

Siemens Energy – Sustainability Report 2024: Performance Indicator Overview



Performance indicator	Break down	Fiscal year/September 30	Unit	2024	Fiscal year 2023
Siemens Energy at a glance					
Number of employees	Total			~99,000	~96,000
Revenue	Total	Fiscal year	Billion €	34.5	31.1
Orders	Total	Fiscal year	Billion €	50.2	50.4
Order backlog	Total	Fiscal year	Billion €	123.3	111.6
Countries with Siemens Energy presence	Total	Fiscal year	No. (over)	90	97
EU Taxonomy					
Share of revenue from EU Taxonomy-eligible activities	Total	Fiscal year	%	74.2	73.4
Share of capital expenditures from EU Taxonomy-eligible activities	Total	Fiscal year	%	83.5	72.2
Share of operational expenditures from EU Taxonomy-eligible activities	Total	Fiscal year	%	80.8	83.1
Share of revenue from EU Taxonomy-eligible and -aligned activities	Total	Fiscal year	%	42.9	37.5
Share of capital expenditures from EU Taxonomy-eligible and -aligned activities	Total	Fiscal year	%	64.7	51.0
Share of operational expenditures from EU Taxonomy-eligible and -aligned activities	Total	Fiscal year	%	41.9	40.4
Research & development					
R&D expenses	Total	Fiscal year	Billion €	1.2	1.1
R&D intensity	Total	Fiscal year	% to revenue	3.5	3.6
Additions to capitalized R&D expenses	Total	Fiscal year	Billion €	0.17	0.19
R&D employees	Total	September 30	No. (rounded)	4,200	4,300
Patents granted	Total	September 30	No. (rounded)	19,200	18,700

Performance indicator	Break down	Fiscal year/September 30	Unit	2024	Fiscal year 2023
Customer satisfaction					
Customer Net Promotor Score (NPS) ¹	Total	Fiscal year	No.	62	57
Greenhouse gas emissions					
Scope 1 ²	Total	Fiscal year	1,000 metric tons CO₂e	175	160
	Natural gas & liquid gas	Fiscal year	1,000 metric tons CO ₂ e	89	69
	Fuel oil, gasoline, diesel	Fiscal year	1,000 metric tons CO ₂ e	17	16
	SF ₆	Fiscal year	1,000 metric tons CO ₂ e	21	32
	Fleet	Fiscal year	1,000 metric tons CO ₂ e	40	38
	Other	Fiscal year	1,000 metric tons CO ₂ e	8	5
Scope 2 ²	Total (market-based)	Fiscal year	1,000 metric tons CO₂e	22	20
	Electricity	Fiscal year	1,000 metric tons CO ₂ e	0	0
	District heat	Fiscal year	1,000 metric tons CO ₂ e	22	20
Scope 1+2	Total	Fiscal year	1,000 metric tons CO₂e	197	180
	Intensity	Fiscal year	t CO ₂ e/€ revenue	5.71×10 ⁻⁶	5.78×10 ⁻⁶
Consumption from biogenic sources	Total	Fiscal year	1,000 Gigajoule	91	63
Scope 3 – downstream ³	Total	Fiscal year	1,000 metric tons CO₂e	1,333,642	1,098,370
	Intensity ³	Fiscal year	t CO ₂ e/€ order intake	0.027	0.022
	Intensity	Fiscal year	t CO ₂ e/€ revenue	0.039	0.035
Scope 3 – upstream ⁴	Total	Fiscal year	1,000 metric tons CO₂e	9,238	9,230
	Intensity	Fiscal year	kg CO ₂ e/€ PVO spent	0.408	0.414
Scope 3 up- and downstream	Total	Fiscal year	1,000 metric tons CO₂e	1,342,880	1,107,600
Emissions from biogenic fuels ⁵	Total	Fiscal year	1,000 metric tons CO₂e	137,323	323,900
Scope 1-3	Total	Fiscal year	1,000 metric tons CO₂e	1,343,077	1,107,780

¹ NPS ranges from -100 to +100, subtracting % of scores between 1-6 (Detractors) from % of scores of 9-10 (Promoters), Siemens Energy (excluding Siemens Gamesa).

² Figures for 2023 have been changed due to deviations in data calculation.

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

⁴ Includes categories "purchased goods and services" and "transportation and distribution" only.

⁵ Reporting outside of Siemens Energy's Scope 3 downstream inventory.

Performance indicator	Break down	Fiscal year/September 30	Unit	2024	Fiscal year 2023
Fleet					
Number of vehicles	Total	September 30	No. (rounded)	7,200	6,600
Atmospheric pollutant emissions					
Volatile organic compounds (VOC)	Total	Fiscal year	Metric tons	326	275
Ozone depleting substances (ODS)	Total	Fiscal year	Metric tons (R11 equivalent)	0.0000043	0.007
Nitrogen oxides (NO _x)	Total	Fiscal year	Metric tons	69	66
Energy					
Total energy consumption (in GJ) ⁶	Total	Fiscal year	1,000 Gigajoule	5,933	5,476
	Intensity	Fiscal year	Gigajoule/€ revenue	1.72×10 ⁻⁴	1.76×10 ⁻⁴
Primary energy (in GJ)	Total	Fiscal year	1,000 Gigajoule	2,500	2,031
	Natural gas & liquid petroleum gas	Fiscal year	1,000 Gigajoule	1,604	1,225
	Fuel oil, gasoline, diesel	Fiscal year	1,000 Gigajoule	231	217
	Biogas	Fiscal year	1,000 Gigajoule	91	63
	Other	Fiscal year	1,000 Gigajoule	16	4
Secondary energy (in GJ)	Total	Fiscal year	1,000 Gigajoule	3,433	3,445
	Electricity	Fiscal year	1,000 Gigajoule	2,842	2,893
	District heating	Fiscal year	1,000 Gigajoule	591	552
Total energy consumption (in MWh) ⁶	Total	Fiscal year	1,000 MWh	1,648	1,449
Primary energy (in MWh)	Total	Fiscal year	1,000 MWh	694	493
	Natural gas & liquid petroleum gas	Fiscal year	1,000 MWh	445	340
	Fuel oil, gasoline, diesel	Fiscal year	1,000 MWh	64	60
	Biogas	Fiscal year	1,000 MWh	25	17
	Other	Fiscal year	1,000 MWh	159	75

⁶ Figures for 2023 have been changed due to deviations in data calculation.

Performance indicator	Break down	Fiscal year/September 30	Unit	Fiscal year	
				2024	2023
Secondary energy (in MWh)	Total	Fiscal year	1,000 MWh	954	956
	Electricity	Fiscal year	1,000 MWh	790	803
	District heating	Fiscal year	1,000 MWh	164	153
Share of renewables	Electricity from renewable sources	Fiscal year	% of electricity	100	100
	Energy from renewable sources ⁷	Fiscal year	% of energy	49	54
Reduced emissions through electricity from renewable sources	Total	Fiscal year	1,000 metric tons CO ₂ e	207	204
Waste					
Waste categories	Total	Fiscal year	1,000 metric tons	154	154⁸
	Intensity	Fiscal year	metric tons/€ revenue	4.47×10 ⁻⁶	4.94×10 ⁻⁶
	Non-hazardous waste	Fiscal year	1,000 metric tons	122	122
	Hazardous waste	Fiscal year	1,000 metric tons	17	24
	Construction waste	Fiscal year	1,000 metric tons	14	6
Waste recycling and disposal ⁹	Total recycling waste	Fiscal year	1,000 metric tons	122	120
	thereof recycled waste	Fiscal year	1,000 metric tons	94	98
	thereof recovered waste	Fiscal year	1,000 metric tons	20	20
	thereof reused waste	Fiscal year	1,000 metric tons	8	2
	Waste for disposal	Fiscal year	1,000 metric tons	27	31
Total recycling rate	Total ⁹	Fiscal year	% of total waste	87	82
	Hazardous waste	Fiscal year	% of hazardous waste	46	34

⁷ Figures for 2023 have been changed due to deviations in data calculation.

⁸ In fiscal year 2024, the categories of Siemens Gamesa were aligned with the rest of Siemens Energy, resulting in the other waste categories being removed, which amounted to 1,850 metric tons in fiscal year 2023.

⁹ Excluding construction and other waste.

Performance indicator	Break down	Fiscal year/September 30	Unit	2024	Fiscal year 2023
Water					
Water consumption	Total	Fiscal year	Million cubic meters	2.57	3.25
	Intensity	Fiscal year	Cubic meters/€ revenue	7.44×10 ⁻⁵	1.04×10 ⁻⁴
	Fresh water	Fiscal year	Million cubic meters	2.29	2.73
	Ground and surface water for cooling (returned to receiving water body chemically unchanged but warmed)	Fiscal year	Million cubic meters	0.45	0.50
Wastewater	Total	Fiscal year	Million cubic meters	2.47	3.27
	Intensity	Fiscal year	Cubic meters/€ revenue	7.17×10 ⁻⁵	1.05×10 ⁻⁴
	Wastewater from employee facilities	Fiscal year	Million cubic meters	1.12	1.45
	Wastewater from manufacturing processes	Fiscal year	Million cubic meters	0.20	0.20
	Other (incl . losses)	Fiscal year	Million cubic meters	0.29	0.24
	Conditioned cooling water dis- charged as wastewater	Fiscal year	Million cubic meters	0.86	0.65
	Total wastewater without chemically unchanged cooling water	Fiscal year	Million cubic meters	1.61	2.60
	Cooling water (returned to receiving water body, chemically unchanged but warmed)	Fiscal year	Million cubic meters	0.45	0.53
Environmental incidents					
Significant environmental incidents	Total	Fiscal year	No.	0	1
Product stewardship					
Life cycle assessments (LCA) ¹⁰	Total	September 30	No.	363	346
Portfolio coverage by full-scale LCA ¹¹	Total	September 30	% of total portfolio elements	75	73
Environmental product declarations (EPD)	Total	September 30	No.	263	251

¹⁰ Full-scale LCAs adopt a comprehensive approach, covering the environmental impacts over the entire lifecycle.

¹¹ 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.

Performance indicator	Break down	Fiscal year/September 30	Unit	2024	Fiscal year 2023
Occupational health and safety (OHS)					
Total Recordable Injury Rate (TRIR) ¹²	Total	Fiscal year	No.	2.35	2.67
	Employees ¹³	Fiscal year	No.	2.33	2.61
	Contractors ¹⁴	Fiscal year	No.	2.42	3.03
Lost Time Injury Frequency Rate (LTIFR) ¹⁵	Total	Fiscal year	No.	1.27	1.40
	Employees ¹³	Fiscal year	No.	1.28	1.34
	Contractors ¹⁴	Fiscal year	No.	1.27	1.70
Occupational Illness Frequency Rate ¹⁶ of employees	Employees ¹³	Fiscal year	No.	0.29	0.25
High-consequence injury rate of employees & contractors ¹⁷	Total	Fiscal year	No.	0.052	0.033
Fatalities ¹⁸	Total	Fiscal year	No.	6	2
	Employees	Fiscal year	No.	2	0
	Contractors	Fiscal year	No.	4	2
Sustainable supply chain management					
Procurement volume	Total	Fiscal year	Billion €	23.5	23.5
Suppliers (strategic suppliers)	Suppliers	September 30	No. (about)	~30,000	~30,000
Supplier sustainability risk coverage rate		Fiscal year	%	44.5	n.a.

¹² 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.

¹³ 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.

¹⁴ 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.

¹⁵ 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.

¹⁶ 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.

¹⁷ 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..

¹⁸ Excluding cases beyond Siemens Energy's influence (e.g., force majeure, third-party violence) or outside of Siemens Energy's scope of responsibility. Includes all fatalities.

Performance indicator	Break down	Fiscal year/September 30	Unit	Fiscal year	
				2024	2023
Sustainability self-assessments (SSAs) ¹⁹	Total	Fiscal year	No.	4,300	6,819
	Europe, C.I.S. ²⁰ , Africa, Middle East	Fiscal year	No.	2,288	3,604
	Americas	Fiscal year	No.	1,047	1,442
	Asia, Australia	Fiscal year	No.	965	1,773
Supplier quality audits with integrated sustainability questions	Total	Fiscal year	No.	546	740
	Europe, C.I.S. ²⁰ , Africa, Middle East	Fiscal year	No.	232	334
	Americas	Fiscal year	No.	168	266
	Asia, Australia	Fiscal year	No.	146	140
External sustainability audit (ESA)	Total	Fiscal year	No.	152	194
	Europe, C.I.S. ²⁰ , Africa, Middle East	Fiscal year	No.	73	77
	Americas	Fiscal year	No.	16	21
	Asia, Australia	Fiscal year	No.	63	96
Accepted ESA	Total	Fiscal year	No.	752	71
Compliance and integrity					
Compliance cases reported ²¹	Total	Fiscal year	No.	147	126
Disciplinary sanctions ²²	Total	Fiscal year	No.	104	75
	Warnings	Fiscal year	No.	30	41
	Dismissals	Fiscal year	No.	67	28
	Other ²³	Fiscal year	No.	7	6

¹⁹ Siemens Energy (excluding Siemens Gamesa): To be conducted by all newly onboarded suppliers with a purchasing volume > €10,000 p.a.; Siemens Gamesa: To be conducted mainly by suppliers from non-OECD countries (referred to as high-risk suppliers). Questionnaires initiated and completed in the year under review.

²⁰ Commonwealth of Independent States.

²¹ 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.

²² 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.

²³ 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	2024	Fiscal year 2023
Training on compliance and integrity contents ²⁴	Share of employees that completed training on our Business Conduct Guidelines (BCG)	September 30	% of targeted employees	96	95
	Share of employees that completed training on Antitrust ²⁵	September 30	% of targeted employees	96	95
	Share of employees that completed training on Data Privacy	September 30	% of targeted employees	96	94
	Share of employees that completed training on Export Control	September 30	% of targeted employees	95	94
Employees					
Employee structure	Total	September 30	No. (rounded)	98,815	95,996
	Europe, C.I.S. ²⁶ , Africa, Middle East	September 30	% of total headcount	67	66
	Americas	September 30	% of total headcount	20	20
	Asia, Australia	September 30	% of total headcount	12	13
	Age group <35	September 30	% of total headcount	26	26
	Age group 35-44	September 30	% of total headcount	33	33
	Age group 45-54	September 30	% of total headcount	24	24
	Age group >54	September 30	% of total headcount	16	17
	Average age	September 30	% of total headcount	42.5	42.6
	Women in headcount	September 30	% of total headcount	21	20
	Women in top leadership positions	September 30	% of total employees in top leadership positions	24	26
	Working hour programs	Employees working part-time	September 30	% of total headcount	3.3
Employees on leave of absence		September 30	% of total headcount	2.1	2.2

²⁴ 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.

²⁵ Excluding Siemens Gamesa.

²⁶ Commonwealth of Independent States.

Performance indicator	Break down	Fiscal year/September 30	Unit	Fiscal year	
				2024	2023
Employee fluctuation	Hirings	Fiscal year	No.	13,476	13,474
	Recruitment rate ²⁷	Fiscal year	% to average headcount	13.8	14.4
	Europe, C.I.S. ²⁸ , Africa, Middle East	Fiscal year	% of total hires	65	60
	Americas	Fiscal year	% of total hires	23	25
	Asia, Australia	Fiscal year	% of total hires	12	15
	Women hired	Fiscal year	% of total hires	22	23
Employee fluctuation	Exits	Fiscal year	No.	8,652	8,945
	Turnover rate ²⁹	Fiscal year	% to average headcount	9	10
	Europe, C.I.S. ²⁸ , Africa, Middle East	Fiscal year	% of total exits	55	60
	Americas	Fiscal year	% of total exits	23	26
	Asia, Australia	Fiscal year	% of total exits	21	14
Working contracts	Employees with permanent working contracts	September 30	% of total employees	96	95
Working hours	Contractually agreed weekly working hours (average)	September 30	No.	39	39
Vulnerable groups	Employees with a disability ³⁰	September 30	No. (about)	~1,400	~1,400
Collective bargaining agreements	Employees covered by collective bargaining agreements	September 30	% of total employees	62	61
Annual total compensation ratio ³¹	Total	September 30	€/€	52	86
Equal pay ³²	Adjusted pay gap	September 30	%	3.09	4.81
	Unadjusted pay gap	September 30	%	3.42	4.57

²⁷ The recruitment rate is calculated as the number of new employee hires at Siemens Energy during the fiscal year divided by the average headcount.

²⁸ Commonwealth of Independent States.

²⁹ 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.

³⁰ Includes Germany only.

³¹ Ratio between the average salary of a median employee versus our top-paid person.

³² Figures relate to Siemens Energy, taking into consideration all employees with active employment contracts and complete data available as of the end of each financial year. 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 one in favor of women.

Performance indicator	Break down	Fiscal year/September 30	Unit	2024	Fiscal year 2023
Training and education					
Spend on further education	Total	Fiscal year	Million €	91	80
Average spend on further education per employee	Total	Fiscal year	€ spent/employee	933	856
Training hours	Total	Fiscal year	No.	1,274,677	1,126,608
	On-site	Fiscal year	No.	970,726	863,356
	Web-based	Fiscal year	No.	303,951	263,252
Average training hours per employee	Total	Fiscal year	No.	13.0	12.0
	On-site	Fiscal year	No.	9.9	9.2
	Web-based	Fiscal year	No.	3.1	2.8
Apprentices and dual students ³³	Total	September 30	No.	2,088	2,112
	Internal	September 30	No.	1,256	1,104
	External	September 30	No.	832	1,008
	Internal, started this fiscal year	Fiscal year	No.	500	408
	External, started this fiscal year	Fiscal year	No.	268	238

³³ Includes Germany only.