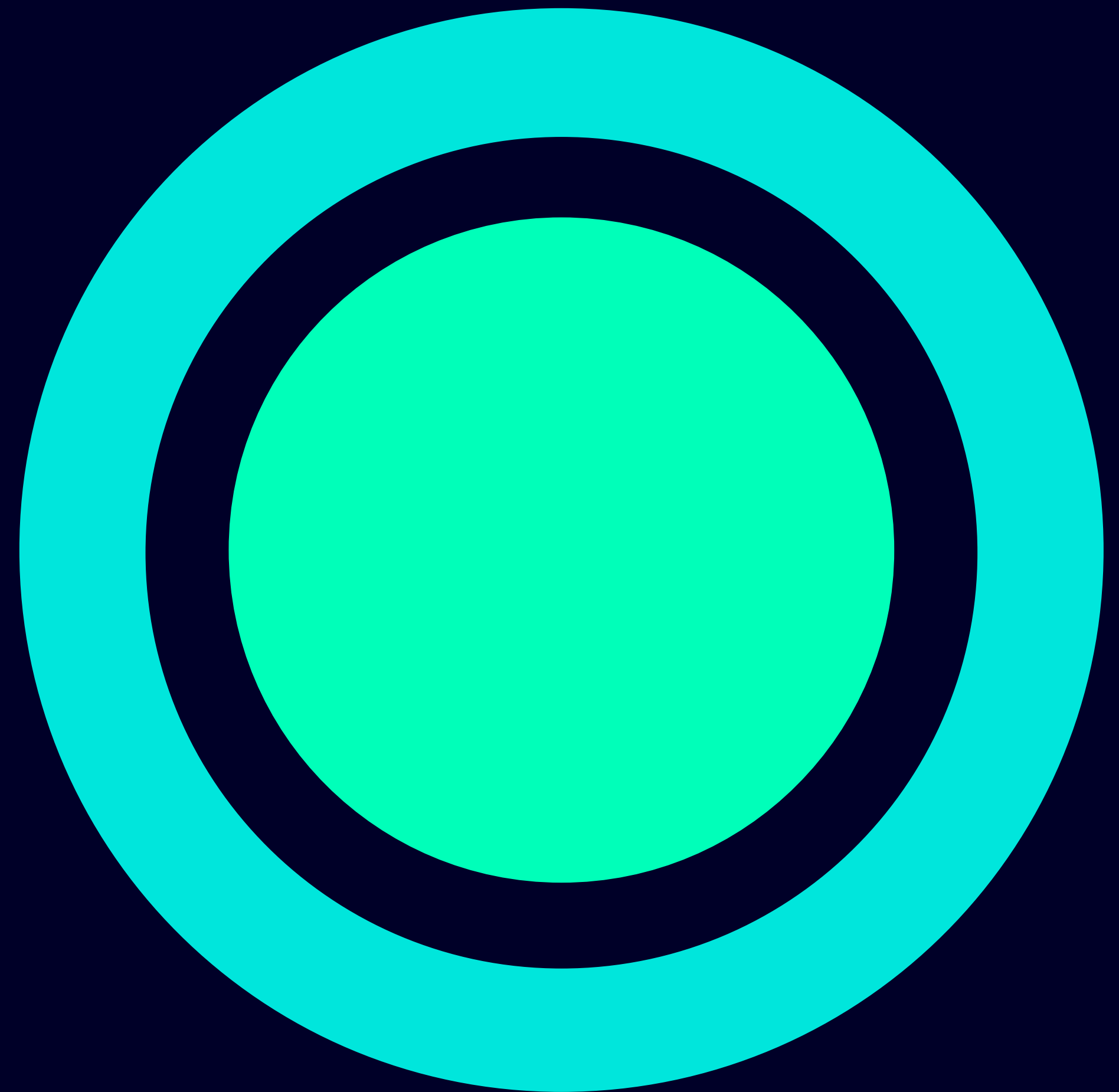


DECEMBER 2025

Siemens Holdings
Carbon Reduction
Report 2025



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CARBON REDUCTION PLAN FINANCIAL YEAR 2025

Executive summary

The Financial Year 2025 marked a significant year for Siemens. 10 years passed since the instrumental 2015 Paris Agreement and this year also marks our own decarbonisation interim target year.

Siemens remains committed to its sustainability targets and ambitions, most notably with the 2025 update of our sustainability framework. Our global parent company has published the 2025 Sustainability statement, which is aligned to EU CSRD reporting requirements. Sustainability is integral to Siemens’ business. More than 90% of our business enables customers to achieve a positive sustainability impact in three key areas of decarbonisation & energy efficiency, resource efficiency & circularity and people centricity & society.

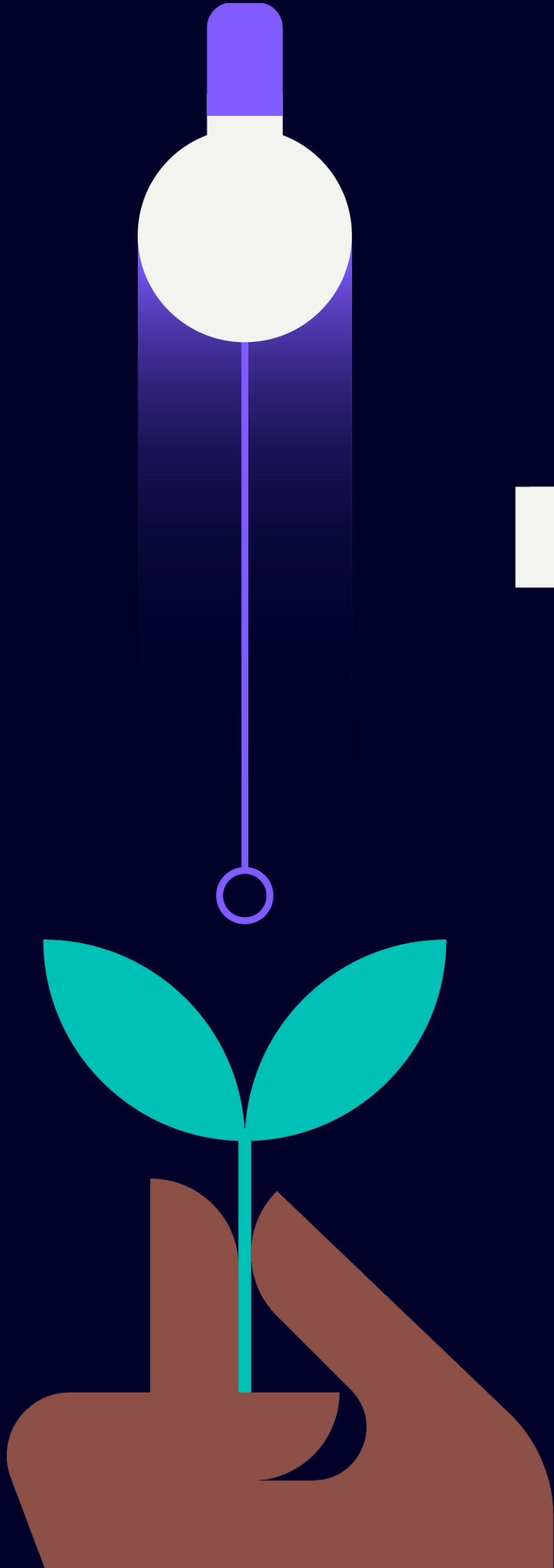
Since setting our decarbonisation target in 2015, Siemens has made remarkable progress of solidifying our ambition around sustainability on a holistic level.

Over the past year, Siemens Holdings has strengthened its policies and governance processes and has driven action in reducing its carbon emissions.

Since setting the baseline in FY19, we have achieved a 76% reduction in our CO₂e emissions in our own operations across our sites and our fleet. Our company car fleet is now made up of 53% electric vehicles and our sites have largely reduced their gas consumption and shifted to various alternative energy sources, electrification being the main one.

While work is still ongoing on upstream scope 3 emissions, we have stepped up our engagement with and commitment to suppliers to work together and develop realistic and actionable roadmaps.

These behavioural changes and actions of every function and business within Siemens are the key driving factors to accelerate positive climate action and we look forward to what FY26 might bring.



Glossary of relevant terms

Term used	Full Form
Biogenic	Biogenic carbon refers to carbon that is sequestered from the atmosphere during biomass growth and may be released back to the atmosphere later due to combustion of the biomass or decomposition (e.g., of food waste).
CH ₄	Methane
CO ₂	Carbon Dioxide
DEFRA	Department for Environment, Food & Rural Affairs
EP100	EP100 members are committed to doubling their energy productivity, rolling out energy management systems, or achieving net zero carbon buildings.
EV100	EV100 Is a global initiative led by the Climate Group which brings together companies committed to accelerating the transition to electric vehicles Source: Climate Group
GHG Protocol	Greenhouse Gas Protocol – A corporate Accounting and Reporting Standard
GWP	Global Warming Potential
IPCC	Intergovernmental Panel on Climate Change
ISO50001	This ISO standard provides a practical way to improve energy use, through the development of an energy management system (EnMS). Source: International Organisation for Standardisation
Location-based	A location-based method reflects the average emissions intensity of grids on which energy consumption occurs (using mostly grid-average emission factor data) Source: GHG Protocol

Term used	Full Form
Market Based	A market-based method reflects emissions from electricity that companies have purposefully chosen (or their lack of choice).
N ₂ O	Nitrous Oxide
RE100	RE100 is the global cooperate renewable energy initiative bringing together hundreds of large and ambitious businesses committed to 100% renewable energy Source: Climate Group RE100
SBTi	Science Based Targets initiative
SF ₆	Sulphur Hexafluoride
SieEV	Siemens Electric Vehicle policy & programme aligned with The Climate Group’s EV100 commitments
tCO ₂ e	Tonnes of Carbon Dioxide equivalent
PPN06/21	The Procurement Policy Note (PPN 06/21) became mandatory for new procurements launched from 30 September 2021. From this date, In-scope Organisations must apply PPN 06/21 when procuring goods, services, or works subject to the Public Contracts Regulations 2015, where the anticipated contract value is £5 million per annum or more (excluding VAT), unless doing so is not relevant to the contract’s subject matter or proportionate. Source: Gov.uk
REGO	The Renewable Energy Guarantees of Origin Scheme: Provides transparency to consumers about the proportion of electricity that suppliers source from renewable electricity. Source: ofgem



Introduction

For more than 175 years, Siemens has been driven by a singular purpose to create technology that transforms the everyday for everyone.

As a leading technology company, our innovations have improved the lives of billions of people by supporting decarbonisation, improving resource efficiency, and improving the lives of people worldwide. We recognise the urgent need to address climate change and are committed to achieving Net Zero emissions across our operations and value chain.

Our commitment to delivering sustainable impact is anchored in our sustainability strategy and framework:

Our sustainability impact is mapped against our three key sustainability impact areas: **Decarbonisation & Energy Efficiency, Resource Efficiency & Circularity, and People Centricity & Society**, underpinned by a foundation of ethics and governance. We measure impact of our sustainability KPIs through our **DEGREE** framework.



New DEGREE framework applicable from FY25

Decarbonization & energy efficiency

Scope 1 and 2
Reduce by 90% and compensate residual emissions
Baseline: 691 kt CO₂e FY19

AMBITION
-90%



Total Scope 3
Reduce by 30% by 2030 and achieve net-zero by 2050
Baseline: 153 Mt CO2e FY19

AMBITION
-30% & Net Zero



Customer Avoided Emissions
Achieve >1000 Mt cumulatively
Baseline: 264 Mt CO2e FY23

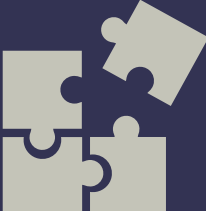
AMBITION
>1,000Mt



Ethics & Governance

Siemens Integrity Initiative
Fight corruption globally by training 50K people and implement 30 Collective Action initiatives
Baseline: 0% FY24

AMBITION
100%



Cybersecurity
Cover 100% of our relevant applications with Siemens Zero Trust
Baseline: 16% FY24

AMBITION
100%



EU Taxonomy
Increase our EU Taxonomy revenue alignment rate
Baseline: 46% FY24

AMBITION
Rate increase



Resource efficiency & circularity

Robust Eco Design
Achieve 100% for relevant hardware, software, and service portfolio
Baseline: 16% FY21

AMBITION
100%



Waste to landfill
Support circularity by pursuing zero waste to landfill
Baseline: 0% FY21

AMBITION
100%



Biodiversity
Implement a conservation program at 100% of our relevant sites
Baseline: 17.7% FY24

AMBITION
100%



People centricity & society

Equity
Employability

Pay equity
Pursue pay equity by reducing the global adjusted pay gap
Baseline: 2.5% FY24

AMBITION
Gap reduction



Inclusion level
Sustain an inclusion level above 80%
Baseline: 80% FY24

AMBITION
>80%



Work Well-being Score
Maintain a Work Well-being Score above 80
Baseline: 84 FY24

AMBITION
>80



Total learning hours
Increase our average to 40 hours per person
Baseline: 34.2h FY24

AMBITION
40h



External learning offerings
Reach 3 million people in our business ecosystem and society focused on digitalization and sustainability
Baseline: 34.2h FY24

AMBITION
30m people



Source: [Siemens Sustainability Website](#)

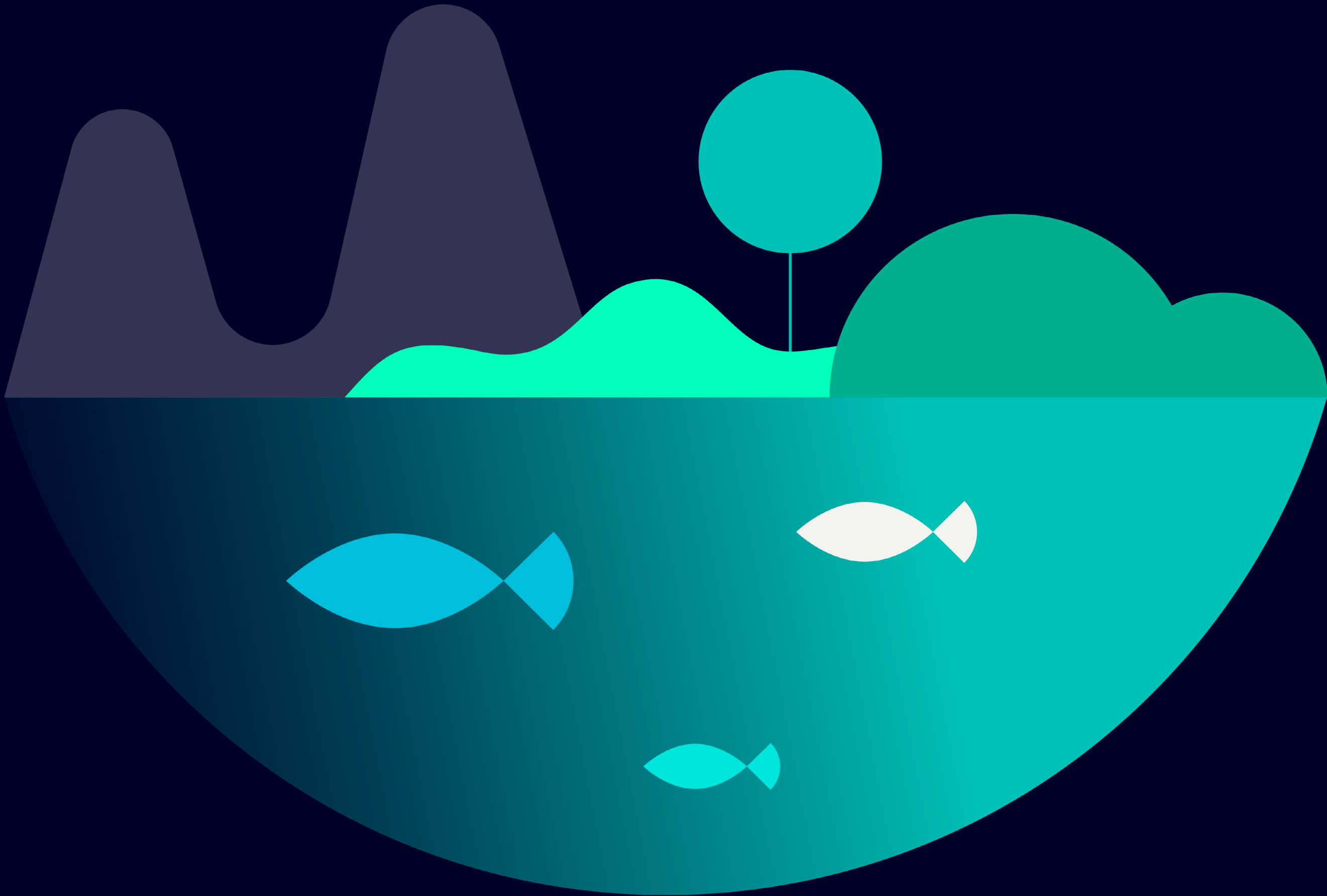
Note: DEGREE ambitions that have not been achieved but are no longer part of DEGREE have been operationalized and will continue to be part of public reporting under CSRD

Scope of this report

In alignment with our decarbonisation targets and wider sustainability strategy, this Carbon Reduction Plan – compliant with UK Government requirements (PPN006) – showcases how Siemens Holdings has progressed in its decarbonisation journey in Financial Year (FY) 2025.

This report covers Siemens Holdings companies including **Siemens plc** (Registered in England and Wales no: 727817), **Electrium Sales Ltd** (Registered in England and Wales no: 2226729), **Siemens Financial Services Ltd** (Registered in England and Wales no: 00646166) for the financial year 2025 (1st October 2024 – 30th September 2025).

Entity Name	Registration Number	Scope of Activities
Siemens plc	727817	UK manufacturing and sales
Electrium Sales Ltd	2226729	UK manufacturing and sales
Siemens Financial Services Ltd	00646166	Financial services in the UK



Scaling Sustainability impact

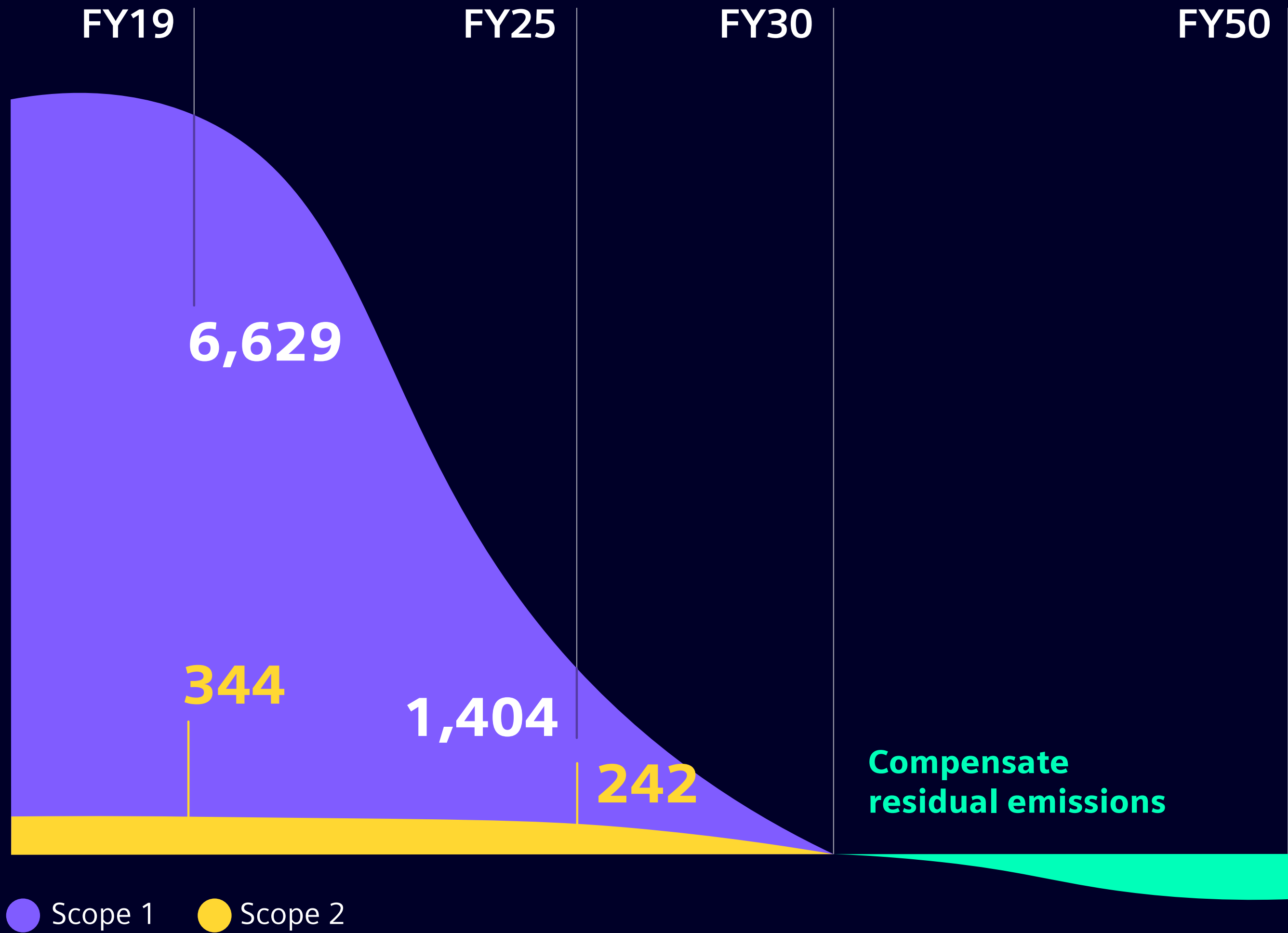
Scaling sustainability across three impact areas
– Decarbonisation & Energy Efficiency, Resource Efficiency & Circularity, and People Centricity & Society

Decarbonisation is at the heart of our sustainability strategy and embedded within our DEGREE framework. With a science-based net-zero target validated by the SBTi, we play our part in limiting the global temperature rise to 1.5° C.

Our SBTi targets:

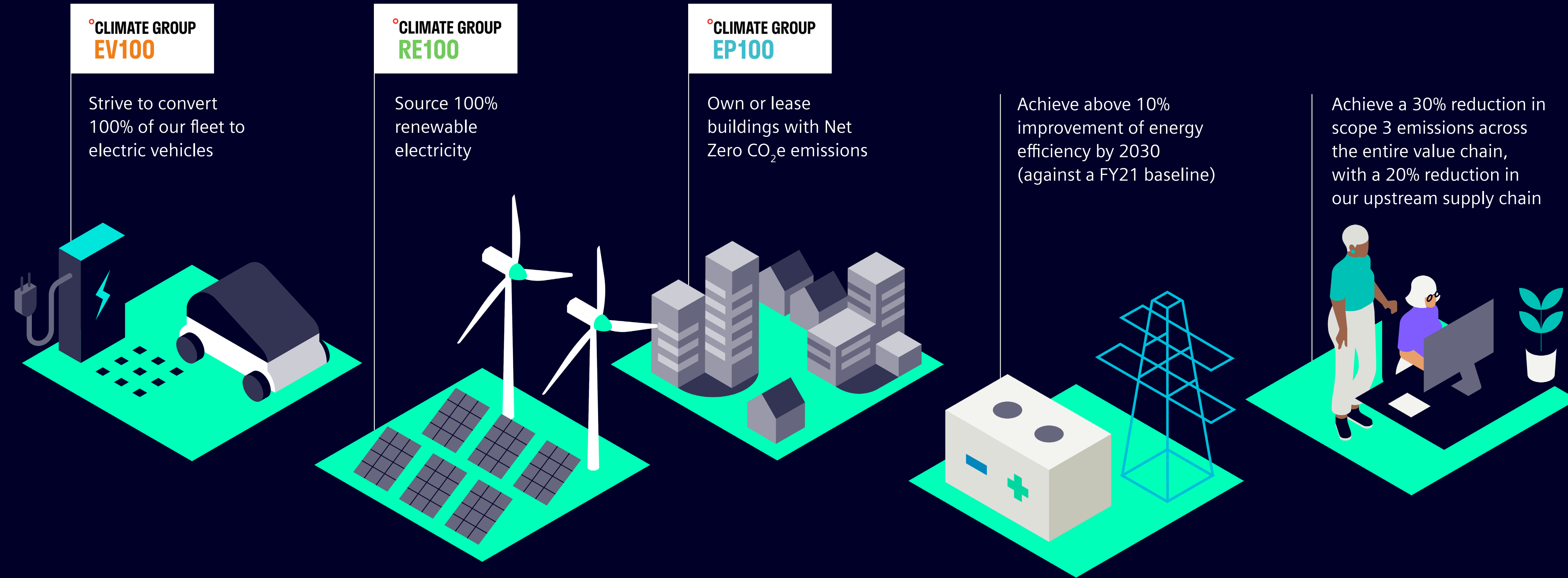
- Reducing absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 55% by 2025 and achieve a 90% reduction by 2030 (against 2019 baseline)
- Achieving Net Zero emissions across our value chain by 2050
- Reducing Scope 3 emissions by 30% by 2030 and targeting Net Zero by 2050
- In addition, we aim to reduce scope 3 upstream emissions by 20% by 2030

Carbon credit quality: From 2030, full compensation of residual Scope 1&2 emissions using high-quality carbon credits. Focus on credits following recognised standards, verified by independent third parties.



INITIATIVES TO SUPPORT OUR DECARBONISATION JOURNEY

By 2030, Siemens Holdings will



INITIATIVES TO SUPPORT OUR DECARBONISATION JOURNEY

By 2050, Siemens Holdings will

Continue with our 2030 initiatives.
Reduce absolute emissions across our value chain by 90%, with any residual emissions neutralised¹

¹ The high-quality carbon credits used for this purpose will comply with quality standards that are verified by independent third parties and will meet the eligibility criteria of the SBTi).

Methodology

Siemens tracks gross Scopes 1, 2, 3 and total GHG emissions in accordance with the GHG-Protocol. We are continuously aiming to improve the accuracy and transparency of our emissions reporting and calculation. This includes increasing the use of activity-based data, minimising reliance on estimations, and refining extrapolation methodologies to enhance data quality and consistency.

Siemens Holdings broadly aligns with Siemens AG's methodologies – which can be found in the [Sustainability Statement](#) – except for when more granular data is available on a country basis, see scope 3.5 and 3.7 categories.

We work closely with various stakeholders inside and outside of the business to attain relevant, accurate and up to date data for our calculations. Our methodologies are regularly reviewed and updated and have made provisions for uncertainties and inaccuracies that are common on carbon accounting.

Where possible we aim to work with live data as well as commodity specific metrics. This is not always possible, and we have various global programmes in progress to work on these challenges.

The scope 1 and 2 data reported in this report is based on market-based values, recognising our renewable energy certificates (REGO and RGGO) where applicable. Biogenic emissions from our biomass and green gas activities have also been included as have fugitive emissions.

Please see our SECR reports for further detail on intensity, location-based emissions and consumption. Scope 1 and 2 data also includes consumption from our leased offices and leased fleet vehicles – where we have operational control.

Scope 3 categories 4 and 9 – Upstream Transportation and Distribution and Downstream Transportation and Distribution – have been grouped together in this report due to the unavailability of relevant data for downstream activities.

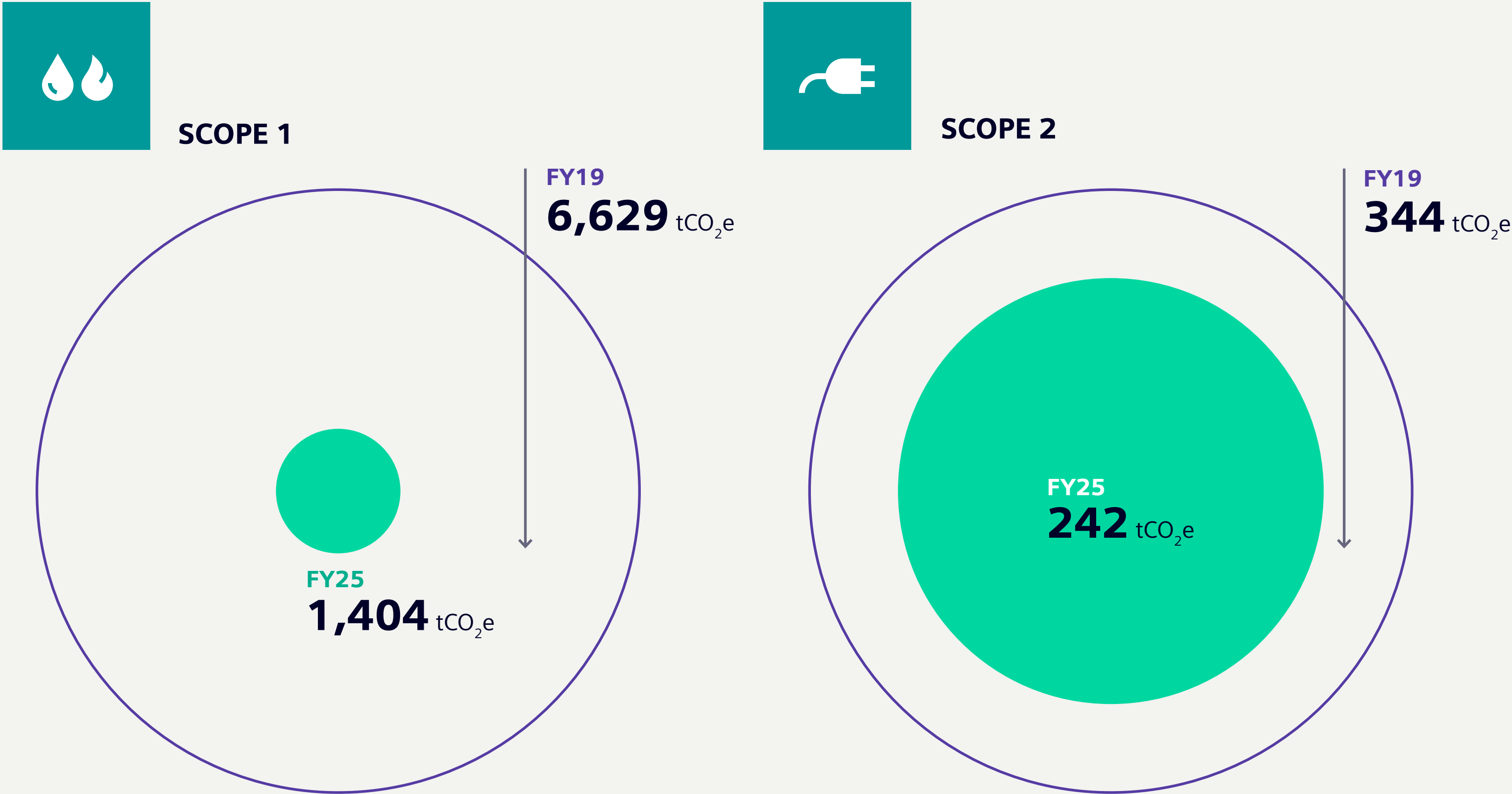
For scope 3.5 (Waste Generated in Operations) and scope 3.7 (Employee Commuting), more granular, country specific data has been used. Category 3.5 is calculated based on weight with supplier specific emissions factors (where available, otherwise using DEFRA provided data). Category 3.7 – which does not form part of the upstream scope 3 reduction target – UK specific activity data has been utilised to reflect employee commuting behaviour.

The figures presented in this report show the relevant PPN06/21 categories. Other scope 3 categories have not been disclosed for the reporting entities, but are available on a Siemens AG group level [here](#).

Progress and Performance

In Financial Year 2025, Siemens Holdings reduced its GHG emissions by 76 % for scopes 1 and 2 against a FY19 baseline. While our scope 3 emissions have risen since FY19 in total for the reported categories, due to higher business activity, we are already working both internally and with our suppliers on better data quality to allow us to capture all ongoing reduction initiatives.

Scope 1 and 2 emissions



Note: All emissions are calculated using the GHG Protocol and UK Government conversion factors. Scope 1 and 2 emissions are reported on a market basis in this report. For sites managed directly by Siemens, REGO certificates are in place (since 2016). Only one UK site has purchased green gas certificates (RGGO), and relevant residual emissions have been accounted for in scope 1 biogenic emissions. Carbon dioxide equivalent (CO₂e) emissions represent emissions of all greenhouse gases, aggregated and converted to units of CO₂e using Global Warming Potential (GWP) values.

TOTALS

FY19
6,973 tCO₂e

FY25
1,646 tCO₂e

% REDUCTION ACHIEVED (FY25 VS FY19)
(MARKET BASED)

76%

BREAKDOWN BY BUSINESS

Business	Scope 1	Scope 2	Totals
Siemens plc	1071	200	1271
Siemens Financial Services	133	6	139
Electrium Sales Ltd	200	36	236

OUT OF SCOPE EMISSIONS [BIOGENIC]

Biomass	1,109
Biogas	633

Progress

We have made encouraging progress towards our Net Zero targets in our Financial Year 2025, and we are continuously exploring different options and technologies to further reduce our emissions. The engagement of the wider Siemens workforce has been instrumental in achieving these reductions.

An example of some of the actions that have been implemented over the years are listed overleaf.

OUR DECARBONISATION ACTIONS SINCE FY19

1. Our sites (incl. manufacturing & offices)

- ✓ 100% of electricity for directly owned sites comes from renewable sources (REGO certified since 2016).
- ✓ Ongoing energy management projects (incl. site consolidations) have reduced site energy consumption by an absolute reduction of 53% since FY21.
- ✓ Our North-East site is now fully gas-less.
- ✓ One of our North-West sites has installed biomass heating – with locally sourced wood (certified).
- ✓ We have installed technologies at various sites to decarbonise our heating emissions. These include Biomass Heating at a North-West site (see above), and a HVAC and Air Source Heat Pump solution at our major site in the North-East.
- ✓ Deployment of *Siemens Building X* technology for data-driven energy optimisation at one of our Northwest sites.
- ✓ LED lighting installed across some of our landlord-controlled sites.

- ✓ Installed new electrical supplies in the canteen of our North-West sites to enable the transition from gas to electric cooking equipment.
- ✓ In line with our circular-economy principles, solar panels have been repaired and restored to full performance efficiency at one of our North-West sites.
- ✓ Our six key UK sites and fleets are certified to ISO50001:2018. Actions taken within the ISO50001 management system include:
 - Designing-in energy efficiency to the planned refurbishment of offices.
 - Linking a key manufacturing site to a local hydro power project.
- ... Hybrid working is encouraged, and office utilisation data is being monitored to ensure we use our office spaces most effectively.
- ... As part of our decarbonisation and EP100 targets, all sites are to eliminate natural gas energy sources by 2030 in favour of renewable energy sources.
- ... All new Siemens’ sites must have streamlined office space, be highly energy efficient, and be capable of becoming Net Zero.

Key:

✓

 Complete

...

 In progress



2. Our Fleet Transition

-  As part of Climate Group's EV100 Programme, we have established a roadmap to transition all company cars and vans to fully electric by 2030.
-  EV chargers are available at key Siemens sites to support the EV transition for both our employees and visitors.
-  From October 2026, only electric vehicles will be available for new company car choices.
-  We are steadily converting commercial fleet into EVs, continuing with EV van pilots, and working with our fleet partners for data-driven insights.
-  Currently, our fleet composition is already at 53% electric vehicles.
-  Over 90% reduction in fleet emissions targeted by 2030, supported by expanding EV public charging infrastructure.
-  Supporting our people's understanding of alternative transport options to support a transition to lower carbon options.



Scope 3 emissions



TOTAL

FY19
8,675 tCO₂e

FY25
17,980 tCO₂e

BROKEN DOWN BY SIEMENS HOLDINGS BUSINESSES FOR FY25:

Business	Scopes 3.4 & 3.9	Scope 3.5	Scope 3.6	Scope 3.7**
Siemens plc	9,707	0.43	897	1007
Siemens Financial Services	69	0.04	47	
Electrium Sales Ltd	6,196	1.21	54	

Scope 3 emissions are reported for selected categories in line with PPN 06/21 requirements, following the GHG Corporate Value Chain (Scope 3) Standard.

*Baseline was adjusted from FY21 to FY19 to align with other categories

** does not form part of scope 3 reduction programme

3. Our Scope 3 engagement

Upstream Supply Chain activities

- ✓ Carbon Web Assessment (CWA) enables suppliers to learn about their own carbon emissions; a second step also provides detailed possibilities to reduce them.
- ✓ Selected SME suppliers have been invited – sponsored by Siemens via the internal carbon price (see below) – to join the Heart of the City sustainability programme.
- ... Ongoing improvement in Scope 3 measurement and reporting, focusing on categories 1-9 of the GHG Protocol.
- ... Implemented targeted collaboration plans in place with suppliers, to identify further sustainability opportunities together.
- ... Net-Zero and Sustainability contract clauses are in the process of being rolled out with some identified suppliers.
- ... Dedicated learning content and resources have been made available to provide (SME) suppliers with knowledge, signposting and support for their sustainability transition. Find out more here: [Sustainable Supply Chain – Siemens UK](#)
- ... On track for Zero waste to landfill: proactive engagement with waste service providers to move materials up the waste hierarchy as well as improvement in data transparency.

4. Other initiatives enabling decarbonisation

& integration into wider sustainability landscape



Using our Internal Carbon Price (ICP) – aligned to various external carbon pricing corridors – to support investments in the technologies aligned to an analysis of the external carbon markets required to decarbonise our operations. We raised the price per ton of CO₂e in fiscal 2025 to GBP87 to reflect the increasing real-world costs of CO₂e emissions.

- The ICP has been invested across scopes 1-3 to support initiatives such as; installing electric charging infrastructure across sites, air source heat pump installation, supply chain engagements, as well as other site improvements leading to a reduction on carbon emissions while also focusing on creating wider engagement in sustainability literacy.



EV salary-sacrifice options and Cycle2Work scheme for employees.



Sustainable and responsible investment options in employee pension schemes.

Our carbon reduction journey is closely linked to our broader Sustainability commitments:

Resource Efficiency & Circularity:

- ✓ As part of our Robust Eco Design target, we are continuously reviewing our product portfolio to provide our customers with transparency. Our Siemens EcoTech profile highlights sustainability relevant KPIs along with an environmental product declaration (EPD) [Find out more here](#)
- ... All new sites are designed to be highly energy efficient and Net-Zero capable. Energy usage is measured at equipment level in manufacturing.

People Centricity and Society:

- ✓ Hybrid working models and employee engagement in sustainability initiatives.
- ... Learning programmes rolled out throughout the organisation, starting at a foundation level through to targeted programmes including live sessions, external speakers, supporting our people to have a good understanding of carbon emissions, and wider sustainability literacy.

Governance:

- ✓ Publication of climate-related risks and opportunities as part of annual company reporting.
- ✓ Board oversight of sustainability related risks and opportunities.
- ✓ Sustainability Working Group with members of all businesses and functions, working on key sustainability related focus topics.
- ✓ Independent, third-party assurance of carbon related data has been provided for this publication of carbon data.



Declaration and Sign-Off

This Carbon Reduction Plan has been prepared in accordance with PPN 06/21, SECR, and the GHG Protocol (e.g. Corporate Value Chain Standard). It also follows associated guidance and reporting standards for Siemens plc, Electrium Sales Ltd, and Siemens Financial Services Ltd. It has been reviewed and approved by the Siemens Holdings Board of Directors who oversee operations for all aforementioned businesses.

Emissions data is reported and recorded in line with the Greenhouse Gas Protocol guidance as well as UK specific Government Emissions conversion factors for greenhouse gas emissions reporting.

Some of the figures reported have received limited assurance to ISAE3000 by an independent third-party auditing company and are in accordance with Siemens internal sustainability governance standards.

All total Siemens Holdings figures (i.e. scope 1,2 and reported scope 3 categories) have received limited assurance. For all separate entities – Siemens Financial Services, Siemens plc, Electrium Sales Ltd – scope 1 and 2 and limited scope 3 figures relevant to SECR reporting have received limited assurance.

The most up to date version of this report is available on our Siemens UK website: *Sustainability Reporting - Siemens UK*



**Signed by Carl Ennis,
CEO Siemens UK and Ireland**

Contact and Further Information

For more information, please direct enquiries to:

<https://www.siemens.co.uk/contact>