Sustainability at Siemens

Scaling sustainability impact 2025





© Siemens 2025 | Sustainability at Siemens | June 2025 (all numbers refer to FY24 and represent status of December 2024)







OUR PURPOSE

We create technology to transform the everyday, for everyone













Five megatrends shape our future

Demographic change

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

Urbanization

- Urbanization especially in developing regions
- Increasing investment in buildings and infrastructure
- Increasing demand for urban transport and logistics

-- I THING SA DE N

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

Environmental change

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



Digitalization

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

SIEMENS

Cybersecurity

USMCA: United States, Mexico, Canada; RCEP: Regional Comprehensive Economic Partnership

Technology drives sustainability

We combine the real and the digital worlds to empower our customers to become more competitive, resilient, and sustainable





Accelerating our customers' sustainability transformation





Technology is the most powerful tool humanity has to build a more sustainable future.

By combining the real and the digital worlds and harnessing the transformative power of technologies like AI, we're helping customers and societies accelerate their path to sustainability, while also reducing our own environmental footprint.

Dr. Roland Busch President and CEO of Siemens AG



As ONE Tech Company, we will create more value



For our **Customers**

We help them become more competitive, resilient and sustainable

For our shareholders

We are laying the foundation for greater long-term value

For society

We fulfill our purpose even better: To create technology to transform the everyday, for everyone



By combining the real and the digital worlds

of our business enables customers to achieve a positive sustainability impact scaled across three key areas ...

Note: Calculation based on revenue. <10% is excluded as it relates to products that contain SF6-gas or stems from business with sectors like oil and gas, coal mining, or coal power generation.

© Siemens 2025 | Sustainability at Siemens | June 2025 (all numbers refer to FY24 and represent status of December 2024) Page 8

1 0 er 0 Dec & e X

carbonizatior



Scaling sustainability impact

Impact areas

For our customers, planet and society

Decarbonization & energy efficiency

We drive decarbonization of products, operations and supply chains via dedicated software and hardware, and by enabling renewables integration, energy efficiency, and electrification.

Across our own operations, products and people We reduce emissions in our operations and supply chain by designing lowcarbon, energy-efficient products, produced in optimized production facilities using our portfolio.

Resource efficiency & circularity

We improve resource efficiency and empower circularity by equipping industries with technologies, extending asset lifecycles while enhancing performance, availability and utilization.

We decrease our environmental footprint and secure our supply chain by designing for circularity, optimizing resource use, eliminating waste, as well as conserving water and biodiversity.

People centricity & society

We advance societies by transforming and providing access to infrastructure and industries, engaging with local communities and enabling people in our ecosystem to grow, compete and thrive.

We empower our people to build skills for life and promote diverse teams, inclusive workplaces and work-wellbeing to ensure our people and our business remain resilient and relevant in ever-evolving environments.

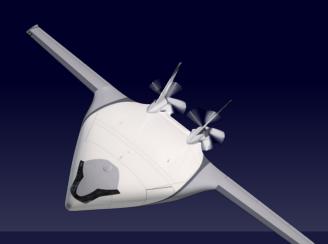


Our businesses drive sustainability impact

Decarbonization, resource efficiency, and people centricity through all businesses	Decarbonization & energy efficiency	Resource efficiency & circularity	People centricity & society
Industry	Energy optimization and carbon footprint management across product lifecycle and supply chain	Optimal use and reuse of resources and materials, extending product lifecycles	Ergonomics and safety in manufacturing and workflow optimization, product safety
Buildings	Building energy efficiency, sustainability consulting, modular solutions and services	Optimized asset performance, availability, and lifetimes, building space utilization	Healthy indoor climates, fire safety
Electrification & grids	Renewables integration and electrification in real and digital domain, eMobility	Optimized asset performance, availability, and lifetimes, electrical asset protection	Access to reliable and resilient electricity, electrical safety
Mobility	Efficient rail transport with zero local greenhouse gas emissions, e.g. high-speed, battery, and hydrogen trains	Extended lifecycles from repairability, reusability, or refurbishment	Safe, efficient, and reliable mobility as backbone for societal and economical development
Financial Services	Financing new clean technologies, new business models, and sustainable innovation		



Digital Industries



DECARBONIZATION & ENERGY EFFICIENCY

Natilus

Real-time, scalable digital twin builds a more sustainable aviation industry

- 1.5 times increase in cargo capacity per flight and reduction in fuel consumption by 50% compared to traditional planes
- Compatible with sustainable aviation fuels and future hydrogen propulsion
- Digital twin software accelerates time to market by 50%
- Immersive engineering improves team collaboration and customer engagement



RESOURCE EFFICIENCY & CIRCULARITY



HERU Technologies

Automation technology optimizes a hybrid energy resource unit (HERU) using pyrolysis

- Production of twice the energy required for operation
- CO₂ emission reductions and cost savings achieved by producing energy to heat water
- Energy generation from products that would otherwise be incinerated or sent to landfill



PEOPLE CENTRICITY & SOCIETY



Blendhub

Automation and digital twin complement portable food powder blending factories

- Local processing of harvests enables access to nutrition in underserved communities and supports local economies
- Plug-and-play factories optimized with Siemens technology reduce deployment time from years to 6 months
- Portable factories empower local SMEs and entrepreneurship

... €02 ↓

Smart Infrastructure



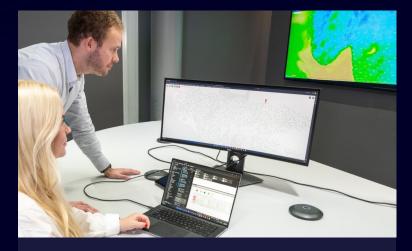
DECARBONIZATION & ENERGY EFFICIENCY



HEINEKEN

Multi-phase decarbonization program to support HEINEKEN to reach net-zero in Scopes 1 and 2 across all production sites by 2030

- Scalable solution designed with digital twin to optimize heating and cooling requirements in production and packaging processes
- 50% CO₂ reduction by 2025 and estimated energy savings between 15-20% at each site
- Five-year monitoring service contract to ensure ongoing project optimization



RESOURCE EFFICIENCY & CIRCULARITY



Elvia

Siemens SaaS solution supports Elvia in achieving their goal in enhancing grid capacity by 20%

- LV Insights[®] X is used to automate processes and handle grid complexity in the Low Voltage grid
- Enablement of a future-proof distribution grid management in Norway, one step further on the journey towards autonomous grids



PEOPLE CENTRICITY & SOCIETY



Humber College

Long-term strategic alliance to advance higher education and support an ambitious campus decarbonization plan in Canada

- 30% Reduction in overall GHG emissions
- 15% Reduction in overall energy use
- Smart Lab for hands-on experience using around 30% of real-time data from the microgrid for student coursework

Mobility



DECARBONIZATION & ENERGY EFFICIENCY



ICE4 fleet for Deutsche Bahn

New standards in intercity transport

- 30% less energy than previous models, as lighter and more aerodynamic
- Replacement of 20,000 cars and savings of 400,000 tons CO_2 over the lifetime of each train
- Modular design with flexible powercar technology, adapts to different intercity transport needs to ensure high reliability with redundant systems



RESOURCE EFFICIENCY & CIRCULARITY



S-Bane Copenhagen

Capacity increase of up to 40% on network through full automation

- CBTC system increases network efficiency, enabling smoother traffic flow and reducing delays
- More precise control of train operations minimizes energy waste, contributing to resource efficiency
- The upgraded S-bane system supports sustainable urban growth



PEOPLE CENTRICITY & SOCIETY



Brightline Florida

Inventory and reservation system drives the shift to rail

- Scalability of operations supports expanding service to new destinations and ensures efficient management of higher passenger volumes with 100% less manual tracking effort
- S3 Passenger system enhances accessibility, offering passengers a seamless booking experience and reduces time to book by 70%
- Focus on hospitality-driven service ensures personalized travel options

Financial Services



DECARBONIZATION & ENERGY EFFICIENCY

Stegra

Investment in the world's first large-scale green steel plant in Sweden

- Decarbonization of a hard-to-abate sector (steel sector responsible for ~7% of global CO₂ emissions)
- Flagship green steel plant, with integrated green hydrogen and green iron production, secured total funding of ~€6.5bn
- 95% reduction in CO₂ emissions compared to traditional steel production expected



RESOURCE EFFICIENCY & CIRCULARITY



PlantSwitch

Financing the production of biodegradable plastic resin in the US

- Revolution in plastics production through biodegradable plastic resin (recycling rate of nonbiodegradable plastic <10%)
- Production capacity of up to 50mn pounds of bioplastic pellets p.a.
- Compatibility with existing machines leading to negligible switching costs



PEOPLE CENTRICITY & SOCIETY



Velindre Cancer Center

Financing for a state-of-the-art cancer treatment center in the UK

- Access to cancer care to be improved in an area of >1.7mn people
- Leadership in national and international education, research, and innovation in cancer patient care
- Strong focus on sustainability with low carbon emissions and renewable energy systems



For the first time Siemens enables customers to avoid more emissions than caused along our entire value chain

Scope 1, 2 & 3 Emissions¹

121 Mt CO₂e

Scope 1 & 2 0.4 Mt CO₂e

Committed to reducing our footprint with science-based net-zero targets

- -90% in Scope 1 & 2 and -30% in Scope 3 by FY2030 from FY2019 base year *DegRee* ambition 2030
- Reach net-zero CO₂e across the value chain by FY2050 *DEGREE* ambition 2030

1 121 Mt CO₂e represent Siemens Scope 1, 2 and 3 emissions, whereby Scope 3 downstream emissions exclude Innomotics



Positive Customer Avoided Emissions^{2, 3}

144 Mt CO₂e

Enabling customers to avoid emissions via our portfolio's impact on

- Energy efficiency
- Electrification
- Renewable energy integration

2 Numbers showing Siemens without Innomotics as Innomotics was sold on October 1st, 2024

3 CO₂e impact (saved or avoided emissions) at customers compared to reference solution. Accounting for avoided emissions of offerings sold in reporting year over their entire use phase. For more details, please refer to our Whitepaper "Customer Avoided Emissions. Calculation Methodology".



Our portfolio's contribution to decarbonization

Enabling customers to avoid emissions

Customer Avoided Emissions

144

million metric tons of **CO₂e avoided emissions** through Siemens offerings sold in FY24¹ **Impact Examples**

Energy Efficiency: Digital industries enables up to 60% energy savings in the overall production system by offering energyefficient drive components

Electrification & Energy Efficiency: Siemens Mobility enables \sim 18,5 megatons of CO₂e of Customer Avoided Emissions over the lifetime of electric locomotives delivered in FY24

Renewable Energy: ~8 Mt CO₂e of Customer Avoided Emissions achieved through Smart Infrastructure, Digital Industries, and Siemens Financial Services, supporting the enablement, expansion and use of additional renewable electricity globally





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

Calculation methodology

Siemens' proprietary methodology aligned with GHG Protocol Scope 3 use phase reporting: Accounting for avoided emissions of offerings sold in reporting year over their entire use phase

Accounting for both product-level and system-level decarbonization effects.

Avoided emissions methodological updates in FY24:

- Dynamic emissions factors consider grid decarbonization over time
- Expanded methodology to capture Customer Avoided Emissions across three levers: energy efficiency, electrification, increase in renewable energy

Main contributors include, e.g. frequency converters, building systems, railbound passenger, and freight transportation as well as electrification and automation offerings

1 Numbers showing Siemens without Innomotics as Innomotics was sold on October 1st, 2024

Page 16 © Siemens 2025 | Sustainability at Siemens | June 2025 (all numbers refer to FY24 and represent status of December 2024)

Enabling sustainability with **Siemens Xcelerator**

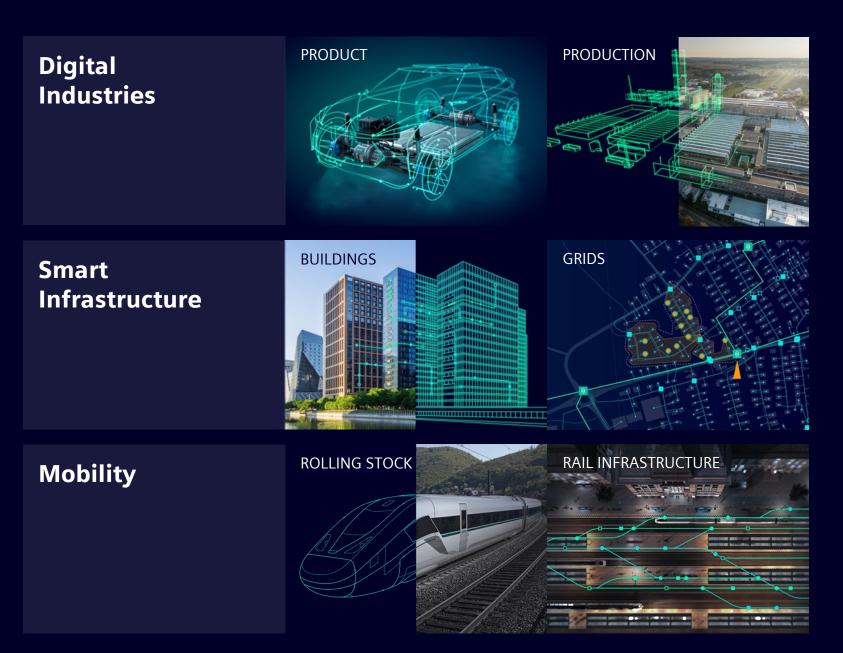


A comprehensive digital twin unlocks sustainability potential

A digital twin is a virtual representation of a physical object.

Covering the entire lifecycle of assets, from their design and production to operation, servicing, and maintenance, Siemens' comprehensive digital twin contributes to a circular economy by creating unlimited design freedom for endless lifetimes, including reuse, remanufacturing, and recycling.

We build digital twins for products like trains, machines, and aircraft and for complex systems like buildings, chemical plants, and electricity grids.





Digital twin technology tackles sustainability challenges along the entire value chain

Selected examples showcasing different uses of digital twin technology



Enhance energy system performance with Digital Energy Twin

- Improve energy efficiency to achieve saving potential up to 50-60% of $\rm CO_2$ and kWh
- Analyze energy system performance providing transparency and actionable information, saving up to 50% of time
- Simulate different scenarios by assessing decarbonization and energy saving potential, reducing audit costs by up to 50%



Increase asset life and reduce waste with AI-based predictive maintenance in production

- Optimize consumption, stock level, and lead time of spare parts
- Improve downtime forecasting by up to 85% and reduce unplanned machine downtime by up to 50%
- Increase maintenance staff productivity by up to 50% and optimize maintenance schedules



Manage carbon footprint impact of electronics components early in development

- Analyze bill of materials for CO₂e values, from material selection to end of life, while considering risk, cost, and requirements
- Get actionable insights to make trade-off decisions that meet emission targets and regulatory requirements
- Get access to CO₂e values for more than 300 million parts to validate electronic components up to 5x faster

Siemens Xcelerator enables our customers' digital and sustainability transformation at scale and speed

Our open digital business platform



Scaling sustainability impact through technology and ecosystems

Portfolio

A curated, modular portfolio of IoT-enabled hardware, software, and digital services from Siemens and qualified partners

Ecosystem

An ever-growing, diverse ecosystem of companies, startups, and developers

Marketplace

An evolving marketplace to explore, evaluate, and exchange digital offerings in a simple and seamless way





More than 300 offerings on the Siemens Xcelerator marketplace deliver sustainable outcomes

Empowering a more sustainable production



Industrial Operations X is a continuously growing open and interoperable portfolio for industrial production, empowering automation technology with IT and software capabilities leading to less resource consumption

Optimizing sustainable transportation

Mobility Software Suite X provides an ecosystem of software products addressing intermodal operators that aim to optimize processes and maximize passenger comfort

Improving rail maintenance efficiency

Railigent X is an open application suite that makes intelligent use of rail asset data to create added value



Siemens Xcelerator

portfolio

highlights





Optimizing buildings for net-zero

Building X is a digital building platform that allows data-driven decisions to improve sustainability by digitalizing, managing, and optimizing building operations

Increasing energy efficiency

Electrification X combines the **real and the digital** worlds in a scalable IoT SaaS offering to help manage entire energy networks, increase uptime and improve reliability, asset utilization, energy efficiency, sustainability, and cyber security

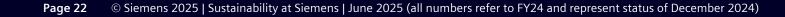
I	Ľ	1
T	T	1

Empowering a cleaner grid

GridScale X provides modular software to support utilities to tackle their most pressing challenges related to the energy transition



Advancing circularity





Our circularity approach supports our commitment to sustainability We do more with less, for our customers, society, and planet

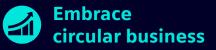


We design for sustainable materials, optimal use, and value recovery. We optimize secondary material use and increase supply chain resilience. Our commitment to improving production efficiency helps minimizing resource consumption.

Examples

Siemens EcoTech products enhance circularity by outperforming in value recovery and circularity, optimal use, and sustainable materials

Recycled materials save resources and reduce emissions, for example, up to 70% upstream CO_2e by use of scrap, arc furnace, and green electricity for green steel production



We aim to enhance and preserve value through lifetime-extending services and the reuse of products and components. By closing the loop, we effectively recover value.

Sustainable lifecycle services

enable circularity throughout the

availability, lifetime extension and

Retrofit of switchgears extends

years, decreases CO₂e emissions by

operational lifetime by up to 15

up to 75%, and reduces material

usage by up to 80% (compared to

marketplaces for repair services and

entire lifecycle of rail assets by

maximizing efficiency and

Empower customer circularity

We enable the creation of circular products with our software portfolio. We provide solutions for optimized, resource-efficient customer operations and generate value through innovative business models, agreements, and partnerships.

Digital Product Passports,

beginning with Battery Passports, facilitate data-driven circularity by enhancing product lifecycle transparency, supporting the reuse and recycling of materials across the entire value chain

Predictive maintenance

maximizes the use of existing resources, reduces waste, lowers energy use, and promotes longer product lifecycles Resource efficiency & circularity



new installations)

resale

Siemens EcoTech empowers our customers to make informed decisions on sustainable products

Siemens EcoTech is an environmental product performance self-declaration designed to drive the sustainable transformation of industry and infrastructure

Individual product assessments based on Siemens Robust Eco Design framework



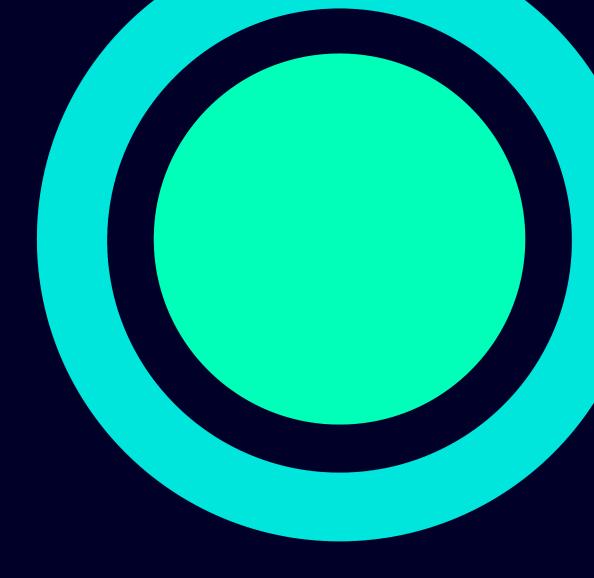
Siemens

EcoTech

Siemens EcoTech Profile provides maximum

Commitments and track record

From strong foundation to leading ambitions





Siemens sustainability track record

More than 20 years of leadership ...





Siemens sustainability rating scores at a glance

... and a widely recognized sustainability performance



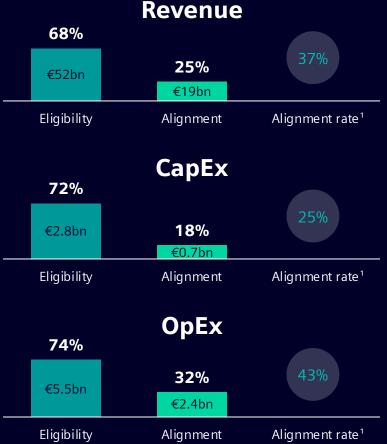
Rating highlights

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

EU taxonomy for sustainable activities

Siemens' portfolio enables sustainable transformation based on EU objectives





Siemens' portfolio enables sustainable transformation for EU's climate change mitigation and circular economy objectives

First full scope EU taxonomy assessment with **voluntary alignment** reporting for **all environmental objectives**

Main alignment gap is due to EU taxonomy criteria on substances of concern, which go beyond current regulations

Siemens works towards continuous improvement of EU taxonomy numbers. Siemens numbers are independently audited

1 Alignment rate of eligibility ("scope"), for reference only

Siemens' strategic sustainability partnerships and commitments Driving towards standardization and sustainable outcomes at scale

Environment and climate

- Science Based Targets initiative: Pledge to limit global warming to 1.5°C
- The Climate Group: Climate Week NYC, EV100, EP100, RE100 initiatives
- United Nations: Conference of the Parties, Global Compact Working Group on Climate
- U.S. Department of Energy: Better Buildings initiative
- The World Bank Carbon Pricing Leadership Coalition

- The World Economic Forum: Alliance of CEO Climate Leaders, Clean Power, Grids and Electrification, Circular Transformation of Industries, Global Future Council on the Future of Advanced Manufacturing and
- The European Union Business and Biodiversity Platform

Value Chains

- The European Union Circular Plastics Alliance Declaration
- The Federation of German Industries Circular Economy Initiative
- Responsible Minerals Initiative

Social

- International Bill of Human Rights
- United Nations: Guiding Principles on Business and Human Rights, Global Compact Women's Empowerment Principles, European Working Group on Business and Human Rights
- OECD Due Diligence Guidance for Responsible Chains of Minerals from Conflict-Affected and High-Risk Areas
- G7 and the International Labour Organization, e.g. Declaration on Fundamental Principles and Rights at Work, Vision Zero Fund

- The World Economic Forum: Al Governance Alliance, Chief Diversity and Inclusion Officers, Chief Health Officer Group, Chief Learning Officers
- The European Union Agency for Safety and Health at Work
- Global Business Initiative on Human Rights
- The International Organization of Employers Global Occupational and Health Network
- Healthy Workplaces Lighten the Load
- One Young World
- Charter of Trust

Governance

- United Nations Agenda 2030, including 17 Sustainable Development Goals
- 10 Principles of UN Global Compact, UN Convention against Corruption
- OECD Guidelines for Multinational Enterprises
- OECD Anti-Bribery Convention
- The World Business Council for Sustainable Development





Investments into Research and Development following the eleven Siemens Company Core Technologies

Selected examples within the eleven Siemens Company Core Technologies Sustainable Energy Simulation & **Power Electronics** Software Systems ... CO2 믭 節 (\bigcirc) **€6.3bn** & Infrastructure **Digital Twin** & Processes Silicon carbide Predictive maintenance of Scalable and adaptable 70% less CO₂ emissions of technology in traction SaaS offerings for low-voltage apartments by combination of industrial drive systems through converters reduces power R&D invest ~8% of revenue energy and building technologies virtual sensing with a unified consumption of light rail vehicles grid monitoring and outage in one of Europe's most innovative Executable Digital twin reduces by up to 10% and noise emissions management increases the Decarbonization energy efficiency projects in sensor hardware by 30% and CO₂ capacity of existing grids and by up to 10dB(A) emissions by 60 kg per drive & energy Seestadt Aspern, Vienna helps accelerate the energy efficiency 5,136 transition Advanced **Connectivity & Edge** င်းစိုင် **Integrated Circuits** B **Manufacturing &** & Electronics new inventions Automated guality Circularity detection in fresh food **Computational physics** instead of physical testing for Exploring the potential of autoproduction by multimodal sensor data fusion requires powerful inelectronic designs reduces mated battery recycling to protect 41,700 Resource staff from hazards during manual hardware samples, enabling a field edge computing, enhancing efficiency opening and to reduce carbon food safety and reducing food more efficient and eco-friendly & circularity footprint up to 75% by enabling product validation waste circularity of battery materials patents granted **Data Analytics & Al Cybersecurity & Trust Future of Automation** Da **User Experience** £€ **, ů ů ů**, Generative Al-powered Replacing analog with Autonomous driving 47.9% <u>–</u>%-**Digital customer** assistants like the Industrial digital interlocking systems technology in trams uses experience delivered with in rail networks reduces trackside advanced algorithms to interpret Copilot optimize operations low-code within 4 weeks: and predict driving situations. and support automation tasks delays by 50% and enhances accessible planning app enabling of active patent families and empower less-experienced safety, punctuality, and capacity This reduces the driver's workload train passengers to travel as safely employees to grow into and ensures safe operation and pleasantly as possible contributing to SDGs People centricity engineering roles & society

Note: Numbers showing Siemens AG without Innomotics as Innomotics was sold on October 1st, 2024

DEGREE How we measure our impact

Delivering on our commitments





New DEGREE framework applicable from FY25

2030 ambitions **Total Scope 3** Scope 1 and 2 **Customer Avoided** Decarbonization Emissions Reduce by 90% and compensate Reduce by 30% by 2030 and residual emissions achieve net-zero by 2050 & energy Achieve >1000 Mt cumulatively Baseline: 691 kt CO₂e FY19 Baseline: 153 Mt CO₂e FY19 Baseline: 264 Mt CO₂e FY23 efficiency Ambition Ambition Ambition -30% & net-zero >1000 Mt - 😳 -90% CO₂ **Siemens Integrity Initiative** Cybersecurity **EU Taxonomy** Ethics & Fight corruption globally by training Cover 100% of our relevant Increase our EU Taxonomy revenue Governance 50K people and implement applications with Siemens Zero Trust alignment rate 30 Collective Action initiatives Baseline: 16% FY24 Baseline: 46% FY24 Baseline: 0% FY24 ໌ ଲ Ambition Ambition Ambition 100% 100% Rate increase **Robust Eco Design** Waste to landfill **Biodiversity** Resource Achieve 100% for relevant hardware, Support circularity by pursuing efficiency software, and service portfolio zero waste to landfill Baseline: 16% FY21 Baseline: 0% FY21 & circularity 0 ¢ Ambition Ambition

Equity

Implement a conservation program at 100% of our relevant sites **Baseline:** 17.7% FY24 Ambition 0 S 100% 100% 100% Inclusion level Work Well-being Score Pay equity **Total learning hours People centricity** Pursue pay equity by reducing the Sustain an inclusion level above 80% Maintain a Work Well-being Score Increase our average to 40 hours & society global adjusted pay gap above 80 Baseline: 80% FY24 per person Baseline: 2.5% FY24 Baseline: 84 FY24 Baseline: 34.2h FY24 Ambition Ambition Ambition Ambition 9 **E**mployability > 80% > 80 40h Gap reduction

Note: DEGREE ambitions that have not been achieved but are no longer part of DEGREE have been operationalized and will continue to be part of public reporting under CSRD

© Siemens 2025 | Sustainability at Siemens | June 2025 (all numbers refer to FY24 and represent status of December 2024) Page 32



External learning offerings

Reach 3 million people in our business ecosystem and society focused on digitalization and sustainability Baseline: 615k FY24 . . Ambition **3** million people

With our SBTi net-zero target we are leading the way towards a decarbonized future Scope 1, 2, and 3 emissions

2050

Reach net-zero greenhouse gas emissions across the value chain Maintain -90% reduction in Scope 1 & 2 Reduce absolute Scope 3 emissions by 90% with neutralization of all residual emissions



2030

Reduce absolute Scope 1 and 2 emissions by 90% and compensate residual emissions

Reduce absolute Scope 3 emissions by 30%

Scope 1 and 2 emissions

2019

Base year

Decarbonize our own operations via the electrification of our vehicle fleet as well as increasing efficiency and electrification in our production facilities and buildings

Scope 3 emissions

Reduce the GHG footprint across our value chain, particularly focused on the use phase of our products transitioning to renewable energy and decarbonizing the supply chain

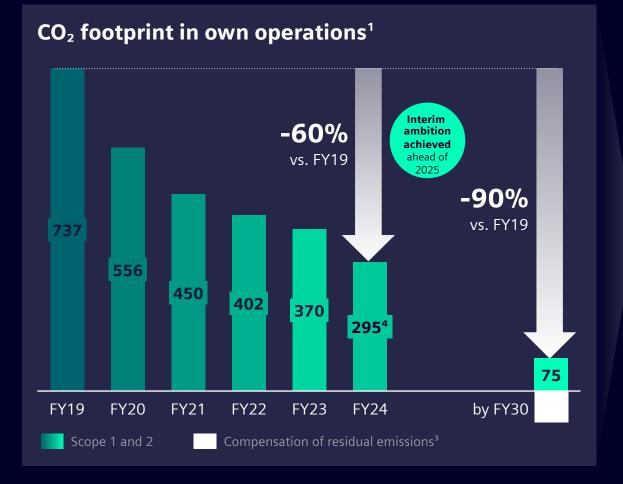
Carbon credits

Compensate residual emissions using high-quality carbon credits

Note: Chart segments and curves only indicative and not proportional in their size

SIEMENS

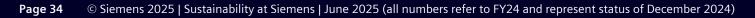
Decarbonizing our operations – CO₂e reductions in Scope 1 and 2 emissions lead the way to support our 1.5 °C-aligned SBTi net-zero commitment



We reached our DEGREE interim ambition (w/o SHS)



1 Siemens without SHS, in 1,000 metric tons of CO₂e 270% already meets the new requirements of RE100 (plant age <15 years) 3 With high-quality carbon offsets 4 Without Innomotics: ~277 kt





Our commitment to decarbonizing our operations is powered by our own portfolio



GERMANY

Digitalization powers holistic decarbonization

- **25% lower energy** consumption while also increasing production capacity
- 50% less energy needed to produce one converter
- **70% reduction** in the energy consumed by the ventilation system
- Factory cut its carbon footprint in half and is on track to become **net-zero by 2030**
- Third Siemens location to be named Digital Lighthouse Factory by the World Economic Forum
- Blueprint for the **industrial metaverse** by utilizing technologies like AI, digital twins, and robotics



UNITED STATES OF AMERICA

Fit for long-term sustainable growth

- Future on-site microgrid, powered by a **1.5 MW AC** solar photovoltaic array and supported by a **3.9 MWh battery storage system,** scheduled for completion by fall 2025
- Renewable-powered microgrid will generate nearly **100% of the facility's energy needs**
- Replacing natural gas-fired heating units with electric heat pumps
- CO₂e savings of 800 metric tons per year

Monterrey

MEXICO

All-electric manufacturing hub

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

Consistent steps toward a net-zero supply chain (Scope 3 upstream) Reduce Scope 3 upstream emissions by 20% by 2030 Additional ambition*

Impact through global supplier footprint



~€35bn goods and services purchased



Scope 3 upstream development in FY24¹

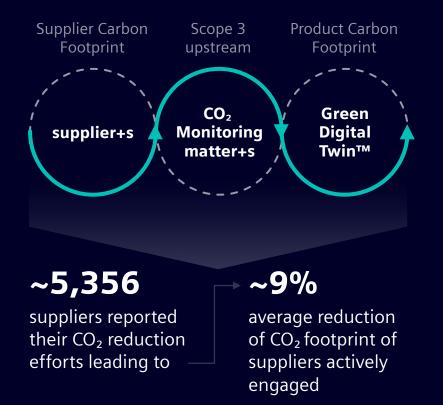
~2%

decrease of Scope 3 upstream emissions compared to FY20 baseline

~26%

increase in purchasing volume at the same time

Collaboration and technology as enabler to reach targets



1 Siemens without SHS *DEGREE ambitions that have become ordinary course of business for Siemens will continue to be reported under CSRD



Responsible Business Practices – A global, risk-based compliance system Ethics and integrity are the basis for sustainable business practices



Siemens has **zero tolerance** for corruption, other breaches of applicable law and of our Business Conduct Guidelines. In all our interactions, and without exceptions, **we are committed to always act ethically**, legally, and with the highest integrity.



The **Siemens Integrity Initiative** supports organizations and **85 projects** in over **50 countries** that combat corruption and fraud through Collective Action with more than **120 million USD.**



Siemens has set itself the goal of training all our people on our **Business Conduct Guidelines** in a three-year cycle. By end of this fiscal year the BCG training "Doing the right thing!" has been rolled out to 97% of all active employees worldwide with a current KPI result of 91% trained employees.¹



Our responsibility towards our employees, customers, partners, society, and the environment involves **prioritizing ethical standards** and responsible business conduct in the **development and use of AI-based products to ensure responsible AI.**

Additional ambition*

1 Siemens without SHS *DEGREE ambitions that have become ordinary course of business for Siemens will continue to be reported under CSRD

Integrating Responsible AI Tackling ethical challenges in the real and the digital worlds

We address ethical challenges by integrating Responsible Al into our business processes and portfolio Responsible Al Principles

- Address legal requirements
- Align with international standards and best practices
- Follow Siemens Business
 Conduct Guidelines and adhere to Siemens Ethical
 Principles
- Guide and ensure responsible development and deployment of Al technologies

Siemens Generative Al Guardrails

- Siemens Generative Al Guardrails broken down into actionable Guidelines
- Ensure compliant, responsible, and secure use of Generative Al
- Accompany Siemens Business Conduct Guidelines and Siemens Ethical Principles

Siemens Industrial Copilots



- Constantly evolving implementation of Generative AI-powered Industrial Copilots aims to
 - Enhance human-machine collaboration
 - Accelerate innovation
- Commitment to Responsible AI Principles



Cybersecurity and data privacy

Cyber resilience is a key business enabler and essential foundation for Siemens' and customers' data

Protection of our IT & OT infrastructure and protection of our products, solutions, and services

DEGREE ambition 2030

Cover **100% of our relevant applications** with Siemens **Zero Trust**

Cybersecurity **Zero Trust** as a holistic approach aiming to use **high-quality**, **real-time signals** to verify and authorize access in IT, OT and products Culture of ownership for cybersecurity attracting, developing, and retaining best talent

Data Privacy as integral part of Siemens' business activities and processes

Commitment to protecting the privacy of our people, customers, suppliers, and consumers

Al-based threat detection:

Dynamic detection of anomalies in network and systems as potential security threats Siemens' cybersecurity governance certified with ISO 27001:2022

Cybersecurity in our products – Siemens ProductCERT

- The Security Vulnerability Monitoring team checks for vulnerabilities in the many software and hardware parts that make up Siemens products
- Siemens' SiESTA application is used to test the security of components, products, and solutions, even in live systems and important IT/OT networks
- The **SBOM** (Software Bill of Materials) team keeps detailed lists of all the components used in products, tracking them through the supply chain
- Information about any security issues found in Siemens products is **publicly reported** to pursue Siemens' high standards of **transparency**

Continuous assessment of actual and potential impacts on people and environment throughout our value chain

Clear requirements for our suppliers

~ €35bn goods and services purchased, sourcing in ~140 countries (FY24)

~**67,500** Suppliers

6,878 Corporate Responsibility Self-Assessments

430 External Sustainability Audits Risk-based approach in supplier management

ESG secured supply chain¹

> Ambition achieved ahead of 2025

Commitment to human rights along the value chain

Commitment to responsible business conduct **led from the top** – Human Rights Officer reporting to the Supervisory Board and Managing Board and governance ownership in place at central functions level.

Own workforce

Commitment to human rights-related core working conditions, based on the **comprehensive**, **global due diligence processes.** It includes, among other measures, local and global risk assessments.

Supply chain

Supplier Code of Conduct affirms the fundamental human rights of our suppliers' employees. Potential risks are identified via Corporate Responsibility Self-Assessments and External Sustainability Audits.

Customer-related business

Comprehensive environmental, social, and human rights due diligence in place to support transactional, site level and business partner due diligence in customer related business (ESG Radar).

Regular stakeholder dialogues with external human rights advisors, investors, rating agencies, and NGOs as well as external collaborative dialogues





econsense

1 Siemens without SHS

Page 40 © Siemens 2025 | Sustainability at Siemens | June 2025 (all numbers refer to FY24 and represent status of December 2024)



Strong sustainability governance and accountability Anchored across the organization





2025

Robust Eco Design

Key

Where

Accelerated commitment for software and service portfolio



Additional ambition*

Natural resource decoupling through increased purchase of secondary materials for metals and resins¹

35% of metals used in manufacturing purchased from recycled sources¹

Robust Eco Design (RED)

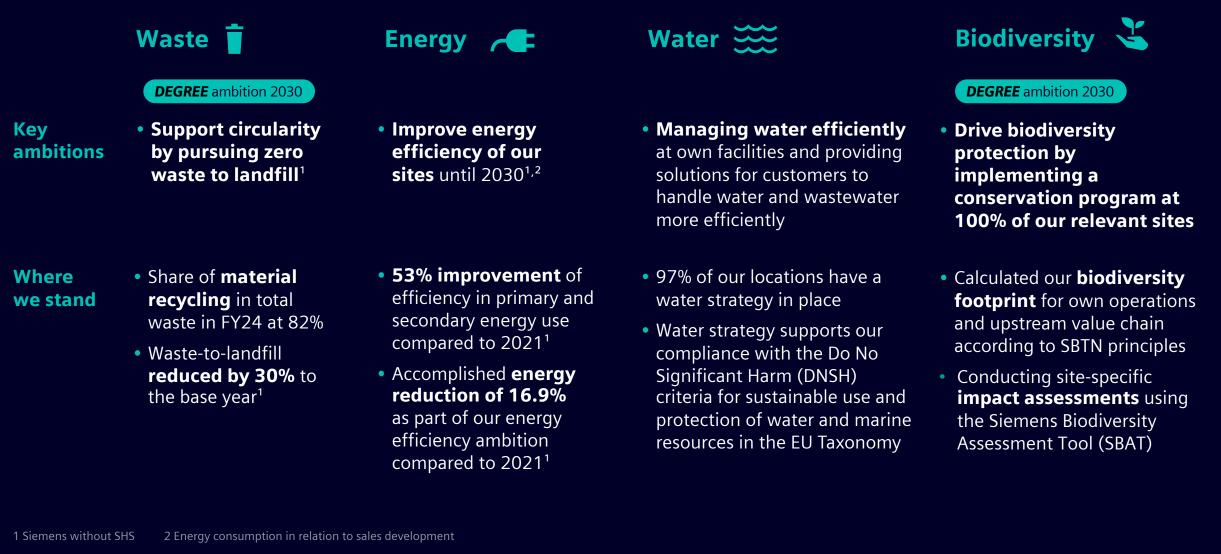
- With our eco design approach we aim to support circularity and increase dematerialization
- Expanding our effort beyond hardware portfolio to software and services, we amplify our efforts to reduce the footprint of our offerings
- RED is the foundation for Siemens EcoTech, integrating eco design systematically into our product development
- Siemens EcoTech Profiles showcase the outcomes of the RED approach and highlight outperforming portfolio elements



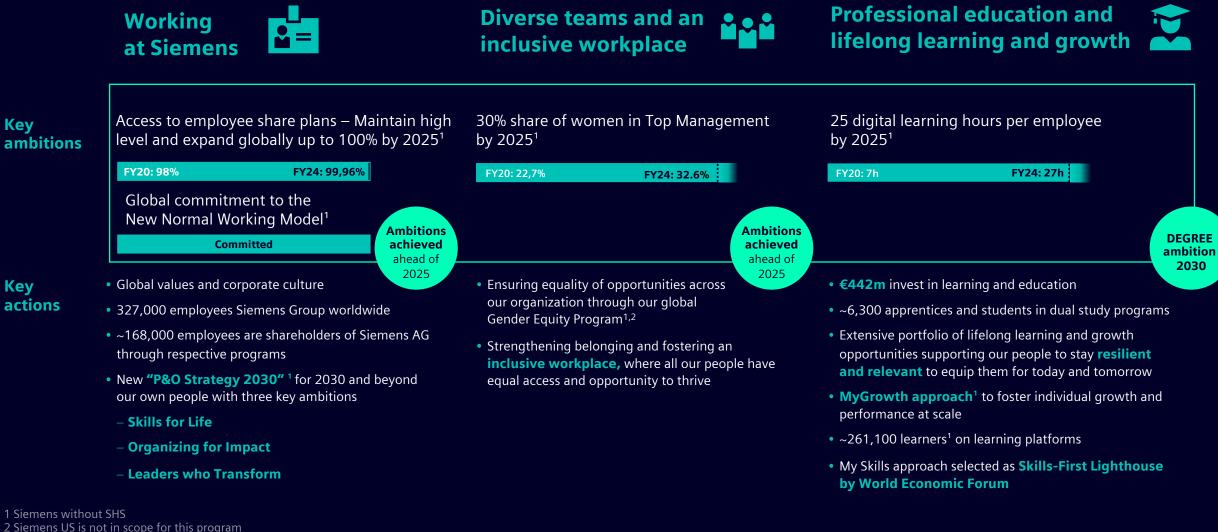
1 Siemens without SHS 2 Prior periods are presented on a comparable basis, based on an adjusted portfolio scope

*DEGREE ambitions that have become ordinary course of business for Siemens will continue to be reported under CSRD © Siemens 2025 | Sustainability at Siemens | June 2025 (all numbers refer to FY24 and represent status of December 2024) Page 42

Our strong ambitions regarding conserving resources



Fostering diverse teams, and lifelong learning and growth to create a sense of belonging and empower our people



Strengthening health, safety, resilience, and well-being of our people

The **Siemens Global Healthy and Safe @ Siemens** program aims to empower our people to make a difference to health and safety within the organization.

Based on our **five core principles**, the program guides locations in taking informed actions to enhance the health, safety, and well-being of our people.

Additional ambition*

<u>30% improvement in Siemens' globally aggregated</u> LTIFR by 2025: 19% of improvement in FY24 compared to FY20 (from 0.31 down to 0.25)¹



Additional ambition*

100% access to Employee Assistance Programs (EAP) by 2025: 99% in FY24 (82% in FY20)¹

FY20: 82%

 Siemens received multiple awards for excellence in Health and Safety Management

99%

- ISSA Vision Zero Award at the World Congress Safety and Health at work
- Canada Safest Employer award for Best **Environmental Management Program**
- Brazil Excellence Safety and Sustainability Leadership Award

1 Siemens without SHS

well-being.

*DEGREE ambitions that have become ordinary course of business for Siemens will continue to be reported under CSRD

© Siemens 2025 | Sustainability at Siemens | June 2025 (all numbers refer to FY24 and represent status of December 2024) Page 45

SIEMENS

We prepare for and adapt well to changing circumstances.

We are engaged in learning and sharing

about how we can work better, safer,

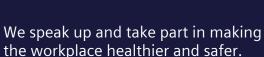
and healthier.

G).



We are inclusive and invite a diverse range of views on health and safety.

We care for our own and each other's



Scaling sustainability impact with a shared value approach – Siemens total community investment in FY24



Provision of >1 million laptops and software licenses to disadvantaged families all over the world¹.

Provision of control & automation tools incl software for > 5.000 students in Argentina to improve LOGO! coding skills and work readiness.



Making culture accessible to >1 million people with our Siemens Festival>Nights linked to Salzburg Festival¹.

Promote **intercultural understanding to foster societal dialogue** and democracy in Germany.



Promoting development of > 40,000 young talents in Industry 4.0 together with SENAI in Brazil¹.

Empowering > 600 young women in Africa through digital skills and mentoring to support career opportunities together with the African Girls Can Code initiative of UN Women.



Empowering **>500,000 people** in India through provision of Siemens solutions, knowledge, and technology in rural areas¹.

The SIE-HOPE program in **China** aims to improve social issues by providing tech classes to > 20,000 children.

Siemens Employee Engagement Programs

Disaster Relief Fund



to support victims of the earthquakes & floodings in Türkiye, Syria, Morocco & Libya via the charitable organization Siemens Caring Hands.

Cents4Sense Initiative

> €1.6m

for social projects from share dividend donations by employee shareholders (since 2019).

Corporate Volunteering

> 55k hours

in support for charitable organizations (2 volunteering days/ year granted to each employee).

Solidarity Hub

offer our employees various opportunities for **personal engagement**, including volunteering, in-kind donations, in addition to monetary donations.

1 Multi-annual project 2 Sponsorships in Education and Arts as well as Donations; incl. SHS

Read more about our approach and commitment to sustainability



Sustainability website

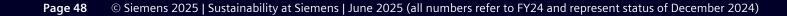


Sustainability report 2024











Our DEGREE sustainability framework until FY24 In FY24 we achieved 7 out of 14 ambitions ahead of target year 2025

	DEGREE ambitions	Baseline	Progress until end of FY24	Ambitions	Achieved
Decarbonization	1. Reduce emissions in own operations by 55% by 2025	FY 19: 737 kt CO₂e	-60%	-55% by 2025	 Image: A start of the start of
	Reduce emissions in own operations by 90% by 2030 and compensate residual emissions	FY 19: 737 kt CO₂e	-60%	-90% by 2030	
	2. Net-Zero supply chain by 2050, 20% emissions reduction by 2030	FY 20: 8,098 kt CO₂e	-2%	-20% by 2030 -100% by 2050	
Ethics	3. Strive to train 100% of our people on Siemens' Business Conduct Guidelines every three years	From FY 23	91%	100% by 2025	
Governance	 ESG-secured supply chain based on supplier commitment to the Supplier Code of Conduct 		Suppliers committed		\checkmark
	5. Long-term incentives based on ESG criteria ¹		ESG criteria anchored		\checkmark
Resource efficiency	 Robust Eco Design for 100% of relevant hardware, software, and service portfolio by 2030² 	FY 21: 16%	54%	100% by 2030	
	 Natural resource decoupling through increased purchase of secondary materials for metals and resins³ 		Metals: 35%, Resins 1%		
	8. Circularity through waste-to-landfill reduction of 50% by 2025 and toward zero landfill waste by 2030	FY 21: 0%	-30%	-50% by 2025 ~ -100% by 2030	
Equity	9. 30% female share in Top Management by 2025	FY 20: 22.7%	32.6%	30% by 2025	\checkmark
	10. Access to employee share plans – maintain high level and expand globally to up to $100\%^4$	FY 21: 98%	99,96%	~100% by 2025	 Image: A start of the start of
	11. Global commitment to the New Normal Working Model ⁵		Committed		 Image: A second s
Employability	12. Increase digital learning hours to "25 by 25"6	FY 20: 7h	27h	25h by 2025	
	13. Access to Employee Assistance Program: maintain high level and expand to 100% globally by 2025	FY 20: 82%	99%	100% by 2025	
	14. 30% improvement in Siemens' globally aggregated LTIFR ⁷ by 2025	FY 20: 0.31	-19%	-30% by 2025	

 Assessment based on the Siemens internal ESG/Sustainability Index, which is based of CO₂e reduction and digital learning hours

Page 49

3 Product specifications for the use of secondary plastics are in development4 Where legally possible and reasonable

6 Digital learning hours per headcount on average

7 LTIFR: Lost Time Injury Frequency Rate (Siemens employees and temporary workers) ble Note: DEGREE sustainability framework and its ambitions apply to Siemens without SHS

2 Prior periods are presented on a comparable basis, based on an adjusted portfolio scope

5 For employees with job profiles that make this possible and reasonable



