

Uniper 2025 Gender Pay Gap

The data provided within this statement covers one of our legal entities : Uniper UK Ltd.
The snapshot date for this report is 6th April 2024 to 5th April 2025.

SUMMARY OF RESULTS COMPARED TO LAST YEAR

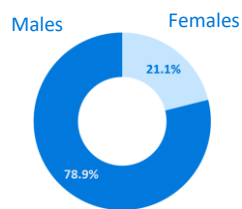
Uniper UK Ltd (UUK) has seen an increase to its mean pay gap in 2025, with a rise of 1.5%. However, the median pay gap has continued to decrease by a further 0.4%. UUK has also seen an increase in its mean bonus gap, which has risen to 14.2%.

The median bonus gap has reduced by 11.2% and now moves in favour of males. This change is largely due to updates in our Generation bonus scheme, which typically applies to a higher proportion of the male population.

Overall, UUK has seen more women progressing into higher-paid areas of the organisation, with female representation increasing by 5.3% in the upper-middle quartile and 0.6% in the upper quartile. UUK has also seen an overall increase in the number of women in the workforce during 2025.

Note: Due to internal restructuring reducing the overall number of employees, we are no longer reporting separately on Uniper Technologies Ltd.

Uniper UK Ltd



Mean and Median Gender Pay and Bonus Gap	Mean	Median
Gender Pay Gap	11.6%	9.9%
Gender Bonus Pay Gap	14.2%	3.7%

	Female	Male
Proportion receiving a Bonus	92.3%	93.3%

Percentage of Males and Females in each pay quartile band		
Pay Quartiles	Female	Male
Lower	29.8%	70.2%
Lower Middle	21.9%	78.1%
Upper Middle	17.2%	82.8%
Upper	15.5%	84.5%
Total Split	21.1%	78.9%

WHAT ACTION ARE WE TAKING?

Uniper in the UK continues to prioritise Diversity, Equity and Inclusion (DEI) as a fundamental part of our ambition to build a fair, representative and future-focused organisation. We remain committed to reducing our gender pay gap through, structural improvements and long-term cultural change. Our 2025 action plan builds on previous progress and strengthens our focus on representation, inclusion and equitable opportunities for all employees.

As part of the organisational changes shaping our UK footprint, the decommissioning of Ratcliffe-on-Soar continues to have a material impact on our workforce demographics. We will monitor these changes closely to ensure fairness, transparency and equity are maintained throughout this transition period. Additionally, Uniper Technologies Limited (UTL) will no longer be included in our annual Gender Pay Gap reporting, as its headcount has fallen below the statutory 250-employee threshold. While UTL is no longer in scope for mandatory reporting, we remain committed to maintaining fair pay practices across all our UK entities.

The UK team continues to work closely with our global DEI colleagues to embed a consistent and strengthened approach across all Uniper regions. This alignment ensures shared standards, greater transparency and improved fairness across key people processes. Building on the momentum of recent years, we remain committed to creating a workplace where everyone can thrive and where under-represented groups have fair access to development, progression and leadership pathways.

During 2025, we saw significant growth in our Employee Resource Groups (ERGs), which cover topics such as Pride, Neurodiversity and Heritage & History and are employee led. These ERGs continue to influence our DEI agenda by shaping inclusion activities, supporting awareness campaigns and providing meaningful insight into employee experience. Their contribution strengthens belonging, visibility and support for under-represented groups.

As part of our commitment to reducing the gender pay gap, we delivered mandatory performance management training to all managers. This training reinforces expectations around fairness, objectivity and evidence-based decision-making, reducing the risk of bias in performance outcomes. By strengthening manager capability and embedding consistent assessment standards, we support equitable development, progression and reward for all employees.

Statement

We confirm that information and data provided is accurate.

Mike Lockett
Country Chairman, Uniper UK Ltd

David Potter
Director, Uniper Technologies Ltd