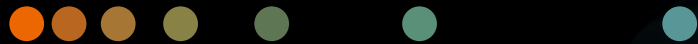


# Additional sustainability indicators 2025

[siemens-healthineers.com/sustainability](https://siemens-healthineers.com/sustainability)



# Longlist of additional sustainability indicators

This document presents additional sustainability indicators that go beyond the scope of our sustainability report, which is integrated into the

➤ Annual Report 2025 and aligned with the EU Corporate Sustainability Reporting Directive (CSRD) and the

European Sustainability Reporting Standards (ESRS).

These additional indicators exceed regulatory requirements and are reported voluntarily. We publish them separately to ensure continuity and transparency, allow comparability with our reporting in previous years, and provide interested stakeholders with a fuller view of our sustainability performance.

Due to rounding, numbers may not add up precisely to the totals provided. The

sustainability indicators include the Business Area Varian from FY 2022 onward; all prior-year figures are reported without Varian, unless explicitly stated otherwise. To reflect the organizational setup from Siemens Healthineers as of FY 2023, the regional split was adjusted accordingly. In regard to employee data, sub-categories may not always add up to the total number due to the non-consideration of non-consolidated companies.

|  |                                    |                      |                                    |        |        |        | As of FY 2022 including Varian |        |        |        |
|--|------------------------------------|----------------------|------------------------------------|--------|--------|--------|--------------------------------|--------|--------|--------|
| Non-financial indicators                               | Scope                              | Fiscal year Sept. 30 | Unit                               | FY 19  | FY 20  | FY 21  | FY 22                          | FY 23  | FY 24  | FY 25  |
| Research and development                               |                                    |                      |                                    |        |        |        |                                |        |        |        |
| R&D employees  | Total                              | Fiscal year          | No.                                | 7,491  | 7,983  | 8,154  | 10,157                         | 13,074 | 13,276 | 13,283 |
| Granted patents <sup>1)</sup>                          | Total                              | Sept. 30             | No.                                | 13,607 | 13,471 | 13,737 | 15,160                         | 15,850 | 16,164 | 16,714 |
| Resource preservation                                  |                                    |                      |                                    |        |        |        |                                |        |        |        |
| GHG emissions intensity (emissions per revenue)        | Scope 1 and Scope 2                | Fiscal year          | kt CO <sub>2</sub> e / million EUR | 0.01   | 0.01   | 0.01   | 0.01                           | 0.01   | 0.01   | 0.01   |
| GHG emissions intensity (emissions per revenue)        | Scope 3                            | Fiscal year          | kt CO <sub>2</sub> e / million EUR | 0.21   | 0.20   | 0.20   | 0.20                           | 0.18   | 0.17   | 0.17   |
| Number of charging poles on company ground             | Total                              | Sept. 30             | No.                                | n/a    | n/a    | 277    | 346                            | 415    | 1,016  | 2,634  |
| Energy consumption from own operations: Primary energy | Total                              | Fiscal year          | 1,000 gigajoules                   | 1,081  | 904    | 859    | 871                            | 803    | 759    | 709    |
|  | therein gas and liquid gas         | Fiscal year          | 1,000 gigajoules                   | 1,044  | 888    | 836    | 849                            | 800    | 754    | 682    |
|  | therein gas from renewable sources | Fiscal year          | 1,000 gigajoules                   | n/a    | n/a    | n/a    | 0                              | 0      | 0      | 0      |
|  | therein fuel oil, gasoline, diesel | Fiscal year          | 1,000 gigajoules                   | 37     | 3      | 5      | 3                              | 4      | 4      | 5      |

<sup>1)</sup> The reported figures from FY 2019 and FY 2020 cover granted patents and registered utility models. As of FY 2021, only granted patents are reported.

| Non-financial indicators                                 | Scope                                      | Fiscal year Sept. 30 | Unit                                       | FY 19 | FY 20 | FY 21 | As of FY 2022 including Variations |       |       |       |
|--|--|----------------------|--|-------|-------|-------|------------------------------------|-------|-------|-------|
|  |  |                      |  |       |       |       | FY 22                              | FY 23 | FY 24 | FY 25 |
| Energy consumption from own operations: Secondary energy | Total                                      | Fiscal year          | 1,000 gigajoules                           | 1,566 | 1,614 | 1,632 | 1,830                              | 1,809 | 1,880 | 1,898 |
|  | therein electricity (total)                | Fiscal year          | 1,000 gigajoules                           | 1,386 | 1,450 | 1,424 | 1,620                              | 1,636 | 1,709 | 1,725 |
|  | therein electricity from renewable sources | Fiscal year          | 1,000 gigajoules                           | 505   | 1,253 | 1,201 | 1,295                              | 1,257 | 1,529 | 1,610 |
|  | therein district heating                   | Fiscal year          | 1,000 gigajoules                           | 180   | 164   | 207   | 210                                | 173   | 171   | 173   |
| Renewable energy use from own operations <sup>2)</sup>   | Total                                      | Fiscal year          | 1,000 gigajoules                           | 579   | 616   | 625   | 1,295                              | 1,257 | 1,529 | 1,632 |
| Non-renewable energy use from own operations             | Total                                      | Fiscal year          | 1,000 gigajoules                           | 2,068 | 1,902 | 1,866 | 1,405                              | 1,355 | 1,126 | 975   |
| Volatile organic compounds                               | Total                                      | Fiscal year          | Metric tons                                | 43    | 41    | 35    | 33                                 | 35    | 32    | 44    |
| Ozone depleting substances                               | Total                                      | Fiscal year          | Metric tons (R11 equivalent) <sup>3)</sup> | 0.06  | 0.05  | 0.01  | 0.01                               | 0.02  | 0.00  | 0.10  |
| Life Cycle Assessments Full scale LCA                    | Total                                      | Fiscal year          | No.  | 7     | 11    | 16    | 21                                 | 44    | 51    | 74    |
| Life Cycle Assessments Screening LCA                     | Total                                      | Fiscal year          | No.  | 50    | 56    | 49    | 45                                 | 49    | 49    | 49    |
| Total LCA (Full scale & screening)                       | Total                                      | Fiscal year          | No.  | 57    | 67    | 65    | 66                                 | 93    | 100   | 123   |
| Environmental Product Declarations (EPD)                 | Total                                      | Fiscal year          | No.  | 49    | 55    | 49    | 52                                 | 61    | 69    | 76    |

#### Additional environmental indicators

|                                |                                     |             |                      |      |      |      |      |      |      |      |
|--------------------------------|-------------------------------------|-------------|----------------------|------|------|------|------|------|------|------|
| Water withdrawal <sup>4)</sup> | Total                               | Fiscal year | Million cubic meters | 1.14 | 1.14 | 1.16 | 1.28 | 1.33 | 1.42 | 1.40 |
|                                | thereof surface water               | Fiscal year | Million cubic meters | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 | 0.00 | 0.00 |
|                                | thereof groundwater                 | Fiscal year | Million cubic meters | n/a  | n/a  | n/a  | 0.25 | 0.26 | 0.31 | 0.22 |
|                                | thereof 3 <sup>rd</sup> party water | Fiscal year | Million cubic meters | n/a  | n/a  | n/a  | 1.03 | 1.06 | 1.11 | 1.18 |
|                                | thereof other sources               | Fiscal year | Million cubic meters | n/a  | n/a  | n/a  | 0.00 | 0.00 | 0.00 | 0.00 |

<sup>2)</sup> As of FY 2022 considering renewable energy certificates.

<sup>3)</sup> R11 equivalent measures ozone depletion potential.

<sup>4)</sup> As of FY 2022 detailed breakdown of water metrics.

| Non-financial indicators                                     | Scope  | Fiscal year Sept. 30 | Unit                   | FY 19 | FY 20 | FY 21 | As of FY 2022 including Variance |       |        |                  |
|--|--|----------------------|------------------------|-------|-------|-------|----------------------------------|-------|--------|------------------|
|  |  |                      |                        |       |       |       | FY 22                            | FY 23 | FY 24  | FY 25            |
| Water withdrawal   | Withdrawals in water-stressed areas            | Fiscal year          | Million cubic meters   | n/a   | n/a   | n/a   | 0.16                             | 0.17  | 0.36   | 0.48             |
| Share of water withdrawals in water-stressed areas           | Withdrawals in water-stressed areas            | Fiscal year          | % of total withdrawals | n/a   | n/a   | n/a   | 12%                              | 13%   | 26%    | 34%              |
| Water consumption  | Total  | Fiscal year          | Million cubic meters   | n/a   | n/a   | n/a   | 0.22                             | 0.26  | 0.25   | 0.22             |
|  | consumption in water-stressed areas            | Fiscal year          | Million cubic meters   | n/a   | n/a   | n/a   | 0.00                             | 0.01  | 0.03   | 0.04             |
| Discharge  | Total  | Fiscal year          | Million cubic meters   | 1.11  | 1.08  | 1.14  | 1.05                             | 1.05  | 1.15   | 1.18             |
|  | thereof surface water                          | Fiscal year          | Million cubic meters   | n/a   | n/a   | n/a   | 0.00                             | 0.00  | 0.00   | 0.00             |
|  | thereof groundwater                            | Fiscal year          | Million cubic meters   | n/a   | n/a   | n/a   | 0.00                             | 0.00  | 0.00   | 0.00             |
|  | thereof 3 <sup>rd</sup> party water            | Fiscal year          | Million cubic meters   | n/a   | n/a   | n/a   | 1.05                             | 1.05  | 1.15   | 1.18             |
|  | therein sanitary wastewater                    | Fiscal year          | Million cubic meters   | 0.56  | 0.55  | 0.54  | 0.62                             | 0.65  | 0.77   | 0.80             |
|  | therein manufacturing processes                | Fiscal year          | Million cubic meters   | 0.19  | 0.19  | 0.19  | 0.20                             | 0.25  | 0.22   | 0.20             |
|  | therein other                                  | Fiscal year          | Million cubic meters   | 0.31  | 0.29  | 0.35  | 0.13                             | 0.05  | 0.06   | 0.07             |
|  | therein cooling water discharged as wastewater | Fiscal year          | Million cubic meters   | 0.04  | 0.06  | 0.07  | 0.11                             | 0.12  | 0.12   | 0.11             |
| Discharge  | Cooling water (returned unchanged)             | Fiscal year          | Million cubic meters   | 0.00  | 0.00  | 0.00  | 0.00                             | 0.00  | 0.00   | 0.00             |
| Sites with implemented water strategy                        | Total  | Sept. 30             | No.                    | n/a   | n/a   | n/a   | 45                               | 57    | 63     | 55               |
| Rate of sites with water strategy                            | Total  | Fiscal year          | % of sites             | n/a   | n/a   | n/a   | 80.3%                            | 92.0% | 100.0% | 96.5%            |
| Environment-related incidents                                | Total  | Fiscal year          | No.                    | n/a   | n/a   | n/a   | 4                                | 0     | 0      | 0                |
| Number of relevant (= reported) sites                        | Total  | Total                | No.                    | n/a   | 35    | 36    | 56                               | 62    | 63     | 57               |
| Sites with EHS management system certified to ISO 14001:2015 | Total  | Total                | No.                    | 20    | 30    | 30    | 31                               | 37    | 39     | 35 <sup>5)</sup> |
| Internal EHS audits  | Total  | Total                | No.                    | 17    | 14    | 13    | 11                               | 13    | 23     | 22               |

<sup>5)</sup> New calculation based on Cority sites as of FY 2025.

|                          |                                  |                      |                                      |        |        |        | As of FY 2022 including Variance |        |        |        |
|--------------------------|----------------------------------|----------------------|--------------------------------------|--------|--------|--------|----------------------------------|--------|--------|--------|
| Non-financial indicators | Scope                            | Fiscal year Sept. 30 | Unit                                 | FY 19  | FY 20  | FY 21  | FY 22                            | FY 23  | FY 24  | FY 25  |
| Own workforce indicators |                                  |                      |                                      |        |        |        |                                  |        |        |        |
| Number of employees      | Total                            | Sept. 30             | No.                                  | 52,018 | 54,276 | 55,526 | 69,470                           | 71,035 | 72,253 | 73,840 |
|                          | Workers (Blue-collar)            | Sept. 30             | % Share of total employees           | 13%    | 13%    | 13%    | 11%                              | 11%    | 10%    | 11%    |
|                          | Officer (White-collar)           | Sept. 30             | % Share of total employees           | 87%    | 87%    | 87%    | 89%                              | 88%    | 89%    | 88%    |
|                          | age < 30 EMEA                    | Sept. 30             | % Share of total employees in region | n/a    | n/a    | n/a    | 12%                              | 12%    | 11%    | 11%    |
|                          | age 30–50 EMEA                   | Sept. 30             | % Share of total employees in region | n/a    | n/a    | n/a    | 59%                              | 60%    | 61%    | 62%    |
|                          | age > 50 EMEA                    | Sept. 30             | % Share of total employees in region | n/a    | n/a    | n/a    | 29%                              | 28%    | 28%    | 28%    |
|                          | age < 30 Americas <sup>6)</sup>  | Sept. 30             | % Share of total employees in region | n/a    | n/a    | n/a    | 10%                              | 9%     | 9%     | 9%     |
|                          | age 30–50 Americas <sup>6)</sup> | Sept. 30             | % Share of total employees in region | n/a    | n/a    | n/a    | 53%                              | 54%    | 54%    | 52%    |
|                          | age > 50 Americas <sup>6)</sup>  | Sept. 30             | % Share of total employees in region | n/a    | n/a    | n/a    | 37%                              | 37%    | 37%    | 35%    |
|                          | age < 30 Asia-Pacific and Japan  | Sept. 30             | % Share of total employees in region | n/a    | n/a    | n/a    | 25%                              | 26%    | 25%    | 23%    |
|                          | age 30–50 Asia-Pacific and Japan | Sept. 30             | % Share of total employees in region | n/a    | n/a    | n/a    | 64%                              | 65%    | 65%    | 66%    |
|                          | age > 50 Asia-Pacific and Japan  | Sept. 30             | % Share of total employees in region | n/a    | n/a    | n/a    | 11%                              | 10%    | 10%    | 11%    |
|                          | age < 30 China                   | Sept. 30             | % Share of total employees in region | n/a    | n/a    | n/a    | 14%                              | 12%    | 11%    | 10%    |
|                          | age 30–50 China                  | Sept. 30             | % Share of total employees in region | n/a    | n/a    | n/a    | 82%                              | 83%    | 84%    | 84%    |
|                          | age > 50 China                   | Sept. 30             | % Share of total employees in region | n/a    | n/a    | n/a    | 4%                               | 5%     | 5%     | 6%     |

<sup>6)</sup> Age group not available: 4%.

| Non-financial indicators                   | Scope                    | Fiscal year Sept. 30 | Unit                                 | FY 19  | FY 20  | FY 21  | As of FY 2022 including Varian |        |        |        |
|--|--------------------------|----------------------|--------------------------------------|--------|--------|--------|--------------------------------|--------|--------|--------|
|  |                          |                      |                                      |        |        |        | FY 22                          | FY 23  | FY 24  | FY 25  |
| Number of employees nationalities          | Total                    | Sept. 30             | No.                                  | 120    | 128    | 129    | 140                            | 143    | 144    | 140    |
| Average age employees                      | Total                    | Sept. 30             | No.                                  | 42     | 42     | 42     | 42                             | 42     | 42     | 42     |
| Female employees                           | Total                    | Sept. 30             | No.                                  | 15,724 | 16,517 | 17,112 | 21,754                         | 22,417 | 23,067 | 23,791 |
|  | Total                    | Sept. 30             | % Share of employees                 | 30%    | 31%    | 31%    | 31%                            | 32%    | 32%    | 32%    |
|  | EMEA                     | Sept. 30             | % Share of total employees in region | 29%    | 30%    | 30%    | 30%                            | 31%    | 31%    | 31%    |
|  | Americas                 | Sept. 30             | % Share of total employees in region | 34%    | 34%    | 34%    | 34%                            | 34%    | 35%    | 34%    |
|  | Asia-Pacific and Japan   | Sept. 30             | % Share of total employees in region | n/a    | n/a    | n/a    | 30%                            | 31%    | 32%    | 33%    |
|  | China                    | Sept. 30             | % Share of total employees in region | n/a    | n/a    | n/a    | 31%                            | 31%    | 32%    | 32%    |
| Employees in management positions          | Total                    | Sept. 30             | No.                                  | 5,925  | 6,303  | 6,565  | 8,250                          | 8,531  | 8,684  | 8,988  |
|  | therein female employees | Sept. 30             | No.                                  | 1,327  | 1,450  | 1,588  | 2,095                          | 1,911  | 2,376  | 2,531  |
| Number of disabled employees <sup>7)</sup> | Germany                  | Sept. 30             | No.                                  | 744    | 765    | 768    | 730                            | 814    | 840    | 864    |

<sup>7)</sup> Not including Varian and AdAcAp.

| Non-financial indicators | Scope   | Fiscal year Sept. 30 | Unit   | FY 19 | FY 20 | FY 21 | As of FY 2022 including Variance |       |       |       |
|--------------------------|---|----------------------|--|-------|-------|-------|----------------------------------|-------|-------|-------|
|                          |   |                      |  |       |       |       | FY 22                            | FY 23 | FY 24 | FY 25 |
| Employees newly hired    | Total   | Fiscal year          | No.  | 5,810 | 5,217 | 5,620 | 9,916                            | 7,574 | 7,134 | 6,347 |
|                          | thereof EMEA                                    | Fiscal year          | % Share EMEA new hires to total new hires        | 38%   | 40%   | 36%   | 32%                              | 27%   | 35%   | 38%   |
|                          | thereof Americas                                | Fiscal year          | % Share of Americas new hires to total new hires | 28%   | 29%   | 30%   | 32%                              | 33%   | 28%   | 29%   |
|                          | thereof Asia-Pacific and Japan                  | Fiscal year          | % Share of APJ new hires to total new hires      | n/a   | n/a   | n/a   | 26%                              | 32%   | 29%   | 25%   |
|                          | thereof China                                   | Fiscal year          | % Share of CHN new hires to total new hires      | n/a   | n/a   | n/a   | 10%                              | 8%    | 8%    | 8%    |
|                          | Female employees – total                        | Fiscal year          | % Share of female new hires to total new hires   | 36%   | 35%   | 35%   | 36%                              | 38%   | 39%   | 38%   |
|                          | thereof EMEA                                    | Fiscal year          | % Share of female new hires in EMEA              | 36%   | 35%   | 40%   | 33%                              | 44%   | 38%   | 36%   |
|                          | thereof Americas                                | Fiscal year          | % Share of female new hires in Americas          | 37%   | 38%   | 35%   | 38%                              | 30%   | 39%   | 38%   |
|                          | thereof Asia-Pacific and Japan                  | Fiscal year          | % Share of female new hires in APJ               | n/a   | n/a   | n/a   | 35%                              | 41%   | 40%   | 41%   |
|                          | thereof China                                   | Fiscal year          | % Share of female new hires in CHN               | n/a   | n/a   | n/a   | 41%                              | 38%   | 43%   | 40%   |
| Employee exits           | Total   | Fiscal year          | No.  | 3,767 | 3,539 | 4,407 | 6,622                            | 6,335 | 5,985 | 5,125 |
|                          | thereof decision employee                       | Fiscal year          | No.  | 2,118 | 1,721 | 2,562 | 3,765                            | 3,308 | 3,180 | 2,336 |
|                          | thereof other reasons (= not decision employee) | Fiscal year          | No.  | 1,649 | 1,818 | 1,845 | 2,857                            | 3,027 | 2,805 | 2,789 |
|                          | therein dismissals (part of other reasons)      | Fiscal year          | No.  | 583   | 627   | 368   | 647                              | 1,081 | 1,039 | 501   |

| Non-financial indicators                  | Scope                               | Fiscal year Sept. 30 | Unit          | FY 19  | FY 20  | FY 21  | As of FY 2022 including Variance |        |        |        |
|---|-------------------------------------|----------------------|---------------|--------|--------|--------|----------------------------------|--------|--------|--------|
|   |                                     |                      |               |        |        |        | FY 22                            | FY 23  | FY 24  | FY 25  |
| Employees holding own company stocks      | Total                               | Sept. 30             | No.           | 24,353 | 27,087 | 28,807 | 28,675                           | 36,350 | 37,279 | 38,103 |
| Contractually agreed weekly working hours | Total                               | Sept. 30             | No. (average) | 39.4   | 39.4   | 39.4   | 39.7                             | 39.5   | 39.0   | 39.0   |
|   | EMEA                                | Sept. 30             | No. (average) | 37.7   | 37.7   | 37.7   | 37.9                             | 37.3   | 37.3   | 37.2   |
|   | Americas                            | Sept. 30             | No. (average) | 40.6   | 40.6   | 40.6   | 40.5                             | 40.6   | 40.5   | 40.5   |
|   | Asia-Pacific and Japan              | Sept. 30             | No. (average) | n/a    | n/a    | n/a    | 42.6                             | 42.6   | 42.6   | 42.6   |
|   | China                               | Sept. 30             | No. (average) | n/a    | n/a    | n/a    | 40.0                             | 40.0   | 40.0   | 39.9   |
| Apprentices                               | Total                               | Fiscal year          | No.           | 652    | 554    | 614    | 585                              | 705    | 797    | 793    |
| Apprentices and dual students             | Germany                             | Fiscal year          | No.           | 516    | 421    | 436    | 434                              | 466    | 538    | 614    |
|   | thereof for 3 <sup>rd</sup> parties | Fiscal year          | No.           | 4      | 5      | 3      | 2                                | 1      | 0      | 0      |
|   | thereof internally                  | Fiscal year          | No.           | 512    | 416    | 433    | 432                              | 465    | 538    | 614    |
|   | therein new apprentices             | Fiscal year          | No.           | 132    | 142    | 126    | 148                              | 185    | 205    | 196    |
| Spent on employee training                | Total                               | Fiscal year          | Million EUR   | 72     | 57     | 59     | 79                               | 87     | 83     | 81     |
| Spent on employee training per employee   | Total                               | Fiscal year          | EUR           | 1,384  | 1,050  | 1,063  | 1,159                            | 1,238  | 1,164  | 1,119  |
| Number of training hours                  | Total                               | Fiscal year          | No. (million) | n/a    | 2.7    | 1.7    | 2.1                              | 2.2    | 2.1    | 2.1    |



| Non-financial indicators                                      | Scope  | Fiscal year Sept. 30 | Unit   | FY 19 | FY 20 | FY 21 | As of FY 2022 including Variations |       |       |       |
|---|--|----------------------|--|-------|-------|-------|------------------------------------|-------|-------|-------|
|   |  |                      |  |       |       |       | FY 22                              | FY 23 | FY 24 | FY 25 |
| Occupational health and safety                                |  |                      |  |       |       |       |                                    |       |       |       |
| Fatalities – work related                                     | Total  | Sept. 30             | No.  | n/a   | 0     | 0     | 0                                  | 0     | 0     | 0     |
|   | therein contractors  | Sept. 30             | No.  | 0     | 0     | 0     | 0                                  | 0     | 0     | 0     |
|   | therein temporary workers                                    | Sept. 30             | No.  | n/a   | 0     | 0     | 0                                  | 0     | 0     | 0     |
|   | therein Siemens Healthineers employees                       | Sept. 30             | No.  | 0     | 0     | 0     | 0                                  | 0     | 0     | 0     |
| Fatality rate   | therein temporary workers                                    | Sept. 30             | No.  | n/a   | 0     | 0     | 0                                  | 0     | 0     | 0     |
|   | therein Siemens Healthineers employees                       | Sept. 30             | No.  | 0     | 0     | 0     | 0                                  | 0     | 0     | 0     |
| Working hours   | Total (Siemens Healthineers employees and temporary workers) | Sept. 30             | Million h                                    | n/a   | n/a   | 134.2 | 157.4                              | 167.0 | 179.0 | 174.2 |
|   | thereof Siemens Healthineers employees <sup>8)</sup>         | Sept. 30             | Million h                                    | 98.4  | 103.0 | 112.7 | 132.2                              | 141.6 | 143.8 | 138.8 |
|   | thereof temporary workers <sup>9)</sup>                      | Sept. 30             | Million h                                    | n/a   | n/a   | 21.5  | 25.2                               | 25.4  | 35.2  | 35.4  |
| Lost time injuries  | Total (Siemens Healthineers employees and temporary workers) | Sept. 30             | No.  | n/a   | n/a   | 232   | 222                                | 226   | 204   | 197   |
|   | therein Siemens Healthineers employees <sup>8)</sup>         | Sept. 30             | No.  | 179   | 145   | 211   | 211                                | 217   | 196   | 191   |
|   | therein temporary workers <sup>9)</sup>                      | Sept. 30             | No.  | n/a   | n/a   | 21    | 11                                 | 9     | 8     | 6     |
| Lost time injury frequency rate (LTIFR)                       | Total (Siemens Healthineers employees and temporary workers) | Sept. 30             | Lost time injuries per 200,000 working hours | n/a   | n/a   | 0.3   | 0.3                                | 0.3   | 0.2   | 0.22  |
|   | therein Siemens Healthineers employees <sup>8)</sup>         | Sept. 30             | Lost time injuries per 200,000 working hours | 0.4   | 0.3   | 0.4   | 0.3                                | 0.3   | 0.3   | 0.28  |
|   | therein temporary workers <sup>9)</sup>                      | Sept. 30             | Lost time injuries per 200,000 working hours | n/a   | n/a   | 0.2   | 0.1                                | 0.1   | 0.1   | 0.03  |
| High-consequence work-related injuries (excluding fatalities) | therein Siemens Healthineers employees <sup>8)</sup>         | Sept. 30             | No.  | n/a   | n/a   | n/a   | 33                                 | 24    | 24    | 13    |
|   | therein temporary workers <sup>9)</sup>                      | Sept. 30             | No.  | n/a   | n/a   | n/a   | 0                                  | 0     | 1     | 0     |

<sup>8)</sup> As of FY 2024 including CTSI Oncology Solutions.

<sup>9)</sup> Excluding CTSI Oncology Solutions.

| Non-financial indicators   | Scope  | Fiscal year Sept. 30 | Unit  | FY 19 | FY 20 | FY 21 | As of FY 2022 including Variance |       |       |       |
|--|--|----------------------|---|-------|-------|-------|----------------------------------|-------|-------|-------|
|  |  |                      |   |       |       |       | FY 22                            | FY 23 | FY 24 | FY 25 |
| High-consequence injuries rate   | therein Siemens Healthineers employees <sup>10)</sup>        | Sept. 30             | High-consequence injuries per 200,000 working hours | n/a   | n/a   | 0.02  | 0.05                             | 0.03  | 0.03  | 0.02  |
|  | therein temporary workers <sup>11)</sup>                     | Sept. 30             | High-consequence injuries per 200,000 working hours | n/a   | n/a   | 0.00  | 0.00                             | 0.00  | 0.01  | 0.00  |
| Recordable injuries (LTC + RWC + MTC + fatalities)                               | Total (Siemens Healthineers employees and temporary workers) | Sept. 30             | No.   | n/a   | n/a   | 487   | 401                              | 407   | 376   | 369   |
|  | therein Siemens Healthineers employees <sup>10)</sup>        | Sept. 30             | No.   | n/a   | n/a   | 428   | 378                              | 390   | 364   | 359   |
|  | therein temporary workers <sup>11)</sup>                     | Sept. 30             | No.   | n/a   | n/a   | 59    | 23                               | 17    | 12    | 10    |
| Total recordable injury rate   | Total (Siemens Healthineers employees and temporary workers) | Sept. 30             | Recordable injuries per 200,000 working hours       | n/a   | n/a   | 0.73  | 0.51                             | 0.49  | 0.42  | 0.42  |
|  | therein Siemens Healthineers employees <sup>10)</sup>        | Sept. 30             | Recordable injuries per 200,000 working hours       | n/a   | n/a   | 0.76  | 0.57                             | 0.55  | 0.51  | 0.51  |
|  | therein temporary workers <sup>11)</sup>                     | Sept. 30             | Recordable injuries per 200,000 working hours       | n/a   | n/a   | 0.55  | 0.18                             | 0.13  | 0.07  | 0.05  |
| Reported cases of occupational illness <sup>10)</sup>                            | Total  | Sept. 30             | No.   | n/a   | n/a   | 20    | 30                               | 21    | 21    | 21    |
| Occupational illness frequency rate (OIFR) – Siemens Healthineers <sup>10)</sup> | Total  | Sept. 30             | Occupational illnesses per 200,000 working hours    | n/a   | n/a   | n/a   | 0.05                             | 0.03  | 0.02  | 0.03  |

<sup>10)</sup> As of FY 2024 including CTSI Oncology Solutions.

<sup>11)</sup> Excluding CTSI Oncology Solutions.

|  |                                    |                      |             |       |       |       | As of FY 2022 including Variations |       |                     |                     |
|--|------------------------------------|----------------------|-------------|-------|-------|-------|------------------------------------|-------|---------------------|---------------------|
| Non-financial indicators                           | Scope                              | Fiscal year Sept. 30 | Unit        | FY 19 | FY 20 | FY 21 | FY 22                              | FY 23 | FY 24               | FY 25               |
| Compliance   |                                    |                      |             |       |       |       |                                    |       |                     |                     |
| Agreed improvement measures out of external audits | Total                              | Fiscal year          | No.         | 652   | 563   | 616   | 428                                | 263   | 460                 | 446                 |
|  | thereof legal & compliance         | Fiscal year          | No.         | 138   | 102   | 117   | 56                                 | 47    | 84                  | 105                 |
|  | thereof basic human rights         | Fiscal year          | No.         | 193   | 190   | 262   | 186                                | 104   | 189                 | 184                 |
|  | thereof prohibition of child labor | Fiscal year          | No.         | 12    | 5     | 5     | 5                                  | 2     | 5                   | 5                   |
|  | thereof health & safety            | Fiscal year          | No.         | 249   | 219   | 196   | 150                                | 85    | 149                 | 125                 |
|  | thereof environmental protection   | Fiscal year          | No.         | 22    | 18    | 12    | 10                                 | 13    | 12                  | 4                   |
|  | thereof supply chain               | Fiscal year          | No.         | 38    | 29    | 24    | 21                                 | 12    | 21                  | 23                  |
| Number of compliance cases reported                | Total                              | Fiscal year          | No.         | n/a   | 84    | 110   | 115                                | 118   | 157                 | 189                 |
| Number of disciplinary sanctions                   | Total                              | Fiscal year          | No.         | 77    | 47    | 18    | 53                                 | 51    | 88                  | 51                  |
|  | thereof warnings                   | Fiscal year          | No.         | 52    | 11    | 7     | 19                                 | 11    | 36                  | 18                  |
|  | thereof dismissals                 | Fiscal year          | No.         | 7     | 16    | 10    | 15                                 | 8     | 23                  | 14                  |
|  | thereof others                     | Fiscal year          | No.         | 18    | 20    | 1     | 19                                 | 10    | 29                  | 19                  |
| Donations  | Total                              | Fiscal year          | Million EUR | 4.3   | 4.5   | 9.5   | 8.3                                | 7.4   | 9.0                 | 9.4                 |
|  | thereof EMEA                       | Fiscal year          | Million EUR | 0.4   | 1.0   | 2.0   | 3.3                                | 2.3   | 3.8                 | 3.9                 |
|  | thereof Americas                   | Fiscal year          | Million EUR | 3.0   | 2.6   | 2.3   | 3.9                                | 3.9   | 3.8                 | 3.4                 |
|  | thereof Asia-Pacific and Japan     | Fiscal year          | Million EUR | n/a   | n/a   | n/a   | n/a                                | 1.2   | 1.5                 | 2.2                 |
|  | thereof China                      | Fiscal year          | Million EUR | n/a   | n/a   | n/a   | n/a                                | 0.1   | −0.2 <sup>12)</sup> | −0.1 <sup>12)</sup> |

<sup>12)</sup> Due to correction booking.

|  |                                |                      |              |             |             |             | As of FY 2022 including Varian |             |             |             |
|--|--------------------------------|----------------------|--------------|-------------|-------------|-------------|--------------------------------|-------------|-------------|-------------|
| Non-financial indicators   | Scope                          | Fiscal year Sept. 30 | Unit         | FY 19       | FY 20       | FY 21       | FY 22                          | FY 23       | FY 24       | FY 25       |
| Governance   |                                |                      |              |             |             |             |                                |             |             |             |
| Supplier quality audits with sustainability questions <sup>13)</sup> | Total                          | Fiscal year          | No.          | 238         | 251         | 298         | 269                            | 295         | 297         | 299         |
|  | thereof EMEA                   | Fiscal year          | No.          | 104         | 104         | 115         | 124                            | 93          | 106         | 93          |
|  | thereof Americas               | Fiscal year          | No.          | 79          | 80          | 89          | 75                             | 77          | 87          | 89          |
|  | thereof Asia-Pacific and Japan | Fiscal year          | No.          | n/a         | n/a         | n/a         | 22                             | 48          | 32          | 43          |
|  | thereof China                  | Fiscal year          | No.          | n/a         | n/a         | n/a         | 48                             | 77          | 72          | 74          |
| External sustainability audits                                       | Total                          | Fiscal year          | No.          | 31          | 27          | 31          | 25                             | 18          | 24          | 43          |
|  | thereof EMEA                   | Fiscal year          | No.          | 5           | 2           | 4           | 5                              | 3           | 8           | 7           |
|  | thereof Americas               | Fiscal year          | No.          | 6           | 4           | 3           | 1                              | 4           | 0           | 1           |
|  | thereof Asia-Pacific and Japan | Fiscal year          | No.          | n/a         | n/a         | n/a         | 5                              | 1           | 3           | 8           |
|  | thereof China                  | Fiscal year          | No.          | n/a         | n/a         | n/a         | 14                             | 10          | 13          | 27          |
| Other strategic indicators   |                                |                      |              |             |             |             |                                |             |             |             |
| Net Income per employee  | Total                          | Fiscal year          | Thousand EUR | 31.5        | 26.9        | 26.5        | 29.6                           | 21.5        | 27.1        | 29.3        |
| Purchasing volume (PVO)  | Total                          | Fiscal year          | Million EUR  | 6,400       | 6,600       | 7,500       | 10,300                         | 10,500      | 9,837       | 10,085      |
|  | Emerging markets               | Fiscal year          | Million EUR  | 1,300       | 1,400       | 1,600       | 2,300                          | 2,131       | 2,100       | 2,165       |
| Number of strategic (>10.000 EUR annual volume) suppliers            | Total                          | Sept. 30             | No.          | 27          | 23          | 25          | 18                             | 25          | 30          | 27          |
| Number of countries with Siemens Healthineers (strategic) suppliers  | Total                          | Sept. 30             | No.          | 127<br>(42) | 127<br>(42) | 137<br>(32) | 143<br>(31)                    | 120<br>(29) | 120<br>(51) | 132<br>(47) |

<sup>13)</sup> Varian is not yet fully integrated.

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