

Uniper 2022 Gender Pay Gap

The data provided within this statement covers our two legal entities employing 250 people or more: Uniper UK Ltd and Uniper Technologies Ltd. The snapshot date for this report is 6th April 2021 to 5th April 2022.

SUMMARY OF RESULTS COMPARED TO LAST YEAR

Both Uniper UK Ltd (UUK) and Uniper Technologies Ltd (UTL) have seen a decrease in their mean pay gap for 2022 with a 4.7% and 0.4% reduction respectively. UUK has also seen a slight decrease to their median pay gap of 0.3% compared to 2021, however UTL had an increase of 1.8%.

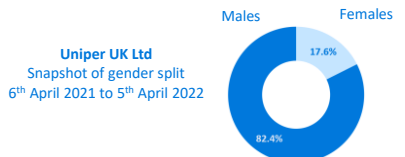
The mean bonus gap has decreased for both companies with a reduction in favour of females of 24.9% (UUK) and 19.6% (UTL) respectively.

UUK has seen an increase of 104.9% in the median bonus gap payment, and this remains in favour of females. This reflects that, within UUK, there are still a greater proportion of females working in areas of the business where higher bonus payments are made.

During 2022, UUK has seen an increase in the number of women recruited to the business; including five in higher graded roles. UUK has also promoted two females internally, to senior level roles.

Overall, both UUK and UTL have seen an increase in the percentage of women who are now in their upper pay quartiles at 2.9% (UUK) and 0.9% (UTL) respectively. Both UUK and UTL, have also seen an increase in the number of females in the overall workforce during 2022.

Uniper UK Ltd



Mean and Median Gender Pay and Bonus Gap			
	Mean	Median	
Gender Pay Gap	12.0%	15.0%	
Gender Bonus Pay Gap	-2.1%	-180.0%	

	Female	Male
Proportion receiving a Bonus	85.6%	91.4%

Percentage of Males and Females in each pay quartile band			
Pay Quartiles	Female	Male	
Lower	29.1%	70.9%	
Lower Middle	18.4%	81.6%	
Upper Middle	8.9%	91.1%	
Upper	13.9%	86.1%	
Total Split	17.6%	82.4%	



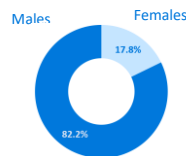
Statement
We confirm that information
and data provided is accurate.

Mike Lockett
Country Chairman, Uniper UK Ltd

David Potter
Director, Uniper Technologies Ltd

Uniper Technologies Ltd

Uniper Technologies Ltd
Snapshot of gender split
6th April 2021 to 5th April 2022



	Female	Male
Proportion receiving a Bonus	92.6%	94.0%

Percentage of Males and Females in each pay quartile band			
Pay Quartiles	Female	Male	
Lower	36.8%	63.2%	
Lower Middle	11.8%	88.2%	
Upper Middle	13.2%	86.8%	
Upper	9.2%	90.8%	
Total Split	17.8%	82.2%	

WHAT ACTION ARE WE TAKING?

Uniper in the UK (UUK) continues to have a strong focus on diversity, equity and inclusion (DEI) and during 2022, the Human Resources team began to review several key policies including menopause support, flexible working and gender re-assignment. This will continue into 2023.

UUK held a leadership training pilot session in 2022 run by the Equal Engineers partnership, for a group of senior leaders. This was delivered by Dr Mark McBride-Wright, the CEO of the Equal Engineers partnership.

UUK continued with STEM activities in 2022, encouraging young people to consider careers in these subjects, to help develop the next generation of engineers. To support this, UUK sponsored a female employee to sign up to the STEMazing community which encourages females to become more visible STEM role models, boost their public engagement skills, and inspire others. In 2023, we have secured funding for a further three females to join the community.

The UK DEI working group planned two focus events in 2022, which started the conversation around inclusivity with a "Let's Talk About Race" event which marked the start of our journey to understand if barriers exist in Uniper for under-represented groups. In 2023, the DEI working group will continue the conversation about race and ethnicity with our colleagues, with two further events planned which will cover "Identity" and "Raising Awareness of Race and Ethnicity issues".

We are also promoting, raising awareness of, and helping to change attitudes, about disability. The aim is to raise confidence when discussing disability topics.

We believe that understanding the issues of under-represented groups in our business, will not only contribute to reducing our gender pay gap, but also support our ongoing activity on all aspects of diversity, equity, and inclusion.

Uniper will also continue to focus on our DEI vision, working closely with our international colleagues to deliver our goals.