

1.1

Our DEGREE framework sets clear and measurable ambitions



Decarbonization

support the 1.5°C target
to fight global warming

Ethics

foster a culture of trust, adhere to ethical standards,
and handle data with care

Governance

apply state-of-the-art systems for effective
and responsible business conduct

Resource efficiency

achieve circularity
and dematerialization

Equity

foster diversity, inclusion, and community development
to create a sense of belonging

Employability

enable our people to stay resilient and relevant
in a permanently changing environment

A clear framework for sustainability

Sustainability is an integral part of our business – it is part of our DNA. We are taking our ESG commitment to the next level with our DEGREE framework. It constitutes a 360-degree approach for all stakeholders– our customers, our suppliers, our investors, our people, the societies we serve, and our planet. In addressing the three aspects of ESG, we are building a better future that helps us stay within the planetary boundaries, helps us foster a culture of trust, empowerment, and growth, supports inclusive economic opportunities, and ensures that our people and businesses remain resilient and relevant for whatever the future holds.

The DEGREE framework is based on six fields of action that drive sustainability and are dynamic and continuously evolving. We have set clear priorities and ambitions for key ESG issues, which we are driving within our own operations and together with our customers and suppliers. The DEGREE framework applies to all Siemens-affiliated companies excluding Siemens Healthineers (SHS). The sustainability concept of SHS follows the same basic principles, which reflects our expectations as majority shareholder.

1.1 Our DEGREE framework sets clear and measurable ambitions

What are our ESG ambitions and priorities? And what progress did we make until end of fiscal 2022? 14 global ambitions and key figures for Siemens excluding Siemens Healthineers, whereas in fiscal 2022, we increased the ambition of our Net Zero operations and digital learning hours ambition.

		Baseline	Progress until end of FY22	Ambitions	
Decarbonization	1. Net Zero operations by 2030, with 55% emissions reduction by 2025 and 90% by 2030	FY 19: 737 kt CO ₂ e	<div style="width: 46%;"><div style="width: 46%;"></div></div> -46%	-55% by 2025 -90% by 2030	
	2. Net Zero supply chain by 2050, 20% emissions reduction by 2030	FY 20: 8,098 kt CO ₂ e	<div style="width: 2.5%;"><div style="width: 2.5%;"></div></div> +2,5%	-20% by 2030 -100% by 2050	
Ethics	3. Striving to train 100% of our people on Siemens' Business Conduct Guidelines every three years	From FY 20	<div style="width: 99.9%;"><div style="width: 99.9%;"></div></div> 99.9%	100% by 2022	
Governance	4. ESG-secured supply chain based on supplier commitment to the Supplier Code of Conduct	--	<div style="width: 100%;"><div style="width: 100%;"></div></div> Suppliers committed	--	
	5. Long-term incentives based on ESG criteria ¹	--	<div style="width: 100%;"><div style="width: 100%;"></div></div> ESG criteria anchored	--	
Resource efficiency	6. Next-level robust ecodesign for 100% of relevant Siemens product families by 2030	FY 21: 26%	<div style="width: 35%;"><div style="width: 35%;"></div></div> 35%	100% by 2030	
	7. Natural resource decoupling through increased purchase of secondary materials for metals and resins ²	--	<div style="width: 34%;"><div style="width: 34%;"></div></div> Metals 34%	--	
		--	<div style="width: 1%;"><div style="width: 1%;"></div></div> Resins <1%	--	
	8. Circularity through waste-to-landfill reduction of 50% by 2025 and toward zero landfill waste by 2030	FY 21: 0%	<div style="width: 12%;"><div style="width: 12%;"></div></div> -12%	-50% by 2025 ~100% by 2030	
Equity	9. 30% female share in top management by 2025	FY 20: 22.7%	<div style="width: 27.7%;"><div style="width: 27.7%;"></div></div> 27.7%	30% by 2025	
	10. Access to employee share plans: maintain high level and expand globally to 100% ³	FY 21: 98%	<div style="width: 99%;"><div style="width: 99%;"></div></div> 99%	100%	
	11. Global commitment to the New Normal Working Model ⁴	--	<div style="width: 100%;"><div style="width: 100%;"></div></div> Roll-out continued	--	
Employability	12. Increase digital learning hours to "25 by 25"	FY 20: 7h	<div style="width: 21%;"><div style="width: 21%;"></div></div> 21h	25h by 2025	
	13. Access to employee assistance program: maintain high level and expand globally to 100% by 2025	FY 20: 82%	<div style="width: 87%;"><div style="width: 87%;"></div></div> 87%	100% by 2025	
	14. 30% improvement in Siemens' globally aggregated LTIFR ⁵ by 2025	FY 20: 0.31	<div style="width: 19%;"><div style="width: 19%;"></div></div> -19%	-30% by 2025	

¹ Assessment based on the Siemens internal ESG/sustainability index, based on customer satisfaction (Net Promoter Score), CO₂ reduction, training hours.

² Product specifications for the use of secondary plastics are in development.

³ Where legally possible and reasonable.

⁴ For employees with job profiles that make this possible and reasonable.

⁵ LTIFR: Lost Time Injury Frequency Rate (Siemens employees and temporary workers).

FURTHER INFORMATION
ON OUR AMBITIONS