A watercolor illustration of a busy city street. In the foreground, a large crowd of people is walking, some carrying umbrellas. The street is lined with tall, modern buildings on the left and right. Large, leafy trees are planted along the sidewalks. The overall style is soft and painterly, with a mix of colors including blues, greens, and earthy tones.

2022 **Siemens** **Institutional** and **ESG Report**

SIEMENS

Letter from the CEO

Siemens presents the 2022 edition of its report in alignment with the Ten Principles of the United Nations Global Compact.

Presenting an activity report to society is a healthy practice for companies that value transparency. At Siemens, we have been doing this for several years to inform the performance of our business activities and demonstrate how our actions aim to positively impact society. Since the last edition, we now organize our institutional report to explain Siemens' performance from an environmental, social and governance (ESG) perspective.

For us, the notion of good business is inseparable from ESG concepts. In 2021, we established a global Sustainability framework called DEGREE, which is an acronym in English for the terms Decarbonization, Ethics, Governance, Resource Efficiency, Employability and Equity. In each of these dimensions, we establish commitments and report our progress on a regular basis. In the pages that follow, you will have the opportunity to follow these commitments and see what we have accomplished so far.

I would like to point out that Siemens is a signatory of the "10 Principles of the UN Global Compact", the Ambition 2030 strategy, in addition to being a member of the Business Movement for the Amazon of the Brazilian Business Council for Sustainable Development (CEBDS) and that, in 2022, I was honored to receive from the Global Compact an invitation to represent Siemens as an ambassador of UN's Sustainable Development Goal 9 (SDG 9), with the mission of helping Brazil advance in building resilient infrastructures, promote inclusive and sustainable industrialization and foster innovation.

In terms of results, I am very proud to share that 2022 was an excellent year for Siemens Brazil. New orders and revenues grew 27% and 27.4%, respectively, maintaining the upward curve we started in previous years, despite all the challenges imposed by the pandemic. One of the main roadblocks in the period, common to most segments, occurred in the global supply chain and many of its effects will still be felt throughout 2023. However, with planning and rigorous execution of our strategies, we were able to offset many of these effects and meet the demands of our customers, which allowed Siemens to grow its share in almost all markets we operate in.

Accelerate the digital transformation is something we do on a regular basis every day. We ended 2022 with 30+ Proofs of Concept of digital solutions with our partners. This involves working closely with our customers, understanding their challenges and potential, proposing solutions and, even before closing the deal, testing the proposed solutions to demonstrate their efficiency. This already-consolidated business dynamic has huge growth potential with the start-up of Siemens' Xcelerator, our open digital business platform. With a portfolio of targeted hardware and software, it facilitates and democratizes access, uniting operational aspects with that of information technology, making processes more agile, faster and much more efficient.

One of the benefits for industry in developing digital solutions with Siemens is our strong presence in industrial installations across all industry and infrastructure sectors. There are thousands of Siemens-brand equipment operating and generating data, an increasingly valued asset in the global economy. We focus on building the innovative future of industries and in the context of technological disruption and need for international insertion. In industry, 2022 was a particularly positive year for sectors like agriculture, food and beverages, minerals and steel, pulp and paper, and energy.

In the infrastructure segment, even though the construction sector still faced some stagnation, segments such as energy, sanitation and electrical charging stood out during the year. The regulatory frameworks for sanitation and cabotage will leverage big investments in the coming years, as well as the transition to electric transport and renewable energies, areas in which Siemens holds a privileged position due to its portfolio and stake in companies like Brasol and Micropower.

Digitization has come to provide solutions to a series of challenges, such as climate mitigation, food safety, infrastructure to improve quality of life. On the other hand, the development of new technologies, often with limited protocols, boosts threats. We are experiencing a surge of cyberattacks, with attempts to disrupt critical activities such as agriculture, water, financial systems, public safety, transportation, energy, communication infrastructure, among others. Siemens continually works to reinforce the digital robustness of all its products, solutions and services. This is why we are members of the Charter of Trust, an initiative composed by leading global

companies and organizations working together to make the digital world safer.

Internally, I would also like to mention a series of achievements that made us very proud, such as the Net Promoter Score (NPS) survey, in which 78% of our customers were willing to recommend Siemens to their peers. We were also very pleased to receive the Innovative Workplaces Brazil 2022 seal, an MIT Technology Review initiative that recognized the twenty most-innovative companies in the country. From our partners, we also achieved important recognition, such as the one presented by chemical conglomerate Braskem, acknowledging in its Supplier Sustainability Recognition awards the good ESG practices of partner companies, with Siemens standing out in the Environmental category.

In terms of diversity, we were also very happy to receive in 2022 the Municipal Seal of Human Rights and Diversity, in recognition of the company's actions in the field of inclusion in four pillars (Race & Ethnicity, Gender, People with Disabilities and LGBTQIA+). Throughout this report, you will find more information about these and other social actions conducted by Siemens last year.

Lastly, I would like to make a brief projection for the coming years. In 2022, Siemens celebrated 175 years globally, and almost 118 years in Brazil. We believe in the country, and we will continue to transform everyday life through technology, applying our strategy structured around four pillars: Customer value, Technology with meaning and purpose, Strong and empowered people and Growth-oriented mindset, the latter increasingly critical for building the future of any organization. Through continuous learning, experience and training, we intend to continue contributing to Brazil's economy, growing the business in a sustainable and profitable manner. Accelerating the implementation of digital solutions is the lever for building future value for a nation, and we at Siemens are at the heart of this process.

Enjoy!

Pablo Fava
CEO Siemens Brazil

How to read this report

The 2022 edition of Siemens' Institutional and ESG Report was conceived and developed by Siemens Group Brazil with the objective of communicating the company's actions in fiscal year 2022 (October 1, 2021 to September 30, 2022).

The main objective of this publication is to demonstrate how the actions of Siemens Group companies contribute positively to the environmental, social and governance dimensions. Available online, this material is intended for all of company stakeholders (customers, employees, suppliers, universities, entities and communities).

Since the 2021 report, the content is organized following Siemens AG's global Sustainability framework DEGREE (more on pages 10 to 13). This framework sets out clear and measurable ambitions that satisfy the United Nations' Ten Principles of the Global Compact and the 17 Sustainable Development Goals.

This report follows guidelines of the Global Reporting Initiative (GRI). At the end of this report, you will find the GRI Table.



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Financial data is presented in a consolidated manner and refers to the October 1, 2021 – September 30, 2022 period, as determined by Siemens AG, Germany.

[Click here to view complete financial data for Siemens AG.](#)



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DEGREE – Our sustainability framework

Sustainability has been an integral and essential part of our business since the very beginning of Siemens. The company's founder Werner von Siemens once said: "I will not sell the future for instant profit", already evidencing his vision for tomorrow. In 2021, we took our commitment to the Environment, Society and Governance to another level, creating the DEGREE framework, which stands for Decarbonization, Ethics, Governance, Resource Efficiency, Equity and Employability.

Through this framework, we employ a 360-degree approach with all of our stakeholders – customers, suppliers, investors, employees, the societies we serve, our planet. By addressing the three ESG pillars, we aim to help build a better future, through an approach that keeps society within the planet's limits, through a culture of trust, empowerment and growth, ensuring that our teams and businesses remain strong and relevant for the future.

The DEGREE framework is based on six fields of action that drive sustainability, are dynamic and evolve continuously. We have set clear priorities and ambitions for key ESG issues that guide our own operations, and also that of our customers and suppliers. DEGREE applies to all companies affiliated with the Siemens Group, with the exception of Siemens Healthineers, which follows a sustainability concept in line with the same principles and that reflect the expectations of Siemens as its majority shareholder.



Decarbonization
Support the 1.5°C target to fight global warming



Resource Efficiency
Achieve circularity and dematerialization



Ethics
Foster a culture of trust, adhere to ethical standards and handle data with care



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



Governance
Apply state-of-the-art systems for effective and responsible business conduct



Employability
Enable our people to stay resilient and relevant in a permanently changing environment

More about Siemens' DEGREE framework

The DEGREE framework defines clear and measurable ambitions

The table below presents our global ambitions and priorities in alignment with ESG (Environment, Social and Governance) criteria and how much we have progressed until the end of FY2022.

	Baseline	Progress until end of FY 22	Ambitions
Decarbonization			
1. Net zero operations by 2030, with a 55% emissions reduction by 2025 and 90% by 2030, in line with SBTi	FY 2019 926 kt CO ₂ e		-55% by 2025 -90% by 2030
2. Net zero supply chain by 2050, with a 20% emissions reduction by 2030	FY 2020: 8,098 kt CO ₂ e		-20% by 2030 100% by 2050
Ethics			
3. Striving to train 100% of our teams on Siemens' Business Conduct Guidelines every three years	FY 2020		100% by 2022
Governance			
4. ESG-secured supply chain based on supplier commitments to Siemens' Code of Conduct	--		--
5. Long-term incentives based on ESG criteria	--		--
Resource efficiency			
6. Next-level robust ecodesign for 100% of the most relevant Siemens product families by 2030	FY 2021: 26%		100% by 2030
7. Natural resource decoupling through increased purchase of secondary materials for metals and resins	--		--
8. Circularity through waste-to-landfill reduction of 50% by 2025 and toward zero landfill waste by 2030	FY 2021: 0%		-50% by 2025 -100% by 2030
Equity			
9. 30% female share in top management by 2025	FY 2020: 22,7%		30% by 2025
10. Access to employee share plans: maintain high level and expand globally to 100%	FY 2021: 98%		100%
11. Global commitment to the New Normal Working Model	--		--
Employability			
12. Increase the number of digital learning hours by 2025 ("25 in 25")	FY 2020: 7h		25h by 2025
13. Access to employee assistance program: maintain high level and expand globally to 100% by 2025	FY 2020: 82%		100% by 2025
14. 30% improvement in Siemens' globally aggregated LTIFR (Lost Time Injury Frequency Rate) by 2025	FY 2020: 0,31		-30% by 2025

Materiality

Material sustainability topics are clearly linked to the Sustainability Development Goals (SDGs) and our four strategic priorities serve as foundation for our DEGREE framework.

	Sustainability topics	SDGs	Strategic priorities	DEGREE
Shared Values	Climate protection			Decarbonization
	Sustainable product design and lifecycle management			Resource efficiency
	Innovation and business model			Decarbonization Resource efficiency
	Partnership management and collaboration			Decarbonization Governance
	Responsible governance			Governance
	Future of work			Equity Employability
	Sustainable handling of natural resources and material efficiency			Resource efficiency
	Social and ecological standards in the supply chain			Governance
	Cybersecurity and data management			Ethics
	Employee health and safety			Employability
Responsibility	Diversity, equity & inclusion			Equity
	Customer safety and product quality			Governance
	Corporate governance and sustainability leadership			Governance
	ESG risk management			Governance Ethics
	Compliance management			Governance Ethics

Technology with purpose Empowered people Customer value Growth mindset

175 years of Siemens worldwide

In a workshop 175 years ago on Schöneberger Strasse, in Berlin, a company that would change people's daily life was founded. Starting out with a team of ten people, "Telegraphen-Bauanstalt von Siemens & Halske" would later become Siemens AG.

Siemens has been shaping industrial revolutions since its founding. And the next one has already begun, with digitization transforming sectors that are the backbone of our economies: industry, infrastructure, mobility and healthcare. And Siemens is once again a force for creative disruption – helping its customers accelerate their digital transformation and achieve their sustainability goals. Since the very beginning, Siemens has been driven to create technologies that serve people.



1847 – The pointer telegraph



Invented by Werner von Siemens, the pointer telegraph was an evolution of earlier versions that relied on Morse code to transmit messages. The electric telegraph symbolizes the beginning of space and time compression. This brought people together and heralded the rapid exchange of information across countries and continents.

1866 – Dynamo-electric principle

In 1866, Werner von Siemens was the first to recognize the potential of the dynamo-electric principle and built the prototype of a powerful dynamo machine, which efficiently converted energy into electricity. The dynamo kicked off the age of electricity that radically changed industry, as well as people's everyday life.



1881 – Electric streetcar

Passenger transportation would become one of the next big themes that led Siemens on the path to more innovations. The company stood out as a pioneer in the field of electromobility, focusing on urban traffic electrification, and inaugurated the first electric streetcar in Berlin, in 1881. And with great success: the streetcar transported roughly 12,000 people in just the first three months. Other cities in Germany and abroad soon followed suit.



1895 – X-ray machine



For thousands of years, looking underneath the skin of living beings could only be done with a scalpel. With the discovery of X-rays in 1895, Wilhelm Conrad Röntgen changed the world. Siemens was one of the first companies to recognize the potential of this new form of radiation. Backed by its pioneering work and experience in the field of electromedicine since 1847, the company was able to start manufacturing X-ray systems soon after the discovery.

1960 – SIMATIC

The pursuit of efficiency in industrial production triggered an automation boom after 1945. With SIMATIC, Siemens made an important contribution to the development of industrial automation as of 1960. The innovative transistor-operated system for controlling and regulating processes resulted in space saving, clear and robust designs, high operating speeds and a virtually unlimited service life.



Watch the video on Siemens' 175 years



Siemens' presence in Brazil



Our strategy

Technology that serves people

Siemens is focused on technologies that drive the digital transformation of industry, smart infrastructure and the sustainable development of mobility. As such, we believe we make important contributions to the achievement of UN's Sustainable Development Goals (SDGs). We seek to maximize benefits for our customers, combining the real and digital worlds, helping them master their challenges and generating value for them and ourselves.

Our four strategic pillars:

Customer value

We identify our customers' need as early as possible – preferably before they even become aware of them.

Technology with purpose

Innovative technologies have been the heart and soul of Siemens for the past 175 years – and will continue to be in the future.

Strong and empowered people

We strengthen our customers, partners and employees so that they can take full advantage of their capabilities.

Growth mindset

We continue to grow and learn – with curiosity, resilience, experimentation and adaptability.

Financial data

New orders
BRL 5.03 billion



Employees
2,617



Net income
BRL 4.10 billion



Fiscal year 2022 – October 1, 2021 to September 30, 2022. Grupo Siemens data (Siemens, Siemens Mobility and Siemens Healthineers), not including international business.

Siemens' presence in Brazil

1 headquarter

4 manufacturing plants

5 distribution centers

5 R&D centers

23 regional offices

- Curitiba: R&D center of electrical infrastructure management systems
- Belo Horizonte: Smart Metering R&D center
- Jundiaí: Internet of Energy (IoE) innovation center
- São Paulo: Siemens innovation hub at IPT Open Experience
- São Paulo: Animal protein chain center of competence – traceability, automation and energy efficiency solutions

JundTech (Jundiaí, SP)

- Medium-Voltage Frequency Converters
- Medium-Voltage Products and Solutions
- Energy Automation and Control Products and Solutions
- MindSphere Application Center (MAC)
- Large Drives Applications (LDA)



JundTech site (Jundiaí, SP)



JundTech distribution center (Jundiaí, SP)



MindSphere Application Center (MAC) – JundTech (Jundiaí, SP)



Large Drives Applications (LDA)



Digital Experience Center (DEX) - São Paulo (SP)



SITRAIN - São Paulo (SP)

São Paulo, SP

Headquarters of Siemens, Siemens Mobility and Siemens Healthineers
Digital Experience Center (DEX)



Siemens Anhanguera – São Paulo (SP)

Joinville, SC

Logistics and Manufacturing Center of Siemens Healthcare Diagnósticos S.A.



Fábrica de Joinville – Joinville (SC)

Organization

Siemens



Pablo Fava
CEO



Wolfgang Beitz
CFO

Siemens (Infraestrutura e Indústria)



Digital Industries
Director - **Pablo Fava**
Finance Director - **Lílian Pacheco**



Smart Infrastructure
Vice-president - **William Pereira**
Finance Director - **Wolfgang Beitz**



Large Drives Applications
Director - **José Moreira**
Head of Finance - **Cristiane Zavataro**

*Large Drives Applications became an independent company in August 2022

Grupo Siemens



Financial Services
Investment director for the Americas - **David Taff**
Global CFO - **Veronika Bienert**



Digital Industries Software
Director - **Daniel Scuzzarello**
Head of Finance - **Thiago Gaspar**



Siemens Mobility
Vice-president (Latin America) - **Andreas Facco Bonetti**
Finance Director (América Latina) - **Marisilvia Mattedi**



Siemens Healthineers
Country Head Brazil - **Adriana da Costa**
LAM Finance Director - **Georgios Papanikolaou**

Functions



Legal, Government and External Affairs, Sustainability Management & Siemens
Luis Felipe Gatto Mosquera



EHS Environmental Protection, Health Management & Safety
Welton Rezende Deboni de Souza



Integrated Management, Risk and Internal Control
Carolina Guedes Villela



Communications
Ariane Herek de López



People & Organization
Caroline Zilinski



Taxes
Ivan Garcia Xavier Ferreira

Business Partners



Compliance, Export Control and Data Privacy
Gustavo Franco Ferreira



Supply Chain Management
Lilian Ultramari



Security
Davi Prates Ferreira*
*Until February 2023, this position was held by Andres Wuiver de Moura Brito



Accounting, Reporting and Controlling
Priscila Bernardes



Financing
Andrea Kuboyama e Daniel Kissomoto



Product Safety
José Paulo Nunes



Cybersecurity
Caio Fontoura da Silva Colman



Global Business Service (GBS)
Cláudio Cordeiro de Lima



Siemens Real Estate
Robson Vecchi



Customs
Regiane Joazeiro



Information Technology
Fernando Demattio de Oliveira Simões

Siemens in Brasil

The year was 1867 when Emperor D. Pedro II decided to install Brazil's first telegraph line, connecting Rio de Janeiro to Rio Grande do Sul. This is where Siemens' history in Brazil began.

In the years that followed, still in the 19th century, Siemens spearheaded new projects and became more and more important in Brazil's development, making it logical to permanently establish itself as a Brazilian company. Its founding took place in 1905, in Rio de Janeiro, and since then Siemens has been operating in the country.

Over the last 155 years, Siemens has participated in several pioneering projects, such as the first diesel-electric plant in Brazil (1909); the first automatic telephone exchange in Latin America (1922); the first transformer plant in Brazil (1939). Siemens was also the first company in the country to receive ISO 9000 certification, in 1989.

Catering to the industry, infrastructure, mobility and healthcare segments, Siemens is responsible for more than 2,500 direct jobs in Brazil.



Milestones of a legacy of 155+ years in Brazil

Siemens installs the first major telegraph line in Brazil between the Emperor's residence in Rio de Janeiro and the city of Rio Grande (RS).



Siemens installs Brazil's first diesel-electric unit at the Municipal Theater of Rio de Janeiro.



Siemens installs Brazil's first transformer plant, in São Paulo (SP).



Siemens inaugurates its new transformer plant in Jundiaí (SP).

Siemens is the first company to receive ISO 9000 certification in Brazil.



Siemens celebrates its 100th anniversary in Brazil.



Siemens inaugurates its first train modernization and assembly center in Latin America, in Cabreúva (SP).



Siemens celebrates its 110th anniversary in Brazil.



HVDC transmission ensures energy supply in Brazil. The MindSphere platform is inaugurated in Brazil, connecting the virtual and real worlds.



Siemens becomes the first company in Latin America to obtain an industrial 5G network license.



Cia. Brasileira de Electricidade Siemens-Schuckertwerke, is founded in Rio de Janeiro, the first electric-electronics multinational to establish itself in Brazil.

Siemens supplies and installs Latin America's first automatic telephone exchange in Porto Alegre (RS), and the third in the Americas (after New York and Chicago).



Supplied by Siemens to Coperbo (PE), Brazil's first steam turbine begins operating. Siemens inaugurates its Lapa (SP) plant.



Siemens installs the first of 18 Itaipu generator rotors, with a power of 823.6 MVA.

Siemens Brazil's Telecommunications Division receives the National Quality Award (PNQ).



Siemens inaugurates in Jundiaí (SP) the largest integrated energy equipment plant in South America.



The first wind farms to use Siemens solutions are installed in the country.



Acquisition of Dresser-Rand and Guascor.



Creation of the Digital Experience Center (DEX), the first in Latin America, and the MindSphere Application Center (MAC), structures dedicated to the development of digitalization in sectors served by Siemens.



Innovation

Our research and development (R&D) activities focus on creating innovative and sustainable solutions for our customers and for Siemens' businesses too, strengthening our competitiveness simultaneously.

Watch the innovation video produced in 2022



Innovation is inserted in Siemens' four strategic pillars

- Customer Impact
- Technology with purpose
- Empowered people
- Growth mindset



Data Analysis & Artificial Intelligence



Simulation & Digital Twins



Software Systems & Processes



Automation



Cybersecurity & Reliability



Sustainable Energy & Infrastructure



Additive Manufacturing & Materials



Power Electronics



Edge Computing



Integrated Circuits & Electronics

Our technology focus areas

In fiscal 2022, our global investment in research and development grew 14% to €5.6 billion, compared to €4.9 billion in fiscal 2021. At September 30, 2022, Siemens had approximately 43,600 patents worldwide and 46,900 R&D employees.

Click here for more on Siemens' Innovation Ecosystem



At Siemens, we think about innovation in terms of ecosystem, seeking to foster the development of solutions in our network of partners.

One of the most important elements of Siemens' innovation structure associated with the ecosystem concept is the Digital Experience Center (DEX), located at the company's headquarters. Equipped with a series of Siemens digital solutions, DEX is continually being updated, such as the partnership in 2022 with tech company NVIDIA focused on the metaverse. More than showcasing how these solutions work, DEX operates as a real co-creation space between Siemens and its customers.

National Research and Development Association of Innovative Companies (ANPEI)

In 2022, Siemens joined ANPEI motivated by the following goals: to increase contact with collaboration environments; participate in high-level discussion groups on key issues and articulation of public policies and innovation incentive policies; establish greater relevance and representativeness for innovation themes.

More about DEX.



Open innovation

An already traditional initiative in the open innovation field is our participation in the Brazil-Germany Chamber of Commerce and Industry of São Paulo's (AHK São Paulo) Startups Connected program. In it, partner companies propose real challenges to startups, focusing on disruptive solutions. In 2022, the challenge presented by Siemens related to solar energy with the use of Artificial Intelligence.

Next47: funding for an initiative in Brazil

Next47 is a Venture Capital created by Siemens to foster innovation around the world. The name is a reference to the year the company was founded – 1847. In 2022, a Brazilian company was the first in Latin America selected to receive funding from Next47. Tractian, founded in 2019, develops sensors that monitor the operation of industrial equipment in real time.

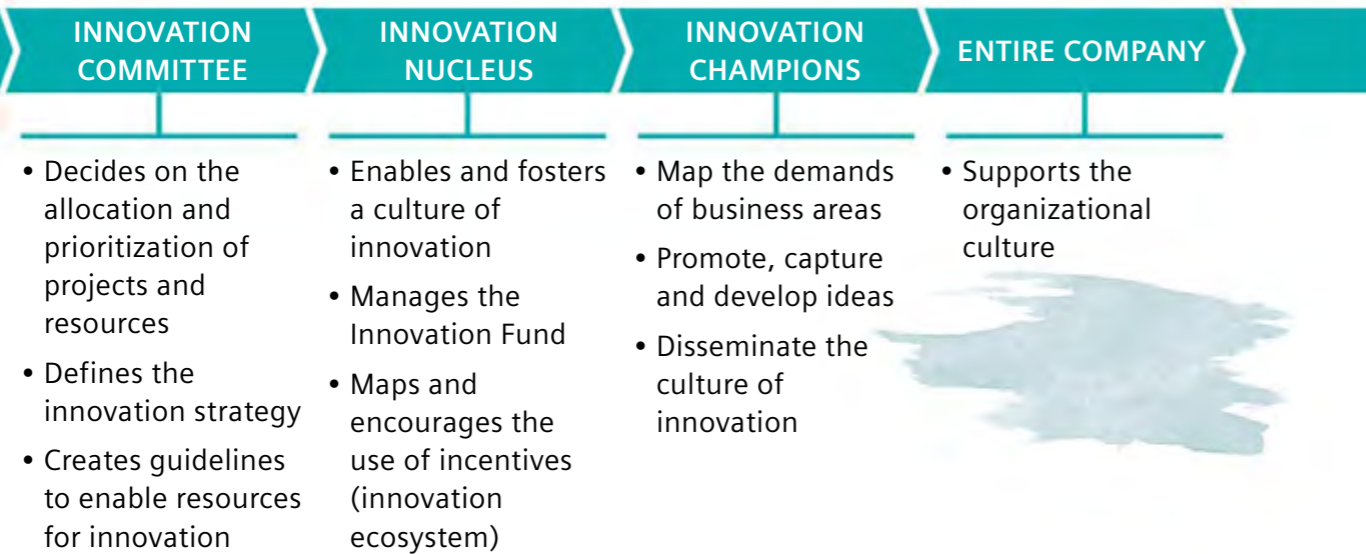


More about Startups Connected



Governance for Innovation@Siemens

In Brazil, Siemens created an innovation structure that permeates all levels of the organization.



In 2022, Siemens revised the company's purpose, vision and mission, having also defined its Innovation Policy.

Our purpose
Siemens aims to make real what matters for Brazil, setting the standard in terms of electrification, automation and digitization, in addition to accelerating the digital transformation to meet industry, infrastructure and transport demands. We are driven by innovation and ethics to shape the future of a more sustainable world and foster social development.

Innovation gatherings

To guide innovation actions in the company, workshops were held with the Innovation Committee in 2022. Topics discussed included why innovate, innovation in the world, challenges and opportunities, as well as a debate on an innovation diagnostic at Siemens, produced by a consulting firm

Innovation pills

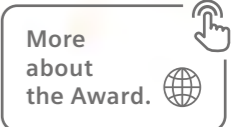
Throughout 2022, the Innovation area also organized get-togethers with leaders from partner companies to exchange experiences. Experts from Suzano, Votorantim, 3M, Embraer, BASF and iFood were invited to address topics like strategic management, innovation challenges in large companies, among others.

Immersion Program in Innovation Ecosystems

In 2022, a Brazilian delegation organized by the National Confederation of Industry (CNI), with around 25 professionals, conducted an immersion program in Germany, with the Siemens Berlin location being one of the highlights. The initiative reinforced topics such as smart energy networks, biodiversity, augmented reality, among others. During this same trip to Germany, the Innovation area from Siemens Brazil participated in meetings at Siemens AG with the main objective of demonstrating the innovation environment in Brazil, showing the potential for investments in the country.

Training curatorship
On the My Learning World global platform, Siemens employees can literally find thousands of training programs.
To guide searches in the field of innovation, a kind of training "playlist" was organized.
This Innovation playlist is divided into programs on tools, creativity development, mindset, coordination, management and innovation strategy to satisfy demands of the different roles of innovation governance at Siemens.

Siemens is elected one of the twenty most innovative companies in Brazil
In 2022, Siemens was elected one of the twenty most innovative companies in Brazil, having received the 2022 Innovative Workplaces Brazil seal promoted by MIT Technology Review, a content platform from Massachusetts Institute of Technology (MIT) considered the largest publication in the segment worldwide.

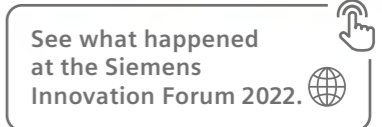


Siemens Innovation Forum 2022

In August, the Siemens Innovation Forum resumed its face-to-face format, gathering experts, customers, universities and other partners for a full day of debates and experience sharing. Managing Board member and Chief People and Sustainability Officer (CPSO) Judith Wiese was present at the event, which also featured an exhibition area with Siemens solutions and its innovation ecosystem.



Under the motto "Accelerating your digital transformation", the forum addressed topics such as real world vs. virtual world, 5G, connectivity and cybersecurity, metaverse, among other themes related to digitalization especially.



ESG – Environment

Conserving nature
and resources

Exclusive Podcast

2022 Siemens
Institutional and ESG
Report

Click here and listen to
a summary of Siemens
Brazil's achievements
in the environmental
area in 2022



Our environmental protection efforts are aimed at driving decarbonisation across the value chain and achieving the highest standards of environmental protection, circular economy and responsible product design.

- Decarbonization
- Resource efficiency

Decarbonization

Siemens' portfolio helps customers reduce emissions and thus achieve their decarbonization targets. Globally, Siemens has advanced towards its 2030 carbon neutrality goal (Scopes 1 and 2). The company intends to accelerate in this field and set an interim target of 55% by the end of fiscal 2025, reaching 90% by 2030, with the remaining 10% being achieved through carbon offsets. The base year for this calculation is 2019.

In Brazil, Siemens achieved a 67% emissions reduction in 2022 compared to 2019. In 2021, our communications area reported an 86% reduction vis-a-vis 2014. After joining the Science Based Targets initiative (SBTi), which defines 2019 as the base year, Siemens started to report data according to this new reference year. A substantial part of the reduction efforts in Brazil were carried out between 2014 and 2019, hence the difference in numbers from 2021 to 2022.

 Listen to the podcast episode on "Smart cities"

Supply chain
Siemens is committed to reducing emissions by 20% in its supply chain by 2030, compared to 2020, and intends to achieve emissions neutrality in this chain by 2050. Committed to the Science Based Targets Initiative (SBTi), Siemens supports the Paris Climate Agreement target of limiting climate change to 1.5 degrees Celsius.

More about Siemens decarbonization program.

Energy infrastructure

Siemens works intensely in the development of solutions for electrical network control and automation, low and medium voltage energy distribution, also including products for sectioning and control, building automation and various energy solutions. With its portfolio, Siemens contributes to the rational use of energy, cutting losses and, therefore, reducing emissions.

With the electrical system's modernization, solutions of this type will be a valuable tool for users to plan their expenses, as well as take advantage of flexible tariffs.

Energy concessionaires already use several Siemens solutions, including digital ones, that help the decision-making to avoid supply interruptions and distribute energy appropriately in the regions they serve, according to the consumption registered in each one of them.

Smart metering

A Siemens solution already available on the market that has enormous potential to transform the future are smart metering systems, through which consumers have real-time access to consumption data of their installations, whether residential, commercial or industrial.

Eco Efficiency @ Siemens

Our Eco Efficiency @ Siemens program addresses specific environmental aspects of our products and production. It also sets goals to improve our environmental management, for example, by fostering the circular economy and dematerializing internal processes.

Committed to offering products and systems that help customers reduce their emissions and use their resources optimally, energy management certification is proof that we are a real example of our own solutions.



More about the Eco Efficiency @ Siemens program

 Listen to the podcast episode on "How ESG impacts our businesses"

Development of responsible products

Products and solutions are the heart of our business. Assessing our portfolio and applying an eco-design approach to relevant equipment families allows us to offer an eco-efficient portfolio.

Clean supply chain

A clean supply chain is critical to reducing the use of natural resources. This is why we will increasingly prioritize the use of recycled materials and develop continuous actions to replace the use of regulated substances, in accordance with IEC 62474 (material declaration for electric-electronic equipment).

Efficient own operations

Efficiently managing our own production sites and offices is a key part of our environmental approach, particularly by strengthening waste management practices and using clean energy effectively.

Anhanguera **Green & Digital**

In 2022, Siemens launched project Anhanguera Green & Digital. The objective is to transform the site where the company's headquarters are located in the city of São Paulo into an example of using technological solutions in the consolidation of sustainable operations, in line with the Sustainable Development Goals.

Solutions are being developed for air conditioning, water flow control, energy consumption, among others, all monitored by digital tools. The site will be connected to a global network of Siemens buildings, where it is possible to exchange experiences and do benchmarking.



The Anhanguera (SP) site was inaugurated in the 1970s.

With several investments over the last few years, it is already an example of emissions offsetting.

The site has 45,000 square meters of preserved Atlantic Forest and also stands out for its strong effort in recycling material.

The latest renovation at the company's headquarters to adapt to the new hybrid working model used the same furniture and recycled material.


And, even though it already has a privileged position in terms of emissions, the Anhanguera site continues to invest in solutions like solar energy to help Siemens become carbon neutral worldwide.

Carbon **pricing**

In recent years, Siemens implemented an Internal Carbon Pricing Program in Brazil, where activities are mapped to assess their carbon footprint. The program evolved in 2022 with the introduction of the shadow price concept.

Previously, business areas paid amounts equivalent to their emissions. Now, the method looks at the future. If the company is thinking about new processes, new factories, this methodology helps identify emissions potential, moving forward with development, but already considering carbon emissions and already projecting the funds necessary for future emissions offsetting.



Find out more about Siemens' Carbon Pricing program 



Environmental education for children in the company

One of the most important events in 2022 at the Anhanguera (SP) site, where the company's headquarters are located, was the reopening of the Hermann Wever Ecological Trail, a space located within a preserved area of 45,000m² of Atlantic Forest.

At the end of August, for the first time since the start of the pandemic, the trail received a group of students from the Rui Bloem Elementary School. The program, which is coordinated by Siemens Foundation, includes a walk along the trail and environmental information catered to the specific age group of students.

Siemens Brazil's CEO, Pablo Fava, and Siemens AG's Chief People and Sustainability Officer, Judith Wiese, participated in the event, in addition to Germany's consul general in São Paulo, Martina Hackelberg, and deputy consul Joseph Weiss. Former president of Siemens Brazil, Hermann Wever, after whom the trail is named, also attended the event.



Hermann Wever Ecological Trail

- 1** Is located inside the company's headquarters in São Paulo, and has 45,000m² of Atlantic Forest
- 2** It reopened in 2022 to receive students from the surrounding area
- 3** Experience and environmental education in practice
- 4** Students take home plant seedlings produced at the site



e-mobility: enabling electric vehicles

A leader in smart solutions for electric mobility, Siemens is responsible for supplying the infrastructure and chargers for the country's first e-Consortium, conceived by Volkswagen Caminhões e Ônibus (VWCO).

Coca-Cola FEMSA was one of the first customers to be served by the initiative. The company defined that its goal for 2030 is to have 45% electric vehicles in its fleet and have 100% renewable electricity in its operations.

With an average autonomy of 100 kilometers, the trucks – which run in the city of São Paulo – avoid emitting 12.6 tons of carbon dioxide (CO₂) annually, which impact is equivalent to planting 2,232 trees.

Charging is done using Siemens' SICHARGE UC during evenings. Powerful and reliable, the equipment offers several flexible charging solutions for electric vehicles, such as light and heavy trucks and buses.



As a member of e-Consortium, Siemens addresses electric mobility from a value chain perspective, encompassing the entire lifecycle of the vehicle, from factory assembly to charging infrastructure.

Coca-Cola electric trucks use Siemens charging stations

Average autonomy of 100km

Emission reduction of roughly 12.6 tons of CO₂ per year



More about e-Consortium  

A model brewery

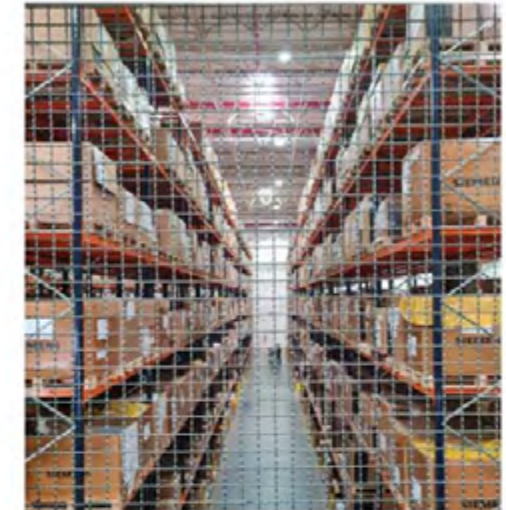
The factory of the future already exists, and we can prove it. Greylogix, a Siemens Solution Partner for many years, is a solutions integrator that operates in several industrial segments, such as food and beverages, pulp and paper, agribusiness and others. With the certainty that technological solutions for automation and digitalization are the key to designing more modern, efficient and sustainable industries, the company decided to create a model brewery.

In this very high-tech factory, Greylogix incorporated several Siemens products, such as the COMOS platform, which uses fast and safe migrations to create the factory's digital twin and future system updates. The Greylogix model brewery was also conceived to be a digitized plant, with several remote monitoring solutions, with data traveling in the cloud.



When process optimization generates environmental gains

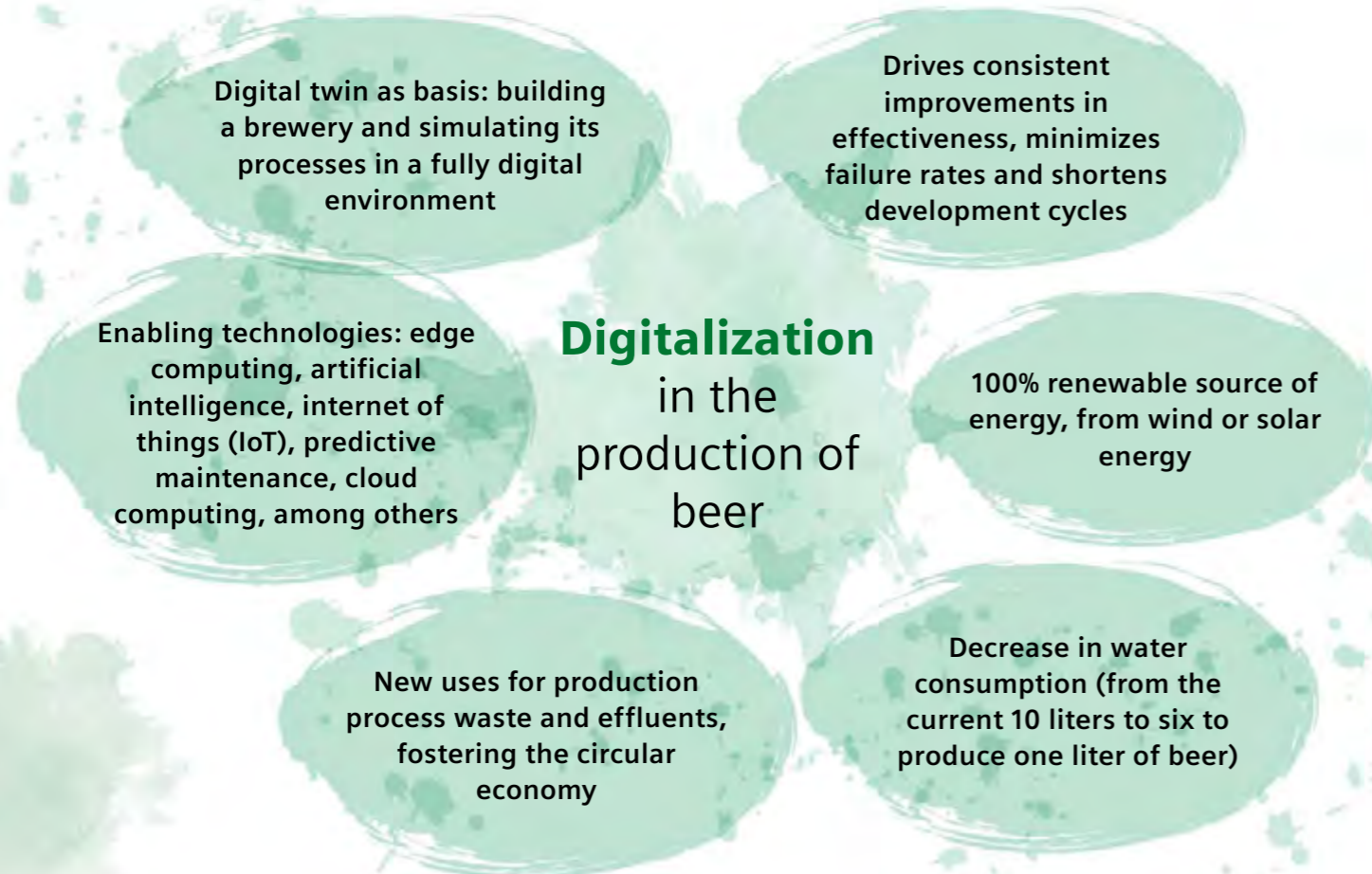
Siemens' inventory area in Brazil is a giant with more than 33,000 items. Every day, materials go in and out in a complex logistics that requires daily counting of these elements. On average, around 250 items need to be checked daily. Until March 2022, the entire inventory counting process was done manually, which increased the possibility of errors, generated idle time, made it difficult to access information in audits and produced a huge number of printed pages.



After doing some benchmarking with partner companies, Siemens' Inventory area decided to develop its own app to optimize the process. After six months of development, the inventory digitalization app dramatically improved the operation. Instead of inputting by hand data regarding the inventory count of items, employees started to use the app, which automatically feeds the computerized system, eliminating the need to type in the information collected.

In addition to drastically reducing the possibility of error, as the data no longer needs to be copied from the inventory count sheets to spreadsheets, the app also made it possible to optimize employee time, who now don't have to wait around for data to be reconciled. As a result, the area increased its productivity, conducting more inventory counts with the same team.

Additionally, the app's implementation yielded environmental gains, as it now eliminated having to print around 40,000 pages per year, avoiding a cost of 400,000 liters of water per year to produce paper.



Mobility

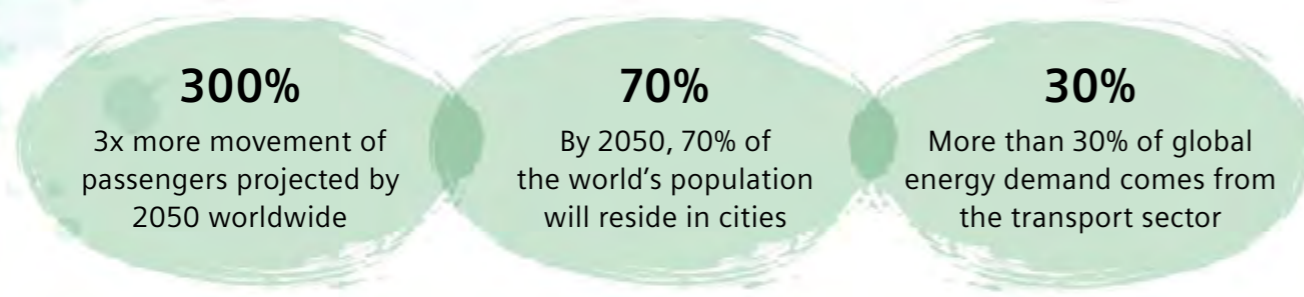


Driven by urbanization, digitization, globalization and demographic-change megatrends, the demand for mobility is continually on the rise. At the same time, society faces a growing need to mitigate climate change and the depletion of natural resources to shape a sustainable and livable future.

This is one of Siemens Mobility's core motivations: to focus decisively and introduce sustainability standards that allow for the decarbonization and dematerialization of the entire mobility value chain.



Global megatrends influence demand for mobility*



*Source: IEA's Railroad Future Report.

Siemens Mobility supports its customers in their pursuit of carbon-neutral passenger and cargo transportation. We do our part by using energy efficient products and accelerating alternative propulsion systems that use battery or hydrogen technology.

Our customers also benefit from increased asset value through our life cycle management strategy. This, in turn, reduces the ecological footprint of their operations.

95% – Is the recycling rate at the end of the life cycle of the Mireo regional train developed by Siemens Mobility. The product was the recipient of the **2021 German Sustainability Award**. It consumes **25% less energy than conventional trains** and is designed to also operate with alternative technologies like hydrogen or batteries.

30%

Is the estimated reduction in energy consumption with Siemens' latest Mobility solutions, such as the Velaro Novo high-speed train developed in Europe, which also has lower maintenance costs and fewer emissions.

São Paulo subway

In 2022, ViaQuatro finished implementing a modern digital signaling system for Subway Line 4 using Siemens Mobility solutions. Known as the Yellow Line, it is Latin America's first fully-automated subway.

Line 4 starts at the Luz Station and is now 15 km long. Up to 1 million passengers/day can use the fleet of 29 trains that connect to 11 stations

The complete operation of Subway Line 4 in São Paulo, using Siemens Mobility technology
Operated by ViaQuatro – Grupo CCR

- Luz**: Creation of the **first fully-automated subway line (GoA4)** in South America
- 11 stations**: Equipping **11 stations** and **29 trains** with state-of-the-art technology
- 15 km line**: Installation of CBTC technology along the entire **15 km** line
- Vila Sônia**: Capable of transporting up to **1 million passengers** per day with **greater safety, reliability** and **availability**

Since 2007, Siemens Mobility has been working with ViaQuatro to install advanced digital-signaling solutions, such as CBTC-UTO (GoA4 – driverless), Trainguard MT, onboard and on-track telecommunications, among other solutions, increasing passenger transport capacity, minimizing distance between trains and providing flexibility with safety.



Metropolitan trains

In 2022, Siemens Mobility signed two contracts with ViaMobilidade to update and modernize train systems in the Greater São Paulo region. Siemens Mobility will equip Line 8 (Diamante) with an automated signaling system and install new electrification and traction systems on Lines 8 and 9 (Esmeralda).

Line 8, which is 41 km long, has 22 stations and a fleet of 36 trains, crossing six municipalities and transporting around 500 thousand passengers/day. Line 9, which is 31.8 km long, has 18 stations and a fleet of 36 trains, transporting 600 thousand passengers/day.

Resource efficiency

The environmentally responsible use of natural resources is part of environmental protection at Siemens. The "R" in our DEGREE framework stands for 'Resource Efficiency'. The Eco Efficiency @ Siemens program, dematerialization and the circular economy of our operations focus mainly on reducing the environmental impact of waste and improving energy efficiency.

By 2030, our target is to improve energy efficiency by 10% worldwide compared to 2021. To calculate energy efficiency, we compare the evolution of sales against energy consumption. By reducing energy consumption and growing sales, we increased energy efficiency by 13% in the first year that the Eco Efficiency @ Siemens program was implemented.

Listen to the podcast episode on "Impact of the digital transformation in developing countries"

Products with ecodesign

To develop products that are effective in protecting the environment, the Eco Efficiency @ Siemens program defined special priorities in the "Robust Eco Design" category.

It aims to establish a life cycle for the product that is as compatible as possible with the environment. Material and energy losses must be kept to a minimum. To achieve this, it is critical to start addressing as early as possible the expected environmental impacts in each stage of a product's life cycle.



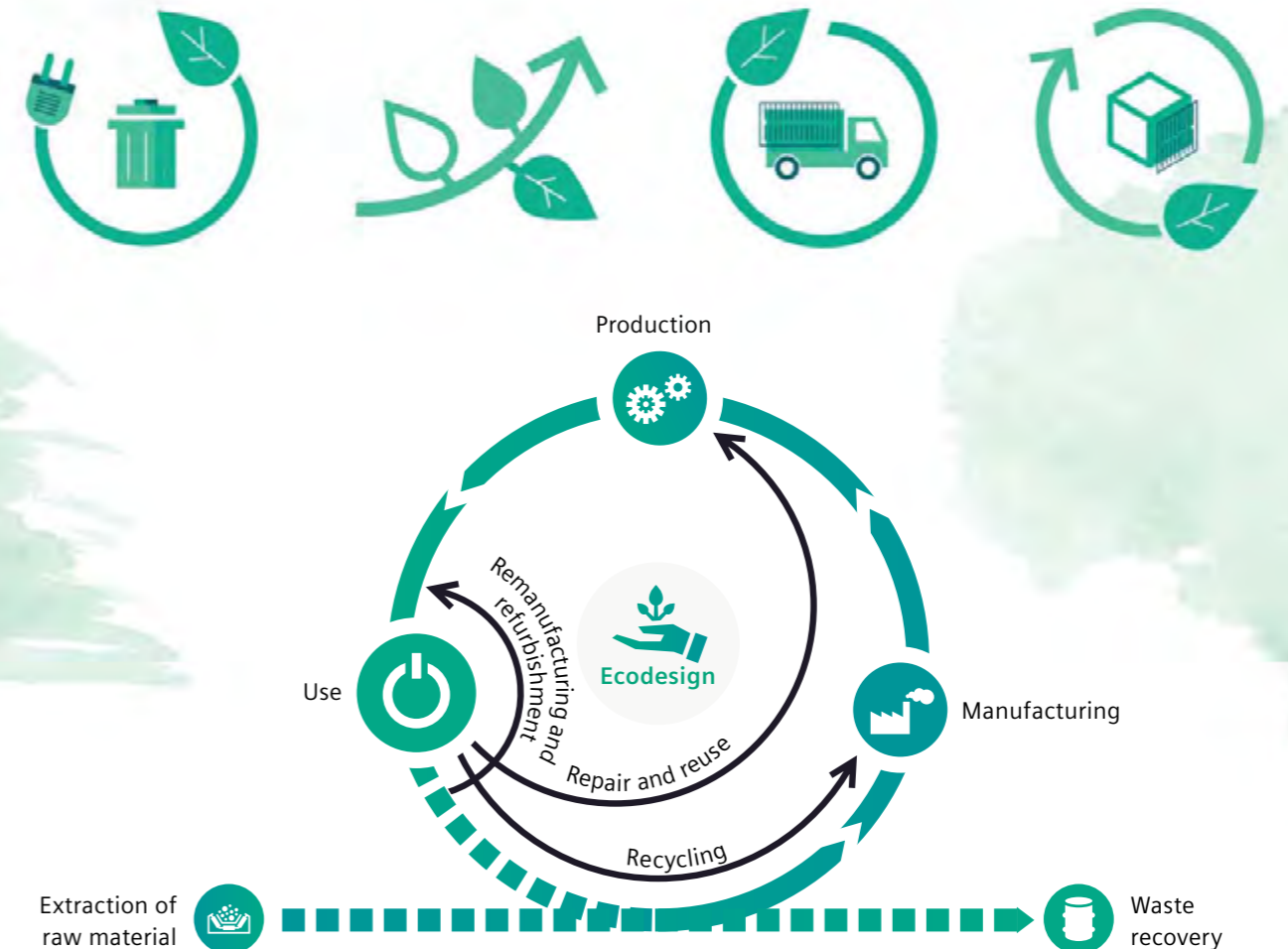
Circular economy

While many types of waste can be recycled or reprocessed in ways that make the circular economy a reality, landfill waste has a particularly negative impact on the environment. Waste landfills take up space, generate greenhouse gas emissions, impact local biodiversity and cause health problems for people and ecosystems.



Siemens also contributes to resource efficiency by developing and producing solutions that help our customers save on the use of inputs. The strategic focus of our Ecodesign approach is mainly to increase productivity of these solutions across their entire life cycle.

This is why we want to continue minimizing our landfill waste, which will be substantially reduced by 50% until 2025 compared to FY 2021 and achieve zero landfill waste by 2030. We also want to continually increase the percentage of material recycled until 2030.



Siemens receives **ISO 50001** certification in Brazil

In 2022, Siemens received ISO 50001 certification, which recognizes the implementation, maintenance, review and improvement of an energy management system. In addition to more efficient energy consumption, the process generates benefits such as waste and expense reductions, increased trust of potential customers and greater competitiveness.

In recent years, Siemens has worked to increase the energy efficiency of its sites with measures such as lighting and air conditioning automation, implementation of presence sensors and substitution of light bulbs for LED models. The company also opted to exclusively purchase clean energy from the free energy market for its locations.

Siemens spaces: reutilizing resources

The company also stands out for its strong material-recycling work. In the last office remodel effort, which took place during the pandemic to adjust to the hybrid working system, it avoided the discarding of 18 tons of material through the reuse and repurposing of products like furniture, among others.

The practice of reusing raw materials is already consolidated at Siemens. This philosophy includes everything from daily actions, such as the reuse of water, to specific projects, such as remodeling after the pandemic at the JundTech (Jundiaí/SP) and Anhanguera (São Paulo/SP) sites.



Water

- capture of rainwater
- reuse in bathrooms, air-conditioning systems and outdoor environments

Organic waste

- recycling of material
- composting area for preparing natural fertilizers

Plant nursery

- collection of seeds for donation from the preservation area
- production of seedlings for donation

Furniture

- reuse and repurposing of furniture and other office and factory utensils to create new spaces

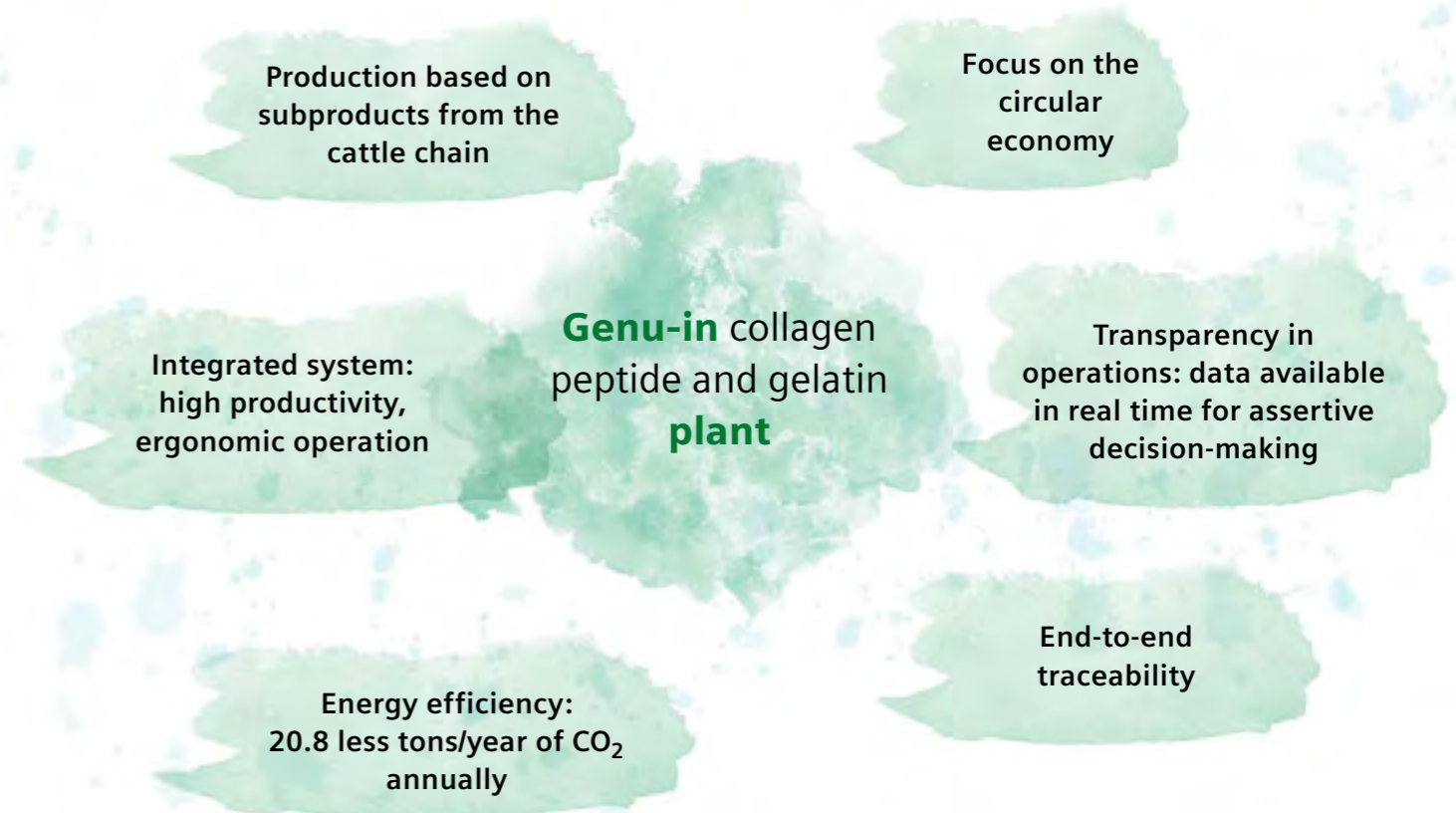
Animal protein industry with emphasis on the **circular economy**

As the world leader in animal-protein exports, Brazil has also become a benchmark of efficiency in this segment. One of the most recent projects that attest to this statement refers to Siemens' participation which, aware of the country's enormous potential, established its Animal Protein Center of Competence in Brazil a few years ago, having as one of its objectives to help the sector advance in the incorporation of technologies.

Now, JBS has a new business unit, Genu-in, which includes a collagen peptide and gelatin plant, standing out as an example of efficient and sustainable production.

The company uses byproducts from the cattle chain, which stem from the company's

own production processes, for its production. Conceived to be an automated and digitized plant in line with the Industry 4.0 concept, the Genu-in plant relies on Siemens solutions that ensure process integration, transparency, reliability, traceability, in addition to energy efficiency and end-to-end integration.



From production to the cloud: **efficiency** at arm's length

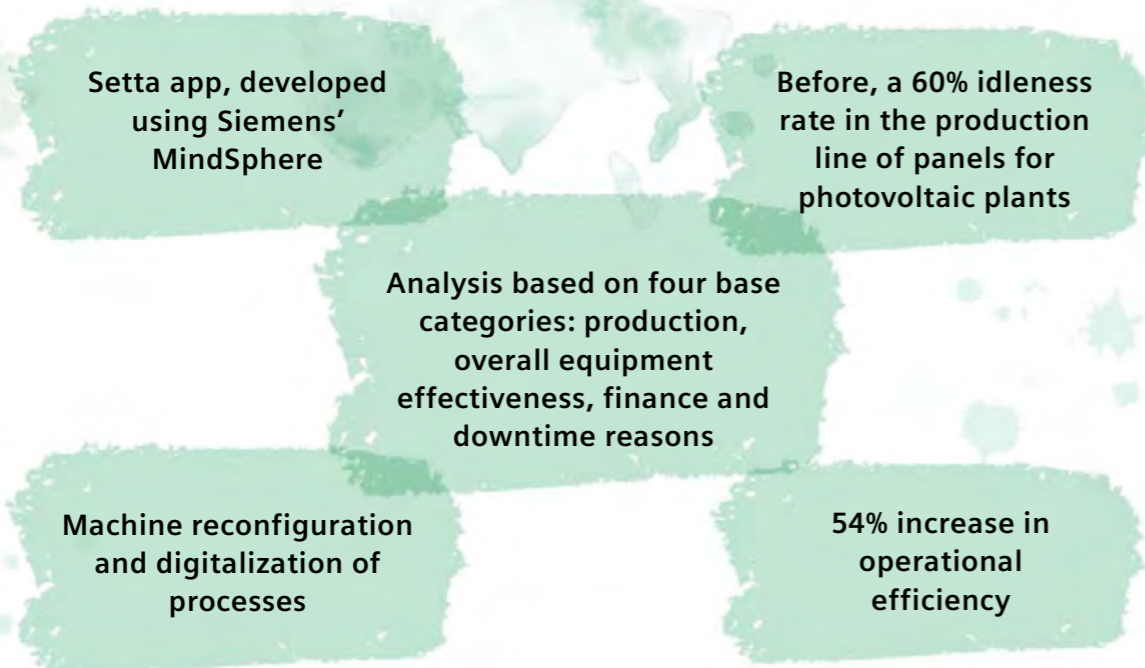
Do more with the same resources and monitor everything at any time. What might have seemed like a utopia a few years ago is now reality, thanks to the MindSphere operating system created by Siemens. This open solution for the Internet of Things (IoT) allows connecting equipment from the factory floor to the cloud, enabling an expanded view of processes, more efficient decision-making and the development of new business models.



Siemens' Solution Partner Setta increased the operational efficiency of its industrial processes by 40% after digitizing them with Mindsphere and the Mendix platform. The initial diagnosis by Siemens' solution detected that the configuration of machines caused idleness of up to 60% in the industrial panel production line. Analyzing the data collected, it was possible to optimally adjust the production line and increase manufacturing capacity.

See the press release about Setta's project.

How an app can lead to better decisions



Circular economy and **reverse logistics** in the beverage industry

During the pandemic, several habits changed in society, and one of them was the increase in beverage consumption at home. This change led to the need for more long-neck bottles, causing a shortage of this type of packaging during Covid. Given this scenario, beverage manufacturer Ambev announced the construction of its own glass factory and, while still in the design phase of the new plant, it defined that the new bottles should be 100% produced from recyclable glass, via partnerships with reverse logistics companies and cooperatives in the region. The location chosen for the installation of the factory was the city of Carambeí (PR) and the inauguration is expected to take place in mid-2024.



Siemens was included in the project from the very beginning, first as a consultant to standardize the automation solutions, and later as a supplier. In addition to previous partnerships with Ambev, our company was chosen due to Siemens' global experience in glass production industries.





Digitalization in mining: Siemens Brazil a **global hub**

Siemens' expertise in serving mining companies in Brazil led to the creation in 2021 of the Mineral Digital Hub during the pandemic. In 2022, this structure dedicated to developing solutions for the sector officially became the company's global hub, which included the inauguration of a physical space in Belo Horizonte (MG), with an environment designed to promote creativity and innovation. In its first year of operations, the mining hub workforce doubled, reaching 80 professionals.

Siemens' solutions make it possible to monitor the entire mineral extraction production process, from dismantling the extraction area, processing the material in plants, to railroad shipment, thus enabling agile decision-making to adjust deviations in the value chain and minimize financial and environmental impacts for customers.

Roughly 75% of the iron ore currently produced in Brazil passes through systems implemented by Siemens.

More about the Mineral Hub.  



Decommissioning of **tailing dams**

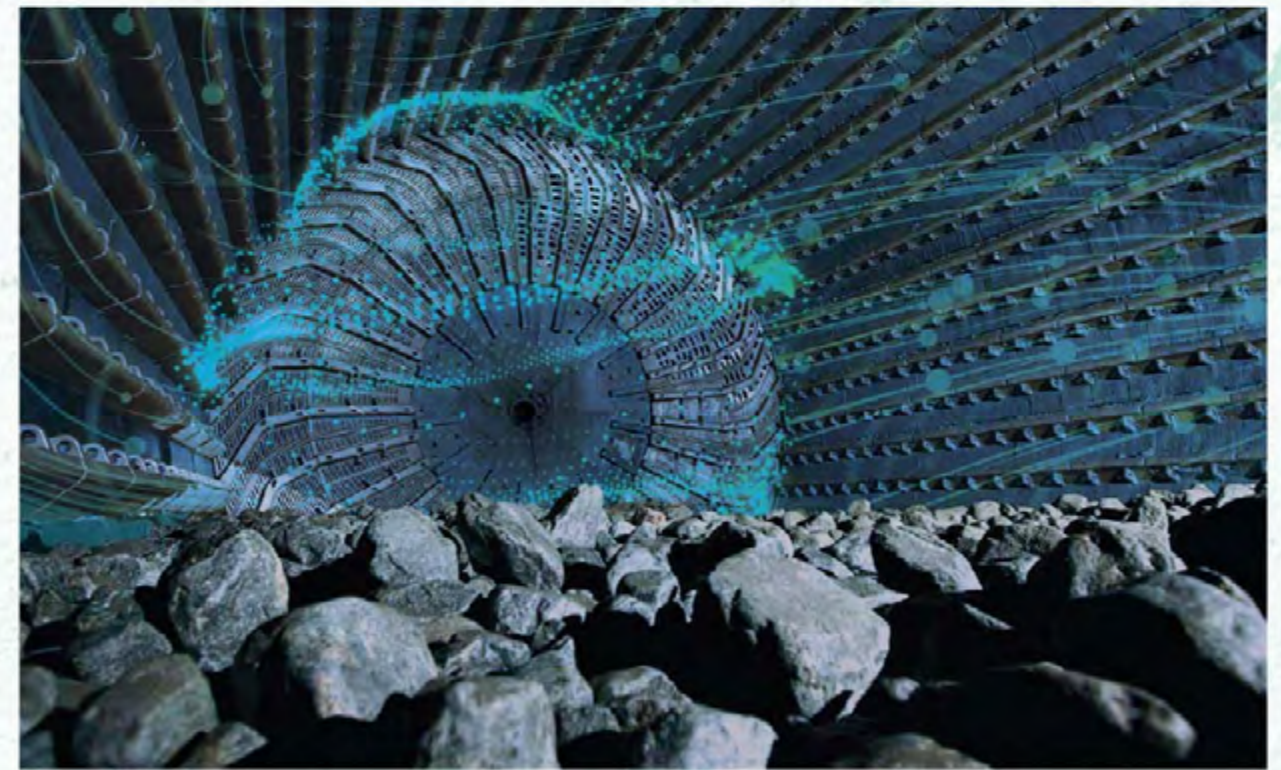
In the mining segment, one priority of Brazilian companies has been the decommissioning of liquid tailings dams in order to mitigate environmental and social risks. The drying operation of these dams involve many processes, for which Siemens has supplied several solutions from its electrification, automation and digitalization portfolio.

Another innovation in the mining field that uses Siemens solutions is in remote operations. To reduce the number of field personnel in mines, companies in the sector rely on Siemens' digital solutions to remotely operate and monitor various functions of the mining process and thus reduce social risks for the business.

Produced in **Brasil** for the **world**

Siemens' Large Drives plant is also an important generator of business for the company outside Brazil. The increased demand of exporting to other regions like South America, Europe and the Middle East, increased the unit's occupancy, proving the competitiveness of the Jundiaí (SP) complex.

To maintain a high level of performance and increasingly satisfy environmental and social parameters of the business, the plant also underwent processes to increase energy efficiency, optimizing the operation of structures such as lighting and air conditioning, while ensuring compliance with the company's strategic objectives and the well-being of its employees.



ESG – Social

Contributing to people and society



At Siemens, we use a holistic strategy that focuses on people and their needs, individual interests and skills, seeking to build diverse and inclusive teams.

Our objective is to help our employees prepare themselves for the digital age, help train professionals in society, as well as exercise our social responsibility towards the most urgent demands of communities where we operate.

- Equity
- Employability

Exclusive Podcast
2022 Siemens
Institutional and ESG
Report

Click here and listen
to a summary of
Siemens Brazil's
achievements in the
social field in 2022



People, a holistic vision

Siemens designs its benefits, compensation, hiring, diversity & inclusion, health, training and development practices and policies based on a holistic vision with people at the center. The objective is to help each person to have the best resources for their well-being, that of their family and for their development as professionals.

Since the end of 2021, Siemens has adopted the hybrid work model for administrative employees, with the recommendation of three days working in-person at the office and two from home.



Inspiring stories from people! Check out Factory of Stories, our series of interviews with plant colleagues.

People in the center

When thinking about the journey of professionals from the time they are admitted, the Employee Experience concept relates to all People & Organization (P&O) areas.

It begins with the onboarding process, ensuring that they have all the resources necessary to do their work from day one (day one readiness), such as badge, access to IT systems and company installations, etc.

Siemens Brazil stands out worldwide

The positive results obtained by Siemens Brazil in the global engagement survey are among the three highest in the world: 83% of employees would recommend Siemens as an employer.

Some of the positive points cited the most by Brazilian employees include:

- Collaboration
- Learning
- Hours of training
- Benefits
- Organizational climate
- Clear purposes

Aspects to improve on include:

- Work volume
- More efficient and intuitive processes

People Experience

Understand the needs and expectations of employees based on the journey they undergo in the company. With this premise, Siemens established the People Experience concept in 2022, which aims to create incredible experiences for all its employees, increase employee engagement, improve company processes and, consequently, improve Siemens' image as employer.

Based on the people centricity concept, the Employee Experience analyzes the experience of employees through alignment with the main stakeholders on the P&O team, and also through tools such as the Siemens Global Engagement Survey (SGES), an organizational climate survey conducted globally every six months. Based on this mapping, action plans are created by the People & Organization areas to address improvement opportunities.

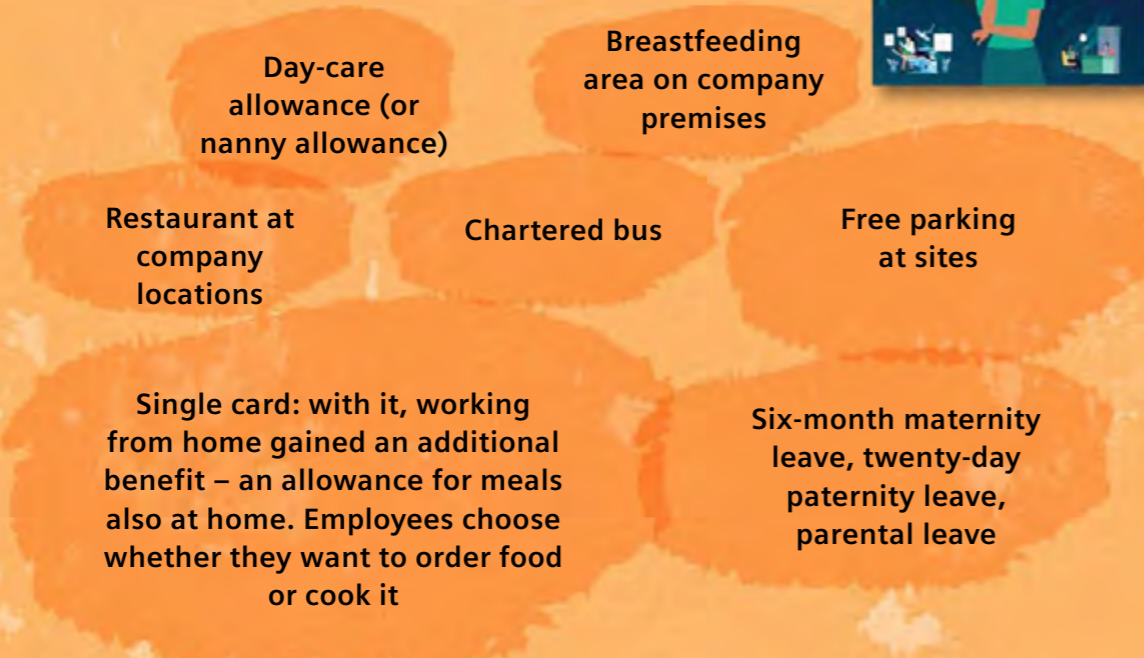
Health is a priority

Caring for one's health should be a priority for everyone. To encourage employees to constantly take care of their health and well-being, Siemens offers many benefits that, besides providing financial aid, improve the quality of life of employees and their families. (More about Health on page 74).

- Health and dental care plan: for employees and dependents, with flexibility to choose between two different healthcare operators
- In-house clinic, with several specialties
- Flu shots: free for employees and at a discount for their dependents
- Pharmacy discount arrangement
- Optical aid, among others

Quality of life matters

One of Siemens' main concerns is for its employees to feel comfortable and safe at work. With this and everybody's quality of life in mind, the company invests in various benefits and perks to optimize and facilitate everyday life.



At Siemens, you are **recognized**

Siemens has policies and instruments in place to recognize the performance, achievements, years of service, good ideas and various other forms of manifestation of its employees. Recognition is one of the pillars of people management and culture in our company.

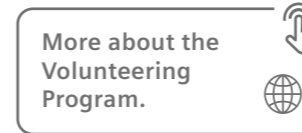
- STAR (Share Thanks And Recognition): a program that distributes prizes in cash and points that can be used in a virtual store, in addition to colleague messages for outstanding performances and special dates (wedding, birth of children, etc.)
- Siemens Celebrates: employee jubilee commemoration (5, 10, 25, 40 and 50 years of service)
- Retirement farewell event, among others



Culture and **community** matter

Siemens believes that being satisfied with one's work has to do with the functions they perform in the company, but it is also essential to work with purpose, seeking to make an impact on the organization and the world. At Siemens, employees have several opportunities to make a difference regarding the most pressing causes and contribute to a more egalitarian, just and solidary society.

- DiverSifica: diversity and inclusion program based on four pillars: Gender, Race & Ethnicity, People with Disabilities and LGBTQIA+ (more on page 62)
- Corporate Volunteering Program: anyone interested can participate by accessing an online platform (more about Volunteering on page 70)
- Others



Year-end team celebrations

A policy established by the company is the end-of-year party, a team celebration to end the year and celebrate results. In 2022, the company resumed in-person team celebrations, after two years of virtual celebrations due to the pandemic.



A place to develop a **career**

At Siemens, the MyGrowth Hub consolidates all corporate programs that provide a growth mindset, providing access to various tools and learning platforms that support professionals to remain resilient and relevant in a constantly changing environment.



Growth Talks – our way of developing careers based on conversation

Growth Talks it is a light, constructive and disruptive way of understanding the key points that can be developed and improved for the professional and personal growth of our employees.

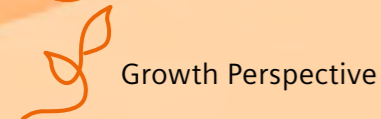
Siemens believes that outstanding performances are not the result of management based on pressure and demands. On the contrary, we understand that good results stem from applying positive psychology based on tolerance and understanding.

Rather than rigid and complex management processes based on practices such as traditional performance assessments, Growth Talks are simple and agile – strengthening Siemens’ culture of empowerment and trust.

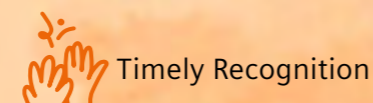
There are four key elements that inspire and support employees to do their best:



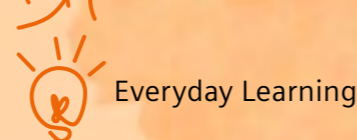
Clear Expectations



Growth Perspective



Timely Recognition



Everyday Learning

Growth Talks are used globally across the company. Both worldwide and in Brazil, Siemens’ results have remained positive since then, with consecutive records in performance growth.

Training is essential for our growth

With increasingly more digitized processes, Siemens’ training programs benefit from easy access to content on a wide variety of topics, from technical courses to skill development programs. The solution is the My Learning World Platform, which offers roughly 118,000 courses and can be accessed by any employee.

Equipped with Artificial Intelligence, the platform suggests content related to the interests of the professional accessing it. There are also several curations prepared by experts in key business topics such as: leadership, innovation and digitalization. And, of course, in-person training is also offered according to each need.

In 2022, Siemens invested BRL 3.1 million in Training in Brazil and reached the mark of 29.4 hours of learning per employee at Siemens Infraestrutura e Indústria.

My Learning World: platform that delivers digital learning content, including great offers from external learning partners like Coursera, Harvard Business Review, LinkedIn Learning, among others

Learning Campus: set of synchronous training programs that focus on developing important skills for employees

Learnlight Live: a free and interactive digital learning language program

My Brand Builder: Simple tool helps create a personal brand statement that comprises employee strengths, drivers and experience

Multisource feedback: opportunity for employees to invite colleagues to give feedback on their work performance

We seek **talent** that bring their baggage of experiences, learnings and cultures

Attracting talent is one of the biggest challenges for companies, especially in intense transformation environments. Siemens seeks to update its structures and policies for attracting talent, approaching the market in an assertive and inclusive manner, encouraging the formation of teams based on diverse groups.

Inherent diversity

In all recruitment processes at Siemens, the focus on diversity is present. All vacancies are published with an explanatory text that the company offers job opportunities for all professional profiles, including different races, ethnicities, genders, sexual orientation and people with disabilities.

In addition, the company works proactively to hire people with disabilities, maintaining a publication to attract professionals with this profile. The expectation is to evaluate professionals for open positions, according to their academic and professional background and specific interests. (More about Diversity on page 62).

Siemens regularly works closely with several universities, posting its job openings and career development opportunities.

More about Partnerships with Universities.



Employer branding

In 2022, Siemens launched its new employer branding campaign globally. Intimately linked to the company's purpose, the campaign invites people to our mission through mottos such as "Build the Future Today" and "Create a Better Tomorrow with Us".

The campaign reinforces Siemens' strategy to be recognized as the employer of choice, offering the best opportunities for professionals to discover their potential and transform today's ideas into tomorrow's sustainable products.



Talent Development Program

The Talent Development Program is an internship with a robust training path, job rotation, mentoring and participation in special projects aimed at increasing the network of talent and interaction between different company areas.

Two cycles are held (January and July) from where young talents are hired for different company areas and locations. And as it couldn't be otherwise, Siemens commits 50% of vacancies to women in the program, with the goal of having greater gender equity and developing these young women for regular positions after concluding the internship.

Young Talent Squad Program – Sustainable business

Launched in 2021, this initiative focuses on the development of projects that leverage the products and services of the Sustainable Business portfolio. It includes several learning opportunities for participants already working at Siemens, the main ones being strategic marketing, holistic business vision, time management and new business development.

Trainee program

The purpose of Siemens' Trainee Program is to accelerate the development of young talent to strengthen the leadership pipeline. Over the course of a year, Trainees undergo a series of professional, academic and personal experiences, consolidating a select range of talents mapped internally. One of the challenges proposed by the program is the development of strategic projects that can be replicated in different areas of the company.

In 2022, trainees executed the following projects: Decarbonization - business, GBS Go@Market, Artificial Intelligence for Industry and SHORE-TO-GRID Connection with Siharbor



Excellence@Finance program

A well-consolidated company initiative, it challenges finance professionals to develop projects involving several areas. In addition to encouraging more networking within the company, the 18-month program also provides the professionals involved greater exposure to company leaders, in processes that become valuable mentorships.

PreviSiemens

A professional's journey with Siemens does not end at retirement. Through the PreviSiemens pension plan, employees have the possibility to invest and complement their retirement income.

The PreviSiemens team works to increase the fund's net worth, even in challenging years like 2022, given the war between Russia and Ukraine and challenges facing Brazil like the elections and socioeconomic instability. Even so, PreviSiemens increased its net worth and ensured good results.



PreviSiemens in 2022

Net worth	BRL 1.922 Bn (up 5% from 2021)
Active participants	6,034
Linked participants (vesting)	1,184
Retirees benefiting	1,598

PreviSiemens proves its credibility by factors such as the increase in contributions even in challenging years (13% growth in 2022) and the presence of linked participants, former employees that continue to invest in the fund.

85% of Siemens employees, 82% of Siemens Mobility employees and 88% of Siemens Healthineers employees invest in PreviSiemens

Financial education

In 2022, PreviSiemens:

- organized virtual meetings (lives) about investing
- made improvements to performance reports, with information on the economic moment
- prepared an online investment guide, with explanations about investor profiles (conservative, moderate and aggressive)

Click here to watch PreviSiemens' lives on investing

In 2022, PreviSiemens also encouraged company retirees to participate in Siemens foundation' volunteering activities, with the goal of developing the entity's actions based on their experience and willingness. *(More about Siemens Foundation on pages 54 and 55)*

Labor relations

Work-life balance is one of Siemens' global priorities as employer. The growing desire for more flexibility and new work models is a direct result of social transformations, leading the corporate world to establish policies that allow organizing working hours and workplaces in alternative ways.

In 2022, Siemens established its Part Time policy aimed at professionals interested in reducing their working hours when returning from maternity/paternity or parental leave.

The Labor Relations area was responsible for submitting the agreement to the labor unions to establish the policy. Through it, employees define with their leaders a reduction in their working day and the proportional salary cut. Under the agreement, all benefits inherent to the role remain in effect.

Part Time at Siemens

- Reduction in working hours upon returning from maternity/paternity or parental leave
- Totally flexible: format is defined between the employee and its leader
- Valid for one year
- Applicable to all employees
- All benefits are maintained in full

Another highlight of the area this past year was the establishment of a policy for receiving ergonomic items to be used during home-office periods. The use of company items, such as chair, video support, keyboard support, etc., now have a specific policy with the goal of improving the work-at-home experience, improving work-life balance.

Another highlight in 2022 was salaries were adjusted 100% for inflation (up to BRL 40K).

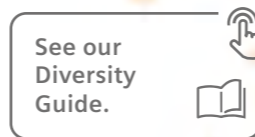
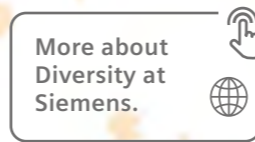
Diversity

In 2018, Siemens created DiverSifica, a diversity and inclusion program based on four pillars: Gender, Race & Ethnicity, People with Disabilities and LGBTQIA+. Supported by the People & Organization area, DiverSifica also counts on the volunteer work of employees from all areas of the company.

In 2022, the company began to structure a fifth pillar in the program, focused on the topic of Generational Inclusion (Ageism).

Siemens' actions specifically targeted at diversity have been going since 2010, with the launch of Leadership Z, a group formed with the goal of encouraging an exchange of experiences, information and knowledge, empowering women to become stronger and encouraging each other in their career development.

DiverSifica reinforces Siemens' mission to promote diversified and strategically more innovative teams. Within the DEGREE framework, the company aims to strengthen diversity, inclusion and community development to create a sense of belonging. Commitments have been established within the framework, such as reaching 30% of women in management positions by 2025, worldwide. In Brazil, the 25% target for 2022 was met.



Various actions, a single objective

The pursuit of greater diversity in the company is the focus of several action plans at Siemens. In addition to DiverSifica, other initiatives reinforce and carry out this objective:

Diversity Month

Siemens' third Diversity Month took place in 2022 in a hybrid format. With the participation of external experts, the event addressed topics related to DiverSifica's four pillars and was widely publicized among all employee groups

Training Trail on Diversity and Inclusion

Initiative between the Training area and the DiverSifica Program, curating content related to diversity and inclusion through the My Learning World platform.

Breastfeeding space

A breastfeeding space was created at the Anhanguera (São Paulo/SP) site to offer greater peace of mind to employees in reconciling their personal and professional lives (the company already created a similar structure at JundTech, in Jundiaí/SP)

Part Time

Reduction in working hours upon returning from maternity/ paternity and parental leave (more on page 54)



“I was seen for my competence, not my disability”

When Ariane Karin da Silva applied for the position she occupies today, she already had 20+ years of experience in administrative areas and drew attention for her résumé. Before being hired, however, she was invited to visit the Anhanguera (São Paulo / SP) unit to check out how to get around the site. A wheelchair user since 2009, when she suffered a car accident, Ariane was surprised by the company’s effort.

“They wanted to hire me for the skills I demonstrated, and they also wanted me to tell them what to do to facilitate my mobility. I had already had good experiences with inclusion before, but never at this level, even before being hired,” recalls Ariane. After visiting the Anhanguera site, it became clear that she would need help in some situations, such as making it up the hill from the service building where the company’s restaurant is located.

In view of this situation, Siemens decided to purchase a motorized wheelchair for her to use. The equipment was given to Ariane on a loan basis, that is, she uses it while employed at the company. She uses the chair at Siemens locations and returns home with it, being able to move around easily, without having to depend on the help of others.

Hired for the position of analyst in Smart Infrastructure’s Marketing area, Ariane is also a volunteer for the People with Disabilities pillar of DiverSifica. “This program is another Siemens differential, and I am happy to see that my experience helps the



Ariane da Silva uses a motorized wheelchair that Siemens purchased when it contracted her

company make adaptations and new implement policies that make life easier for people with disabilities that already work at Siemens and attract other professionals with great résumés to apply their experience and skills here,” said Ariane.



Siemens Healthineers has a female executive at the helm

Since 2022, Adriana Costa is the managing director of Siemens Healthineers in Brazil, where her mission is to lead the company in expanding access to precision medicine, transform healthcare, improve patient experience and increase access through digital



acceleration. Working in the Management, Marketing and Sales areas, Adriana has 2+ decades of experience in the Health and Consumer Goods sector. She is also a board member of Siemens Foundation, Director at AHK – Brazil-Germany Chamber of Commerce and Industry and a Mentor for professionals and startups that focus on Diversity & Innovation. Fostering diversity, equity and inclusion, in addition to being part of the her personal values, are fundamental pillars of Adriana’s leadership. *“I believe that only in a collaborative, diverse and inclusive environment, people can be themselves and, thus, have all the conditions to reach their maximum potential and generate sustainable results.”*

Engenhosas: a podcast entirely presented by female engineers at Siemens

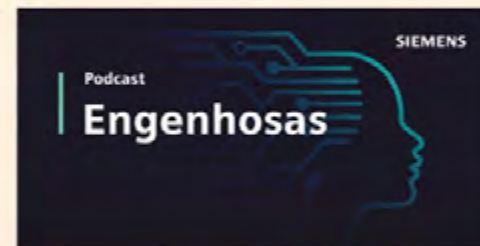
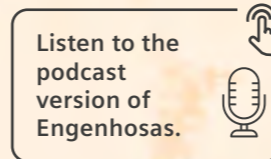
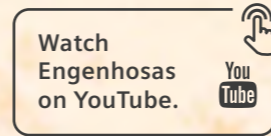
In August 2022, Siemens launched Engenhosas, a podcast aimed to boost female presence in industry and professions considered male-oriented.

During the episodes, Siemens' female engineers and program hosts, Bianca Cerveira and Luciana Ferreira da Costa, receive female company guests and market experts to share their experiences and opinions on industry perspectives and trends, innovation, technical issues and career possibilities.

It is a program made by women but not just for women. The topics addressed are relevant to everyone working in the industrial and technology markets.

The first episode aired during Siemens Innovation Forum 2022, and the first season included 8 other episodes in audiovisual format, allowing users to not only listen on streaming platforms but also to watch the conversations.

The initiative supports the company's positioning of promoting gender equality and empowering women in leadership positions. The event was organized by volunteers from Diversifica – a Siemens Brazil project that fosters diversity and inclusion based on four pillars: Gender, Race & Ethnicity, People with Disabilities and LGBTQIA+.



From left to right: Engenhosas hosts Luciana Ferreira da Costa and Bianca Cerveira, and guests Bianca Laurindo and Natalia Marques.

Commitments and recognition



Selo Paulista de Diversidade

In 2022, the goal of contributing to society's transformation based on greater awareness in the work environment regarding diversity and inclusion earned Siemens the São Paulo Diversity Seal from the Government of São Paulo



Selo de Diversidade e Direitos Humanos

An initiative of the City of São Paulo's Program of Targets to recognize good inclusion, diversity management and human rights practices



Pacto para Inclusão de pessoas com deficiências

Continuity of the pact with the Corporate Network of Social Inclusion for the Employability of People with Disabilities



Princípios de Empoderamento das Mulheres da ONU

Siemens is a signatory to the Women's Empowerment Principles, a partnership between UN Women and UN Global Compact for Gender Equality



Fórum de Empresas e Direitos LGBTQIA+

Siemens Group companies are part of the LGBTQIA+ Companies and Rights Forum, an initiative that aims to put into practice the 10 Company Commitments to LGBTQIA+ Rights

Siemens Foundation

Established in Brazil in 1986, Siemens Foundation is a civil society organization of public interest (OSCIP), which has Siemens Group companies as sponsors. The entity's objectives are to promote, support, encourage and sponsor actions in the educational, cultural, social, philanthropic, environmental, recreational-sports and scientific-technological areas.

The main focus of Siemens Foundation are projects in the education field based on STEAM: Science, Technology, Engineering, Arts and Math.

In 2022, Siemens Foundation published its Institutional Report together with its audited financial statements, increasing the entity's degree of transparency. [Click here.](#)



Experimento Lab

Launched in 2022, the Experimento Lab web-series is an offspring of Siemens Foundation' Experimento Program, created in Germany by Siemens Stiftung, equivalent to Siemens Foundation. It encourages elementary school students to develop scientific thinking based on real propositions, executing projects using simple elements.



Experimento Lab stars a young astronaut named Maya who tackles interplanetary challenges using scientific thinking. The choice to have a female protagonist has to do with diversity, as girls have historically been discouraged from pursuing science-related careers.

[Click here to watch the first season's episodes of Experimento Lab.](#)



Science Geniuses

In 2022, another edition of the Science Geniuses program was held, an initiative between Siemens Foundation and the Brazil-Germany Chamber of Commerce and Industry. Designed as a game, Science Geniuses focuses on learning and its main objective is to arouse students' interest for science.

Training for youngsters

In 2022, the training programs coordinated by Siemens Foundation trained 40 students (Anhanguera, SP, and JundTech, SP sites). In addition to professional educators, the course also includes the volunteer work of employees from the foundation's sponsoring companies.

Social Apprentice Program

Location: JundTech (Jundiaí/SP)
Course: Administrative assistant
Age group: 18-21 years old
Beneficiaries: 27 in 2022

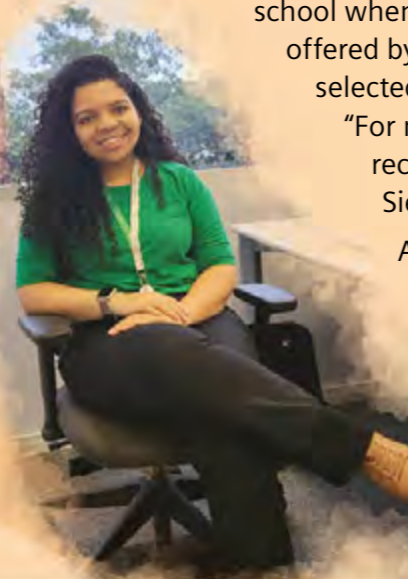


Formare Social Program

Location: Anhanguera (São Paulo/SP)
Course: Administrative assistant
Age group: 17-19 years old
Beneficiaries: 13 in 2022



"Other youngsters can live a journey like mine"



In 2014, at age 17, Sammy Fernandes Carvalho Mello was finishing high school when she learned about a professional training program offered by Siemens for youngsters, in Jundiaí (SP). Upon being selected, she took the Electrical Assembly Assistant course.

"For me, it was incredible that I was getting paid to study!", recalls the now Personnel Administration analyst in Siemens' Global Business Services (GBS) area.

As the first member of her family to earn a college degree, Sammy believes that the course was a key opportunity in her life. "I volunteer in the program, because I hope that youngsters realize that they can undergo journeys just like mine," said Sammy, who on her own volition also specialized in Brazilian Sign Language (Libras) and now uses this other skill in her day-to-day.

Crowdfunding

In 2022, Siemens Foundation continued managing its crowdfunding actions with funds donated by the Siemens community to address issues affected by the pandemic. One such action was the donation of meal cards through a partnership with Atados, an entity that coordinates volunteering actions for vulnerable populations.

Humanitarian actions

As a result of actions initiated during the pandemic, Siemens Foundation continues to work with riverside populations (in Amazonas state) and indigenous people (in Mato Grosso do Sul state), especially in terms of providing healthcare to these populations.

A brand-new school school

The Social@Finance program comprises volunteers from Siemens' financial community, with the support from Siemens Foundation and other areas of the company. The program is literally a hands-on initiative: for an entire, the group visits a school near a Siemens location and fixes up the place, making general improvements to the structure.

In 2022, after two years of pandemic, the program resumed its activities again, this time at the Albino Melo de Oliveira State School, in Jundiá (SP).

With a sustainability vision integrated into its actions, the program also considers aspects related to decarbonization, resource efficiency, governance, in addition to the social benefit generated.

Education and culture support

Siemens Foundation is also responsible for the governance of actions related to incentive laws carried out by its sponsoring companies. One initiative in 2022 was to support the São Paulo Symphony Orchestra (OSESP), which included tickets to concerts for youngsters assisted by the Foundation's programs and volunteers.

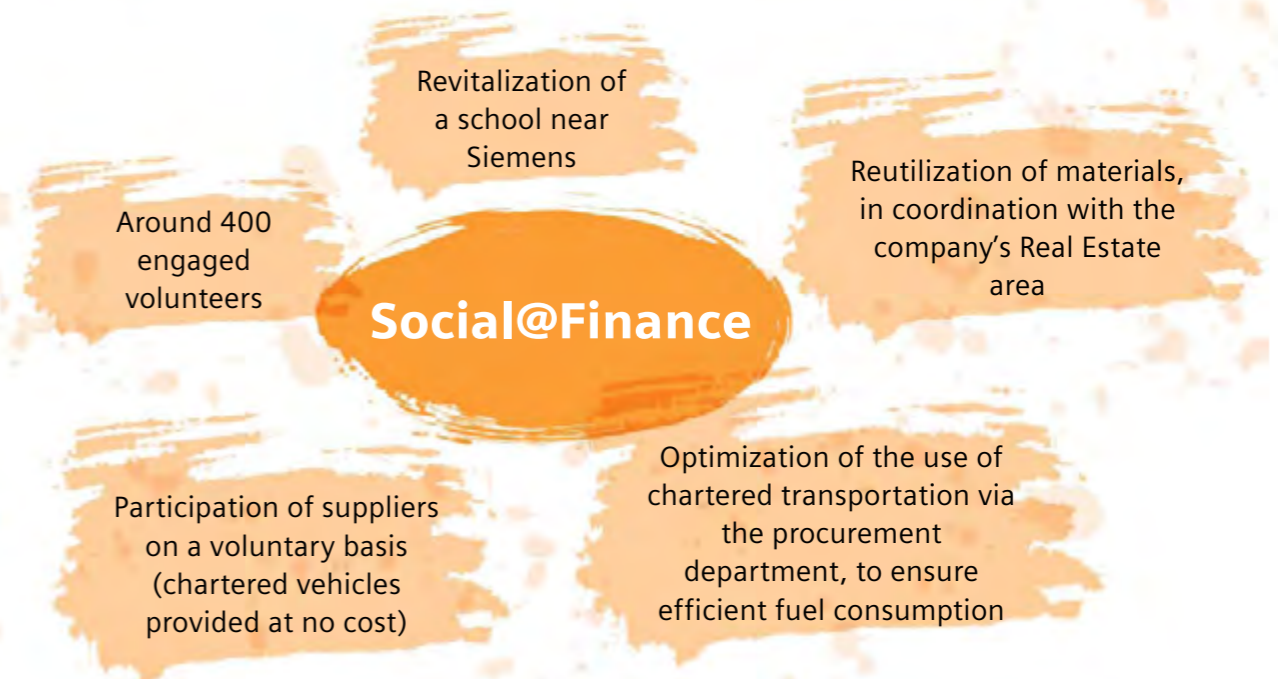


Volunteering

Siemens Foundation also partners with its sponsoring companies to coordinate volunteering actions. The Social@Finance project resumed in 2022, where Siemens' financial community gets together to fix up a public school near the company (More on page 71).

There is also the Social Responsibility@PDT program, where Siemens interns are encouraged to carry out social responsibility projects with a focus on education-oriented programs.

In 2022, Siemens Foundation launched a campaign to attract new volunteers for its technical committees. With the aim of also expanding diversity in this dimension, the entity sought to include publics such as retirees from group companies. Around 160 new volunteers joined the initiative.



Occupational safety

In 2022, no reportable occupational accident occurred at Siemens Brazil. The term reportable refers to accidents with leave or that cause work restrictions or medical treatment.

Achieving this feat is the result of a systematic prevention process based on changes implemented in the company structure and management. What also contributed to this achievement was the continuation of the Health and Safety behavioral program, which was reformulated and renamed Health and Safety @ Siemens, a pilot project launched by Siemens AG in which Brazil participated. In short, it is the evolution of two health and safety initiatives implemented between 2010 and 2020 at Siemens: Zero Harm Culture @ Siemens and Health @ Siemens.

No reportable work accidents at Siemens in 2022

Health and Safety @ Siemens Program

2021

Pilot implementation of the evolution of the health and safety program at JundTech, at Siemens AG's invitation

2022

Execution of the action plan at the same location, with emphasis on actions such as Growth Talks for shop floor employees: a P&O initiative to bring managers and employees together for career-development conversations that had a very successful pilot adaptation for blue collar employees at a JundTech Business Unit.



One of the main challenges in the Occupational Safety area was engaging new employees, especially those hired during the pandemic, who did not yet have experience at the locations due to the period they had to work from home.

In one action to address this challenge, the area reinforced Manager Conversations, when leaders talk to their teams, highlighting the importance of simple highly-effective daily measures, such as not using cell phones when moving around the site.

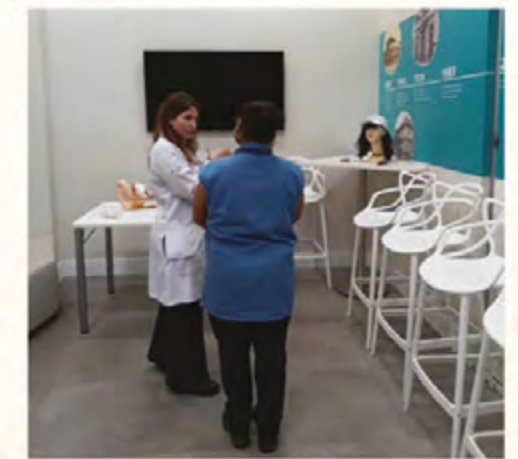
Internal Week for Occupational Accident Prevention, Environment and Health

For an entire week in September, all Siemens employees were impacted by the Internal Week for Occupational Accident Prevention, Environment and Health (SIPATMAS). In 2022, the central message of the campaign was "EHS: Does it work or not?" and, following some good practices from previous years, dedicated each day of the week to a particular theme: Circular Economy, Mental Health, Health and Safety @ Siemens, Incident Prevention and Basic Rules of sites, but added an innovative format for the hybrid work model, with a digital platform of activities that received very positive impact, yielding excellent feedback for the event. In addition, with greater employee attendance at locations, and maintaining the traditional online lectures, there were also in-person events, such as actor interventions, creation of collective banners, among others.



Ergonomics: words of an expert

Another new feature in 2022 was the hiring of an ergonomics expert at the JundTech site. She evaluates job positions and processes, identifies adaptation needs, proposes changes and monitors execution. Additionally, Ergonomics Committees were also created, with representatives from different areas of the site, to evaluate scenarios, define strategies and support actions.



Vida360°

Health according to physical, mental and social aspects

At Siemens, employee Health actions are planned and created according to the Vida360° concept, which looks at people in an encompassing manner, considering not only their physical aspects, but also mental and social.

Personalized approach

During periodic medical exams, all employees are evaluated for the Occupational Health Certificate. It looks at not only physical conditions, but also the psychosocial risk of each person. Following World Health Organization guidelines, if any risk is detected, the employee is referred to psychological care.

Health Avatar

As of 2022, employees now have a new health-oriented app. With the Health Avatar app, employees have access to all the health benefits and programs offered by Siemens, in addition to engagement and entertainment tools that serve as support for caring and maintaining their health. In the Avatar app, employees will find content about:

- Quality of life
- Health Database (vaccination records, test results, etc.)
- First aid instructions
- Nutrition Module
- Vida 360° E-book
- Information about Siemens' benefits
- Missions and other content

Through the data generated from using the Health Avatar, the area responsible has the possibility of mapping the most recurrent issues and demands, creating action plans for specific themes.



Flu vaccine

As has been the case for many years at Siemens, the company offers the flu vaccine at no cost to its employees, interns and service providers. Employee family members can also be vaccinated at a discount.



Covid-19: monitoring

The involvement of company employees in the public vaccination campaign was massive. 99.93% received two doses of vaccine and 90.4% were also immunized with the third shot.

Even though the pandemic is under control, Siemens maintains a monitoring process at its locations. General tests are carried out periodically when a certain number of positive cases are registered. Tests are also carried out on employees returning from vacation, leave of absence or international travel.

Living light

Periodic online meetings that focus on nutrition topics. The goal is to encourage people to adopt healthy eating habits, boosting health, energy and self-esteem.

Workplace exercise

In-person workplace exercises are offered at the Anhanguera (São Paulo/SP) and JundTech (Jundiaí/SP) sites, in addition to remote classes through an online platform.



Throughout the year, employees were impacted by various awareness campaigns relating to Pink October (breast cancer prevention), International Day of Fight for Health and Reduction of Maternal Mortality, Blue November (prostate cancer prevention actions), Dental Health at company plants, among others.

Mental Health: increasingly in focus

The Vida360° concept, which guides Health actions at Siemens, already takes into account attention to psychological aspects, in addition to physical health. During the pandemic, with the increase of impacts on mental health, Siemens structured and reinforced initiatives in this field.

Since 2021, Siemens has been a member of the #MenteEmFoco Movement, an initiative of the Global Compact Brazil Network, in partnership with InPress Porter Novelli and the Brazilian Society of Psychology, through which participating companies undertake to offer psychological evaluations and treatments for their employees.

Mental Health is a priority theme at Siemens: the company's CEO included the topic in one of the Town Hall Meetings focused on strategic themes with all his leaders.

Mind in Focus Moment

A series of meetings with Siemens psychologists to discuss topics that can affect mental health, such as sleep, self-awareness, psychotherapy benefits, stress and others

On average, 150 employees participated in the 27 meetings held in 2022



Part of the content recorded was transformed into a podcast, expanding the ways to access the public

The program also has inserts aimed at leaders, with guidelines for detecting signs of psychological changes among team members.

In addition to the presentations by psychologists, the events are also open to participant questions and comments.

Mental Health Week

Held for the first time at Siemens, the event took place in October when the International Mental Health Day is celebrated. With activities at the Anhanguera (São Paulo/SP) and JundTech (Jundiaí/SP) sites, the event offered activities like yoga, conversation circles with women, auricular acupuncture, anti-stress circuit and lectures by specialists.

Help me

Employees also have a mental health app for online guidance and assistance with psychologists.

Health – Siemens Healthineers

As a Siemens Group independent company and medical technology leader, Siemens Healthineers is committed to the development of innovative solutions that promote greater access to healthcare for everyone, everywhere. Our innovations support clinical decisions and track treatment journeys with a focus on greater productivity and lower costs in the health chain, and the better patient outcomes.

Siemens Healthineers innovates to advance healthcare. For everyone. Everywhere.

Sustainability is a key element in our portfolio and in everything we do, with emphasis on access to healthcare and innovation – from remote and digital solutions, to services, equipment and consultancy.

Globally, we have sustainability targets and indicators to further improve in our focus areas of "Access and Innovation", "Environment" and "Social". One of our goals is to increase the presence of our patient solutions in emerging countries by more than 75%, from roughly 147 million in FY 2020 to 220 million by FY 2025. In 2022, we reached 212 million patients – a 44% increase.



In the “Environment” pillar, we are taking specific actions and pursuing long-term climate targets. We have committed to reduce our scope 1 and 2 greenhouse gas (GHG) emissions by at least 50% by FY 2030 compared to FY 2019 (247 kt). In 2022, we managed to reduce CO2 emissions by 27% in our operations globally.

Another focus of our global sustainability strategy is to increase the number of women in management positions worldwide by 26% (FY30: 30%). In Brazil, we already have 36% of women in leadership positions and we are committed to continuing this progress, in addition to boosting the representation of racial diversity, people with disabilities, LGBTQIA+, locally and globally.

Diversity, equity and inclusion are an integral part of the organization’s strategy, through leadership training and various initiatives, such as a program for hiring diverse talents, LGBTQIA+ internal committees, Inclusion and Diversity Awareness Week, W2G Program (Women to Grow), which aims to support women even more in leadership positions, Inclusive Leadership Workshop, flexible working hours, Healthineers Forum, our 360° feedback platform, among others.

As a market-leading MedTech company, Siemens Healthineers has a duty not only to improve people’s lives with innovations, but also be an example of how we treat each other. The development of a healthy and inclusive environment aimed at the health and well-being of employees is also a priority for the organization. Recently, Health4All, a holistic health project exclusively for Siemens Healthineers employees and dependents, was extended across Latin America. The program focuses on disease prevention and health promotion through patient monitoring and engagement.

2022 was a challenging year for Siemens Healthineers in Brazil due to the increase in demand for diagnostic processes and elective surgeries, which were heavily repressed during the worst years of the pandemic. The company overcame the challenge through a robust, strategic and operational plan, in close collaboration with customers and partners.

OpenCare 5G in health

The OpenCare 5G* project is the first Brazilian 5G network in healthcare and was developed in partnership with Hospital das Clínicas da Faculdade de Medicina da USP (HCFMUSP), and a diverse ecosystem of technology, telecommunications, government, university and financial institutions. The initiative has two innovative concepts:

- the private network, a frequency band dedicated to the exclusive traffic of companies, does not compete with the public cellular phone network of end consumers
- and the Open RAN (Open Radio Access Networks) concept makes the combination of several solution providers more flexible, allows for the participation of new tech players and delivers a more customized connectivity solution

* Project coordinated by Deloitte, with the participation of Itaú Unibanco, Siemens Healthineers, NEC, Telecom Infra Project (TIP), Brazilian Industrial Development Agency (ABDI), Inter-American Development Bank (IDB) and Polytechnic School of the University of São Paulo (Poly-USP)

Siemens Healthineers is currently using the opportunity to understand the behavior of its solutions in the 5G network and the evolution of remote connectivity of equipment. Remote cooperation between healthcare professionals and imaging equipment is already part of the company’s line of services and scalability is the next step to impact even more patients with accurate diagnoses.

To achieve the remote healthcare universalization goal, the project was designed with two expansion stages.

After the successful completion of the HC pilot, two tests will be carried out: in a city in the state of São Paulo and another in a remote location of the Amazon.

From right to left: Jacques Chicourel – Director of Digital Healthcare at Siemens Healthineers in Brazil; Marcia Ogawa – partner and leader of the Technology, Media and Telecom Industry at Deloitte; Paulo Pontes – Director of Ultrasound for Latin America at Siemens Healthineers; Marco Bego - Director of Innovation at Hospital das Clínicas



Multiple Myeloma: diagnosis reinforcement

Multiple Myeloma is a cancer that affects plasma cells normally found in the bone marrow and associated with the immune system's functioning. Despite being the second most-common hematological cancer in the population, it is difficult to make a correct diagnosis because the symptoms include pain in the back, bones and fatigue, meaning that, in most cases, this discomfort is mistakenly associated with orthopedic diseases.

Considered a rare disease, Multiple Myeloma is often difficult to identify and diagnose. It is necessary for all specialists to be thoroughly knowledgeable to detect it in the most effective way, simplifying the patient's journey so that it's not necessary to consult several different medical specialties, and be able to effectively advance in their evaluation using a Siemens Healthineers Free Light Chains (FLC) test. The FLC solution aids in the diagnosis of this disease through the use of blood or urine and has been shown to be essential for the earliest possible diagnosis.

Participation in Oncology Week

In May 2022, Siemens Healthineers, Varian and Hospital de Amor de Barretos participated in the Oncology Week in the National Congress, in Brasília (DF). The meeting aimed to discuss the country's oncology scenario, seek effective solutions through public policies for better care and treatment for cancer patients, and also increase the population's access to tests that help early diagnosis.

Three mobile vehicles from Hospital de Amor de Barretos were set up at Bandeiras Square, in front of the National Congress, to perform more than 100 preventive exams free of charge on public servants with doctors from the hospital.



Américas Amigas – Together against breast cancer

According to the National Cancer Institute (INCA), breast cancer is the most common type and also the one that causes the most deaths among Brazilian women. According to the institution, it is estimated that by the end of 2022, 66 thousand new cases will be diagnosed in the country.

During Pink October, the month that focuses on breast cancer prevention, Siemens Healthineers announced an unprecedented partnership with social entity "Américas Amigas – Together against breast cancer".

The action benefited hundreds of people in the cities of São Paulo (SP), Caruaru (PE) and Brasília (DF), in which women, men and transgender people could register for mammograms at no cost on high-tech Siemens Healthineers equipment.

Focus on the internal public

The importance of raising awareness about breast cancer is also part of Siemens Healthineers' internal actions, through its areas and lines of business, like Varian, Mammography, Ultrasound, Magnetic Resonance and Laboratory Diagnosis.

One action was the possibility for employees, regardless of gender, to have a mammogram and breast ultrasound in October 2022 without having to pay any health plan co-participation cost.



ESG – Governance

Business responsibility practices

Exclusive Podcast
2022 Siemens
Institutional and ESG
Report

Click here and listen to
a summary of Siemens
Brazil's achievements
in the governance
area in 2022



At Siemens, we have zero-tolerance for corruption and violations of the law and of its Business Conduct Guidelines. This concept is also present in the supply chain, for which we use non-negotiable criteria of human rights respect and a commitment to working with integrity and responsible governance.

- Ethics
- Governance

Compliance

We operate with the premise that only clean business is Siemens business. If violations occur, we will consistently and vigorously respond according to predefined procedures.

We are also convinced that responsible business practices call for ethical principles. Our aspiration is to support the sustainable development of Siemens and societies, adhering to responsible practices. In our DEGREE Framework, the “E” stands for Ethics.

See Siemens' Business Conduct Guidelines.

“We help our customers and partners around the world to drive their digital and sustainable transformation. Without excuses or exceptions, we always act ethically, legally, and with the highest integrity.”

Roland Busch, President and CEO of Siemens AG

Compliance risk management

Reliable risk management supports Siemens' Compliance System. To be effective, this approach identifies and responds to emerging risks potentially associated with our business, and also assesses the adequacy and effectiveness of mitigation measures and controls.

As part of their responsibility, Siemens' leaders are in permanent contact with their Compliance Officers. Continuous dialogue and management's input are key for a holistic view and strategic assessment.

Due diligence in the Supply Chain

Throughout 2022, Siemens organized itself to adapt its processes to the new German Supply Chain Due Diligence Act (known as LkSG in Germany).

This is a new law, which is intended to improve the international situation of human rights and environmental protection, establishing requirements for companies to manage supply chains, including their own operations, in a responsible manner.

Siemens' Compliance System

- Prevent – we maintain policies and procedures, training and a clear and direct communication system.
- Detect – we proactively conduct audits, investigations, controls, as well as a whistleblowing and anonymous-reporting channels.
- Respond – we have mechanisms for solving incidents reported and apply sanctions in eventual violations.

Whistleblowing channel

The “Tell Us” channel receives reports of compliance violations, including anonymous ones, in a secure manner 24x7, seven days a week, in 13 languages, both online and by phone. The channel can be used by employees, managers, customers, suppliers and anyone outside Siemens. An external supplier manages the system, and the data is stored on secure servers in Germany.

“Tell Us” is available here or by phone at 55 06135507564 – PIN 1847 (toll free)



International Data Protection Day

On January 28, Siemens promoted the Data Privacy & Cybersecurity Workshop, as one of the ways to mark the International Data Protection Day. Virtual and free of charge, the meeting brought together leading experts on the subject to discuss issues involving data protection and cyberattacks in Siemens' value chain. (More about Cybersecurity on pages 74 and 75).

International Anti-Corruption Day

As it has been doing for several years, on December 9, Siemens celebrated the International Anti-Corruption Day with internal and external actions. Employees were impacted with messages about the importance of fighting corruption, in addition to being able to spontaneously express their adherence to Siemens' Business Conduct Guidelines. Externally, publications were made on social networks, such as LinkedIn, drawing attention to the relevance of the date for Siemens and society.



Compliance Week Américas

As a means to engage employees, Siemens annually holds its Compliance Week Americas, involving all countries with company operations in the Americas. In 2022, the event took place in June and offered both online and in-person activities.

Each day of the week, employees were encouraged to learn and reflect on the following topics: personal data protection, anti-corruption and business partners, antitrust actions and others.



Let's transform the world with ethics and integrity



During Compliance Week, employees were encouraged to demonstrate their support towards ethics and integrity issues on social networks, including templates with the title phrase of the 2022 campaign.

At the end of the event, all employees answered a quiz about Compliance with content disseminated on the previous days.

Prizes (credits to Siemens' recognition program) were raffled among the participants who answered the quiz correctly. In addition, in-person actions were specially developed to engage plant colleagues.

Posters at plants: a global campaign where plant employees volunteered to be photographed for Compliance-related posters.

EduComÉtica

A Compliance initiative at Siemens created to disseminate ethical values among the younger generations. It offers short and concise lectures and also includes a game for elementary school students based on everyday questions. In 2022, an event was held using this tool with students from the Social Apprenticeship program at JundTech, in Jundiaí (SP).



Unforgettable moment: youngsters in the program spontaneously singing Brazil's national anthem as a group while assembling the puzzle at the end of the event.

Collective actions

In 2022, Siemens conducted a series of initiatives in partnership with other companies and entities aimed at promoting ethics and transparency principles.



VII United Nations Regional Human-Rights Forum

Held in Bogotá by UN's Global Compact, the forum highlighted the theme of due diligence in human rights, already regulated in several countries and adopted by Siemens companies.

Hackathon for Integrity

Promoted by the United Nations Office on Drugs and Crime (UNODC) with the objective of improving skills through a hackathon, for which a tool was developed focused on diversity, anti-corruption and transparency.

3rd Integrity Conference – Going Beyond Compliance

Held by the International Chamber of Commerce in Brazil (ICC Brazil) with Compliance experts to exchange experiences and good practices.

The role of ethics and integrity in the ESG world

Collective Anti-Corruption Action by UN's Global Compact, held at Sabesp's headquarters in São Paulo (SP).

Corporate Transparency

One of the pillars of ethical governance is transparency. Siemens reinforces this culture by collecting and providing information on its participation in public bids, contracts entered into with government administration, tax incentives and benefits received, sponsorship and donations, in addition to third parties contracted to act on behalf of the company.

Siemens is part of the 100% Transparency Movement, the first initiative to promote corporate transparency in Brazil.

Tax incentives and benefits

Siemens invests in research and development in the country with the goal of fostering technological innovations in. As a result, it benefits from tax incentives described in Law #10,973/2004, also known as "Innovation Law".

Participation in public bids and contracts entered into with government administration

As a traditional supplier for infrastructure projects in Brazil, Siemens regularly participates in public bids involving the purchase of products and services by government bodies.

Some of the projects contemplated in these bids include power plants, energy distribution systems, sanitation, oil and gas production, among others. (See full list on page 102.)

Third parties contracted to work with government administration

Siemens relies on outsourced companies that act on its behalf with government for various purposes, such as regularizing foreigners in Brazil, advising on electronic auctions, customs clearance, operational and representation services in the free energy market, among others. (See full list on page 101.)

Sponsorship and donations

In 2022, Siemens allocated roughly BRL 550 thousand to sponsorships and BRL 1.7 million to donations. The biggest donation beneficiary was the São Paulo Symphony Orchestra (OSESF). Sponsorship amounts went to events related to innovation and specific segments the company caters to, notably industry and infrastructure. (See full list on page 100.)

Integrated Management System

As the first company in Brazil to receive ISO 9000 Certification in 1989, Siemens has kept improving its management system over the years. In 2022, it continued to rely on its Siemens Excellence System (SES), which integrates the management of Quality, Environment, Occupational Health and Safety standards, and now Energy Efficiency also (More about ISO 50001 on page 44).

The objective of this integrated management system is to ensure structured and efficient operations and processes so Siemens can fulfill its strategy of being a company that delivers results, respects the environment and promotes people, in and outside the corporate environment.

In 2022, Siemens underwent its second maintenance cycle of the Quality (ISO 9001) and Environment (ISO 14001) standards, as well as the first maintenance cycle of the Occupational Health and Safety standard (ISO 45000). The area also worked on the ISO 50001 certification process (Energy Efficiency).

SES is also responsible for holding the Werner von Siemens Award, which recognizes initiatives by company teams in four categories. A total of 36 projects registered for the 2022 award in Brazil and the award ceremony resumed its in-person format.

Prêmio Werner von Siemens

36 projects registered in 2022

Four categories:

1

Technology with purpose: outstanding initiatives for innovating in technologies that help tackle society's most urgent challenges.

2

Customer impact: projects that solve customer challenges, enabling them to transform their business.

3

Digitalization: outstanding initiatives combining technologies from the digital and physical worlds.

4

Siemens Matters: projects that put the company's success and reputation first, fostering the sustainability of our activities.



Award ceremony of the 2022 Werner von Siemens Award

Information Technology

Digitization is at the heart of Siemens Group businesses, including as a tool to increase efficiency of customer operations. Internally, the Information Technology area works to accelerate the transformation and increase the company's efficiency using digital tools to this end.

Engaged in all Siemens business-area processes, IT participates in projects in the Production, Sales, Marketing, Services and Corporate areas. By modernizing processes, the area has transformed the way Siemens does business, incorporating technologies such as IoT, Cloud, Artificial Intelligence to improve customer experience, improve productivity, boost flexibility in processes, among other benefits.

As it reinforces its presence as a provider of digital solutions, Siemens benefits from the knowledge and experience of its professional IT experts, contributing to the digitization of customer operations and also its own processes.



More about Siemens' Information Technology corporate area.

Digitizing society, in and outside the company

- IT solutions that make businesses more productive and efficient, including in terms of energy usage, such as industrial and building sensors
- Cloud solutions: resource virtualization leads to better utilization of installed capacity, effectively reducing energy consumption per unit
- Software applications that allows you to optimize a plant's installed capacity, envisioning the production process holistically, and increasing efficiency of the company's own resources

Cybersecurity

Digital transformation involves many aspects of our lives and digital systems have become indispensable in various sectors of the economy. Wherever large volumes of data are stored, there will also be the potential for cyberattacks, which makes cybersecurity one of the most important issues today for companies and society as a whole.

Siemens is one of the founding companies of the Charter of Trust initiative, created to promote cybersecurity and build a reliable digital environment. The Brazilian Center for International Relations (CEBRI) also adhered to the Charter of Trust in 2022.



More about the Charter of Trust.

- Our DEGREE framework addresses cybersecurity in the "E" for Ethics pillara
- Siemens' products, solutions and services contain a significant amount of components related to connectivity and data processing, and many times are used in critical infrastructures, such as energy distribution systems, transportation or industry, becoming targets of cyber threats
- Our Cybersecurity areas work to be reliable partners in the digital world



Cybersecurity as culture in the company

Like every new reality, cybersecurity awareness needs to become a culture in companies. Siemens approaches the issue two ways: as a provider of technological solutions and as an organization that also uses various digital tools in its operations.

Faced with potential risks, either internally or from supplying its solutions, Siemens holds knowledge and continued training as a foundation of its cybersecurity strategy, understanding that the topic needs to be absorbed by the corporation and be an inherent step in all processes.

The dissemination of knowledge about cybersecurity also has a social factor, as the company assumes the role of knowledge facilitator for a wide network of partners, which includes employees, partners and society.



More about Cybersecurity at Siemens.

Engagement via empathy

One of the biggest challenges in creating a cybersecurity culture is to engage people. Risk mitigation measures normally start out by identifying what needs to be protected, monitoring vulnerabilities in products and systems, correctly separating the network into domains, identifying threats and defining action plans to limit the effects of an eventual attack.

The awareness of people in the organization needs to be supported by tactics that generate true involvement, like an empathetic discourse, comparing company assets and operations to everyday situations, such as things that colleagues experience at home.

We use Siemens solutions

Being a cybersecurity reference in the markets it does business, Siemens uses the same tools in its internal operations, from the testing of products under development to our plant production lines. While reinforcing our purpose and responsibility, the strategy strengthens among customers the reliability of our solutions, for being tested in our own installations.



Hotline for reporting vulnerabilities

Siemens' cybersecurity system maintains an open channel for the public so that anyone can report suspected vulnerabilities in Siemens' products, systems and solutions.



Cybersecurity training

Siemens uses many platforms to disseminate knowledge about cybersecurity:

- Formare Apprentice/ Social Apprentice: in the training courses held by Fundação Siemens for youngsters living in a vulnerable situation there is a cybersecurity course with 40 hours of content
- Partnerships with institutions: FATEC/ Jundiaí, Inatel (Santa Rita do Sapucaí/ MG), SEBRAE
- Training programs and in-house webinars
- My Learning World platform

Data Privacy & Cybersecurity Workshop

In 2022, Siemens held a virtual event on data protection and cyber-attacks in Siemens' value chain. Open to company employees and suppliers, the event featured market experts who discussed the best solutions for data security and what to do when faced with virtual crimes, among other topics.

Shared services

Achieving efficiency in the execution of internal services is a challenge for companies, especially when they are large and complex. Siemens Group companies rely on an internal structure called Global Business Services (GBS), which raised the bar in the rendering of services to a level of excellence to the point of it becoming a service provider for other companies as well.

By systematically improving its processes, GBS contributes to the governance of Siemens Group companies as it provides efficiency, agility, time and money saving, professionalization, targets for indicators, among other benefits. Less time invested in internal processes and more focus and quality to serve its customer.

In its continuous evolution process, GBS builds teams that combine young talent with professionals with significant experience, benefiting the diversity present in these groups.

Global Business Services provides administrative, accounting, digitization and process automation services to Siemens Group companies while also offering these services to the market, seeking excellence in processes, productivity and governance. a core topic of ESG policies.

GBS' activities are all those that are of great importance and drive the company processes but are not a direct part of their core business. They are, however, GBS' core business, which continually seeks to improve, digitize and innovate these activities.

More about Global Business Services.



Supply Chain and ESG

Siemens' relationship with its supply chain is fully permeated by environmental, social and governance (ESG) principles. All decisions in the Purchasing areas focus on finding effectively sustainable businesses, envisioning the entire process in an integral way: type of service, raw material, transport, routes and other topics that impact society.

By cross-referencing information, it is possible to block purchase orders to suppliers that do not comply with requirements related to environmental protection and social and human rights issues.

To become a Siemens supplier, every company must adhere to Siemens' Code of Conduct for Suppliers, which addresses environmental, social and governance responsibilities.

More about Suppliers at Siemens.



For a supplier to be registered at Siemens, it must undergo an information verification and documentation submission process

Suppliers of large volumes or critical/complex services may also be audited by the Purchasing Quality area.

In these cases, an audit yields an improvement action plan to allows suppliers to reach world class standards



New global decarbonization standard

In 2022, Siemens' global Supplier Management area established a world standard for analyzing decarbonization actions through a tool that allows suppliers to know their realities in this area. After analyzing the scenario, actions are proposed for implementing improvements.

Sharing knowledge in the value chain

Also in 2022, the Supplier Management area held a workshop in partnership with SEBRAE for small and medium-sized companies, with the objective of sharing information and contributing to the market's evolution in themes associated with the environment, society and governance. The online event took place with the participation of other Siemens areas, such as Compliance and Cybersecurity, among others.

Decarbonizing the fleet and transport providers

The Supplier Management area establishes criteria related to decarbonization when purchasing fleet vehicles and also when contracting transport suppliers. For many years, all vehicles used by Siemens (sales and service fleet) can only use ethanol and, more recently, there has been an increasing number of electric and hybrid vehicles in the executive fleet.

In terms of transport providers, such as chartered bus companies, the Purchasing Quality area carries out joint and preventive work to ensure solutions that reduce fuel consumption and other inputs, and optimize maintenance, guaranteeing safety and the sustainability of their service.

Attachments

Awards and Recognition

In 2022, Siemens was the recipient of various awards and recognition both globally and in Brazil.



CEO as ambassador of SDG ODS 9

Pablo Fava, CEO of Siemens Brazil, was appointed ambassador of Sustainable Development Goal 9 (Industry, Innovation and Infrastructure) in the “Leadership with Impact” program of the UN Global Compact Brazil Network.



Selo Paulista da Diversidade

Received through the City of São Paulo’s Goals Program recognizing good inclusion, diversity management and human rights promotion practices.



Selo de Diversidade e Direitos Humanos

Awarded by the Government of São Paulo, it recognizes companies that work with the purpose of contributing to society’s transformation through greater awareness in the workplace regarding diversity and inclusion.



Empresas que melhor se comunicam com jornalistas

Siemens was recognized in the “Capital Goods and Infrastructure” category as a company that values transparency through good communication with the press.



Prêmio Melhor RH Brasil

CEO Pablo Fava and People & Organization director Caroline Zilinski were recognized by the Best HR Platform and the Center for Communication Studies (CECOM), in an award that recognizes managers and highlights their value to the market and society.

Best Work Places

Siemens was elected in the Technology and Telecom category among the top 10 Brands in the survey conducted by Consultor InfoJobs with employees and former employees.

Dow Jones Sustainability Indices

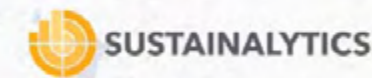
Siemens ranked again among the leading companies in the Industrial Conglomerates category with the highest scores in innovation, operational eco-efficiency, social and environmental reports.

ecovadis

Siemens was recognized again by the entity that carries out sustainability assessments in global supply chain.

ISS-oekom

Siemens was listed by ISS-oekom, one of the leading global agencies in sustainable development, which considers environment, social and governance (ESG) aspects to evaluate more than 100 specific industry indicators.



For the second consecutive year, Siemens was evaluated by the sustainalytics index, which assesses financial risks based on ESG indicators.



Once again, Siemens was mentioned by the index that conducts a complete overview of the sustainability performance of companies and discloses the best ranked ones.



One of the 20 most innovative companies in Brazil – Innovative Workplaces Brazil 2022 seal.



CDP – Carbon Disclosure Project

Siemens once again received an A rating for climate change and appeared in CDP’s leadership group.



Siemens was once again recognized by the Financial Times Stock Exchange index, which measures the performance of companies that demonstrate robust environment, social and governance practices.



Once again, Siemens remained in the MSCI ESG ranking, which measures a company’s resilience to long-term environmental, social and governance (ESG) risks. Siemens has been among the highest rated companies (AA and AAA) for six years.



Braskem Supplier Sustainability Recognition

Siemens was recognized by Braskem, one of the most important chemical companies in Brazil, as a reference partner in ESG.

Corporate Transparency

Donations

Donation to São Paulo Symphony Orchestra	BRL 1,200,000.00
Donation to CLOC	BRL 300,000.00
Donation to STEAM Education	BRL 250,000.00

Sponsorships

Total **BRL 551,300.00**

Events benefitted:

- Startups Connected, 4.0 Circular Ecosystem category
- 11th survey of companies that best communicate with journalists
- Annual Package Sponsorship
- Smart Grid Forum 2021
- T&D Energy Event – Substations and 3 Ds of the electrical sector
- CEBDS (Brazilian Business Council for Sustainable Development) Amazonia Project
- Beverage Days Sponsorship
- SNPTEE
- Innovation Partners 2022
- Support 2 Journalist-driven awards (8th Specialists Award and 5th Specialized Journalism Forum)
- X Benre Technological Meeting
- ENA 22 – National Automation Meeting
- TMI Days
- Poli Innovation Week
- Omicron User Meeting
- Efficient Building
- Sponsoring Compliance ICC Brazil
- German Unity Day Celebration
- Integrative Workshop
- Greener Business Summit 2022
- VDI 2022 Sponsorship
- Smart Grid Forum
- 16th Edition of the Abreme Fornecedores Award and 15th Edition of Persona Abreme Award
- 21 SBA - Brazilian Agroindustrial Seminar – Plant of a New era

Third parties contracted to work with public administration

- Company name: Assessoria Técnica Atene Limitada
Taxpayer ID: 60.740.172/0001-23
Object of contract: Contract for the provision of Advisory Services related to the regularization of foreigners in Brazil.
- Company name: Fragomen Brasil Serviços de Imigração Ltda.
Taxpayer ID: 97.537.107/0001-05
Object of contract: Contract for the provision of Advisory Services related to immigration.
- Company name: Brasiliense Comissaria de Despachos Ltda.
Taxpayer ID: 49.592.447/0001-96
Object of contract: Contract for the provision of Advisory services and customs clearance for imports and exports.
- Company name: Tizza Services Ltda.
Nuit: 400551766
Object of contract: Contract for the provision of Visa issuing services.
- Company name: Haidar Transportes e Logística Ltda.
Taxpayer ID: 08.455.211/0003-92
Object of contract: Contract for the provision of customs clearance and logistics services.
- Company name: Brasil 317 Tecnologia Ltda.
Taxpayer ID: 13.961.486/0001-76
Object of contract: Contract for the provision of electronic auction services.
- Company name: Ecom Energia Ltda.
Taxpayer ID: 05.352.237/0001-55
Object of contract: Contract for the provision of operational and representation services regarding Free Energy Market matters.
- Company name: Fiorde Assessoria e Despachos Ltda.
Taxpayer ID: 55.446.835/0001-61
Object of contract: Contract for the provision of Advisory services and customs clearance for imports and exports.

Contracts entered into with public administration

- Celesc Distribuição S/A – BRL 71,749.70
First amendment to contract no. 62946 to supplement Purchase Order No. 4500431541 by 14.20%, Electronic Auction No. 22/00032. Purchase Order No. 4500439563 for digital relay for differential protection of transmission lines.
- Celesc Distribuição S/A – BRL 373,773.62
Purchase Order No. 4500431541 for digital relay for differential protection of transmission lines.
- Centrais elétricas do Norte do Brasil SA. Eletronorte – BRL 290,217.07
Contract no. 4500049155 for maintenance on the protection of bars 87B 7SS/Siemens at the Jauru Substation, including mobilization and supply of material.
- Cia. Hidroelétrica do São Francisco – BRL 35,987.53
Term of Reference No. TR- DOSPE-05/2022 – Supply Authorization to purchase a protection relay.
- Cia. Hidroelétrica do São Francisco – BRL 693,744.69
Contract No. CI9175.2021.00 for the purchase of digital disturbance recorders with technical training.
- Companhia Espírito Santense de Saneamento (CESAN) – BRL 50,000.00
Contract No. 168/2022 to contract specialized preventive-maintenance services for a Siemens GH180 medium voltage frequency converter.
- Petróleo Brasileiro SA. Petrobras – BRL 180,000.00
Order No. 4512126745 for small repair services.
- Petróleo Brasileiro SA. Petrobras – BRL 650,000.00
Legal Contractual Instrument no. 5900.0119691.21.
Contract for maintenance services and technical support on Siemens medium voltage frequency converters.
- Petróleo Brasileiro SA. Petrobras – BRL 1,000,000.00
Order No. 4511399742 for the purchase of goods and services.
- Petróleo Brasileiro SA. Petrobras – BRL 27,800,000.00
Order No. 4511416400 for the purchase of goods and services.

Participation in government bids

- Centrais Elétricas do Norte do Brasil S.A Eletronorte – BRL 7,000,000.00
SS Columns – FACTS – SPCS and Telecom.
- Centrais Elétricas do Norte do Brasil S.A Eletronorte – BRL 7,000,000.00
(Market) SS Presidente Dutra 500 kV – FACTS – SPCS and Telecom.
- Centrais Elétricas do Norte do Brasil S.A Eletronorte – BRL 7,000,000.00
(Market) SS Marabá 500 kV – FACTS – SPCS and Telecom.
- Cia. De Saneamento Ambiental do Distrito Federal – BRL 300,000.00
CAESB – IEDS – DG.
- Cia. De Saneamento Ambiental do Distrito Federal – BRL 780,330.75
Indirect – Spare part replacements – DIFA.
- Cia de Saneamento do Pará – BRL 200,000.00
DIFA – Star sector panels – Cosan PA – Castanhal/PA.
- Cia. Estadual de Águas e Esgotos CEDAE – BRL 8,000,000.00
LDA Motores – Lameirão Lifting station new motors – CEDAE.
- Cia. Hidroelétrica do São Francisco – BRL 2,000,000.00
CHESF – PG 9934/2021 – Multiplex system.
- Cia. de Processamento de Dados do Estado de São Paulo – Prodesp – BRL 1,070,000.00
Prodesp – Se Prodesp and Se Cúpula (Process 201 93074) – PMT – SI DS.
- Companhia Espírito Santense de Saneamento – Cesan – BRL 50,000.00
Indirect – ETAV – Cesan PB.
- DAE S.A. – Água e Esgoto de Jundiaí – BRL 30,000.00
Flow meter – DAE Jundiaí.
- DAE S.A. – Água e Esgoto de Jundiaí – BRL 700,000.00
DAE Jundiaí – 2x Motors 1250 CV/1800 rpm/4160V – POC LDA.
- Fundação Butantan – BRL 500,000.00
Project Butantan medium voltage system Phase 1 – SI CS.
- Petróleo Brasileiro S.A. Petrobras – BRL 50,000.00
SI EA CP – IED 7SJ6245 – Petrobras CENPES.

- Petróleo Brasileiro S.A. Petrobras – BRL 700,000.00
Petrobras P38 – Repair of 5 Legacy cells – POC LDA CS.
- Petróleo Brasileiro S.A. Petrobras – BRL 2,000,000.00
Petrobras Macaé – Supply of CCM for Imboassica – SI DS S LV.
- Petróleo Brasileiro S.A. Petrobras – BRL 3,000,000.00
SI DS S – Eletrocentro – Petrobrás Macaé Imbetiba.
- Petróleo Brasileiro S.A. Petrobras – BRL 3,000,000.00
Petrobras Macaé – Supply of CCM for Imboassica – SI DS S LV.
- Sabesp – Cia. de Saneamento Básico SP – BRL 1,500,000.00
SCOE – CCO – WinCC – AO.
- Serviço Autônomo de Captação de Água e Tratamento de Esgoto –
SAAE – BRL 200,000.00
DG EA – Digitalization of water services – SAAE Angra.
- Cia. Riograndense de Saneamento – Corsan – BRL 500,000.00
Indirect – Second wave of PPPs Corsan.
- Cia. Riograndense de Saneamento – Corsan – BRL 1,000,000.00
Indirect – Second wave of PPPs Corsan.

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Siemens 2023, São Paulo, Brazil

Indicators

GRI Standards – main topics and limits

For more information see Sustainability information 2022 of Siemens AG.

	Sustainability topics	SDGs	DEGREE	GRI
Dimensão Valor Compartilhado	Climate protection ¹	7 9 11 12 13	Decarbonization	GRI Standard 305 Emissions
	Sustainable product design and life-cycle management ¹	6 7 9 11 12 13 14 15	Resource Efficiency	GRI Standard 204 Procurement Practices
	Innovation and business model ²	6 7 9 11 12 13 14 15	Decarbonization Resource Efficiency	GRI Standard 201 Economic Performance
	Partner management and collaboration ²	7 8 9 11 12 13 16 17	Governance	GRI Standard 203 Indirect Economic Impacts
	Responsible governance ²	8 12 16 17	Governance	GRI Standard 201 Economic Performance GRI Standard 202 Market Presence
	Future of work ²	3 4 5 8 10 11	Equity Employability	GRI Standard 401 Employability GRI Standard 403 Occupational Health and Safety GRI Standard 404 Training and Education GRI Standard 405 Diversity and Equal Opportunity GRI Standard 406 Non-Discrimination
	Sustainable handling of natural resources and material efficiency ²	6 7 9 11 12 13 14 15	Resource Efficiency	GRI Standard 301 Materials GRI Standard 302 Energy GRI Standard 303 Water and Effluents GRI Standard 306 Effluents and Waste (2020)

	Sustainability topics	SDGs	DEGREE	GRI
Dimensão Responsabilidade	Social and ecological standards in the supply chain ¹	8 12 16 17	Governance	GRI Standard 414 Supplier Social Assessment GRI Standard 308 Supplier Environmental Assessment
	Cybersecurity and data management ²	5 8 10 16 17	Ethics	
	Employee health and safety ²	3 4 8 10	Employability	GRI Standard 403 Occupational Health and Safety
	Diversity, equity & inclusion ²	3 4 5 8 10 11	Equity	GRI Standard 405 Diversity and Equal Opportunity GRI Standard 406 Non-Discrimination
	Customer safety and product quality ²	8 12 16 17	Governance	
	Corporate governance and sustainability leadership ²	8 12 16 17	Governance	GRI Standard 413 Local Communities
	ESG risk management ²	5 8 10 12 16 17	Governance Ethics	GRI Standard 201 Economic Performance
Compliance management ²	5 8 10 12 16 17	Governance Ethics	GRI Standard 205 Anti-Corruption GRI Standard 206 Anti-Competitive Behavior GRI Standard 307 Environmental Compliance GRI Standard 408 Child Labor GRI Standard 409 Forced or Compulsory Labor GRI Standard 412 Human Rights Assessment GRI Standard 419 Socio-Economic Compliance	

¹ Top 3 material sustainability topics..

Result of the assessment of organizational impacts (inside-out, i.e., on the environment and society), stakeholder relevance and business criticality (outside-in)

² 12 additional material sustainability topics

Detailed GRI in the comprehensive option is available on our Sustainability website.

¹ Top 3 material sustainability topics.

Result of the assessment of organizational impacts (inside-out, i.e., on the environment and society), stakeholder relevance and business criticality (outside-in)

² 12 additional material sustainability topics

Detailed GRI in the comprehensive option is available on our Sustainability website.