SIEMENS

# Corporate Social Responsibility Policy of Siemens Limited

| | |
|---|---|
| **Recommended by:** | Corporate Social Responsibility Committee of Siemens Limited |
| **Prepared date:** | 23rd April 2021 |
| **Version number:** | V_1_2021 |
| **File name:** | Siemens Limited_CSR Policy_11_May_2021 |
| **Approving authority:** | Board of Siemens Limited |
| **Approval date:** | 11th May 2021 |
| **Distribution:** | Internal and External |
| **Security Classification:** | **Unrestricted** |
| **Number of pages:** | 4 |

# Corporate Social Responsibility Policy

## 1. Philosophy and objective

For 173 years Siemens has been driven by one idea: to improve the lives of people all over the world through our technologies. We see our job as a responsible corporate citizen to solve problems and overcome challenges through our innovations and actions, and thereby contribute to a liveable sustainable future. At Siemens, we refer to Corporate Social Responsibility as Corporate Citizenship – our commitment to improve quality of life and create lasting value for society. Based on the UN Sustainable Development Goals and our core competencies, Siemens in India has defined 3 strategic focus areas for its Corporate Social Responsibility: Education, Social and Environment.

## 2. Guiding principles for selection of activities

The focus topics for Corporate Social Responsibility are:

### I. Education

We foster science and technical education and believe in quality education from school to university for all. We promote equal access to quality education and especially the most vulnerable in the society by:

- Curiosity and project-based learning
- Modelled on the German Dual Vocational Education and Training
- Improve employability and industry readiness
- Promote research and innovation

### II. Social

**Enhance Living Conditions**

Siemens works towards designing and deploying scalable, replicable and sustainable models using our core competencies that deliver social impact. Through our projects, we support the development and strengthening of social structures to bring about systematic and lasting improvement in people's living conditions by providing access to water, healthcare, energy, livelihood, education and environment.

**Provide Disaster Relief**

Siemens' disaster relief activities span three areas: emergency aid on safe drinking water, healthcare and temporary shelter following a disaster, assistance with rehabilitation and community-based disaster preparedness (CBDP).

The Siemens disaster relief efforts include all activities undertaken to support public health system and the community to face the COVID-19 pandemic and any other pandemics going forward.

### III. Environment

Responsibility towards the environment is extremely crucial as it helps preserve the planet for tomorrow's generations and promotes a sustainable future.

As Siemens, we are working towards helping communities to use natural resources efficiently and mitigate the impact of climate change.

## 3. Guiding principles for implementation and monitoring of activities

### i) Project Manager for Corporate Social Responsibility activities

At Siemens, the Project managers are responsible for designing, planning, implementation, monitoring and evaluation of CSR activities. The Project managers prepare reports at regular intervals to be presented to the CSR Committee of the Company.

### ii) Project lifecycle of Corporate Social Responsibility Project

**Planning and implementation:**

The projects and programs will be executed by Siemens directly and where appropriate in partnership with implementing partners. The implementation modalities may be modified from time to time, as per recommendations of the CSR Committee of the Company.

**Project framework:**

#### a) Baseline study or needs assessment

A needs assessment or baseline study will be conducted for initiating any project / program.

#### b) Selection of the implementing partner

For the purpose of achieving its CSR objectives, the Company may partner with organizations like NGOs, Academic and Training Institutions, Corporates, the Government and other stakeholders for project implementation and facilitation.

#### c) Mandatory requirements while selecting an implementing partner

The selection of implementing partner and the due diligence parameters shall be conducted as per
i) internal policies of the Company and
ii) applicable regulatory requirements from time to time.

#### d) Project design

Based on the findings of the baseline or needs assessment, the project is developed defining the goals, timelines, resources, and roles and responsibilities of the implementing partner(s).

#### e) Key Performance Indicators

All projects will have Key Performance Indicators (KPIs) to measure progress across various stages of project implementation. Focus shall be to ensure self-sustainability of the initiative even after Siemens exits the specific project.

#### f) Beneficiaries

The project will define the beneficiary group as per the goal and the needs assessment or baseline study.

### g) Monitoring and Evaluation

The Project Managers will perform a periodic assessment of the relevance, performance, efficiency, and impact of the projects / programs.
The CSR Committee will initiate Impact Assessment of projects where the need is felt and/or is required under the law.
The CSR Committee will provide statements to the Management and the Board of the Company demonstrating the utilisation of funds for CSR activities in accordance with the plan/s approved by the Board.

## 4. Guiding Principles for Formulation of Annual Action Plan

In accordance with applicable law, the CSR Committee will formulate an Annual Action Plan for each Financial Year and will place the same for approval before the Board of Directors.

## 5. Volunteering

Corporate volunteering plays an important role in leveraging and promoting Corporate Social Responsibility. It offers an efficient way for employees to make a difference by actively participating in our Corporate Social Responsibility projects.