

Siemens Energy – Sustainability Report 2024: 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 2023 to 30 September 2024. Please refer to the [Siemens Energy Sustainability Report 2024](#) and references mentioned in “Location” below for actions taken, and actions planned, and targets set for fiscal year 2025.

Abbreviations and links:

AR24: [Annual Report 2024](#) BCG: [Business Conduct Guidelines](#) CoC: [Code of Conduct](#) GHG: Greenhouse gas SR24: [Sustainability Report 2024](#)

PAI	Adverse Sustainability indicator	Location	Unit	Impact 2024	Impact 2023	Explanation
M1	PAI 1. GHG emissions					
	Scope 1 GHG emissions	SR24 3, 33	1,000 metric tons CO ₂ e	175	160	
	Scope 2 GHG emissions	SR24 3, 33	1,000 metric tons CO ₂ e	22	20	
	Scope 3 GHG emissions	SR24 3, 31, 34	1,000 metric tons CO ₂ e	1,333,642 + 9,238 = 1,342,880	1,098,370 + 9,230 = 1,107,600	Scope 3 downstream emissions ¹ + Scope 3 upstream emissions ²
	Total GHG emissions	SR24 3, 21, 30, 31, 33, 34	1,000 metric tons CO ₂ e	1,343,077	1,107,780	
M2	PAI 2. Carbon footprint	SR24 3, 21, 30, 31, 33, 34	1,000 metric tons CO ₂ e	1,343,077	1,107,780	
M3	PAI 3. GHG intensity	SR24 3, 21, 30, 31, 33, 34	t CO ₂ e/€ of revenue	0.0390	0.0356	
M4	PAI 4. Exposure to companies active in the fossil fuel sector					In fiscal year 2024, none of Siemens Energy’s revenue was derived from activities within the fossil fuel sector as defined in ESRS, including coal, oil and gas.
M5	PAI 5. Share of non-renewable energy consumption and production					
	Total energy consumption	SR24 3, 33	GJ	5,933,002	5,476,213	
	Share of renewable energy consumption	SR24 3, 33		49%	54%	Our target to source 100% renewable electricity by fiscal year 2023 was achieved, and we continue to source electricity from renewable sources.
	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 2024	Impact 2023	Explanation
M6	PAI 6. Energy consumption intensity per high impact climate sector	SR24 3, 33	GWh/€ of revenue	0.0478×10 ⁻⁶	0.0489×10 ⁻⁶	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 2024. 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	SR24 45, 49, 50	1,000 metric tons (hazardous waste)	17	24	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 SR24 54, 55, 57, 58-61				
M11	PAI 11. Lack of processes and compliance mechanisms to monitor compliance with UN GC principles and OECD Guidelines for MNEs	SR24 16, 17, 19, 48, 53-55, 56, 57, 58-61 SR24 53-55, 57 (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 ³	SR24 64	%	3.42	4.57	
M13	PAI 13. Board gender diversity	AR24 6, 167, 172	% of board members	33	33	Two of the six board members of Siemens Energy identify as female.

¹ Includes category "use of sold products" only (well-to-tank emissions are included, biogenic emissions have been excluded). Siemens Gamesa's emissions equal zero.

² Includes categories "purchased goods and services" and "transportation and distribution" only.

³ 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. 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.

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.