

Siemens Healthineers

UK Gender Pay Gap Report 2025

[siemens-healthineers.co.uk](https://www.siemens-healthineers.co.uk)



Foreword

At Siemens Healthineers, we pioneer breakthroughs in healthcare.
For everyone. Everywhere. Sustainably.

Our people are at the heart of every breakthrough we deliver. Their expertise, perspectives, and commitment drive our progress. To continue pioneering, we must ensure that our workforce reflects the diversity of the communities we serve, and that everyone has the opportunity to thrive.

I am proud that Siemens Healthineers has been recognised by Great Place to Work® as one of the Best Workplaces™ 2025 (Super Large), and in particular as a Best Workplace for Women™ 2025. These achievements reflect the progress we have made in fostering an inclusive and supportive working environment. At the same time, we are clear-eyed in recognising that progress is not the same as completion. There is still more to do.

Over the past year, we have continued to strengthen our focus on talent development and inclusion. I was honoured to join colleagues from our StepUp women's network in September for a session exploring the transformational impact of mentoring. We continue to offer a range of empowering programmes for women across Siemens Healthineers, and it was especially encouraging to see alumni of our Gravitas women's leadership programme come together for a two-day event in May. We also proudly extended our partnership with Where Women Work for a fourth year, supporting our efforts to attract and retain female talent.

This year marked an important milestone with the launch of our first Women's Health Conference in February. This inspiring company-wide event highlighted the importance of recognising sex and gender differences in healthcare. It reinforced the impact Siemens Healthineers is making in women's health – supporting healthcare providers with solutions that help prevent, detect, and treat the most serious diseases affecting women throughout all stages of life.

I am deeply grateful to our employee networks – including StepUp, Working Parents, Menopause, Wellbeing & Mental Health, Pride, Race, and Disability – for creating safe, supportive spaces where colleagues can connect, learn, and be heard. Through their energy and commitment, and through deliberate actions taken each day across our business, we are building a workplace where everyone can grow, contribute, and succeed.

“We are clear-eyed in recognising that progress is not the same as completion. There is still more to do.”



Ghada Trotabas
Managing Director of Siemens Healthineers
Great Britain and Ireland

What is the Gender Pay Gap?

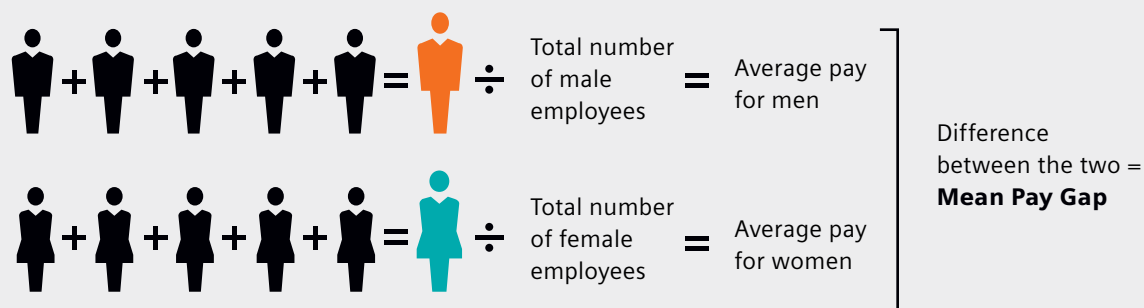
The **Gender Pay Gap** is the measure of the difference in the average (i.e. mean or median) pay of men and women – regardless of the nature of their work – across an entire organisation, business sector, industry or the economy as a whole. It can be driven by the different number of men and women across all roles.

The **Gender Pay Gap** is **different from an equal pay comparison**, which is a direct comparison of two people or groups of people carrying out the same, similar or equivalent work.

A **negative measure** such as a gap of –5.8%, indicates the extent to which women earn, on average, more per hour than their male counterparts.

Mean

The mean Gender Pay Gap is the difference in the average hourly pay for women compared to men.



Median

The median is the midpoint when you separately line up women's pay low to high, and the same for men. The median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.



Gender Pay Gap metrics

	Pay Gap		Bonus Gap		% Receiving a bonus		Pay quartile gender headcount %			
	Mean	Median	Mean	Median	Male	Female	Q1 Lower paid	Q2 Lower middle	Q3 Upper middle	Q4 Upper paid
Siemens Healthcare Limited	-0.85%	0.43%	-22.32%	23.93%	 93.84%	 91.29%	 34.54% 65.46%	 13.65% 86.35%	 20.33% 79.67%	 26.46% 73.54%
Siemens Healthcare Diagnostics Manufacturing Ltd	5.30%	4.98%	8.48%	5.96%	 93.62%	 93.44%	 41.56% 58.44%	 47.37% 52.63%	 31.58% 68.42%	 35.53% 64.47%
Siemens Healthcare Diagnostics Products Ltd	-7.26%	-5.96%	-4.76%	-6.65%	 94.24%	 93.90%	 40.71% 59.29%	 17.70% 82.30%	 46.02% 53.98%	 37.17% 62.83%
Siemens Healthcare Diagnostics Ltd	-1.02%	-1.93%	-9.98%	-49.40%	 93.33%	 94.05%	 30.51% 69.49%	 37.93% 62.07%	 36.21% 63.79%	 37.93% 62.07%
Varian Medical Systems UK Limited	8.70%	2.80%	36.01%	1.92%	 92.55%	 86.89%	 37.10% 62.90%	 11.50% 88.50%	 22.60% 77.40%	 23.00% 77.00%

About our GPG

Commentary

Workforce composition

Our Gender Pay Gap is primarily driven by workforce composition, with more men represented in technical, engineering, manufacturing, commercial, and senior leadership roles.

Senior leadership representation

Lower representation of women in upper pay quartiles remains a key factor, reflecting broader MedTech industry talent pipeline challenges.

Bonus opportunity distribution

Bonus gaps are influenced by the concentration of men in higher bonus-opportunity roles, particularly sales and leadership positions. Differences between mean and median bonus gaps reflect the overall distribution of awards.

Variation across entities

Results vary across Siemens Healthineers UK entities, with some showing female-favouring gaps and others, particularly Manufacturing and Varian, showing male-favouring gaps due to differing workforce demographics.

Impact of entity size

Pay gap results can be more volatile in smaller entities, where a small number of higher earners can have a disproportionate impact on reported outcomes.

Year-on-year

Siemens Healthcare Diagnostics Ltd

In the first year of reporting, results reflect a strong overall position with a female-favouring pay and bonus gap; outcomes reflect a balanced role distribution, with some volatility in bonus results due to small population size.

Siemens Healthcare Diagnostics Manufacturing Ltd

The hourly pay gap is broadly stable overall, with improvement in the mean but an increase in the median reflecting shifts in mid-population role mix. Bonus gaps improved year-on-year, indicating more balanced bonus outcomes.

Siemens Healthcare Limited

The hourly pay gap moved closer to parity. However, the significant increase in the median bonus gap reflects lower female representation in upper quartiles and changes in the distribution of roles with higher bonus opportunity.

Siemens Healthcare Diagnostics Products Ltd

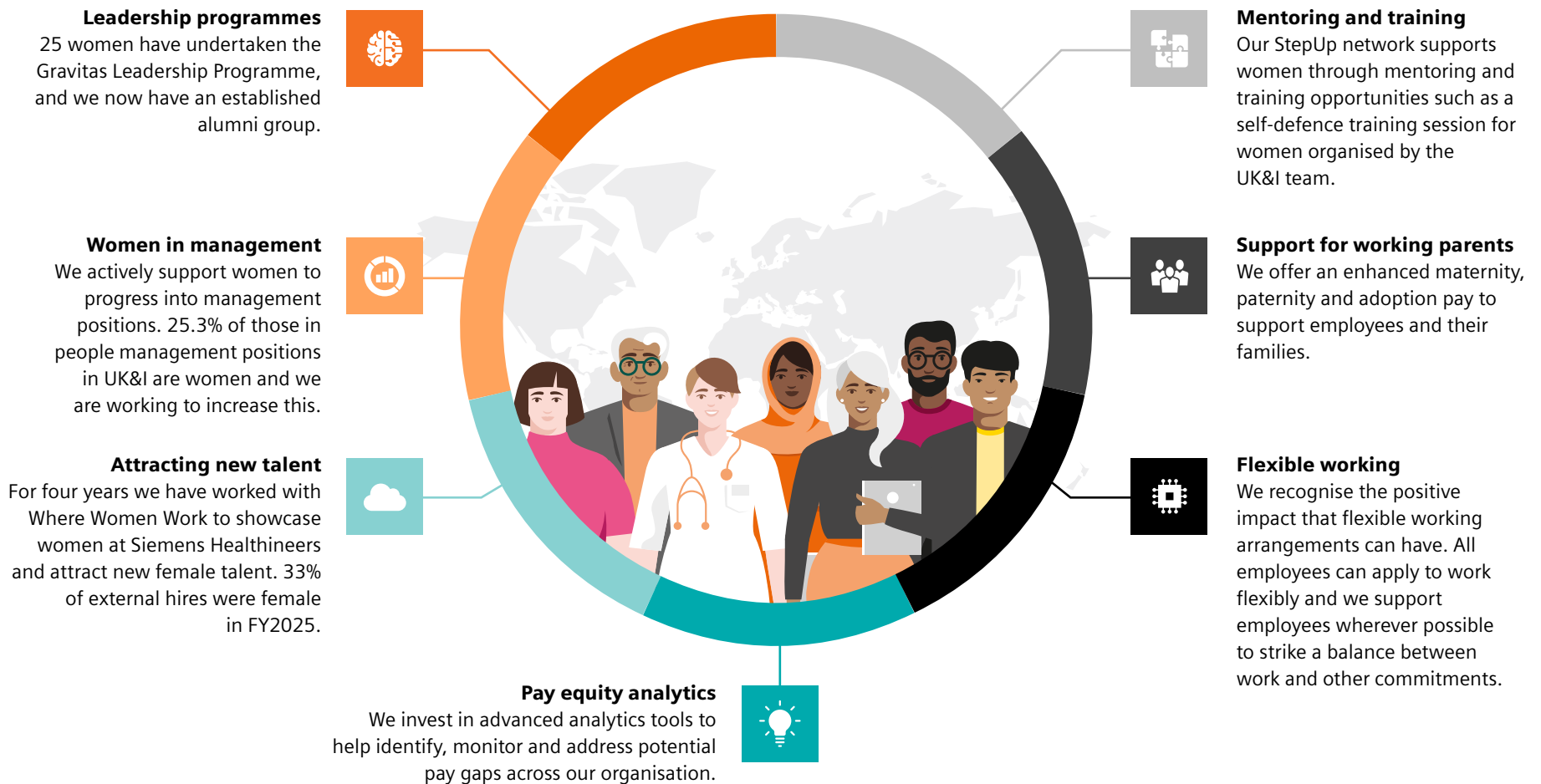
There is movement towards a more female-favouring pay gap and the bonus gap reflects increased female representation and/or pay levels in higher-paid roles, with consistent shifts across both the mean and the median.

Varian Medical Systems UK Ltd

Large swings in bonus gaps are driven by small population effects and changes in high bonus earners, with reduced female representation in upper quartiles contributing to the increased bonus gap despite improvements in the hourly pay gap.

We are working on it...

We have made meaningful progress towards creating an environment where everyone can thrive. Here are some initiatives that particularly support women at all levels of the organisation to reach their full potential.



Elevating Our Culture 2030

Created in collaboration with our employees, we have four key areas in which we are aiming to elevate our culture by 2030. These centre around diversity, inclusion and belonging as well as learning and collaboration.



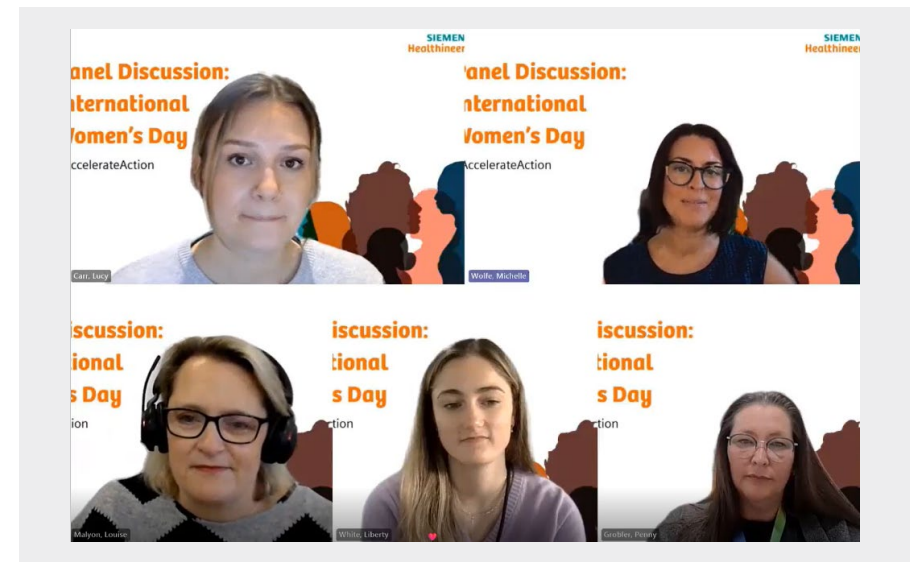
What we have been doing

Our employee communities



In December 2024, our **Working Parents group** kicked off their podcast series with an insightful and heartfelt conversation featuring Bernd Montag, CEO of Siemens Healthineers. In this candid discussion, Bernd spoke on family, guiding children into adulthood, parental guilt, and finding the right balance, sharing wisdom and personal experiences that many of us can relate to. In June 2025, for the second episode of the podcast we heard from an employee about her experience of IVF and single parenthood.

In February 2025, the first **Women's Health Conference** took place: a company-wide virtual event dedicated to shedding light on gender and sex differences in healthcare with particular focus on women. The conference offered a day of insightful sessions ranging from a lecture on 'Tackling Dementia's Gender Divide' to a panel discussion on menopause, to a session on laughter yoga. The event was hosted by the StepUp EMEA Women's Health workstream and they are hoping to host the conference annually.

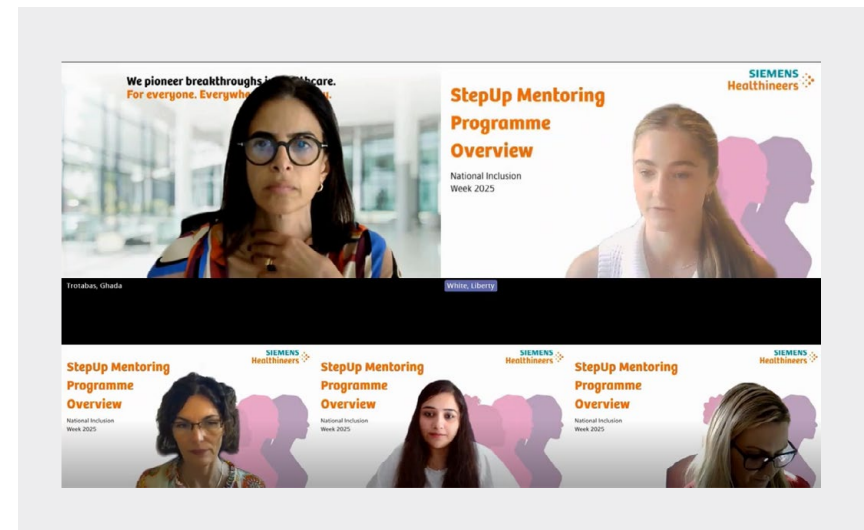


In March 2025, the StepUp women's network hosted a panel discussion for **International Women's Day**. The panel featured women across the business discussing their roles and experiences and ways that we can all #AccelerateAction.

What we have been doing

Our employee communities

In June 2025 **StepUp** hosted the first of two in-person self-defence classes facilitated by Stay Safe Global. The feedback was extremely positive with one participant commenting, “The self-defence workshop was brilliantly hosted and provided a great balance between theory and practice.”



Our StepUp women’s network UK&I has been running since 2019 and aims to increase diversity in teams by bringing more women into all functions and levels.

In September 2025, UK&I Managing Director, Ghada Trotabas and Ireland Country Head, Grania Heal joined StepUp representatives from both UK&I and EMEA in an engaging **online session to share their experiences and insights on mentoring**. The session provided insight on how the StepUp mentoring programme operates, the value it delivers and the opportunities available for participation.

What we have been doing

Wider DI&B initiatives

Our **Gravitas Leadership programme** has been successful in supporting the development of the next generation of senior female leaders, with a total of 25 female leaders participating since its inception. Gravitas alumni gathered at a two-day event at our HQ in May 2025 continuing the programme's impact.



In October 2025 Siemens Healthineers hosted **Becoming HIV Confident** in collaboration with the London Institute of Healthcare Engineering (LIHE) and King's College London, to highlight the importance of HIV awareness and understanding. Siemens Healthineers was the first private organisation to achieve HIV Confident status in December 2024.



Siemens Healthineers has been recognised by **Great Place to Work®** as one of the Best Workplaces™ 2025 (Super Large), and in particular as a Best Workplace for Women™ 2025.



In November 2025 we partnered with **Evenbreak**, a social enterprise run by and for disabled people aiming to close the disability employment gap. Evenbreak will be supporting us to attract more disabled talent through their job portal, tell employee stories and run awareness-raising events.

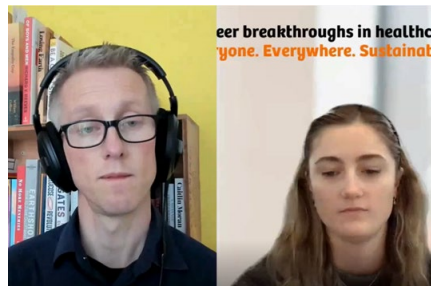
Where Women Work

We are continuing our partnership for the fourth year with **Where Women Work**, an organisation that helps us to share our commitment to gender equality and inspire women regarding their careers at Siemens Healthineers.

What we have been doing

Wider DI&B initiatives

In May 2025 our Pride champions hosted an information session to celebrate **IDAHOBIT (International Day Against Homophobia, Biphobia, Intersex-phobia and Transphobia)**. In the session, they discussed the impact of legislation affecting people of diverse sexual orientations and gender identities. In June 2025, colleagues also hosted Pride Morning Tea across our UK&I sites.



In January 2025, TEDx and CPD accredited wellbeing speaker Andrew Pain facilitated **an insightful session on burnout**. The session explored various elements of burnout including what it is, the role of psychological safety and tools to recognise burnout and overcome it, especially in a remote work setting.

TELUS health also delivered an enlightening session on enabling better collaboration through **an understanding of different personality types** in the workplace.



During **Black History Month** 2024, Ayo Barley joined us to talk through cultural humility and how it can be used as a tool to positively develop our organisation and ourselves. Attendees were left with a greater understanding of cultural differences and how to be better allies.



During **National Inclusion Week** in September 2025 we hosted a guest speaker session with Professor Nassir Navab where he shared his journey from an immigrant background to an esteemed role in academia.

