

Managing Global Wellbeing Programs

For everyone. Everywhere. Sustainably.

October 28, 2025
Dr. Karin Steinhauser



Who we are

Market leader in majority of businesses

>90% of leading hospitals collaborate with us⁴

~73,000

highly skilled employees

>70

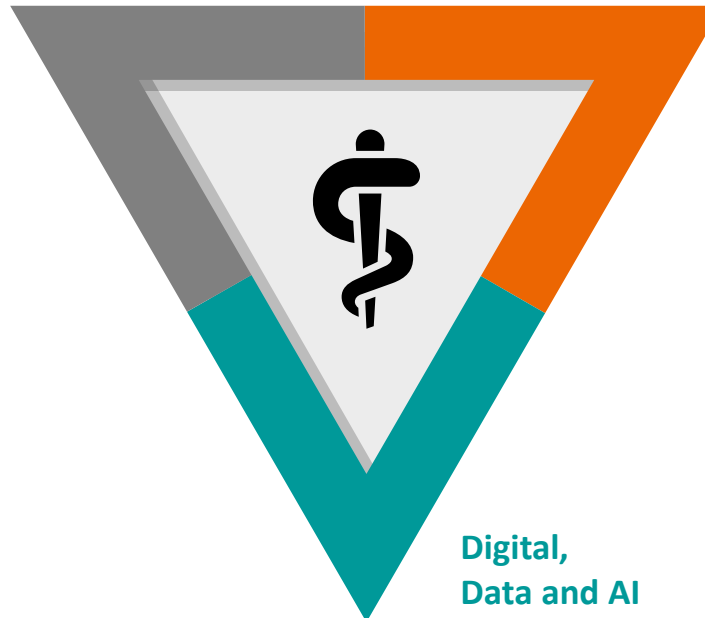
countries with direct presence

€22.36 bn

revenue FY2024¹

25,000 technical IPRs,
thereof 16,000 granted patents³

Patient
Twinning²



>110

AI-powered offerings

2.6 bn

patient touchpoints worldwide⁵

>70% of critical clinical decisions are
influenced by the type of technology we provide⁶

>700,000

installed base

¹ Revenue FY2024 Siemens Healthineers | ² Patient Twinning is currently under development. It is not for sale. Its future availability cannot be guaranteed.

³ The reported figure from FY 2020 covers granted patents and registered utility models. As of FY 2021, only granted patents are reported.

⁴ Based on hospital rankings in the U.S., China, and Germany | ⁵ FY2024 Sustainability Report | ⁶ AdvaMedDX 'A Policy Primer on Diagnostics'

Our unique capabilities

Reflected in our broad and deep portfolio



Patient Twinning¹

Imaging

A market leader in diagnostic imaging with systems for

- Computed Tomography
- Magnetic Resonance
- Molecular Imaging
- Ultrasound
- X-Ray/Fluoroscopy
- Mammography Systems
- Digital Health Solutions
- Imaging Software and IT

Key clinical specialties

- Radiology
- Nuclear Medicine



Diagnostics

Accurate and timely test results plus, workflow excellence for lab and point-of-care settings

- Reagents, consumables and analytical instruments for testing
- Automation and IT systems
- Consulting and project management

Key clinical specialties

Laboratory, molecular, and point-of-care diagnostic tests for nearly every disease and every healthcare setting



Precision Therapy

Varian

Cancer treatment ecosystem for streamlined, comprehensive patient-centric care

- Radiosurgery
- Radiotherapy
- Proton Therapy
- Brachytherapy
- Adaptive Therapy
- Oncology Services
- Interventional Solutions
- Software
- Veterinary Oncology

Key clinical specialties

- Radiation Oncology
- Interventional Oncology
- Radiosurgery



Advanced Therapies

Empowering advanced therapy concepts

- Angio Suites
- Cath Labs
- Hybrid ORs
- Mobile C-arms
- Multi-modality imaging solutions

Key clinical specialties

- Interventional Radiology
- Cardiology
- Surgery



Digital, Data and AI

Customer Services

Value Partnerships

Digitally enabled and available in customizable service plans

Long-term, performance-oriented, collaborative commitments, focusing on

- | | | | | | |
|--------------------|--------------------|--------------------|--------------|-------------|----------------------------|
| • UpTime Services | • UpSkill Services | • UpTeam Services | • Technology | • Workforce | • Strategic Transformation |
| • UpSpeed Services | • UpLift Services | • UpScale Services | • Operations | • Facility | • Digital Innovation |

Note: The products mentioned above are not commercially available in all countries. Due to regulatory reasons their future availability cannot be guaranteed. Please contact your local Siemens Healthineers organization for further details. | ¹ Patient Twinning is currently under development. It is not for sale. Its future availability cannot be guaranteed.

Our major manufacturing/engineering sites – Local around the world with sales and service

Headquarters:

○ Erlangen, Germany

**Major manufacturing/
engineering sites:**

● Diagnostic Imaging (DI)

● Advanced Therapies (AT)

● Ultrasound (US)

● Laboratory Diagnostics (LD)

● Varian (VAR)

● Technology Excellence (TE)

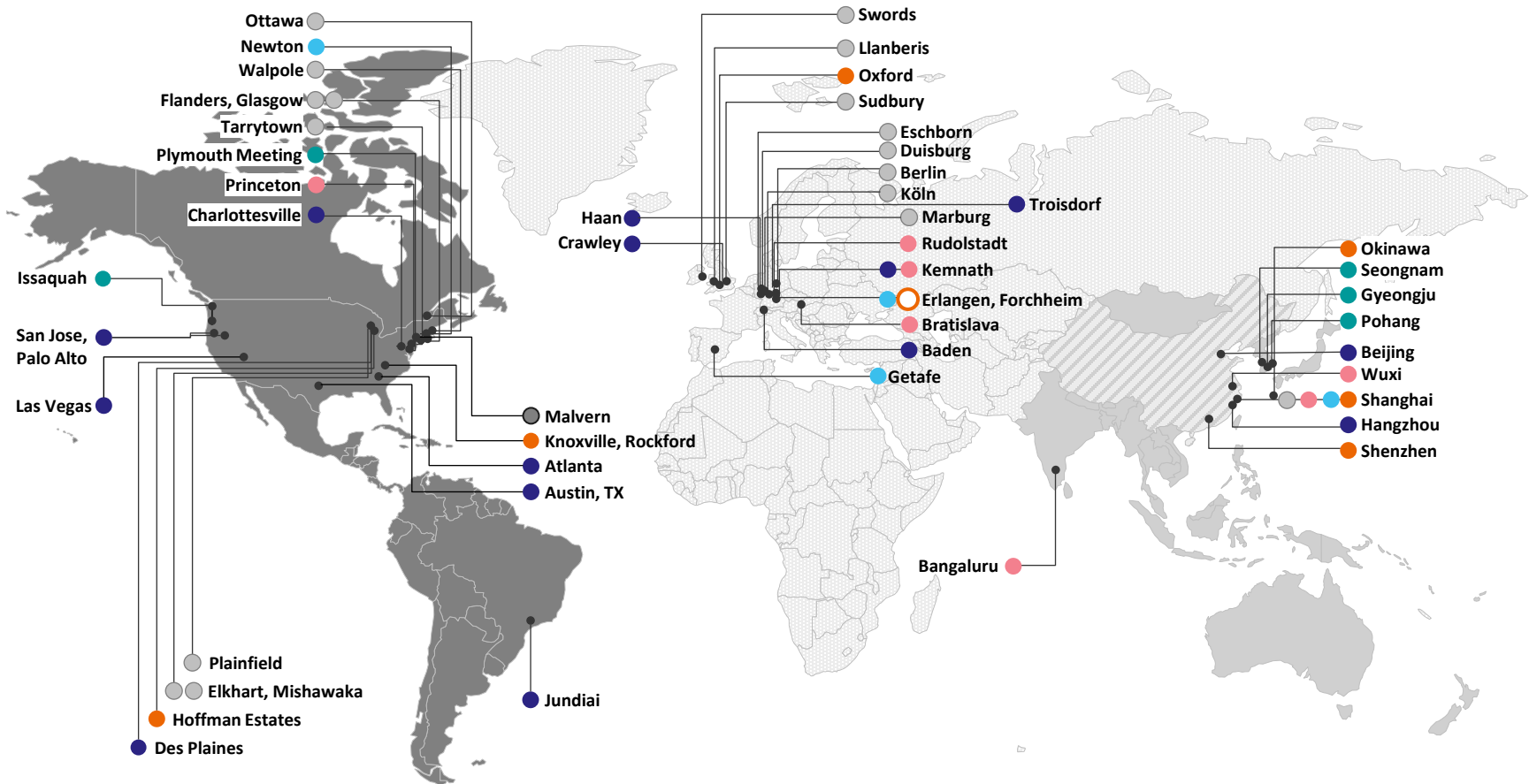
Regions:

■ Americas (AM) | ● USA HQ

■ Europe, Middle East, Africa (EMEA)

■ Asia Pacific Japan (APJ)

■ China (CHN)





Siemens Healthineers Employee Benefits

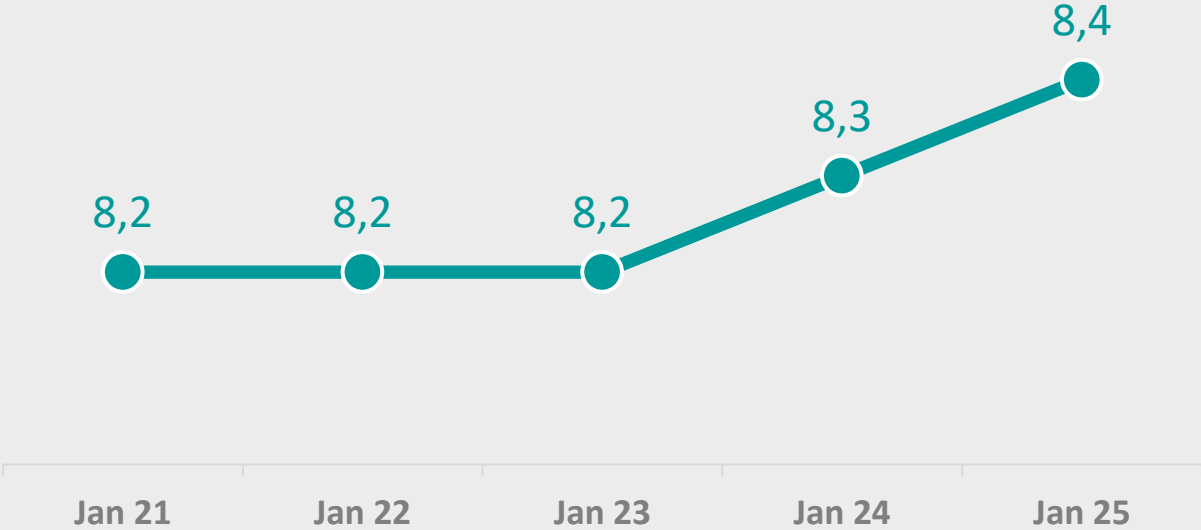
Introduction – HR Strategy



Human Resources Aspiration



Overall Engagement Score at 8.4;
Top-5% of the Healthcare Sector



Each **0.1 increase** represents:

↑ ~ **5,000 (10%)** survey respondent's
overall engagement score increasing by **1.0**

A focus on **five global priorities**
led to:

↑ An increase between **0.3 to 0.7**
across each identified driver



Global Priorities for Employee Engagement

Workload

- Senior Leaders to act as role models – need for constant prioritization of initiatives and work
- **Using PTO and downtime as a buffer is not an option!**

Mental & Physical Health

- **Health moments:** embraced as a new leadership ritual in several parts of the organization
- **Mental wellbeing:** heightened focus
- All employees covered by Employee Assistance Program
- All employees having access to Mental Wellbeing resources

Strategy & Mission

- Continuous progress across growth vectors
- Main concern related to customer service and customer experience

Diversity, Equity & Inclusion

- **DE&I councils demonstrating concrete evidence of impact**
- Female representation across units in Senior Management is now at 29.3%
- **Self-Identification launched: 3 additional focus populations**

Total Rewards

- **Roll-out of Global Job Architecture and Total Rewards Strategy for Senior Managers** (year 2 of 2-year plan)
- Market catch up in several countries and segments of our employee population
- **Recognition becoming part of our culture**

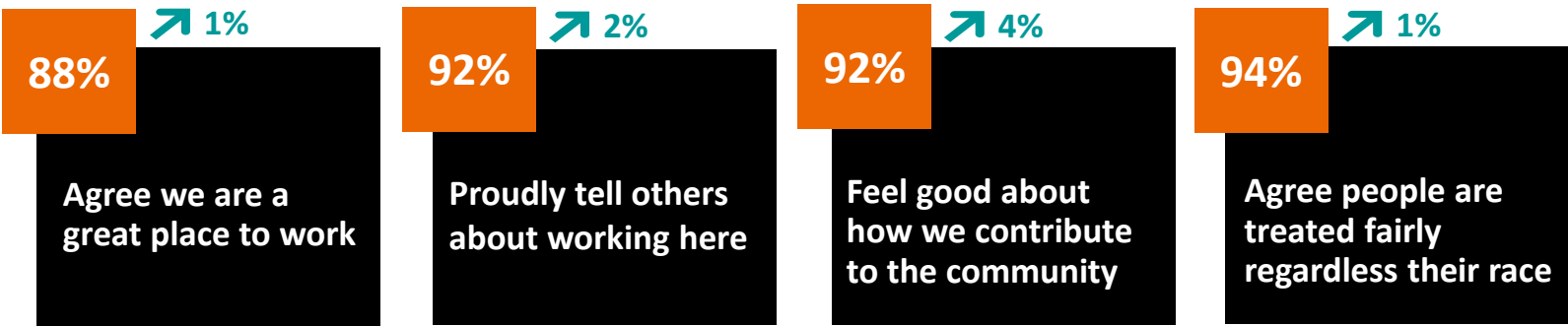


We are a certified Great Place To Work® in 27 countries (And more to come!)



Austria, Belgium, Brazil, Chile, China, Colombia, Ecuador, France, Germany, Hungary, India, Ireland, Italy, Japan, Mexico, Netherlands, Peru, Portugal, Saudi Arabia, Slovakia, Slovenia, South Africa, Spain, Sweden, Turkey, United Kingdom, Vietnam

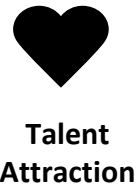
Response rate
55% 3.5%*



Great Place to Work®

is a global research and consulting firm that works with more than 10,000 companies to help build a high-trust and high-performance culture. It provides a framework and a methodology to assess and improve the employee experience and the organizational culture.

Certification increases:



*Compared to overall certification response rate for 2024



Siemens Healthineers Employee Benefits

Global Health & Wellbeing

Health enables employees to perform effectively, while Wellbeing supports their ability to excel and to grow

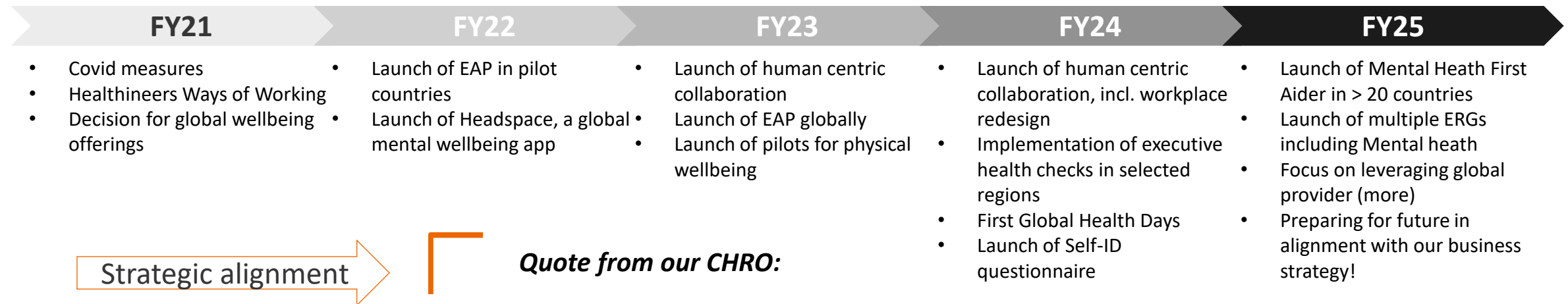
Aspect	Health	Wellbeing
Scope	Physical and Mental Health, Nutrition, Health Literacy	Physical, mental, financial and social aspects
Approach	Reactive, restorative and guiding	Prevention, proactive and empowering
Metrics	Leave, Doctor's visit, insurance claims, occupational health KPIs, etc.	Engagement, satisfaction, retention etc.
Responsibility	Mainly led by EHS	Cross-functional: People & Culture, Total Rewards, HR, EHS
Impact	Reduces absenteeism, healthcare costs, informed health decisions	Boost productivity, employer brand, engaged workforce

Companies investing in wellbeing report not only happier employees but better business outcomes - such as lower absenteeism, higher retention, and increased productivity - leading to a substantial ROI ranging up to 4:1.

Holistic Health and Wellbeing – Our Journey

We are Healthineers, employer of choice empowering our Employees and their families to live their healthiest lives

Our journey has been remarkable....



Quote from our CHRO:

*Employee's **mental health and well-being** is a top priority of Siemens Healthineers. We provide the **right support** to employees when personal and professional challenges arise. We take **preventive measures** to build their resilience*

Global Wellbeing portfolio at Siemens Healthineers



Mental Wellbeing

Providing the meditation app Headspace – a free premium access to Headspace for all employees (+ 2 family members or friends) since 2022.



Healthineers Life & Work Assistance Program – it's for you!

Our global Employee Assistance Program available to all employees and their immediate family members since 2023.

24/7/365, short-term, goal-orientated support for work and life issues in local language.



Physical Wellbeing

Wellhub, EGYM Wellpass and Gymlib offer employees access to a variety of gyms and other sports facilities, such as swimming pools, crossfit etc. with one single contract.

Available in 7 countries covering ~10% of employees. Excellent utilization (~20%).



Thank you very much!

Questions & Discussion