

Health, Safety, Security, Environment (HSSE) & Sustainability Policy Statement

Uniper is an international energy company that generates, trades and markets energy products and services. We operate and manage our portfolio of assets with outstanding technical safety and commercial expertise to ensure the most sustainable performance.

It is the duty of our people to support Uniper's commitments by adhering to this HSSE & Sustainability Policy.

Our core identity is **"We care about people and the environment"** in practice:

- **We only work safely.**
- **We look after people's health and wellbeing.**
- **We protect our people and physical security of our assets.**
- **We act with responsibility to reduce our environmental impact.**

With our strategy, "Flexible, Balanced, Bespoke" we commit to developing and implementing solutions to accelerate the energy transition while adhering to the highest ethical standards within our business.

Uniper therefore commits to:

- Comply with legal and other obligations and promote transparency by actively reporting in accordance with internationally recognized standards and frameworks.
- Provide a safe and secure workplace for our employees and contractors by minimizing any health, safety and wellbeing risks wherever we work and promoting healthy lifestyle choices.
- Identify and manage social and environmental impacts within our operations and supply chains to protect human rights, support local communities and prevent pollution to protect the environment.
- Promote carbon neutrality within our entire value chain to contribute to climate change mitigation, adaptation efforts and the protection and enhancement of biodiversity.
- Develop and implement sustainable resource use and energy efficiency measures, including supply chain and design, to support our low carbon strategy.
- Engage and consult our stakeholders to offer opportunities for growth combined with reducing our potentially negative social and environmental impact.
- Work with partners to innovate and develop solutions that contribute to a low carbon economy.
- Protect our business from the risk of disruption of business-critical activities and damage to assets.
- Continual improvement of our HSSE & Sustainability performance and management system by setting objectives and targets providing resources and information necessary to achieve them.

Management Board of Uniper SE



Michael Lewis, CEO



Dr. Jutta Dönges, CFO



Holger Kreetz, COO



Dr. Carsten Poppinga, CCO

15 September 2023

This Policy Statement will be reviewed at least every 3 years by the Management Board of Uniper SE (unless there is a change that requires a review). Details of the organisation and arrangements for executing this Policy Statement are included in our Management Systems.

The Uniper Group Works Council welcomes this HSSE & Sustainability Policy Statement and underlines its importance:



Harald Seegatz



Holger Grzella




HSSE&S
We care about people and the environment