

Siemens Energy - ESG Data Factsheet 2025



Performance indicator	Break down	Fiscal year/September 30	Unit	2025
Siemens Energy at a glance				
Number of employees	Total	30-Sep	No.	102,985
	Male	30-Sep	% of total headcount	79
	Female	30-Sep	% of total headcount	21
Employees by region	Europe, C.I.S. ²⁶ , Africa, Middle East	30-Sep	No.	69,358
	Americas	30-Sep	No.	21,198
	Asia, Australia	30-Sep	No.	12,429
EU Taxonomy				
Share of revenue from EU Taxonomy-eligible activities	Total	Fiscal year	%	73.6
Share of capital expenditures from EU Taxonomy-eligible activities	Total	Fiscal year	%	78.8
Share of operational expenditures from EU Taxonomy-eligible activities	Total	Fiscal year	%	83
Share of revenue from EU Taxonomy-eligible and -aligned activities	Total	Fiscal year	%	41.1
Share of capital expenditures from EU Taxonomy-eligible and -aligned activities	Total	Fiscal year	%	54.7
Share of operational expenditures from EU Taxonomy-eligible and -aligned activities	Total	Fiscal year	%	44.3
Research & development				
R&D expenses	Total	Fiscal year	Million €	1,210
R&D intensity	Total	Fiscal year	% to revenue	3.1
Additions to capitalized R&D expenses	Total	Fiscal year	Million €	184
R&D employees	Total	30-Sep	No. (rounded)	4,100
Patents granted	Total	30-Sep	No. (rounded)	18,800
Customer satisfaction				
Customer Net Promoter Score (NPS) ^{1*}	Total	Fiscal year	No.	62
Greenhouse gas emissions				
Scope 1	Total	Fiscal year	tons CO ₂ eq	172,468
	Natural gas & liquid gas	Fiscal year	tons CO ₂ eq	84,731
	Fuel oil, gasoline, diesel	Fiscal year	tons CO ₂ eq	7,134
	SF6	Fiscal year	tons CO ₂ eq	31,430
	Fleet	Fiscal year	tons CO ₂ eq	43,603
	Other	Fiscal year	tons CO ₂ eq	5,569
Scope 2	Total (market-based)	Fiscal year	tons CO ₂ eq	21,992
	District heat	Fiscal year	tons CO ₂ eq	21,992
	Electricity ²	Fiscal year	tons CO ₂ eq	0
Share of electricity consumption covered by renewable instruments in relation to Scope 2 GHG emissions ³	Total	Fiscal year	% of consumption	100
Scope 1+2	Total	Fiscal year	tons CO ₂ eq	194,460
	Intensity	Fiscal year	t CO ₂ e/€ million revenue	5
Biogenic CO ₂ eq emissions from the combustion or biodegradation of biomass not included in Scope 1 GHG emissions	Total	Fiscal year	tons CO ₂ eq	7,038

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Biogenic CO ₂ eq emissions from the combustion or biodegradation of biomass not included in Scope 2 GHG emissions	Total	Fiscal year	tons CO ₂ eq	0
Scope 3 – downstream	Total	Fiscal year	tons CO ₂ eq	1,385,215,415
	Intensity	Fiscal year	t CO ₂ e/€ million of order intake	23,507
Biogenic CO ₂ eq emissions from the combustion or biodegradation of biomass not included in Scope 3 GHG emissions	Total	Fiscal year	tons CO ₂ eq	190,868,535
Scope 3 – upstream ⁴	Total	Fiscal year	tons CO ₂ eq	9,779,981
	Intensity	Fiscal year	tons CO ₂ e/million € spent	392
Scope 3 up- and downstream	Total	Fiscal year	tons CO ₂ eq	1,394,995,396
Scope 1-3	Total	Fiscal year	tons CO ₂ eq	1,395,189,856
Atmospheric pollutant emissions				
Volatile organic compounds (VOC)*	Total	Fiscal year	Metric tons	384
Ozone depleting substances (ODS)*	Total	Fiscal year	Metric tons (R11 equivalent)	0,000003
Nitrogen oxides (NOX)*	Total	Fiscal year	Metric tons	54.31
Energy consumption and mix				
Total energy consumption	Total	Fiscal year	MWh	1,611,738
Fossil energy consumption	Total	Fiscal year	MWh	757,534
Fuel consumption from	Coal and coal products	Fiscal year	MWh	0
	Crude oil and petroleum products	Fiscal year	MWh	207,644
	Natural gas	Fiscal year	MWh	406,196
	Other	Fiscal year	MWh	212
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	Total	Fiscal year	MWh	143,482
Share of fossil sources in total energy consumption (%)	Total	Fiscal year	% of consumption	47
Renewable energy consumption				
Share of consumption from renewable sources in total energy consumption	Total	Fiscal year	% of consumption	53
Renewable energy consumption	Total	Fiscal year	MWh	854,204
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	Total	Fiscal year	MWh	801,573
Consumption of self-generated non-fuel renewable energy	Total	Fiscal year	MWh	12,104
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	Total	Fiscal year	MWh	40,528
Waste				
Waste	Total	Fiscal year	tons	151,792
Waste diverted from disposal	Total	Fiscal year	tons	123,647
Hazardous waste diverted from disposal	Total	Fiscal year	tons	10,684
	thereof preparation for re-use	Fiscal year	tons	199
	thereof recycling	Fiscal year	tons	4,030
	thereof other recovery operations	Fiscal year	tons	6,455
Non-hazardous waste diverted from disposal	Total	Fiscal year	tons	112,963

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	thereof preparation for re-use	Fiscal year	tons	3,702
	thereof recycling	Fiscal year	tons	85,913
	thereof other recovery operations	Fiscal year	tons	23,348
Waste directed to disposal	Total	Fiscal year	tons	28,145
Hazardous waste directed to disposal	Total	Fiscal year	tons	6,567
	thereof incineration	Fiscal year	tons	728
	thereof landfill	Fiscal year	tons	4,129
	thereof other disposal operations	Fiscal year	tons	1,709
Non-hazardous waste directed to disposal	Total	Fiscal year	tons	21,579
	thereof incineration	Fiscal year	tons	624
	thereof landfill	Fiscal year	tons	16,756
	thereof other disposal operations	Fiscal year	tons	4,199
Non-recycled waste	Total	Fiscal year	tons	61,849
Hazardous waste	Total	Fiscal year	tons	17,251
Radioactive waste	Total	Fiscal year	tons	0
Total recycling rate ⁵	Total	Fiscal year	%	62
Water				
Water consumption*	Total	Fiscal year	Million cubic meters	2
	Intensity*	Fiscal year	Cubic meters/€ revenue	5.76x10 ⁻⁵
	Fresh water*	Fiscal year	Million cubic meters	2.22
	Other water*	Fiscal year	Million cubic meters	0.03
	Ground and surface water for cooling	Fiscal year	Million cubic meters	0.48
Wastewater*	Total	Fiscal year	Million cubic meters	2.18
	Wastewater from employee facilities	Fiscal year	Million cubic meters	1.1
	Wastewater from manufacturing processes	Fiscal year	Million cubic meters	0.13
	Other (incl . losses)	Fiscal year	Million cubic meters	0.31
	Conditioned cooling water dis charged as	Fiscal year	Million cubic meters	0.15
	Total wastewater without chemically unchanged cooling water	Fiscal year	Million cubic meters	1.7
	Cooling water (returned to receiving water body, chemically unchanged but warmed)	Fiscal year	Million cubic meters	0.48
Environmental incidents				
Significant environmental incidents*	Total	Fiscal year	No.	1
Occupational health and safety (OHS)				
Total Recordable Injury Rate (TRIR) ⁶	Total	Fiscal year	No.	1.91
	Employees	Fiscal year	No.	1.66
	Non-employees	Fiscal year	No.	2.5
	Contractors	Fiscal year	No.	3.1
Lost Time Injury Frequency Rate (LTIFR)*	Total	Fiscal year	No.	1.07

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	Employees	Fiscal year	No.	1.01
	Contractors	Fiscal year	No.	2.99
Occupational Illness Frequency Rate of employees*	Employees	Fiscal year	No.	0.3
High-consequence injury rate of employees & contractors*	Total	Fiscal year	No.	0.03
Fatalities as a result of work-related injuries and work-related ill health	Total	Fiscal year	No.	5
	Employees	Fiscal year	No.	2
	Non-employees	Fiscal year	No.	2
	Other workers on site (contractors)	Fiscal year	No.	1
Share of the company's activities which received external certification*	Environmental Management System	Fiscal year	%	100
Share of the company's activities which received external certification **	Health & Safety	Fiscal year	% of workforce	100
Sustainable supply chain management				
Supplier sustainability risk coverage rate ⁸	Total	Fiscal year	%	58.3
Sustainability self-assessments (SSAs) ⁹	Total	Fiscal year	No.	8,725
	EMEA	Fiscal year	No.	5,044
	America	Fiscal year	No.	2,070
	Asia, Australia	Fiscal year	No.	1,611
Supplier quality audits with integrated sustainability questions ¹⁰	Total	Fiscal year	No.	626
	EMEA	Fiscal year	No.	258
	America	Fiscal year	No.	204
	Asia, Australia	Fiscal year	No.	164
External sustainability audit (ESA) ¹¹	Total	Fiscal year	No.	92
	EMEA	Fiscal year	No.	19
	America	Fiscal year	No.	15
	Asia, Australia	Fiscal year	No.	58
Further ESA and equivalent assessments endorsed	Total	Fiscal year	No.	979
Compliance and integrity				
Compliance cases reported	Total	Fiscal year	No.	159
Disciplinary sanctions	Total	Fiscal year	No.	38
	Warnings	Fiscal year	No.	17
	Dismissal	Fiscal year	No.	21
	Other	Fiscal year	No.	0
Training on compliance and integrity contents	Share of employees that completed training on our Business Conduct	Fiscal year	% of targeted employees	92
	Share of employees that completed training on Antitrust ¹²	Fiscal year	% of targeted employees	95.26
	Share of employees that completed training on Data Privacy ¹³	Fiscal year	% of targeted employees	94.66
	Share of employees that completed training on Export Control ¹⁴	Fiscal year	% of targeted employees	94.64
Employees				

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Employee structure	Total	30-Sep	No.	102,985
	Age group <35	30-Sep	% of total headcount	26
	Age group 35 - 44	30-Sep	% of total headcount	33
	Age group 45 - 54	30-Sep	% of total headcount	25
	Age group > 55	30-Sep	% of total headcount	16
	Average age	30-Sep	% of total headcount	42
	Women in headcount (workforce)	30-Sep	% of total headcount	21
	Women in the Supervisory Board	30-Sep	% of total headcount	45
	Women in the Executive Board	30-Sep	% of total headcount	33
	Women in the Top Leadership position ¹⁵	30-Sep	% of total headcount	24
	Permanent employees	Total	30-Sep	No
Female		30-Sep	% of total headcount	20
Male		30-Sep	% of total headcount	76
Share of permanent employees*	Employees with permanent working contracts	30-Sep	% of total headcount	96
Share of temporary employees*	Employees with temporary working contracts	30-Sep	% of total headcount	4
Temporary employees	Total	30-Sep	No.	3,990
	Female	30-Sep	% of total headcount	1
	Male	30-Sep	% of total headcount	3
Part-time employees ^{16*}	Total	30-Sep	No.	3,834
	Male	30-Sep	% of total headcount	2
	Female	30-Sep	% of total headcount	2
Share of part-time employees*	Employees with Part-time contract	30-Sep	% of total headcount	4
Employees in significant countries	Germany	30-Sep	No.	27,479
	United States	30-Sep	No.	12,605
Employee fluctuation	Exits	Fiscal year	No.	7,449
Hiring figures*	Total	30-Sep	No.	11,495
	Male	30-Sep	Share of new hires (%)	77
	Female	30-Sep	Share of new hires (%)	23
	Turnover rate ¹⁷	Fiscal year	%	7.4
Vulnerable groups*	Employees with a disability	30-Sep	No. (about)	~ 1400
Collective bargaining agreements ¹⁸	Employees covered by collective bargaining agreements	30-Sep	% of total headcount	65
Annual total compensation ratio ¹⁹	Total	30-Sep	Ratio	34
Equal pay	Adjusted pay gap ²⁰	30-Sep	%	3.67
	Unadjusted pay gap ²¹	30-Sep	%	2.89
Non-compensation benefits ^{22*}		Fiscal year	Type	Non-pay benefits
Employees that receive regular performance reviews*	Share of own workforce	Fiscal year	%	76
Parental leave minimum ^{23*}	Primary Carer		Weeks	14

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Parental leave minimum*	Secondary Carer		Weeks	2
Training and education ²⁴				
Spend on further education*	Total	Fiscal year	Million €	103.7
Average spend on further education per employee*	Total	Fiscal year	€ spent/employee	1,023
Total average training hours per employee per year*	Total	Fiscal year	No.	14,1
	Male	Fiscal year	No.	14,2
	Female	Fiscal year	No.	13,5
Apprentices and dual students ^{25*}	Total	30-Sep	No.	2,243
	Internal	30-Sep	No.	1,516
	External	30-Sep	No.	727
	Internal, started this fiscal year	Fiscal year	No.	510
	External, started this fiscal year	Fiscal year	No.	187
Donations				
Total Amount of corporate or group donations/community investments made to registered not-for-profit organisations	Total amount	Fiscal year	Million €	1.9

Note: Siemens Energy pursues the goal of an inclusive corporate culture and, in doing so, follows all applicable laws. To the extent any statements, goals, policies, or practices articulated in this global website conflict with the anti-discrimination laws of the United States ("US"), the US entity will follow US law and not the policy. Siemens Energy, Inc. in the US does not make any employment decisions based on race, color, religion, sex, national origin, age, qualified individuals with disabilities, or any other category protected by applicable law.

Endnotes

- ¹ NPS ranges from -100 to +100, subtracting % of scores between 1-6 (Detractors) from % of scores of 9-10 (Promoters)
- ² The entire electricity consumption is covered by renewable instruments, with 34% sourced via bundled electricity agreements and 66% via unbundled renewable energy certificates and guarantees of origin.
- ³ The entire electricity consumption is covered by renewable instruments, with 34% sourced via bundled electricity agreements and 66% via unbundled renewable energy certificates and guarantees of origin.
- ⁴ Includes categories "purchased goods and services" and "transportation and distribution" only
- ⁵ Without construction and remediation waste.
- ⁶ The TRIR represents the number of recordable cases per one million working hours.
- ⁷ This system is certified to ISO 45001 and embedded within the Company's Integrated Management System (IMS), which also includes ISO 9001 (Quality) and ISO 14001 (Environmental Protection) standards. The umbrella certificate covers all organizational units globally.
- ⁸ The coverage rate is calculated using the following formula: (sum of Sustainability Risk Scores for "managed" high-risk suppliers / sum of Sustainability Risk Scores for the entire supplier base * 100
- ⁹ This metric reflects the number of completed sustainability self-assessments across operational regions within a fiscal year. Suppliers with an annual order volume exceeding €10,000 are required to complete a self-assessment before receiving "Ready-for-Business" status.
- ¹⁰ The metric reflects the number of quality audits conducted across operational regions within a fiscal year. These audits include sustainability-related questions and cover major aspects and requirements of the Code of Conduct.
- ¹¹ This metric reflects the number of external audits conducted across operational regions within a fiscal year. Based on an annual risk assessment of the entire supplier base, in-depth assessments are performed for suppliers classified as potentially high-risk, which could lead to an external sustainability audit. These audits support the identification and remediation of potential sustainability violations.
- ¹² Completion rate (%) = (Employees Completed Successfully ÷ Total Employees Assigned) × 100.
- ¹³ Completion rate (%) = (Employees Completed Successfully ÷ Total Employees Assigned) × 100.
- ¹⁴ Completion rate (%) = (Employees Completed Successfully ÷ Total Employees Assigned) × 100.
- ¹⁵ As of fiscal year 2025, we have reached 25% representation of women in top leadership positions globally, but due to the exclusion of U.S. - based on local legal requirements - the adjusted figure is 24% and the Company target is formally not met.
- ¹⁶ The offer to work part-time is part of our approach to enabling employees to organize their workday flexibly. By offering options such as parental leave, time-off, and flexible work arrangements, SE supports employees in balancing their professional and personal commitments.
- ¹⁷ The employee turnover rate is calculated as the ratio of total employee exits during the fiscal year to the average number of employees over the same period.
- ¹⁸ The percentage of employees covered by collective bargaining agreements is calculated using the following formula: (Number of employees covered by collective bargaining agreements / Number of employees) × 100.
- ¹⁹ This ratio is calculated as the annual total remuneration of the highest-paid individual, divided by the median employee annual total remuneration (excluding the highest-paid individual).
- ²⁰ The analysis for the metric is based on annual total direct compensation, which includes: base salary, allowances, short-term variable compensation (Bonus), and long-term variable compensation (Stock Awards)
- ²¹ The analysis for the metric is based on annual total direct compensation, which includes: base salary, allowances, short-term variable compensation (Bonus), and long-term variable compensation (Stock Awards)
- ²² Types of non-pay benefits: Depending on the location, employees may receive additional benefits such as health or life insurances, contributions to pension plans, subsidized transportation and meals, parental leave, or other perks and wellbeing benefits.
- ²³ Parental leave is part of our approach to enabling employees to organize their workday flexibly. By offering options such as parental leave, time-off, and flexible work arrangements, SE supports employees in balancing their professional and personal commitments.
- ²⁴ Our approach to define strategic learning needs is based on Strategic Workforce Planning. We strive to close skills gaps and build a robust workforce by upskilling and reskilling our existing workforce in strategic growth field, strategic hiring from the external market, focused contracting to balance peaks and retaining mission-critical skills.
- ²⁵ To secure Siemens Energy's future success, it is essential to attract and develop a diverse talent pool. One key recruiting measure is our investment in early career programs, such as apprenticeships and the SE Graduate Program. These initiatives not only help us bring young professionals on board, but also support their ongoing development through opportunities to participate in development programs and obtain relevant certifications.

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