

Siemens Healthineers Animal Ethics Policy

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Siemens Healthineers Animal Ethics Policy

We aspire to create better healthcare outcomes for everyone everywhere. Patient-centered innovation has been and always will be at the core of our company. Responsible animal research and use of animal-derived materials remain indispensable in the development and manufacturing of certain medical devices or new diagnostic imaging agents. For example, such research can be necessary in the development of new contrast media, for identification of biomarkers for serious diseases, or in verifying the performance and safety of innovative therapeutic applications within radiation therapy or robotic surgery. Additionally, the efficacy and safety of certain diagnostic devices depends on components of animal origin.

Despite our progress with alternative methods, animals and animal-derived materials remain essential for preserving and promoting human health. Siemens Healthineers understands the ethical responsibility of balancing the use of animals with addressing the challenges of diagnosing and treating severe illnesses such as cancer, neurological disorders, and heart disease. We minimize the use of animals in research, development, and production and treat these animals with care and respect. We adhere to animal-welfare legislation and the “three Rs” principle: replace, reduce, refine.

- Siemens Healthineers *replaces* the use of animals with other methods and technologies whenever appropriate. We value scientific advancements that offer alternatives to using animals. The latest research results are assessed by our designated Institutional Animal Care and Use Committees (IACUC) or Animal Welfare Boards for options to replace the use of animals. These bodies are responsible for overseeing and reviewing the animal care and use programs. Wherever appropriate, we replace the use of animals by employing effective alternatives. These include recombinant antibodies, when developing new and re-designing existing products, and non-animal-based technologies, such as computational simulations and *in-vitro* biological systems for experimental purposes.
- Siemens Healthineers *reduces* the number of animals used to the lowest level necessary. For instance, the production of components for diagnostic tests derived from animal sources follows well-established procedures that are regularly verified and continually improved with a view to reduce the number of animals needed. Animal testing for purposes of research and development will not be undertaken where there are existing safety data or established information already available to determine risks, hazards, or toxicity. Where the utilization of animals is unavoidable to evaluate new treatment options, we reduce the numbers of animals used to the minimum necessary to obtain valid results. This can be achieved for example, through *in-vitro* or *ex-vivo* research models, refined study designs and statistical methods.
- Siemens Healthineers continually *refines* its operating processes, procedures, and protocols to enhance animal care. To this end, we employ the latest technologies and highest standards in our animal care and use. Our staff are trained for and supported in their roles to enable high-quality professional work. We monitor and conduct audits to verify compliance with animal welfare requirements and procedures. In addition, our infrastructure, procedures, and practices are regularly reviewed and approved by the responsible authorities.

Siemens Healthineers Culture of Care

Siemens Healthineers Culture of Care policy adds a “fourth R” to recognize our *responsibility* to human, societal and operational factors relevant to animal husbandry, research, and use of animal-derived materials.

Our Culture of Care is based on four pillars in which we implement that responsibility:

- **Animal welfare:** Focusing on animal care practices. We continually review and incorporate modern technologies in animal science related to proper housing, handling, and procedures to minimize pain, suffering, and distress.
- **Human welfare:** Recognizing the importance of our employees' mental and physical health, we provide a working environment conducive to facilitating transparency and communication. Employees involved in animal husbandry and research understand and are trained to act in accordance with their responsibility for the health and welfare of animals in their care. Employees are empowered to make observations and raise concerns about animal care and identify opportunities to further improve practices.
- **Societal expectations:** Meeting and exceeding societal expectations in animal care, biomedical research, and use of animal-derived materials. We proactively seek alternatives to animal use. Compliance with legal and ethical requirements in operations is of utmost importance to us.
- **Operational excellence:** Continually reviewing and improving our animal care practices, research policies, and production processes to increase animal welfare and reduce use of animals, where possible. We ensure that the animal technicians and researchers are qualified for their tasks, regularly trained, and that their actions are supervised by licensed veterinarians. We require all third parties we engage with in this field, such as contract research organizations, collaboration partners and vendors, to maintain similarly high standards and to comply with all applicable laws and regulations.

Siemens Healthineers is committed to the ethical treatment and welfare of animals used in our activities and strives to continually improve based on the “four Rs” principle, thorough employee involvement and with full management support.

We pioneer breakthroughs in healthcare. For everyone. Everywhere. Sustainably.