RED) II – on the definition and production of renewable hydrogen to ensure that production leads to at least 70% greenhouse gas emissions savings. In parallel, the review of the RED III, which stipulates targets for renewable energy sources (including green hydrogen and green fuels) was finalized. In December 2023, a provisional agreement was reached on the EU’s hydrogen and decarbonized gas market package. In late November 2023, the newly established European Hydrogen Bank conducted its first auction in which €800 million of emission-trading revenues will be used to support the production of renewable hydrogen. Details on €2.2 billion of additional hydrogen funding are expected to be published in the spring of 2024. In addition, the first important projects of common European interest (IPCEI program) are also being assessed at EU and national level.

Stakeholder engagement

Engaging with our various stakeholder groups creates opportunities to learn more about their needs, concerns, and expectations regarding our company and business activities. It also enables us to present our perspective on a sustainable energy world and our role in bringing it about. This open dialogue promotes understanding and trust and also helps us identify and minimize or exploit previously unrecognized risks and opportunities of our business activities.

Our Stakeholder engagement Policy stipulates how we interact with stakeholders. It defines our objectives for internal and external communications and assigns roles and responsibilities. The channels and formats vary. We communicate with our employees through emails, flyers, posters, videos, web chats, and all-hands meetings. Trade fairs, open houses, and conferences give us the opportunity to meet and talk with a large number of stakeholders. Public forums for people who live near our assets foster dialogue with community representatives and local interest groups. We also engage regularly with policymakers, the media, civil society organizations, and nongovernmental organizations (NGOs).

Engagement with our investors is conducted by the Management Board and the Investor Relations team. It is governed by our Stakeholder engagement Policy as well as the German Stock Corporation Act (AktG) and other relevant laws. The section below entitled "Investor relations" provides more information.

Identifying and engaging with non-governmental organizations (NGO)

The NGOs that focus on topics relevant for Uniper are heterogeneous. We developed a digital tool in-house with which we monitor this landscape on a regular basis. It helps us identify relevant NGOs and make sound decisions on with which ones to engage, how, and when.

Uniper's NGO engagement journey moved forward in 2023. We continued to conduct Sustainability Round Tables with critical stakeholders to discuss issues related to our business. The round-tables' purpose is to maintain constructive dialogue with NGOs and share perspectives on our business activities. Above all, this includes exchanging on aspects that NGOs consider controversial.

These discussions enable us to continually learn more – including about ourselves – and to identify opportunities to continuously improve.

In 2023, discussions continued on our gas- and coal imports, human rights and environmental impacts along our coal supply chain as well as the environmental impact of gas transportation and exploration. Uniper experts and the departments that may be affected are included in these dialogues.

The Uniper Management Board receives updates on these engagement activities in the regular performance dialogues and from the Sustainability Council. The supervisory board is being informed through regular HSSE&S reports.

Uniper has committed to conducting, at the corporate level, at least five dialogues each year with stakeholders that are critical of Uniper's business activities. We conducted five such dialogues in 2023, thereby surpassing the target.



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Multi-stakeholder associations

Uniper set a target to become actively involved in up to 3 multistakeholder associations by 2023 that support ESG due diligence along the supply chain for Uniper’s energy commodities. Uniper achieved this target in 2023 by being actively involved in Bettercoal, Econsense and the Branchendialog Association.

Bettercoal: Colombia and South Africa working groups

Coal’s renewed relevance for Europe’s supply security makes the work of Bettercoal, a not-for-profit initiative established by a group of major European utilities committed to a more responsible coal supply chain, even more important. Bettercoal has voluntary working groups that focus on major coal supply countries. Their purpose is to better understand – and to support the mitigation of – the ESG risks connected to coal mining in these countries, to enhance the monitoring of mining companies’ improvement plans, and to propose solutions to regional systemic issues. Uniper is member of the Colombia working group and the South Africa working group. The latter was established in 2023, as many members moved from purchasing Russian coal to South African coal. Bettercoal has also undergone restructuring to include other commodities and a name change – Responsible Commodities Sourcing Initiative (RECOSI). Since 2022, Uniper and its partners in the Bettercoal Gas task-force has been working to establish the RECOSI Gas Programme. The work will continue in 2024, with a broader stakeholder consultation on the program and its further development.

Branchendialog – Energy Industry Dialogue

Uniper’s Management Board and Investor Relations team are in continual dialogue with various capital market participants, including current and potential shareholders. The main purpose is to ensure transparency by providing investors with relevant financial and non-financial information. We also actively solicit the capital market’s feedback on our strategy, operations, and disclosures and factor it into our decision-making.

Investors and investor initiatives periodically ask Uniper to provide detailed information on its decarbonization strategy. We deal with these inquiries, prioritize them,

and seek to enter into active and transparent discussions. Investor engagement mainly focuses on corporate governance on climate change, emissions targets, and business plans that propel progress toward a net-zero future. This dialogue helps investors better understand the way we integrate decarbonization into our strategy and our efforts to improve our climate governance and performance. In addition, discussing and understanding investors’ views on those topics help us become an even better company.

> [Human rights](#)



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For us, fulfilling our corporate due diligence obligations is part of our understanding of responsibility. The “Branchendialog Energiewirtschaft” initiated by the BMAS helps us to assess potential human rights risks along the value chains, on the basis of which we can then work specifically on preventive and remedial measures.

Michael Lewis
Uniper’s CEO

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Investor relations

Effective December 21, 2022 the Federal Republic of Germany owns about 99% of Uniper's stock. Uniper is therefore a state-owned entity. The remaining shares are held by private and institutional investors.

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Innovation

Our industry's biggest challenge in the decades ahead will be to progressively decarbonize Europe's energy system while keeping the energy supply secure along the way. This challenge profoundly shapes Uniper's innovation strategy. We review and, if necessary, fine-tune this strategy on an annual basis to ensure that it remains fit for purpose. This process involves all relevant stakeholders and business units.

Innovation and the development of new sustainable businesses play key roles in Uniper's decarbonization strategy and, more generally, help propel the transition to a climate-neutral future. We develop scalable business models, particularly those relating to sustainable electricity, heat, gases, and fuels.

Europe needs to steadily produce more green electricity. Ideally, green electricity will be used directly, which prevents additional conversion losses. This makes electrification – of, for example, certain types of mobility and heating – the most efficient way to decarbonize. But electricity cannot easily be transported over long distances, stored in large quantities or for long durations, or used in all applications. Consequently, electrification is not a panacea.

This fact, along with the urgency of climate protection, means that all options and technologies should be considered. Uniper's main innovation areas thus reflect the three main ways to decarbonize the energy supply:

- Green electrification
- Renewable molecules
- Carbon management

Our existing assets and facilities, our energy IQ, and our decades of experience with electrons as well as molecules enable us to bring technological advances and innovative business models to the market and thus create value for our company and for society.



Green electrification

Uniper explores and innovates along the entire value chain of renewable power. Upstream, we analyze the opportunities and challenges of advanced renewable generation technologies that could significantly outperform today's solar panels and wind turbines.

Midstream, Uniper develops innovative flexibility solutions that support the energy transition in two ways. First, they balance out the fluctuations in renewables output, which supports the integration of large amounts of renewables capacity. Second, the flexibility provided by energy storage or conversion can capture more of this output. For example, batteries can store daytime solar energy for use in the evening. They can also provide frequency containment reserve to help stabilize the grid when wind output fluctuates. Some regions, like northeast Germany, produce more wind power than they can consume. Wind farms sometimes have to shut down temporarily to prevent grid overload. Batteries or other innovative storage technologies could make this unnecessary and enable such regions to capture more of their renewable resource.

Finally, we also work with our industrial customers to innovate downstream. More green power alone will not decarbonize industry. Instead, the focus is on smart demand management and the conversion of as many fossil-fueled industrial processes as possible to electricity. The electrification of the heat supply is particularly promising. Uniper's range of solutions therefore includes assessing whether it is viable for a customer to install the high-temperature heat pumps necessary for industry.

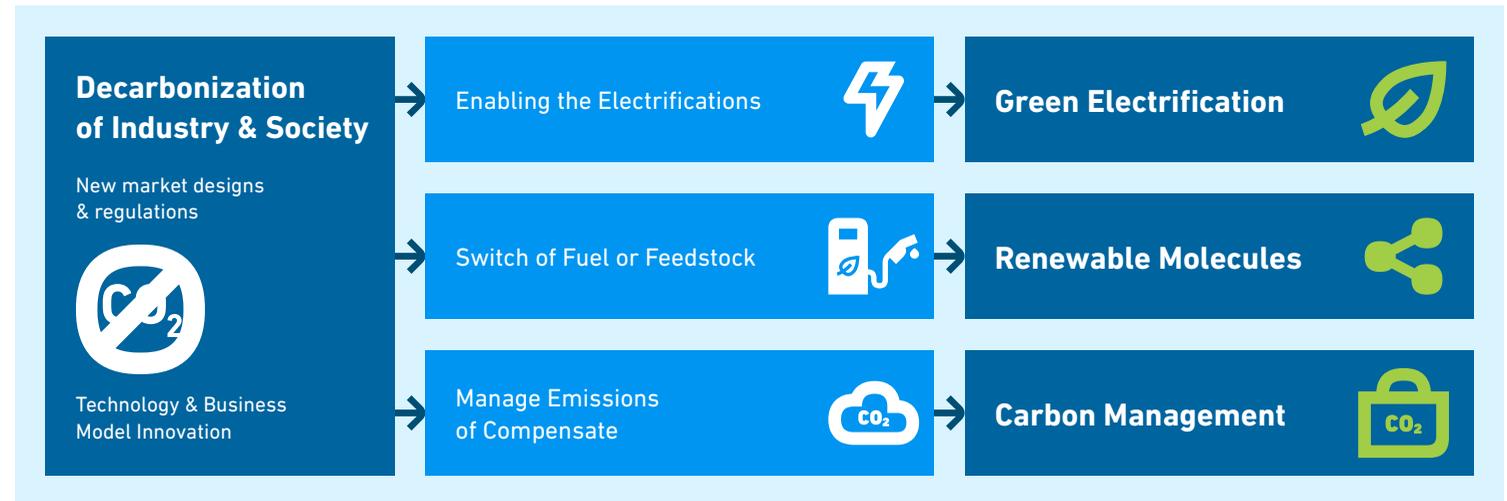
Renewable molecules

Hydrogen and renewable hydrocarbons are a promising way to put some high-emissions industries on a realistic path to carbon neutrality. In addition, renewable molecules can be transported over long distances, stored in large amounts, and make use of existing energy infrastructure. Uniper is therefore developing a pipeline of renewable-molecule projects and partnering with leading companies and research institutes in pilot and industrial-scale projects to gain experience in project development, operations, and marketing for hydrogen and other alternative fuels. In March 2023, Uniper became the second-largest investor in Liquid Wind, a Sweden-based company specializing in using wind power and biogenic carbon dioxide to produce climate-neutral eMethanol for shipping and heavy transport. Liquid Wind's first production facility, in Örnsköldsvik on Sweden's northeast coast, will become operational in 2025.

Carbon management

Some greenhouse gas (GHG) emissions will remain hard to abate and even unavoidable well into the future. Solutions therefore need to be found for preventing or at least minimizing their climate impact. One option is carbon capture, utilization, or storage (CCUS). Innovative technologies and new business models for CCUS need to be developed to market readiness and scaled up from pilot to commercial applications. Uniper has deep experience in emission management and in the trading, storage, and handling of gases. We are currently investigating Uniper's potential role and market-entry options in carbon management.

Moreover, Uniper works continually to identify and reduce upstream natural gas emissions, which will play a pivotal role in the energy transition in the years ahead. Our Innovation team actively engages with existing and potential natural gas providers on ways to reduce these emissions, which will deliver climate benefits and added value.





Using heat pumps to decarbonize the heating sector

Reaching Europe’s climate targets will require not only much more green electricity but also the decarbonization of heating, including industrial processes and district heating systems that supply public and private buildings. In many cases, this will involve switching from fossil-fueled to carbon-neutral heat sources.

One option is to use residual heat from industry to help decarbonize district heating. This approach is particularly promising in industrial metropolitan areas like Germany’s Ruhr region that have a considerable amount of potentially useable residual heat. The temperature of this heat, however, is usually too low to be fed directly into district heating systems. Tapping this potential will therefore require raising the temperature to the necessary level without using fossil fuels.

In late 2023, Uniper launched a pilot project with Evonik to install a technologically advanced megawatt-class high-temperature heat pump at an Evonik chemical plant in Herne in west-central Germany. The heat pump will raise the residual heat’s temperature from about 28°C to up to 130°C and pipe it into Uniper’s nearby district heating system. It could serve about 1,000 households and reduce carbon emissions by roughly 1,700 metric tons per year. We expect the heat pump to be operational by the winter of 2024-25.

The project’s purpose is to evaluate the technical and economic feasibility of high-temperature heat-pump technology to supply carbon-neutral heat to Uniper’s system at competitive prices.



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With this project, we’re leading the way in using an advanced high-temperature heat pump that boosts temperatures to over 100°C. It recovers low temperature waste heat from industries, providing sustainable warmth for our customers, injecting up to 1.5 MW of heat. Smartly integrating this technology into district heating systems and syncing it with the electricity market is crucial for efficient electricity-heat sector coupling and the greening of our heating. We’re optimistic that this project will be a pioneer project, playing a key role in the success of the heating transition.

José Abel Cabezas Jiménez

Head of Innovation

Green Electrification and Digital

Digitalization

Digitalization at Uniper

Uniper and the entire energy industry are undergoing a rapid transformation. The future energy system will be more volatile, decentralized, and decarbonized as well as better connected with other sectors. Digitalization will play a key role in building this system and making our business more resilient. Our ambition is to become our industry's digital leader.

Creating, using, and sharing data – and making it transparent company-wide – are essential for improving how we operate our business. Digitalization enhances efficiency, spurs innovation, and improves decision-making. It will help us meet our ambitious sustainability targets while ensuring supply security for our customers.

Technology transformation in the commercial division

The energy transition poses challenges to established market structures and makes it increasingly necessary to seamlessly integrate technology. In addition, major digitalization initiatives are particularly demanding amid rapidly evolving markets. Technology has always been crucial for the success of Uniper's commercial area, and its strategic importance will grow moving forward. Therefore, in 2023, Uniper's commercial business established the Commercial Technology group. The aim is to enable the business to effectively address these and future challenges and to enhance its transformation capabilities. Particular areas of focus are advanced algorithm-supported trading, tailored software solutions, and risk management

COODE

Data and our use of digital solutions are crucial to our success. COODE (short for Chief Operating Officer Digital Evolution) is responsible for overseeing digitalization across our operational business. It encompasses our digitalization activities over the entire asset lifecycle of our existing and growth businesses, from engineering and procurement to construction and operation. COODE enables our people to grow their digital skills and our organization to harmonize, enhance, and connect operational data. This will help us accelerate our energy transition and achieve our ambition of being our industry's digital leader.

COODE's approach is bottom-up: the people who work in our operations, our asset management teams, HSSE, storage, and our growth businesses provide innovative ideas that we then prioritize and develop together. By year-end 2023, more than 750 of our team's ideas had yielded over 250 digital solutions that enhance supply security, safety, and compliance.

COODE highlights in 2023

- More than 100 data sources across our assets were connected and harmonized by year-end
- Over 60% of use cases improved processes and saved time
- 30% of digital applications supported health, safety, security, and the environment
- 19 of our site teams received digital leadership training
- Operational improvements worth €11 million delivered

Success stories from 2023

myFootprint

Storing a file, streaming a movie, sending heart emojis – they all result in carbon emissions. Yet the climate impact of digital consumption is often an unseen aspect of modern life. Uniper’s myFootprint portal makes it transparent. The portal’s user-friendly dashboard enables our employees to monitor their data usage and make informed decisions about managing their digital storage. In addition, myFootprint’s Green Points incentivize sustainable digital practices. Users earn them by deleting obsolete data on OneDrive and in their email accounts. This gamified approach makes digital sustainability more engaging and highlights the tangible positive impact of individual actions.

myFootprint was unveiled at Climate Days, a two-day event at Uniper headquarters in Düsseldorf in November 2023. Colleagues shared stories illustrating how the portal helps to foster a sustainability culture. External guests expressed interest in introducing the portal at their own organization. An updated version of myFootprint, with new features and more opportunities to earn Green Points, will be released in 2024.

Asset reliability

Uniper has invested significant time and effort into asset reliability. This includes optimizing processes, standardizing incident reporting, and conducting methodological root-cause analysis to prevent incidents and failures from reoccurring. In 2023, colleagues at Grain, a Uniper combined-cycle gas turbine in southeast England, decided that a digital application could make our asset reliability even better. The resulting asset reliability app combines our maintenance crews’ hands-on experience with COODE developers’ digital expertise.

By bringing together the latest data from multiple sources the app simplifies and improves failure and incident reporting. It provides our teams a single, clear view of the incidents themselves, all the information necessary for analysis, and all follow-up actions. The app also automates, aggregates, and prioritizes response actions. EC&I Strategy Engineer Sam Whitehead said: “The app enables us to truly learn from incidents, help to prevent their recurrence, and, if an incident occurs, to return the asset to service faster.”

Walk & Talk

As part of our safety-first culture, all sites engage in a regular Walk & Talk safety process. These are on-site tours to observe, discuss, and report working conditions with colleagues, contractors, and managers.

The Walk & Talk process used to be documented using note cards and later manually entered into our safety reporting system. COODE, together with colleagues at our Maasvlakte energy hub in the Netherlands, have digitalized this process by developing the Walk & Talk app that works on PCs and mobile devices such as smartphones. The app not only simplifies gathering feedback it also displays which safety aspects are on track and which need improvement. Its ranking system helps the site teams and Health and Safety officers know what to prioritize.

In addition, the app facilitates health and safety briefings and provides plant teams with a comprehensive overview of safety aspects, feedback, and role-specific reports.

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The app makes Walk & Talk data-driven, which promotes proactive decision-making and continuous improvement.

Paul de Geus,

Business Analyst at Maasvlakte, who helped to develop the Walk & Talk app

Customer rights and satisfaction

Marketing communications

Uniper is committed to marketing and communicating its products and services accurately and truthfully. We follow guidelines for responsible marketing communications and do not make misleading statements. Uniper continually keeps its customers informed about sustainability issues and presents itself as an expert not only in supply security but also as an active partner in the energy transition.

- We published a net zero paper about our decarbonization strategy and produced explanatory videos on our green products, such as the Decarb Roadmap and green electricity solutions. Uniper conducts traditional corporate communications and is also active on social media, where it provides insights on current topics, products, and services and encourages customer interaction.
- Uniper sales managers support our B2B customers. They can be contacted quickly at any time and provide professional, individual advice. A survey conducted at the end of 2023 showed that our customers appreciate our personal, dependable service and our ability to supply carbon-neutral energy. We gave customers extra incentive to participate in the survey by promising to plant a tree for each completed survey. As a result, more than 100 trees were planted in Germany. Our partner was Planet Tree, which promotes reforestation in German state and municipal forests.
- Uniper met with its customers and partners at numerous events and trade fairs and presented itself as a reliable partner, information source, and expert on the energy transition. We also provided information about our range of products and consulting services as well as our tailored, green customer solutions. Events that we organized, such as the Energy Dialogue and the Net Zero Forum, also focused on green energy.

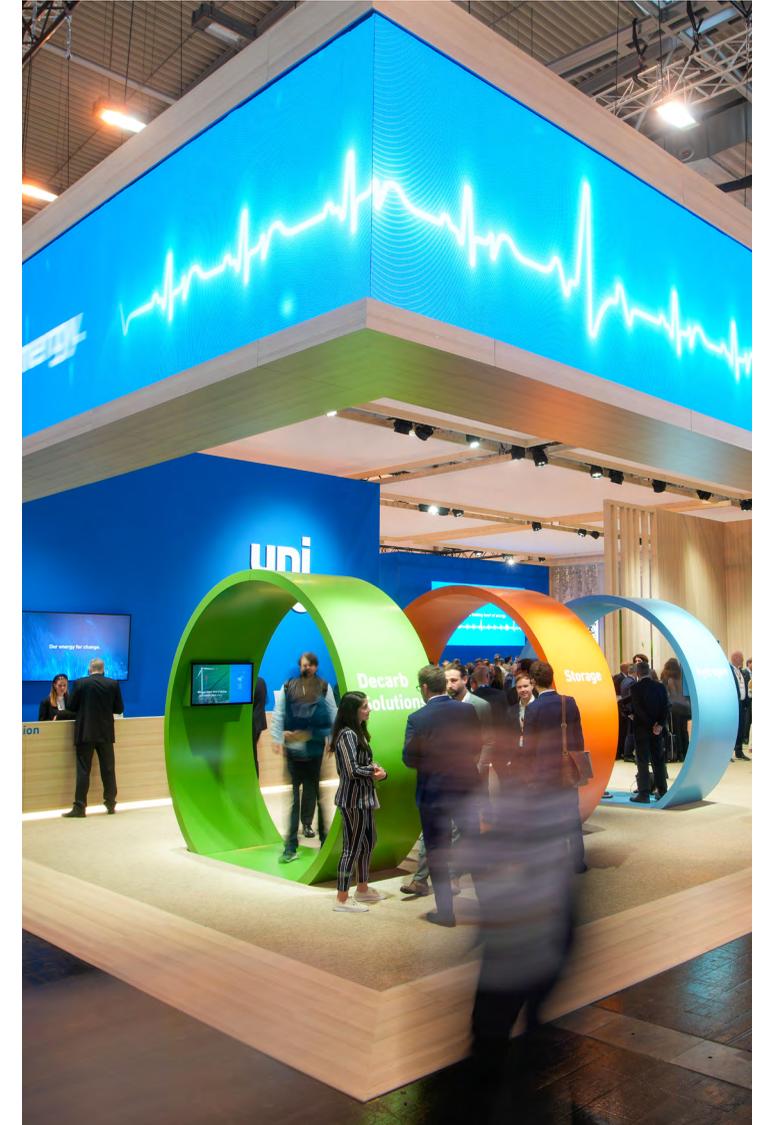
- Uniper offers customers and employees advertising materials with environmentally friendly packaging and considers sustainability when selecting merchandise, such as Uniper lanyards made from recycled sailcloth, drinking bottles made from recycled materials, and blankets for employees to help conserve heat in our offices.

Protection of customer data

Uniper's data protection management system operationalizes the company's functional data protection policy. The system encompasses training, internal controls, regular audits, incident response plans, and escalation procedures. All employees who interact with customers – including our B2B sales team – have completed an eLearning module on data protection requirements and the EU General Data Protection Regulation (GDPR). Relevant information on the GDPR, including templates, is distributed through Uniper's intranet and, as required, is presented and discussed at team meetings. All marketing projects and initiatives are approved in advance by the legal, compliance, and data protection teams before they are undertaken. Changes are communicated directly to our customers together with the corresponding products and customer solutions.

Online sales portal, digital invoicing

Digital solutions – for energy management, power plant control, and reliable distribution – are vital for an efficient energy industry. Uniper Digital, our online energy portal, enables our B2B customers to manage their energy procurement portfolio more efficiently, more securely, and often with just a single click. The tool is completely paperless and makes it possible to manage all contracts, invoices, and regulatory notices online – anytime, anywhere, and on any device. In addition, we are increasingly converting to digital invoicing for smoother and paperless processes.



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Planet

Climate change and greenhouse gas emissions

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Direct CO₂ emissions from stationary fuel combustion¹ Greenhouse Gas Protocol Scope 1

Million metric tons CO ₂	2023	2022
European generation	19.4	25.4
<i>Germany</i>	8.6	12.2
<i>United Kingdom</i>	7.0	8.2
<i>Netherlands</i>	2.9	3.9
<i>Hungary</i>	0.8	0.9
<i>Sweden</i>	0.02	0.2
United Arab Emirates ²	0.02	0.06
Total continued operations	19.4	25.5
Total discontinued operations – Russian Power Generation³	–	30.2
Total	19.4	55.6
Carbon intensity (g/kWh) ⁴	355.8	477.5

¹ These emissions only include direct CO₂ emissions from fuel combustion. Uniper uses the operational-control approach. This means that Uniper counts 100% of the direct emissions of any generation assets over which it had and still has operational control. The new combined heat and power (CHP) plant at Uniper's Scholven site is included from January 2023. 2023 emissions for the month of December are estimated. Rounding may result in minor deviations from the totals.

² Uniper's business in the United Arab Emirates, Uniper Energy DMCC, was sold in May 2023. Actual emissions for the first five months of 2023 from Uniper Energy DMCC are shown.

³ Emissions from Russian Power Generation (discontinued operations) are estimated for October–December 2022.

⁴ Uniper's intensity is defined as the ratio between direct fossil-fuel-derived CO₂ emissions from electricity and heat generation from Uniper's operational assets (operational control approach) and Uniper's generation volume. This indicator for 2022 does not include facilities that produce only heat and/or steam.

Indirect CO₂e emissions¹ Greenhouse Gas Protocol Scope 2

Metric tons CO ₂ e		2023 ²	2022	2022 ³
Location-based method	Indirect emissions from purchased electricity	538,846	631,496	652,221
	Indirect emissions from heat and cooling	3,923	3,720	3,720
	Total	542,768	635,216	655,941
Market-based method	Indirect emissions from purchased electricity	947,607	863,276	884,001
	Indirect emissions from heat and cooling	3,923	3,720	3,720
	Total	951,529	866,995	887,721

¹ Scope 2 emissions for hydro pumped storage systems are calculated using the gross approach in alignment with the Greenhouse Gas Protocol. This involves accounting for 100% of the electricity consumed from the grid. Alternatively, employing a net approach, which factors in electricity purchased for storage purposes minus the electricity supplied back into the grid, results in 524,332 t CO₂e (market-based approach) for Scope 2 2023.

² Uniper's business in the United Arab Emirates, Uniper Energy DMCC, was sold in May 2023. Emissions for the first five months of 2023 from Uniper Energy DMCC are included as estimates.

³ Emissions from Russian Power Generation (discontinued operations) are included for 2022.

Indirect CO₂e emissions^{1,2} Greenhouse Gas Protocol Scope 3

Million metric tons CO ₂ e	2023 ³	2022
Purchased goods and services	8.7	0.5
Capital goods	<0.1	0.3
Fuel- and energy-related activities ⁴	2.2	11.2
Upstream transportation and distribution	3.5	10
Waste generation in operations	<0.1	0.2
Business travel ⁴	<0.1	<0.1
Employee commuting	<0.1	<0.1
Downstream transportation and distribution	<0.1	0.1
Processing of sold products	0.1	0.3
Use of sold products	62.4	67.4
End-of-life treatment of sold products	<0.1	0
Downstream leased assets	0.2	0.1
Total	77.3	90.0

¹ Emissions from Russian Power Generation (discontinued operations) are estimated for 2022. 2022 data relating to waste generation in operations and the processing of sold products excludes Russian data entirely.

² Includes all scope 3 categories apart from category 8, 14–15.

³ Uniper's business in the United Arab Emirates, Uniper Energy DMCC, was sold in May 2023. Emissions for the first five months of 2023 from Uniper Energy DMCC are included as estimates.

⁴ Data for fourth quarter 2023 includes estimations that are based on forecast data or data from previous quarters.



Power production by primary energy source in Europe

By primary energy source

Billion kWh	2023	2022
Gas ¹	18.9	19.2
Coal	12.2	17.3
Nuclear	9.2	10.4
Hydro	12.0	12.2
Biomass	0.4	1.6
Total	52.7	60.8

¹ Figures include production from oil.

Natural gas consumption by our own power plants

By country

Billion m ³	2023	2022	2021
Russia	-	11.0	10.3
United Kingdom	2.0	2.1	2.3
Germany	0.8	0.7	0.9
Netherlands	0.2	0.3	0.4
Hungary	0.4	0.5	0.4
Sweden	0.0	0.0	0.0
Total	3.4	14.6	14.4

Emissions to air, land, and water

SO₂ emissions¹

Metric kilotons	2023	2022	2021
Germany	1.3	1.7	2.5
United Kingdom	1.4	2.4	2.5
Netherlands	0.3	0.3	0.4
Russia	-	-	6.8
Sweden	<0.1	<0.1	<0.1
United Arab Emirates	<0.1	<0.1	<0.1
Hungary	0	0	0
Total	3.0	4.5	12.1

¹ Emissions from Russia only reported in 2021. Emissions from the United Arab Emirates are included up to May 31, 2023. Rounding may result in minor deviations from the totals.

NO_x emissions¹

Metric kilotons	2023	2022	2021
Germany	3.8	5.5	6.9
United Kingdom	3.4	4.7	4.6
Netherlands	0.9	1.3	1.5
Russia	-	-	30
Sweden	<0.1	<0.1	<0.1
Hungary	0.2	0.2	0.2
United Arab Emirates	<0.1	<0.1	<0.1
Total	8.4	11.8	43.3

¹ Emissions from Russia only reported in 2021. Emissions from the United Arab Emirates are included up to May 31, 2023. Rounding may result in minor deviations from the totals.

Dust emissions¹

Metric tons	2023	2022	2021
Germany	88	189	202
United Kingdom	35	65	68
Netherlands	27	18	11
Russia	-	-	926
Sweden	1	10	11
United Arab Emirates	0	0	0
Hungary	0	0	0
Total	151	283	1,219

¹ Emissions from Russia only reported in 2021. Emissions from the United Arab Emirates are included up to May 31, 2023. Rounding may result in minor deviations from the totals.

Circular economy and waste management

Pulverized fly ash, furnace bottom ash, and gypsum¹

Metric kilotons	2023	2022	2021
Disposed	62	57	52
Recovered and sold	876	1,245	1,414
Total	938	1,302	1,466

¹ Figures only include fully consolidated thermal power stations. Rounding may result in minor deviations from the totals. Data from Russia is not included.

European hazardous and non-hazardous operational waste¹

Metric tons	2023	2022	2021	2021 (incl. Russia)
Hazardous operational waste disposed	7,093	4,936	1,636	1,636
Hazardous operational waste recovered	2,236	1,719	1,266	2,117
Hazardous operational waste sent for energy recovery	2,719	97	3,785	3,857
Non-hazardous operational waste disposed	15,663	12,375	9,736	112,682
Non-hazardous operational waste recovered	45,800	23,961	31,992	35,396
Non-hazardous operational waste sent for energy recovery	1,566	1,976	2,663	2,670
Total	75,077	45,065	51,079	158,358

¹ Figures include operational waste and demolition waste was also included in 2023. Russian waste data includes by-products data. Rounding may result in minor deviations from the totals. 2022 waste data corrected to include Energy Storage Germany.

Water use and optimization

Water withdrawal by source¹

m ³	2023	2022	2021	2021 (incl. Russia)
Water withdrawal for cooling				
Sea	2,963,507,499	3,137,468,448	3,412,618,958	3,412,618,958
Fresh surface water	1,043,336,035	1,043,487,836	1,006,127,628	6,734,669,347
Municipal water	5,952,336	6,642,389	5,617,583	5,617,583
Groundwater	145,923	197,274	160,887	160,887
Rainwater	0	0	394,503	394,503
Total	4,012,941,793	4,187,795,947	4,424,919,559	10,153,461,278
Water withdrawal for non-cooling				
Sea	381,985	451,922	565,729	565,729
Fresh surface water	1,934,860	3,228,214	4,990,366	259,828,826
Municipal water	3,092,236	3,583,214	3,945,536	5,423,056
Groundwater	436,845	445,538	390,846	3,387,056
Rainwater	0	0	239,978	239,978
Other external water supplier (fresh water)	0	0	760,284	5,473,864
Total	5,845,926	7,708,889	10,892,739	274,918,509
Total water withdrawal	4,018,787,718	4,195,504,835	4,435,812,298	10,428,379,787

¹ Figures include fully consolidated thermal power stations and nuclear power stations only. Rounding may result in minor deviations from the totals.

Water discharge by recipient¹

m ³	2023	2022	2021	2021 (incl. Russia)
Discharge of cooling water				
Sea	2,965,292,268	3,134,697,304	3,309,779,130	3,309,779,130
Municipal sewage	726,009	1,207,997	649,486	649,486
Fresh surface water	1,025,249,513	1,019,707,201	982,201,062	6,710,742,781
Total	3,991,267,789	4,155,612,502	4,292,629,678	10,021,171,397
Discharge of non-cooling water				
Sea	945,671	1,136,932	586,399	586,399
Fresh surface water	1,289,242	818,253	4,510,393	128,996,583
Municipal sewage	587,645	966,789	696,963	6,850,433
Other recipient, e.g off-site treatment	165,247	23,624	22,017	22,017
Total	2,987,805	2,945,598	5,815,772	136,455,431
Total water discharge	3,994,255,594	4,158,558,100	4,298,445,449	10,157,626,829

¹ Figures include fully consolidated thermal power stations and nuclear power stations only. Rounding may result in minor deviations from the totals.

People and Society

Secure and affordable energy supply

Uniper Group: consolidated generation capacity as of December 31, 2023¹

MW	Gas	Coal	Hydro	Nuclear	Other	Total (country specific)
Germany	3,306	3,139	1,983		1,418	9,846
United Kingdom	4,193	2,000			221	6,414
Sweden	0		1,579	1,400	1,175	4,154
Netherlands	525	1,070				1,595
Hungary	428					428
Total (asset specific)	8,452	6,209	3,562	1,400	2,814	22,436

¹ Accounting view.

Average asset availability for conventional power generation by country¹

%	2023	2022 ³
Germany ²	73.5	69.7
Hungary	95.3	92.5
Netherlands	57.7	67.5
Sweden	91.7	93.7
United Kingdom	71.2	66.3
Total	72.8	71.0

¹ The figures shown are calculated using availability = 100% minus planned and unplanned unavailability. Uniper Group figures represent a volume-based weighted average. The calculation refers to Uniper's actual operational portfolio.

² Uniper's new gas-fired power plant, Irsching 6, is included in the 2023 figures. The new combined heat and power (CHP) plant at Uniper's Scholven site is not included.

³ Full year 2022 data for Russian Power Generation (discontinued operations) cannot be reported. The H1 value can be found in Uniper's Interim Report 2022.

Human rights

Overall coal purchased via direct contract in 2023 by country of origin

Country of origin	% coal purchased
Colombia	35.2%
USA	23.8%
South Africa	19.0%
Australia	10.6%
Kazakhstan	5.6%
Mozambique	3.2%
Canada	1.6%
Namibia	1.1%

Health, safety, and well-being

Health and safety

	2023	2022
Combined TRIF ¹	2.42	1.76
Employee TRIF	1.07	1.09
Contractor TRIF	4.25	2.74
Combined LTIF	1.86	1.22
Employee LTIF	0.90	0.67
Contractor LTIF	3.16	2.03

¹ Total recordable incidents per million hours of work (TRIF) for Uniper employees and contractors engaged by Uniper. TRIF takes account of all relevant reports, including those from Uniper companies that are not fully consolidated but in which Uniper SE has operational control. 2022 data excludes October–December data from the discontinued operations Russian Power Generation.

Fair and attractive employer

Total number of employees in 2023^{1, 2}

By country of employment and gender

Country of employment	Male	Female	Non-binary	Total
Austria	1	0	0	1
Azerbaijan	1	0	0	1
Canada	6	3	0	9
Germany	3,465	1,438	1	4,904
Hungary	31	4	0	35
Netherlands	278	30	0	308
Norway	6	0	0	6
Poland	5	3	0	8
Russia	3	4	0	7
Singapore	2	1	0	3
Sweden	729	238	0	967
Türkiye	1	0	0	1
United Kingdom	730	162	0	892
USA	45	25	1	71
United Arab Emirates	3	1	0	4
Total	5,306	1,909	2	7,217

¹ Includes permanent and temporary staff, managing directors/board members, interns/work-study students, and apprentices.

² Headcount as of December 31, 2023.

Total number of employees^{1, 2}

By employment contract and gender

Employee profile	Male		Female		Non-binary		Total	
	2023	2022	2023	2022	2023	2022	2023	2022
Managing directors/board members	6	7	1	1	0	0	7	8
Permanent staff	4,873	5,066	1,714	1,614	2	1	6,589	6,681
Temporary staff	182	224	92	103	0	0	274	327
Interns/work-study students	95	86	68	45	0	0	163	131
Apprentices	150	153	34	31	0	0	184	184
Total	5,306	5,536	1,909	1,794	2	1	7,217	7,331

¹ Includes permanent and temporary staff, managing directors/board members, interns/work-study students, and apprentices.

² Headcount as of December 31, 2023.

Fair and attractive employer

Share of new hires from external market^{1, 2}

Share of new hires from external market ^{1, 2}		
(%)		
Country of employment	2023	2022
Canada	0.3	0.1
Germany	68.3	37.7
Hungary	0.3	0.4
Netherlands	2.9	2.4
Norway	0.0	0.0
Poland	1.0	0.0
Russia	0.0	28.6
Singapore	0.0	0.0
Sweden	13.0	20.7
United Kingdom	11.3	7.4
United Arab Emirates	0.2	0.2
USA	2.7	2.5

¹ Includes permanent and temporary staff, managing directors/ board members, interns/work-study students, and apprentices.

² As of December 31, 2023.

New hires from external market^{1, 2}

By age range and gender

Employee profile	Male				Female				Non-binary				Total	
	2023		2022		2023		2022		2023		2022		2023	2022
Age range	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	Number
<21	52	73.2	79	81.4	19	26.8	18	18.6	0	0.0	0	0.0	71	97
21-30	222	63.1	275	73.3	130	36.9	100	26.7	0	0.0	0	0.0	352	375
31-40	172	65.9	192	65.5	89	34.1	100	34.1	0	0.0	1	0.3	261	293
41-50	102	68.0	132	73.3	48	32.0	48	26.7	0	0.0	0	0.0	150	180
51-60	57	75.0	86	72.3	19	25.0	33	27.7	0	0.0	0	0.0	76	119
>60	18	94.7	30	81.1	1	5.3	7	18.9	0	0.0	0	0.0	19	37
Total	623	67.1	794	72.1	306	32.9	306	27.8	0	0.0	1	0.1	929	1101

¹ Includes permanent and temporary staff, managing directors/board members, interns/work-study students, and apprentices.

² As of December 31, 2023.

Permanent staff¹

By type of employment and gender

Employee profile	Male		Female		Non-binary		Total	
	2023	2022	2023	2022	2023	2022	2023	2022
Part-time	108	144	419	401	1	1	528	546
Full-time	4,765	4,922	1,295	1,213	1	0	6,061	6,135
Total	4,873	5,066	1,714	1,614	2	1	6,589	6,681

¹ Headcount as of December 31, 2023.

Fair and attractive employer

Voluntary leavers^{1,2}

By country of employment and gender

Country of employment	Male		Female		Non-binary		Total	
	2023	2022	2023	2022	2023	2022	2023	2022
Belgium	0	0	0	0	0	0	0	0
Canada	0	0	1	0	0	0	1	0
Germany	208	157	71	80	0	0	279	237
Hungary	2	0	0	0	0	0	2	0
Netherlands	10	12	3	2	0	0	13	14
Norway	0	0	0	0	0	0	0	0
Poland	1	0	0	0	0	0	1	0
Russia	0	149	0	45	0	0	0	194
Singapore	1	0	0	1	0	0	1	1
Sweden	14	21	5	10	0	0	19	31
United Kingdom	47	71	12	8	0	0	59	79
USA	14	19	1	2	0	0	15	21
United Arab Emirates	0	1	0	1	0	0	0	2
Total	297	430	93	149	0	0	390	579

¹ Includes permanent and temporary staff, managing directors/board members, interns/work-study students, and apprentices.

² As of December 31, 2023.

Voluntary leavers^{1,2}

By age range and gender

Age range	Male		Female		Non-binary		Total	
	2023	2022	2023	2022	2023	2022	2023	2022
<21	4	8	0	2	0	0	4	10
21–30	66	125	24	42	0	0	90	167
31–40	105	135	29	48	0	0	134	183
41–50	72	80	25	21	0	0	97	101
51–60	31	63	11	29	0	0	42	92
>60	19	19	4	7	0	0	23	26
Total	297	430	93	149	0	0	390	579

¹ Includes permanent and temporary staff, managing directors/board members, interns/work-study students, and apprentices.

² As of December 31, 2023.

Voluntary and non-voluntary leavers^{1,2,3}

By age range and duration of employment

Age range	Leavers		Average duration of employment (years)	
	2023	2022	2023	2022
<21	4	10	0.0	1.7
21–30	105	174	2.6	2.5
31–40	179	222	7.5	5.2
41–50	133	153	10.3	9.0
51–60	107	140	20.9	19.9
>60	53	38	24.0	22.0
Total	581	737	11.2	8.9

¹ Includes permanent and temporary staff, managing directors/board members, interns/work-study students, and apprentices.

² Numbers consist of voluntary (termination of contract by employee) and non-voluntary leavers (termination of contract by employer); retirees as well as employees who transfer within the Group are not included.

³ As of December 31, 2023.

Fair and attractive employer

Voluntary and non-voluntary leavers^{1, 2, 3}

By gender and length of duration of employment

Gender	Leavers		Average duration of employment (years)	
	2023	2022	2023	2022
Male	469	560	12.0	9.1
Female	112	177	7.5	8.4
Non-binary	0	0	0.0	0.0

¹ Includes permanent and temporary staff, managing directors/board members, interns/work-study students, and apprentices.

² Numbers consist of voluntary (termination of contract by employee) and non-voluntary leavers (termination of contract by employer); retirees as well as employees who transfer within the Group are not included.

³ As of December 31, 2023.

Employees covered by collective bargaining agreements^{1, 2}

%	2023	2022
Share pay scale employees	56	57

¹ Includes permanent and temporary staff, managing directors/board members, interns/work-study students, and apprentices.

² Headcount as of December 31, 2023.

Fluctuation rate^{1, 2}

By age range

Age range	Fluctuation (%)	
	2023	2022
<21	2.9	6.0
21-30	10.3	12.4
31-40	9.1	6.6
41-50	5.1	3.2
51-60	1.9	2.6
>60	5.0	4.2
Total	5.5	5.0

¹ Includes permanent and temporary staff, managing directors/board members, interns/work-study students, and apprentices.
Fluctuation rate = voluntary leavers/average headcount.

² As of December 31, 2023.

Fluctuation rate^{1, 2}

By gender

Gender	2023	2022
Male	5.6	5.0
Female	5.1	5.0
Gender-neutral	0.0	0.0
Total	5.5	5.0

¹ Includes permanent and temporary staff, managing directors/board members, interns/work-study students, and apprentices.
Fluctuation rate = voluntary leavers/average headcount.

² As of December 31, 2023.

Disclaimer

This document may contain forward-looking statements based on current assumptions and forecasts made by Uniper SE management and other information currently available to Uniper. Various known and unknown risks, uncertainties, and other factors could lead to material differences between the actual future results, financial situation, development, or performance of the company and the estimates given here. Uniper SE does not intend, and does not assume any liability whatsoever, to update these forward-looking statements or to adapt them to future events or developments.

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