

## Siemens Energy – Sustainability Report 2020: Key Performance Indicators Overview

Performance indicator	Break down	Fiscal Year/ September 30	Unit	Fiscal year	
				2020	2019
<b>Siemens Energy at a glance</b>					
Revenue	Total	Fiscal Year	Million €	27.46	28.80
Orders	Total	Fiscal Year	Million €	34.00	33.73
Order backlog	Total	Fiscal Year	Billion €	79	77
Countries with Siemens Energy presence	Total	Fiscal Year	No. (over)	90	–
<b>Research &amp; Development</b>					
R&D expenses	Total	Fiscal Year	Million €	985	1,001
Research intensity	Total	Fiscal Year	% of total revenue	3.6	3.5
Additions to capitalized R&D expenses	Total	Fiscal Year	Million €	191	163
R&D employees	Total	September 30	No.	5,132	5,200
Patents granted	Total	September 30	No. (rounded)	16,600	15,900
<b>Decarbonization</b>					
<b>Environmental Portfolio</b>					
Revenue generated from the Environmental Portfolio	Total	Fiscal Year	Billion €	19.3	20.1
Reduction in annual greenhouse gas emissions at our customers due to new elements of the Environmental Portfolio installed in the reporting period	Total	Fiscal Year	Million metric tons CO <sub>2</sub>	35	40
Cumulative reduction in annual greenhouse gas emissions at our customers due to elements of the Environmental Portfolio in the reporting period	Total	Fiscal Year	Million metric tons CO <sub>2</sub>	522	493
<b>Greenhouse gas emissions</b>					
Scope 1	Total	Fiscal Year	1,000 metric tons (CO <sub>2</sub> equivalent)	221	266
Scope 2	Total (market based) <sup>1</sup>	Fiscal Year	1,000 metric tons (CO <sub>2</sub> equivalent)	71	175
	Total (location based)	Fiscal Year	1,000 metric tons (CO <sub>2</sub> equivalent)	291	355
Scope 1 + 2	Total	Fiscal Year	1,000 metric tons (CO <sub>2</sub> equivalent)	292	440
<b>Atmospheric pollutant emissions</b>					
Volatile Organic Compounds	Total	Fiscal Year	Metric tons	434	–
Ozone depleting substances	Total	Fiscal Year	Metric tons (R11 equivalent) <sup>2</sup>	0.01	–
Nitrogen oxides	Total	Fiscal Year	Metric tons	74	–

Performance indicator	Break down	Fiscal year			
		Fiscal Year/ September 30	Unit	2020	2019
<b>Energy</b>					
Primary energy	Total	Fiscal Year	1,000 Gigajoule	2,188	2,734
	Natural gas/liquid petroleum gas	Fiscal Year	1,000 Gigajoule	1,920	2,377
	Fuel oil, gasoline/diesel	Fiscal Year	1,000 Gigajoule	263	352
	Other	Fiscal Year	1,000 Gigajoule	5	5
Secondary energy	Total	Fiscal Year	1,000 Gigajoule	3,615	4,226
	Electricity (total)	Fiscal Year	1,000 Gigajoule	2,902	3,383
	Electricity (renewable sources)	Fiscal Year	1,000 Gigajoule	2,256	2,007
	District heating	Fiscal Year	1,000 Gigajoule	713	843
Primary + secondary energy	Total	Fiscal Year	1,000 Gigajoule	5,803	6,960
Share of electricity from renewable sources	Total	Fiscal Year	% of electricity	78	59
<b>Waste</b>					
Waste	Total	Fiscal Year	1,000 metric tons	146	145
	Non-hazardous waste	Fiscal Year	1,000 metric tons	121	122
	Hazardous waste	Fiscal Year	1,000 metric tons	19	17
	Construction waste <sup>3</sup>	Fiscal Year	1,000 metric tons	6	6
Waste recycling and disposal <sup>4</sup>	Total	Fiscal Year	1,000 metric tons	140	139
	Recycled and recovered waste	Fiscal Year	1,000 metric tons	110	114
	Waste to landfill	Fiscal Year	1,000 metric tons	31	25
Recycling and recovery rate	Share of recycling and recovery in total waste <sup>4</sup>	Fiscal Year	% of total waste (w/o construction waste)	78	82
<b>Water</b>					
Water demand	Total	Fiscal year	Million cubic meters	3.23	3.46
	Water consumption	Fiscal year	Million cubic meters	2.59	2.67
	Ground and surface water for cooling water purposes (returned to receiving water body chemically unchanged, but warmed)	Fiscal year	Million cubic meters	0.64	0.80

Performance indicator	Break down	Fiscal Year/ September 30	Unit	Fiscal year	
				2020	2019
Wastewater	Total	Fiscal year	Million cubic meters	3.11	3.38
	Wastewater from employee facilities	Fiscal year	Million cubic meters	1.24	1.52
	Wastewater from manufacturing processes	Fiscal year	Million cubic meters	0.31	0.33
	Other (incl. losses)	Fiscal year	Million cubic meters	0.55	0.53
	Conditioned cooling water discharged as wastewater	Fiscal year	Million cubic meters	0.36	0.20
	Total wastewater without chemically unchanged cooling water	Fiscal year	Million cubic meters	2.47	2.58
	Cooling water (returned to receiving water body, chemically unchanged, but warmed)	Fiscal year	Million cubic meters	0.64	0.80
<b>Additional environmental topics</b>					
Sites with environmental management system certified according to ISO 14001	Total <sup>3</sup>	September 30	No.	72	72
Sites with environmental management system certified according to ISO 50001	Total <sup>3</sup>	September 30	No.	24	26
Environment-related incidents	Total	Fiscal Year	No.	0	3
<b>Product Stewardship</b>					
Full Scale Life Cycle Assessments <sup>5</sup>	Total	Fiscal Year	No.	82	81
Screening Scale Life Cycle Assessments <sup>6</sup>	Total	Fiscal Year	No.	12	12
Environmental Product Declarations	Total	Fiscal Year	No.	77	75
<b>Sustainable Supply Chain Management</b>					
Suppliers	Strategic Suppliers	September 30	No. (rounded)	30,000	30,000
Procurement volume	Total	Fiscal Year	Billion €	17.7	18.1
Corporate Responsibility Self-Assessments <sup>7</sup>	Total	Fiscal Year	No.	1,373	1,098
	Europe, C.I.S. <sup>8</sup> , Africa, Middle East	Fiscal Year	No.	395	430
	Americas	Fiscal Year	No.	301	258
	Asia, Australia	Fiscal Year	No.	677	410

Performance indicator	Break down	Fiscal year		2020	2019	
		Fiscal Year/ September 30	Unit			
Supplier quality audits with integrated sustainability questions	Total	Fiscal Year	No.	334	614	
	Europe, C.I.S. <sup>8</sup> , Africa, Middle East	Fiscal Year	No.	149	270	
	Americas	Fiscal Year	No.	70	182	
	Asia, Australia	Fiscal Year	No.	115	162	
External sustainability audits	Total	Fiscal Year	No.	60	84	
	Europe, C.I.S. <sup>8</sup> , Africa, Middle East	Fiscal Year	No.	5	20	
	Americas	Fiscal Year	No.	5	6	
	Asia, Australia	Fiscal Year	No.	50	58	
<b>Anti-corruption and integrity</b>						
Compliance cases reported <sup>9</sup>	Total	Fiscal Year	No.	143	152	
Disciplinary sanctions <sup>10</sup>	Total	Fiscal Year	No.	65	–	
	Warnings	Fiscal Year	No.	33	–	
	Dismissals	Fiscal Year	No.	30	–	
	Others	Fiscal Year	No.	2	–	
<b>Employees</b>						
Employee structure <sup>11</sup>	Total	September 30	No.	92,903	89,161	
	Europe, C.I.S. <sup>8</sup> , Africa, Middle East	September 30	% of total employees	66	66	
	Americas	September 30	% of total employees	21	21	
	Asia, Australia	September 30	% of total employees	13	13	
	Age group <35	September 30	% of total employees	26	27	
	Age group 35–44	September 30	% of total employees	33	32	
	Age group 45–54	September 30	% of total employees	25	25	
	Age group >54	September 30	% of total employees	16	16	
	Women in headcount	September 30	% of total employees	19	18	
	Women in top leadership functions <sup>3</sup>	September 30	% of total top leadership functions	21	–	
	Employee fluctuation	Hirings	Fiscal Year	No.	8,991	9,507
		Recruitment rate <sup>12</sup>	Fiscal Year	% of total employees	9.9	10.7
Recruitment rate (women)		Fiscal Year	% of hirings	19.2	15.7	
Exits		Fiscal Year	No.	8,411	9,144	
Turnover rate <sup>13</sup>		Fiscal Year	% of total employees	9.2	10.5	
Employees with permanent working contract	Total	September 30	% of total employees	94.3	94.7	
Average working week <sup>14</sup>	Total <sup>3</sup>	September 30	Hours	39	39	

Performance indicator	Break down	Fiscal year/		Fiscal year	
		September 30	Unit	2020	2019
Average age	Total	September 30	Years	43	42
Employees with a disability	Total <sup>3</sup>	September 30	No. (rounded)	1,400	1,250
<b>Training and education</b>					
Spend on employee training	Total	Fiscal Year	Million €	60.0	70.7
Spend on employee training per employee	Total	Fiscal Year	€	654	795
Trainees and students in work-study programs	Germany	September 30	No.	2,165	2,117
	Internal	September 30	No.	1,167	1,233
	External	September 30	No.	998	884
	Internal, started this fiscal year	September 30	No.	229	284
	External, started this fiscal year	September 30	No.	315	313
<b>Occupational Health and Safety</b>					
LTIFR <sup>15</sup>	Total <sup>16</sup>	Fiscal Year	No.	0.27	0.28
Fatalities <sup>17</sup>	Total	Fiscal Year	No.	5	2
	Siemens Energy	Fiscal Year	No.	1	1
	Contractors	Fiscal Year	No.	4	1
<b>Societal engagement</b>					
Donations	Total	Fiscal Year	Million €	5.44	2.84
	Europe, C.I.S. <sup>8</sup> , Africa, Middle East	Fiscal Year	Million €	3.53	0.83
	Americas	Fiscal Year	Million €	1.16	1.40
	Asia, Australia	Fiscal Year	Million €	0.76	0.61

Some performance indicators are not available for fiscal year 2019, marked with a hyphen (-).

- <sup>1</sup> We calculate our emissions resulting from electrical consumption based on carbon emission factors of our local sites according to the market-based approach.
- <sup>2</sup> R11 equivalent measures ozone depletion potential
- <sup>3</sup> Without SGRE
- <sup>4</sup> Excluding construction waste
- <sup>5</sup> Full scale LCAs adopt a comprehensive approach, covering the environmental impacts over the entire life cycle.
- <sup>6</sup> Screening LCAs cover environmentally relevant parts or phases of a product life cycle.
- <sup>7</sup> 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>8</sup> Commonwealth of Independent States
- <sup>9</sup> In fiscal years 2019 and 2020, in certain countries, Siemens Energy's Gas and Power business was carried out under agency and distributorship agreements that were concluded between Siemens Energy and Siemens AG subsidiaries. The number of reported compliance cases in fiscal year 2020 includes eight cases related to Siemens Energy business carried out by these Siemens AG subsidiaries on Siemens Energy's behalf (fiscal year 2019: 13).
- <sup>10</sup> The disciplinary sanctions reporting in FY 2019 was performed on Siemens AG level and could not be broken down to Siemens Energy level.
- <sup>11</sup> All figures in this section refer to the headcount.
- <sup>12</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>13</sup> The turnover rate is calculated as the number of voluntary and involuntary (all other) departures at Siemens Energy during the fiscal year divided by the average number of employees.
- <sup>14</sup> Contractually agreed weekly working hours
- <sup>15</sup> Lost time injury frequency rate: Number of lost time injuries (LTI) x 200 000/work hours performed. LTIs are accidents that result in at least one lost day of work.
- <sup>16</sup> Incl. temporary workers; excl. contractors
- <sup>17</sup> Excluding cases beyond Siemens Energy's influence. E.g. force majeure, third party violence or outside of Siemens Energy scope of responsibility.