2022 Award

Forbes 2022
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EMPLOYERS
FOR DIVERSITY
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SIEMENS USA

Diversity, Equity and Inclusion

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Focusing on diversity, equity and inclusion is a core part of our business strategy. —Barbara Humpton, President and CEO Siemens USA

Siemens has built a workplace that strives for inclusive and equitable policies, practices, attitudes and cultural messages that reinforce the importance of diversity. Diversity, Equity and Inclusion (DEI) is embedded in our business goals and processes, from how we work with our partners, and how we hire talent, to how we build teams for projects and how we interact with our customers.

Siemens is a richly multicultural organization with operations in nearly every country in the world. We build our diversity practices on awareness and respect for local histories, cultures and needs. Our work to support the industries and infrastructure that form the backbone of America's economy is advanced by empowering people and a growth mindset – the idea that all of us are capable of solving any problem that we put our minds to.

We believe that belonging transforms, and it's why we continue to use every available muscle to advance diversity, equity and inclusion so that every individual or group can be and feel welcomed, respected, supported, valued and empowered to participate and contribute fully.

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Employee Resource Groups at Siemens

Siemens sponsors Employee Resource Groups (ERGs) formed by employees with commonalities in areas such as ethnicity, gender, disability and sexual orientation.

With 10,000 ERG members, ten ERGs and several active chapters, ERGs offer employees an inclusive, supportive environment, networking opportunities, tools to promote personal and professional development and access to mentoring networks.

ERGs also add value to the company and increase employee engagement by helping to drive these four key objectives: business alignment, personal and professional development, talent acquisition and community involvement.
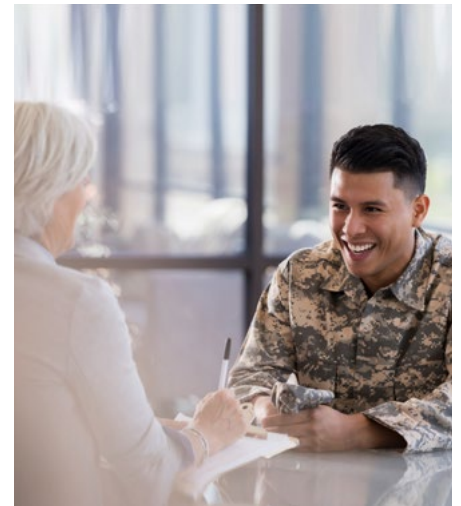
> " Diversity, equity and inclusion is a business imperative that creates value not only in the workplace but also in the marketplace for our customers, business partners and communities.
>
> –Nichelle Grant, Head of Diversity, Equity and Inclusion, Siemens USA

The corporate academic alliance Advancing Minorities' Interest in Engineering (AMIE) has also named Siemens a top Supporter for Historically Black Colleges and Universities (HBCUs) several years in a row.

Supplier Diversity at Siemens

Diverse suppliers are essential to meeting complex needs in a vast array of markets and staying resilient in a world where change is constant.

Siemens Employee Resource Groups:
- Asian Cultural Exchange
- Association for Multicultural Inclusion and Growth at Siemens (AMIG@S)
- Black Professional Network @ Siemens
- Caregivers @ Siemens
- Pride
- SiemensAbility
- Siemens GREEN
- Siemens NEXT
- Siemens Veterans Network
- Women's Impact Network at Siemens (WIN@S)

Siemens USA has received numerous accolades that speak to our workplace culture and commitment to diversity:
Siemens earned a 100-percent rating on the 2022 Corporate Equality Index for the third year in a row. 2022 also brought Siemens' third appearance on the Disability Equality Index® (DEI), a national benchmarking of businesses to gauge their level of disability workplace inclusion. In 2020 and again in 2021 and 2022, Siemens earned a top score of 100 percent. *Military Times* has named Siemens a "Best for Vets Employer." Siemens has been recognized by *Forbes* among the "Best Employers for Diversity and Best Places to Work for Women".

In addition to embedding DEI in our own business, Siemens works with approximately 3,000 diverse suppliers to build ecosystems that reflect the richness of our society and have deep roots in the communities where we operate.

- $720M spent annually with businesses owned by minorities, women, the disadvantaged, the differently abled, veterans and other diverse suppliers.

- $320,000 in Minority Business Development Agency grants awarded over the past two years to small, Black-owned businesses that could become part of Siemens' supplier base.

- Small and Diverse Supplier Awards ceremony honors U.S. small and diverse partners each year, highlighting the value they provide to our business.

To learn more visit:
usa.siemens.com/diversity