

Siemens Energy – Sustainability Report 2022: Performance Indicator Overview



| Performance indicator | Break down | Fiscal year/September 30 | Unit | 2022 | Fiscal year 2021 |
|--|----------------------------|--------------------------|--|------------|---------------------|
| Siemens Energy at a glance | | | | | |
| Revenue | Total | Fiscal year | Billion € | 29.0 | 28.5 |
| Orders | Total | Fiscal year | Billion € | 38.3 | 33.0 |
| Order backlog | Total | Fiscal year | Billion € | 97.4 | 84.0 |
| Countries with Siemens Energy presence | Total | Fiscal year | No. (over) | 97 | 90 |
| Research & development | | | | | |
| R&D expenses | Total | Fiscal year | Billion € | 1.1 | 1.2 |
| R&D intensity | Total | Fiscal year | % to revenue | 3.7 | 4.1 |
| Additions to capitalized R&D expenses | Total | Fiscal year | Billion € | 0.19 | 0.19 |
| R&D employees | Total | September 30 | No. (rounded) | 5,300 | 4,900 |
| Patents granted | Total | September 30 | No. (rounded) | 18,300 | 18,300 |
| Customer satisfaction | | | | | |
| Customer Net Promotor Score (NPS) ¹ | Total | Fiscal year | No. | 46 | 45 |
| Greenhouse gas emissions | | | | | |
| Scope 1 | Total | Fiscal year | 1,000 metric tons CO₂e | 188 | 206 |
| | Natural gas & liquid gas | Fiscal year | 1,000 metric tons CO ₂ e | 102 | 111 |
| | Fuel oil, gasoline, diesel | Fiscal year | 1,000 metric tons CO ₂ e | 15 | 21 |
| | SF ₆ | Fiscal year | 1,000 metric tons CO ₂ e | 35 | 41 |
| | Fleet | Fiscal year | 1,000 metric tons CO ₂ e | 32 | 29 |
| | Other | Fiscal year | 1,000 metric tons CO ₂ e | 3 | 4 |

¹ NPS ranges from -100 to +100, subtracting % of scores between 1-6 (Detractors) from % of scores of 9-10 (Promoters). GP only.

| Performance indicator | Break down | Fiscal year/September 30 | Unit | Fiscal year | |
|--|-----------------------------|--------------------------|--|-----------------------|--------------------------|
| | | | | 2022 | 2021 |
| Scope 2 | Total (market-based) | Fiscal year | 1,000 metric tons CO₂e | 27 | 67 |
| | Electricity | Fiscal year | 1,000 metric tons CO ₂ e | 9 | 34 |
| | District heat | Fiscal year | 1,000 metric tons CO ₂ e | 18 | 32 |
| Scope 1+2 ² | Total | Fiscal year | 1,000 metric tons CO₂e | 215 | 273 |
| | Intensity | Fiscal year | t CO ₂ e/€ revenue | 0.74x10 ⁻⁵ | 0.96x10 ⁻⁵ |
| Scope 3 – downstream ³ | Total | Fiscal year | 1,000 metric tons CO₂e | 1,323,012 | 1,369,163 |
| | Intensity | Fiscal year | t CO ₂ e/€ order intake | 0.035 | 0.041 |
| | Intensity | Fiscal year | t CO ₂ e/€ revenue | 0.046 | 0.048 |
| Scope 3 – upstream ⁴ | Total | Fiscal year | 1,000 metric tons CO₂e | 5,081 | 4,433⁵ |
| | Intensity | Fiscal year | kg CO ₂ e/€ PVO spent | 0.424 | 0.440 ⁵ |
| Scope 3 up- and downstream | Total | Fiscal year | 1,000 metric tons CO₂e | 1,328,093 | 1,373,596 |
| Scope 1-3 | Total | Fiscal year | 1,000 metric tons CO₂e | 1,328,308 | 1,373,869 |
| Fleet | | | | | |
| Number of vehicles | Total | September 30 | No. (rounded) | 5,300 | 5,400 |
| Fleet consume | Total | Fiscal year | 1,000 Gigajoule | 435 | 392 |
| Atmospheric pollutant emissions | | | | | |
| Volatile organic compounds (VOC) | Total | Fiscal year | Metric tons | 275 | 440 |
| Ozone depleting substances (ODS) | Total | Fiscal year | Metric tons (R11 equivalent) | 0.009 | 0.027 |
| Nitrogen oxides (NO _x) | Total | Fiscal year | Metric tons | 74 | 81 |

² Market-based Scope 2 emissions included.

³ Includes category "use of sold products" only (well-to-tank emissions are included, biogenic emissions have been excluded). SGRE emissions equal zero.

⁴ Includes categories "purchased goods and services" and "transportation and distribution" only. Without SGRE.

⁵ Due to the further development and optimization of the CO₂ calculation tool, the CO₂ emissions for fiscal year 2021 and fiscal year 2018 (baseline) were recalculated.

| Performance indicator | Break down | Fiscal year/September 30 | Unit | 2022 | Fiscal year 2021 |
|--|------------------------------------|--------------------------|-------------------------------------|-----------------------|-----------------------|
| Energy | | | | | |
| Total energy consumption (in GJ) | Total | Fiscal year | 1,000 Gigajoule | 5,797 | 6,329 |
| | Intensity | Fiscal year | Gigajoule/€ revenue | 2.00x10 ⁻⁴ | 2.22x10 ⁻⁴ |
| Primary energy (in GJ) | Total | Fiscal year | 1,000 Gigajoule | 2,103 | 2,362 |
| | Natural gas & liquid petroleum gas | Fiscal year | 1,000 Gigajoule | 1,825 | 2,037 |
| | Fuel oil, coal, gasoline, diesel | Fiscal year | 1,000 Gigajoule | 211 | 280 |
| | Biogas | Fiscal year | 1,000 Gigajoule | 63 | 37 |
| | Other | Fiscal year | 1,000 Gigajoule | 5 | 9 |
| Secondary energy (in GJ) | Total | Fiscal year | 1,000 Gigajoule | 3,694 | 3,967 |
| | Electricity | Fiscal year | 1,000 Gigajoule | 3,117 | 3,279 |
| | District heating | Fiscal year | 1,000 Gigajoule | 577 | 688 |
| Total energy consumption (in GJ) | Total | Fiscal year | 1,000 Gigajoule | 5,797 | 6,329 |
| Total energy consumption (in MWh) | Total | Fiscal year | 1,000 MWh | 1,607 | 1,758 |
| Primary energy (in MWh) | Total | Fiscal year | 1,000 MWh | 583 | 656 |
| | Natural gas & liquid petroleum gas | Fiscal year | 1,000 MWh | 506 | 566 |
| | Fuel oil, coal, gasoline, diesel | Fiscal year | 1,000 MWh | 58 | 78 |
| | Biogas | Fiscal year | 1,000 MWh | 17 | 10 |
| | Other | Fiscal year | 1,000 MWh | 1 | 2 |
| Secondary energy (in MWh) | Total | Fiscal year | 1,000 MWh | 1,024 | 1,102 |
| | Electricity | Fiscal year | 1,000 MWh | 864 | 911 |
| | District heating | Fiscal year | 1,000 MWh | 160 | 191 |
| Share of renewables | Electricity from renewable sources | Fiscal year | % of electricity | 90 | 76 |
| | Energy from renewable sources | Fiscal year | % of energy | 50 | 40 |
| Reduced emissions through electricity from renewable sources | Total | Fiscal year | 1,000 metric tons CO ₂ e | 196 ⁶ | 205 |

⁶ Without SGRE

| Performance indicator | Break down | Fiscal year/September 30 | Unit | 2022 | Fiscal year 2021 |
|------------------------------|---|--------------------------|-----------------------------|-----------------------|-----------------------|
| Waste | | | | | |
| Waste categories | Total | Fiscal year | 1,000 metric tons | 139 | 145 |
| | Intensity | Fiscal year | metric tons/€ revenue | 4.8x10 ⁻⁶ | 5.1x10 ⁻⁶ |
| | Non-hazardous waste | Fiscal year | 1,000 metric tons | 120 | 122 |
| | Hazardous waste | Fiscal year | 1,000 metric tons | 18 | 18 |
| | Construction waste | Fiscal year | 1,000 metric tons | 1 | 3 |
| | Other | Fiscal year | 1,000 metric tons | 1 | 3 |
| Waste recycling and disposal | Total recycling waste | Fiscal year | 1,000 metric tons | 110 | 114 |
| | thereof recycling waste | Fiscal year | 1,000 metric tons | 88 | 76 |
| | thereof recovered waste | Fiscal year | 1,000 metric tons | 19 | 35 |
| | thereof reuse waste | Fiscal year | 1,000 metric tons | 4 | 3 |
| | Waste for disposal | Fiscal year | 1,000 metric tons | 28 | 26 |
| Total recycling rate | Total ⁷ | Fiscal year | % of total waste | 81 | 82 |
| | Hazardous waste | Fiscal year | % of hazardous waste | 54 | 68 |
| Water | | | | | |
| Water consumption | Total | Fiscal year | Million cubic meters | 3.45 | 4.10 |
| | Intensity | Fiscal year | Cubic meters/€ revenue | 1.19x10 ⁻⁴ | 1.44x10 ⁻⁴ |
| | Fresh water | Fiscal year | Million cubic meters | 2.80 | 2.99 |
| | Ground and surface water for cooling (returned to receiving water body chemically unchanged but warmed) | Fiscal year | Million cubic meters | 0.62 | 1.08 |

⁷ Excluding construction and other waste.

| Performance indicator | Break down | Fiscal year/September 30 | Unit | Fiscal year | |
|--|---|--------------------------|-------------------------------|-----------------------|-----------------------|
| | | | | 2022 | 2021 |
| Wastewater | Total | Fiscal year | Million cubic meters | 3.46 | 4.06 |
| | Intensity | Fiscal year | Cubic meters/€ revenue | 1.19x10 ⁻⁴ | 1.42x10 ⁻⁴ |
| | Wastewater from employee facilities | Fiscal year | Million cubic meters | 1.44 | 1.50 |
| | Wastewater from manufacturing processes | Fiscal year | Million cubic meters | 0.24 | 0.36 |
| | Other (incl . losses) | Fiscal year | Million cubic meters | 0.51 | 0.67 |
| | Conditioned cooling water discharged as wastewater | Fiscal year | Million cubic meters | 0.60 | 0.43 |
| | Total wastewater without chemically unchanged cooling water | Fiscal year | Million cubic meters | 2.79 | 2.99 |
| | Cooling water (returned to receiving water body, chemically unchanged but warmed) | Fiscal year | Million cubic meters | 0.67 | 1.07 |
| | Environmental incidents | | | | |
| Significant environmental incidents | Total | Fiscal year | No. | 2 | 2 |
| Product stewardship | | | | | |
| Life cycle assessments (LCA) | Total | September 30 | No. | 229 | 124 |
| | Full-scale ⁸ | September 30 | No. | 228 | 108 |
| | Screening ⁹ | September 30 | No. | 1 | 16 |
| Portfolio coverage by full-scale LCA ¹⁰ | Total | September 30 | % of total portfolio elements | 72 | 71 |
| Environmental product declarations (EPD) | Total | September 30 | No. | 158 | 105 |

⁸ Full-scale LCAs adopt a comprehensive approach, covering the environmental impacts over the entire life cycle.

⁹ Screening LCAs cover environmentally relevant parts or phases of a product life cycle.

¹⁰ Share of full-scale LCAs is calculated based on the business segment structure. One business segment is considered to be one portfolio element. All portfolio elements containing material products have been determined to be "relevant" for this performance indicator. If full-scale LCAs are available for products of a portfolio element, this portfolio element is considered to be "covered". The share represents the percentage of covered portfolio elements relative to the total number of relevant portfolio elements.

| Performance indicator | Break down | Fiscal year/September 30 | Unit | 2022 | Fiscal year 2021 |
|---|--|--------------------------|-------------|--------|---------------------|
| Occupational health and safety (OHS) | | | | | |
| Total Recordable Injury Rate (TRIR) ¹¹ | Total | Fiscal year | No. | 2.27 | 2.54 |
| | Employees ¹² | Fiscal year | No. | 2.17 | 2.47 |
| | Contractors ¹³ | Fiscal year | No. | 2.65 | 2.79 |
| Lost Time Injury Frequency Rate (LTIFR) ¹⁴ | Total | Fiscal year | No. | 1.22 | 1.18 |
| | Employees ¹² | Fiscal year | No. | 1.15 | 1.15 |
| | Contractors ¹³ | Fiscal year | No. | 1.52 | 1.30 |
| Occupational Illness Frequency Rate ¹⁵ | Employees | Fiscal year | No. | 0.47 | 0.55 |
| High-consequence injury rate of employees & contractors ¹⁶ | Total | Fiscal year | No. | 0.040 | 0.044 |
| Fatalities ¹⁷ | Total | Fiscal year | No. | 3 | 5 |
| | Employees | Fiscal year | No. | 1 | 0 |
| | Contractors | Fiscal year | No. | 2 | 5 |
| Sustainable supply chain management | | | | | |
| Procurement volume | Total | Fiscal year | Billion € | 21.5 | 17.3 |
| Suppliers | Suppliers | September 30 | No. (about) | 30,000 | 30,000 |
| Corporate Responsibility Self-Assessments (CRSA) ¹⁸ | Total | Fiscal year | No. | 3,466 | 1,685 |
| | Europe, C.I.S. ¹⁹ , Africa, Middle East | Fiscal year | No. | 1,256 | 614 |
| | Americas | Fiscal year | No. | 768 | 355 |
| | Asia, Australia | Fiscal year | No. | 1,442 | 716 |

¹¹ Total Recordable Injury Rate: number of recordable injuries (TRI) x 1,000,000/work hours performed. Recordable injuries are accidents that result in lost time, restricted work or medical treatment.

¹² Incl. temporary workers; excl. contractors.

¹³ Contractors are service providers carrying out work activities in a work environment under the control of the company. SGRE captures all contractors; GP captures contractors in projects with a volume >€5 million and classified as complex during the bid phase.

¹⁴ Lost Time Injury Frequency Rate: number of lost time injuries (LTI) x 1,000,000/work hours performed. LTIs are accidents that result in at least one lost day of work.

¹⁵ Data includes Germany only. Illnesses declared as occupational illness and recognized by an external authority/insurance company or by a physician. Number of occupational illnesses x 1,000,000/work hours performed.

¹⁶ Number of high-consequence work-related injuries x 1,000,000/work hours performed. Incl. temporary workers and contractors.

¹⁷ Excluding cases beyond Siemens Energy's influence. E.g. force majeure, third party violence or outside of Siemens Energy scope of responsibility.

¹⁸ GP: To be conducted by all suppliers with a purchasing volume > €10,000 p.a.; SGRE: To be conducted mainly by suppliers from non-OECD countries with a purchasing volume > €50,000 p.a. Questionnaires initiated and completed in the year under review.

¹⁹ Commonwealth of Independent States.

| Performance indicator | Break down | Fiscal year/September 30 | | Unit | Fiscal year | |
|--|---|--------------------------|--|-------------------------|-------------|------------|
| | | | | | 2022 | 2021 |
| Supplier quality audits with integrated sustainability questions | Total | Fiscal year | | No. | 961 | 424 |
| | Europe, C.I.S. ¹⁸ , Africa, Middle East | Fiscal year | | No. | 615 | 227 |
| | Americas | Fiscal year | | No. | 148 | 98 |
| | Asia, Australia | Fiscal year | | No. | 198 | 99 |
| External sustainability audit (ESA) | Total | Fiscal year | | No. | 167 | 157 |
| | Europe, C.I.S. ¹⁸ , Africa, Middle East | Fiscal year | | No. | 61 | 48 |
| | Americas | Fiscal year | | No. | 16 | 24 |
| | Asia, Australia | Fiscal year | | No. | 90 | 85 |
| Accepted ESA | Total | Fiscal year | | No. | 76 | 85 |
| Compliance and integrity | | | | | | |
| Compliance cases reported | Total | Fiscal year | | No. | 118 | 103 |
| Disciplinary sanctions | Total | Fiscal year | | No. | 188 | 49 |
| | Warnings | Fiscal year | | No. | 55 | 29 |
| | Dismissals | Fiscal year | | No. | 110 | 18 |
| | Other | Fiscal year | | No. | 23 | 2 |
| Training on compliance and integrity contents | Share of employees that completed training on our Business Conduct Guidelines (BCG) | September 30 | | % of targeted employees | 94 | 83 |
| | Share of employees that completed training on Antitrust | September 30 | | % of targeted employees | 95 | 95 |
| | Share of employees that completed training on Data Privacy | September 30 | | % of targeted employees | 86 | – |
| | Share of employees that completed training on Export Control | September 30 | | % of targeted employees | 93 | 85 |

| Performance indicator | Break down | Fiscal year/September 30 | Unit | 2022 | Fiscal year 2021 |
|-------------------------------|--|--------------------------|--|---------------|---------------------|
| Employees²⁰ | | | | | |
| Employee structure | Total | September 30 | No. (rounded) | 92,292 | 90,882 |
| | Europe, C.I.S. ¹⁹ , Africa, Middle East | September 30 | % of total headcount | 67 | 67 |
| | Americas | September 30 | % of total headcount | 20 | 20 |
| | Asia, Australia | September 30 | % of total headcount | 13 | 12 |
| | Age group <35 | September 30 | % of total headcount | 25 | 25 |
| | Age group 35-44 | September 30 | % of total headcount | 34 | 34 |
| | Age group 45-54 | September 30 | % of total headcount | 25 | 25 |
| | Age group >54 | September 30 | % of total headcount | 16 | 17% |
| | Average age | September 30 | % of total headcount | 42.7 | 42.8 |
| | Women in headcount | September 30 | % of total headcount | 20 | 19 |
| | Women in top leadership positions ²¹ | September 30 | % of total employees in top leadership positions | 22 | 21 |
| Working hour programs | Employees working part-time | September 30 | % of total headcount | 3.2 | 3.3 |
| Employee fluctuation | Hirings | Fiscal year | No. | 10,945 | 7,535 |
| | Recruitment rate | Fiscal year | % to average headcount | 12.0 | 8.2 |
| | Europe, C.I.S. ¹⁹ , Africa, Middle East | Fiscal year | % of total hires | 59 | 56 |
| | Americas | Fiscal year | % of total hires | 22 | 26 |
| | Asia, Australia | Fiscal year | % of total hires | 18 | 18 |
| | Women hired | Fiscal year | % of total hires | 23 | 19 |

²⁰ All figures in this section refer to the headcount.

²¹ Without SGRE. Share of women in leadership positions 14% (fiscal year 2021: 13%) at SGRE.

| Performance indicator | Break down | Fiscal year/September 30 | Unit | Fiscal year | |
|---|---|--------------------------|------------------------|-------------|---------|
| | | | | 2022 | 2021 |
| Employee fluctuation | Exits | Fiscal year | No. | 9,675 | 9,705 |
| | Turnover rate | Fiscal year | % to average headcount | 11 | 11 |
| | Europe, C.I.S. ¹⁹ , Africa, Middle East | Fiscal year | % of total exits | 57 | 52 |
| | Americas | Fiscal year | % of total exits | 30 | 29 |
| | Asia, Australia | Fiscal year | % of total exits | 12 | 19 |
| Working contracts | Employees with permanent working contracts | September 30 | % of total employees | 95 | 95 |
| Working hours | Contractually agreed weekly working hours (average) | September 30 | No. | 38.9 | 38.8 |
| Vulnerable groups | Employees with a disability ²² | September 30 | No. (about) | 1,400 | 1,400 |
| Collective bargaining agreements | Employees covered by collective bargaining agreements | September 30 | % of total employees | 75 | 74 |
| Training and education | | | | | |
| Spend on further education | Total | Fiscal year | Million € | 69 | 58 |
| Average spend on further education per employee | Total | Fiscal year | € spent/employee | 753 | 632 |
| Training hours | Total | Fiscal year | No. | 943,655 | 786,721 |
| | On-site | Fiscal year | No. | 699,393 | 592,033 |
| | Web-based | Fiscal year | No. | 244,263 | 194,087 |
| Average training hours per employee | Total | Fiscal year | No. | 10.3 | 8.6 |
| | On-site | Fiscal year | No. | 7.7 | 6.5 |
| | Web-based | Fiscal year | No. | 2.7 | 2.1 |

²² Includes Germany only.

| Performance indicator | Break down | Fiscal year/September 30 | Unit | 2022 | Fiscal year 2021 |
|---|--|--------------------------|-----------|-------|---------------------|
| Apprentices and dual students ²³ | Total | September 30 | No. | 1,865 | 2,100 |
| | Internal | September 30 | No. | 897 | 1,062 |
| | External | September 30 | No. | 968 | 1,038 |
| | Internal, started this fiscal year | Fiscal year | No. | 247 | 241 |
| | External, started this fiscal year | Fiscal year | No. | 275 | 280 |
| | Societal engagement | | | | |
| Donations | Total | Fiscal year | Million € | 3.6 | 4.7 |
| | Europe, C.I.S. ¹⁹ , Africa, Middle East | Fiscal year | Million € | 2.3 | 2.1 |
| | Americas | Fiscal year | Million € | 0.6 | 2.0 |
| | Asia, Australia | Fiscal year | Million € | 0.7 | 0.6 |

²³ Includes Germany only.