DEGREE targets and further targets

Targets	Target type	Unit	Baseline year	Target year	Target value	Fiscal year 2025
Decarbonization & energy efficiency						
Reduce Scope 1 & 2 emissions by 90% and compensate residual emissions	DEGREE	% reduction	2019	2030	(90)%	(66)%
Achieve a 100% electrified fleet in accordance with market maturity[1]	Further target	% share	2021	2030	100%	39%
Transition to 100% electricity from renewable sources[2]	Further target	% share	2021	2030	100%	85%
Reduce Scope 3 emissions by 30% by 2030 and achieve net-zero by 2050	DEGREE	% reduction	2019	2030	(30)%	(11)%
Pursue Scope 3 upstream emissions reduction by 20%	Further target	% reduction	2019	2030	(20)%	1%
Achieve >1,000 Mt cumulatively in Customer Avoided Emissions	DEGREE	MtCO$_2$e	2023	2030	> 1,000	694
Improve our overall energy efficiency by 10%	Further target	% improvement	2021	2030	10%	54%
Resource efficiency & circularity						
Achieve Robust Eco Design for 100% of relevant hardware, software, and service portfolio	DEGREE	% share	2021	2030	100%	67%
Phase out selected substances of concern in specific applications in 100% of relevant products	Further target	% share	2024	2030	100%	25%
Substitute a share of standard thermoplastics with sustainability-enhanced thermoplastics in 50% of relevant products	Further target	% share	2024	2030	50%	31%
Provide recyclability statements to our customers for 100% of relevant products	Further target	% share	2024	2030	100%	65%
Pursue 100% sustainable product packaging of relevant products	Further target	% share	2024	2030	100%	13%
Support circularity by pursuing zero waste to landfill	DEGREE	% reduction	2021	2030	100%	52%
Drive biodiversity protection by implementing a conservation program at 100% of our relevant sites	DEGREE	% share	2024	2030	100%	55%
Preserve water resources by implementing a conservation program at 100% of our relevant sites	Further target	% share	2024	2030	100%	56%
People centricity & society						
Pursue pay equity by reducing the global adjusted pay gap[3]	DEGREE	% share	2024	annual	< 2.5%	2.0%
Sustain an inclusion level above 80%	DEGREE	% share	2024	annual	> 80%	78%
Increase our average total annual learning hours to 40 per person	DEGREE	hours	2024	2030	40.0	36.6
Maintain a Work Well-being Score above 80	DEGREE	score	2024	annual	> 80	84
Reach 3 million people in our business ecosystem and society with our learning offerings focused on digitalization and sustainability	DEGREE	no. people (in 1,000)	2024	2030	3,000	1,123
Support local communities around all our large sites through skills-based activities	Further target	% share	2024	2030	100%	45%
Maintain high level and expand access to Employee Assistance Program to 100% globally of our employees	Further target	%	2020	2025	100%	100%
Improve Siemens' globally aggregated Lost Time Injury Frequency Rate by 30%	Further target	no.	2020	2025	0.22	0.22
Ethics & governance						
Fight corruption globally through the Siemens Integrity Initiative by training 50k people and implementing 30 Collective Action initiatives	DEGREE	% fulfillment	2024	2030	100%	25%
Accelerate cybersecurity resilience by covering 100% of our relevant applications with Siemens Zero Trust	DEGREE	% fulfillment	2024	2030	100%	62%
Increase our EU Taxonomy revenue alignment rate	DEGREE	% share	2024	annual	> 45.6%	52%
Strive to train 100% of our people on Siemens' Business Conduct Guidelines every three years	Further target	% share	2023	2025	100%	99%

Scope: Siemens w/o Siemens Healthineers

1) Siemens Group value as shown in Sustainability Statement: Baseline: 1.5% in FY21 | Actual FY25: 33%
2) Siemens Group value as shown in Sustainability Statement: Baseline: 66% in FY21 | Actual FY25: 86%
3 Consistent with applicable law

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