

# Siemens Energy – Sustainability Report 2023: Performance Indicator Overview



Performance indicator	Break down	Fiscal year/September 30	Unit	2023	Fiscal year 2022
<b>Siemens Energy at a glance</b>					
Revenue	Total	Fiscal year	Billion €	31.1	29.0
Orders	Total	Fiscal year	Billion €	50.4	38.3
Order backlog	Total	Fiscal year	Billion €	111.6	97.4
Countries with Siemens Energy presence	Total	Fiscal year	No. (over)	96	97
<b>EU Taxonomy</b>					
Share of revenue from EU Taxonomy-eligible activities	Total	Fiscal year	%	73.4	57 <sup>1</sup>
Share of capital expenditures from EU Taxonomy-eligible activities	Total	Fiscal year	%	72.2	79 <sup>1</sup>
Share of operational expenditures from EU Taxonomy-eligible activities	Total	Fiscal year	%	83.1	40 <sup>1</sup>
Share of revenue from EU Taxonomy-eligible and -aligned activities	Total	Fiscal year	%	37.5	– <sup>1</sup>
Share of capital expenditures from EU Taxonomy-eligible and -aligned activities	Total	Fiscal year	%	51.0	– <sup>1</sup>
Share of operational expenditures from EU Taxonomy-eligible and -aligned activities	Total	Fiscal year	%	40.4	– <sup>1</sup>
<b>Research &amp; development</b>					
R&D expenses	Total	Fiscal year	Billion €	1.1	1.1
R&D intensity	Total	Fiscal year	% to revenue	3.6	3.7
Additions to capitalized R&D expenses	Total	Fiscal year	Billion €	0.19	0.19
R&D employees	Total	September 30	No. (rounded)	4,300	5,300
Patents granted	Total	September 30	No. (rounded)	18,700	18,300

<sup>1</sup> Due to the simplified approach in fiscal year 2022, there is no prior year information on taxonomy-aligned shares available. A prior year comparison of the total taxonomy-eligible shares is only possible to a limited extent due to the first-time application of the complementary delegated act on natural gas and nuclear activities.

Performance indicator	Break down	Fiscal year/September 30	Unit	2023	Fiscal year 2022
<b>Customer satisfaction</b>					
Customer Net Promotor Score (NPS) <sup>2</sup>	Total	Fiscal year	No.	57	46
<b>Greenhouse gas emissions</b>					
Scope 1	<b>Total</b>	<b>Fiscal year</b>	<b>1,000 metric tons CO<sub>2</sub>e</b>	<b>163</b>	<b>188</b>
	Natural gas & liquid gas	Fiscal year	1,000 metric tons CO <sub>2</sub> e	87	102
	Fuel oil, gasoline, diesel	Fiscal year	1,000 metric tons CO <sub>2</sub> e	16	15
	SF <sub>6</sub>	Fiscal year	1,000 metric tons CO <sub>2</sub> e	32	35
	Fleet	Fiscal year	1,000 metric tons CO <sub>2</sub> e	25	32
	Other	Fiscal year	1,000 metric tons CO <sub>2</sub> e	4	3
Scope 2	<b>Total (market-based)</b>	<b>Fiscal year</b>	<b>1,000 metric tons CO<sub>2</sub>e</b>	<b>18</b>	<b>27</b>
	Electricity	Fiscal year	1,000 metric tons CO <sub>2</sub> e	0	9
	District heat	Fiscal year	1,000 metric tons CO <sub>2</sub> e	18	18
Scope 1+2	<b>Total</b>	<b>Fiscal year</b>	<b>1,000 metric tons CO<sub>2</sub>e</b>	<b>182</b>	<b>215</b>
	Intensity	Fiscal year	t CO <sub>2</sub> e/€ revenue	5.83×10 <sup>-6</sup>	7.42×10 <sup>-6</sup>
Scope 3 – downstream <sup>3</sup>	<b>Total</b>	<b>Fiscal year</b>	<b>1,000 metric tons CO<sub>2</sub>e</b>	<b>1,098,370</b>	<b>1,252,319<sup>5</sup></b>
	Intensity	Fiscal year	t CO <sub>2</sub> e/€ order intake	0.022	0.033
	Intensity	Fiscal year	t CO <sub>2</sub> e/€ revenue	0.035	0.043
Scope 3 – upstream <sup>4</sup>	<b>Total</b>	<b>Fiscal year</b>	<b>1,000 metric tons CO<sub>2</sub>e</b>	<b>9,230</b>	<b>9,182</b>
	Intensity	Fiscal year	kg CO <sub>2</sub> e/€ PVO spent	0.414	0.451
Scope 3 up- and downstream	<b>Total</b>	<b>Fiscal year</b>	<b>1,000 metric tons CO<sub>2</sub>e</b>	<b>1,107,600</b>	<b>1,261,501<sup>5</sup></b>
Scope 1-3	<b>Total</b>	<b>Fiscal year</b>	<b>1,000 metric tons CO<sub>2</sub>e</b>	<b>1,107,782</b>	<b>1,261,716<sup>5</sup></b>

<sup>2</sup> Index measuring willingness of customers to recommend a company's products or services to others, Siemens Energy (excluding Siemens Gamesa).

<sup>3</sup> Includes category "use of sold products" only (well-to-tank emissions are included, biogenic emissions have been excluded). Siemens Gamesa' emissions equal zero.

<sup>4</sup> Includes categories "purchased goods and services" and "transportation and distribution" only. 2022 data was adjusted to include Siemens Gamesa. Due to the partially undefined material codes of the purchasing volume at Siemens Gamesa, approximately 10% of the CO<sub>2</sub>e emissions were extrapolated. In fiscal year 2023, 325 kilotons of the 9,230 kilotons CO<sub>2</sub>e emissions were calculated using a consumption-based method.

<sup>5</sup> Fiscal year 2022 emissions were recalculated to reflect the reduction of the expected lifetime for gas and steam turbines in power generation from 30 years to 28 years and the H<sub>2</sub> co-firing project in fiscal year 2022.

Performance indicator	Break down	Fiscal year/September 30	Unit	2023	Fiscal year 2022
<b>Fleet</b>					
Number of vehicles	Total	September 30	No. (rounded)	5,300	5,300
Fleet consume	Total	Fiscal year	1,000 Gigajoule	341	435
<b>Atmospheric pollutant emissions</b>					
Volatile organic compounds (VOC)	Total	Fiscal year	Metric tons	257	275
Ozone depleting substances (ODS)	Total	Fiscal year	Metric tons (R11 equivalent)	0.007	0.009
Nitrogen oxides (NO <sub>x</sub> )	Total	Fiscal year	Metric tons	66	74
<b>Energy</b>					
Total energy consumption (in GJ)	<b>Total</b>	<b>Fiscal year</b>	<b>1,000 Gigajoule</b>	<b>5,186</b>	<b>5,797</b>
	Intensity	Fiscal year	Gigajoule/€ revenue	1.67×10 <sup>-4</sup>	2.00×10 <sup>-4</sup>
Primary energy (in GJ)	<b>Total</b>	<b>Fiscal year</b>	<b>1,000 Gigajoule</b>	<b>1,796</b>	<b>2,103</b>
	Natural gas & liquid petroleum gas	Fiscal year	1,000 Gigajoule	1,511	1,825
	Fuel oil, coal, gasoline, diesel	Fiscal year	1,000 Gigajoule	217	211
	Biogas	Fiscal year	1,000 Gigajoule	63	63
	Other	Fiscal year	1,000 Gigajoule	4	5
Secondary energy (in GJ)	<b>Total</b>	<b>Fiscal year</b>	<b>1,000 Gigajoule</b>	<b>3,390</b>	<b>3,694</b>
	Electricity	Fiscal year	1,000 Gigajoule	2,893	3,117
	District heating	Fiscal year	1,000 Gigajoule	497	577
Total energy consumption (in GJ)	<b>Total</b>	<b>Fiscal year</b>	<b>1,000 Gigajoule</b>	<b>5,186</b>	<b>5,797</b>
Total energy consumption (in MWh)	<b>Total</b>	<b>Fiscal year</b>	<b>1,000 MWh</b>	<b>1,440</b>	<b>1,607</b>
Primary energy (in MWh)	<b>Total</b>	<b>Fiscal year</b>	<b>1,000 MWh</b>	<b>499</b>	<b>583</b>
	Natural gas & liquid petroleum gas	Fiscal year	1,000 MWh	420	506
	Fuel oil, coal, gasoline, diesel	Fiscal year	1,000 MWh	60	58
	Biogas	Fiscal year	1,000 MWh	17	17
	Other	Fiscal year	1,000 MWh	1	1

Performance indicator	Break down	Fiscal year/September 30	Unit	Fiscal year	
				2023	2022
Secondary energy (in MWh)	<b>Total</b>	<b>Fiscal year</b>	<b>1,000 MWh</b>	<b>941</b>	<b>1,024</b>
	Electricity	Fiscal year	1,000 MWh	803	864
	District heating	Fiscal year	1,000 MWh	138	160
Share of renewables	Electricity from renewable sources	Fiscal year	% of electricity	100	90
	Energy from renewable sources	Fiscal year	% of energy	57	50
Reduced emissions through electricity from renewable sources	Total	Fiscal year	1,000 metric tons CO <sub>2</sub> e	204	196
<b>Waste</b>					
Waste categories	<b>Total</b>	<b>Fiscal year</b>	<b>1,000 metric tons</b>	<b>154</b>	<b>139</b>
	Intensity	Fiscal year	metric tons/€ revenue	4.94×10 <sup>-6</sup>	4.79×10 <sup>-6</sup>
	Non-hazardous waste	Fiscal year	1,000 metric tons	122	120
	Hazardous waste	Fiscal year	1,000 metric tons	24	18
	Construction waste	Fiscal year	1,000 metric tons	6	1
	Other	Fiscal year	1,000 metric tons	2	1
Waste recycling and disposal <sup>6</sup>	<b>Total recycling waste</b>	<b>Fiscal year</b>	<b>1,000 metric tons</b>	<b>120</b>	<b>110</b>
	thereof recycling waste	Fiscal year	1,000 metric tons	98	88
	thereof recovered waste	Fiscal year	1,000 metric tons	20	19
	thereof reuse waste	Fiscal year	1,000 metric tons	2	4
	Waste for disposal	Fiscal year	1,000 metric tons	31	28
Total recycling rate	Total	Fiscal year	% of total waste	82	81
	Hazardous waste	Fiscal year	% of hazardous waste	34	54

<sup>6</sup> Excluding construction and other waste.

Performance indicator	Break down	Fiscal year/September 30	Unit	2023	Fiscal year 2022
<b>Water</b>					
Water consumption	<b>Total</b>	<b>Fiscal year</b>	<b>Million cubic meters</b>	<b>3.25</b>	<b>3.45</b>
	Intensity	Fiscal year	Cubic meters/€ revenue	1.04×10 <sup>-4</sup>	1.19×10 <sup>-4</sup>
	Fresh water	Fiscal year	Million cubic meters	2.73	2.80
	Ground and surface water for cooling (returned to receiving water body chemically unchanged but warmed)	Fiscal year	Million cubic meters	0.50	0.62
Wastewater	<b>Total</b>	<b>Fiscal year</b>	<b>Million cubic meters</b>	<b>3.27</b>	<b>3.46</b>
	Intensity	Fiscal year	Cubic meters/€ revenue	1.05×10 <sup>-4</sup>	1.19×10 <sup>-4</sup>
	Wastewater from employee facilities	Fiscal year	Million cubic meters	1.45	1.44
	Wastewater from manufacturing processes	Fiscal year	Million cubic meters	0.20	0.24
	Other (incl . losses)	Fiscal year	Million cubic meters	0.24	0.51
	Conditioned cooling water dis- charged as wastewater	Fiscal year	Million cubic meters	0.65	0.60
	Total wastewater without chemically unchanged cooling water	Fiscal year	Million cubic meters	2.60	2.79
	Cooling water (returned to receiving water body, chemically unchanged but warmed)	Fiscal year	Million cubic meters	0.53	0.67
<b>Environmental incidents</b>					
Significant environmental incidents	Total	Fiscal year	No.	1	2
<b>Product stewardship</b>					
Life cycle assessments (LCA)	Total	September 30	No.	347	311 <sup>7</sup>
	Full-scale <sup>8</sup>	September 30	No.	346	310 <sup>7</sup>
	Screening <sup>9</sup>	September 30	No.	1	1 <sup>7</sup>

<sup>7</sup> Due to the inclusion of customer-specific analyses, 82 full-scale LCAs and 85 EPDs have been added to the totals of 2022. These customer-specific analyses were calculated in 2022 but not considered in last year's figures. The addition does not affect the portfolio coverage of 2022.

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

<sup>9</sup> Screening LCAs cover environmentally relevant parts or phases of a product life cycle.

Performance indicator	Break down	Fiscal year/September 30	Unit	Fiscal year	
				2023	2022
Portfolio coverage by full-scale LCA <sup>10</sup>	Total	September 30	% of total portfolio elements	73	72 <sup>11</sup>
Environmental product declarations (EPD)	Total	September 30	No.	251	243 <sup>11</sup>
<b>Occupational health and safety (OHS)</b>					
Total Recordable Injury Rate (TRIR) <sup>12</sup>	Total	Fiscal year	No.	2.67	2.27
	Employees <sup>13</sup>	Fiscal year	No.	2.61	2.17
	Contractors <sup>14</sup>	Fiscal year	No.	3.03	2.65
Lost Time Injury Frequency Rate (LTIFR) <sup>15</sup>	Total	Fiscal year	No.	1.40	1.22
	Employees <sup>13</sup>	Fiscal year	No.	1.34	1.15
	Contractors <sup>14</sup>	Fiscal year	No.	1.70	1.52
Occupational Illness Frequency Rate <sup>16</sup> of employees <sup>17</sup>	Employees	Fiscal year	No.	0.25	0.28
High-consequence injury rate of employees & contractors <sup>18</sup>	Total	Fiscal year	No.	0.033	0.040
Fatalities <sup>19</sup>	Total	Fiscal year	No.	2	3
	Employees	Fiscal year	No.	0	1
	Contractors	Fiscal year	No.	2	2
<b>Sustainable supply chain management</b>					
Procurement volume	Total	Fiscal year	Billion €	23.5	21.5
Suppliers	Suppliers	September 30	No. (about)	~30,000	~30,000

<sup>10</sup> The 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.

<sup>11</sup> Due to the inclusion of customer-specific analyses, 82 full-scale LCAs and 85 EPDs have been added to the totals of 2022. These customer-specific analyses were calculated in 2022 but not considered in last year's figures. The addition does not affect the portfolio coverage of 2022.

<sup>12</sup> 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. Employees include temporary workers; excl. contractors. Siemens Gamesa has aligned with Siemens Energy definitions of worker type in fiscal year 2023: Temporary workers, previously included with contractors, were included with the Siemens Energy employees for fiscal year 2023.

<sup>13</sup> Incl. temporary workers; excl. contractors. Siemens Gamesa has aligned with Siemens Energy definitions of worker type in fiscal year 2023: Temporary workers, previously included with contractors, were included with the Siemens Energy employees for fiscal year 2023.

<sup>14</sup> Contractors are service providers carrying out work activities in a work environment under the control of the company. Siemens Gamesa captures all contractors; Siemens Energy (excluding Siemens Gamesa) captures contractors in projects with a volume >€5 million and classified as complex during the bid phase.

<sup>15</sup> 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.

<sup>16</sup> Number of occupational illnesses x 1,000,000/work hours performed. Illnesses declared as an occupational illness and recognized by an external authority/insurance company or by a physician.

<sup>17</sup> Incl. temporary workers; excl. contractors. Siemens Gamesa has aligned with Siemens Energy definitions of worker type in fiscal year 2023: Temporary workers, previously included with contractors, were included with the Siemens Energy employees for fiscal year 2023.

<sup>18</sup> Number of high-consequence work-related injuries x 1,000,000/work hours performed. Incl. temporary workers and contractors. Work-related serious personal life-threatening or life-altering injuries as well as injuries with more than 180 days of lost/restricted work. Excluding fatalities.

<sup>19</sup> Excluding cases beyond Siemens Energy's influence (e.g., force majeure, third-party violence) or outside of Siemens Energy's scope of responsibility.

Performance indicator	Break down	Fiscal year/September 30	Unit	Fiscal year	
				2023	2022
Sustainability self-assessments (SSAs) <sup>20</sup>	Total	Fiscal year	No.	6,819	3,466
	Europe, C.I.S. <sup>21</sup> , Africa, Middle East	Fiscal year	No.	3,604	1,256
	Americas	Fiscal year	No.	1,442	768
	Asia, Australia	Fiscal year	No.	1,773	1,442
Supplier quality audits with integrated sustainability questions	<b>Total</b>	<b>Fiscal year</b>	<b>No.</b>	<b>740</b>	<b>961</b>
	Europe, C.I.S. <sup>21</sup> , Africa, Middle East	Fiscal year	No.	334	615
	Americas	Fiscal year	No.	266	148
	Asia, Australia	Fiscal year	No.	140	198
External sustainability audit (ESA)	<b>Total</b>	<b>Fiscal year</b>	<b>No.</b>	<b>194</b>	<b>167</b>
	Europe, C.I.S. <sup>21</sup> , Africa, Middle East	Fiscal year	No.	77	61
	Americas	Fiscal year	No.	21	16
	Asia, Australia	Fiscal year	No.	96	90
Accepted ESA	Total	Fiscal year	No.	71	76
<b>Compliance and integrity</b>					
Compliance cases reported <sup>22</sup>	Total	Fiscal year	No.	126	118
Disciplinary sanctions <sup>23</sup>	Total	Fiscal year	No.	75	188
	Warnings	Fiscal year	No.	41	55
	Dismissals	Fiscal year	No.	28	110
	Other <sup>24</sup>	Fiscal year	No.	6	23

<sup>20</sup> Siemens Energy (excluding Siemens Gamesa): To be conducted by all suppliers with a purchasing volume > €10,000 p.a.; Siemens Gamesa: 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.

<sup>21</sup> Commonwealth of Independent States.

<sup>22</sup> Compliance cases include, but are not limited to, cases related to our focus areas of anti-corruption, anti-money laundering, anti-trust, data privacy, export control, and human rights.

<sup>23</sup> Numbers for disciplinary sanctions in a fiscal year do not necessarily correspond to cases reported during that period: sanctions are frequently not implemented in the same year in which the case was reported or the investigation – which follows a defined process – was completed. In addition, a single case may result in multiple sanctions, or none at all.

<sup>24</sup> Includes loss of variable and discretionary compensation components, transfer, and suspension, but not the revocation of signatory rights.

Performance indicator	Break down	Fiscal year/September 30	Unit	Fiscal year	
				2023	2022
Training on compliance and integrity contents <sup>25</sup>	Share of employees that completed training on our Business Conduct Guidelines (BCG)	September 30	% of targeted employees	95	94
	Share of employees that completed training on Antitrust <sup>26</sup>	September 30	% of targeted employees	95	95
	Share of employees that completed training on Data Privacy	September 30	% of targeted employees	94	86
	Share of employees that completed training on Export Control	September 30	% of targeted employees	94	93
<b>Employees<sup>27</sup></b>					
Employee structure	<b>Total</b>	<b>September 30</b>	<b>No. (rounded)</b>	<b>95,996</b>	<b>92,292</b>
	Europe, C.I.S. <sup>28</sup> , Africa, Middle East	September 30	% of total headcount	66	67
	Americas	September 30	% of total headcount	20	20
	Asia, Australia	September 30	% of total headcount	13	13
	Age group <35	September 30	% of total headcount	26	25
	Age group 35-44	September 30	% of total headcount	33	34
	Age group 45-54	September 30	% of total headcount	24	25
	Age group >54	September 30	% of total headcount	17	16
	Average age	September 30	% of total headcount	42.6	42.7
	Women in headcount	September 30	% of total headcount	20	20
	Women in top leadership positions <sup>26</sup>	September 30	% of total employees in top leadership positions	28	22
Working hour programs	Employees working part-time	September 30	% of total headcount	3.0	3.2
	Employees on leave of absence	September 30	% of total headcount	2.2	2.3

<sup>25</sup> Siemens Energy addresses the same overarching topics, but the detailed content may vary. Figures contain employees who were trained in the respective modules, incl. prior years.

<sup>26</sup> Excluding Siemens Gamesa.

<sup>27</sup> All figures in this section refer to the headcount.

<sup>28</sup> Commonwealth of Independent States.



Performance indicator	Break down	Fiscal year/September 30	Unit	Fiscal year	
				2023	2022
Employee fluctuation	Hirings	Fiscal year	No.	13,474	10,945
	Recruitment rate <sup>29</sup>	Fiscal year	% to average headcount	14.4	12.0
	Europe, C.I.S. <sup>30</sup> , Africa, Middle East	Fiscal year	% of total hires	60	59
	Americas	Fiscal year	% of total hires	25	22
	Asia, Australia	Fiscal year	% of total hires	15	18
	Women hired	Fiscal year	% of total hires	23	23
Employee fluctuation	Exits	Fiscal year	No.	8,945	9,675
	Turnover rate <sup>31</sup>	Fiscal year	% to average headcount	10	11
	Europe, C.I.S. <sup>30</sup> , Africa, Middle East	Fiscal year	% of total exits	60	57
	Americas	Fiscal year	% of total exits	26	30
	Asia, Australia	Fiscal year	% of total exits	14	12
Working contracts	Employees with permanent working contracts	September 30	% of total employees	95	95
Working hours	Contractually agreed weekly working hours (average) <sup>32</sup>	September 30	No.	39	39
Vulnerable groups	Employees with a disability <sup>33</sup>	September 30	No. (about)	~1400	~1,400
Collective bargaining agreements	Employees covered by collective bargaining agreements	September 30	% of total employees	61	75
Annual total compensation ratio <sup>34</sup>	Total	September 30	€/€	86	–
Equal pay <sup>35</sup>	Adjusted pay gap	September 30	%	4.81	5.16 <sup>36</sup>
	Unadjusted pay gap	September 30	%	4.57	8.22 <sup>36</sup>

<sup>29</sup> The recruitment rate is calculated as the number of new employee hires at Siemens Energy during the fiscal year divided by the average headcount.

<sup>30</sup> Commonwealth of Independent States.

<sup>31</sup> The turnover rate is calculated as the number of voluntary and involuntary (all other) exits at Siemens Energy during the fiscal year divided by the average number of employees.

<sup>32</sup> Siemens Energy (excluding Siemens Gamesa).

<sup>33</sup> Includes Germany only.

<sup>34</sup> Ratio between the average salary of a median employee versus our top-paid person.

<sup>35</sup> Figures relate to Siemens Energy using a new methodology to calculate the fiscal year 2023 figures. An unadjusted pay gap refers to the difference between the earnings of men vs. women (mean male vs. female FTE Total Direct Compensation in € using actual payout values based on incentive payout ratios from the previous fiscal year converted to hourly rates) that could arise from differences in a number of factors, for example, job families, geography, relative value of the position, seniority, or gender. An adjusted pay gap refers to the part of this difference between the earnings of men vs. women that is attributable solely to gender. The pay gap KPI is expressed as the difference between the mean male pay vs. the mean female pay, divided by the mean male pay. A positive pay gap KPI is one in favor of men, a negative in favor of women.

<sup>36</sup> Fiscal year 2022 figures relate to Siemens Energy (excluding Siemens Gamesa). For fiscal year 2023, according to the previous year's methodology, the adjusted pay gap is 5.30% and the unadjusted pay gap is 8.86%.

Performance indicator	Break down	Fiscal year/September 30	Unit	2023	Fiscal year 2022
<b>Training and education</b>					
Spend on further education	Total	Fiscal year	Million €	80	69
Average spend on further education per employee	Total	Fiscal year	€ spent/employee	856	753
Training hours	Total	Fiscal year	No.	1,126,608	943,655
	On-site	Fiscal year	No.	863,356	699,393
	Web-based	Fiscal year	No.	263,252	244,263
Average training hours per employee	Total	Fiscal year	No.	12.0	10.3
	On-site	Fiscal year	No.	9.2	7.7
	Web-based	Fiscal year	No.	2.8	2.7
Apprentices and dual students <sup>37</sup>	Total	September 30	No.	2,112	1,865
	Internal	September 30	No.	1,104	897
	External	September 30	No.	1,008	968
	Internal, started this fiscal year	Fiscal year	No.	408	247
	External, started this fiscal year	Fiscal year	No.	238	275
<b>Societal engagement</b>					
Donations	Total	Fiscal year	Million €	2.59	3.62
	Europe, C.I.S. <sup>38</sup> , Africa, Middle East	Fiscal year	Million €	1.66	2.26
	Americas	Fiscal year	Million €	0.71	0.62
	Asia, Australia	Fiscal year	Million €	0.22	0.75

<sup>37</sup> Includes Germany only.

<sup>38</sup> Commonwealth of Independent States.