



Press Release
7 October 2021

Uniper to focus its Engineering services on decarbonisation and green customer solutions

- **Future engineering focus on Uniper's own assets, with customer offers around Hydrogen, Renewable Energies, Industrial Customer Solutions (ICS) and Net Zero Solutions**
- **Power Engineering Services, based at Hams Hall, Birmingham to be divested**
- **The Uniper Engineering Academy, based at Ratcliffe on Soar, Nottingham, to close during 2022**
- **Implementation to start in 2022, involving wide-ranging organisational changes and with a reduction in the number of employees**

Following a strategic review, Uniper has today announced plans to fundamentally restructure its Engineering function, including its Engineering Academy, and Power Engineering Services business.

Uniper's current Engineering function provides services both to Uniper's own fleet and its customers, across a range of power generation technologies. The function has a total of about 1,100 employees, with colleagues based in Germany as well as the UK. Despite continuous alignment with changing market conditions, the pursuit of new business opportunities, and individual successes and improvements, the Engineering function has not yet achieved an independent financial contribution to the Group results. Taking into account a difficult service market environment and a disadvantageous cost position, the recent review determined that an Engineering function in its current setup, will be unable to meet Uniper's future strategic and financial expectations.

The implementation of these plans will involve wide-ranging organisational changes and regrettably, a significant reduction in the number of employees. Uniper plans to realign the Engineering competencies as a whole and to divest its Power Engineering Services arm, based at Hams Hall, Birmingham. In addition, the Uniper Engineering Academy, based at Ratcliffe on Soar will close during 2022 and Uniper will work with its customers and apprentices to transfer training to other providers, as appropriate.

The plans announced today mean that in future, the company's engineering competencies will be solely focused on Uniper's own asset operation and its strategic growth priorities of decarbonisation and green customer solutions. Its customer activities will concentrate on Hydrogen, Renewable Energies, Industrial Customer Solutions (ICS), and Net Zero Solutions. This is to provide Uniper's customers with a clear strategic focus and a holistic approach in these areas going forward.

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The Service business, working with the conventional energy sector, will be discontinued and limited to engineering services for operators of nuclear facilities as a new strategic business area. All ongoing projects will be finalised and closed out as contractually agreed or via suitable alternative arrangements, still to be agreed. Uniper's customers will be individually approached in due course about the potential impact of the plans on existing co-operations.

We've now briefed our employees and our recognised Trade Unions on the announcement, and what it means for them at this time. Over the next few months, we will work on the details of the organisational changes and the process for their implementation in close coordination with our recognised Trade Union representatives. We expect to be able to have more information in the first quarter of 2022.

Uniper SE Chief Operating Officer, David Bryson said: "We are making these decisions with all due respect for the affected employees' performance and in the awareness that they will be accompanied by far-reaching individual consequences and personal changes. We, the Uniper Board of Management, and the management teams of the affected units will ensure, in close cooperation with Employee Forums, that a fair process is set up to achieve these necessary changes whilst avoiding hardships where possible. However, we are taking these steps in order to realign engineering competencies for a sustainable future within Uniper. In this way, we are following our decarbonization strategy, in the interests of our own assets and our customers."

About Uniper

Uniper is an international energy company with around 12,000 employees in more than 40 countries. The company plans to make its power generation CO₂-neutral in Europe by 2035. With about 35 GW of installed generation capacity, Uniper is among the largest global power generators. Its main activities include power generation in Europe and Russia as well as global energy trading, including a diversified gas portfolio that makes Uniper one of Europe's leading gas companies. In 2020, Uniper had a gas turnover of more than 220 bcm. Uniper is also a reliable partner for municipalities, public utilities, and industrial companies for developing and implementing innovative, CO₂-reducing solutions on their way to decarbonizing their activities. As a pioneer in the field of hydrogen, Uniper is active worldwide along the entire value chain and is implementing projects to make hydrogen usable as a mainstay of energy supply.

The company is headquartered in Düsseldorf and currently the third-largest listed German utility. Together with its main shareholder Fortum, Uniper is also the third-largest producer of CO₂-free energy in Europe.

About Uniper UK

In the UK, Uniper operates a flexible generation portfolio of seven power stations, and a fast-cycle gas storage facility. A broad range of commercial activities are offered through the Engineering Services division, while the Uniper Engineering Academy delivers high-quality technical training and government-accredited apprenticeship programmes for the utility, manufacturing and heavy industry sectors.

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