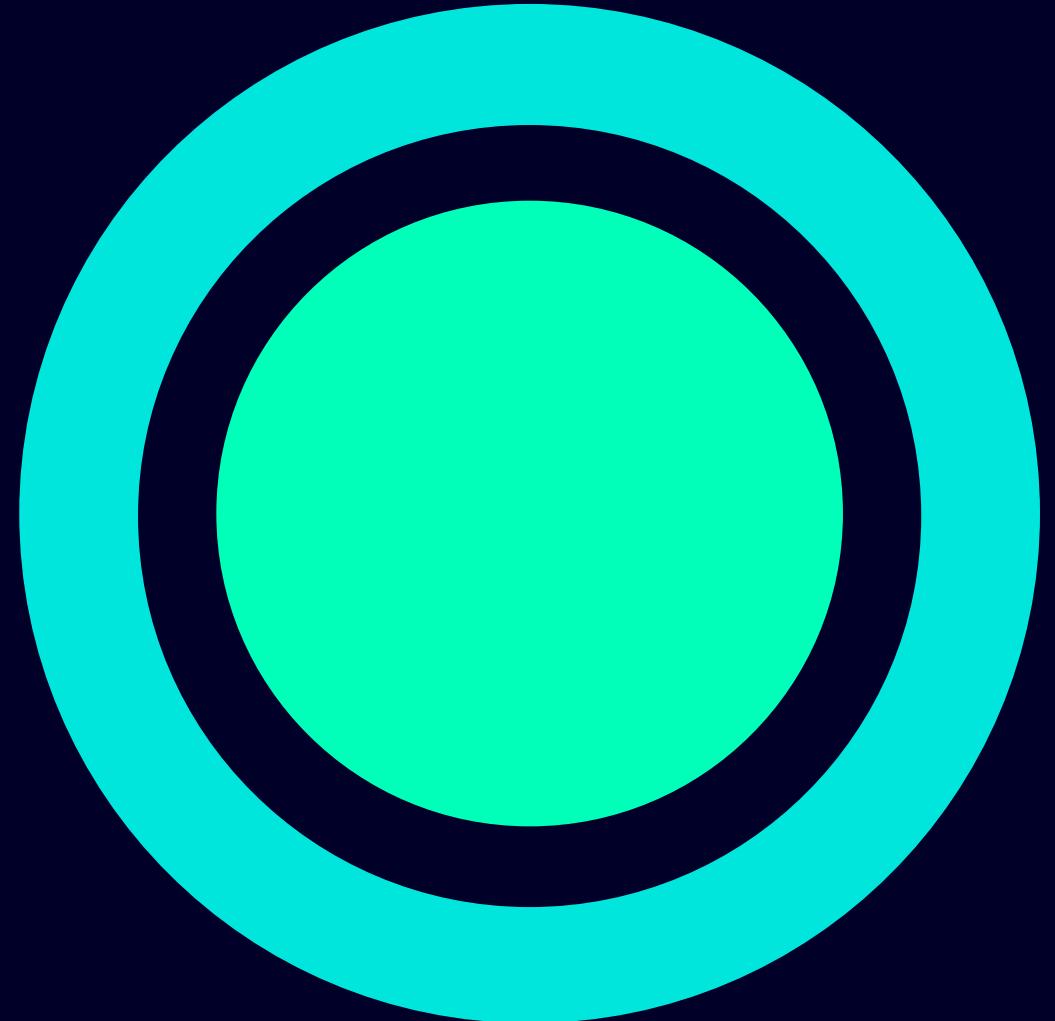


Sustainability at Siemens

Scaling sustainability impact





OUR PURPOSE

We create technology
to transform the everyday,
for everyone

Five megatrends shape our future

Demographic change

- Aging society impacting healthcare systems
- Productivity improvements as main GDP growth driver in particular mature markets
- Heterogeneous population growth among regions impacting labor development and migration

Urbanization

- Urbanization especially in developing regions
- Increasing investment in buildings and infrastructure
- Growing importance of vertical farming
- Increasing demand for urban transport and logistics

Glocalization

- From globalization to glocalization
- Shifting center of gravity from EU27 and USMCA to RCEP and India
- Demand for higher resilience

Environmental change

- Climate change
- Biodiversity loss
- Pollution
- Scarcity of resources
- Increasing material extraction and circular economy

Digitalization

- Digital value creation
- Connectivity and IoT
- Automation
- Artificial intelligence
- Industrial metaverse
- Cybersecurity

Technology drives sustainability

We combine the real and digital worlds to make our customers more competitive, resilient and more sustainable.



>90%

of Siemens' business
enables customers
to achieve a positive
sustainability impact*

**By combining the real
and the digital worlds,**
we support our customers
along key impact areas



**Decarbonization
& energy efficiency**



**Resource efficiency
& circularity**



**People centricity
& societal impact**



* Calculation based on revenue. <10% is excluded as it relates to products that contain SF6-gas, or stems from business with sectors like oil and gas, coal mining, or coal power generation. We anticipate reducing this number over time. Applies to Siemens without SHS.

Sustainability value propositions

Decarbonization, resource efficiency, and people centricity through all businesses			
Industry	Decarbonization & energy efficiency	Resource efficiency & circularity	People centricity & societal impact
Industry	Energy optimization and carbon footprint management across product lifecycle and supply chain	Optimal resource and material use, elimination of waste, reduced time to market and productivity	Ergonomics and safety in manufacturing and workflow optimization, product safety
Buildings	Building energy efficiency, sustainability consulting, modular solutions and services	Optimized asset performance, availability and lifetimes, building space utilization	Healthy indoor climates, fire safety
Electrification	Renewables integration and electrification in real and digital domain, eMobility	Optimized asset performance, availability and lifetimes, electrical asset protection	Access to reliable and resilient electricity, electrical safety
Mobility	Efficient public transport, e.g., high-speed, battery, hydrogen trains	Extended lifecycles from repairability, reusability, or refurbishment	Data-driven services for increased system capacity, availability, and reliability
Financial Services	Financing new clean technologies, new business models, and sustainable innovation		

Digital Industries



DECARBONIZATION
& ENERGY EFFICIENCY

Stoelzle Glass Group

Reducing carbon emissions and energy use in glass manufacturing

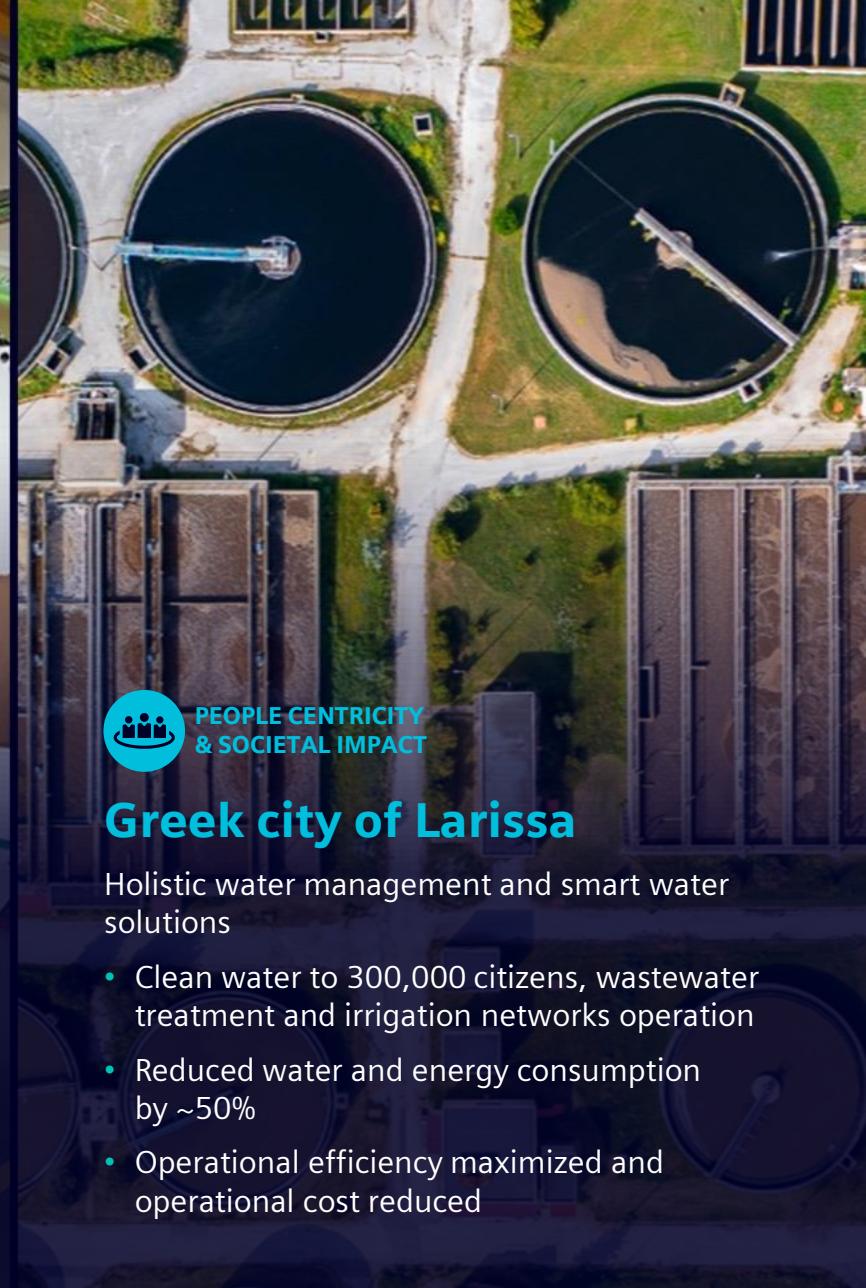
- Achieve 20% reduction in natural gas through better temperature control
- Reduce municipal water use by 50%
- Energy management system providing full transparency of energy use
- SiGREEN provides full transparency of carbon footprint



Hugo Beck Machine Building

A sustainable packaging machine thanks to the Digital Twin

- 30% less packaging material vs. conventional machine and 10% lower packaging volume
- 50% shorter commissioning time
- 20% less energy consumption
- Replaced plastic film with more easily recyclable paper



Greek city of Larissa

Holistic water management and smart water solutions

- Clean water to 300,000 citizens, wastewater treatment and irrigation networks operation
- Reduced water and energy consumption by ~50%
- Operational efficiency maximized and operational cost reduced

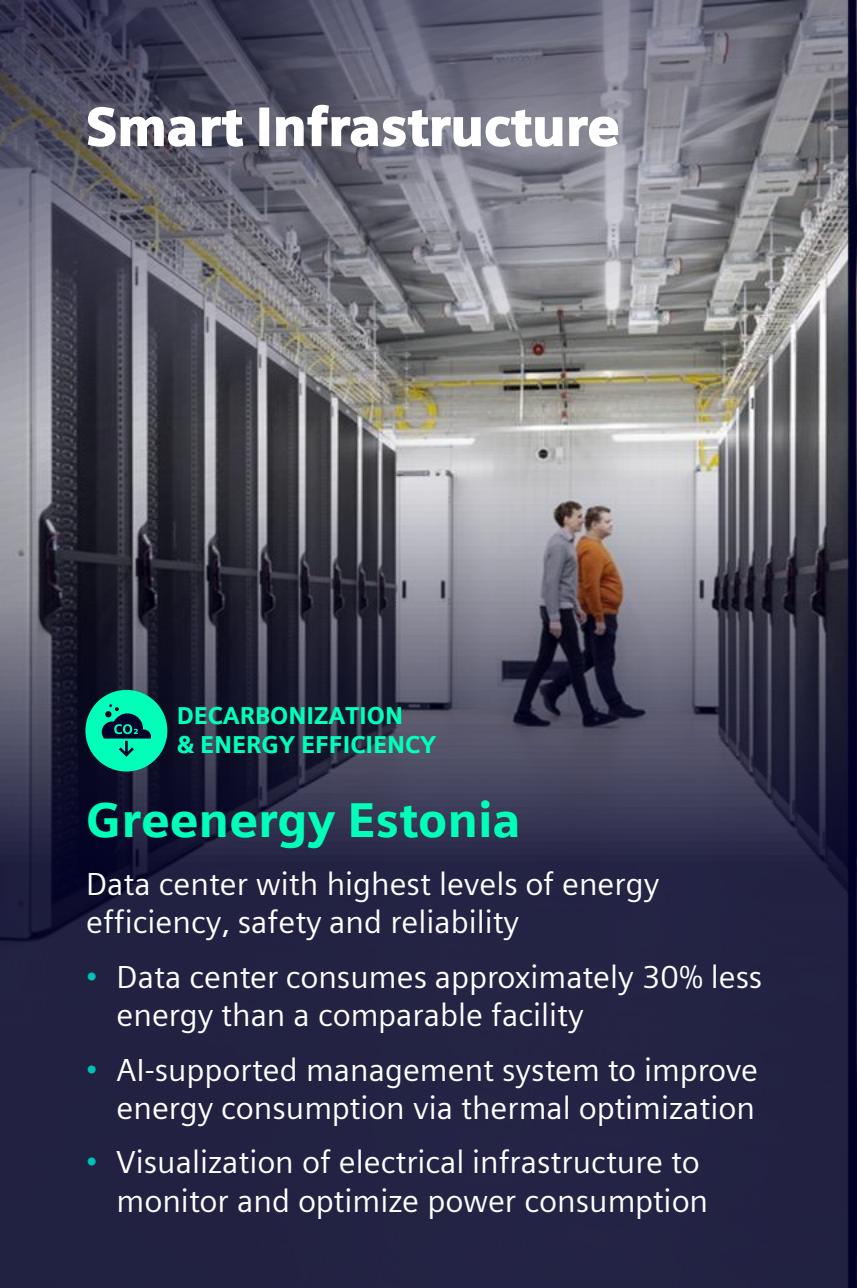
Smart Infrastructure



Greenergy Estonia

Data center with highest levels of energy efficiency, safety and reliability

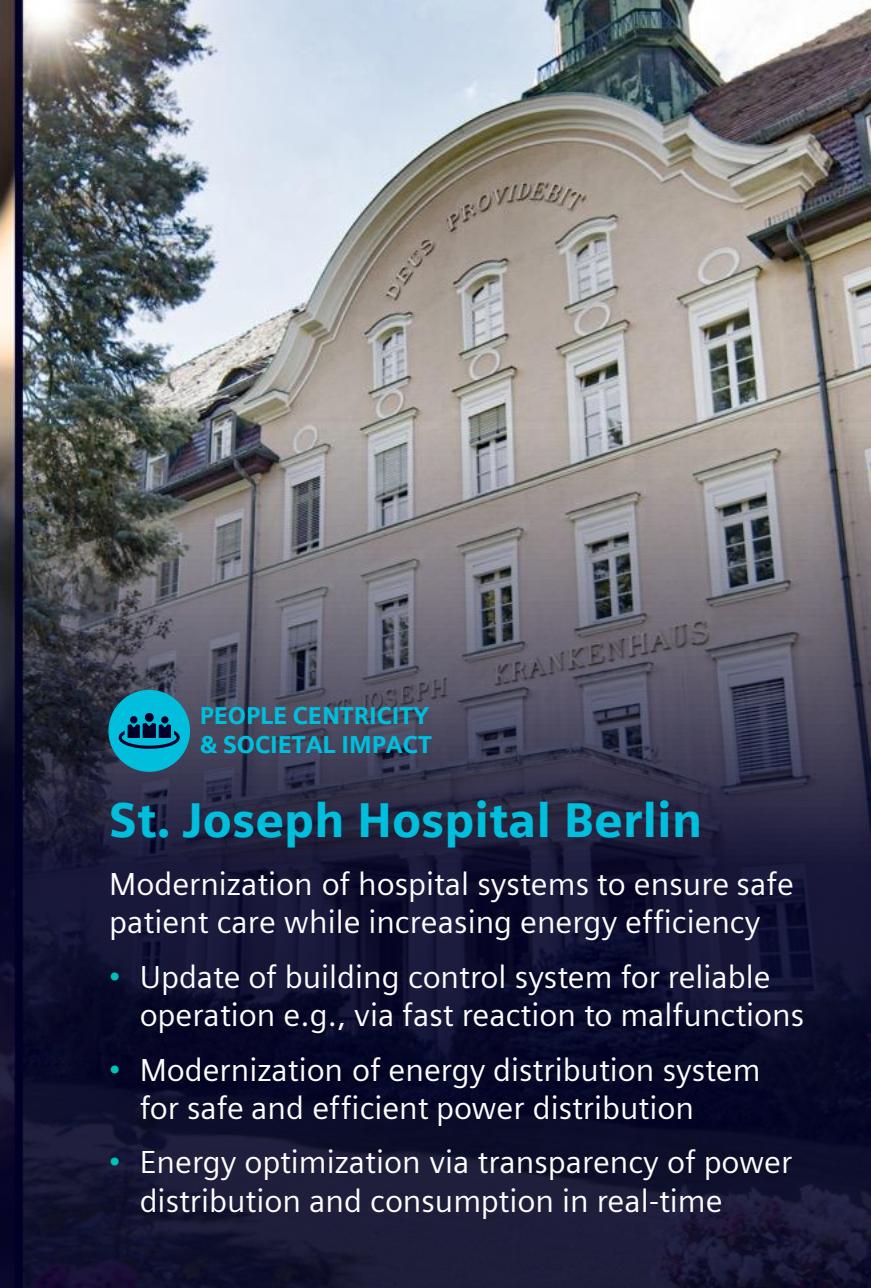
- Data center consumes approximately 30% less energy than a comparable facility
- AI-supported management system to improve energy consumption via thermal optimization
- Visualization of electrical infrastructure to monitor and optimize power consumption



Northumbrian Water Group

Data platform to tackle household leaks and reduce water consumption

- Reducing leakages and per capita water consumption for 4.5 million people
- Identifying household leaks with cloud-based system to help reduce water consumption
- Connecting >1 million smart water meters to a data management platform by 2030



St. Joseph Hospital Berlin

Modernization of hospital systems to ensure safe patient care while increasing energy efficiency

- Update of building control system for reliable operation e.g., via fast reaction to malfunctions
- Modernization of energy distribution system for safe and efficient power distribution
- Energy optimization via transparency of power distribution and consumption in real-time

Mobility



Wheels of progress - India

1,200 locomotives of 9,000 horsepower (HP), including 35 years of full-service maintenance

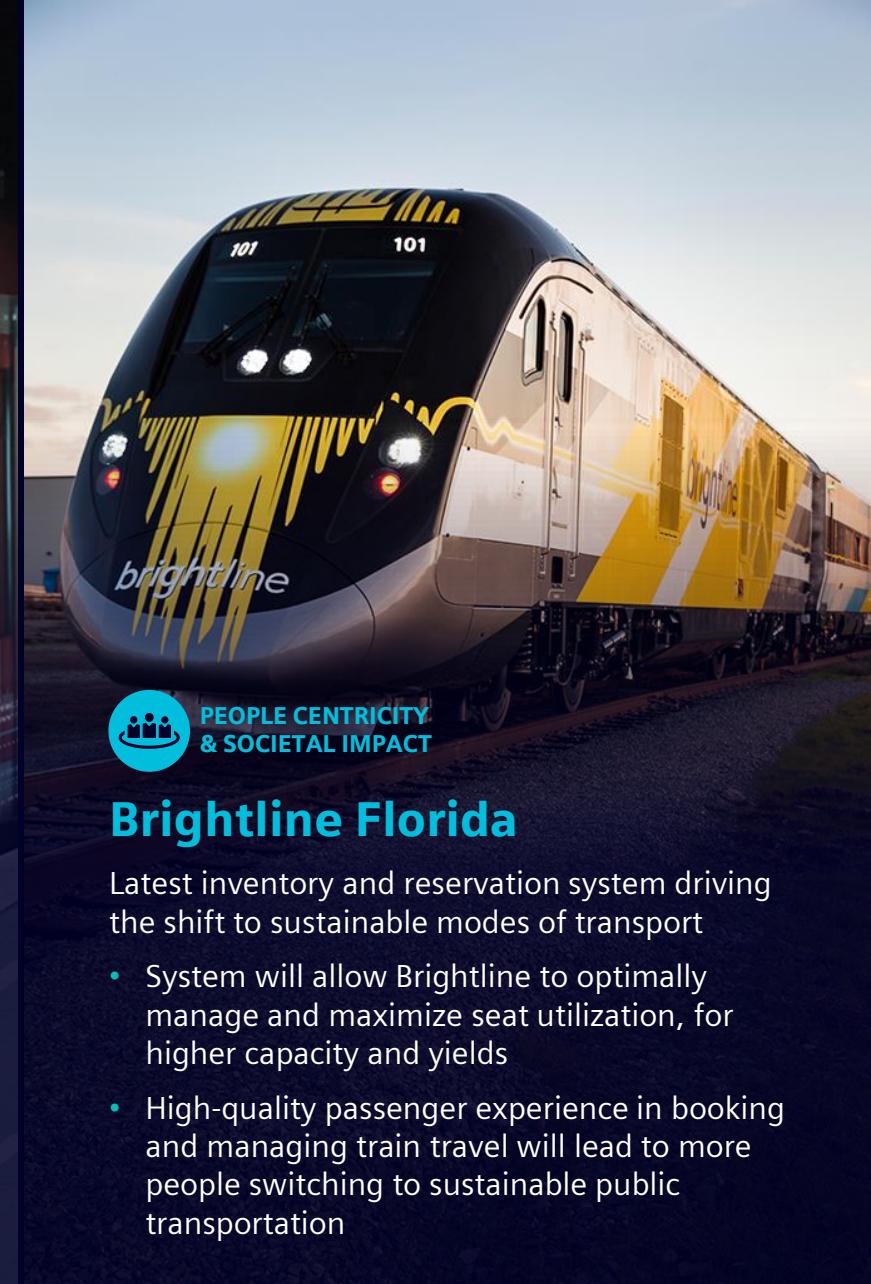
- India rail transport and logistics networks used daily by 24 million passengers
- Expanding railway network is tipped to grow 400% by 2030
- Creating world's largest green rail network
- Locomotives save 800m+ tons of CO2 emissions over their lifecycle



S-Bahn Hamburg

First highly automated, digitally controlled S-Bahn in regular operation

- Increased network capacity of up to 30% by allowing higher density of trains in the network
- Energy savings of up to 30% based on energy-optimized driving profiles
- High resource efficiency by enabling existing infrastructure to manage increasing demand



Brightline Florida

Latest inventory and reservation system driving the shift to sustainable modes of transport

- System will allow Brightline to optimally manage and maximize seat utilization, for higher capacity and yields
- High-quality passenger experience in booking and managing train travel will lead to more people switching to sustainable public transportation

Financial Services



Kore Power

Financing of lithium-ion battery cell gigafactory in the USA to cope with escalating battery demand for e-mobility and battery storage

- Initial annual production capacity of 7 GWh
- Will be doubled towards 15-18 GWh and beyond
- Production start in 2025
- Operational efficiency strongly supported by Siemens Xcelerator

DECARBONIZATION & ENERGY EFFICIENCY



RESOURCE EFFICIENCY & CIRCULARITY

Madinah 3

Financing of wastewater management facilities in Saudi-Arabia

- Initial treatment capacity of 200,000 cubic meters a day, with the potential to expand to 375,000
- Roughly 95% of the wastewater treated is made available for construction and agricultural use



PEOPLE CENTRICITY & SOCIETAL IMPACT

Leap India

Investment in food storage silo projects to promote long term storage of wheat/grain

- Capability of preserving the grain quality for five to six years (vs. a few months by traditional storage)
- Over 725,000 metric tons of storage capacity currently being developed and operated
- Creates societal impact as each new silo terminal built will feed more than 830,000 people

Our open digital business platform

Enabling our customer's digital and sustainability transformation at scale and speed

Portfolio

A comprehensive, curated portfolio that includes digital and IoT-enabled offerings from Siemens, and qualified partners

Ecosystem

A continuously growing, powerful ecosystem of partners

Marketplace

An evolving marketplace to explore, educate, exchange, and transact alongside a community of customers, partners, and experts



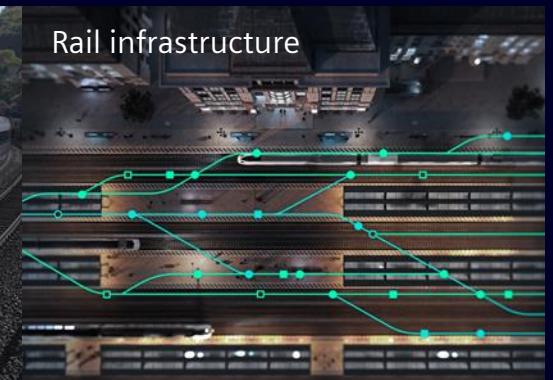
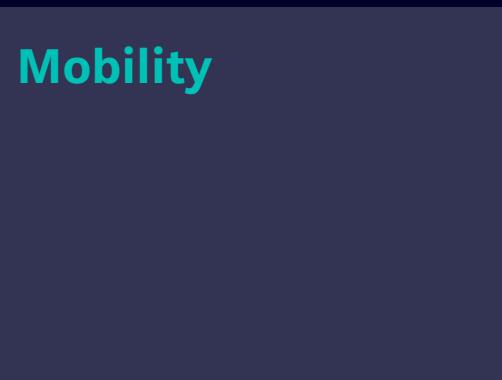
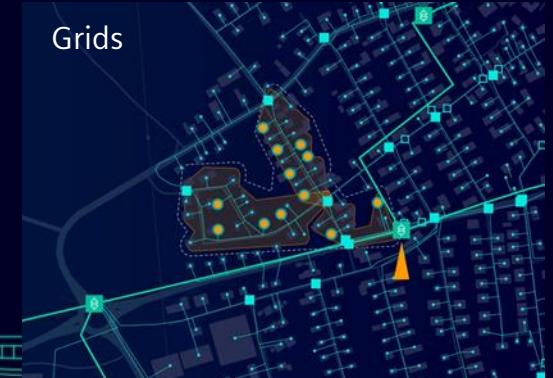
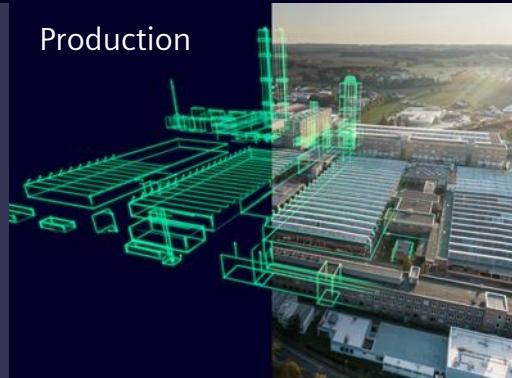


Digital twin technologies

are one key example of combining the real and digital worlds

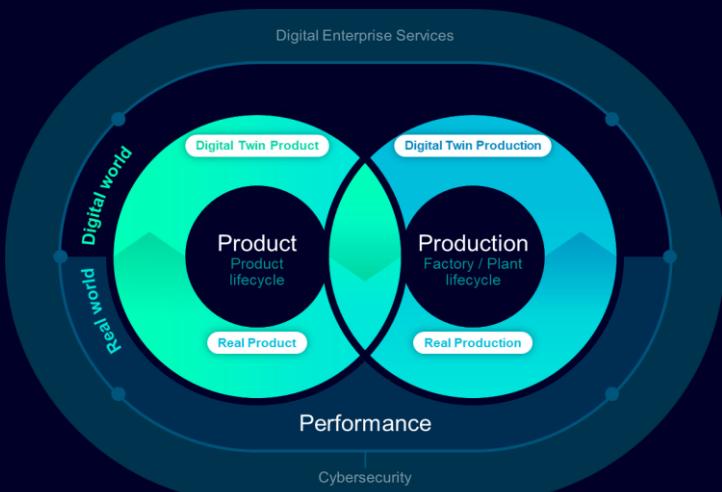
A digital twin is a virtual representation of a physical object and so offers a way to integrate real-world objects into the digital world.

Siemens has the most comprehensive digital twin which covers the entire lifecycle of assets, from their design and production to operation, servicing, and maintenance. We build digital twins for products like trains, machines, and aircraft and for complex systems like buildings, chemical plants, and electricity grids.





Digital twin technology to tackle sustainability challenges



- Realistic simulation and validation of products, machines, lines and complete plants
- Holistic view on 30+ sustainability impacts along the value chain (CO₂, fresh water consumption, human toxicity etc.)
- Seamless flow of information from the real and digital world
- Continuous optimization loop to achieve greater sustainability (design, production and performance)



Product Carbon Footprint management



SiGReen
works with open data
ecosystems and
standards...



1) Interface development in progress

SaaS application to capture the actual Product Carbon Footprint (PCF) along the entire supply chain

Efficient acquisition and secure exchange of dynamic emission data enabling transparency and optimization

Multi PCF-standard compatibility for cross-sector transparency and collaboration

Data exchange mechanism leveraging Verifiable Credentials for data trustworthiness and data sovereignty

APIs to connect IT/OT for automatic data collection

Already more than 200 companies in over 25 countries as customers, for example automotive, chemical, and food and beverage industries

Customer Avoided Emissions

~190

million metric tons of Customer Avoided Emissions through the Siemens offerings in FY23

Positive CO₂e impact (saved or avoided emissions) at customers compared to reference solution.

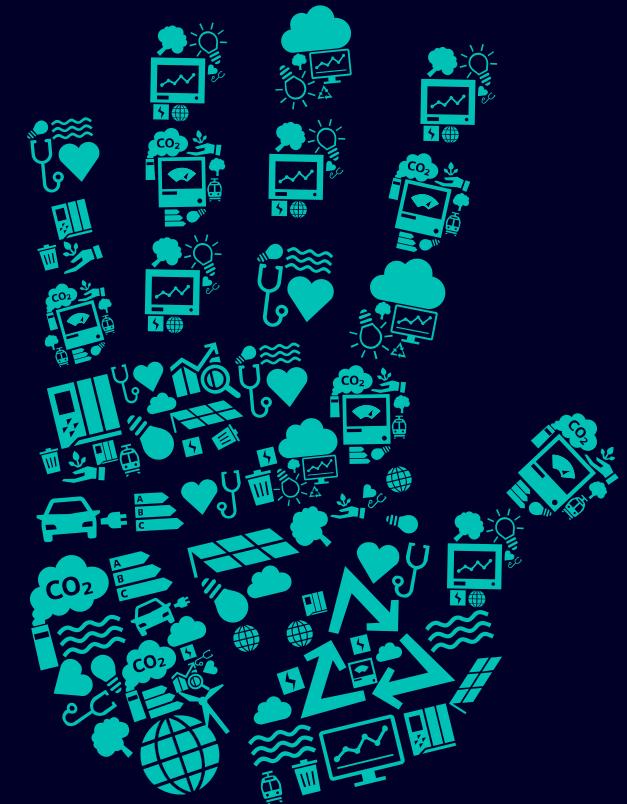
~12

million metric tons of CO₂e emissions were caused in our own operations and supply chain in FY23

Scope 1 and 2: 0.6 mt
Scope 3 upstream: 11.0 mt

~16X

more CO₂e emissions are avoided by our products than caused in our own operations and supply chain

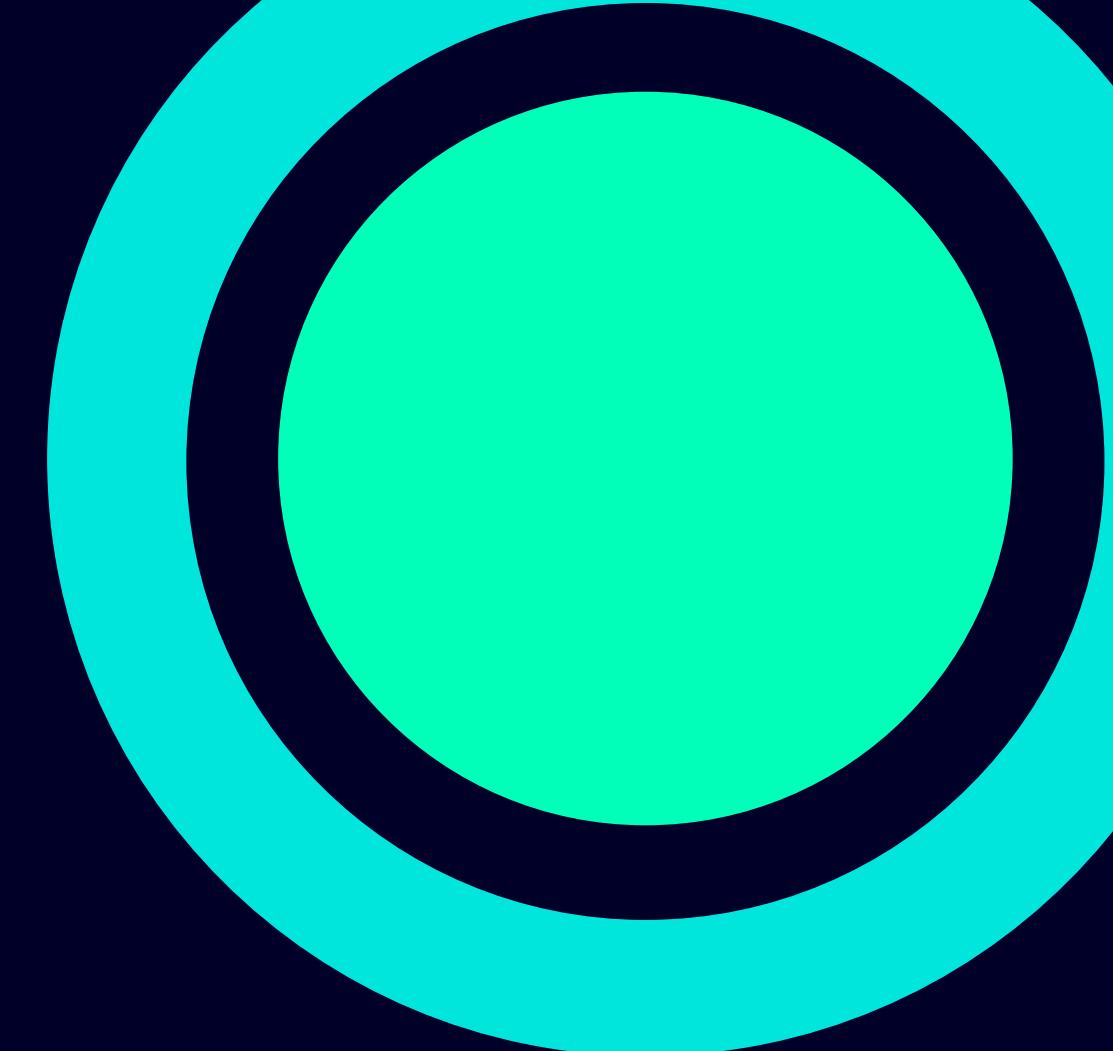


Calculation methodology

- Siemens' proprietary methodology aligned with GHG Protocol scope 3 downstream reporting
- Calculation method "future impact": Accounting for avoided emissions of offerings sold in reporting year over their entire use phase
- Main contributors include: frequency converters, building systems, railbound passenger and freight transportation
- Excludes significant portions of our portfolio with ongoing effort to develop calculation methodologies, e.g., DI Software, large parts of DI Automation, MO Rail Infrastructure

Commitment and track record

Our long-term dedication to sustainability



Siemens sustainability track record

More than 15 years of leadership ...



Siemens sustainability rating scores at a glance

and a widely recognized sustainability performance

	AA	Constant leader for eight years (AAA/AA)		81 pts	More than 20 years in the World Index (top 10%)
	Prime	Prime status in ESG Corporate Ratings since 2016		77 pts	Gold medal, Top 1% in our industry
	28.4 pts	Strong Score in "Carbon - Products and Services" risk management		A-	Over 10 years at leadership level (A/A-) in Climate Change

Rating highlights

- Green products and service and eco-design
- Compliance management system
- Environmental management system
- Customer relationship management
- Cybersecurity program
- Innovation management

Siemens sustainability partnerships and commitments

Global challenges need a global approach to partners and standards

Environment and climate

- Science Based Targets initiative (SBTi): 1.5 degree Celsius target commitment
- The Climate Group: EV100, EP100, RE100 initiatives
- United Nations: Conference of the Parties (COP), Global Compact (UNGC) Working Group on Climate
- U.S. Department of Energy (DOE) Better Buildings initiative
- The World Bank Carbon Pricing Leadership Coalition (CPLC)
- The World Economic Forum (WEF): Alliance for Clean Air, Alliance of CEO Climate Leaders, ESG Practitioners
- The European Union (EU) Business and Biodiversity Platform
- The European Union (EU) Circular Plastics Alliance Declaration
- The Federation of German Industries (BDI) Circular Economy Initiative
- Responsible Minerals Initiative (RMI)

Social

- International Bill of Human Rights
- UN Guiding Principles on Business and Human Rights, UN Global Compact Women's Empowerment Principles
- OECD Due Diligence Guidance for Responsible Chains of Minerals from Conflict-Affected and High-Risk Areas
- G7 and the International Labour Organization (ILO), e.g. Declaration on Fundamental Principles and Rights at Work, Vision Zero Fund
- The European Union (EU) Agency for Safety and Health at Work (OSHA)
- Global Business Initiative (GBI) on Human Rights
- The International Organisation of Employers (IOE) Global Occupational and Health Network (GOSH)
- Healthy Workplaces Lighten the Load
- One Young World (OYW)
- Charter of Trust
- The World Economic Forum (WEF) Chief Health Officer Group

Governance

- UN Agenda 2030 incl. 17 Sustainable Development Goals (SDGs)
- 10 Principles of UN Global Compact, UN Convention against Corruption (UNCAC)
- OECD Guidelines for Multinational Enterprises
- OECD Anti-Bribery Convention
- The World Business Council for Sustainable Development (WBCSD)



Limited Assurance
in line with Global
Reporting Initiative



Reporting in line
with CDP

Disclosure

Support for World Economic Forum
Intl. Business Council (IBC) Measuring
Stakeholder Capitalism



Supporting the Task
Force on Climate
related Financial
Disclosures



Mapping acc. to
Sustainability
Accounting
Standards Board

SIEMENS

Leading technology development is our response to sustainability

Strong investments into Research & Development

drive our innovation power and success

€6.2bn R&D invest ~8% of revenue

5,400 new inventions

45,000 patents granted

47% of active patent families contributing to SDGs

16 research & innovation ecosystems worldwide
universities, research institutes, start-ups

Siemens Company Core Technologies

Innovation fields with high relevance for key sustainability challenges

Data Analytics & AI



Connectivity & Edge



Simulation & Digital Twin



Software Systems & Processes



Future of Automation



Cybersecurity & Trust



Sustainable Energy & Infrastructure



Advanced Manufacturing & Circularity



Power Electronics



User Experience

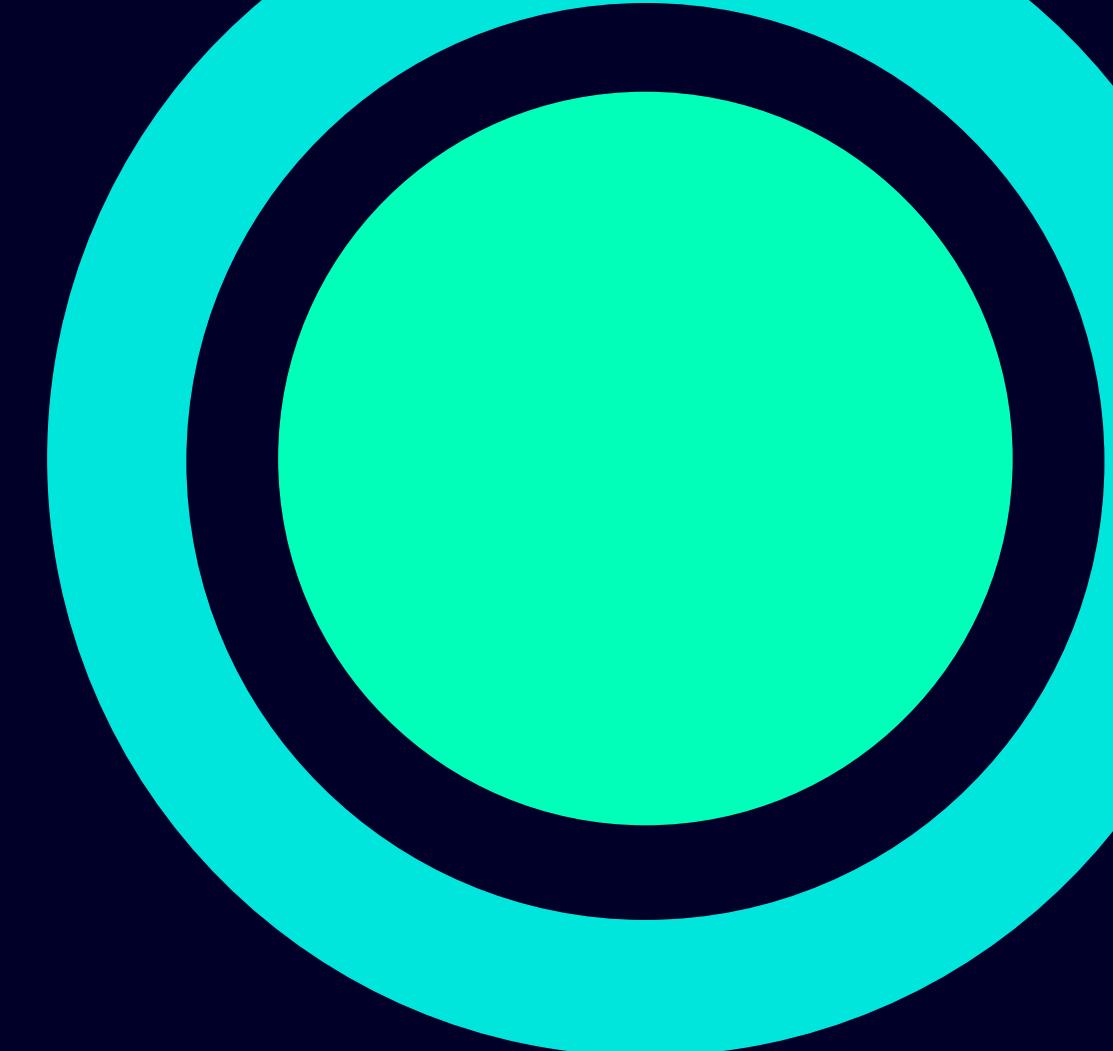


Integrated Circuits & Electronics



DEGREE sustainability framework

Our high ambitions for sustainability



Key highlights from FY23 Sustainability Report

DECARBONIZATION

50% CO₂e emission reduction in own operations since 2019

DEGREE ambition

RESOURCE EFFICIENCY

Significant acceleration in Robust Eco Design to 51% (+16% ppts)¹

DEGREE ambition

EQUITY

Increase of share of women in top management to 31.1% (+3.4% ppts)¹

DEGREE ambition

Ambition achieved ahead of 2025

DECARBONIZATION

Increase to **190 million metric tons customer avoided CO₂e emissions** (+37 million metric tons)¹

ENERGY EFFICIENCY

9% energy reduction compared to base year 2021

DEGREE ambition

EMPLOYABILITY

Increase to 23 digital learning hours per employee (+2h)¹

¹ Compared to FY22

Note: the DEGREE framework and its ambitions apply to Siemens without SHS

Our DEGREE sustainability framework

Accelerating the implementation of our ambition

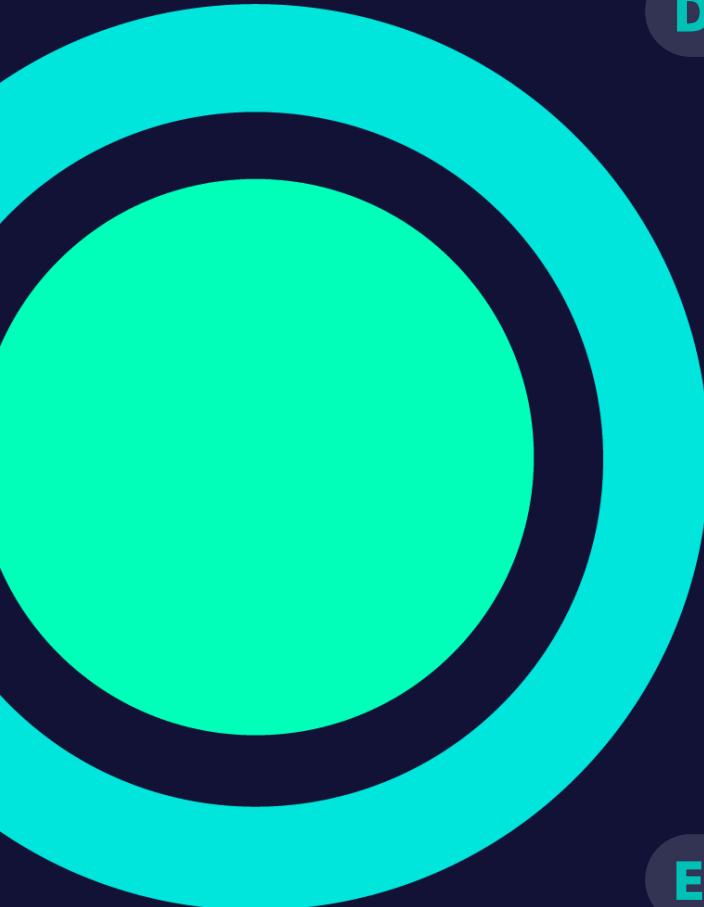
		Baseline	Progress until end of FY23	Ambitions
Decarbonization	1. Net Zero Operations by 2030, with 55% reduction by 2025 and 90% by 2030	FY 19: 737 kt CO₂e	<div style="width: 50%;"><div style="width: 100%;">- 50%</div></div>	-55% by 2025 -90% by 2030
	2. Net zero supply chain by 2050, 20% emissions reduction by 2030	FY 20: 8,098 kt CO₂e	<div style="width: 1%;"><div style="width: 100%;">- 1%</div></div>	-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 23	<div style="width: 69%;"><div style="width: 100%;">69%</div></div>	100% by 2025
Governance	4. ESG-secured supply chain based on supplier commitment to the Supplier Code of Conduct	--	<div style="width: 100%;">Suppliers committed</div>	--
	5. Long-term incentives based on ESG criteria ¹	--	<div style="width: 100%;">ESG criteria anchored</div>	--
Resource efficiency	6. Next-level Robust Eco Design for 100% of relevant Siemens product families by 2030	FY 21: 26%	<div style="width: 51%;"><div style="width: 100%;">51%</div></div>	100% by 2030
	7. Natural resource decoupling through increased purchase of secondary materials for metals and resins ²	--	<div style="width: 100%;">Metals: 35%, Resins <1%</div>	--
	8. Circularity through waste-to-landfill reduction of 50% by 2025 and toward zero landfill waste by 2030	FY 21: 0%	<div style="width: 15%;"><div style="width: 100%;">-15%</div></div>	-50% by 2025 ~100% by 2030
Equity	9. 30% female share in top management by 2025	FY 20: 22.7%	<div style="width: 31.1%;"><div style="width: 100%;">31.1%</div></div>	30% by 2025
	10. Access to employee share plans: maintain high level and expand globally to up to 100% ³	FY 21: 98%	<div style="width: 99.9%;"><div style="width: 100%;">99.9%</div></div>	~100% by 2025
	11. Global commitment to the New Normal Working Model ⁴	--	<div style="width: 100%;">Rollout continued</div>	--
Employability	12. Increase digital learning hours to "25 by '25" ⁵	FY 20: 7h	<div style="width: 23h;"><div style="width: 100%;">23h</div></div>	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: 96%;"><div style="width: 100%;">96%</div></div>	100% by 2025
	14. 30% improvement in Siemens' globally aggregated LTIFR ⁶ by 2025	FY 20: 0.31	<div style="width: 26%;"><div style="width: 100%;">- 26%</div></div>	-30% by 2025

¹ Assessment based on the Siemens internal ESG/sustainability index, which is based on customer satisfaction (Net Promoter Score), CO2 reduction, and digital learning 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 Digital learning hours per headcount on average. ⁶ LTIFR: Lost Time Injury Frequency Rate (Siemens employees and temporary workers).

Note: the DEGREE framework and its ambitions apply to Siemens without SHS.

Our DEGREE sustainability framework



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 360°
approach
to our core
sustainability
values

We are able to accelerate our decarbonization ambitions being power users of our own portfolio

Decarbonization

E G R E E



Siemens Campus Zug

SWITZERLAND

Smart net zero high-tech campus

- Net zero campus with production, R&D and office buildings in the center of Zug
- 3,500 solar modules covering 6,100 m² generate 1,300 MWh electricity per year
- 100% renewable energy sources: Heat pumps and lake water for cooling and heating
- Siemens Digital twin and latest building technology for state-of-the-art laboratories



Krefeld

GERMANY

Transform the home of highspeed trains

- Largest SMO location worldwide (144,800 m²) with a footprint of ~11,000 metric tons CO₂e per year
- ~3,000 metric tons of CO₂e will already be saved in FY24 due to heat supply optimization
- Net zero planned by 2025 driven by energy efficiency measures (heat recovery), heat pumps and renewable district heating



Monterrey

MEXICO

All-electric manufacturing hub

- All electric design enables net zero operations using 100% renewable energy
- Superior energy performance monitored by Siemens SI products and services
- LEED Gold certified green building
- Solar carport with 500 kW solar PV modules
- Advanced rainwater management and water use reduction measures

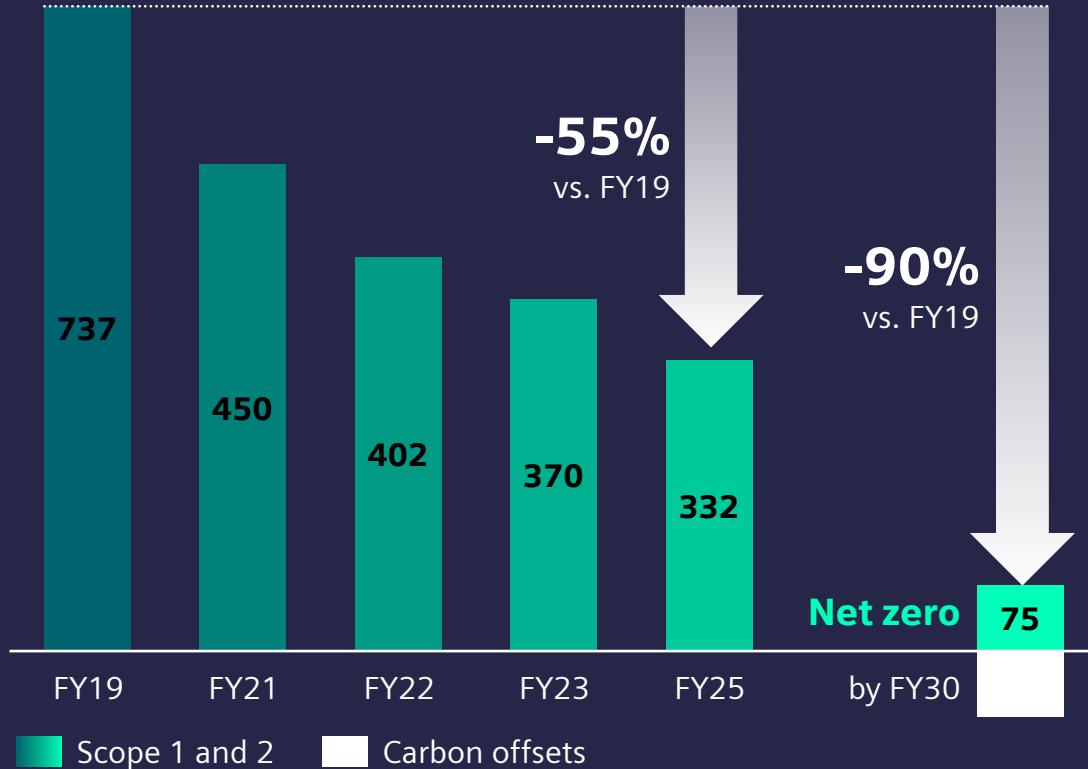
Net Zero Operations

Accelerated CO₂e emission reductions in own operations

Decarbonization

E G R E E

CO₂ footprint in own operations¹



We accelerate the emission reduction pathway (w/o SHS)

- ✓ FY25 reduction target of -55% and -90% by FY30
- ✓ CO₂ footprint reduced by 50% from FY19 to FY23
- ✓ Already 11% electric cars at Siemens (up from 4% in FY22)
- ✓ Already 80% of electricity from renewable sources
- ✓ Invest of ~€650m in operational decarbonization between FY22–FY30 (for fleet electrification, buildings, and production emissions)

Our Siemens commitments (w/ SHS)

- ✓ Validated 1.5 °C-aligned SBTi (2021)
- ✓ 100% electrical vehicles, 100% renewable energy, and 100% net zero buildings by 2030
- ✓ 2015 Carbon-neutral commitment by 2030



CLIMATE GROUP
EP100

CLIMATE GROUP
EV100

RE100
CLIMATE GROUP

¹ Siemens without SHS, in 1,000 metric tons of CO₂e

Consistent steps toward a net zero supply chain (scope 3 upstream)

Net zero supply chain by 2050 and 20% emissions reduction by 2030

Decarbonization E G R E E

Impact through global supplier footprint



~67,700
Suppliers



~€37bn
goods and services purchased



~140
countries

Scope 3 upstream development in FY23¹

~1%

decrease of scope 3 upstream emissions compared to FY20 baseline

~33%

increase in purchasing volume at the same time

Collaboration and technology as enabler to reach targets

Supplier Carbon Footprint

supplier+s

Scope 3 upstream

CO₂ Monitoring matter+s

Product Carbon Footprint

Green Digital Twin™

~4,324

suppliers reported their CO₂ reduction efforts leading to

~9%

average reduction of CO₂ footprint of suppliers actively engaged

¹ Siemens without SHS

Clear requirements for our suppliers

€37bn goods and services purchased,
sourcing in ~140 countries (FY23)

67,700
Suppliers

5,096
Supplier self assessments

481
External sustainability audits

Risk-based
approach
in supplier
management

DEGREE ambition

ESG secured
supply chain

We respect human rights along our value chain

**Business Conduct
Guidelines**

**Code of Conduct
for Suppliers**

**Responsible
Mineral Sourcing**

- Commitment **led from the top** – monitored by management board and sustainability board; **Siemens Human Rights Officer** reports directly to the Supervisory Board and Managing Board on human rights issues
- Comprehensive environmental, social and **human rights due diligence** in place to support transactional, site level and business partner due diligence in customer related business (ESG Radar). Additionally, sustainability and human rights related due diligence schemes in place for supply chain and own operations
- Regular **stakeholder dialogues** with external human rights advisors, investors, rating agencies, and NGOs as well as **external collaborative dialogues** such as Global Business Initiative on Human Rights (GBI), UN Global Compact, UN Guiding Principles and econsense



econsense



Ethical management of the company and compliance are non-negotiable for us. This goes beyond strict adherence to rules and firmly places integrity at the core of our culture and business operations.

Roland Busch, President and CEO of Siemens AG.

Responsible Business Practices – Compliance

Ethics is the basis of sustainable business

D Ethics G R E E



Siemens has **zero tolerance** for corruption and other breaches of applicable law and our Business Conduct Guidelines. For us integrity matters – always.



The **Siemens Integrity Initiative** supports organizations and projects that combat corruption and fraud through Collective Action with more than **120 million USD**.



DEGREE ambition

Siemens has set itself the goal of training all employees on our **Business Conduct Guidelines** in a three-year cycle. The current cycle started in fiscal 2023. By end of this fiscal year the new BCG training “Doing the right thing!” has been rolled out to 71% of all active employees worldwide with a current KPI result of 69% newly trained employees in this cycle.¹



Prioritization of ethical standards and responsible business conduct in the digital world to ensure **trustworthy and responsible AI**.

¹ Siemens without SHS

Cybersecurity securing Siemens infrastructure

- Cybersecurity as CEO priority and part of Core Technologies
- Strong governance at group level, across Siemens ecosystem
- Cybersecurity trainings for employees provided every year to mitigate human risk and to protect Siemens products, solutions, and services
- Charter of Trust, co-founded in 2018; participation in community and standardization initiatives

Cybersecurity in our products – Siemens ProductCERT

- Security Vulnerability Monitoring service since >10 years
- Looking for vulnerabilities in thousands of software and hardware components built into Siemens products
- Public reporting of security issues
- Holistic approach, protecting operational hardware and software, and mitigate human risk

Data privacy as integral part of Siemens' business activities

- Data privacy management system implemented; integral part of compliance. Compliance with applicable data protection laws of utmost importance
- Data privacy compliance is integrated into Siemens product development and procurement processes
- Siemens introduced centralized hub for Data Subjects' rights assertion and response

Exemplary offerings embedded in Siemens products

Authentication and User Management, e.g., TIA Portal

Access, know how and copy protection in SIMATIC S7-Controller

Firewall and VPN-Appliances, e.g., SCALANCE

~1,300 cybersecurity experts work for Siemens

Strong sustainability governance and accountability

Anchored across the organization

D E Governance R E E



20%¹ of board members' and senior managers' **long-term compensation** (stock awards) based on **ESG targets**.

For FY24 two equally weighted components:

- CO₂ emissions
- Digital learning hours

DEGREE ambition

¹ Strengthening the focus on sustainability, the updated Compensation System (to be presented to the Annual Shareholders' meeting in Feb. 2024) creates the possibility of increasing the weighting to up to 30%.

We support restoring and preserving biodiversity

D E G Resource efficiency E E

Ecodesign



We are committed to design our offerings in an **environmentally conscious** and **circular way**

Waste



We optimize our **waste management by increasing re-use** and **recycling more** waste

Energy



We **increase energy efficiency** and reduce **consumption**

Water



We conserve water by analyzing our **water stress** and **reducing negative impacts** of water usage



Biodiversity

We calculated our biodiversity footprint for own operations and upstream value chain according to SBTN principles in FY23 and derived the necessary improvement measures

Commitments and Partnerships



Circular Plastics Alliance



CEO WATER MANDATE



Business @
Biodiversity



Circular Economy
BDI initiativ

Siemens Biodiversity initiative

Focus on implementing active **biodiversity measures** at our sites

Ecodesign



Waste



Energy



Water



Key ambitions

- Next level **Robust Eco Design** for 100% of our relevant product families by 2030¹
DEGREE ambition
- Natural resource decoupling through increased purchase of **secondary materials** for metals and resins¹
DEGREE ambition

- **Waste-to-landfill reduction** of 50% by 2025, and towards zero landfill by 2030¹
DEGREE ambition

- Improve **energy efficiency** of our sites by 10% until 2030¹

- **Managing water efficiently** at own and suppliers' facilities and providing solutions for customers to handle water and wastewater more efficiently

Where we stand

- Degree of implementation of our **Siemens Eco Design** specifications in relevant product families increased to 51% (from 35% in FY22)¹
- 35% of metals used in manufacturing purchased from **recycled sources**¹

- Share of **material recycling** in total waste in FY23 at 81%
- Waste-to-landfill **reduced** by 15% to the base year¹

- Energy efficiency potential identified and in realization through **collaborative global ecosystem workshops**
- Accomplished **energy reduction** of 9% as part of our energy efficiency ambition¹

- 96% of our locations have a **water strategy** in place
- Water strategy supports our compliance with the Do No Significant Harm (DNSH) criteria for sustainable use and protection of water and marine resources in the **EU Taxonomy**

¹ Siemens without SHS

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

D E G R E E

Diversity, equity, and inclusion



- Fostering an **equitable workplace**, where all our people are provided with equal access and opportunity to succeed – regardless of what group they identify with
- 30% **share of women** in Top Management by FY25¹: 31.1% in FY23¹
- Global **Gender Equity Program**¹: Addressing gender equity throughout the entire organization, aiming to fairly represent women at all levels – from hiring into business functions according to the share of women in the local markets and equitable promotions to management to representation of women in top management

Ambition achieved ahead of 2025

DEGREE ambition

Working at Siemens



- Global values and corporate culture
- More than 320k people in own workforce
- Access to **employee share plans** – maintain high level and expand globally up to 100%: 99.9% in FY23¹

DEGREE ambition

- ~170,000 employees are shareholders of Siemens AG through participation in the respective programs
- Global commitment to the **New Normal Working Model**¹: enabling employees worldwide to work on a mobile basis for average of 2–3 days a week, where feasible

DEGREE ambition

Corporate citizenship



- Variety of projects with three strategic priorities: Access to technology, access to education and sustaining communities
- €43.2m total contributions
- More than 36,000h of volunteering work globally to support local communities
- Siemens Foundations network, Siemens Arts Program and Siemens Caring Hands e.V. complement initiatives

¹ Siemens without SHS

Resilience and Well-Being



- **Improving global accident rate** (Lost Time Injury Frequency Rate, LTIFR) by 30% by 2025: **26% reduction in FY23** compared to FY20 (from 0.31 down to 0.23)¹
DEGREE ambition
- **Continuing worldwide roll-out Healthy & Safe @ Siemens**, a company-wide program inviting our people to learn from each other and increase well-being at work while promoting innovation and improvements in occupational health and safety
- We **keep improving** and ensuring **safe and healthy working conditions** for our people and partners

- 100% access to **Employee Assistance Programs (EAP)** by 2025: **96% in FY23** (82% in FY20)¹
DEGREE ambition
- Aim of EAP: Support of employees in **coping with psychosocial stress** by consultations, in developing **health-promoting behaviors** and help raise general **awareness of psychosocial issues** in society
- Health and safety management continued to prove its **resilience and reliability** throughout diverse global crises

- Siemens received multiple **awards for excellence in Health and Safety Management**
 - Corporate Health Award in Germany for excellence in Health Management
 - Canada Safest Employer award for Best Environmental Management Program
 - Workplace Health Promotion Seal of Approval (Siemens AG Austria & Siemens Mobility Austria)

¹ Siemens without SHS

Promoting a growth mindset to empower our organizations to transform and our people to learn and grow

D E G R E E Employability

Extensive portfolio of lifelong learning and growth opportunities supporting our people to stay resilient and relevant to equip them for today and tomorrow



Continuous and lifelong learning¹

~8,000 learners daily on My Learning World
>135.000 learning offerings on broad range of topics enabling skill-based learning

Relevance of learning¹

100% reach of our people through digital learning in FY23

MyGrowth¹

MyGrowth program to foster individual growth and performance at scale recognized with several awards such as 'Red Dot Design Awards', and further ones in categories like "Best Advance in Learning Technology Implementation".

Strategic learning priorities¹

Strategic steering of learning interventions on horizontal topics, such as Siemens Xcelerator, Sustainability and Leadership.

Learning and education invest

€416m invest in FY23
(+11% compared to FY22)
-17% cost per learning hour (FY21–23)

Education

~5,800 apprentices and students in dual study programs in FY23

Our ambition¹
"25 digital learning hours per employee by 2025" on track with 23h in FY23.

DEGREE ambition

¹ Siemens without SHS