

Munich, August 28, 2024

Training year 2024 begins – Strong focus on future-oriented skills and values training

- **More than 1,700 apprentices and university students in work-study programs in Germany to begin careers at Siemens in new training year**
- **New, integral training component to promote understanding of democracy and fundamental values**
- **SIEYA webapp for career orientation and talent acquisition and retention to offer interactive world of experience**

More than 1,700 apprentices and university students in work-study programs in Germany will begin their professional careers at Siemens in the new 2024 training year (2023: 1,500). In addition to technology, digitalization and sustainability, the innovative, future-oriented curriculum will focus above all on fostering the basic skill sets needed for effective decision-making. The promotion of values and the understanding of democracy – a new, integral training component – will be a further focus, allowing Siemens to send a strong signal regarding the importance of social responsibility in an increasingly digitalized world.

“Our trainees will shape the future of Siemens and the future of Germany as an industrial location. That’s why we’re not only fostering technological and digital skills but also aim to educate responsible and committed citizens. An open discussion of the values underlying our free, democratic order is therefore very important for us,” explained Judith Wiese, Chief People and Sustainability Officer, member of the Managing Board and Labor Director at Siemens AG. “A solution for tomorrow’s shortage of skilled professionals lies in the educational measures we adopt today. Vital overarching, future-oriented skills like creative and critical thinking, the ability to learn, the willingness to change and an openness to technology are the core

competencies that will enable young people to remain resilient and employable over the course of their entire professional lives,” she added.

Awaiting the apprentices and students at Siemens is a hands-on program and a high-quality education conveying in-depth specialist knowhow in the areas of electrification, automation and digitalization and technology-based skills focused on the internet of things, digital twins, data analytics and artificial intelligence as well as wide-ranging expertise in the area of sustainability.

Promoting the understanding of democracy and instilling fundamental values

Training at Siemens now includes a new concept – Xplore – aimed at promoting the discussion of democratic values, encouraging a commitment to society and fostering active participation in democratic processes. In line with its motto “Technology – Teamwork – Tolerance,” Xplore links practical elements with interdisciplinary and social topics. A sensitization to fundamental values, equal rights and the risks associated with populism and fake news is among the subjects addressed. A three-day offsite event includes a Democracy Day organized in collaboration with the Association of German Educational Associations (*Arbeitskreis Deutscher Bildungsstätten*, AdB). In addition, Siemens trainees will participate in social media competitions, value dialogues and projects fostering a culture of remembrance. Comparable programs to promote diversity, teamwork and tolerance have also been created at Siemens Healthineers.

Siemens invests massively in training and continuing education

Currently training a total of around 4,350 apprentices and university students in work-study programs, Siemens is one of the largest private-sector vocational training organizations in Germany. Despite the difficult situation on the training market, the company has succeeded in filling nearly all its trainee positions. Worldwide, Siemens invests around €180 million every year in training and an additional €237 million in the continuing education of its people (fiscal 2023). The new training positions in Germany are distributed among 17 training centers, at which Siemens AG offers 1,000 traineeships, Siemens Mobility GmbH 250 traineeships and Siemens Healthineers AG 190 traineeships. As part of its collaborative training program, Siemens also trains 270 young people for external partners. New this year was a training partnership with Amazon Web Services

(AWS) in Germany's Berlin-Brandenburg region. Through their investments in the training program, the partners are helping meet the future need for skilled professionals at AWS data centers and strengthen the region.

SIEYA – Innovative webapp for career orientation and talent acquisition

Making technology come alive for school students today requires new, innovative concepts. With this in mind, Siemens has developed SIEYA (<https://sieya.de>), an innovative webapp for career orientation and talent acquisition. SIEYA stands for "SIEmens Your Adventure" and utilizes a gamification approach to get young people excited about technology and innovation and accompany them from their initial career orientation to their first training day. The app – which offers an interactive world of experience – was developed on the basis of target group analyses and hackathons with learners. In addition to viewing short videos and taking 3D tours through the Siemens training centers, users can participate in technology-related mini-games and attend short lessons (nuggets) on health.

This press release is available at: <https://sie.ag/3TVffG>

Follow us at: www.x.com/siemens_press

Contacts for journalists:

Sabine Kahrweg

Phone: +49 162 7648908; email: sabine.kahrweg@siemens.com

Konstanze Somborn

Phone: +49 173 8947354; email: konstanze.somborn@siemens.com

Siemens AG (Berlin and Munich) is a leading technology company focused on industry, infrastructure, mobility, and healthcare. The company's purpose is to create technology to transform the everyday, for everyone. By combining the real and the digital worlds, Siemens empowers customers to accelerate their digital and sustainability transformations, making factories more efficient, cities more livable, and transportation more sustainable. Siemens also owns a majority stake in the publicly listed company, Siemens Healthineers, a leading global medical technology provider shaping the future of healthcare.

In fiscal 2023, which ended on September 30, 2023, the Siemens Group generated revenue of €74.9 billion and net income of €8.5 billion. As of September 30, 2023, the company employed around 305,000 people worldwide on the basis of continuing operations. Further information is available on the Internet at www.siemens.com.