4533 Health Care Providers

	KPI	Spez.-ID	Scope	Specification
	(Scope I = Entry Level; Scope II = Midlevel; Scope III = Highlevel)			
1	Energy Efficiency	E01-01	I	Energy consumption, total
2	GHG Emissions	E02-01	I	GHG emissions, total (scope I,II)
3	Staff turnover	S01-01	I	Percentage of FTE leaving p.a./total FTE
4	Training & qualification	S02-02	I	Average expenses on training per FTE p.a
5	Maturity of workforce	S03-01	I	Age structure/distribution (number of FTEs per age group, 10-year intervals)
6	Remuneration	S08-01	I	Total amount of bonuses, incentives and stock options paid out in €,$
		S08-02	I	Total number of FTEs who receive 90 % of total amount of bonuses, incentives and stock options
		S08-03	I	Key Performance Narrative (Please answer the questions in max. 500 words) Do you take ESG performance into account in your performance agreements? How do you integrate ESG principals within performance agreements in your company and to what extent do you apply it?
7	Litigation risks	V01-01	I	Expenses and fines on filings, law suits related to anti-competitive behavior, anti-trust and monopoly practices
8	Corruption	V02-01	I	Percentage of revenues in regions with Transparency International corruption index below 6.0
9	Revenues from new products	V03-02	I	Percentage of new products or modified products introduced less than 12 months ago
10	Innovation	V04-01	I	Total R&D expenses
		V04-13	I	Percentage of products or services for - increasing eco-efficiency of client applications or operations - developing and using clean technologies - offsetting climate change, carbon emissions , resource depletion - increasing fuel-efficiency - making ESG-relevant products operable (e.g. smart metering, green building technologies) - financing of ESG-relevant products or services
11	Waste Scope I	E04-01	II	Total waste in tonnes
12	Waste Scope II	E05-01	II	Percentage of total waste which is recycled
		E05-02	II	TOP 2 components of waste which is recycled, Rank 1
		E05-03	II	TOP 2 components of waste which is recycled, Rank 2
13	Water Consumption	E28-01	II	Water consumption in m³
14	Dimensions of pending legal proceedings	G02-01	II	Amount in monetary terms i.e. currency in controversy, dispute from legal proceedings
15	Fatalities & Injuries	S04-03	II	Total number of fatalities in relation to FTEs
		S04-04	II	Total number of injuries in relation to FTEs
16	Certification of Facilities	S07-04	II	Percentage of total facilities certificated according to ISO 9001, SA 8000 or OHSAS18001 standards
17	Restructuring-related relocation of jobs	S11-01	II	Total cost of relocation in monetary terms i.e. currency incl. Indemnity, pay-off, outplacement, hiring, training, consulting
18	Quality of Service	S24-01	II	Average days of hospital stay per patient
19	Supply Chain	V28-01	II	Total number of suppliers
		V28-02	II	Percentage of sourcing from 3 biggest external suppliers
		V28-03	II	Turnover of suppliers in percent
20	Waste Scope III	E06-01	III	Hazardous waste total in tonnes total
21	Diversity	S10-01	III	Percentage of female employees in relation to total employees
		S10-02	III	Percentage of female FTEs in senior positions in relation to total FTEs in senior positions
		S10-03	III	Percentage of total FTEs from ethnic minority groups
22	Quality of Service	S23-02	III	Successful surgeries in percent
		S23-03	III	Number of infected inpatients as a percentage of total patients
23	Supply Chain	V28-04	III	Key Performance Narrative (Please answer the questions in max. 500 words) How do you ensure that your suppliers adhere to a standard of ESG compliance similar to that of your company?
		V28-05	III	Key Performance Narrative (Please answer the questions in max. 500 words) When assessing the performance of your procurement and purchasing functions: Do you incentivise your procurement management for the selection of ESG-performing suppliers even if you might have to carry a premium over less expensive suppliers?

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4535 Medical Equipment

	KPI	Spez.-ID	Scope	Specification
	(Scope I = Entry Level; Scope II = Midlevel; Scope III = Highlevel)			
1	Energy Efficiency	E01-01	I	Energy consumption, total
2	GHG Emissions	E02-01	I	GHG emissions, total (scope I,II)
3	Staff turnover	S01-01	I	Percentage of FTE leaving p.a./total FTE
4	Training & qualification	S02-02	I	Average expenses on training per FTE p.a
5	Maturity of workforce	S03-01	I	Age structure/distribution (number of FTEs per age group, 10-year intervals)
6	Remuneration	S08-01	I	Total amount of bonuses, incentives and stock options paid out in €,$
		S08-02	I	Total number of FTEs who receive 90 % of total amount of bonuses, incentives and stock options
		S08-03	I	Key Performance Narrative (Please answer the questions in max. 500 words) Do you take ESG performance into account in your performance agreements? How do you integrate ESG principals within performance agreements in your company and to what extent do you apply it?
7	Litigation risks	V01-01	I	Expenses and fines on filings, law suits related to anti-competitive behavior, anti-trust and monopoly practices
8	Corruption	V02-01	I	Percentage of revenues in regions with Transparency International corruption index below 6.0
9	Revenues from new products	V03-02	I	Percentage of new products or modified products introduced less than 12 months ago
10	Innovation	V04-01	I	Total R&D expenses
		V04-03	I	Total R&D expenses or funding of research to external partners, suppliers or academic research in monetary terms i.e. currency
		V04-05	I	Number of patents registered within last 12 month
		V04-09	I	Total investments in research on new risk in monetary terms i.e. currency
		V04-13	I	Percentage of products or services for - increasing eco-efficiency of client applications or operations - developing and using clean technologies - offsetting climate change, carbon emissions , resource depletion - increasing fuel-efficiency - making ESG-relevant products operable (e.g. smart metering, green building technologies) - financing of ESG-relevant products or services
11	Emissions to Air	E03-01	II	Total CO^2,NOx, SOx, VOC emissions in million tonnes
12	Waste Scope I	E04-01	II	Total waste in tonnes
13	Waste Scope II	E05-01	II	Percentage of total waste which is recycled
14	End of Product Lifecycle	E09-01	II	Percentage of total product output in terms of revenue which has undergone a design for disassembly design process
15	Product Withdrawals	G03-01	II	Number and amount of product withdrawn from market due to regulatory pressure
16	Fatalities & Injuries	S04-03	II	Total number of fatalities in relation to FTEs
		S04-04	II	Total number of injuries in relation to FTEs
17	Health & Safety Aspects of Products	S05-01	II	Total spending on product safety corporate
		S05-02	II	Percentage of total products sold or shipped corporate subject to product recalls for safety or health reasons
18	Certification of Facilities	S07-04	II	Percentage of total facilities certificated according to ISO 9001, SA 8000 or OHSAS18001 standards
19	Customer Satisfaction	V06-01	II	Percentage of total customers surveyed comprising satisfied customers
20	Environmental CapEx	V12-02	II	CapEx allocation to investments on ESG relevant aspects of business as defined by the company (refered to Introduction 1.8.1. KPIs & Definitions)
21	Utilisation	V13-01	II	Capacity utilisation as a percentage of total available facilities
22	Supply Chain	V28-01	II	Total number of suppliers
		V28-02	II	Percentage of sourcing from 3 biggest external suppliers
		V28-03	II	Turnover of suppliers in percent
23	Emissions to Air	E03-04	III	TOP 2 components of emissions to air by environmental importance (according to TRI; PRTR; and EPER) Rank 1
		E03-05	III	TOP 2 components of emissions to air by environmental importance (according to TRI; PRTR; and EPER) Rank 2
24	Emissions to Water	E03-09	III	TOP 2 components of emissions to water by environmental importance (according to TRI; PRTR; and EPER) Rank 1
		E03-10	III	TOP 2 components of emissions to water by environmental importance (according to TRI; PRTR; and EPER) Rank 2
25	Waste Scope III	E06-01	III	Hazardous waste total in tonnes total
26	Radioactive Waste	E08-01	III	Low Level Waste (by definition of U.S. Atomic Energy Act or applicable national law) produced in tonnes p.a.
		E08-02	III	Intermediate Level Waste (by definition of U.S. Atomic Energy Act or applicable national law) produced in tonnes p.a.
		E08-03	III	High Level Waste (by definition of U.S. Atomic Energy Act or applicable national law) produced in kg p.a.
		E08-04	III	Transuranic Waste (by definition of U.S. Atomic Energy Act or applicable national law) produced in kg p.a.

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27	End of Product Lifecycle	E09-02	III	Percentage of total product output in terms of revenue eligible for remanufacture or re-conditioning processes
		E09-03	III	Percentage of total product output in terms of revenue which is reused in the manufacturing process, sold or donated to third parties
		E09-04	III	Degree to which products (on average) can be recycled calculated as a percentage of all materials used
		E09-05	III	Degree to which products (on average) can be recycled calculated as a percentage of all associated material costs
28	Eco-Design	E13-03	III	Use of hazardous material - Amount of mercury used in products
		E13-04	III	Use of hazardous material - Amount of PVC used in products
		E13-05	III	Use of hazardous material - Amount of bromated flame retardants (BFRs) used in products
		E13-06	III	Use of hazardous material - Amount of coltrane used in products
		E13-07	III	Use of hazardous material - Amount of polycyclic aromatic hydrocarbons (PAHs) used in products
29	Environmental Compatibility	E33-01	III	Number of sites with ISO 14001 certification / number of total sites
30	Health & Safety Aspects of Products	S05-03	III	Spending on product safety per unit produced corporate
31	Customer Retention	V05-03	III	Share of market by product, product line, segment, region or total
32	Supply Chain	V28-04	III	Key Performance Narrative (Please answer the questions in max. 500 words) How do you ensure that your suppliers adhere to a standard of ESG compliance similar to that of your company?
		V28-05	III	Key Performance Narrative (Please answer the questions in max. 500 words) When assessing the performance of your procurement and purchasing functions: Do you incentivise your procurement management for the selection of ESG-performing suppliers even if you might have to carry a premium over less expensive suppliers?

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4537 Medical Supplies

	KPI	Spez.-ID	Scope	Specification
	(Scope I = Entry Level; Scope II = Midlevel; Scope III = Highlevel)			
1	Energy Efficiency	E01-01	I	Energy consumption, total
2	GHG Emissions	E02-01	I	GHG emissions, total (scope I,II)
3	Staff turnover	S01-01	I	Percentage of FTE leaving p.a./total FTE
4	Training & qualification	S02-02	I	Average expenses on training per FTE p.a
5	Maturity of workforce	S03-01	I	Age structure/distribution (number of FTEs per age group, 10-year intervals)
6	Remuneration	S08-01	I	Total amount of bonuses, incentives and stock options paid out in €,$
		S08-02	I	Total number of FTEs who receive 90 % of total amount of bonuses, incentives and stock options
		S08-03	I	Key Performance Narrative (Please answer the questions in max. 500 words) Do you take ESG performance into account in your performance agreements? How do you integrate ESG principals within performance agreements in your company and to what extent do you apply it?
7	Litigation risks	V01-01	I	Expenses and fines on filings, law suits related to anti-competitive behavior, anti-trust and monopoly practices
8	Corruption	V02-01	I	Percentage of revenues in regions with Transparency International corruption index below 6.0
9	Revenues from new products	V03-02	I	Percentage of new products or modified products introduced less than 12 months ago
10	Innovation	V04-01	I	Total R&D expenses
		V04-05	I	Number of patents registered within last 12 month
		V04-12	I	Total investments in research on ESG relevant aspects of business as defined by company (refered to Introduction 1.8.1. KPIs & Definitions)
		V04-13	I	Percentage of products or services for - increasing eco-efficiency of client applications or operations - developing and using clean technologies - offsetting climate change, carbon emissions , resource depletion - increasing fuel-efficiency - making ESG-relevant products operable (e.g. smart metering, green building technologies) - financing of ESG-relevant products or services
11	Emissions to Air	E03-01	II	Total CO^2,NOx, SOx, VOC emissions in million tonnes
12	Waste Scope I	E04-01	II	Total waste in tonnes
13	Waste Scope II	E05-01	II	Percentage of total waste which is recycled
14	Product Withdrawals	G03-01	II	Number and amount of product withdrawn from market due to regulatory pressure
15	Health & Safety Aspects of Products	S05-01	II	Total spending on product safety corporate
		S05-02	II	Percentage of total products sold or shipped corporate subject to product recalls for safety or health reasons
16	Customer Satisfaction	V06-01	II	Percentage of total customers surveyed comprising satisfied customers
17	Utilisation	V13-01	II	Capacity utilisation as a percentage of total available facilities
18	Supply Chain	V28-01	II	Total number of suppliers
		V28-02	II	Percentage of sourcing from 3 biggest external suppliers
		V28-03	II	Turnover of suppliers in percent
19	Emissions to Air	E03-04	III	TOP 2 components of emissions to air by environmental importance (according to TRI; PRTR; and EPER) Rank 1
		E03-05	III	TOP 2 components of emissions to air by environmental importance (according to TRI; PRTR; and EPER) Rank 2
20	Emissions to Water	E03-09	III	TOP 2 components of emissions to water by environmental importance (according to TRI; PRTR; and EPER) Rank 1
		E03-10	III	TOP 2 components of emissions to water by environmental importance (according to TRI; PRTR; and EPER) Rank 2
21	Waste Scope III	E06-01	III	Hazardous waste total in tonnes total
22	End of Product Lifecycle	E09-04	III	Degree to which products (on average) can be recycled calculated as a percentage of all materials used
		E09-05	III	Degree to which products (on average) can be recycled calculated as a percentage of all associated material costs
23	Eco-Design	E13-03	III	Use of hazardious material - Amount of mercury used in products
		E13-04	III	Use of hazardous material - Amount of PVC used in products
		E13-05	III	Use of hazardous material - Amount of bromated flame retardants (BFRs) used in products
		E13-06	III	Use of hazardous material - Amount of coltrane used in products
		E13-07	III	Use of hazardous material - Amount of polycyclic aromatic hydrocarbons (PAHs) used in products
24	Environmental Compatibility	E33-01	III	Number of sites with ISO 14001 certification / number of total sites
25	Health & Safety Aspects of Products	S05-03	III	Spending on product safety per unit produced corporate
26	Customer Retention	V05-03	III	Share of market by product, product line, segment, region or total

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27	Supply Chain	V28-04	III	Key Performance Narrative (Please answer the questions in max. 500 words) How do you ensure that your suppliers adhere to a standard of ESG compliance similar to that of your company?
		V28-05	III	Key Performance Narrative (Please answer the questions in max. 500 words) When assessing the performance of your procurement and purchasing functions: Do you incentivise your procurement management for the selection of ESG-performing suppliers even if you might have to carry a premium over less expensive suppliers?

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4573 Biotechnology

	KPI	Spez.-ID	Scope	Specification
	(Scope I = Entry Level; Scope II = Midlevel; Scope III = Highlevel)			
1	Energy Efficiency	E01-01	I	Energy consumption, total
2	GHG Emissions	E02-01	I	GHG emissions, total (scope I,II)
3	Staff turnover	S01-01	I	Percentage of FTE leaving p.a./total FTE
4	Training & qualification	S02-02	I	Average expenses on training per FTE p.a
5	Maturity of workforce	S03-01	I	Age structure/distribution (number of FTEs per age group, 10-year intervals)
6	Remuneration	S08-01	I	Total amount of bonuses, incentives and stock options paid out in €,$
		S08-02	I	Total number of FTEs who receive 90 % of total amount of bonuses, incentives and stock options
		S08-03	I	Key Performance Narrative (Please answer the questions in max. 500 words) Do you take ESG performance into account in your performance agreements? How do you integrate ESG principals within performance agreements in your company and to what extent do you apply it?
7	Litigation risks	V01-01	I	Expenses and fines on filings, law suits related to anti-competitive behavior, anti-trust and monopoly practices
8	Corruption	V02-01	I	Percentage of revenues in regions with Transparency International corruption index below 6.0
9	Revenues from new products	V03-02	I	Percentage of new products or modified products introduced less than 12 months ago
10	Innovation	V04-01	I	Total R&D expenses
		V04-03	I	Total R&D expenses or funding of research to external partners, suppliers or academic research in monetary terms i.e. currency
		V04-05	I	Number of patents registered within last 12 month
		V04-12	I	Total investments in research on ESG relevant aspects of business as defined by company (refered to Introduction 1.8.1. KPIs & Definitions)
		V04-13	I	Percentage of products or services for - increasing eco-efficiency of client applications or operations - developing and using clean technologies - offsetting climate change, carbon emissions , resource depletion - increasing fuel-efficiency - making ESG-relevant products operable (e.g. smart metering, green building technologies) - financing of ESG-relevant products or services
11	Water Consumption	E28-01	II	Water consumption in m³
12	Contributions to political parties	G01-01	II	Contributions to political parties as a percentage of total revenues
13	Product Withdrawals	G03-01	II	Number and amount of product withdrawn from market due to regulatory pressure
14	Health & Safety Aspects of Products	S05-01	II	Total spending on product safety corporate
15	Utilisation	V13-01	II	Capacity utilisation as a percentage of total available facilities
16	Supply Chain	V28-01	II	Total number of suppliers
		V28-02	II	Percentage of sourcing from 3 biggest external suppliers
		V28-03	II	Turnover of suppliers in percent
17	Waste Scope III	E06-01	III	Hazardous waste total in tonnes total
18	Radioactive Waste	E08-01	III	Low Level Waste (by definition of U.S. Atomic Energy Act or applicable national law) produced in tonnes p.a.
		E08-02	III	Intermediate Level Waste (by definition of U.S. Atomic Energy Act or applicable national law) produced in tonnes p.a.
		E08-03	III	High Level Waste (by definition of U.S. Atomic Energy Act or applicable national law) produced in kg p.a.
		E08-04	III	Transuranic Waste (by definition of U.S. Atomic Energy Act or applicable national law) produced in kg p.a.
19	Eco-Design	E13-08	III	Amount of hazardous / non biodegradable products (after use and if unused)
20	Production Shortfall	E23-01	III	Production shortfall caused by material supply constraints in percent (gap between actual production output and theoretical production output as optimal supply)
		E23-02	III	Monetary impact of production shortfall caused by material supply constraints in monetary terms i.e. currency
21	Environmental Compatibility	E33-01	III	Number of sites with ISO 14001 certification / number of total sites
22	Supply Chain	V28-04	III	Key Performance Narrative (Please answer the questions in max. 500 words) How do you ensure that your suppliers adhere to a standard of ESG compliance similar to that of your company?
		V28-05	III	Key Performance Narrative (Please answer the questions in max. 500 words) When assessing the performance of your procurement and purchasing functions: Do you incentivise your procurement management for the selection of ESG-performing suppliers even if you might have to carry a premium over less expensive suppliers?

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23	Product Pipeline	V29-01	III	Revenue potential of new products in phase I, phase II, phase II and in the registration process as a percentage of total revenue
24	Health Care Pricing Structure	V30-01	III	Percentage of revenue exposed to price discounting national healthcare systems (e.g. Medicare)

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4577 Pharmaceuticals

	KPI	Spez.-ID	Scope	Specification
	(Scope I = Entry Level; Scope II = Midlevel; Scope III = Highlevel)			
1	Energy Efficiency	E01-01	I	Energy consumption, total
2	GHG Emissions	E02-01	I	GHG emissions, total (scope I,II)
3	Staff turnover	S01-01	I	Percentage of FTE leaving p.a./total FTE
4	Training & qualification	S02-02	I	Average expenses on training per FTE p.a
5	Maturity of workforce	S03-01	I	Age structure/distribution (number of FTEs per age group, 10-year intervals)
6	Remuneration	S08-01	I	Total amount of bonuses, incentives and stock options paid out in €,$
		S08-02	I	Total number of FTEs who receive 90 % of total amount of bonuses, incentives and stock options
		S08-03	I	Key Performance Narrative (Please answer the questions in max. 500 words) Do you take ESG performance into account in your performance agreements? How do you integrate ESG principals within performance agreements in your company and to what extent do you apply it?
7	Litigation risks	V01-01	I	Expenses and fines on filings, law suits related to anti-competitive behavior, anti-trust and monopoly practices
8	Corruption	V02-01	I	Percentage of revenues in regions with Transparency International corruption index below 6.0
9	Revenues from new products	V03-02	I	Percentage of new products or modified products introduced less than 12 months ago
10	Innovation	V04-01	I	Total R&D expenses
		V04-03	I	Total R&D expenses or funding of research to external partners, suppliers or academic research in monetary terms i.e. currency
		V04-05	I	Number of patents registered within last 12 month
		V04-12	I	Total investments in research on ESG relevant aspects of business as defined by company (refered to Introduction 1.8.1. KPIs & Definitions)
		V04-13	I	Percentage of products or services for - increasing eco-efficiency of client applications or operations - developing and using clean technologies - offsetting climate change, carbon emissions , resource depletion - increasing fuel-efficiency - making ESG-relevant products operable (e.g. smart metering, green building technologies) - financing of ESG-relevant products or services
11	Water Consumption	E28-01	II	Water consumption in m³
12	Contributions to political parties	G01-01	II	Contributions to political parties as a percentage of total revenues
13	Product Withdrawals	G03-01	II	Number and amount of product withdrawn from market due to regulatory pressure
14	Fatalities & Injuries	S04-03	II	Total number of fatalities in relation to FTEs
		S04-04	II	Total number of injuries in relation to FTEs
15	Health & Safety Aspects of Products	S05-01	II	Total spending on product safety corporate
		S05-02	II	Percentage of total products sold or shipped corporate subject to product recalls for safety or health reasons
16	Utilisation	V13-01	II	Capacity utilisation as a percentage of total available facilities
17	Supply Chain	V28-01	II	Total number of suppliers
		V28-02	II	Percentage of sourcing from 3 biggest external suppliers
		V28-03	II	Turnover of suppliers in percent
18	Waste Scope III	E06-01	III	Hazardous waste total in tonnes total
19	Eco-Design	E13-08	III	Amount of hazardous / non biodegradable products (after use and if unused)
20	Production Shortfall	E23-01	III	Production shortfall caused by material supply constraints in percent (gap between actual production output and theoretical production output as optimal supply)
		E23-02	III	Monetary impact of production shortfall caused by material supply constraints in monetary terms i.e. currency
21	Water Consumption	E28-02	III	Water (in m³) used per amount (e.g. in tonnes) of product manufactured
		E28-03	III	Groundwater consumption in m³
		E28-04	III	Waste effluent water in cubic meters
22	Environmental Compatibility	E33-01	III	Number of sites with ISO 14001 certification / number of total sites
23	Customer Retention	V05-03	III	Share of market by product, product line, segment, region or total
24	Supply Chain	V28-04	III	Key Performance Narrative (Please answer the questions in max. 500 words) How do you ensure that your suppliers adhere to a standard of ESG compliance similar to that of your company?
		V28-05	III	Key Performance Narrative (Please answer the questions in max. 500 words) When assessing the performance of your procurement and purchasing functions: Do you incentivise your procurement management for the selection of ESG-performing suppliers even if you might have to carry a premium over less expensive suppliers?

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25	Product Pipeline	V29-01	III	Revenue potential of new products in phase I, phase II, phase II and in the registration process as a percentage of total revenue
26	Health Care Pricing Structure	V30-01	III	Percentage of revenue exposed to price discounting national healthcare systems (e.g. Medicare)

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