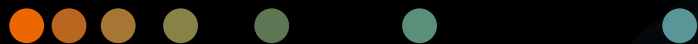


Additional sustainability indicators 2025

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. In the event of methodological or other changes, only prior-year data are updated to ensure comparability.

							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 ¹⁾	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 ₂ e / million EUR	0.01	0.01	0.01	0.01	0.01	0.01	0.01
GHG emissions intensity ²⁾ (emissions per revenue)	Scope 3	Fiscal year	kt CO ₂ e / million EUR	0.21	0.20	0.20	0.20	0.18	0.19	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

¹⁾ 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.

²⁾ FY 2024 and FY 2025 values reflect the latest methodology and are not comparable to the other years.

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 ³⁾	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) ⁴⁾	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 ⁵⁾	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 rd 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

³⁾ As of FY 2022 considering renewable energy certificates.

⁴⁾ R11 equivalent measures ozone depletion potential.

⁵⁾ 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 Variations			
							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 rd 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 ⁶⁾
Internal EHS audits	Total	Total	No.	17	14	13	11	13	23	22

⁶⁾ 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 ⁷⁾	Sept. 30	% Share of total employees in region	n/a	n/a	n/a	10%	9%	9%	9%
	age 30–50 Americas ⁷⁾	Sept. 30	% Share of total employees in region	n/a	n/a	n/a	53%	54%	54%	52%
	age > 50 Americas ⁷⁾	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%

⁷⁾ 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 ⁸⁾	Germany	Sept. 30	No.	744	765	768	730	814	840	864

⁸⁾ 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 rd 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 ⁹⁾	Sept. 30	Million h	98.4	103.0	112.7	132.2	141.6	143.8	138.8
	thereof temporary workers ¹⁰⁾	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 ⁹⁾	Sept. 30	No.	179	145	211	211	217	196	191
	therein temporary workers ¹⁰⁾	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 ⁹⁾	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 ¹⁰⁾	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 ⁹⁾	Sept. 30	No.	n/a	n/a	n/a	33	24	24	13
	therein temporary workers ¹⁰⁾	Sept. 30	No.	n/a	n/a	n/a	0	0	1	0

⁹⁾ As of FY 2024 including CTSI Oncology Solutions.

¹⁰⁾ 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 ¹¹⁾	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 ¹²⁾	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 ¹¹⁾	Sept. 30	No.	n/a	n/a	428	378	390	364	359
	therein temporary workers ¹²⁾	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 ¹¹⁾	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 ¹²⁾	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 ¹¹⁾	Total	Sept. 30	No.	n/a	n/a	20	30	21	21	21
Occupational illness frequency rate (OIFR) – Siemens Healthineers ¹¹⁾	Total	Sept. 30	Occupational illnesses per 200,000 working hours	n/a	n/a	n/a	0.05	0.03	0.02	0.03

¹¹⁾ As of FY 2024 including CTSI Oncology Solutions.

¹²⁾ 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 ¹³⁾	−0.1 ¹³⁾

¹³⁾ 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 ¹⁴⁾	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 (42)	127 (42)	137 (32)	143 (31)	120 (29)	120 (51)	132 (47)

¹⁴⁾ Varian is not yet fully integrated.

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