

Uniper 2020 Gender Pay Gap

The data provided within this statement covers our two legal entities employing 250 people or more: Uniper UK Ltd and Uniper Technologies Ltd. The snapshot date for this report is 6th April 2019 to 5th April 2020.

SUMMARY OF RESULTS COMPARED TO LAST YEAR

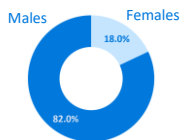
We've seen a continued, but small improvement in the mean pay gap from last year's results for both Uniper UK Ltd (UUK) and Uniper Technologies Ltd (UTL), with a reduction of 2.5% and 1% respectively. However, we have seen a slight increase in the median pay gap for both companies.

There has also been a reduction in the mean bonus gap for both UUK and UTL. A one-off payment impacted the 2019 bonus figures, so to ensure a comparable benchmark, we have compared 2020 data to 2018 to calculate the mean bonus gap. This tells us that Uniper UK has maintained the 2018 bonus gap, whilst UTL has seen a reduction.

UUK saw a substantial increase in the gender pay gap for the median bonus payment in favour of females. This is because there is a greater proportion of females working in areas of the business in UUK, where higher bonus payments are made.

There was a continued increase in the number of women being internally promoted at Uniper Technologies Ltd, including an increase in promotions into the upper middle and upper pay quartiles. Uniper UK saw a change in its workforce gender split, with a slight increase in females during 2020.

Uniper UK Ltd



Uniper UK Ltd
Snapshot of gender split
6th April 19 to 5th April 20

Mean and Median Gender Pay and Bonus Gap	Mean	Median
Gender Pay Gap	15.7%	18.7%
Gender Bonus Pay Gap	24.2%	-110.5%

	Female	Male
Proportion receiving a Bonus	92.0%	95.9%

Percentage of Males and Females in each pay quartile band		
Pay Quartiles	Female	Male
Lower	27.3%	72.7%
Lower Middle	17.5%	82.5%
Upper Middle	11.8%	88.2%
Upper	8.4%	91.6%
Total Split	16.3%	83.7%



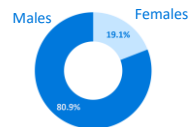
Statement

We confirm that information and data provided is accurate.


Mike Lockett
Country Chairman, Uniper UK Ltd


David Potter
Director, Uniper Technologies Ltd

Uniper Technologies Ltd



Uniper Technologies Ltd
Snapshot of gender split
6th April 19 to 5th April 20

Mean and Median Gender Pay and Bonus Gap	Mean	Median
Gender Pay Gap	25.1%	33.1%
Gender Bonus Pay Gap	49.1%	0.0%

	Female	Male
Proportion receiving a Bonus	94.7%	94.2%

Percentage of Males and Females in each pay quartile band		
Pay Quartiles	Female	Male
Lower	41.3%	58.8%
Lower Middle	11.4%	88.6%
Upper Middle	12.7%	87.3%
Upper	6.3%	93.7%
Total Split	18.0%	82.0%

WHAT ACTION ARE WE TAKING?

Diversity and Inclusion (D&I) continue to be a key area of focus within Uniper. Within the UK, we have maintained our work on STEM activities in the community and introduced the role of STEM Ambassador. This year, we had planned to review our flexible working practices, however, the Coronavirus pandemic, and the requirement for large sections of our workforce to work from home in 2020, escalated this process. Our strong IT infrastructure allowed those with roles that could be undertaken from home to successfully do so. And we continue to support both our male and female colleagues who have parental or caring responsibilities during this challenging time. In addition, we adapted our dignity at work training to ensure that it includes those colleagues working from home and we are now rolling this out as an online offering throughout 2021.

We continue to have a UK Diversity and Inclusion working group in place and in 2020, they held three online focus events; we celebrated Women in Engineering Day, held neurodiversity events during National Inclusion Week and during International Men's Day, we promoted the importance of discussing mental wellbeing for all our employees. Taking these events online increased the reach and participation of our colleagues across the business and we will use this approach again in 2021 for our D&I events programme.

Uniper is pleased to confirm that it now has its first full time Diversity and Inclusion role (based in Germany) which will allow the Company to put more focus on this topic internationally. The role has been designed to improve systemic processes and help our company, and all its regions, create a truly inclusive culture, while putting special emphasis on linking the Diversity and Inclusion topic to our strategy.

In the UK, Uniper has also defined its regional vision for 2021 to 2025. Uniper in the UK will:

- * Always use the principle of meritocracy
- * Work towards reflecting the population of the community it serves, to create a diverse and inclusive workforce
- * Work to embed a culture of tolerance, understanding and support for D&I matters with our existing workforce
- * Work collaboratively for the greater good of the Energy Industry by partnering with the Energy & Utility Skills Partnership and signing the Inclusion Commitment

One of the key areas for the D&I working group in 2021 will be to focus on positive action to understand what barriers might exist for under-represented groups in Uniper in the UK and the wider UK Energy Industry. We believe that understanding these issues will not only contribute to reducing our gender pay gap, but also support our ongoing activity on all aspects of Diversity and Inclusion.