Sustainability Report 2022

Sustainability highlights in 2022

49

At year-end, we were working on 49 projects whose main aim includes decarbonization.

Biodiversity

We calculated an initial global biodiversity footprint of our existing operations.

Gold standard

OGMP again recognized Uniper Energy Storage's methane reporting as the "gold standard."

250

250 Uniper and Fortum executives met to reflect on how they as leaders can safeguard the integrity of people, assets, and the environment.

DEI

Uniper developed You Belong, a company-wide Diversity, Equity and Inclusion (DEI) training curriculum.

Security of supply

In December 2022, Uniper opened Germany's first LNG terminal in Wilhelmshaven.

5

We conducted five formal dialogues with critical stakeholders.

€

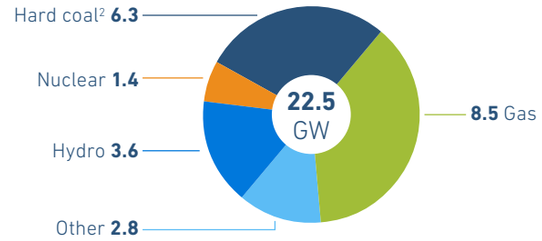
Uniper launched initiatives company-wide and made donations to support Ukrainian people impacted by Russia's war.

Sustainability Committee

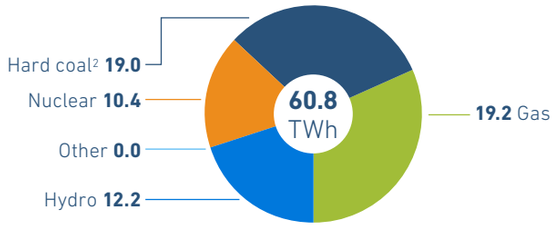
The new Sustainability Committee of Uniper's Supervisory Board met for the first time.

Diversified generation portfolio

Net capacity by fuel type (GW)[1]

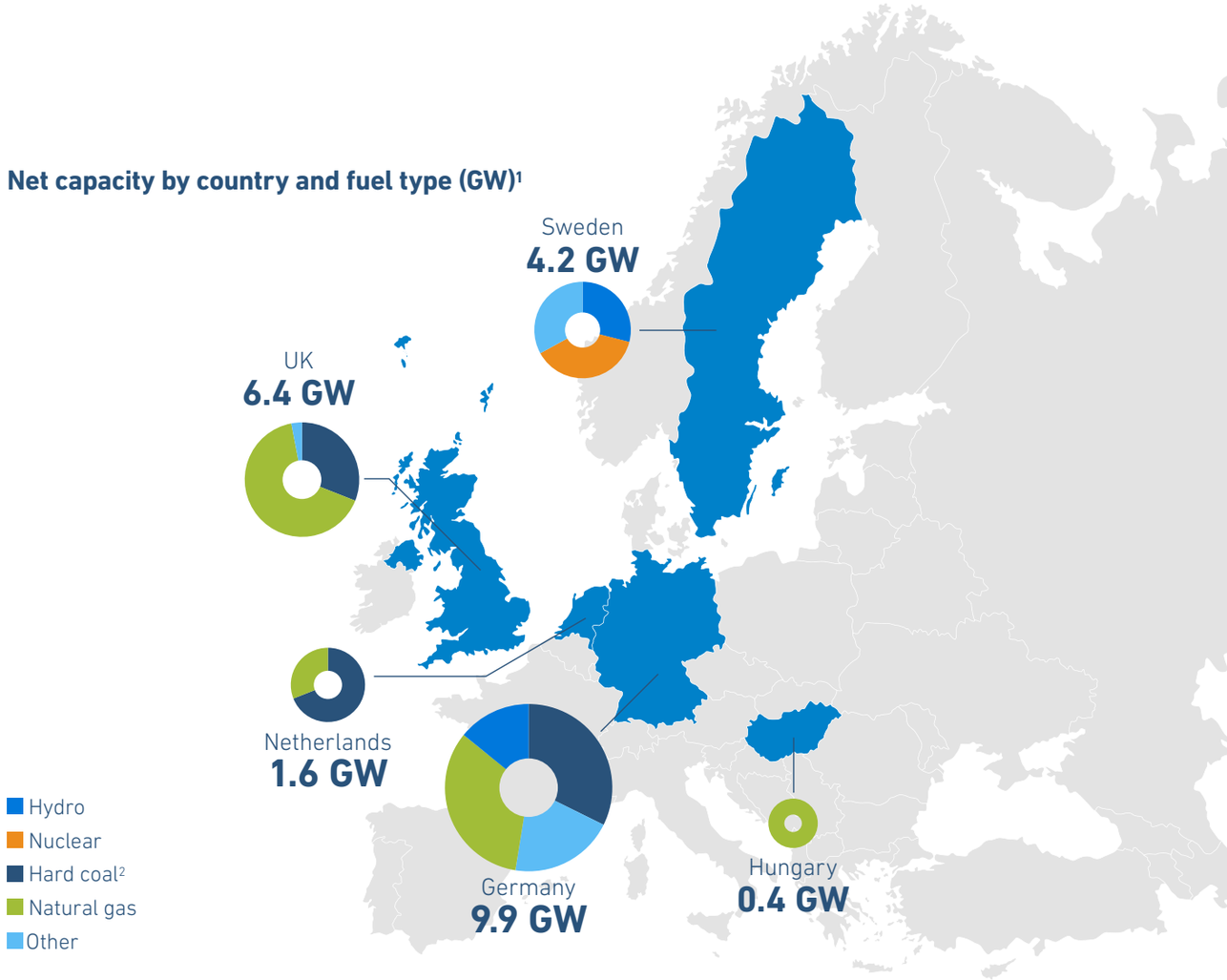


Net electricity generation volumes by technology (TWh)



[1] Accounting view, status as of 31 December 2022.
[2] FY 2022 hard coal volumes incl. 1.6 TWh co-feed biomass.

Net capacity by country and fuel type (GW)[1]



Foreword

2022 was a momentous year for Uniper and the entire global community. The year was overshadowed by Russia's aggression against Ukraine and the European energy crisis that followed. Uniper's main responsibility in 2022 was therefore to help secure and diversify Europe's energy supply. Opening Germany's first LNG terminal in Wilhelmshaven late in the year is an important—and we believe, impressive—example of how we did both.

Sustainability remained high on our agenda in 2022. Climate change is one of Uniper's most material sustainability topics. We take it very seriously. Even amid the crisis, I am proud to say that Uniper moved forward on its journey towards carbon neutrality. Several green hydrogen and renewables projects, for example, made noteworthy progress. I also want to emphasize that Uniper remains fully committed to achieving its climate targets.

We are actively helping to ramp up Europe's hydrogen economy and expanding our own renewables business. But the truth is—after the cessation of Russian gas deliveries—coal is temporarily saving the day. In 2022 several European governments asked us to bring coal-fired power plants back online and extend the operating lives of others to help ensure a reliable electricity supply. Coal enables Europe to use less gas to generate power so that more gas is available to heat homes and power industrial processes. Admittedly, operating coal-fired power plants will increase our emissions in the short term. But as I already stated: Uniper stands by its climate targets.

Diligently managing the crisis day in and day out did not prevent us from making progress in other dimensions of sustainability, such as biodiversity, corporate citizenship, and diversity, equity, and inclusion (DEI). As you will read in this report, we took meaningful steps to protect, enhance, and restore biodiversity in and around many of our facilities. We also created a new DEI council to propel progress in this important area. In addition, we launched company-wide initiatives and made donations to support the Ukrainian people impacted by Russia's war. Uniper employees are the driving force behind all these actions, and I want to take this opportunity to thank them for their hard work and strong dedication.

Uniper's Sustainability Report showcases our systematic achievements as well as our bold actions in 2022. But it also transparently points out where we still need to do more and which challenges we need to overcome to deliver on our ambitious targets. Looking ahead, we will continue to leverage our decades of experience as one of Europe's largest energy utilities to propel the journey towards carbon neutrality, ensure supply security, and enhance our sustainability performance.

Best wishes,

Holger Kreetz
Chief Operating Officer and Chief Sustainability Officer

Sustainability 2022

About this report

Uniper has published an annual Sustainability Report for each year since 2016, when we became an independent company. This is therefore our seventh Sustainability Report. It is available in English and German. It presents information about our most material sustainability issues, how we manage them, and what we achieved in the reporting period. The reporting period is the 2022 (calendar year).

The majority shareholder of Uniper SE is the Federal Republic of Germany, with a 99.12% stake in Uniper. Against the background of the restrictions on Russian gas supplies that began in June 2022 and the resulting financial losses, the German Federal Government, Uniper, and Fortum agreed on a financial stabilization package for Uniper on September 21, which was finalized on November 23, 2022. With the announcement of the adjusted stabilization package for Uniper on September 21, 2022, Fortum's complete withdrawal as Uniper shareholder was also announced. On December 19, 2022, a framework agreement between the Federal Government and Uniper was concluded, an extraordinary general meeting voted positively on the stabilizing measures and the European Commission supported the measures in its decision to stabilize Uniper.

Several personnel changes in the Uniper Supervisory Board and the Board of Management were announced in late 2022 and early 2023. The Supervisory Board of Uniper SE elected Tom Blades as its new Chairman on December 22, 2022 following the resignation of Fortum representatives from the Uniper Supervisory Board on December 21, 2022. In addition to Tom Blades, Dr. Jutta Dönges, Dr. Marcus Schenck and Prof. Dr. Ines Zenke were appointed by the Düsseldorf Local Court. Chief Executive Officer (CEO) Klaus-Dieter Maubach, Chief Financial Officer (CFO) Tiina Tuomela and Chief Operating Officer (COO) David Bryson stepped down from their roles in the Board of Management of Uniper SE. Dr. Jutta A. Dönges was appointed by the Supervisory Board to follow Tiina Tuomela's role as Uniper's CFO. Holger Kreetz, previously Head of Uniper's Asset Management division, took over David Bryson's positions as COO and Chief Sustainability Officer (CSO). Dr. Jutta A. Dönges and Holger Kreetz entered their positions on March 1, 2023.

In March 2022, the Supervisory Board decided in an extraordinary meeting to appoint Michael Lewis as Uniper CEO. Furthermore, Carsten Poppinga will take over the position of Chief Commercial Officer (CCO) Niek den Hollander, on 1 October. Den Hollander, whose contract expires at the end of May, has agreed to continue in his position until 31 July.

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. Sections of this report that fulfill a GRI standard are identified with the corresponding standard.

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 2021. The next report will be available in 2024.

Russian power generation – discontinued operation

The scope of the report is the Uniper Group's fully consolidated assets up to December 31, 2022, unless otherwise indicated. Unipro was deconsolidated from Uniper's consolidated financial statements as of December 31, 2022 and is therefore classified as discontinued operations in the 2022 Sustainability Report. Full-year information is not available for some indicators that include information from the Russian company PAO Unipro. In these cases, estimates are made or key figures are partially reported. This is made clear for each indicator in this report. The scope of consolidation is the same as in our 2022 Annual Financial Report. This report contains information about our reporting principles and all significant changes in Uniper's size, scope, ownership structure, and supply chain.

In 2022 Uniper decided to further distance itself as far as possible, legally and in terms of personnel, from its Russian business unit Unipro. However, the completion of an envisaged transaction with a local buyer is currently uncertain as the approval from the Russian President, necessary for the transaction, is outstanding and remains questionable.

Our material topics and sustainability strategy

Our strategy and purpose – Empower Energy Evolution – are fully dedicated to sustainability. As we do each year, we performed an extensive materiality analysis in 2022 to reassess which sustainability topics are most material for Uniper.

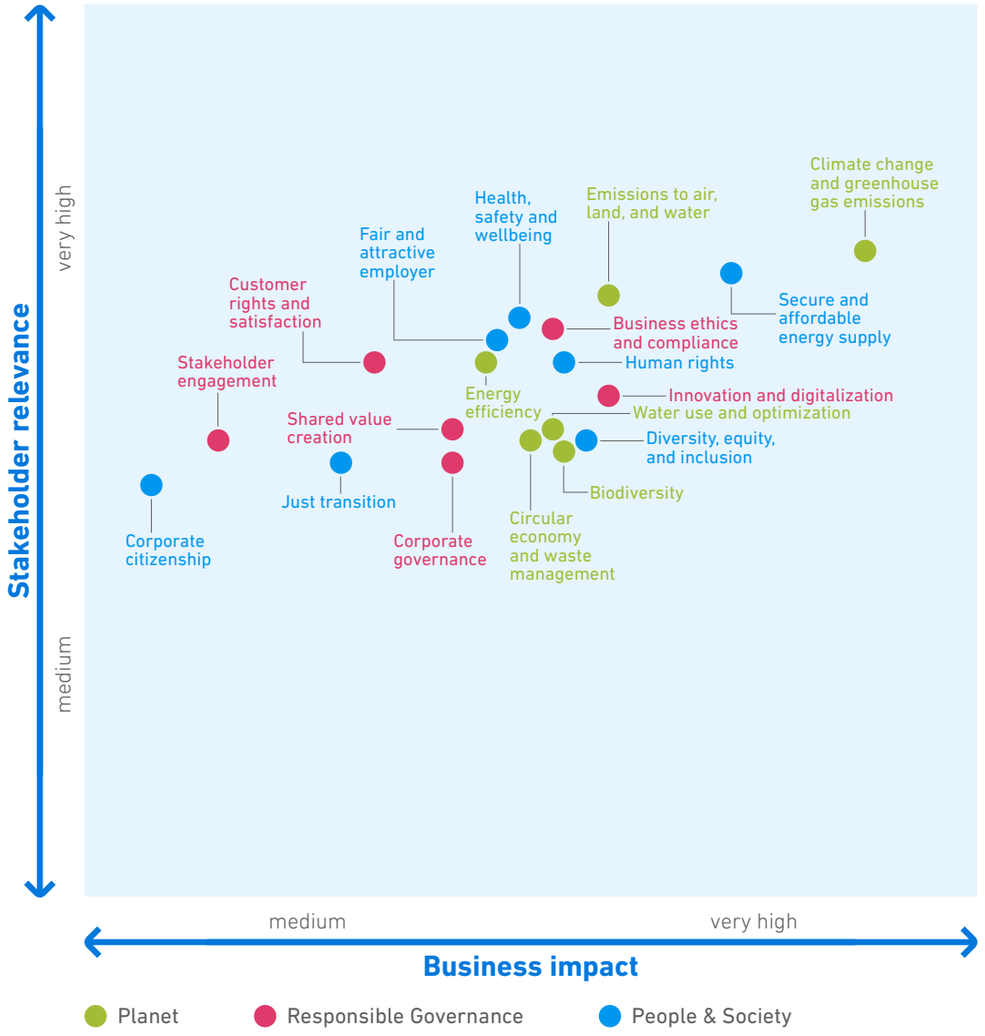
Materiality assessment

Understanding our stakeholders' views and expectations is crucial to our Company's success and the public's acceptance of our operations. 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.

We consider the expectations of a variety of stakeholders. In 2021, stakeholder expectations were compiled by means of interviews and surveys in which participants were asked to rate the importance of Uniper's material issues. Participants included employees and representatives from our main external stakeholder groups, such as nongovernmental organizations (NGOs), customers, and investors. The results from the external stakeholder engagement in 2021 were included in the 2022 materiality assessment. The employee survey was carried out again in 2022.

The following materiality matrix provides an overview of the assessment's findings. The horizontal axis indicates the issues' impact on Uniper's business. The vertical axis indicates the issues' relevance from a stakeholders' perspective. 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 2022



Sustainability strategy

The core of Uniper's corporate strategy announced in early 2020 is to support and promote the transition to a low-carbon economy whilest enabling security of supply. We foster a sustainable growth transformation and create shared value as we move toward carbon neutrality. Uniper has developed the Sustainability Strategic Plan (SSP) to support Uniper's corporate strategy and define improvement targets for its 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 specific commitments, action plans, and annual progress reviews in alignment with selected UN Sustainable Development Goals (SDGs). An overview of the current SSP, which is aligned with the revised 2022 materiality assessment, is provided in the table on the next page. Uniper aims to build on its potential for business growth and engage in active management to minimize its operations' main negative environmental and social impacts. The SSP targets are built around a set of long-term commitments that reflect core elements of Uniper's corporate culture and strategy.

The SSP is Uniper's main tool for defining and managing appropriate risk-mitigation and impact-remediation measures for each material issue during a specific time frame. This accords with the recommendations of international frameworks, such as the OECD Guidelines for Multinational Enterprises. The SSP aims to adopt new processes, such as systematic qualitative analysis of the scope, scale, and remediability of our ESG impacts. It also seeks to not only mitigate impacts but, where relevant, take proactive steps and seize opportunities to have a positive impact on ESG issues. The HSSE & Sustainability function tracks Uniper's progress toward achieving its SSP targets 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.

Key highlights 2022

In early 2022, the Uniper Management Board approved renewed commitments and targets for the following material issues: environmental matters (with a particular focus on biodiversity); diversity, equity and inclusion; and just transition. This Sustainability Report provides additional insights into our management approach for material issues and our approach for the new commitments.

In 2022 Uniper made more progress implementing the commitments defined in the SSP. For example, we continued to develop plans to repurpose our coal-fired power plant sites in harmony with the principles of a just transition. Uniper recognizes that climate change is a major threat to biodiversity and ecosystems and therefore launched a project in 2022 to systematically assess and quantify Uniper's biodiversity impact. The project is also examining measures that would reduce this impact. We expect to complete this first step in Q2 2023, with the results feeding into the definition of improvement actions. In addition, Uniper used the findings of the 2022 materiality analysis to continue developing measures relevant for the SSP, especially regarding security of supply, related ESG considerations, and important legislation like the EU Corporate Sustainability Reporting Directive (CSRD).

Uniper Sustainability Strategic Plan

ESG impact area	Material issues	Commitments	Targets
Planet	• Climate change & GHG emissions • Emissions to air, land and water • Water use and optimization • Energy efficiency • Circular economy and waste • Biodiversity	• 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. • Minimise 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 minimising waste production, maximising reuse, and recycling. • Enhance the biodiversity of Uniper's operations and new developments.	• Carbon neutral, in line with the goals of the Paris Agreement, by 2050 at the latest.[1] • Achieve carbon neutrality for Uniper's power generation portfolio in Europe by 2035.[2] • Reduction of CO_2 emissions in European generation by at least 50% by 2030 (base year 2019).[2] • 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 decarbonisation strategy including a local biodiversity action plan process for existing assets & a process to evaluate biodiversity impacts in investment decisions.
People & Society	• Human rights • Corporate citizenship • Secure and affordable energy supply • Fair and attractive employer • Health, safety and wellbeing • Diversity, equity and inclusion • Just transition	• 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.	• Achieve a Group-wide combined TRIF threshold of 1.0 or below by 2025.[4] • 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. • Increase the share of women in leadership positions to 25% by 2025.[6] • Achieve an employee inclusion indicator of over 95% by 2022 and maintain the level beyond 2022.[5]
Responsible Governance	• Corporate governance • Shared value creation • Stakeholder engagement • Business ethics and compliance • Customer rights and customer satisfaction • Innovation and digitalization	• Minimize the impact on communities affected by Uniper's operations. • Engage in dialogues 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 toward climate and environmental impact goals to enable a sustainable business transformation of Uniper.	• At the corporate level, engage in trust building dialogues and cooperative discussions with up to 5 NGOs/year by 2023. • Engagement with 100% of relevant high risk suppliers by 2025.[7]

[1] Scope 1, 2 and 3 emissions including divestments, technical solutions, and offsetting as a final option.
[2] Scope 1 and 2 emissions including divestments, technical solutions, and offsetting as a final option.
[3] This includes all categories defined in the GHG Protocol with the exception of Scope 3 categories 12-15
[4] Total recordable incident frequency (TRIF) measures the number of incidents per million hours of work.
[5] Employee inclusion indicator taken from the annual employee opinion survey
[6] 25% by 2025 for the 2 management levels below the Board (L1-L2)
[7] 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 Internation Labour Organization (ILO) and the agreements in COP26

How Uniper contributed to the SDGs

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 2022.

Goal 5

Gender Equality

Uniper supports the Female Accelerator Program run by Munich-based socialbee, Germany's first diversity service provider. The program creates professional opportunities for female refugees and migrants. In September 2022 Uniper hired two women from this program as project manager trainees.

Uniper created a DEI council in 2022. This new DEI governance function combines Uniper-wide expertise and is responsible for guiding the DEI strategy, monitoring progress, adjusting the strategic action areas if necessary, and charting the DEI roadmap for the year ahead.

› Diversity, equity, and inclusion

Goal 7

Affordable and Clean Energy

Uniper began to conduct tests in 2022 to explore how to make Uniper storage facilities hydrogen-ready, starting with Krummhörn, a decommissioned natural gas cavern storage facility in a salt formation in northwest Germany.

In June 2022, Uniper entered a new long-term offtake agreement with Sunnic Lighthouse GmbH to purchase approximately 208 GWh annually from 53 solar parks throughout Germany.

› Climate change and greenhouse gas emissions

Goal 8

Decent Work and Economic Growth

In 2022 Nyckeltalsinstitutet, a Stockholm-based people analytics firm, again recognized Uniper as an Excellent Employer and even rated it Sweden's Best Employer. The award is based on analyses of work conditions such as health care, salary, sick leave, overtime, management structures, and career opportunities.

Our aim is to retain all trainees from Uniper's program for high-potential graduates who want to continue their professional journey with us. More than 95% of those who completed the program between 2016 and year-end 2022 took on a permanent role at Uniper.

› Fair and attractive employer

How Uniper contributed to the SDGs

Goal 9

Industry, Innovation and Infrastructure

Uniper is partnering with Sasol ecoFT in Sollefteå in east-central Sweden to produce sustainable aviation fuel on an industrial scale. The project is expected to meet about 8% of Sweden's aviation fuel needs and reduce GHG emissions by 323,000 metric tons of CO_2e per year.

In 2022 Uniper entered into a longer partnership with Alzenau-based CMBlu Energy AG to develop an innovative, environmentally friendly multi-megawatt electricity storage system. A pilot project is now under way to install the system at Staudinger, a Uniper coal-fired power station that produces baseload electricity as well as district heating for nearby communities.

› Innovation

Goal 12

Responsible Consumption and Production

In 2022 the Uniper Management Board adopted an initiative to enhance energy efficiency in the Company's office buildings. It involves changes to how we run them and how our people work. This may mean adjusting heat and tap water temperatures, reducing office space used, and avoiding business travel, to name just a few of the possible energy-saving measures.

In 2022 Cottam Development Centre (CDC) became the first UK power plant to effectively recycle its gas turbine's air filters. The filters, which clean the incoming air for combustion, were previously replaced once or twice a year and sent to landfill. Now they are cleaned and reinstalled.

› Circular economy and waste management

Goal 13

Climate Action

Uniper is developing a green ammonia import and production terminal in Wilhelmshaven on Germany's North Sea coast. The facility will reconvert ammonia into green hydrogen and nitrogen. A 410 MW electrolysis plant is also planned that – in combination with the import terminal – would be capable of supplying around 295,000 metric tons of green hydrogen, or 10% of the demand expected for the whole of Germany in 2030.

At the 132 MW oil-fired power plant Taylor's Lane in northwest London, we successfully tested running an Olympus turbine with hydrotreated vegetable oil (HVO). This liquid biofuel can reduce lifecycle carbon emissions by 90% compared with diesel, the turbines' current fuel. This is the third power plant HVO has been successfully tested at; converting all of our Olympus turbine to HVO would give us more than 200 MW of dispatchable, low-carbon generating capacity.

› Climate change and greenhouse gas emissions

How Uniper contributed to the SDGs

Goal 14
Goal 15

Life Below Water and Life on Land

In 2022 we facilitated the capture and transport of about 8,400 kilograms of eels from the Main to the Rhine. From there, they can migrate without hindrance to the North Sea, the Atlantic, and ultimately the Sargasso Sea, their breeding grounds. Uniper invests around €80,000 annually for eel protection on the Main alone.

In May 2022 we spotted a nest full of kestrel eggs on top of one of the boiler units at Grain, our 1.4 GW gas-fired power station on the southeast coast of England. Kestrels are a protected species in the United Kingdom, so we reported the nest to the Royal Society for the Protection of Birds (RSPB) and established an exclusion zone around the nest to protect it.

› Biodiversity

Goal 16

Peace, Justice and Strong Institutions

Uniper uses a third-party software tool to assess its counterparties' ESG risk exposure. The software defines risks levels for each counterparty. In line with its target, Uniper assessed 100% of its suppliers for ESG risks in 2022, which is a significant improvement on 2021 (59%).

Russia's invasion of Ukraine in late February 2022 led to numerous sanctions. The Compliance team responded by providing sanction updates on a regular basis. It also reviewed company policies and conducted training to familiarize managers and employees with the risks of noncompliance with sanctions.

› Human rights
› Business ethics and compliance

Goal 17

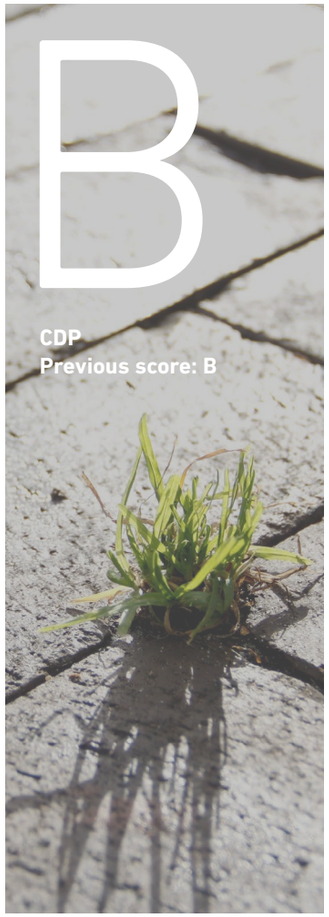
Partnerships for the Goals

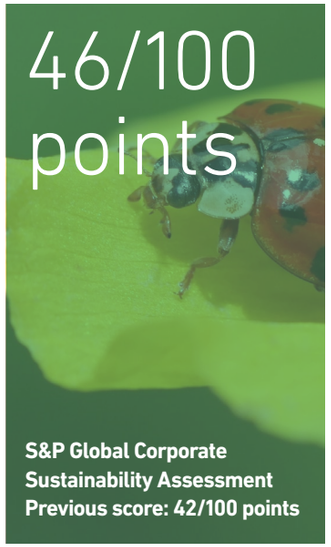
In 2022, Uniper Energy Storage continued its activities within the Oil and Gas Methane Partnership (OGMP) 2.0, a voluntary initiative to help ensure that oil and gas companies report and reduce methane emissions based on harmonized and reliable methods. In 2022, OGMP again recognized Uniper Energy Storage's methane reporting as the "gold standard."

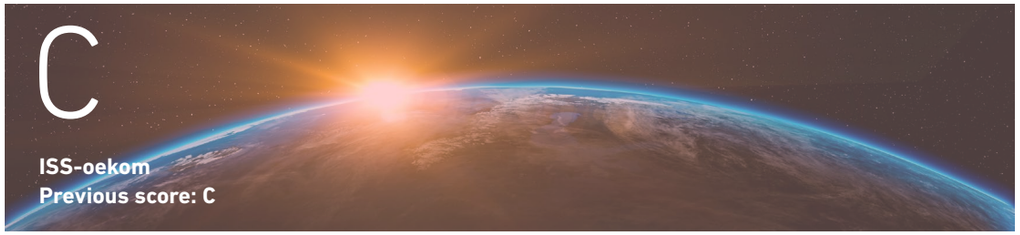
› Climate change and greenhouse gas emissions

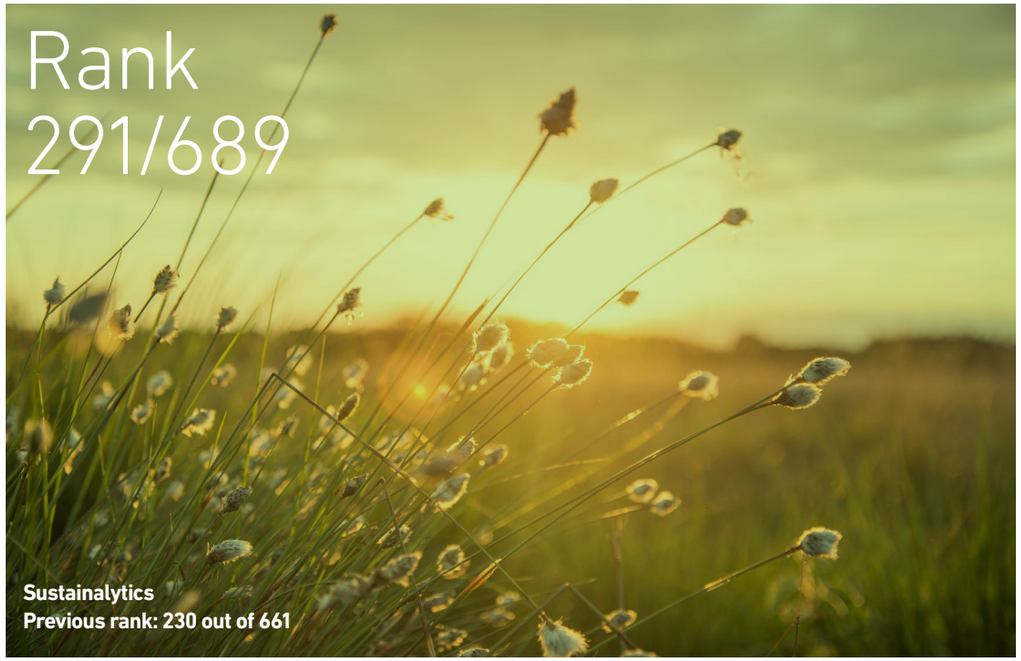
Ratings and rankings

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 by learning from best practices.









Planet

Contribution to the UN SDGs

Prioritized SDGs	Commitment	Targets	Progress on the commitments and targets in 2022
7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION	We contribute to climate change mitigation and adaptation while providing a secure supply of steadily cleaner energy by evolving our businesses and value chains toward net zero together with our key stakeholders.	Carbon neutral, in line with the goals of the Paris Agreement, by 2050 at the latest. Achieve carbon neutrality for our power generation portfolio in Europe by 2035. Reduction of CO_2 emissions in European generation by at least 50% by 2030 (base year 2019). Conduct, by 2022, at least 20 projects whose aims include decarbonization.	Direct carbon emissions in the European Generation segment declined by 2.1 million metric tons from 2021 to 2022. In 2022, an agreement was signed with Shell to conduct joint design studies and site development for Unipers Humber H2ub blue hydrogen project at Killingholme in northeast England. In 2022 we entered into a new PPA with Sunnic Lighthouse for around 208 GWh annually generated from 53 solar farms across Germany. We had 49 projects whose main aims include decarbonization thereby far surpassing our target of 20 projects.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	We minimize Uniper's impact on the environment as a whole as we move along our pathway to neutrality. We support the transition toward a circular economy, including minimizing waste production, maximizing reuse, and recycling. We work with suppliers, contractors, and customers to improve resource efficiency and support life cycle approaches.	Maintain certification of 100% of Uniper's operational assets to ISO 14001.	100% of our operational facilities maintained their ISO 14001 certification. We sold, recovered, or disposed of 1.3 million metric tons of pulverized fly ash furnace bottom ash, and gypsum in 2022. More than 95% was recovered or sold. We produced 44,694 metric tons of operational waste in 2022. This is a 6,385 metric ton reduction from 2021. All Uniper's fossil-fueled power plants and energy storage facilities in facilities in Germany retained their certification to ISO 50001.
14 LIFE BELOW WATER 15 LIFE ON LAND	We manage water in a more sustainable way by improving understanding of our impacts and dependencie We enhance the biodiversity of our -operations and new developments.	Have no severe environmental incidents.	Zero severe environmental incidents in 2022. In 2022, we calculated an initial global biodiversity footprint of our existing operations, in line with the science-based target approach.

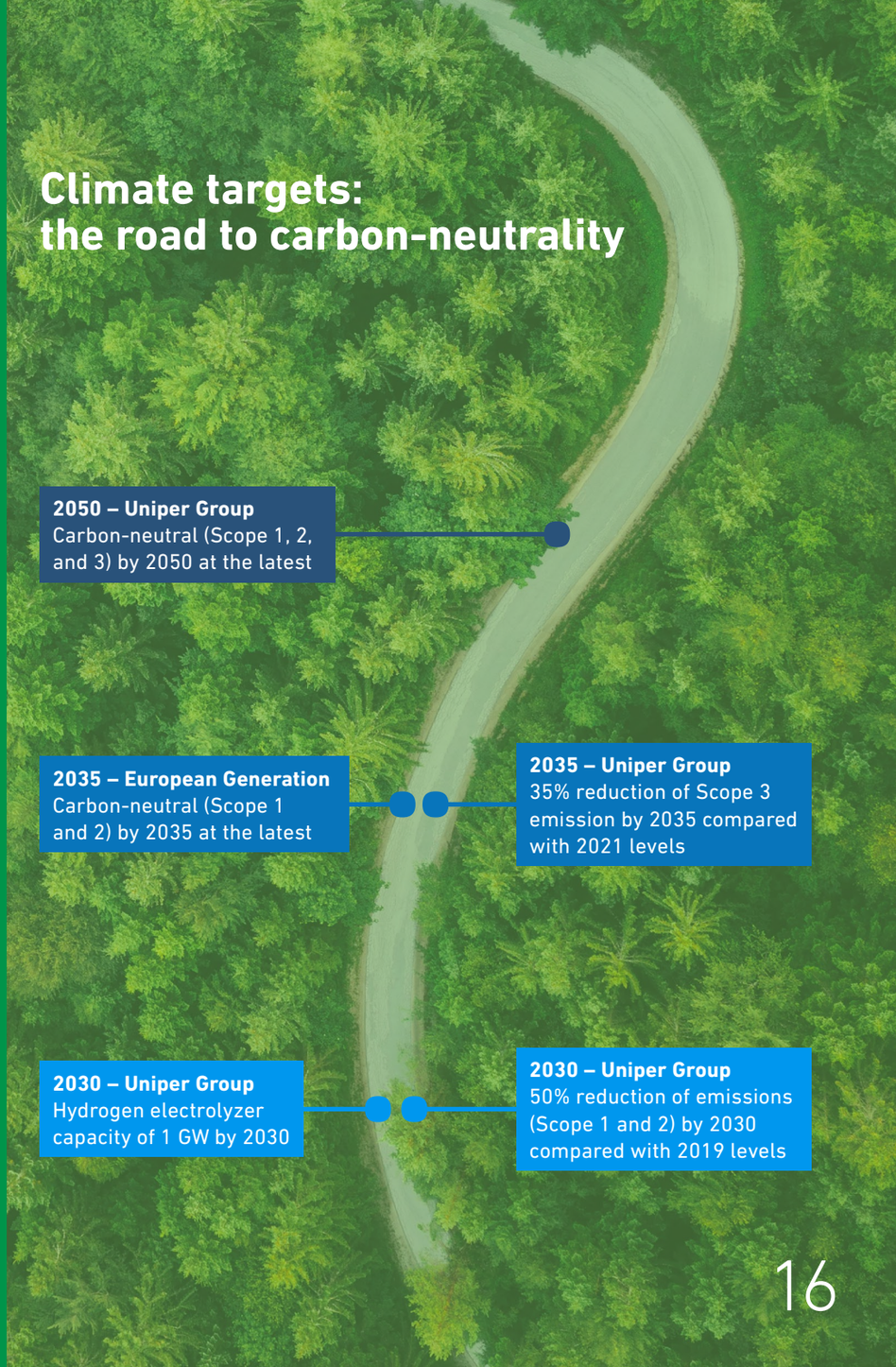
Climate change and greenhouse gas emissions

Climate change is one of the world's biggest challenges and one of Uniper's most material long-term issues. We take our responsibility for climate protection seriously. Europe's energy transition is underway, and we are actively shaping and, where we can, accelerating it. Our aim is to help gradually decarbonize the energy system to support achievement of the Paris Agreement's targets, while simultaneously contributing to a reliable energy supply.

Our decarbonization strategy
Uniper's strategy, which was adopted in 2020, envisages a gradual transformation into a greener, more sustainable Group while creating value for its shareholders and other stakeholders. As a result of the changed market and business situation in 2022, Uniper is currently reviewing its strategic direction. This review will however not alter Uniper's pledge to be carbon-neutral by 2050, which involves at least halving the Scope 1 and 2 emissions of our generation businesses in Europe by 2030 (relative to 2019) and making them carbon-neutral by latest 2035. We also intend to reduce our Scope 3 (indirect) emissions by 35% by 2035 (relative to 2021). The clearly defined coal phase-out strategy and the decarbonization of the gas-fired generation fleet are key to reaching our targets. The transformation path is being continuously driven forward in all business areas, including in particular our new Hydrogen and Renewable business units. Innovations and new technologies will also play a key role for Uniper.

› Uniper's hydrogen strategy
› Innovation

More renewables at Uniper
Low-carbon hydroelectricity accounts for 3.7 GW (accounting view), or 15%, of Uniper's installed generating capacity in Europe. Our renewables business unit has expertise in wind and solar development, operation and management. We aim to grow our renewables business through the development of projects with the option to sell the projects or take them under ownership. Of its pipeline of 3 GW of projects ready-to-build by 2026, 1 GW is at an advanced stage of development as greenfield or co-development projects. We also work continually with developers and other partners to bring more projects into the pipeline to fruition.



Greener commodity trading

Uniper aims to reduce its Scope 3 (indirect) carbon emissions by 35% by 2035 relative to 2021. Most of our Scope 3 emissions are attributable to commodity trading. Natural gas (pipeline and LNG) will continue to play an important role in the energy transition: by replacing coal in power generation; by ensuring a secure supply for heat, power, and industrial processes; and by providing flexibility in the power system. In its position as one of Europe's leading gas suppliers, Uniper will continue to contribute to security of supply in Germany and Europe. And we are also 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.

Uniper will also decarbonize its trading business by transitioning it to greener commodities over time, such as low-carbon ammonia and methanol. Our gas storage infrastructure and decades of experience in procurement, optimization, and trading position us well in the emerging hydrogen market as well as the dynamically developing biomethane market.

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 CO_2 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 2022 Uniper Energy Storage continued its activities as part of the Oil and Gas Methane Partnership (OGMP) 2.0. 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 2022 the OGMP published a report entitled "An Eye on Methane" describing the progress made by its member companies.

Uniper is committed to closely monitor and record its methane emissions in accordance with OGMP's established methodologies. In 2022 OGMP again recognized Uniper Energy Storage's methane reporting as the "gold standard." Our gas storage business identified the importance of fugitive methane emissions early on and has substantially reduced them since 2015. Small methane leaks occur at our storage and measurement and control facilities. Uniper has technical and organizational measures in place to minimize these emissions. We are currently working on technologies to identify and repair potential sources of methane emissions on our assets to further reduce emissions.

An Eye on Methane

Uniper is helping us make our energy portfolio entirely green, which will enable us to save around 67,500 metric tons of CO_2 annually.

Wilhelm Austen
Managing Director
SÜC Energie und H_2O GmbH

Helping our customers decarbonize: Europe
Uniper's portfolio of renewable power purchase agreements (PPAs) totals about 5 TWh of green electricity annually. Under a PPA, Uniper or another counterparty agrees to buy a percentage of the future output of a renewables asset for a set period (typically 10 or 15 years) at an agreed-on price. We have PPAs with wind and solar farms in Europe and the United States and intend to conclude more. In 2022 we entered into a new PPA with Sunnic Lighthouse for around 208 GWh annually generated from 53 solar farms across Germany. Supply began in mid-2022 and will continue through year-end 2027. PPAs help to provide renewables developers the financial security to build their projects and enable us to expand our renewables portfolio.

This growing renewables portfolio will enable us to do even more to help industrial companies and municipalities decarbonize by supplying them with more green electricity. Moreover, matching intermittent renewables output to the needs of industrial and commercial customers is a core competency of our trading and wholesale sales business. Uniper can also provide the green gases – hydrogen, biomethane, and ammonia – that will also be part of many customers' decarbonization journeys.

Helping our customers decarbonize: North America
Our PPA portfolio in North America encompasses more than 19 GWh of low- or zero-¬carbon electricity. With demand for clean energy growing, we intend to quadruple our North American PPA portfolio by 2025. Uniper can also give customers access to, and settlement management services for, carbon allowances and offsets in the main U.S. markets. In addition, in 2022 we began offering industrial and municipal customers green gas, certified natural gas, and renewable natural gas. We are actively exploring North American partnerships and development opportunities for zero and low-carbon hydrogen as well. In August 2022 Uniper entered into an offtake agreement with Canada-based EverWind for up to 500,000 metric tons of green ammonia per year from Canada's first green hydrogen hub.

Phasing out coal while creating a viable future for our assets

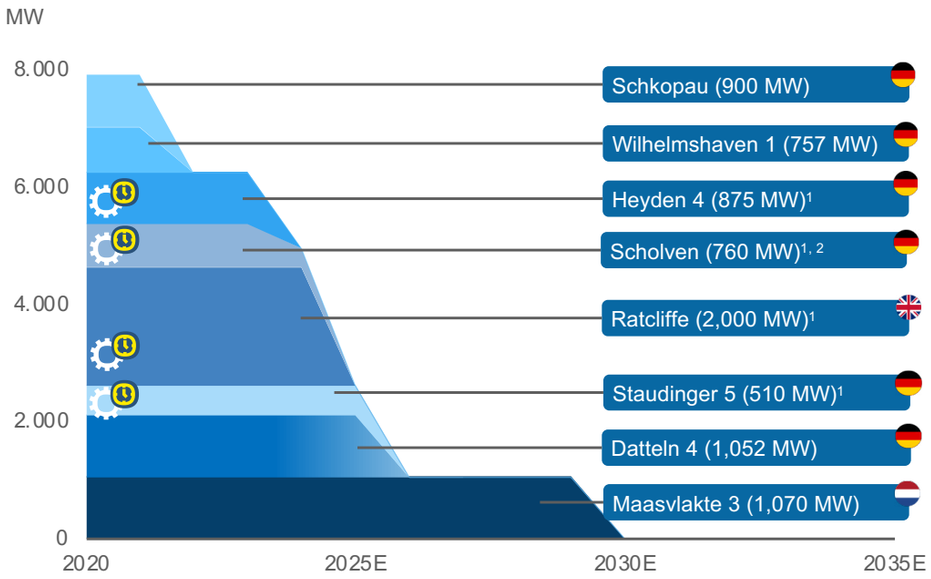
Roughly two-thirds of Uniper's total electricity and heat output already comes from low-emission hydro, nuclear, and gas. This proportion will grow going forward. Amid the tense macroeconomic situation in 2022, however, governments in several European countries gave a number of our coal-fired power plants temporary roles to help ensure a reliable electricity supply from 2022 to 2024. This affects our coal exit path. Nonetheless, Uniper remains committed to its decarbonization pledge.

› Secure and affordable energy supply

Uniper had about 6 GW of coal-fired generating capacity in Europe at year-end 2022. Aligned with our coal phase-out strategy and relevant national legislations, soon most of this capacity will no longer be part of our portfolio. This will bring us progressively closer to our goal of carbon neutrality.

At the latest, we will stop using coal to generate power in the United Kingdom by September 2024, in the Netherlands by year-end 2029, and by year-end 2025 in Germany, with the exception of Datteln 4. After 2025, Datteln 4 will be Uniper's only remaining coal-fired plant in Germany. The EU Commission's approval under state-aid law requires its disposal to be completed by year-end 2026.

Uniper's coal fleet



Note: Accounting view.
1. Delayed exit date due to security of supply operations.
2. End of commercial operations, technical end of operations subject to BNetzA / TSO decision.

Temporary prolongation of operations for system relevent coal-fired power units in Germany and UK

A viable future for our assets

Coal-fired power generation has no future at Uniper. But the facilities themselves do. They have good locations and useful infrastructure, such as grid infrastructure equipment, rail links, and connections to district-heating networks. We are convinced that this will enable them to play a vital role in a low-carbon economy after coal-fired power generation ends. We have therefore developed plans to repurpose them.

Some of the re-purposing will take place at our Energy Transformation Hubs. Uniper aims to find sustainable solutions for Uniper's assets, solutions that will also ensure a fair transition for the local economy and for our employees and value chain.

Our plan to convert Scholven power plant in west-central Germany from coal to gas is already nearing completion: its two new high-efficiency gas turbines were tested in 2022 and will enter service in 2023. In 2022 we also continued to work closely with stakeholders in central England to explore ways for Ratcliffe power plant to play a new role in the region's energy system. The plans for two other plants – Wilhelmshaven in Germany and Maasvlakte in the Netherlands – are described in the Hydrogen chapter.

› Just transition
› Hydrogen
› Energy Transformation Hubs

Making our gas turbine fleet even greener

Uniper has about 8 GW of gas-fired power plants in Germany, the Netherlands, the United Kingdom, and Hungary. Nearly all are extremely fuel efficient. For example, unit 6 at Grain power station in southeast England achieves a fuel efficiency of over 80% when cogenerating power and heat. That is climate protection in action. Nevertheless, for our generation business in Europe to be climate neutral by 2035, our gas turbine fleet will need to decarbonize. The three most promising options are hydrogen, biofuels, and carbon capture. In 2022 we continued to work with General Electric and Siemens Energy to evaluate converting gas turbines to run on hydrogen. The project involves conducting feasibility studies and testing the co-firing of gas and hydrogen as a first step toward 100% hydrogen-fueled operation. We are also assessing the feasibility of carbon capture and storage (CCS) and carbon capture and utilization (CCU) as additional options for reaching climate neutrality.

Testing low-carbon biofuels for turbines
Taylor's Lane, a 132 MW oil-fired power plant in northwest London, has eight Rolls-Royce Olympus gas turbines. In 2022 we successfully tested running one of the Olympus turbines with hydrotreated vegetable oil (HVO), a liquid biofuel. The findings showed that HVO did not adversely affect performance and, in addition, could further reduce emissions such as dust and sulfur dioxide. HVO has two advantages. First, it could reduce lifecycle CO_2e-emissions by 90% compared with diesel, the turbines' current fuel. Second, HVO is increasingly used in the transport sector, so there is an ample supply. We have now successfully tested HVO at three power plants with Olympus turbines and plan to share the results with our other plants that use them. The potential is considerable. Converting all of our Olympus turbine to HVO would give us more than 200 MW of dispatchable, low-carbon generating capacity.

A refinery will help heat homes and businesses
BP Gelsenkirchen in west-central Germany used to let the waste heat from its refinery processes go to waste. In 2022 BP entered into a partnership to inject 60 MW of its waste heat into Uniper Wärme's district heating network. A roughly three-kilometer pipeline will connect BP to our network. One of the pumping stations for the pipeline will be built on the grounds of Scholven, our power plant nearby. Construction began in November 2022, and BP is scheduled to start providing heat by early 2024. The project will displace more than 80,000 metric tons of carbon annually. It represents a meaningful step toward making the industrial Ruhr district more sustainable.

Carbon emissions data

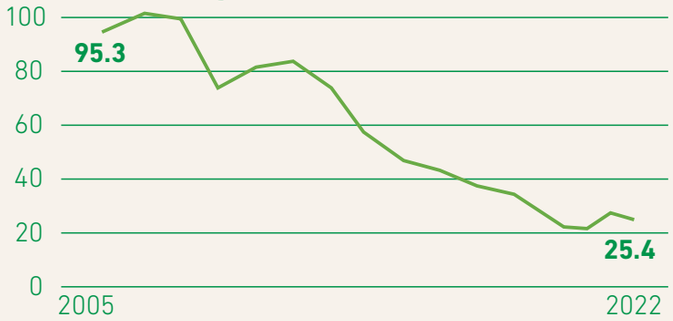
Greenhouse Gas Protocol: Scope 1

Uniper's direct carbon emissions from the combustion of fossil fuels to generate power and heat totaled 55.6 million metric tons in 2022 (2021: 50.9 million metric tons). The Russian Power Generation segment was mainly responsible for the increase. Its power plants, particularly the lignite-fired power plant Berezovskaya 3 which returned to commercial operation in May 2021, were dispatched more frequently by the system operator to meet higher demand. In the European Generation segment, the operating times of Uniper's hard-coal-fired power plant portfolio increased due to the security of supply measures and the improved market conditions. Nevertheless, overall carbon emissions in the European Generation segment declined slightly in 2022. This was caused by the disposal of Schkopau lignite-fired power plant in October 2021 as well as lower operating hours of gas-fired power plants in the United Kingdom due to unplanned unavailability.

In the long term, the Uniper Group companies have reduced their annual direct carbon emissions in Europe by 69.9 million metric tons since 2005 (start of the EU emissions trading scheme) - a decrease of 73%.

Uniper's direct carbon emissions in Europe[1]

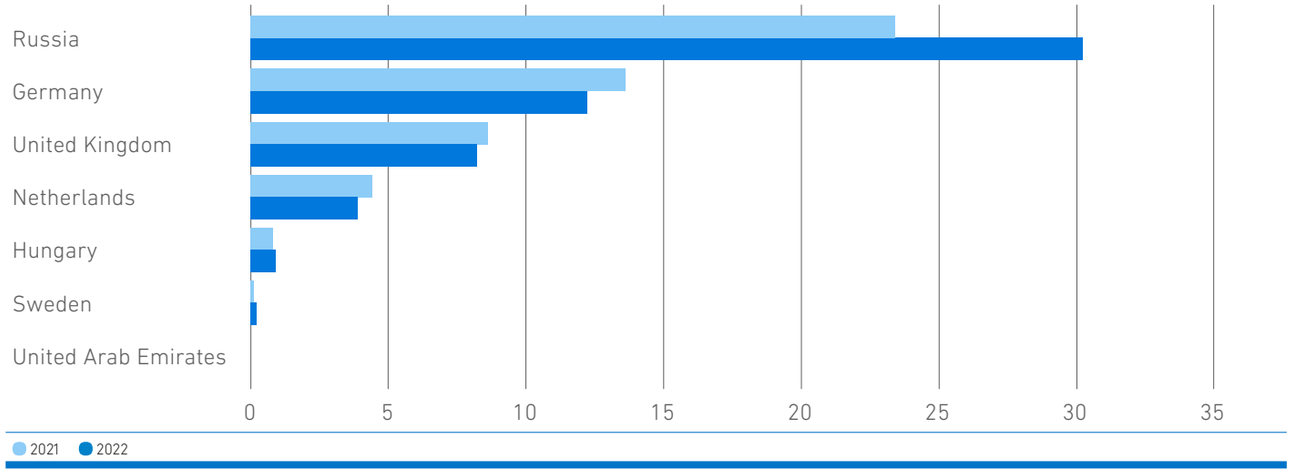
Million metric tons of CO_2



[1] Carbon emissions of our generation business in Europe calculated using the operational control approach.

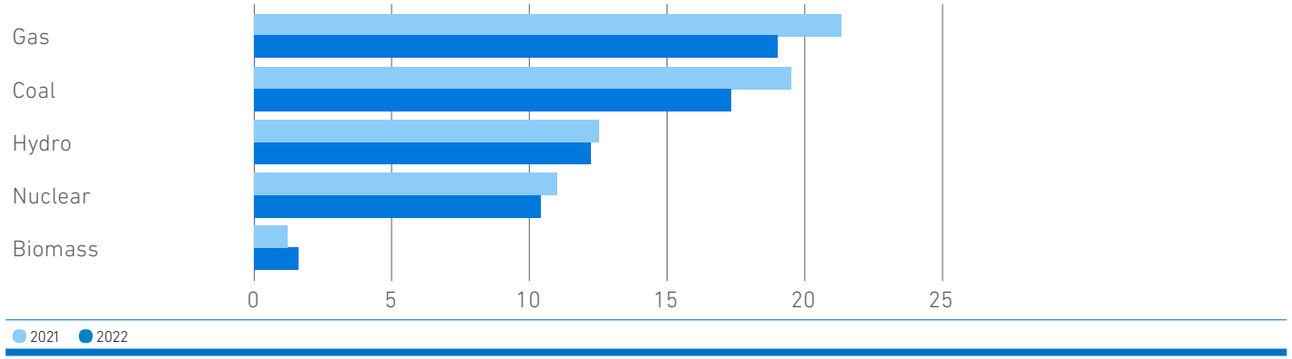
Direct CO_2 Emissions from Fuel Combustion by Country

million metric tons CO_2



Power Production in Europe by Fuel Type

Power Production (billion kWh)

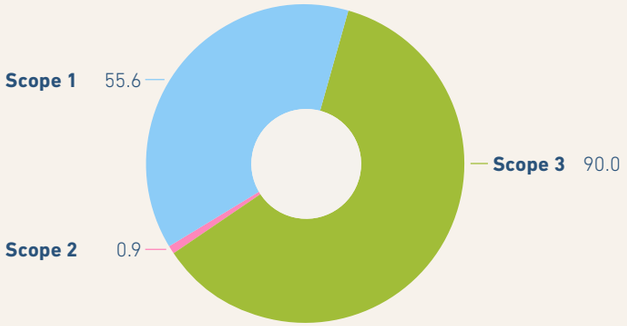


Greenhouse Gas Protocol: Scope 2
Uniper's Scope 2 emissions rose from 0.60 million in 2021 to 0.66 million metric tons of CO_2e in 2022 using the location-based approach and from 0.80 million to 0.89 million metric tons of CO_2e using the market-based approach from 2021 to 2022. The increase was caused mainly by more station use at our power plants in Russia.

Greenhouse Gas Protocol: Scope 3
Scope 3 emissions declined from 106.3 million in 2021 to 90.0 million metric tons of CO_2e in 2022 chiefly because we sold less coal to end users and reduced our upstream gas activities. The use of products sold to end users and resellers accounted for 67.4 million metric tons, or 75%, of Scope 3 emissions in 2022.

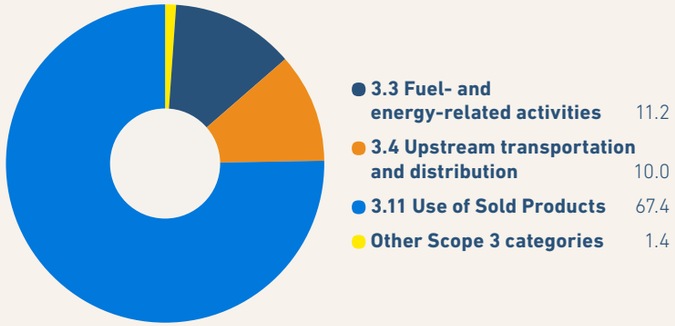
Scope 1, 2, and 3 Emissions 2022

million metric tons CO_2e



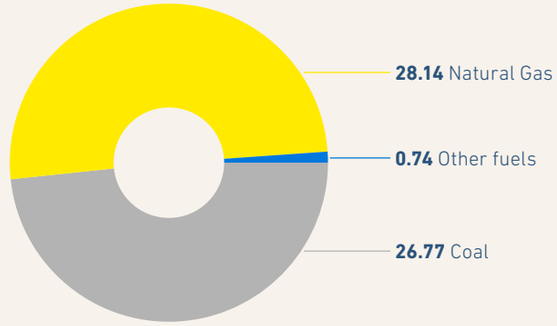
Indirect CO_2e Scope 3 Emissions 2022

million metric tons CO_2e



Direct CO_2 Emissions by Fuel 2022

million metric tons CO_2



› See appendix for more information

Hydrogen

Uniper considers hydrogen – alongside natural gas and renewables – to be an essential ingredient in tomorrow's low-emission energy mix. Because the decarbonization of many industries – such as heavy-duty transport, maritime shipping, aviation, steel, and chemicals – cannot be achieved by electrification alone. Low- and zero-carbon hydrogen can make this possible. It can be combined with captured CO_2 to produce chemicals, green diesel, and synthetic jet fuel. The required CO_2 will be captured from power generation and industrial processes or, ideally, from biogenic processes like biomethane production or directly from the air.

Uniper's hydrogen business will focus initially on providing industrial customers with zero- and low-carbon hydrogen as well as hydrogen-based synthetic fuels. Uniper also plans to supply hydrogen to the transport sector and to convert some of our gas-fired power plants to hydrogen.

Several Uniper hydrogen projects made noteworthy progress in 2022.

- An agreement was signed with Shell to conduct joint design studies and site development for Uniperr's Humber H2ub blue hydrogen project at Killingholme in northeast England.
- For the project Bad Lauchstädt in east-central Germany, Uniper selected a manufacturer to provide the electrolysis unit; in addition, permitting was almost finished, and engineering has been making good progress.
- For the project H2Maasvlakte in Rotterdam Uniper began its front-end engineering design study; the project was nominated as an important project of common European Interest (IPCEI)
- Project Air in Sweden (a joint project of Perstorp and Uniper) was selected to receive a grant from the EU Innovation Fund; its purpose is to provide methanol to the chemicals industry.

Uniper Hydrogen Website

Hydrogen supply

Hydrogen demand will rise across all sectors, and Europe will have to meet much of its future hydrogen needs with imports, either by pipeline or by ship. Uniper's long history of sourcing energy globally positions it superbly to help Europe get the clean energy it needs. Uniper entered into several new partnerships in 2022 to expand its worldwide hydrogen sourcing activities. For example, we entered into a cooperative agreement with HIF Global and HIF Chile for the sale and purchase of the e-fuel eMethanol produced in southern Chile. HIF Global expects to produce approximately 4 million metric tons of e-fuels annually. Uniper also has a cooperative agreement with HYPORT® Duqm, a major project to produce green hydrogen and green ammonia in Oman. We are now assessing the business case for using HYPORT® Duqm as a supplier. HYPORT® Duqm expects to begin production in 2026.

Uniper aims to help decarbonize its other industries as well as its own, while still ensuring supply security. We're therefore establishing a global portfolio of hydrogen products that we intend to source, transport, and supply to customers, primarily in Europe, North America, and Asia.

Axel Wietfeld
CEO Uniper Hydrogen GmbH

Bad Lauchstädt Energy Park
This project aims to produce, transport, store, and utilize green hydrogen on an industrial scale in the Central German Chemical Triangle located about 35 kilometers west of Leipzig. An electrolysis unit of up to 30 MW – one of the largest of its kind currently in planning – will use renewable electricity from a nearby wind farm to produce green hydrogen. The hydrogen can be stored temporarily in a specially modified underground salt cavern located near the site. It will then be transported through a repurposed gas pipeline to the hydrogen network of nearby chemicals companies. In the future, the hydrogen will also be used in urban mobility solutions like hydrogen-powered buses.

Green Fuels Hamburg for greener skies
Air travel is almost entirely fossil-fueled and very carbon intensive per passenger kilometer. Green Fuels Hamburg, a project run by Uniper and a group of renowned partners, aims to change that. The project relies on a technology called power-to-liquid (PtL). PtL involves combining zero-carbon hydrogen and captured CO_2 to produce carbon-neutral e-fuels, in particular green kerosene for aircraft but also green naphtha, oxygen, and heat. These products are carbon-neutral because the hydrogen is produced with renewable electricity and the captured CO_2 would otherwise have been released into the atmosphere.

Green Fuels Hamburg made important progress in 2022. It secured a suitable location in Hamburg's port district. This puts it physically close to sources of renewable electricity, a provider of CO_2, and companies interested in buying e-fuels. It also completed design work on the production facility. The project intends to conduct a feasibility study in 2023.

Green Fuels Hamburg aims to produce 10,000 metric tons of e-fuels – primarily green kerosene – annually. This supports Germany's intention to ramp up green kerosene production from 2026 onward and to produce 200,000 metric tons of climate-friendly aviation fuel from 2030 onward. This is equal to 2% of Germany's kerosene consumption in 2019. Although the modesty of this proportion underscores the complexity of decarbonizing aviation, Uniper is determined to be a pacesetter in making air travel climate-friendlier.

Energy Transformation Hubs

Decarbonization and security of supply are essential for the energy transition. To help Europe accomplish both simultaneously, Uniper needs to generate, store, and supply more carbon-neutral energy and diversify its energy supply sources. That's why we are creating technology and exchange platforms called Energy Transformation Hubs, where we engage with local and national stakeholders and work closely with partners to reduce CO_2 emissions and secure the energy supply for the future. Our Energy Transformation Hubs are located in key regions of Germany, the Netherlands, Sweden, and the United Kingdom. They often include one of our power plants and storage facilities. This enables us to combine existing and new infrastructure and to strengthen industrial regions to create new businesses and jobs.

Northwest Energy Transformation Hub
Uniper is developing a green ammonia import and production terminal in Wilhelmshaven on Germany's North Sea coast. The facility will reconvert ammonia into green hydrogen and nitrogen. The terminal will be connected to the planned hydrogen network. A 410 MW electrolysis plant is also planned, which – in combination with the import terminal would be capable of supplying around 295,000 metric tons of green hydrogen or 10% of the demand expected for the whole of Germany in 2030. The project, called GreenWilhelmshaven, is listed in the EU's Ten-Year Network Development Plan (TYNDP) and will help the Community realize its objective of importing 10 million metric tons of hydrogen annually by 2030.

Killingholme Energy Transformation Hub
Humber Industrial Cluster on England's northeast coast aims to get to net zero. The project is called Humber H2ub. Uniper's Killingholme power plant is located in this cluster. Together with Shell, we intend to build a 720 MW blue hydrogen production facility at Killingholme. It will use gas reformation technology to produce hydrogen and capture and store the resulting carbon-dioxide emissions. The project is currently in the front-end engineering and design (FEED) phase. A final investment decision is expected in the mid-2020s.

H2Global Foundation
In 2022 a Uniper representative was elected to serve as Head of Trustees of the H2Global Foundation, an initiative launched in June 2021 by the German Federal Ministry for Economic Affairs and Energy (BMWi). Germany, like many other heavily industrialized countries, will need to import hydrogen because its demand will surpass its domestic production capacity. The foundation will support the ramp-up of green hydrogen by subsidizing these imports to ensure that green hydrogen is competitively priced relative to grey hydrogen. The aim is to accelerate the development of green hydrogen production capacity worldwide.

Emissions to air, land, and water

Fossil-fueled power generation results in the emission of greenhouse gases as well as sulfur dioxide (SO_2), nitrogen oxides (NO_x), dust, and wastewater. Their release could impact air, water, and/or soil quality. Uniper mitigates these impacts by meeting all 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, further improvements are made via environmental management system (EMS) improvement programs. Our team of technical experts devote much of their time to projects that explore options for reducing our operations' environmental impact.

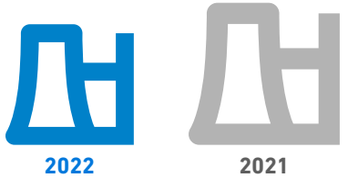
SO_2-, NO_x- and dust emissions for the Uniper Group (excluding Russia) decreased overall from 2021 to 2022 primarily due to the disposal of Schkopau lignite-fired power plant in October 2021.

Uniper stands by its pledge that its generation portfolio in Europe will be carbon-neutral by 2035. This will significantly reduce our direct carbon emissions and our SO_2, NO_x, and dust emissions in the long-term.

The 2021 and 2022 SO_2-, NO_x- and dust data presented on this page excludes the discontinued business unit Russian Power Generation.

› See appendix for more information

SO_2 emissions (kilotons)



Sulfur dioxide (SO_2) emissions
SO_2 results primarily from the combustion of sulfurous coal. Flue-gas desulfurization (FGD) equipment captures about 90% of our SO_2 emissions and prevents them from entering the atmosphere. We emitted 4.5 kilotons of SO_2 in 2022, 0.8 kilotons less than in 2021.

SO_2

NO_x emissions (kilotons)

Nitrogen oxides (NO_x) emissions
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 2022, our NO_x emissions decreased by 1.3 kilotons.

NO_x

Dust emissions (tons)

Dust emissions
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 10 and 2.5 microns. Our dust (or particulate) emissions were 10 tons lower in 2022 than in 2021.

Dust

Cottam Development Centre in the UK

Reducing dust and NO_x at Cottam

Cottam Development Centre (CDC), a 450 MW combined-cycle gas turbine in Retford, England, went offline in mid-2022 for a routine three-month maintenance outage. It hired GeoPura, a renewable energy company, to power the maintenance project. GeoPura provided a fuel cell that converted green hydrogen into zero-emission electricity. The hydrogen was produced using electricity from a nearby biomass facility. Previously, CDC had used diesel generators for power during maintenance. The new approach, a first at Uniper, displaced 94 metric tons of carbon during the three-month project and avoided the particulate and NOx emissions of diesel generators. It also substantially reduced noise (diesel generators are loud, fuel cells are quiet), which improved the work environment for people on-site. Solar-powered lighting towers and electric vehicles were also utilized during the outage.

Helping reduce marine plastic litter

Waste microplastics end up in inland water bodies and the ocean where they can be ingested by aquatic and marine animals and thus enter the food chain. Maasvlakte, a Uniper power station in Rotterdam's harbor district that uses seawater for cooling, has continued to participate in a three-year EU-funded project called InNoPlastic. Its aim is to develop innovative technologies that capture nano-, micro-, and macroplastics in water and thus help the EU achieve a circular economy. Maasvlakte's role is to collect samples of ocean water and sediment to determine what types of plastic they contain. In 2022, the project developed a technique to separate the plastic samples into nano- and microparticles to enable a better understanding of the composition of this waste in the ocean.

Grid stability technology without the need to generate power

As we move towards a net-zero future with a greater proportion of renewable energy generation, maintaining grid stability becomes a significant challenge for energy system operators. Traditionally, this stability is maintained through inertia services, which are typically provided as a by-product of thermal generation and contribute to air pollution.

To address this challenge, Uniper has implemented a rotating grid stability technology at its Killingholme power plant in the UK, which became operational in 2022. This innovative technology utilizes a flywheel that rotates 3,000 times per minute and retains kinetic energy or inertia in the electricity system. The stored energy helps to maintain the grid's stability at the correct frequency and voltage level without generating any emissions to the air. By using this technology, Uniper can help achieve grid stability without relying on thermal generation and associated emissions. This innovation is a significant step towards achieving a sustainable and net-zero energy system, with Uniper leading the way in developing and implementing innovative solutions to address the environmental challenges of power generation.

“The services we provide to the National Grid ESO will play an important role in helping deliver the UK's net zero ambitions, by maintaining grid stability and security of energy supplies, whilst enabling more solar and wind power to come onto the grid in the future

Mike Lockett
Uniper UK Country Chairman
and Group Chief Commercial Officer Power

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.

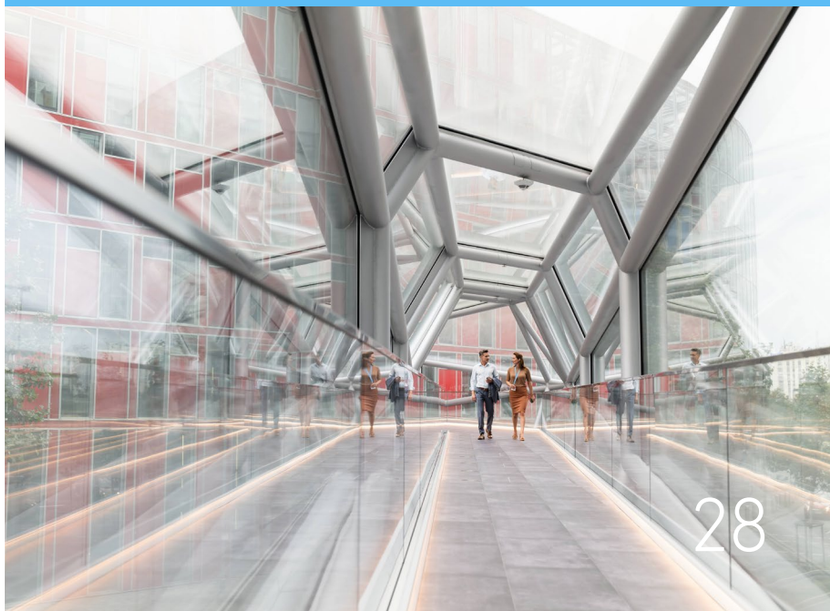
Energy management systems
All of Uniper's fossil-fuel power plants and energy storage facilities in Germany have energy management systems in place. These systems meet the standards required to achieve certification to ISO 50001, an internationally recognized standard that provides a framework for companies to develop a policy for more efficient use of energy. All of these facilities retained their certification to ISO 50001 in 2022.

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.

An employee at Uniper Power Engineering Services in the UK

Energy-efficient offices
Energy is Uniper's business. In 2022 the Uniper Management Board adopted an initiative to enhance energy efficiency in the Company's office buildings. It involves changes to how we run them and how our people work. This may mean adjusting heat and tap water temperatures and reducing office space used, to name just a few of the possible energy-saving measures. Teams at each office site decide which measures make the most sense for it. Our Düsseldorf headquarters, which has the most employees of any office, is in a technologically advanced, LEED-rated (Leadership in Energy and Environmental Design) energy-efficient building. Nevertheless, we aimed to reduce its consumption in the winter of 2022/2023 by 500,000 kWh, which is roughly equivalent to the annual energy consumption of 200 two-person households. We sought to do this in part by reducing the office room temperature and by not using half the available office space, thereby conserving much of the energy that would otherwise have been needed for it and the office equipment located there.

Uniper's offices in Düsseldorf, Germany



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 change 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 the hydropower plants with a total capacity of 3.6 GW that we own and operate in Sweden and Germany. If these changes occur, discussions with regulatory agencies about adjusting our permitted operations to reflect seasonal variations may be necessary.

Low water levels on the Rhine

The water level of the Rhine River in Germany dropped in mid-2022 owing to persistently hot, dry weather. Barges bringing hard coal to Uniper's Staudinger power plant could only be loaded with less than 40% of their normal capacity. We were unable to replace this with coal supplied by rail. Although Staudinger operated more hours in 2022 to help secure the electricity supply, by late August 2022 its coal bunker was only half as full as in prior years. Fortunately, because river traffic never ceased entirely, Staudinger at no point had to reduce its output. But this indicates the kind of issues that in the future we might face with greater frequency.

Low water levels on the river Rhine, Germany

A Uniper Hydro plant in Sweden

Using water responsibly

We are committed to using water responsibly. We do this by complying with all applicable laws, regulations, and permit conditions, 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. Uniper complies with all applicable laws and regulations. The EU enacted the Water Framework Directive (WFD) in 2000. It obliges member states to achieve a good status for all bodies of water within their jurisdiction. We fully support the WFD.

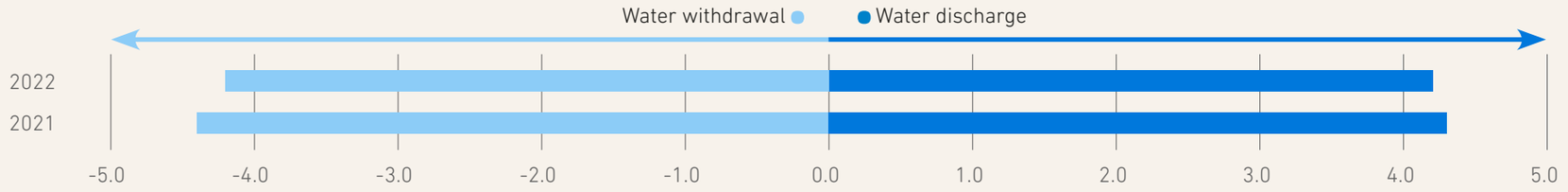
Total water withdrawal and discharge

In 2022, we withdrew 4.2 billion cubic meters of water, 99% of which was withdrawn for cooling purposes. We withdrew 0.2 billion cubic meters less than we did in 2021.

99%

of the water withdrawn in 2022 was discharged back to the source

Water withdrawal and water discharge in billion m³



› See appendix for more information

Circular economy and waste management

Circular economy

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. We made a concerted effort in 2022 to consider the life cycle of the waste materials that arise from our operations to identify even more options for reuse or recycling. For example, we established a waste working group in the United Kingdom in 2022 to address this topic.

From fuel to building material

The generation of electricity at coal-fired power plants yields by-products like fly ash. If these by-products meet certain quality standards, they have beneficial uses. For example, they can replace a portion of the cement in the manufacture of ready-mixed concrete and concrete products in the construction industry. Using high-quality fly ash in this application is good for the environment because it makes beneficial use of a by-product and reduces the environmental impact relative to the use of cement that it replaces (which would otherwise be used in the concrete products). BauMineral, our Herten-based building materials specialist, not only maximizes the marketing of our by-products, but it also helps its customers to maximize their own reuse.

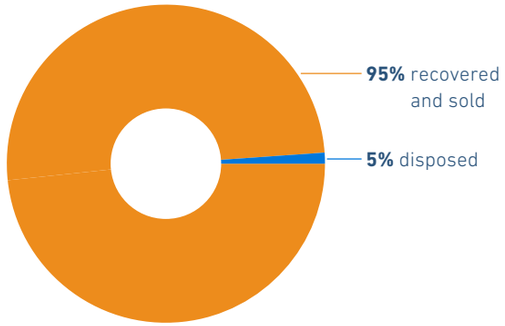
Uniper's long-term decarbonization goal involves phasing out coal generation in Europe. Other power generators have similar ambitions. This will significantly reduce the amount of fly ash available for the building material industry and is already affecting the market. The Russia–Ukraine war and the subsequent embargo on Russian coal had a significant impact on Uniper's power generation business in 2022. We had to swiftly find new sources of coal and to operate some coal-fired power plants more than anticipated to help maintain a reliable electricity supply. This resulted in an unplanned increase in fly ash, sometimes of mixed quality because of the changes in our coal sourcing.

We took steps to prevent fly ash, especially that of high quality, from being landfilled. For example, fly ash from Maasvlakte, a Uniper power plant in the Netherlands whose operating hours increased in 2022, was transported for storage at other Uniper locations where it can be delivered to the ready-mix concrete and building industries.

By-products at Uniper

We sold, recovered, or disposed of 1.3 million metric tons of pulverized fly ash furnace bottom ash, and gypsum in 2022. More than 95% was recovered or sold.

% of by-products disposed and recovered and sold in 2022



› See appendix for more information

Recycling rare-earth elements

Uniper Wärme, which operates our district heating business for the Ruhr district of Germany, began a program in 2022 to recycle rare-earth elements from discarded heat pumps. Uniper Wärme sends discarded heating pumps to a recycling facility operated by Wilo, a Dortmund-based mechanical engineering firm, where the pumps are presorted. They are then sent to the Christian Youth Village (CJD) in Dortmund, a charitable organization that employs people with learning disabilities and mental challenges. CJD dismantles the pumps and markets the recovered raw materials, thereby returning them to the material cycle. CJD processes 10 metric tons of pump scrap each year, 2.5 metric tons of which come from Uniper.

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 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 44,694 metric tons of operational waste in 2022. This is a 6,385 metric ton reduction from 2021.

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 3,231 metric tons in 2022, which is an increase from 2021 (2,398 metric tons). The increase primarily resulted from the decommissioning and dismantling of Barsebäck NPP's two units in 2022. Of the 2022 total, 42 metric tons was high-level radioactive waste (2021: 38 metric tons); 743 metric tons was intermediate-level radioactive waste (2021: 391 metric tons), and 2446 metric tons was very low- or low-level radioactive waste (2021: 1,969 metric tons).

We have an important responsibility to ensure that this waste is properly handled, stored, and disposed of in accordance with Swedish law. That is why safety, as well as radiation and environmental protection, are high priorities for us.

The decommissioning and dismantling of Barsebäck NPP's two units and units 1 and 2 at Oskarshamn, which continued in 2022, will lead to an increase in all levels of radioactive waste in the years ahead. However, Uniper continues to safely maximize waste recycling and minimize radioactive waste, including materials with higher levels of radioactivity which are destined for Sweden's final repository.

The dismantling of Barsebäck

Recycling air filters
In 2022 Cottam Development Centre (CDC) became the first UK power plant to effectively recycle its gas turbine's air filters. The filters, which clean the incoming air for combustion, were previously replaced once or twice a year and sent to landfill. Now they are cleaned and reinstalled. CDC reused a total of 2,304 air filters in 2022. Other Uniper plants in the United Kingdom are considering emulating CDC's successful initiative.

Recycling PPE
The team at Grain, a large Uniper gas-fired power station in southeast England, used to dispose of their old personal protective equipment (PPE). In 2022 they began recycling it. Some items, such as gloves and clothing, can be professionally washed and reused. Safety footwear is donated to charity, and plastic items that cannot be reused, such as safety helmets, are granulated for plastic recycling.

Recycling waste at Barsebäck
The dismantling of Barsebäck NPP, which is located about 20 kilometers north of Malmö on Sweden's southwest coast, began in 2020. Work continued in 2022 to dismantle the condensers, which were used to cool the steam that had passed through Barsebäck's turbines and convert it back to process water. Dismantling involves several steps, including the manual removal of 35,000 nine-meter titanium tubes. The next step was to high-pressure water blast the condensers in their entirety to remove a layer of oxide containing higher levels of radiation and thus make it possible for the condensers to be handled as conventional waste and perhaps be recycled. We aim to send more than 300 metric tons of metal scrap to local waste handling instead of a special treatment located elsewhere, thereby reducing transport distances and secondary waste. The water used for blasting was collected and filtered in a three-step process before being sent to an on-site water processing facility.

Biodiversity

Uniper recognizes that its operations have the potential to impact biodiversity 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 operating life, 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 calculated an initial global biodiversity footprint of our existing operations, in line with the science-based target approach. This initial footprint clearly identified that delivery of our decarbonization goals will be the most important action towards reducing the impact of our activities on biodiversity at a global level. During the next two years, Uniper will focus on developing biodiversity management processes and associated targets to combine the global benefits of delivering our decarbonization strategy together with the local benefits of improving biodiversity management on our sites.

Enhancing Biodiversity

Nesting kestrels at Grain
In May 2022 we spotted a nest full of kestrel eggs on top of one of the boiler units at Grain, our 1.4 GW gas-fired power station on the southeast coast of England. Kestrels are a protected species in the United Kingdom, so we reported the nest to the Royal Society for the Protection of Birds (RSPB) and established an exclusion zone around the nest to protect it, the eggs, and once hatched, the fledglings. We also mounted video cameras to capture footage of the nests throughout the summer, including time-lapse imagery of hatching. After the young kestrels left the nest, they were seen circling over the power station.

Andy Wheeler, Grain's Environment Advisor, said: "We were determined to do everything we could to protect these rare birds and ensure the nest and fledglings had the best chance to survive. It worked. Several of the eggs hatched, and healthy fledglings flew the nest. It was another example of how Uniper systematically minimizes its environmental impact and, when the opportunity arises, takes steps to make a positive difference."

Common Kestrel

Biodiversity improvements at Connah's Quay
Connah's Quay, Uniper's 1.2 GW gas-fired power station in North Wales, is located on the River Dee Estuary, a wetlands that provides a migratory habitat for a wide variety of bird species, many of them rare and protected. The Dee Estuary is deemed a Site of Special Scientific Interest and is covered by several categories of environmental protection. We collaborate with a number of key stakeholders (including the Deeside Naturalists Society, the Royal Society for the Protection of Birds and Natural Resources Wales to manage 56 hectares of our property as a nature reserve. Over the years, Uniper has built a large two-tier hide providing a view of the river to the north and a wetland meadow to the south as well as a field study center overlooking bunded coastal pools we created. The hide and study center are used by scientists, local bird enthusiasts and community groups. We take other steps as well, including restricting access to some operational areas of the installation, to ensure that protected bird species remain undisturbed whilst nesting. Our efforts, which go well beyond the environmental mitigation measures stipulated when the power station was built, help safeguard this important natural asset and enhance its biodiversity. For example, the first known pair of avocets nested in the reserve in 2021 and returned in 2022 along with a pair of Cetti's warblers.

Connahs Quay Power Plant in the United Kingdom

Mine recultivation project concluded

A predecessor entity of Uniper operated opencast lignite mines near the town of Wackersdorf in eastern Bavaria until the early 1980s. Extensive recultivation began in 2002. The largest and final section, an 80-hectare area called Westfeld, was completed in August 2022 – ahead of schedule and on budget. Deadwood and stone biotopes were created, while hydroseeding yielded additional habitats. Over two decades, an industrial wasteland has been carefully transformed into a natural landscape in which regional flora and fauna can flourish and that people can enjoy. Uniper's efforts included partnering with Wackersdorf to significantly improve the town's flood protection.

Re-cultivated Westfeld by Josef Merkl 2022

Litzau Loop habitat project completed

Dessau and Dornau, two Uniper hydroelectric plants in Bavaria, are situated on the Lech River about 70 kilometers southwest of Munich. The plants are also connected by the 15-kilometer Litzau Loop, the river's last natural free-flowing segment and a species-rich nature reserve. Uniper worked closely with the local water management authority to conduct a multiyear project to create habitats and spawning grounds for a variety of fish and a breeding ground for birds. In late autumn 2022, we restored a side arm of the Loop, which had been without water for several years. It now provides a refuge for huchen, nase, and other fish during floods and an important growth habitat for juvenile fish. We also removed vegetation from a gravel island so it can serve as an environment for sandpipers, a rare wading bird. The Litzau Loop habitat project is now completed. We plan to continue monitoring the Loop and, if necessary, to make improvements.

A sandpiper

Bypasses for fish

The dams of hydroelectric plants are obstacles for fish. Consequently, nearly all Uniper's run-of-river hydro plants in Germany and Sweden have a man-made creek—called a fish pass or fish ladder—enabling fish and other water dwellers to get around the plants safely. We have added 25 fish passes of various designs in recent years. In Dessau, we began installing one in 2022. During its construction, another gravel spawning ground will be created downstream of the plant. The fish pass will be a near-natural bypass, thereby providing the right conditions for young fish to thrive after hatching. More fish passes on the Lech, Isar, and Danube are at various stages of planning, approval, and implementation.

More oxygen for the Danube

Fish and other aquatic organisms need oxygen. 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, there is little scientific knowledge 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, decided to conduct a research project to find out more. July and August 2022, which were extremely hot and dry, created the perfect laboratory conditions. During this time, we tested oxygenation at Vohburg, Regensburg, and Straubing, three of our hydroelectric plants on the Danube. The first results are expected in the course of the year 2023 and will be discussed with experts.

Safe eel migration
The European eel must migrate from rivers to the sea to complete its life cycle. The dams of hydroelectric plants get in the way. Each year Uniper helps thousands of eels overcome these barriers in both Sweden and in Germany. In 2022 we facilitated the capture and transport of about 8,400 kilograms of eels from the Main to the Rhine. From there, they can migrate without hindrance to the North Sea, the Atlantic, and ultimately the Sargasso Sea, their breeding grounds. Uniper invests around €80,000 annually for eel protection on the Main alone.

Recultivation in Mürsbach
Uniper operates 7.4 billion cubic meters of underground gas storage capacity in Germany, Austria, and the United Kingdom. It wanted to add more capacity near Mürsbach in northern Bavaria and drilled five deep test wells there in what surveys indicated was a suitable geological structure. Ultimately, the structure turned out not to meet our high standards. So we carefully backfilled the wells and recultivated the site, creating grasslands dotted with hedges, copses, and herbaceous vegetation. This diverse landscape serves as the habitat for numerous bird species (including whitethroat, yellowhammer, nightingale, and red-backed shrike) as well as dormice and sand lizards. Recultivation was completed in December 2021.

A future-proof forest for Datteln
Datteln 4, our state-of-the-art 1.1 GW hard-coal-fired power plant located in west-central Germany, generates a large amount of Deutsche Bahn's (the German National Rail Service) traction power. In the winter it also provides heat to about 100,000 homes. During the permitting process we agreed to plant a stand of trees near Datteln 4. It was originally supposed to consist mostly of beech trees. We subsequently decided it would be prudent to consider the effects of climate change and thus the likelihood of hotter, drier summers and warmer, wetter winters. After consulting with the North Rhine-Westphalia State Office for Forests and Timber, we chose a more robust mix of trees—mostly oak varieties—and a mosaic-like layout to give them the best chance to thrive. Planting will be completed in the first quarter of 2023.

Datteln 4, Germany

Continually improving our environmental performance

It is of strategic importance to Uniper to be fully aware of its operations' environmental impact and performance. Our assets' environmental performance significantly affects our operating efficiency, market position, and reputation. Uniper complies with all applicable laws to prevent uncontrolled emissions into 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 2022, 100% of the existing 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 have adverse impacts on the environment. We are therefore committed to maintaining 100% ISO 14001 certification.

Uniper's environmental management systems include a commitment to continual improvement. All Uniper sites 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 in Europe to ensure a consistent approach and share best practices.

We carefully investigate all incidents and all significant environmental 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 2022, 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."

100%

of our operational facilities maintained their ISO 14001 certification in 2022.

Sustainability is an important issue for Uniper's Real Estate Management. All offices are rented under the premise of sustainability. Here we are guided by criteria such as LEED. In the management of our offices, the focus is on people and users: we rely on the participation of colleagues. The acceptance of reusable cups, waste separation, and also the use of environmentally friendly cleaning agents thrives on participation. In this way, we can jointly achieve our goal of using our offices in the most environmentally friendly way possible. The bees on some of our office roofs also contribute to this.

In the area of use and development of our properties, we respect protected habitats of flora and fauna. We see ourselves as responsible for resources that have been used intensively up to now, and we convert them to new uses in accordance with ESG principles.

Susanne Miarka
Senior Vice President
Uniper Real Estate Management

Environmental regulation

Leiden, the Netherlands
The municipal authority issued a new environmental permit for Uniper's combined heat and power (CHP) plant in Leiden in 2021. The new permit had much lower NOx emission limits than had been requested by Uniper and so an appeal was filed. Uniper demonstrated that the plant could not comply with the new emissions limits and therefore Leiden received a new permit with higher limits.

Maasvlakte, the Netherlands
Direct-Fired Boiler #2 (DFB2), a CHP plant at Uniper's Maasvlakte power station in Rotterdam's harbor district, is fueled by a mixture of process gases, natural gas, and waste fuels. In July 2020, Uniper received an updated permit for DFB2 but did not agree with the permit's waste fuel input control requirements and therefore filed an appeal. At the time of this report's publication, the court was still considering the appeal.

Datteln, Germany
Datteln 4, Uniper's 1.1 GW hard-coal-fired power plant in west-central Germany, 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 e.V. (an environmental advocacy group), and four private individuals. The lawsuits contested the city of Datteln's development plan from 2014, which constitutes the basis for the permit. As a result of the hearing in August, the OVG NRW ruled in favor of the plaintiffs and declared the development plan invalid and did not allow for an appeal. This decision is not final. Both Uniper as a joined party and the City of Datteln as defendant have filed complaints against the nonadmission of the appeal. In October 2022, the Federal Administrative Court in Leipzig granted the nonadmission appeals and will now review the decision of the OVG NRW in detail.

People & Society

Contribution to the UN SDGs

Prioritized SDGs	Commitment	Targets	Progress on the commitments and targets in 2022
5 GENDER EQUALITY	We systematically enhance diversity, equity, and inclusion to create the best possible environment for all employees and to achieve equal opportunity and more balanced representation. We do not tolerate discrimination.	Increase the share of women in leadership positions to 25% by 2022. Achieve an employee inclusion indicator of over 95% by 2022.	Uniper created a Diversity, Equity and Inclusion council in 2022. On June 30th 2022, 16.7% of the first and 20.6% of the second management level positions were held by women. As a company with a focus on STEM professions, Uniper faces the challenge of attracting female candidates. The employee inclusion indicator decreased from 85% in 2021 to 82% in 2022. The Company will place greater emphasis on inclusion in 2023.
8 DECENT WORK AND ECONOMIC GROWTH	We respect labor rights and ensure a safe, healthy, and secure work environment for all employees and contractors; promote the same standards in our joint ventures and partnerships.	Certify 100% of Uniper's operational assets to ISO 45001 by 2022.	100% of Uniper's operational assets were certified to ISO 45001 by the end of 2022. In 2022, 250 Uniper and Fortum executives met to reflect on how they as leaders can safeguard the integrity of people, assets, and the environment.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	We screen our operations and suppliers for ESG risks, including human rights risks, and collaborate with stakeholders to support mitigation measures.	Conduct ESG due diligence of 100% of counterparties by 2022.	Uniper assessed 100% of its suppliers for ESG risks in 2022, which is a significant improvement on 2021 (59%).

Secure and affordable energy supply

Uniper is committed to making a significant contribution to security of supply, as a reliable supply of energy is essential for the functioning of society and a competitive economy. Our priority is to provide a secure, affordable, and diversified supply of power, gas, and heat to our customers while simultaneously making this energy progressively climate friendlier and in the long term climate-neutral.

Strengthening security of supply

Our 2022 materiality analysis identified a "Secure and Affordable Energy Supply" as Uniper's second-most material topic. This reflected the urgency of Europe's energy crisis that followed Russia's war on Ukraine and its suspension of gas deliveries to Europe. Uniper's main priorities in 2022 were to ensure supply security in its core markets and to diversify its gas procurement. Because 2022 was such an unprecedented year, this chapter focuses primarily not on Uniper's ongoing efforts to ensure supply security but rather on the decisive steps it took in 2022 amid the crisis.

The four most important steps Uniper took to ensure supply security were:

- Opening Germany's first LNG terminal
- Bringing some of our coal-fired power plants back into the market or extending their operation
- ensuring that our gas storage facilities were meeting – at least – the minimum filling levels required by German regulation despite the Russian gas curtailment
- Taking steps to diversify our gas procurement

The Holford flexible natural gas storage facility is located 30km southwest of Manchester, United Kingdom and can be used to balance short-term fluctuations in demand.

Procuring LNG

Liquified natural gas (LNG) gives Europe access to gas produced in countries—the United States, Canada, and Qatar, to name a few—with which it has no pipeline link. But LNG requires special handling when it arrives, and Germany previously had no facility capable of this. In December 2022, Uniper opened Germany's first landing terminal for LNG. In mid-December 2022, the Höegh Esperanza, a floating storage and regasification unit (FSRU), dropped anker in Wilhelmshaven on the country's North Sea coast. Within days it was connected to Germany's gas pipeline system. The FRSU brought with it enough gas to supply at least 50,000 households for a year. Its main role in the years ahead will be to regasify LNG and thus feed at least 5 billion cubic meters of natural gas into the German gas network each year. Further ahead, we plan to add a green ammonia import terminal and hydrogen production facility in Wilhelmshaven. The "Climate Change and GHG emissions" chapter provides more information.

Wilhelmshaven LNG Terminal

Uniper resumes market operations of coal-fired power plants

Uniper remains committed to making its power generation business in Europe climate-neutral by 2035. But Russia's suspension of gas deliveries has temporarily created a situation in which Europe first needs to make sure it has enough gas to heat homes and power industry before it uses gas to generate electricity. Multiple European governments recognized this and in 2022 announced their willingness to allow coal-fired power plants to come back into the market or to operate for longer than originally foreseen under their phase-out plans in order to ensure a reliable electricity supply. Germany passed such a law in mid-2022. Other countries took similar action. This means that Uniper extended operation or brought some power plants back to the market. Heyden 4, Uniper's 875 MW coal-fired plant in northwest Germany - which was in reserve - was brought back to the market to secure supply until latest 31 March 2024. Uniper also operates Scholven C hard-coal-fired power plant for longer than planned to secure electricity and heat supply in the Ruhr region. Originally, an end to commercial power generation at Scholven C was planned from the end of October 2022. Staudinger 5 would have had to cease commercial operation on 21 May 2023 due to the award in the fourth tender to reduce coal-fired power generation, but will also stay on the market until 31 March 2024. In addition, Uniper returned the Irsching 3 power plant in Vohburg on the Danube, which runs on light fuel oil, to the market from February 2023 until the end of 2023 to strengthen security of supply in southern Germany.

To further support security of supply, Uniper is preparing for the continued operation of the Scholven B hard-coal-fired power plant (345 MW) in Gelsenkirchen beyond June 2023.

In the UK, Unit 1 Ratcliffe hard-coal-fired power plant was due to close in September 2022; however, Uniper reached an agreement with the grid operator NGESO to prolong operations until March 31, 2023. The agreement also covers the dispatch of the power plant. At the request of the UK government, Uniper was successful in the capacity market auction for the year 2023/24. All four units (in total 2,000 MW) are scheduled to close by the end of September 2024 at the latest.

In addition, the Netherlands suspended its 35% cap on coal-fired output, which affects Maasvlakte 3, our coal-fired plant in Rotterdam.

Amid all this, Uniper did not extend its coal procurement contracts with Russian suppliers and is ensuring that its assets can be operated without Russian coal. We already procure hard coal from a wide variety of countries worldwide and work continually to further diversify our portfolio.

Gas storage: security today and tomorrow
Uniper Energy Storage GmbH manages natural gas storage facilities in Germany and Austria and is Germany's largest operator of underground gas storage facilities. In addition, a British Uniper Group Company operates a gas storage facility in England. Together the gas storage facilities have a working gas capacity of 7.4 billion cubic meters.

Gas storage facilities are currently one of the few technologies that can store large amounts of energy for long periods of time. They can respond to demand spikes or import interruptions, which was a big factor in 2022 and early 2023. In 2022 we therefore took proactive steps to ensure that our storage facilities were full by the end of fall so that they could help ensure supply security during the winter heating season.

Today Uniper's underground facilities store only natural gas. However, hydrogen will likely be crucial for Europe to achieve its climate objectives. The "Climate Change and GHG emissions" chapter provides more information. Fortunately, hydrogen has many of the characteristics of natural gas. But not all. This makes it necessary to conduct tests to explore how to make Uniper storage facilities hydrogen-ready. We began testing at Krummhörn, a decommissioned natural gas cavern storage facility in a salt formation in northwest Germany. The Krummhörn cavern is about 1,600 meters underground and could store 200,000 cubic meters of hydrogen at 270 bars of pressure. Preparations will continue throughout 2023, with the first injection of hydrogen scheduled for early 2024.

Diversifying gas procurement
Uniper's gas business has a portfolio of 356 TWh of long-term gas supply contracts per year (including contractual volumes from Russia). Until mid-2022, 254 TWh of Uniper's annual gas volumes originated from Russia. Russian gas used to play a crucial role in the gas supply of Europe and, especially, Germany. In 2022, Russia gradually reduced its gas deliveries as of June and, in late August, completely stopped deliveries. Since then Uniper has procured gas at significantly higher market prices to ensure a reliable supply to its customers. As part of the obligations set out in the state aid approval of the EU Commission, Uniper is structurally reshaping its gas portfolio and working on further diversifying its gas procurement sources to secure supply and mitigate risks.

Uniper's power generation fleet

2022 was an exceptional year. But even when the geopolitical situation stabilizes, societies will continue to need a reliable supply of electricity. Uniper's power plants deliver precisely that. We have about 22.5 GW of generation capacity in Europe. Most is in Germany, the United Kingdom, and Sweden. 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. 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.

Uniper Group: Consolidated Generation Capacity as of Dec 31, 2022[1]

MW	Gas	Coal	Hydro	Nuclear	Other	Total (country specific)
Germany	3,333	3,197	1,983		1,418	9,932
United Kingdom	4,193	2,000			221	6,414
Sweden			1,579	1,400	1,175	4,154
Netherlands	525	1,070				1,595
Hungary	428					428
Total (asset specific)	**8,479**	**6,267**	**3,562**	**1,400**	**2,814**	**22,523**

[1] Accounting view.

Uniper's Maasvlakte Power Plant in the Netherlands

We act as the backbone of society when there is network disruption. Our gas turbines are important for Sweden, and one big advantage is that they can start up quickly.

Rania Torabi Aysf,
Performance Engineer GT Nordics in Malmö, Sweden

Uniper has more than 125 years of experience in power generation. We also have a passion for continually improving our plants' performance. We periodically upgrade the technology and processes at our assets so that we continue to ensure high rates of availability and efficiency and prevent unplanned downtime. Some of these upgrades also improve our assets' climate performance.

The availability of all of its assets is one of Uniper's highest priorities. Uniper's key performance indicator for the availability of its power plants is average asset availability. In 2022, Uniper's gas- and coal-fired power plants in Europe had an average asset availability of 71% (2021: 78%). The year-on-year decrease in asset availability was largely due to planned outages at Staudinger 5, Irsching 4, and Datteln 4 in Germany. The unplanned unavailability in Europe increased from 9.8% in 2021 to 12.6% in 2022. This was due in part to boiler damage at Maasvlakte 3 in the Netherlands and the collapse of a stack at Grain in the United Kingdom due to extremely high winds.

Due to the current situation in Russia, the information required for the calculation of asset availability is not available from Unipro, and therefore it is not possible to calculate and report asset availability 2022 for the entire Uniper Group.

Average Asset Availability for Conventional Power Generation by Country

%	2022	2021
Germany	69.7	75.8
Hungary	92.5	83.0
Netherlands	67.5	80.5
Russia[1]	-	80.8
Sweden	93.7	93.3
United Kingdom	66.3	76.5
Total	**71.0**	**79.0**

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. The 2022 calculation includes all fully consolidated assets. The 2021 calculation is based on the legal entity share.

[1] 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. We market this expertise by providing operation and maintenance services to power plant operators' new energy infrastructure projects. These services enable customers' power plants to meet high international standards for operational excellence, including in HSSE performance.

Human rights

Uniper does not tolerate human rights violations in any part of its business or anywhere along its supply chain. Because Uniper does business around the world, including in countries whose institutions are not always fully able to protect all internationally recognized human rights, this issue in particular requires due diligence.

As of 2023, Uniper will have a Human Rights Officer. The Human Rights Officer's role is to ensure the effective management of human rights and environment-related risks and to report regularly to the Uniper Board of Management, which bears the overall responsibility for Uniper's Human Rights Strategy and ESG Risk Management. The Human Rights Officer will, in cooperation with the necessary Uniper business functions, define specific engagement strategies with relevant suppliers.

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 security, social development, and inclusion. Moreover, factors such as authoritarian governments, 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.

Mitigating the risks of human rights violations
Our human rights strategy is embedded into our ESG risk management system to identify, prevent, and minimize the risks of human rights violations and damage to the environment. Human rights risks are identified using analytical tools as well as our own and third-party benchmarks that provide information on the risks associated with different countries of origin, suppliers, raw materials, and goods. The tools take into account the information provided by authorities and concerned parties and independent reports of human rights violations in the relevant regions.

› ESG risk management and due diligence

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. Uniper's approach is to address risks directly with suppliers or by means of multi-stakeholder initiatives, such as Bettercoal. The termination or suspension of contracts may be necessary in cases where a supplier demonstrates a persistent lack of progress or engagement. We plan to roll out an online training program to reinforce employees' awareness of managing human rights and environmental risks. It will be available in 2023 and will be mandatory for employees who interact with suppliers.

Uniper has also established a whistleblowing channel that anyone who is aware of actual or potential human rights risks or violations can use to report them to a channel (whistleblowing@uniper.energy) or directly to the Human Rights Officer. From 2023 onward, an enhanced due diligence procedure 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 involve an active supplier, it will be investigated together with the Legal and Compliance teams. Our commitments, standards, and approaches to human rights, labor, and ethical business practices are addressed in our Policy Statement on Human Rights Strategy.

› Uniper Policy Statement on Human Rights Strategy

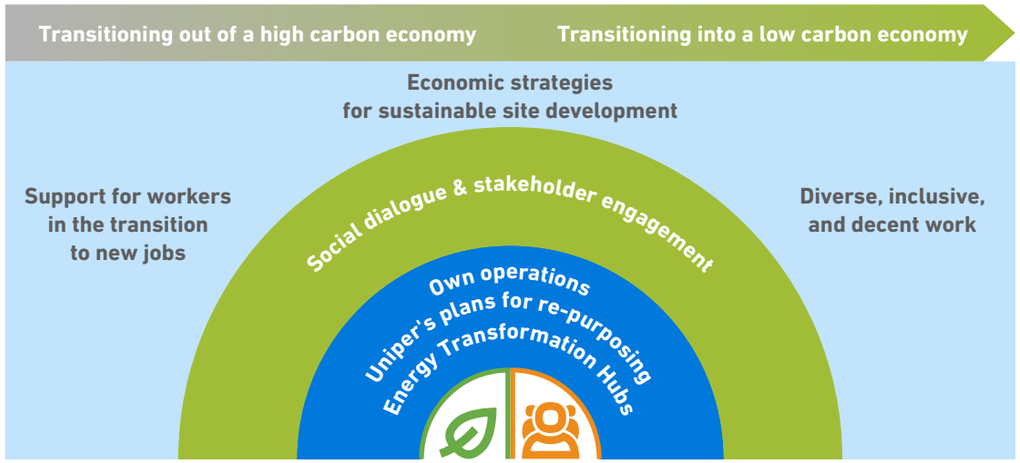
Just transition

A key facet of Uniper's decarbonization plan is exiting coal in Europe. We intend for decarbonization to create value and, just as importantly, to safeguard as many jobs as possible. We have plans for converting our coal-fired power plants to lower-carbon fuels or repurposing them for a sustainable economy. These plans have a set of principles to ensure a just transition within the meaning of the ILO 2015 guidelines and the COP26 agreement. These principles include, but are not limited to, support for workers in transitioning to new jobs, social dialogue, and stakeholder engagement. The diagram below provides more details.

› Uniper's coal phase-out
› Some of these plans will take shape at our Energy Transformation Hubs.

The implementation of our future plans for Scholven power station in west-central Germany is already nearing completion. We have installed two technologically advanced combined-cycle gas turbines (CCGTs) which are undergoing final testing. When they enter service in 2023, they will supplement and, by 2025, replace Scholven's existing coal-fired generating unit. Scholven will also be an innovation hub for hydrogen by becoming the home of the Hydrogen Industrial Research and Training Center (H2iRTC). The center will address industry's hydrogen needs and also create and safeguard jobs.

Through Bettercoal, Uniper also supports the just transition in the coal-producing region of Cesar in Colombia.



Barsebäck Clean Energy Park
Barsebäck Clean Energy Park is a joint initiative between Uniper and Ideon that aims to transform the decommissioned Barsebäck nuclear power plant into a hub for research and entrepreneurship. It envisages a modern campus for energy-intensive and innovative industries, and the possibilities for the park are many: photovoltaic energy production, battery storage, hydrogen production, biogas plants, greenhouse farms, innovation hubs, and test facilities. The Barsebäck Clean Energy Park is an ambitious initiative that could become an engine for economic development in the region. Uniper, which owns the decommissioned nuclear power plant and is responsible for its decommissioning and demolition, is willing to take responsibility for both the management of the old and the development of the new. Barsebäck Clean Energy Park is a step towards a fossil-free society and achieving climate goals.

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. Health, safety, and especially well-being continued to be top priorities for Uniper in 2022, particularly amid the changes and uncertainties brought about by the Covid-19 pandemic and the Russian war against Ukraine.

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 regularly discussed by the Board of Management and the Supervisory Board.

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 according 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.

May 2022 was Uniper's global health month. Employees were encouraged to take part in various activities promoting the importance of physical, mental, and social health.

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 Board of Management and senior leaders on a quarterly basis.

The 2022 Voice of Uniper survey again showed employees' high level of satisfaction with Uniper's health support. The average score on health-related questions was 88% positive in 2022, slightly lower than 89% in 2021. This was due to small decreases in the positive responses to two questions: whether it is possible to live a healthy lifestyle while working at Uniper (83% positive in 2022 compared with 85% in 2021) and whether employees are able to cope with the mental demands of their job (86% in 2022, 87% in 2021). The magnitude of the reduction in positive responses to health-related questions was similar that of other sections of the survey and is not surprising considering geopolitical developments in the Company's situation in 2022.

100%

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

Strengthening internal networks for health management on one level

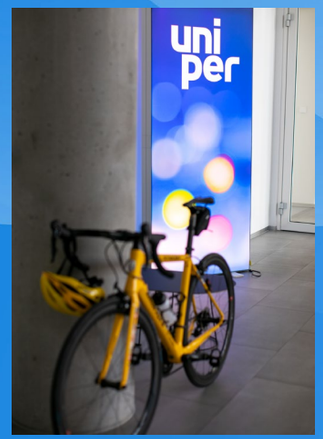
As part of our annual improvement plan, all functions at Uniper were asked to nominate at least one Health Ambassador. The aim is to strengthen our internal networks for health promotion and enhance health culture across Uniper. These volunteers are not expected to be health experts but rather to act as facilitators and motivators for their team. This includes promoting Uniper's health offers and identifying their team's training needs. They also interact with other Health Ambassadors and the Uniper Health team. Health Ambassador networking meetings were held on a quarterly basis in 2022, providing a periodic forum for sharing information and best practices.

An example of such best practices in 2022 was the Active4Charities initiative run by our Engineering function. Its aim is to encourage colleagues to combine physical activity with raising money for charities. Two charities in the United Kingdom – Target Ovarian Cancer and Queen's Green Canopy – were chosen in 2022. For the activities employees completed, such as jogging or biking a certain distance, Uniper donated to the charities.

Better mental health

Uniper employees in Germany and members of their immediate family with professional, family, health, or other personal issues can receive free, individual counseling from the Fürstenberg Institute. The Fürstenberg Institute has more than 30 years of experience providing such counseling and is Uniper's long-standing partner for employee assistance. Uniper employees in the UK can also access counseling and mental health support provided by AXA.

In 2022 Uniper offered training on handling stress and dealing with change as part of its NewNormal project. In addition, a number of Uniper employees have been trained to assist their colleagues in managing psychological stress and preventing addiction. Uniper also offers podcasts on meditation and stress management.



Striving to improve safety

Safety is a core value for Uniper – not only for our employees and contractors, but also for 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 – for our employees and contractors, as well as for people who live near our facilities. 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. They 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.

Becoming a learning organization

The Company-wide project to transform Uniper into a learning organization continued in 2022. 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 engagement sessions in 2022 to gather input from operating facilities on good practices that have the potential to be shared Uniper-wide. Other business areas will conduct similar sessions in 2023. In 2022 we developed a new, interactive eLearning module to facilitate continual learning; it will be made available to employees in 2023.

Safety leadership program

Leaders across the organization can make a difference in safety. In 2022, 250 Uniper and Fortum executives, including members of the two companies' Management Boards, met to reflect on how they as leaders can safeguard the integrity of people, assets, and the environment. Sessions were devoted to topics like culture, excellence, people and behaviors, and systems. Uniper will continue the program in 2023, with a different group of 200 managers gathering for in-person discussions. In addition, an online module called Your Choice Matters will be offered to everyone at Uniper; it consists of behavioral and emotional messages to help people reflect on how each individual can help make Uniper an even safer place to work.

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 2020, Uniper set a threshold of 1.2 for combined TRIF through year-end 2022. We also committed to strive even further by reducing our combined TRIF threshold to 1.0 by year-end 2025. We intend to get there by providing training, fostering continual learning, and further improving our management systems.

All below safety data excludes October-December 2022 data from the discontinued operations Russian Power Generation.

1.76 Combined TRIF

Combined TRIF, which includes the safety performance of contractor employees, was 1.76 (excluding October-December 2022 data from the discontinued operations Russian Power Generation), an increase from 2021 (1.51). This was mainly due to an increase in reportable accidents in the Russian and Gas Turbine fleet. This increase could not be offset by the decrease in accidents in the Nuclear and Hydro fleet and in the Engineering business. Uniper has continued fleet-specific and Uniper-wide safety improvement programs that aim to reverse this negative trend in 2023. For example, we set up initiatives that aim to improve the recording of causes and actions for medium and high risk incidents within Uniper's incident management system.

1.09 Employee TRIF

TRIF for Uniper employees increased to 1.09 in 2022 (2021: 0.82). This was due to a significant rise in incidents in the Russian Power Generation segment in 2022.

2.74 Contractor TRIF

Contractor TRIF increased to 2.74 (2021: 2.55), mainly because of a rise of recordable incidents in the Gas Turbine Fleet.

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

1.22 Combined LTIF

Combined LTIF increased to 1.22 (2021: 0.99). Like combined TRIF, this was mainly due to an increase in reportable accidents in the Russian and Gas Turbine fleet.

0.67 Employee LTIF

Employee LTIF increased to 0.67 (2021: 0.51).

2.03 Contractor LTIF

Contractor LTIF increased from 1.70 in 2021 to 2.03 in 2022.

Fatal injury in Russia

An employee of Unipro was severely injured on April 30, 2022, during inspection work at the power plant Surgutskaya GRES-2 and passed away due to the injuries on May 10, 2022. Unipro's internal investigation was supported by a representative from Uniper SE. The root causes were identified, and improvement actions were implemented to prevent reoccurrence. The results of the incident investigation were presented to the various stakeholders across Uniper. A formal learning document has been published that summarizes the most important incident findings and offers anyone within Uniper the opportunity to learn from this tragic incident.

Safety developments in 2022

State-of-the-art fire prevention
In 2022 Uniper's Staudinger power plant in central Germany installed a camera-based fire and leak detection system and integrated it into the plant's fire alarm system. The eight cameras can detect fire and smoke early, enabling crew to take swift countermeasures. Live images from the cameras, each of which monitors a pair of oil burners, are displayed on two monitors in Staudinger's control room. The system incorporates artificial intelligence to enhance the camera's detection capability, thereby significantly improving asset integrity and occupational safety at Staudinger. Uniper has also installed these cameras at other sites.

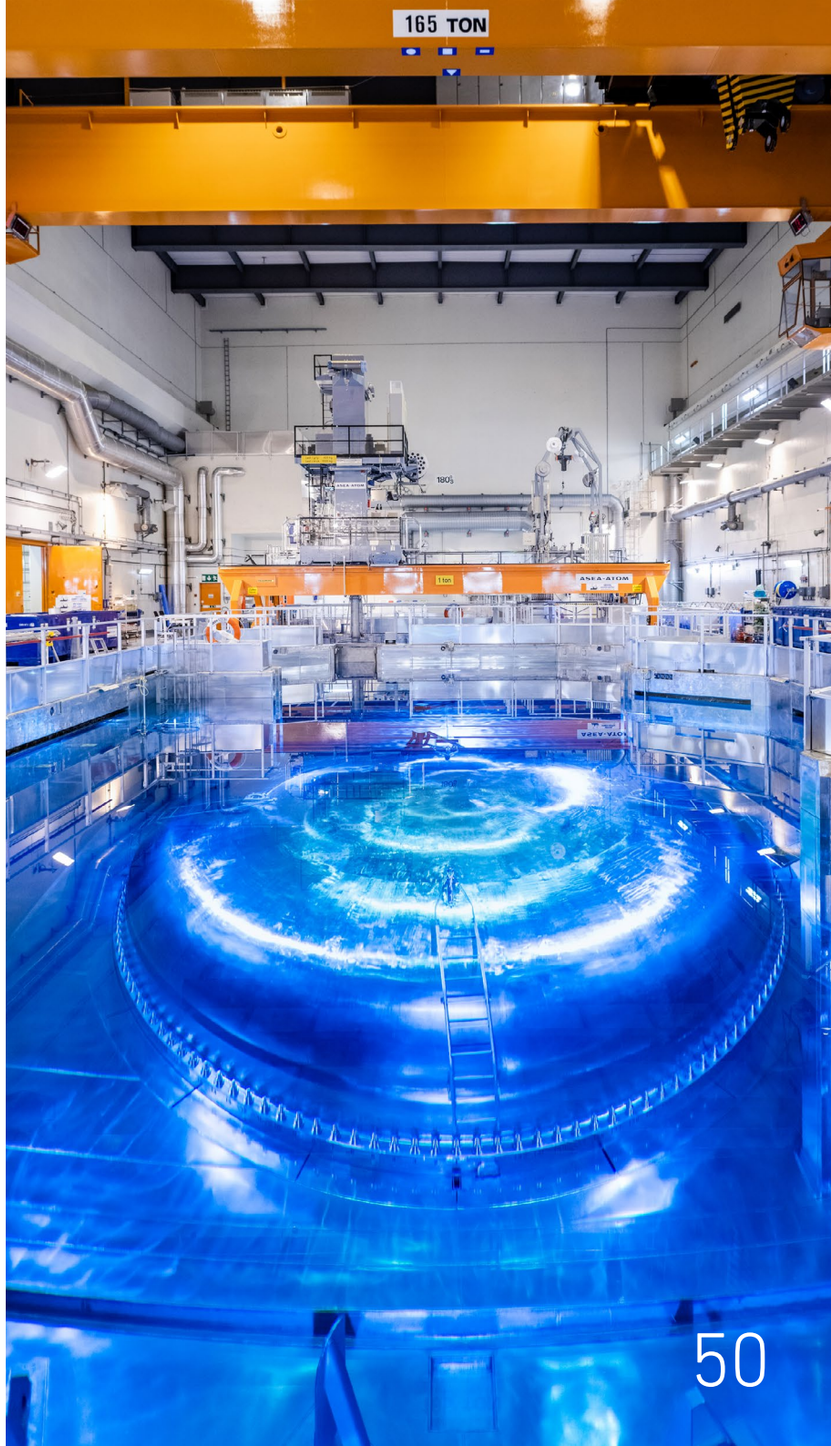
Nuclear plant dismantling
Four units at two Uniper nuclear power stations in Sweden – Barsebäck and Oskarshamn – are in the process of being dismantled (unit 3 at Oskarshamn remains in operation). This huge safety and sustainability project is being conducted by Uniper, the plants' minority shareholders, and contractors. It involves very risky work, including at height and heavy lifting, seven days a week, throughout the year, in all weather conditions. Contaminated particles, which could be inhaled, pose another risk. In view of these challenges, the project focuses tirelessly on safe work practices and safety awareness.

The steps taken to ensure safety include

- Planning the use of optimized methods for dismantling
- Detailed work order preparation to ensure contextual safety
- Frequent and regular risk evaluation

We also conduct training for new suppliers and staff, project ensuring that they are aware of the HSE risk and way of working in this environment. As the work will continue through 2028, it is a marathon, not a sprint. This makes enabling all employees at the site to achieve a good work–life balance an important aspect of safety and well-being.

Safety first at Scholven conversion project
Uniper is actively shaping the future of its coal-fired power plants. Some – like those that play a vital role in producing steam for district heating networks or nearby industrial customers – will be converted to gas. One such conversion nearing completion is at Scholven power station in west-central Germany. Two technologically advanced combined-cycle gas turbines (CCGTs) will supplement and, by 2025, replace Scholven's existing coal-fired generating unit. The two CCGTs are scheduled to be fully operational in the second quarter of 2023. Throughout the project, which began in the second quarter of 2020, the guiding principle has been "safety before quality before speed." All procedures are carried out carefully and watchfully, and everyone at the construction site is reminded to set an example for safe work practices. Dedicated safety management includes instruction sessions, frequent inspections, and weekly toolbox meetings at which employees demonstrating exemplary safety behaviors receive awards. In addition, thermal scanning of crews' body temperature and rapid antigen tests have helped prevent Covid-19 transmission the site.



Uniper's OKG Nuclear Power Plant in Sweden

Fair and attractive employer

Uniper employees are key to our success. The labor market is highly competitive. This makes having a strong and appealing employer 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, which we call the Uniper Way. It has three core elements and three corresponding guiding statements: leadership (grow and empower people), teamwork (become one team and simplify processes), and individual contribution (act as if it is your own company). The Uniper Way is brought to life in day-to-day interactions. Its core elements are embedded in the main components of our HR cycle: our capability-based approach, guidelines for job interviews, and systematic feedback on employees' performance foster continuous self-reflection and improvement. Supported by digitalization, these elements help create an agile and flexible organization with more cost-efficient processes.

The Voice of Uniper, our annual employee survey measures employee engagement and collects feedback that can be used to measure the achievement of our strategic people targets. The 2022 survey, our seventh, again had a high participation rate (64%). Employees' satisfaction with Uniper as an employer remained high even though the recommendation rate (employee Net Promoter Score) was lower, likely because 2022 was a very challenging year for Uniper. Employees particularly appreciate Uniper's flexible work arrangements, which enhance job performance, work–life balance, and the Company appeal to new employees. They also praised Uniper's handling of, and transparent communications on, its geopolitical and financial challenges and said that they support its efforts to promote sustainability and secure Europe's energy supply.

How we manage our attractiveness as an employer
Uniper's purpose is to Empower Energy Evolution while making itself more streamlined, more competitive, and more resilient. This includes steady progress in decarbonization.

During challenging times, it is important that employees continue to identify with Uniper, contribute their expertise, and thus do their part to ensure business continuity. The growing shortage of skilled workers makes employee loyalty and retention even more important. Both are a high priority at Uniper. The positive feedback from the Voice of Uniper again confirmed the attractiveness of the Company's up-to-date work policies. The chapter entitled "FlexWork at Uniper" describes these policies in detail.

Employer awards help highlight Uniper and strengthen its brand. They help employees and applicants reaffirm that they have chosen the right employer. In 2022 Nyckeltalsinstitutet, a Stockholm-based people analytics firm, again recognized Uniper as an Excellent Employer and even rated it Sweden's Best Employer. The award is based on analyses of work conditions such as health care, salary, sick leave, overtime, management structures, and career opportunities. In addition, ZEIT publishing group and kununu ranked Uniper among Germany's 1,000 most sought-after companies ("Most Wanted Employer") in 2022. The study involved the analysis of about 4.9 million employee ratings posted to kununu.com and encompassed more than 1 million companies.

FlexWork at Uniper

In 2020 Uniper launched a project called NewNormal. The purpose was to develop flexible, hybrid, and inclusive work arrangements. The project brought together senior management, teams, individuals, and cross-functional committees and completed its task successfully in 2022.

Maximum flexibility how, when and where to work
Uniper empowers teams to make conscious choices about the way they collaborate. Each team defines its own work mode. Meetings may take place physically in the same space, virtually, or in a hybrid setting. Team members may also work together independent of time and location. This enhances individual flexibility and productivity.

To ensure the right infrastructure in the office and at home, Uniper provides employees' home offices with ergonomic furniture and the necessary IT equipment. Uniper's office buildings are equipped with state-of-the art technology that enable the hybrid collaboration of virtual and physical participants. No matter where they work, Uniper keeps its employees safe and healthy.

Some employees are eligible to work outside of the employment country – our "GeoFlex" approach details the conditions for working abroad, based on the destination country, duration of stay and Uniper job function. GeoFlex currently includes most EU countries and the EEA as well as the UK and Switzerland.

To build capabilities of Uniper's staff, the company provides training and coaching offers to help employees master the challenges of hybrid work, cope with stress, conduct effective self-management, and communicate and collaborate with the other members of their team.

Way forward
Together, Uniper and its employees will continue to shape this new way of working. Uniper's FlexWork culture, technical infrastructure, and the continuous improvement of skills and capabilities will ensure a future-proof workplace.

Uniper Trainee Program
Our 18- to 24-month trainee program for high-potential university graduates is one of the ways we ensure we have an ample pipeline of talent. The program, which rotates trainees through several departments at our Company, is tailored to their individual interests and career plans. In 2022, 22 new trainees joined the program. After their initial placement, trainees have additional placements of their choice that can be in a different country or a different function. 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. We accept new trainees to the program twice a year, in April and October.

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 2022 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 across the Company.

How we manage and reward our workforce
Uniper offers attractive total target cash to appeal to and retain talent at all experience levels. Total target cash includes a variable component whose purpose is to incentivize teamwork and the successful implementation of Uniper's strategy. This component reflects the Group's performance and, in the case of specific employee groups, individual performance and behavior as well. Uniper offers benefits packages that vary by country and excellent working conditions including hybrid and flexible work arrangements. These all help our employees feel valued and included. In addition, our pension plans help employees lay the foundation for their future financial security and that of their dependents, while at the same time fostering employee retention. We are committed to enabling a greener future by transforming our benefits portfolio. In some countries, Uniper now offers electric company cars or a cash allowance instead of a car. In addition, Uniper has integrated ESG criteria into its pension plans in Germany (partly) and the United Kingdom.

Uniper offers flexible work schedules. 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. Since March 2020 – shortly after Covid-19 arrived in Europe – we have actively enabled, encouraged, and supported our people to work from home whenever possible. We have also made work hours even more accommodating, vacation days more flexible, and provided virtual childcare. In addition, we have provided employees and managers with specific support and individual consulting to help them cope with the challenging situation created by the pandemic.

› FlexWork

We hired 1,101 new employees from outside the Company in 2022. The majority were recruited in Germany (37.7 %). New employees in 2022 were onboarded through a variety of on-site and virtual events.

At year-end 2022, 8.3% of our permanent employees were working part-time. This is more than in 2021 (5.0%).

› See appendix for more information

"As a trainee at Uniper, I feel incredibly excited to have the opportunity to gain real-world experience across multiple departments and functions that are tailored to my individual interests and career aspirations. Knowing that Uniper is committed to decarbonization and ensuring energy security in Germany and Europe, I feel proud and motivated to contribute to these critical goals during my time as a trainee and beyond.

Alejandro Ossaba Restrepo
Uniper trainee

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 131 work-study students and interns at year-end 2022.

In 2022 Uniper refined its learning culture to promote self-directed and agile learning in a flexible, virtual environment that caters to different learning styles and time requirements. The focus was on hybrid working, safety culture, digital mindset, and mental and physical health. Uniper of course conducts all training mandated by law, which helps ensure its long-term business success. In 2022 Uniper also conducted NewNormal, a learning program to enable employees and executives to prepare for the new world of work. Over a 10-month period, the program offered more than 100 learning sessions on hybrid work skills to all employees.

Amid its challenging situation, Uniper also decided to develop the Whole Person, a learning program aimed at having a positive impact on employees and their environment. The program, which places greater attention on holistic personality development and self-leadership, is based on the idea that humans have four different elements that need to be in balance in order 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). A successful pilot involving 50 employees was conducted in 2022. The program will continue in 2023.

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. A new data learning journey was added in 2022 to support the goal of becoming an insight-driven organization.

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. Furthermore, #evolve, a cross-functional, international program for developing high-potential employees, had its second run. Its 50 participants again received support in acquiring the necessary skills for subject ownership, project management, and/or team management.

Uniper apprentices joining in 2022

Diversity, equity, and inclusion

Diversity, equity, and inclusion (DEI) play an important role in enhancing Uniper's competitiveness, resilience, creativity, innovation, and enterprise value. Promoting DEI, treating them as an opportunity, and combating discrimination are all central to the Uniper Way – the guiding principles of our 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 are a top priority for Uniper.

How we manage diversity, equity, and inclusion

Uniper takes DEI seriously and pursues a strategic approach to help cultivate a workplace where everyone can thrive personally and professionally. In late 2021, the Uniper Management Board adopted a new DEI strategy for 2022 to 2024. The refined DEI strategy aims to engage the entire organization to do even more to ensure that Uniper establishes a work environment that truly brings DEI to life. The strategy addresses all dimensions of diversity and has several action areas: talent, leadership, organization, governance, marketplace, and society. Our strategic goals are to achieve a more diverse workforce, greater availability and acceptance of part-time positions and job sharing across different levels and genders, and an industry-leading position in DEI rankings.

Since 2016, Uniper has 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.

Uniper created a DEI council in 2022. This new DEI governance function combines Uniper-wide expertise and consists of employees from different business areas that together represent all of Management Board members' areas of responsibility. It is chaired by the Chief Operating Officer who is the Management Board's DEI sponsor. The DEI council meets on a quarterly basis and is responsible for guiding the DEI strategy, monitoring progress, adjusting the strategic action areas if necessary, and charting the DEI roadmap for the year ahead.

Uniper also participated in the German UHLALA Pride Index in 2022 to take stock of its current commitments and to identify potential improvements, which it will address on an ongoing basis. The audit includes 75 questions about matters like organizational setup, human resources, and communication and visibility. Uniper obtained 3.5 out of 5 points and had its results verified by the UHLALA Group.

Uniper's target has been to achieve an employee inclusion indicator of over 95% by year-end 2022. This means that at least 95% of employees say in the annual Voice of Uniper survey (excluding Russia) that they feel included in their team. This indicator decreased from 85% in 2021 to 82% in 2022. The Company will place greater emphasis on inclusion in 2023 and will retain the above-mentioned target beyond 2022.

Getting ready for a pride event

Creating awareness and enabling the organization

In 2022 Uniper developed You Belong, a company-wide DEI training curriculum. It includes various modules on inclusive leadership for managers and on understanding differences for employees. The courses will be led by outside trainers in virtual live sessions in 2023. In addition, the in-house team that investigates discrimination cases received specific training on inclusive recruitment in December 2022 and early 2023. 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 have continually encouraged our people to expand their DEI skill set by making use of our DEI learning collections, 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 2022 using virtual means 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.

Most Uniper office staff continued to work from home for much of 2022 because of the ongoing pandemic and because they appreciate the flexibility of working remotely. Consequently, DEI events and awareness-raising days were generally conducted virtually as well. Uniper observed Diversity Day, International Women's Day, Pride Day, and Coming Out Day by means of various events across the Company.

Uniper's Pride community

Founded in 2016, Uniper's Pride community now has over 200 members who work to promote diversity, equity, and inclusion for the LGBTQIA+ community at Uniper. "The community is about thriving – about providing a safe space for people where they can come if they are questioning their own sexuality or gender. They will find people they can talk to in a safe place. But it is also about recognizing and celebrating the history and culture, role models, and progress that has been made so far," said Michael Rahilly, Head of Service - Asset Operations at Uniper and active member of the Pride Community.

In 2022, the community started to distribute Pride lanyards representing the Uniper brand and progressive Pride flag following up on an idea suggested by an ally. Everyone at the company was encouraged and invited to demonstrate their visible allyship and support by wearing a Pride lanyard. "Wearing a lanyard is not about identifying as a queer person. It's more about showing that you are an ally who supports equality in business and is committed to equality in the workplace. It is a fantastic feeling to walk around and directly recognize so many supporters," Michael said.

Uniper's Pride Lanyard

Preventing discrimination and harassment and fostering inclusion

Uniper has zero tolerance of any form of discrimination or harassment. Uniper complies with all antidiscrimination laws and regulations in the countries where it operates, such as the German General Equality Act. Compliance is supported by clear company policies for addressing potential violations and the training of managers to help them recognize and prevent even the most subtle forms of harassment. In circumstances where employees feel that either they or a colleague are being harassed, they are encouraged to contact their HR department, their unit's Compliance Officer, the Works Council, or, if they wish to remain anonymous, a whistleblower hotline. We respond to incidents promptly and respectfully, and there is a clearly defined reporting process if an incident occurs. To improve transparency and promote prevention, an additional reporting process for discrimination incidents was developed in 2022; it will be implemented from 2023 onward. An inclusive workplace – one in which every employee feels valued and is able to contribute – requires accessibility. In 2022 Uniper therefore put great emphasis on developing guidelines for inclusive meetings, barrier-free events, and digital collaboration as well as inclusive communications so that all employees can do their part to make Uniper more inclusive.

Promoting gender equality and fostering female talent

The Uniper Group did not achieve the target set by June 30, 2022 to increase the proportion of women in the first and second management levels below the Board of Management to 25% respectively. On June 30, 2022 the proportion was 16.7% for the first management level and 20.6% for the second management level. As a company with a focus on STEM professions, Uniper faces the challenge of attracting female candidates. The measures taken to attract more women candidates have not yet shown a significant impact. It is expected to take time before these will show an effect. The Uniper Group has now set itself a target to reach 25% by December 31, 2025 for each level. To achieve this, the Company will focus even more on using more diverse selection and recruitment processes, mentoring and offering flexible working time models for all employees, and developing women from its own workforce to management positions. Women made up 24.5% of our overall workforce in 2022, which is similar to the prior-year figure of 25.4%.

At the beginning of 2022, over 1,200 Uniper employees in Europe took part in a voluntary survey on gender balance. Its aim was to understand possible barriers to equal opportunity so that we could design measures to eliminate them. The first measures included a new job-sharing project and the establishment of a central mentoring platform that will be launched in 2023.

In 2022, 14 colleagues of Uniper Sweden were nominated for the Power Woman of the Year title, an award initiated by the association Power Women to highlight women in the Swedish energy sector. This supports one of the findings of the gender balance survey: the importance role models play in fostering gender equality.

Family friendliness is a competitive advantage in hiring and retaining people. To coincide with International Women's Day, on March 8, 2022, Uniper therefore started a cooperative arrangement with superheldin, a job exchange for family-friendly employers in Germany. This, too, supports our efforts to ensure gender balance in recruiting and employer branding.

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. The event was held virtually in April 2022.

Uniper has been a member of "Komm, mach MINT," a STEM initiative in Germany, since 2020. In 2022 Uniper was a partner of the Women's STEM Award and, together with audimax MEDIEN, honored outstanding degree theses by female STEM students on subjects such as digital leadership, the human factor and IT security, helpdesk monitoring, data science, and digital upskilling. Uniper also conducted a four-month program in the United Kingdom to train employees to become STEM ambassadors.

In addition, Uniper supports the Female Accelerator Program run by Munich-based socialbee, Germany's first diversity service provider. The program creates professional opportunities for female refugees and migrants. In September 2022 Uniper hired two such women as project manager trainees. Uniper also posts its job openings to the JobAidUkraine job board, another initiative to integrate refugees into the labor market.

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.

Supporting Ukrainian refugees

In 2022 Uniper launched initiatives company-wide and made donations to support Ukrainian people impacted by Russia's war. Uniper's Helping Hands community, a group of employees that work on social projects, donated €20,000 to Diakonie Düsseldorf in the spring of 2022 to help equip apartments in Düsseldorf for Ukrainian refugees. A total of €10,000 was donated to SOS Kinderdorf in Düsseldorf, also to provide housing. Uniper Benelux donated €30,000 to Giro555, an alliance of 11 humanitarian organizations. Uniper's BauMineral subsidiary donated €5,000 to Aktion Lichtblicke, a charitable organization devoted to helping children.

Uniper SE made a donation to the Red Cross in March 2022 and set up an initiative whereby the company matched the personal donations of employees. Uniper also offered special leave to employees in Germany who wished to volunteer at aid organizations. In late April 2022, Uniper also welcomed 50 Ukrainian refugees to apartments it owns in Ehrwang near Germany's southern border. Uniper employees donated toys and clothes and helped parents find schools for their children. Uniper also used apartments it owns in Gelsenkirchen in west-central Germany to house Ukraine refugees. Employees at Datteln 4 power plant, also in west-central Germany, volunteered to help set up an emergency refugee shelter at a local secondary school. Datteln provided 100 construction fences, which were erected by employees.

Uniper's operations in Sweden donated SEK 500,000 to the United Nations High Commissioner for Refugees in support of humanitarian efforts for Ukraine. Employees at Barsebäck nuclear power station in Sweden donated medical equipment – including stretchers, Covid tests, and face masks – to Human Bridge, an organization dedicated to providing medical equipment to people in vulnerable situations.

Green Office

Founded in 2018, Green Office brings together more than 500 Uniper employees dedicated to promoting sustainable behavior in their work environment and its surroundings. In 2022, Green Office took steps to reduce physical and digital waste, promote bicycle commuting, reinforce sustainability awareness, and encourage employees to share their ideas for a greener workplace.

Green Office's flagship project, an annual summer cleanup of the Rhine River and its banks in Düsseldorf, took place again despite inclement weather. Employees collected bottles, cigarette butts, plastic, and other debris.

Green Office joined forces with Uniper's Helping Hands community in 2022 to plant beech and plum trees at three kindergartens in and around Düsseldorf. The trees will provide shade in the summer for years to come. The kindergarteners helped plant them and will play a role in maintaining their health.

In addition, employees took steps to promote sustainability at or near three of our power plants in Germany. Examples include planting flowering meadows, trees, and shrubs around Uniper buildings and installing bee hives. The first honey was harvested in mid-2022.

Uniper employees participating in the Rhine cleanup in 2022.

Highlights in 2022

Donating to foodbanks
Employees of some of Uniper's power plants in the United Kingdom donated to food banks in 2022. Employees at Connah's Quay power plant in north Wales, for example, donated 125 kilograms of food to Flintshire food bank. They also conducted a raffle, which raised more than £1,600 for the food bank. Employees at Ratcliffe power station in central England donated food and Christmas gifts to NG11, a foodbank in nearby Clifton.

Cycling for charity
Team Rynkeby is a charity cycling team that rides from Denmark to Paris each year to coincide with the start of the Tour de France. The aim is to raise money to help children suffering from severe illnesses. Uniper was among the companies that sponsored the team, thereby providing direct support for Deutsche Kinderkrebsstiftung in Bonn, a charity dedicated to assisting children with cancer in Germany. About 2,500 cyclists and 500 support staff set off for Paris in 2022, among them Uniper employees.

Team Rynkeby

Promoting STEM careers
Cottam Development Centre (CDC), a Uniper gas-fired power plant in England, welcomed employees' children in September 2022 to participate in an event promoting careers in science, technology, engineering, and mathematics (STEM). A tour of the plant led by two of CDC's engineers enabled the children to learn how the electricity they use at home is generated. There was also an interactive session about the production and use of green hydrogen.

Birmingham-based Uniper UK Trading hosted a local scout troop to introduce the teenagers to Uniper, explain the different energy sources Uniper trades, and give them a tour of the trading floor.

From coal mine to gallery
In May 2022 Westerholt, a former coal mine in west-central Germany, was a venue for RUbug, an urban arts festival sponsored by Uniper and other companies from the region. Internationally renowned artists created graffiti, installations, collages, paintings, and other art works that highlighted, reflected, and reinterpreted aspects of this former industrial site.

Responsible Governance

Contribution to the UN SDGs

Prioritized SDGs	Commitment	Targets	Progress on the commitments and targets in 2022
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	We focus the innovation portfolio on low carbon commodities and solutions contributing toward climate and environmental impact goals to enable a sustainable business transformation of Uniper.	Conduct, by 2022, at least 20 projects whose aims include decarbonization.	49 projects whose aims include decarbonization were underway at the end of 2022.
16 PEACE, JUSTICE AND STRONG INSTITUTIONS	We further strengthen our compliance culture and protect our business from corruption risks. We foster effective, accountable, and transparent institutions at all levels.	Conduct ESG due diligence of 100% of counterparties by 2022.	100% of active counterparties had been assessed by means of the screening process at the end of 2022.
17 PARTNERSHIPS FOR THE GOALS	We minimize the impact on communities affected by Uniper's operations. We engage in dialogues 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, conduct at least three trust-building dialogues with civil society organizations each year up to 2022.	Five formal dialogues with critical stakeholders conducted in 2022.

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 nonfinancial 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 by means of the Consultative Council, a cross-functional committee that meets biannually. This involves Uniper's senior employee representatives in sustainability topics.

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. An independent shareholder representative serves as the Supervisory Board's spokesperson on sustainability. The Chief Sustainability Officer (CSO), who is a member of the Board of Management as Chief Operating Officer (COO), reports to the Supervisory Board on ESG matters at least biannually. Examples include an overview of ESG and climate-related risks and opportunities, the status of mitigation measures, and Uniper's strategy for climate-related risks.

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.

The Uniper's Sustainability Council is a cross-functional body that meets on a quarterly basis to oversee 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.

Capital allocation and incentivization
Uniper's capital allocation is geared toward investments that its ESG evaluation framework defines as green. The aim is to support Uniper's progress toward carbon neutrality. The framework considers in-house ESG criteria as well as the EU taxonomy's environmental objectives 1 (climate change mitigation) and 2 (climate change adaptation). Uniper's decision-making process for strategic and financial capital allocation includes an assessment of how new and growth investments impact the earth's climate. The financial assessment has different hurdle rates depending on the degree to which an investment contributes toward Uniper's decarbonization targets and the degree to which it is taxonomy-aligned. The return on investment threshold for green projects is 100 basis points lower than for non-green projects. In addition, since 2021, the financial assessment of new projects has included a commodity price scenario that is consistent with keeping global warming well below 2° centigrade relative to preindustrial levels.

Uniper has embedded its decarbonization ambitions into management's incentive schemes. Non-financial targets account for 40% of the target amount for long-term incentives. Half of the 40% is based on the progress that Uniper's European Generation segment makes along its reduction path toward carbon neutrality by 2035. For the 2022 tranche of the long-term incentive, the target reflects this segment's absolute carbon reductions over the next three years. The other half of the 40% consists of predefined ESG targets. The degree of implementation of the HSSE & Sustainability Improvement Plan is factored in the company performance component of the short-term incentive. The plan is explained in the next section. Uniper's IR website has more details on management compensation.

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 2022 improvement plan focused on strengthening Uniper's health culture. The individual measures included quarterly networking and best-practice sharing sessions as well as Uniper's leaders participating in safety leadership workshops. Health and safety action plans were improved as well.

An initial evaluation of year-end progress reports indicated that the overall degree of implementation was above 100% against the target level. The final evaluation and approval will be completed by the end of the first quarter of 2023. The participation rate in the quarterly networking and best-practice sharing sessions surpassed expectations, as did the delivery of health action plans and leaders' participation in the workshops. The delivery of safety action plans, by contract, was slightly below expectations.

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.

› Our policies and principles

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 aforementioned Know-Your-Counterparty (KYC) Business Policy in place to mitigate ESG risks 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.

Assessing the ESG risk exposure of our counterparties

We also assess our counterparties' ESG risk exposure. As part of Uniper's KYC and Procurement policies, the HSSE & Sustainability function has developed and implemented a screening process to identify counterparties 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 Supply Chain Sourcing Obligations Act, 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 risks 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 Due Diligence Act. 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 at: whistleblowing@uniper.energy

100%

of Uniper's active counterparties asssessed for ESG risks in 2022.

2022 results

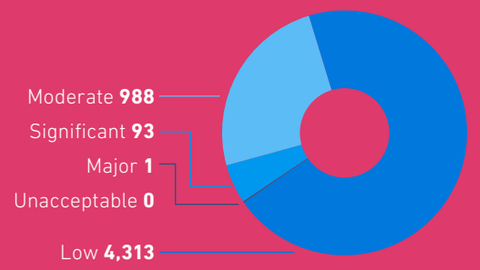
In line with its target, Uniper assessed 100% of its suppliers for ESG risks in 2022, which is a significant improvement on 2021 (59%). This is largely due to an increase in the scope of data provided by RepRisk®. The majority of counterparties (96%) were assessed using the counterparty-specific risk level provided by the RepRisk® platform. The remaining counterparties were assessed using the country-sector matrix scoring from RepRisk®.

The 2022 assessment found that the vast majority (80%) of our counterparties pose low ESG risk. Counterparties with moderate ESG risks account for 18.3%; 1.7% pose significant risks and less than 0.2% have major ESG risks. Mitigation measures will be introduced for all direct suppliers showing major or significant ESG risks. Energy services, fuel procurement, and commodity trading are our businesses most exposed to these kinds of country-specific issues. The inclusion of ESG clauses in contracts were recommended for counterparties with major risks.

Risk levels and number of counterparties in 2022

Prioritization criteria	Key indicator	Number of counterparties in 2022	Details
Significant	RepRisk® Rating: CCC CC C	93	denote 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. Unipro PJSC has implemented its own KYC and Procurement policies and do not fall within the scope of Uniper's policies nor the ESG risk assessment processes.



ESG due diligence for projects and initiatives
Effective as of April 2020, any project or business initiative that requires approval by top management 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 that it maximizes 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 Sustainability Strategic Plan and with objective ESG screening criteria. Effective as of July 2020, the EU Taxonomy on Sustainable Finance is the source of the main ESG screening criteria used in our ESG evaluations. Projects that are Taxonomy-eligible or Taxonomy-aligned, and also contribute to, or at least do not hinder, the achievement of Uniper's sustainability targets are assigned a lower hurdle rate to incentivize their implementation. 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.

ESG risks in the supply chain: gas, liquefied natural gas (LNG), and related infrastructure
In order to progressively decarbonize the gas business, we began to conduct ESG due diligence of individual projects and deals. 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. Since 2020, we have been focusing on greenhouse gas (GHG) emissions transparency, including methane monitoring, as the most material issue to address.

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 this process Uniper considers, among other things, Woodside's environmental impact assessment of the proposed Scarborough gas field which was reviewed by the authorities and approved subject to conditions. Uniper recognizes the potential ESG impacts and is discussing concerns with the relevant stakeholders.

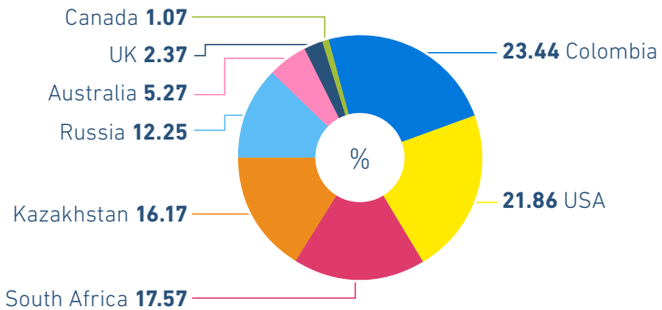
In 2022 the bilateral engagement efforts with several Russian gas suppliers were discontinued.

ESG risk management is an essential part of Uniper's overall risk management. This is thanks to the commitment and dedication of colleagues who tirelessly worked on the challenge to integrate ESG due diligence throughout the company. This provides us with a good base to build upon in the future as the topic increases in importance.

Giangiacomo Dandrea
Head of ESG Risk
and Business Coordination,
HSSE & Sustainability

Mitigating ESG risks in the coal supply chain through Bettercoal
In order to establish adequate measures to prevent, monitor, and mitigate human rights risks in the coal supply chain, we participate in Bettercoal, a nonprofit initiative established by a group of major European utilities committed to a more responsible coal supply chain. Bettercoal's assurance system is centered around a supplier assessment process: Bettercoal independently assesses coal mining operations' performance against the 12 principles of the Bettercoal Code 2.0. The code consists of a balanced set of ESG aspects, including detailed provisions for human rights due diligence in conflict-affected areas. In response to the assessments, coal mining companies design continuous improvement plans, which are integral to Uniper's due diligence and ESG risk management.

Coal purchased via direct contract in 2022 by country of origin



We track the proportion of coal we purchase under direct contracts from Bettercoal suppliers. In 2022, 42% of coal purchased from both direct and indirect suppliers originated from Bettercoal suppliers. In total, 56% of coal purchased from direct suppliers came from Bettercoal suppliers in 2022, a decrease from 71% in 2021. The decrease is due to the EU sanction on the import of Russian coal, which was predominantly sourced from Bettercoal suppliers. To ensure supply security, this had to be replaced with coal from non-Bettercoal suppliers in other countries.

Uniper has been chair of the Bettercoal Colombia working group and a member of the Russia working group since 2018. In 2022 the Bettercoal Colombia working group continued to focus on key issues, such as promoting dialogue, a just transition, and water management. This included organizing a one-week visit to Colombia to further enhance the understanding of controversial issues in mining regions and to foster better relations with relevant stakeholders. Uniper and other Bettercoal members met with more than 60 representatives of 12 different stakeholder groups. They also participated in a multi-stakeholder dialogue organized by the Colombian Institute for Human Rights and Business (CREER), a nonprofit organization supported by the Institute for Human Rights and Business (IHRB). Through Bettercoal, Uniper supports CREER's economic diversification project whose main objective is to build a coalition that brings together different stakeholders (government, companies, trade unions, and local communities) to design and implement projects aimed at promoting a just transition by stimulating alternative local economic development. Bettercoal's work, particularly regarding responsible mine closure, reflects the priorities of Colombia's new government, which is committed to a just energy transition. The government knows that phasing out coal mining by 2035 will significantly impact employment, the economy, and public revenues in the country's coal-mining regions.

The 2022 EU sanctions imposed on Russian companies, particularly the ban on coal imports, led to a suspension of the activities planned by the Bettercoal Russia working group.

› Stakeholder engagement

Uniper employees in dialog with local stakeholders in Colombia

Sustainable supplier selection

Uniper does business with thousands of suppliers every year. Our objective is to have a positive impact on sustainability by integrating ESG aspects into our supplier selection and decision-making process. Since 2016, Uniper has expected its suppliers to comply with its Supplier Code of Conduct.

In selecting suppliers, we apply sustainability criteria that are relevant to our procurement categories and also meet our business requirements. The criteria reflects the SDGs prioritized in our sustainability strategy. In 2021 we introduced a digital tool to support this process. The tool, which supplements our existing processes (such as mandatory KYC and Code of Conduct checks during supplier registration), is used to identify and prioritize category-specific sustainability issues and provide recommendations on tender evaluation criteria. It enables procurement managers to quickly identify suppliers with ESG issues, receive guidance on how these issues can be measured, and find examples of how to ask suppliers for information on relevant issues.

Our target is to apply the tool to 20% of tenders for projects over €250,000. Considering all such tenders done in 2022, sustainability criteria were applied for 21% (up from 13% in 2021), thereby surpassing the target.

The most applied sustainability criteria are those linked to the following ESG related issues:

- CO_2 reduction during transportation
- Reduction of the energy during the usage of the goods and/or services
- Optimizing waste management through prevention, reduction, recycling, and reuse
- Gender equality

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

After selecting suppliers, we continually manage 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 according to ISO 45001, an internationally recognized standard for safety management systems, or to demonstrate that they have an adequate management system.

The EU taxonomy
The EU taxonomy is a classification system that establishes a list of environmentally sustainable economic activities. The taxonomy is expected to help direct sustainable investments toward the areas where they are most needed, protect private investors from greenwashing, and help companies plan their transition to sustainability. The path toward meeting the EU's climate goals will require massive financing. We welcome the efforts of the European Commission to steer sustainable investments through science-based policy mechanisms, such as the European Sustainable Finance Strategy and the Taxonomy Regulation. It is important that all activities that can contribute to the success of the transformation of Europe's economy toward greater sustainability in the short, medium, and long-term are considered. As such, we welcome the delegated acts for climate mitigation and adaptation which signal the need for a clear decarbonization pathway for enabling and transitional activities. Uniper's 2022 Taxonomy Report was published in the 2022 Annual Report.

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 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 CRA's findings were communicated to the Management Board and business functions. Measures were taken in 2022 to address areas where the CRA indicated room for improvement.

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. Uniper introduced an eLearning module on the Code's basic principles in 2021. It will be updated in 2023. Russia's invasion of Ukraine in late February 2022 led to numerous sanctions. The Compliance team responded by providing sanction updates on a regular basis. It also reviewed company policies and conducted training to familiarize managers and employees with the risks of noncompliance with sanctions.

Anti-corruption

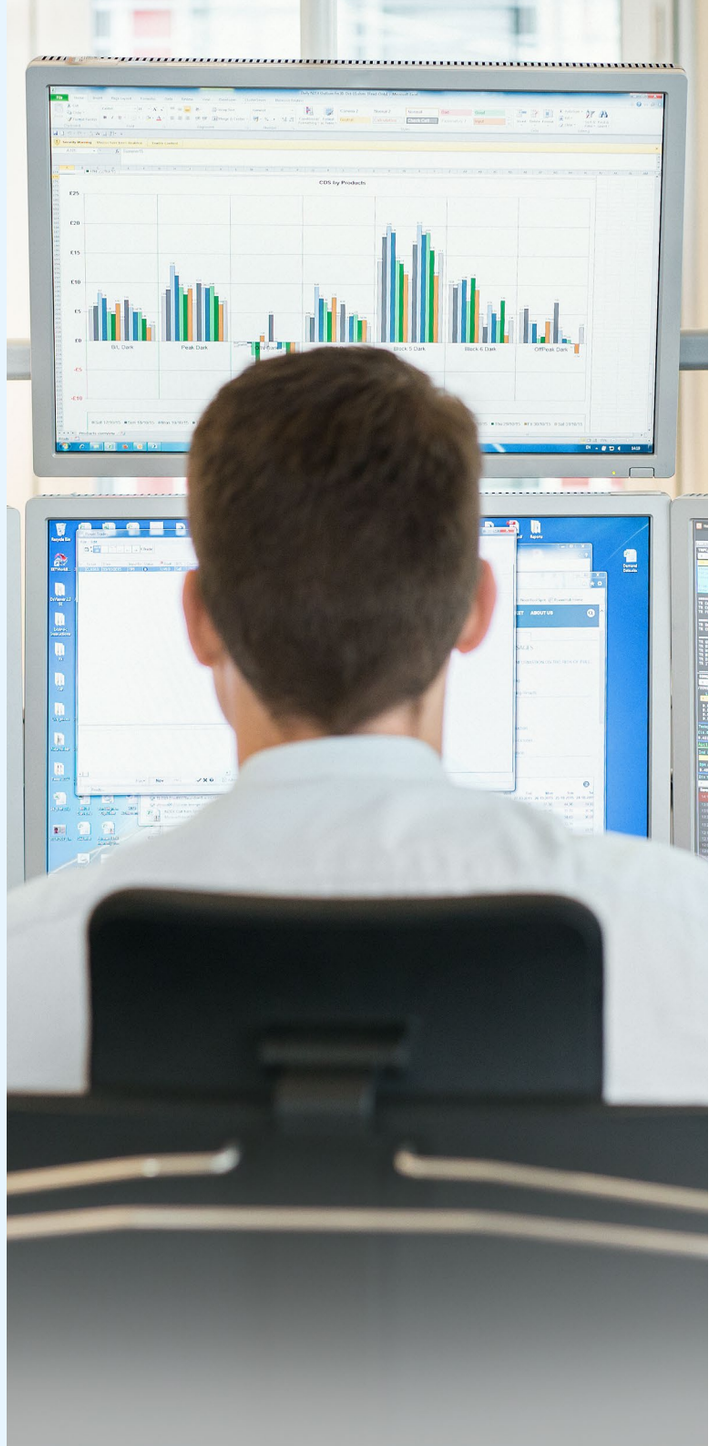
Corruption and bribery promote social inequality and crime, undermine public confidence, and increase the cost of transactions. Noncompliance with laws or company policies aimed at combating corruption may lead to criminal and civil liability – not only for the persons involved but also for the Group and its directors and officers. It may also potentially damage Uniper's reputation. We have zero tolerance of 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 was 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. The Compliance function used these processes to assess 347 new counterparties (excluding those of Unipro) in 2022, 292 of which were approved and three of which were rejected due to compliance risks. The remaining were either withdrawn or under assessment.

Two new cases of alleged corruption were reported at Uniper in 2022. One was closed as unfounded, and the second case, from Unipro, was still ongoing as of June 30, 2022, but excluded from Uniper's CMS from July 2022. There was one pending corruption case from 2021 (from Unipro). This was also excluded from Uniper's CMS starting July 2022.



Safeguarding personal data

The protection and secure handling of employee and customer data have a high priority for us. Data protection is crucial to avoid fines and prevent harm to our Company's reputation. Putting appropriate technical and organizational measures in place enables us to reduce these risks and deepen our customers' and employees' trust. As a matter of course, we ensure the same level of data protection with our service providers as inside the Company.

Uniper is a multinational company that operates in numerous countries. Consequently, compliance with the EU General Data Protection Regulation (GDPR) and other similar national and international regulations is crucial for our success and our stakeholders' trust. We therefore take numerous precautions and continually work on making our data protection organization even better, including by consulting with outside experts. This has also enabled us to reinforce awareness of data protection inside the Company and among our business partners.

Our 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. Thirty-two data protection coordinators serve as the interface with our operating business. Their task is to identify data protection risks and enhance awareness of data protection in our front-line operations. In 2022 they continued to support data protection risk assessments, participate in awareness campaigns, and provide information to the business and management

New data protection coordinators receive classroom training for their new role; the training was offered to existing data protection coordinators as well. Data protection also remains an integral part of the onboarding training for new employees. The NewNormal project included a special eLearning module on how to ensure that remote work remains secure and compliant. The module is mandatory for all employees who work remotely. In addition, we revised our existing GDPR refresher eLearning module and will make it available to employees in 2023. We also began providing specialized, interactive classroom training on subjects that are relevant to Works Councils and personal assistants. In addition, Uniper's corporate intranet offers new and updated information about the GDPR, such as data protection requirements for commonly used software applications, Covid-19 updates related to data protection, and a number of new animated videos. We also continued existing GDPR awareness campaigns, such as the plan for a data protection capability compass.

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 that are being implemented across the organization. We further improved PrIME in 2022 in areas like process automation and automated interfaces to selected cloud computing.

Uniper took steps to comply with requirements resulting from new rulings by the European Court of Justice (ECJ). This includes the ECJ's Schrems II ruling, which requires us to identify technical and organizational measures (TOMs) that are affected by it. We continued this process in 2022 by having 20 of our third-country service providers complete a pilot TOMs questionnaire. We also created mandatory transfer impact assessments (TIAs) as part of new EUMCs for our main strategic third-country service providers.

Compliance with the GDPR
We must comply with the GDPR requirements. Consequently, we – together with the affected departments – put in place even more 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.

The third parties that we hire to process personal data also have to comply with the GDPR. Our GDPR compliance efforts focused on minimizing the risk of information leaks and managing personal data to avoid any breaches of data protection. In accordance 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 regarding 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 2022 to further raise the level of data protection and ensure Uniper's compliance legal requirements. The topics included risk management, data deletion, websites, and portals.

Twenty-nine data protection complaints were made in 2022; 18 of them were rated as data breaches, and 11 as non-breaches. Two data breaches had to be reported to the responsible data protection authority. 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.

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 2022 Tax Transparency Report. Uniper also publishes income tax information as part of the Consolidated Financial Statements in the 2022 Annual Report.

Lobbying

Energy supply is a heavily regulated business and the subject of ongoing policy debate. Until early 2022, the debate in Europe was largely about climate protection and decarbonization. Since Russia's invasion of Ukraine in late February 2022, however, the focus has increasingly shifted to energy security and affordability. Despite short-term emergency measures to address the 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 that will help propel Europe's decarbonization journey but also 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.

One example is the establishment of a hydrogen market, which will be essential 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 support the RePowerEU plan to double the EU's target to 10 million metric tons of domestic renewable hydrogen and 10 million metric tons of imports by 2030. The European Commission has also published two Delegated Acts on the definition and production of renewable hydrogen to ensure that production leads to net decarbonization. Both await approval by the European Parliament and Council of the European Union. In addition, European Commission increased the EU's hydrogen research budget to €200 million in order to accelerate development and brought forward the assessment of the first Important Projects of Common European Interest.

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 inform and shape the political process, enabling policymakers to make more informed decisions.

Transparency regarding our engagement with policymakers is of the utmost importance. For example, Uniper has been registered in the EU's Transparency registry under 285977820662-03 since its spin-off in 2016 and is also registered in the German Lobby Register.

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 stakeholders was again in part virtual in 2022 due to the pandemic or in the case of stakeholders located in regions affected by Russia's invasion of the Ukraine. 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 "Engaging with investors" provides more information.

Identifying and engaging with nongovernmental organizations (NGO)

The NGOs that focus on topics relevant for Uniper are heterogenous. We developed a digital tool in-house with which we regularly 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 2022. We continued to conduct Sustainability Round Tables with critical stakeholders to discuss issues related to our business. The roundtables' 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 2022 discussions were dominated by the crisis resulting from Russia's unjustifiable invasion of Ukraine, and focused on gas- and coal imports from Russia, 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.

Uniper has committed to conducting, at the corporate level, at least three dialogues each year with stakeholders that are critical of Uniper's business activities. We conducted five such dialogues in 2022, thereby surpassing the target. Over time, these discussions have involved an increasing number of NGOs and issues. They have steadily enriched our understanding, broadened our horizons, and added to our expertise. In 2022 we therefore raised the target and now intend to engage in trust-building dialogues and cooperative discussions with up to five NGOs per year in 2023 and beyond.

Bettercoal:
Russia and Colombia working groups
Due to the current geopolitical situation, Russia started to reduce gas deliveries in June 2022 and stopped delivering gas to Germany at the end of August 2022. Since then, coal helped Europe use less gas to generate power so that more gas is available to heat homes and fuel industrial processes. Uniper did its part. A number of our coal-fired power plants in Germany, the Netherlands, and the United Kingdom returned to service or will operate longer than was originally planned.

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 chairs the Colombia working group and participates in the Russia group.

The bilateral engagement efforts with several Russian gas suppliers were discontinued in 2022, despite initial good progress in 2021. EU sanctions imposed on Russian companies, particularly the ban on coal imports, led to a suspension of the activities planned by the Bettercoal Russia working group.

› Human rights
› ESG risk management and due diligence page

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.

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.

Climate Action 100+
The Climate Action 100+ Net-Zero Company Benchmark assesses the performance of companies against the investor-led initiative's three key goals: improve governance of climate risks and opportunities, reduce GHG emissions in line with goals of the Paris Agreement, and provide enhanced disclosure aligned with the recommendations of the TCFD. The benchmark helps investor signatories evaluate companies' ambitions and actions in tackling climate change using 10 disclosure indicators and their related sub-indicators and metrics. Uniper was invited to report to Climate Action 100+ in 2022. After assessment, Uniper received a rating for each of the criteria along with guidance on areas for improvement. We will review this information to determine which elements we can implement.

Innovation

Innovation and the development of new sustainable businesses play a key role 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 hydrogen, electricity, heat, gases, and fuels.

Our industry's biggest challenge in the decades ahead is 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 is fit for purpose. This process involves all relevant stakeholders and business units.

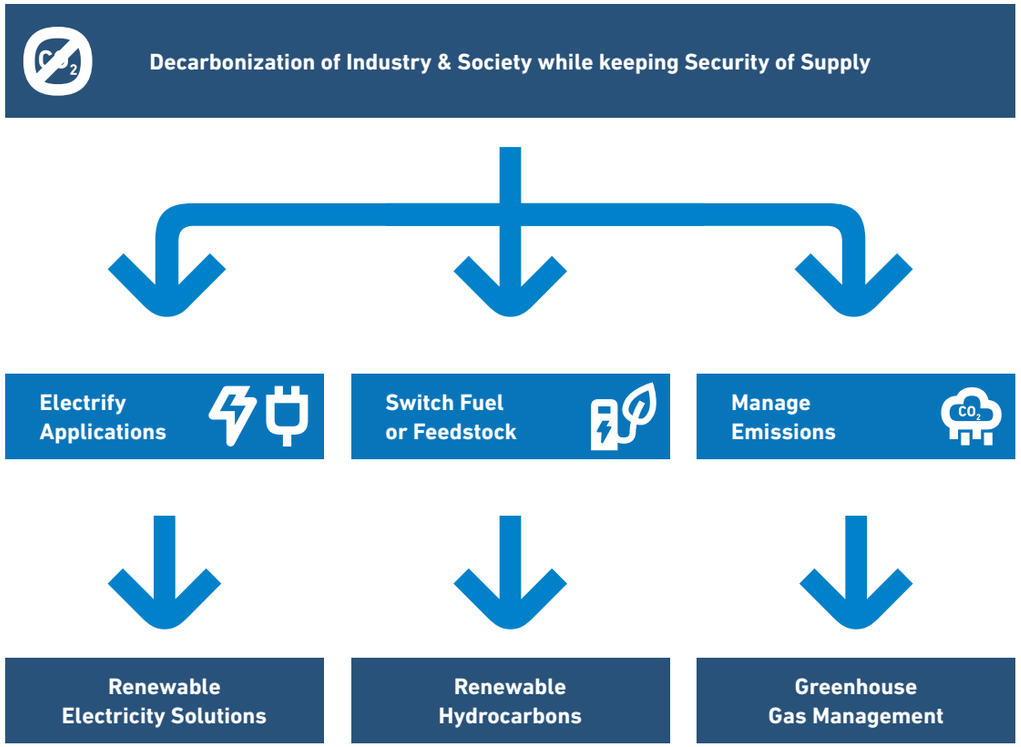
The production of green electricity will and needs to increase steadily going forward. A direct use of this green electricity is thereby ideal as it prevents any additional conversion losses. This makes electrification – of cars, buses, and some heating systems – the most efficient way to decarbonize many sectors. But not all. This fact, along with the urgency of climate protection, requires that all options and technologies are considered. Uniper's main innovation areas reflect the three main routes to decarbonize the energy supply:

- Renewable electricity solutions
- Renewable hydrocarbons
- Greenhouse gas management

Our existing assets and facilities, our energy IQ, and 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.

49 Uniper set a target of conducting, at least 20 projects whose main aims include decarbonization by year-end 2022. We actually had 49, thereby far surpassing our target.

The three main areas of Uniper's innovation activities



Renewable electricity solutions
Uniper investigates 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; this capability will help support 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 overloads. Batteries or other innovative storage technologies could make this unnecessary and enable such regions to capture more of their renewable resource (below is a case study on innovative energy storage solutions).

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 electrification of as many industrial processes as possible that are today fossil fueled. 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 hydrocarbons
Hydrogen and renewable hydrocarbons are a promising way to put some high-emissions industries on a realistic path to carbon neutrality. Uniper is partnering with leading companies and research institutes in pilot projects to gain experience in project development, operations, and marketing for hydrogen and other alternative fuels.

› Hydrogen

Greenhouse gas 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. This will enable Uniper to play a key role in GHG management. We are currently investigating Uniper's potential role and market-entry options in this sector.

Green electrons alone will not be enough. Fully decarbonizing the energy supply across all sectors will also require sustainable molecules like hydrogen – as energy carriers, storage mediums, or feedstocks.

Uniper has decades of experience in both worlds: that of electrons and that of molecules. We also have a valuable portfolio of assets, facilities, and infrastructure that will enable us to play a key role in both worlds of the energy transition.

Arne Hauner,
Director Innovation

Sustainable aviation fuels
Aviation is one of the sectors where electrification is not feasible, at least not in the foreseeable future. The batteries necessary for medium- and long-haul flights are simply too heavy. Instead, commercial aviation will decarbonize by switching to synthetic aviation fuels derived from green hydrogen combined with sustainable biomass or captured CO_2. The advantage is that synthetic fuels are compatible with existing infrastructure and can be blended with their fossil equivalents.

Uniper is partnering with Sasol ecoFT in Sollefteå in east-central Sweden to produce sustainable aviation fuel on an industrial scale. The fuel is produced from biomass and green hydrogen using the Fischer-Tropsch process. The biomass comes from residual forestry products. The project is expected to meet about 8% of Sweden's aviation fuel needs and reduce GHG emissions by 323,000 metric tons of CO_2e per year. It could also create up to 100 new direct and 200 indirect employment opportunities in and around Sollefteå.

Innovation energy storage solutions
Affordable large-scale stationary storage of renewable electricity is essential for the energy transition. The increasing electrification of processes in homes and industry creates a growing need for dispatchable renewable baseload capacity to maintain a reliable power supply. Many solutions for short-term energy storage already exist. Effective medium- to long-term energy storage technologies still need to be developed.

In 2022 Uniper entered into a longer partnership with Alzenau-based CMBlu Energy AG to develop an innovative, environmentally friendly multi-megawatt electricity storage system. The system, which incorporates CMBlu's novel Organic SolidFlow battery storage technology, will be suitable for a wide range of applications and markets. A pilot project is now under way to install the system at Staudinger, a Uniper coal-fired power plant located on the Main River east of Frankfurt that produces baseload electricity as well as district heating for nearby communities. The system, which is expected to become operational by the end of 2023, will be tested with regard to its suitability for different grid services and energy markets. Based on the results of this first pilot, the two partners intend to explore opportunities to deploy additional systems at other Uniper sites as well.

Digitalization

Digitalization has evolved from a short-term trend into an important part of daily work at Uniper. It will be the foundation of our future operations and a key to success in the energy transition. All our businesses are conducting digital transformation programs. Creating, using, and sharing data – and making it transparent to all Uniper functions – is essential for improving how we operate our business. Moreover, digitalization enhances efficiency, spurs innovation, and will thus play an increasingly important role in decarbonization. Uniper draws on its technical expertise to develop and enhance digital products and services that help both Uniper and its customers to move closer to net-zero emissions.

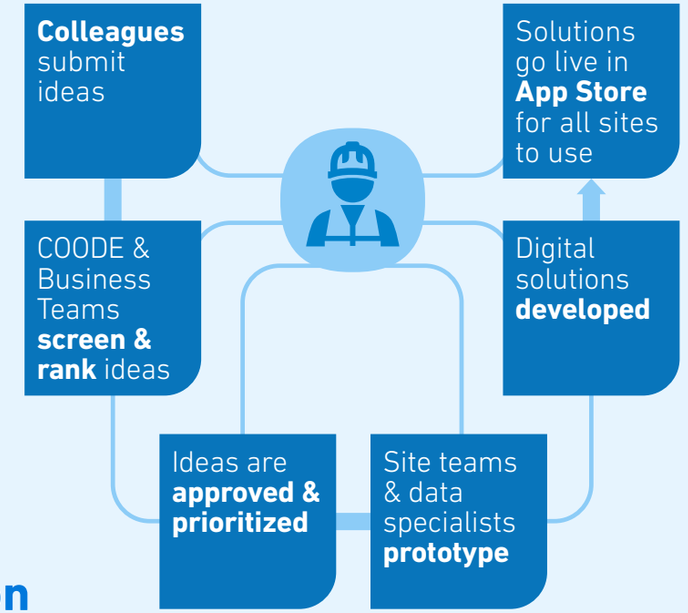
COO Digital Evolution

COO Digital Evolution (COODE) is the digital transformation program at Uniper's asset operations, which consist mostly of power and heat generation along with underground gas storage. Launched in 2021, COODE stands for digital evolution and not a revolution or disruption. It is developing ways to generate value by continually improving asset operations and business processes.

Engineers love solving problems. COODE is about empowering not only our engineers but all of the roughly 4,500 employees in our operating business to help solve problems and share their ideas for improvements. They do so by submitting them to the Digital Idea Tracker, an ideation and collaboration space. Employees whose ideas are prioritized collaborate with our specialists to study how best to bring their idea to life. These include site digital champions, fleet digital connectors, fleet directors, IT specialists, and software teams. They provide guidance and propel development every step of the way.

Operational fleet digitalization: how we put our people in the driving seat

COO Digital Evolution



Digital Idea Tracker

Of the 700 ideas submitted since COODE began, more than 100 have been converted into state-of-the-art digital solutions for key areas like maintenance, engineering, risk management, operations, and production. Several of the solutions added in 2022 are applicable to more than one type of generation technology (hydro, nuclear, gas turbine, and coal/oil) and are therefore particularly beneficial. They include the digitalization of technical sheets, operational reports, and assessment processes.

COODE encourages our people to venture outside their comfort zones. It enables digital non-natives to learn and embrace digital ways of working. In addition, full transparency on all digital activities across the business helps foster a culture of sharing and learning.

Success stories from 2022

Digital dashboards

A digital dashboard makes data transparent and readily available to everyone who needs them. In 2022 we introduced a digital performance dashboard for unit 3 of Maasvlakte, a Uniper power plant in Rotterdam's harbor district that burns both coal and biomass. The dashboard was developed by Maasvlakte staff and COODE experts. It uses input from SAP and digitalizes processes that were carried out manually.

Its features include:

- Action tracker
- Visualization of actual plant availability against planned availability
- Biomass combusted relative to the subsidy allowance
- Carbon emissions tracker

Another dashboard introduced at Uniper enables all employees to measure the carbon footprint resulting from their personal cloud storage and encourages them to reduce it by deleting large emails and files.

Hans Uitenbroek, Performance Engineer and Team Lead Digital Evolution, who led the Maasvlakte dashboard project.

Mobile app

"Corrective" is Uniper's word for reporting issues at power plants that need to be addressed by plant operations teams. In 2022 COODE rolled out the Corrective App, which digitalizes and thus simplifies the corrective notification process. Ratcliffe, a Uniper coal-fired power plant in central England, began using the app in October 2022. The app guides plant crewmembers through the notification process and enables them to attach high-quality supporting photos. It has already improved the speed and quality of the subsequent corrective actions.

Matthew Vas during an inspection at Ratcliffe. He enters the issues he identifies directly into the mobile Corrective App.

Machine learning
Oskarshamn 3 is a 1.45 GW nuclear power plant operated by Uniper and located on Sweden's southeast coast. In 2022 we introduced an AI system for detecting deviations in process data from about 900 analog signals from sensors in the plant's turbine systems. The system combines machine learning with pattern recognition. It sends an alarm when a signal deviates from the expected range, enabling us to swiftly investigate and take action to prevent a more serious failure.

Trade & Transfer Platform
Uniper Energy Storage GmbH Sales and Optimization team worked with COODE in 2021 and 2022 to design a customer-friendly digital tool. The result, which went live in September 2021 and has been enhanced since, is the Uniper Energy Storage Portal, a website that provides complete transparency on storage data and hosts storage capacity auctions for all interested parties on a nondiscriminatory basis. Customers can also use it to trade unused injection and withdrawal rates with each other or Uniper Energy Storage . The portal is fully digital and automated, eliminating the need for paper records and telephone confirmation. Customer activity has increased significantly since the portal's introduction.

SHARP
The System Harmonization Project (SHARP) was set up in 2015/2016 to renew the critical 24/7 systems for Uniper's commercial power asset optimization, production planning, and asset management. Uniper, RuhrEnergie (which markets the power Uniper generates in the Ruhr region), and Aachen-based software developer Kisters collaborated on the project. The resulting IT solution went fully live in June 2022. It enables the Central European electricity market to control Uniper's power plant units in accordance with optimal deployment planning and to provide balancing energy.

Digital twin
A digital twin is a digital representation of a physical system or asset that can be used to model or test processes. In October 2021, we began partnering with Rotterdam-based software developer Gradyent to use a digital twin to improve how we manage the seven heat production plants in our district-heating network in the Ruhr region. The digital twin, which encompasses all the components of this highly complex network, enables us to optimize network operations in real time, ensuring that every user obtains sufficient heat in the most cost-efficient way. It minimizes heat loss and enhances supply security.

Digitalization partners
Uniper strives to work with sustainable IT partners. Microsoft's commitment to decarbonization is an important reason why we chose them as a partner for Azure and Microsoft 365 services. Azure seeks to minimize its environmental impact on communities in four key areas: carbon emissions, water quality, waste, and ecosystems. In addition, Azure's emissions-impact dashboard enables us to visualize our Azure-related energy usage. We then look for opportunities to reduce it.

Reusing and recycling
Uniper introduced a program in 2022 that gives all employees the opportunity to turn in old computers and other hardware. The equipment is checked and, if reusable, made available to other Uniper users as an alternative to ordering new hardware. If not, we delete all data and send the devices to a reputable service provider to be recycled or resold.

Customer rights and satisfaction

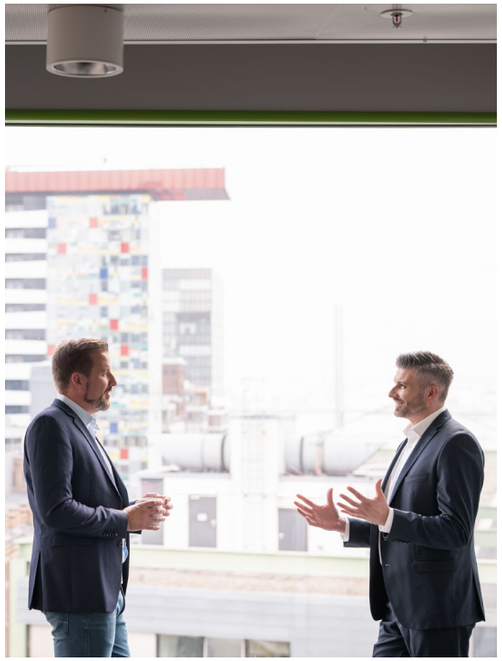
Decarbonization of customers
Uniper ranks among the largest energy producers and traders in Germany and Europe. We had about 1,000 commercial (B2B) customers at year-end 2022. About 550 of them are in energy-intensive industries such as automotive, paper, chemical, steel, and pharmaceuticals. Uniper aims not only to steadily decarbonize its business but also to enable its customers to decarbonize theirs. We do this by providing them with a reliable supply of increasingly clean energy and by helping them make progress toward their decarbonization targets.

Products and services
Most of Uniper customers are working hard to make their energy supply and operations more sustainable. We can support them at any stage of their decarbonization journey and work closely with them to design an individually tailored plan that addresses their entire value chain. Uniper's B2B sales team offers numerous decarbonization products and services for energy efficiency, energy procurement, on-site generation, and storage as well as financing and regulation. If customers wish, we can design a road map to guide them all the way to carbon neutrality. In addition, in 2022 we introduced completely new design and installation options for embedded low-carbon energy production that include customized financing packages for industrial customers.

Decarbonization teamwork
In 2022 Uniper designed a detailed plan that would enable an industrial customer in Germany to reduce the carbon emissions of one of its production facilities by 80%. The plan involved expanding the use of renewables and enhancing energy efficiency while ensuring a reliable energy supply. A project team consisting of the customer's employees, Uniper staff, and other outside specialists started by analyzing the facility's process requirements and energy flows. The team used this to create a digital twin of the facility to simulate alternative configurations and study several scenarios in detail in order to identify the best decarbonization options. The next step was to write a feasibility study to find the best-possible balance between environmental, business, and technical factors. Implementation is now under way.

Certified green power
The demand for certified green power products continues to grow. Uniper's hydroelectric capacity in Sweden and Germany gives it an abundant source of clean energy to meet this demand. One example is Aqua Power, a TÜV-certified hydro product sold to municipal utilities near our hydro plants in Germany. Another attractive option for industrial customers is a power purchase agreement (PPA) for solar energy produced in their region. A PPA's medium to long term provides a reliable supply of green power, which supports customers' decarbonization without risk or big upfront investments. Moreover, the regional aspect better integrates customers into their regional green economy. We also market carbon allowances and, increasingly, climate-friendly biomethane and hydrogen.

Sales portal
Digital solutions are indispensable for an efficient energy industry. They systematize and simplify processes, reduce costs, and are generally more sustainable. In 2022 we completely revamped and considerably streamlined Uniper Digital, our sales portal for B2B customers. They can now manage their energy portfolio even more efficiently and securely and often with just one click – from standard trading to B2B procurement and tranche fixing. The dashboard has effective analysis and reporting functions displayed in clearly structured graphics. It also features a new price graph with live quotations from the European Energy Exchange (EEX) in Leipzig, giving customers the information they need to take advantage of price fluctuations and effectively hedge against risks. The updated platform is completely paperless and enables B2B customers to manage all their contracts, invoices, and regulatory notifications online – at any location and on any device.



Marketing communications
Uniper aims for its marketing and communications to present its products and services accurately and truthfully. It follows company guidelines for responsible marketing communications and makes no misleading statements. Our statements about environmental issues comply with regulations for environmental marketing. Uniper strives for its communications, like all of its other activities, to meet high ethical standards.

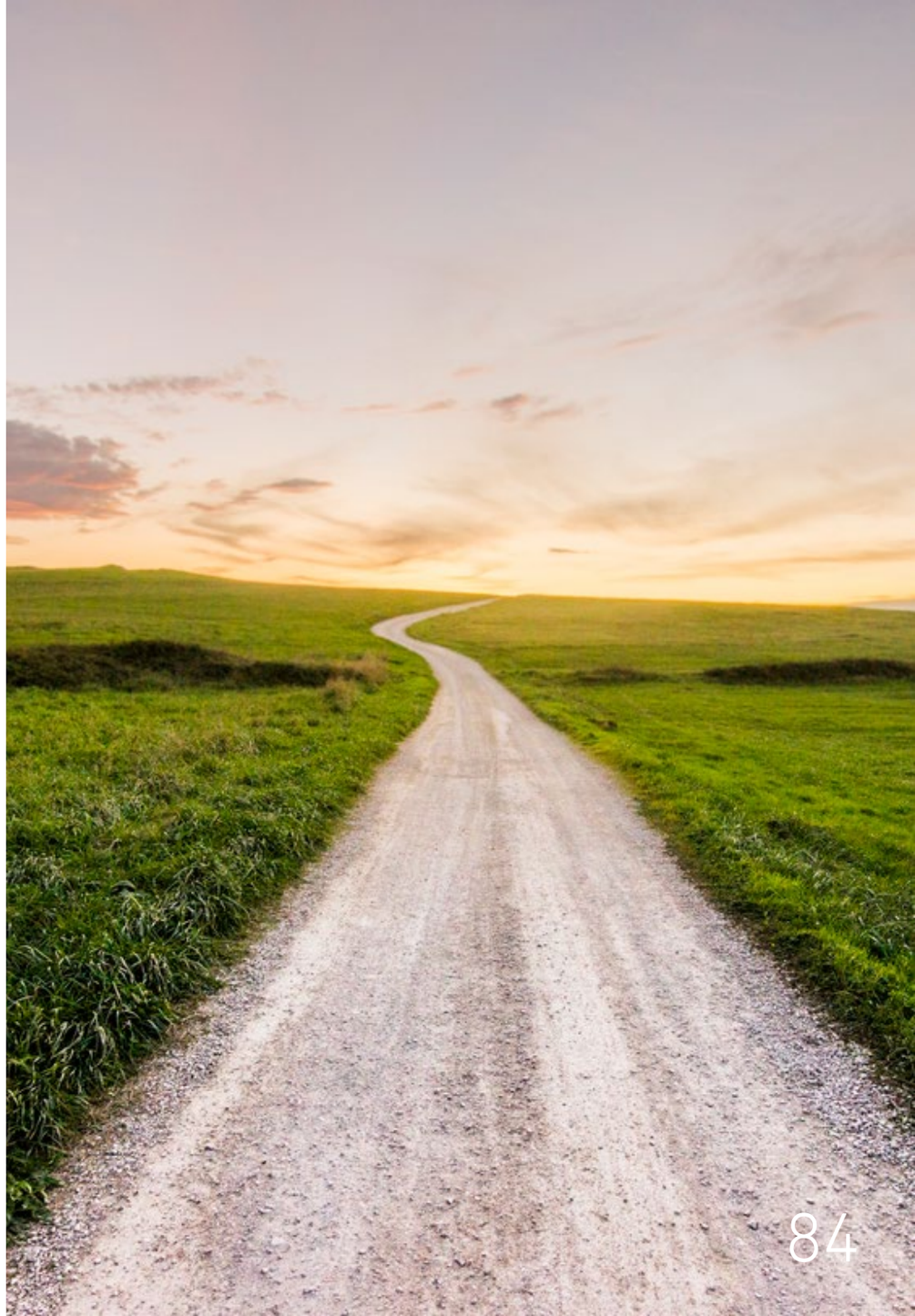
Uniper's communications include social media. We use them to provide insights into current topics and reports on products and services. We also invite customers and interested parties to get in touch, comment on our postings, and rate them. Transparent exchange and ongoing dialogue with stakeholders are important to Uniper.

B2B customers receive support from Uniper key account managers, who can be contacted at any time for professional and individual advice. Periodic surveys also give customers the opportunity to express their expectations, interests, and concerns. We value this feedback, which we also use to refine our products and services.

Although the third year of the Covid-19 pandemic again posed challenges to businesses and organizations of all kinds, it became possible to hold events for customers. Uniper used these opportunities to meet, inform, and advise its customers and keep in touch. All events complied fully with company Covid-19 policies and local regulations.

Customer data protection
Uniper's data protection management system reflects the Company's Functional Policy for Data Protection. This system encompasses training, internal controls, regular audits, incident response plans, and as escalation procedures. All customer-facing staff – including the B2B sales team – received an eLearning module on data protection requirements and the EU's General Data Protection Regulation (GDPR) in 2022. Relevant information regarding the GDPR, including templates, is disseminated via the Uniper intranet and, if necessary, presented and discussed in team meetings. All marketing projects and initiatives receive prior clearance from the Legal, Compliance, and Data Protection teams before moving forward. Changes are communicated together with the relevant products and customer solutions directly to our customers.

En route to climate neutrality
Germany aims to have net-zero carbon emissions by 2045. Uniper has a three-phase approach for helping its B2B customers embark on – and accelerate – the decarbonization journeys. The first and second phases involve working closely with customers to design a decarbonization strategy, specify the necessary initiatives, and provide support with internal and external communications. Phase three focuses on the planning and implementation of the initiatives. This phase also continually addresses outside factors, such as current policy and regulatory changes, government subsidies, the price of energy and emission allowances, and technological developments, such as in the hydrogen sector.



Appendix

Planet

Climate change and greenhouse gas emissions

Direct CO_2 Emissions Fuel Combustion by Country

Greenhouse Gas Protocol Scope 1

Million metric tons CO_2	2022	2021
European Generation	25.4	27.5
Germany	*12.2*	*13.6*
United Kingdom	*8.2*	*8.6*
Netherlands	*3.9*	*4.4*
Hungary	*0.9*	*0.8*
Sweden	*0.2*	*0.1*
United Arab Emirates[1]	0.06	0.05
Russian Power Generation[2]	30.2	23.4
Total	**55.6**	**50.9**
Carbon Intensity (g/kWh)[3]	477.5	454

Uniper uses the operational-control approach. This means that Uniper counts 100% of the direct emissions of any generation assets over which it has operational control. With the exception of Russia, all data was calculated using the European Union Emissions Trading Scheme rules. Rounding may result in minor deviations from the totals.

[1] Uniper's business in UAE is Uniper Energy DMCC. Uniper Energy DMCC owns and operates a low sulphur marine fuel oils production facility in Fujairah, supplying products from its storage facilities to local partners and large shipping companies. The direct carbon emissions result from the burning of Diesel and Naphtha for electricity generation in the production facility.

[2] Emissions from Russian Power Generation (discontinued operations) are estimated for October-December 2022.

[3] Uniper's intensity is defined as the ratio between direct fossil fuel derived CO_2 emissions from electricity and heat generation from Uniper's fully consolidated stationary facilities (financial control approach) and Uniper's generation volume. This indicator does not include facilities that produce only heat and/or steam.

Indirect CO_2e emissions[1]

Greenhouse Gas Protocol Scope 2

Metric tons CO_2e		2022	2021
Location-based method	Indirect emissions from purchased electricity	652,221	592,724
	Indirect emissions from heat and cooling	3,720	4,200
	Total	**655,941**	**596,924**
Market-based method	Indirect emissions from purchased electricity	884,001	795,190
	Indirect emissions from heat and cooling	3,720	4,200
	Total	**887,721**	**799,391**

[1] Emissions from Russian Power Generation (discontinued operations) are estimated for 2022.

Indirect CO_2e emissions[1,2]

Greenhouse Gas Protocol Scope 3

Million metric tons CO_2e	2022	2021
Purchased goods and services	0.5	0.5
Captial goods	0.3	0.2
Fuel- and energy-related activites	11.2	10.5
Upstream transportation and distribution	10	16.9
Waste generation in operations	<0.1	<0.1
Business travel	<0.1	<0.1
Employee commuting	<0.1	<0.1
Upstream leased assets	0.1	0.1
Downstream transportation and distribution	0.1	0.1
Processing of sold products	0.3	0.1
Use of sold products	67.4	78.1
Total	**90.0**	**106.4**

[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 12-15.

Power production by primary energy source in Europe

By primary energy source

Billion kWh	2022	2021
Gas[1]	19.0	62.1
Coal	17.3	24.0
Nuclear	10.4	11.0
Hydro	12.2	12.5
Biomass	1.6	1.2
Total	**60.6**	**110.7**

[1]Figures include production from oil.

Natural gas consumption by our own power plants

By country

Billion m^3	2022	2021	2020
Russia	11.0	10.3	9.2
United Kingdom	2.1	2.3	1.8
Germany	0.7	0.9	0.5
Netherlands	0.3	0.4	0.9
Hungary	0.5	0.4	0.4
Sweden	0.0	0	0
Total	**14.6**	**14.4**	**12.8**

Emissions to air, land and water

SO_2 emissions[1]

Metric kilotons	2022	2021	2020
Germany	1.7	2.5	2.1
United Kingdom	2.4	2.5	0.5
Netherlands	0.3	0.4	0.4
Russia	-	6.8	5.4
Sweden	<0.1	<0.1	0
United Arab Emirates	<0.1	<0.1	-
Total (excluding Russia)	**4.5**	**5.3**	**3.0**
Total	**-**	**12.1**	**8.4**

[1]Emissions from Russia not reported in 2022. Emissions from United Arab Emirates not reported in 2020.

NO_x emissions[1]

Metric kilotons	2022	2021	2020
Germany	5.5	6.9	6.9
United Kingdom	4.7	4.6	1.9
Netherlands	1.3	1.5	1.3
Russia	-	30	28.1
Sweden	<0.1	<0.1	0
Hungary	0.2	0.2	0.3
United Arab Emirates	<0.1	<0.1	-
Total (excluding Russia)	**11.9**	**13.2**	**10.4**
Total	**-**	**43.2**	**38.5**

[1]Emissions from Russia not reported in 2022. Emissions from United Arab Emirates not reported in 2020.

Dust emissions[1]

Metric tons	2022	2021	2020
Germany	189	202	143
United Kingdom	65	68	12
Netherlands	18	11	15
Russia	-	926	874
Sweden	10	11	0.6
United Arab Emirates	0	0	-
Total (excluding Russia)	**282**	**292**	**171**
Total	**-**	**1,218**	**1,045**

[1]Emissions from Russia not reported in 2022. Emissions from United Arab Emirates not reported in 2020.

Circular economy and waste management

Pulverized fly ash, furnace bottom ash and gypsum[1]

Million metric tons	2022 (excluding Russia)	2021 (excluding Russia)	2021	2020
Disposed	0.06	0.05	0.05	0.01
Recovered and sold	1.24	1.41	1.41	1.11
Total	**1.30**	**1.46**	**1.58**	**1.12**

[1]Figures only include fully consolidated thermal power stations. 2022 data excludes Russia. 2021 by-products data corrected.

Hazardous and non-hazardous operational waste[1]

Metric tons	2022 (excluding Russia)	2021 (excluding Russia)	2021	2020
Hazardous operational waste disposed	4,750	1,636	1,636	7,278
Hazardous operational waste recovered	1,535	1,266	2,117	1,517
Hazardous operational waste sent for energy recovery[2]	97	3,785	3857	1805
Non-hazardous operational waste disposed	12,375	9,736	112,682	115,652
Non-hazardous operational waste recovered	23,961	31,992	35,395	39,396
Non-hazardous operational waste sent for energy recovery[2]	1,976	2,663	2,670	836
Total	**44,694**	**51,079**	**158,367**	**166,484**

[1]Figures only include operational waste (no project-related waste). 2022 figures exclude Russia.

[2]Figures exclude Russian data due to classification differences.

Water use and optimization

Water withdrawal by source[1]

m³	2022 (excluding Russia)	2021 (excluding Russia)	2021	2020
Water withdrawal for cooling				
Sea	*3,137,468,448*	*3,412,618,958*	*3,412,618,958*	*3,085,744,465*
Fresh surface water	*1,043,487,836*	*1,006,127,628*	*6,734,669,348*	*5,789,417,537*
Municipal water	*6,642,389*	*5,617,583*	*5,617,583*	*7,135,601*
Groundwater	*197,274*	*160,887*	*160,887*	*184,061*
Rainwater	*0*	*394,503*	*394,503*	*494,382*
Total	**4,187,795,947**	**4,424,919,559**	**10,153,461,279**	**8,882,976,046**
Water withdrawel for non-cooling				
Sea	*451,922*	*565,729*	*565,729*	*920,518*
Fresh surface water	*3,228,214*	*4,990,366*	*259,828,826*	*222,790,396*
Municipal water	*3,583,214*	*3,945,536*	*5,423,056*	*4,053,454*
Groundwater	*445,538*	*390,846*	*3,387,056*	*2,736,477*
Other external water supplier (fresh water)	*0*	*239,978*	*239,978*	*5,313,048*
Rainwater	*0*	*760,284*	*5,473,864*	*321,110*
Total	**7,708,889**	**10,892,739**	**274,918,509**	**236,135,003**
Total water withdrawal	**4,195,504,836**	**4,435,812,298**	**10,428,379,788**	**9,119,111,049**

[1] Figures include fully consolidated thermal power stations and nuclear power stations only. Data from UAE operations not included in 2020. Data from Russian operations not included in 2022.

Water discharge by recipient[1]

m³	2022 (excluding Russia)	2021 (excluding Russia)	2021	2020
Discharge of cooling water				
Sea	*3,134,697,304*	*3,309,779,130*	*3,309,779,130*	*3,083,914,737*
Fresh surface water	*1,020,915,198*	*982,850,548*	*6,711,392,268*	*5,759,091,014*
Total	**4,155,612,502**	**4,292,629,678**	**10,021,171,398**	**8,843,005,751**
Discharge of non-cooling water				
Sea	*1,136,932*	*586,399*	*586,399*	*885,922*
Fresh surface water	*818,253*	*4,510,393*	*128,996,583*	*122,714,761*
Municipal sewage	*966,789*	*696,963*	*6,850,433*	*6,350,527*
Other recipient e.g off site treatment	*23,624*	*22,017*	*22,017*	*10,961*
Total	**2,945,598**	**5,815,772**	**136,455,432**	**129,962,171**
Total water discharge	**4,158,558,100**	**4,298,445,450**	**10,157,626,830**	**8,972,967,922**

[1] Figures include fully consolidated thermal power stations and nuclear power stations only. Data from UAE operations not included in 2020. Data from Russian operations not included in 2022.

People and Society

Secure and affordable energy supply

Uniper Group: Consolidated Generation Capacity as of Dec 31, 2022[1]

MW	Gas	Coal	Hydro	Nuclear	Other	Total (country specific)
Germany	3,333	3,197	1,983		1,418	9,932
United Kingdom	4,193	2,000			221	6,414
Sweden			1,579	1,400	1,175	4,154
Netherlands	525	1,070				1,595
Hungary	428					428
Total (asset specific)	**8,479**	**6,267**	**3,562**	**1,400**	**2,814**	**22,523**

[1] Accounting view.

Average Asset Availability for Conventional Power Generation by Country

%	2022	2021
Germany	69.7	75.8
Hungary	92.5	83.0
Netherlands	67.5	80.5
Russia[1]	-	80.8
Sweden	93.7	93.3
United Kingdom	66.3	76.5
Total	**71.0**	**79.0**

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. The 2022 calculation includes all fully consolidated assets. The 2021 calculation is based on the legal entity share.

[1] 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 2022 by country of origin

Country of origin	% coal purchased
Colombia	23.4%
USA	21.9%
South Africa	17.6%
Kazakhstan	16.2%
Russia	12.3%
Australia	5.3%
UK	2.4%
Cananda	1.1%

Health, Safety and Wellbeing

Heath and Safety

	2022	2021
Combined TRIF[1]	1.76	1.51
Employee TRIF	1.09	0.82
Contractor TRIF	2.74	2.55
Combined LTIF	1.22	0.99
Employee LTIF	0.67	0.51
Contractor LTIF	2.03	1.70

[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 2022[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	4	0	10
Germany	3,690	1,350	0	5,040
Hungary	32	3	0	35
Netherlands	282	28	0	310
Norway	6	0	0	6
Russia	4	4	0	8
Singapore	5	1	0	6
Sweden	697	209	0	906
United Kingdom	742	169	0	911
USA	55	21	1	77
United Arab Emirates	15	5	0	20
Total	**5,536**	**1,794**	**1**	**7,331**

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

[2] Headcount as of December 31, 2022. Russian Power Generation is no longer reported as an operating segment

Total number of employees[1, 2]

By employment contract and gender

	Male		Female		Non-binary		Total	
Employee profile	**2022**	**2021**	**2022**	**2021**	**2022**	**2021**	**2022**	**2021**
Managing directors/board members	7	20	1	3	0	0	8	23
Permanent staff	5,066	8,089	1,614	2,583	1	0	6,681	10,672
Temporary staff	224	485	103	337	0	0	327	822
Interns/work-study students	86	87	45	55	0	0	131	142
Apprentices	153	152	31	27	0	0	184	179
Total	**5,536**	**8,833**	**1,794**	**3,005**	**1**	**0**	**7,331**	**11,838**

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

[2] Headcount as of December 31, 2022. Russian Power Generation is no longer reported as an operating segment.

Fair and Attractive Employer

Share of new hires from external market[1, 2]

(%)		
Country of employment	**2022**	**2021**
Canada	0.1	0.4
Germany	37.7	47.9
Hungary	0.4	0.4
Netherlands	2.4	1.8
Norway	0	0.1
Russia	28.6	32
Singapore	0	0
Sweden	20.7	6.8
United Kingdom	7.4	8.1
United Arab Emirates	0.2	0.1
USA	2.5	2.5

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

[2] As of December 31, 2022, Russian Power Generation is no longer reported as an operating segment

New hires from external market[1, 2]

By age range and gender

	Male				Female				Non-binary				Total	
Employee profile	**2022**		**2021**		**2022**		**2021**		**2022**		**2021**		**2022**	**2021**
Age range	Number	%	Number	%	Number	%	Number	%	Number	%	Number	%	Number	Number
<21	79	81.4	70	76.1	18	18.6	22	23.9	0	0	0	0	97	92
21-30	275	73.3	308	69.1	100	26.7	138	30.9	0	0	0	0	375	446
31-40	192	65.5	223	70.8	100	34.1	92	29.2	1	0.3	0	0	293	315
41-50	132	73.3	101	63.5	48	26.7	58	36.5	0	0	0	0	180	159
51-60	86	72.3	61	71.8	33	27.7	24	28.2	0	0	0	0	119	85
>60	30	81.1	17	68	7	18.9	8	32	0	0	0	0	37	25
Total	**794**	**72.1**	**780**	**69.5**	**306**	**27.8**	**342**	**30.5**	**1**	**0.1**	**0**	**0**	**1,101**	**1,122**

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

[2] As of December 31, 2022, Russian Power Generation is no longer reported as an operating segment

Permanent staff[1]

By type of employment and gender

	Male		Female		Non-binary		Total	
Employee profile	**2022**	**2021**	**2022**	**2021**	**2022**	**2021**	**2022**	**2021**
Part-time	144	149	401	391	1	540	546	540
Full-time	4,922	7,940	1,213	2,192	0	10,132	6,135	10,132
Total	**5,066**	**8,089**	**1,614**	**2,583**	**1**	**10,672**	**6,681**	**10,672**

[1] Headcount as of December 31, 2022. Russian Power Generation is no longer reported as an operating segment.

Fair and Attractive Employer

Voluntary leavers[1, 2]

By country of employment and gender

	Male		Female		Non-binary		Total	
Country of employment	**2022**	**2021**	**2022**	**2021**	**2022**	**2021**	**2022**	**2021**
Belgium	0	0	0	1	0	0	0	1
Germany	157	118	80	62	0	0	237	180
Hungary	0	2	0	1	0	0	0	3
Netherlands	12	5	2	1	0	0	14	6
Norway	0	2	0	0	0	0	0	2
Russia	149	233	45	75	0	0	194	308
Singapore	0	0	1	0	0	0	1	0
Sweden	21	18	10	4	0	0	31	22
United Kingdom	71	37	8	8	0	0	79	45
USA	19	8	2	2	0	0	21	10
United Arab Emirates	1	0	1	0	0	0	2	0
Total	**430**	**423**	**149**	**154**	**0**	**0**	**579**	**577**

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

[2] As of December 31, 2022, Russian Power Generation is no longer reported as an operating segment.

Voluntary and non-voluntary leavers[1, 2, 3]

By gender and length of duration of employment

	Leavers		Average duration of employment (years)	
Gender	**2022**	**2021**	**2022**	**2021**
Male	560	444	9.1	9.2
Female	177	160	8.4	8.7
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, 2022, Russian Power Generation is no longer reported as an operating segment

Voluntary leavers[1, 2]

By age range and gender

	Male		Female		Non-binary		Total	
Age range	**2022**	**2021**	**2022**	**2021**	**2022**	**2021**	**2022**	**2021**
<21	8	5	2	4	0	0	10	9
21-30	125	106	42	31	0	0	167	137
31-40	135	115	48	39	0	0	183	154
41-50	80	90	21	34	0	0	101	124
51-60	63	72	29	42	0	0	92	114
> 60	19	35	7	4	0	0	26	39
Total	**430**	**423**	**149**	**154**	**0**	**0**	**579**	**577**

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

[2] As of December 31, 2022, Russian Power Generation is no longer reported as an operating segment.

Voluntary and non-voluntary leavers[1, 2, 3]

By age range and duration of employment

	Leavers		Average duration of employment (years)	
Age range	**2022**	**2021**	**2022**	**2021**
< 21	10	10	1.7	0.3
21 – 30	174	138	2.5	2.3
31 – 40	222	156	5.2	5.1
41 – 50	153	135	9	7.8
51 – 60	140	122	19.9	20.3
> 60	38	43	22	19.9
Total	**737**	**604**	**8.9**	**9.1**

[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, 2022, Russian Power Generation is no longer reported as an operating segment

Fair and Attractive Employer

Employees covered by collective bargaining agreements[1, 2]

%	2022	2021
Share pay scale employees	57	67

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

[2] Headcount as of December 31, 2022.: Russian Power Generation is no longer reported as an operating segment

Fluctuation rate[1, 2]

By age range

	Fluctuation (%)	
Age range	**2022**	**2021**
< 21	6	5.5
21 – 30	12.4	9.4
31 – 40	6.6	5.2
41 – 50	3.2	3.8
51 – 60	2.6	3.1
> 60	4.2	6.8
Total	**5**	**4.8**

[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, 2022, Russian Power Generation is no longer reported as an operating segment

Fluctuation rate[1, 2]

By gender

Gender	2022	2021
Male	5	4.7
Female	5	5.1
Non-binary	0	0
Total	**5**	**4.8**

[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, 2022, Russian Power Generation is no longer reported as an operating segment.

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