

# Siemens Energy – Sustainability Report 2023: SFDR Mandatory Principle Adverse Indicator Index



This statement on principal adverse impacts on sustainability factors of Siemens Energy AG covers the reference period from 01 October 2022 to 30 September 2023. Please refer to the [Siemens Energy Sustainability Report 2023](#) and references mentioned in “Location” below for actions taken, and actions planned, and targets set for fiscal year 2024.

Abbreviations and links:

AR23: [Annual Report 2023](#) BCG: [Business Conduct Guidelines](#) CoC: [Code of Conduct](#) GHG: Greenhouse gas SR23: [Sustainability Report 2023](#)

PAI	Adverse Sustainability indicator	Location	Unit	Impact 2023	Impact 2022	Explanation
M1	PAI 1. GHG emissions					
	Scope 1 GHG emissions	SR23 3, 37	1,000 metric tons CO <sub>2</sub> e	163	188	
	Scope 2 GHG emissions	SR23 3, 37	1,000 metric tons CO <sub>2</sub> e	18	27	
	Scope 3 GHG emissions	SR23 3, 34, 38	1,000 metric tons CO <sub>2</sub> e	1,098,370 + 9,230 = 1,107,600	1,252,319 + 9,182 = 1,261,501	Scope 3 downstream emissions from category “use of sold products” <sup>1</sup> + Scope 3 upstream emissions <sup>2</sup>
	Total GHG emissions	SR23 3, 22, 33, 34, 37, 38	1,000 metric tons CO <sub>2</sub> e	1,107,782	1,260,716	
M2	PAI 2. Carbon footprint	SR23 3, 22, 33, 34, 37, 38	1,000 metric tons CO <sub>2</sub> e	1,107,782	1,260,716	
M3	PAI 3. GHG intensity	SR23 3, 22, 33, 34, 37, 38	t CO <sub>2</sub> e/€ of revenue	0.0356	0.0435	
M4	PAI 4. Exposure to companies active in the fossil fuel sector					Activities in the fossil fuel sector as defined in Article 2, point (62), of Regulation (EU) 2018/1999 of the European Parliament and of the Council are not material for Siemens Energy.
M5	PAI 5. Share of non-renewable energy consumption and production					
	Total energy consumption	SR23 3, 36	GJ	5,186,000	5,797,000	
	Share of renewable energy consumption	SR23 3, 37		57%	50%	
	Total energy production					We are working on greater data transparency regarding our own energy production.
	Share of renewable energy production					We are working on greater data transparency regarding our own energy production.

PAI	Adverse Sustainability indicator	Location	Unit	Impact 2023	Impact 2022	Explanation
M6	PAI 6. Energy consumption intensity per high impact climate sector	SR23 3, 36	GWh/€ of revenue	0.0463×10 <sup>-6</sup>	0.0554×10 <sup>-6</sup>	Total energy consumption/ revenue Sector: NACE C – Manufacturing
M7	PAI 7. Activities negatively affecting biodiversity-sensitive areas					No significant environmental incidences concerning negative effects on biodiversity-sensitive areas have been reported in fiscal year 2023. Effects on biodiversity-sensitive areas are not material for Siemens energy, however, we are continuously working towards increasing data transparency on biodiversity related indicators.
M8	PAI 8. Emissions to water					We strive to adhere to local laws and regulations related to emissions to water. Emissions to water are not material for Siemens Energy, however we are continuously working towards increasing data transparency.
M9	PAI 9. Hazardous waste and radioactive waste ratio	SR23 52, 53, 58, 59	1,000 metric tons (hazardous waste)	24	18	We strive to adhere to local laws and regulations related to radioactive waste. Radioactive waste is not material for Siemens Energy, however we are continuously working towards increasing data transparency.
M10	PAI 10. Violations of UN GC principles and Organization for Economic Cooperation and Development (OECD) Guidelines for MNEs	BCG 32, 33, 34 SR23 63, 64, 67, 68-71				
M11	PAI 11. Lack of processes and compliance mechanisms to monitor compliance with UN GC principles and OECD Guidelines for MNEs	SR23 18, 19, 20, 57, 62-64, 66, 67, 68-71 SR23 62-64, 67 (grievance mechanism) BCG 32, 33, 34 Human Rights and Environmental protection policy statement 6, 7				Our commitments are also comprised in our human rights and environmental protection policy statement, which builds upon our BCG, and our Supplier CoC.
M12	PAI 12. Unadjusted gender pay gap	SR23 74	%	4.57	8.22 <sup>3</sup>	
M13	PAI 13. Board gender diversity	AR23 6, 168, 173	% of board members		33%	Two of the six board members of Siemens Energy identify as female.

<sup>1</sup> Includes category "use of sold products" only (well-to-tank emissions are included, biogenic emissions have been excluded). Siemens Gamesa's emissions equal zero. 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 an H<sub>2</sub> co-firing project in fiscal year 2022.

<sup>2</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>3</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. 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%.

PAI 14 Exposure to controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons) – not applicable to Siemens Energy

PAI 15 and PAI 16 Indicators applicable to investments in sovereigns and supranationals only

PAI 17 and PAI 18 Indicators applicable to investments in real estate assets only

Optional PAIs are not considered in this index.

Due to rounding, the figures presented throughout this publication may not add up precisely to the totals provided, and percentages may not precisely reflect the absolute figures.