Company presentation

Siemens AG
Disclaimer

This document contains statements related to our future business and financial performance and future events or developments involving Siemens that may constitute forward-looking statements. These statements may be identified by words such as “expect,” “look forward to,” “anticipate,” “intend,” “plan,” “believe,” “seek,” “estimate,” “will,” “project” or words of similar meaning.

We may also make forward-looking statements in other reports, in prospectuses, in presentations, in material delivered to shareholders and in press releases. In addition, our representatives may from time to time make oral forward-looking statements. Such statements are based on the current expectations and certain assumptions of Siemens' management, of which many are beyond Siemens’ control. These are subject to a number of risks, uncertainties and factors, including, but not limited to those described in disclosures, in particular in the chapter Report on expected developments and associated material opportunities and risks in the Combined Management Report of the Siemens Report (www.siemens.com/siemensreport), and in the Interim Group Management Report of the Half-year Financial Report (provided that it is already available for the current reporting year), which should be read in conjunction with the Combined Management Report.

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This document includes – in the applicable financial reporting framework not clearly defined – supplemental financial measures that are or may be alternative performance measures (non-GAAP-measures). These supplemental financial measures should not be viewed in isolation or as alternatives to measures of Siemens' net assets and financial positions or results of operations as presented in accordance with the applicable financial reporting framework in its Consolidated Financial Statements. Other companies that report or describe similarly titled alternative performance measures may calculate them differently.

Due to rounding, numbers presented throughout this and other documents may not add up precisely to the totals provided and percentages may not precisely reflect the absolute figures.

Financial publications are available for download at: Investors.
Our purpose

We create **technology** to transform the everyday, for **everyone**
Digitalization is transforming the backbone of our economies:

**Industry, infrastructure, mobility, and healthcare.**

This transformation is key to business success and for shaping a sustainable future.

With our technologies, we’re helping our customers to accelerate their own digital transformation, to reinvent their companies and industries, to become more sustainable.

Dr. Roland Busch
President and CEO of Siemens AG
Siemens is committed to decarbonization

We accelerate our decarbonization

New pathway target
55% reduction by FY25

New target to accelerate
90% reduction by FY30

Substantial investments in operational decarbonization
~ €650m between FY22 and FY30 with strong financial commitments

We maintain our existing commitments for Siemens (with SHS)

- Validated 1.5 °C-aligned SBTi (2021)
- 100% electrical vehicles, 100% renewable energy, and 100% net zero buildings by 2030
- 2015 Carbon-neutral commitment by 2030

~190
million metric tons of Customer Avoided Emissions through the Siemens offerings in FY23

~16x
more CO₂e emissions are avoided by our products than caused in our own operations and supply chain

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

Calculation methodology for Customer Avoided Emissions:
Siemens’ proprietary methodology aligned with Green House Gas Emissions Protocol scope 3 downstream reporting applied from FY22. Calculation method “future impact”: Accounting for avoided emissions of offerings sold in reporting year over their entire lifetime.
By combining the real and the digital worlds, Siemens empowers customers to master their digital transformation and sustainability challenges.
Digital transformation has the potential to drive progress and growth and reduce resource consumption in all countries.

**Industry**
- **50%** material savings can be realized using digital twins and innovative production technologies such as additive manufacturing.

**Infrastructure**
- **30%** of energy worldwide is consumed by building operations. Data analytics & automated building mgmt. can unlock large saving potentials.

**Mobility**
- **30%** higher network capacity can be achieved through automatic train operation and by optimizing train flows and rail operations.

**Healthcare**
- **44%** faster door-in-door-out\(^1\) time for stroke patients is possible with AI-supported analysis of brain scans.

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\(^1\) Time interval between patient arriving at the hospital and leaving from mechanical thrombectomy.

Source: International Energy Agency, Royal Berkshire Hospital NHS Foundation Trust
We commute in cars designed with Siemens software …

… built in factories running on Siemens automation …

… and charged by a Siemens smart grid.
We work in smart buildings that promote our health and safety ...

... that use energy with maximum efficiency ...

... and connect the physical and the digital workplace.
We book our train tickets with Siemens software …

… to travel on trains made by Siemens …

… operated with Siemens infrastructure technology.
We rely on life-saving drugs and treatments ... 

... as well as accurate medical diagnoses, ...

... all of which are made possible by Siemens solutions.
A leading technology company
Our four strategic priorities

Customer impact
We anticipate what our customers need before they even know they need it.

Technology with purpose
Innovative technology has been at the core of Siemens for more than 170 years and it will remain at the core of the future we’re building.

Empowered people
Driving progress by empowering our customers, partners and employees.

Growth mindset
Rather than make yesterday last, we are committed to building tomorrow – by learning and being open to change.
Businesses and Services of Siemens AG

**Industrial Business**
- Digital Industries
- Smart Infrastructure
- Mobility
- Siemens Healthineers\(^1\)
- Portfolio Companies
- Siemens Advanta

**Services**
- Siemens Financial Services
- Siemens Real Estate
- Global Business Services

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\(^1\) Publicly listed subsidiary of Siemens; Siemens' share in Siemens Healthineers is 75%
Managing Board of Siemens AG

Dr. Roland Busch  
President and CEO

Cedrik Neike

Matthias Rebellius

Prof. Dr. Ralf P. Thomas

Judith Wiese  
CPSO and Labor Director
Management of Siemens businesses

Digital Industries
- Cedrik Neike
  - CEO

Smart Infrastructure
- Matthias Rebellius
  - CEO

Mobility
- Michael Peter
  - CEO

Siemens Advanta
- Todd Weatherby
  - CEO

Portfolio Companies
- Dr. Horst J. Kayser
  - Chairman

Siemens Healthineers
- Dr. Bernd Montag
  - CEO

- Darleen Caron
  - CHRO

- Elisabeth Staudinger
  - Board Member
Focus on eleven Company Core Technologies
Strategic R&D across all Siemens businesses

Siemens R&D (FY2023)

EUR 6.2 bn
~EUR 500 m

Company Core Technologies

Advanced Manufacturing & Circularity
Connectivity & Edge
Future of Automation
Simulation & Digital Twin
User Experience

Cybersecurity & Trust
Data Analytics & Artificial Intelligence

Integrated Circuits & Electronics
Power Electronics

Software Systems & Processes
Sustainable Energy & Infrastructure

stringent investments in future growth fields
Company Core Technologies
Innovation examples

Simcenter ROM Builder
- Creation of simplified, tool-neutral and reusable models by processing simulation and field data
- Model generation accelerated (up to real-time), interoperable, and deployable from simulation to edge and cloud

SINEC Security Monitor
- Software for non-intrusive asset and vulnerability detection and AI-based anomaly detection for industrial production networks
- Continuous on-prem security monitoring during production
- Supports implementation of NIS2
- Internally developed and used core technology – now available for customers

Reliable power with renewable generation
- Assistant for power system operation with up to 100% renewable peak generation
- Collaborative stabilization and resilience of entire island grids (e.g. Hawaii)
- Capacity can be scaled up to a range between 100 MW and 100 GW

SiGREEN
- Trustworthy exchange of actionable Product Carbon Footprints throughout value chains
- Use of verifiable credentials ensures transparency, confidentiality, and data control in supply chains
Scaling sustainability impact
Scaling sustainability impact

>90% of Siemens’ business enables customers to achieve a positive sustainability impact*

* 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. We anticipate reducing this number over time. Applies to Siemens without SHS.
### Sustainability value propositions

Decarbonization, resource efficiency, and people centricity through all businesses

<table>
<thead>
<tr>
<th>Industry</th>
<th>Decarbonization &amp; energy efficiency</th>
<th>Resource efficiency &amp; circularity</th>
<th>People centricity &amp; societal impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Energy optimization and carbon footprint management across product lifecycle and supply chain</td>
<td>Optimal resource and material use, elimination of waste, reduced time to market and productivity</td>
<td>Ergonomics and safety in manufacturing and workflow optimization, product safety</td>
<td></td>
</tr>
<tr>
<td>Buildings</td>
<td>Building energy efficiency, sustainability consulting, modular solutions and services</td>
<td>Optimized asset performance, availability and lifetimes, building space utilization</td>
<td>Healthy indoor climates, fire safety</td>
</tr>
<tr>
<td>Electrification</td>
<td>Renewables integration and electrification in real and digital domain, eMobility</td>
<td>Optimized asset performance, availability and lifetimes, electrical asset protection</td>
<td>Access to reliable and resilient electricity, electrical safety</td>
</tr>
<tr>
<td>Mobility</td>
<td>Efficient public transport, e.g., high-speed, battery, hydrogen trains</td>
<td>Extended lifecycles from repairability, reusability, or refurbishment</td>
<td>Data-driven services for increased system capacity, availability, and reliability</td>
</tr>
<tr>
<td>Financial Services</td>
<td>Financing new clean technologies, new business models, and sustainable innovation</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Our **DEGREE** sustainability framework

- **Decarbonization**: Support the 1.5°C target to fight global warming
- **Ethics**: Foster a culture of trust, adhere to ethical standards, and handle data with care
- **Governance**: Apply state-of-the-art systems for effective and responsible business conduct
- **Resource efficiency**: Achieve circularity and dematerialization
- **Equity**: Foster diversity, inclusion, and community development to create a sense of belonging
- **Employability**: Enable our people to stay resilient and relevant in a permanently changing environment

A 360° approach to our core sustainability values
Siemens in **figures**
As a global technology company, we empower our customers to make their industries more sustainable

Employees\(^1\):

320,000

Revenue\(^2\):

€77.8 bn

Net income\(^3\):

€8.5 bn

Profit margin Industrial Business\(^2\):

15.4%

1 As of September 30, 2023 | 2 In fiscal 2023 | 3 Continuing and discontinued operations
Fiscal 2023 in detail
(1/2)

(Continuing operations; in millions of € except where otherwise stated)

<table>
<thead>
<tr>
<th>Volume</th>
<th>Fiscal 2023</th>
<th>Fiscal 2022</th>
<th>Change in %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Orders</td>
<td>92,305</td>
<td>89,010</td>
<td>7%¹</td>
</tr>
<tr>
<td>Revenue</td>
<td>77,769</td>
<td>71,977</td>
<td>11%¹</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Profitability and capital efficiency²</th>
<th>Fiscal 2023</th>
<th>Fiscal 2022</th>
<th>Change in %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net income</td>
<td>8,529</td>
<td>4,392</td>
<td>94%</td>
</tr>
<tr>
<td>Return on capital employed (ROCE)</td>
<td>18.6%</td>
<td>10.0%</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Liquidity²</th>
<th>Fiscal 2023</th>
<th>Fiscal 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Free Cash Flow</td>
<td>10,021</td>
<td>8,157</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employees²</th>
<th>Sep. 30, 2023</th>
<th>Sep. 30, 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>320</td>
<td>311</td>
</tr>
<tr>
<td>Germany</td>
<td>87</td>
<td>86</td>
</tr>
<tr>
<td>Outside Germany</td>
<td>232</td>
<td>225</td>
</tr>
</tbody>
</table>

¹ Excluding currency translation and portfolio effects
² Continuing and discontinued operations
Fiscal 2023 in detail
(2/2)

Revenue by industrial business¹

- 27% Smart Infrastructure
- 30% Digital Industries
- 29% Siemens Healthineers
- 14% Mobility

Revenue by region¹

- 31%³ Europe, CIS², Africa, Middle East (excluding Germany)
- 29%³ Americas
- 24%³ Asia, Australia
- 16%³ Germany

¹ All figures rounded | ² Commonwealth of Independent States | ³ Due to rounding
## Second quarter of fiscal 2024 (1/2)

(Continuing operations; in millions of € except where otherwise stated)

### Volume

<table>
<thead>
<tr>
<th></th>
<th>Q2 2024</th>
<th>Q2 2023</th>
<th>Change in %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Orders</td>
<td>20,451</td>
<td>23,638</td>
<td>-12%¹</td>
</tr>
<tr>
<td>Revenue</td>
<td>19,162</td>
<td>19,416</td>
<td>0%¹</td>
</tr>
</tbody>
</table>

1 Continuously adjusted for currency translation and portfolio effects

### Profitability and capital efficiency²

<table>
<thead>
<tr>
<th></th>
<th>Q2 2024</th>
<th>Q2 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net income</td>
<td>2,196</td>
<td>3,551</td>
</tr>
<tr>
<td>Return on capital employed (ROCE)</td>
<td>19.0%</td>
<td>30.5%</td>
</tr>
</tbody>
</table>

² Continuing and discontinued operations

### Liquidity²

<table>
<thead>
<tr>
<th></th>
<th>Q2 2024</th>
<th>Q2 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Free Cash Flow</td>
<td>1,344</td>
<td>2.350</td>
</tr>
</tbody>
</table>

### Employees (in thousands)

<table>
<thead>
<tr>
<th></th>
<th>September 30, 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>320</td>
</tr>
<tr>
<td>Germany</td>
<td>87</td>
</tr>
<tr>
<td>Outside Germany</td>
<td>232</td>
</tr>
</tbody>
</table>
## Second quarter of fiscal 2024 (2/2)

### Results of operations

<table>
<thead>
<tr>
<th></th>
<th>Digital Industries</th>
<th>Smart Infrastructure</th>
<th>Mobility</th>
<th>Siemens Healthineers</th>
<th>Siemens Financial Services</th>
<th>Portfolio Companies</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Orders</strong></td>
<td>4,252</td>
<td>6,093</td>
<td>3,155</td>
<td>5,719</td>
<td></td>
<td>1,168</td>
</tr>
<tr>
<td><strong>Revenue</strong></td>
<td>4,505</td>
<td>5,149</td>
<td>2,822</td>
<td>5,435</td>
<td></td>
<td>1,112</td>
</tr>
<tr>
<td><strong>Profit</strong></td>
<td>741</td>
<td>854</td>
<td>237</td>
<td>681</td>
<td>149¹</td>
<td>89</td>
</tr>
<tr>
<td><strong>Profit margin</strong></td>
<td>16.5%</td>
<td>16.6%</td>
<td>8.4%</td>
<td>12.5%</td>
<td>16.6%²</td>
<td>8.0%</td>
</tr>
</tbody>
</table>

¹ Income before income taxes | ² Return on equity (RoE); after tax
Recent highlights

Siemens and NVIDIA expand collaboration on generative AI for immersive real-time visualization

New Siemens EcoTech label creates industry-leading sustainability transparency

Siemens and Mercedes-Benz transform future of sustainable factory planning with Digital Energy Twin

Siemens launches Electrification X, strengthening the Siemens Xcelerator portfolio across buildings, electrification, and grids
Businesses and Services
Industry faces a major challenge: Because our planet’s resources are finite, we must produce more with less.

Siemens’ Digital Enterprise helps meet this challenge by merging the real and the digital worlds in a continuous flow of data. A key part of that is the comprehensive Digital Twin. It collects data on products throughout their entire lifecycle, from the initial concept to their production and deployment. Our cutting-edge technologies make it possible for industry to understand this data and to use finite resources much more efficiently. That is how we are making industry more sustainable.
Digital Industries

77,000 employees\(^1\)

22.6% profit margin\(^2\)

€ 21.9 billion in revenue\(^2\)

1 As of September 30, 2023 | 2 For fiscal 2023
Smart Infrastructure

Smart infrastructure is sustainable infrastructure.

Siemens Smart Infrastructure combines the real and digital worlds across energy systems, buildings and industries, enhancing the way people live and work and significantly improving efficiency and sustainability. We work together with customers and partners to create an ecosystem that both intuitively responds to the needs of people and helps customers achieve their business goals. It helps our customers to thrive, communities to progress, and it supports sustainable development to protect our planet for the next generation.
75,000 employees

15.4% profit margin

€ 19.9 billion in revenue

1 As of September 30, 2023 | 2 In fiscal 2023
Mobility

Today, transport providers face multiple challenges to move more people and goods on tracks. At Siemens Mobility, we enable our customers worldwide to realize sustainable mobility solutions.

As a leading technology company, we combine the real and digital worlds like no other in rail.

In an open ecosystem, we bring together rolling stock, rail infrastructure, rail services, and software to provide sustainable, comfortable, and cost-effective rail traffic today.

Together with our customers and partners, we move people and goods seamlessly and transform mobility for everyone.
Mobility

39,800 employees\(^1\)

8.4% profit margin\(^2\)

€ 10.5 billion in revenue\(^2\)

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1 As of September 30, 2023 \| 2 In fiscal 2023

CEO Michael Peter
CFO Karl Blaim
HQ Munich, Germany
Siemens Healthineers

At Siemens Healthineers¹, we pioneer breakthroughs in healthcare. For everyone. Everywhere. Sustainably. As a leader in medical technology, we want to advance a world in which breakthroughs in healthcare create new possibilities with a minimal impact on our planet. By consistently bringing innovations to the market, we enable healthcare professionals to innovate personalized care, achieve operational excellence, and transform the system of care.

With the unique combination of our strengths in patient twinning², precision therapy, as well as digital, data, and artificial intelligence (AI), we are well positioned to take on the greatest challenges in healthcare. We will continue to build on these strengths to help overcome the world’s most threatening diseases, enable efficient operations, and expand access to care.

1 Siemens Healthineers AG is a listed company.
2 Personalization of diagnosis, therapy selection and monitoring, aftercare, and managing health.

CEO  Dr. Bernd Montag
CFO  Dr. Jochen Schmitz
CHRO  Darleen Caron
MBM  Elisabeth Staudinger
HQ  Forchheim, Germany
71,200 employees\(^1\)

11.7% profit margin\(^2\)

€ 21.7 billion in revenue\(^2\)

1 As of September 30, 2023 | 2 In fiscal 2023

NAEOTOM Alpha is not commercially available in all countries. Future availability cannot be ensured.
Siemens Advanta

Siemens Advanta is a strategic advisor and trusted implementation partner, driving its clients’ unique digital and sustainability transformation journey from concept to implementation.

With its highly skilled experts, Siemens Advanta creates tailored end-to-end solutions from strategy and operations consulting, design and prototyping, to software engineering and implementation – a “one-stop shop” along every stage of its clients’ digital and sustainability transformation journey.

Clients benefit from the deep knowledge of both IT and OT, the experience of holistic advisory solutions and services along the entire value chain, and the long-standing Siemens domain and technology expertise.
Portfolio Companies

Under the umbrella of Portfolio Companies, Siemens operates the units Innomotics and Siemens Logistics.

The motor and large drive supplier Innomotics combines business activities with low- to high-voltage motors, geared motors, medium-voltage inverters and motor spindles under one roof.

Siemens Logistics is a leading provider of innovative and high-performance solutions for airport logistics.

The Portfolio Companies employ about 20,700 people and generated approximately €4.7 billion in revenue in fiscal 2023¹.

With a decentralized setup, fast decision-making processes and quick reaction times, these units are agile and flexible, which makes them more competitive in their specific markets and enables them to focus on their customers more intently.

¹ Employees (as of September 30, 2023) and revenue (in fiscal 2023) reflect comparable key figures for the new structure, i.e. DI Innomotics businesses are shown as part of POC.
Siemens Financial Services

Siemens Financial Services (SFS) – the B2B financing arm of Siemens – provides financing that makes a difference.

At SFS, we empower customers around the globe to access technology with purpose and increase their competitiveness. Based on our unique combination of financial expertise, risk management and industry know-how, we provide tailored financing solutions – including flexible leasing and working capital products, project-related and structured financing, corporate lending, equity investments, finance advisory, as well as trade and receivables financing.

With highly experienced and passionate teams in 20+ countries, SFS paves the way for industrial productivity, smart infrastructure and sustainable mobility, facilitating the energy transition and enabling high-quality healthcare.

Supporting the Siemens DEGREE framework, SFS is one of the leading providers in financing greenfield renewable projects.

<table>
<thead>
<tr>
<th></th>
<th>Fiscal 2023</th>
<th>Fiscal 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total assets in millions of €</td>
<td>32,915</td>
<td>33,263</td>
</tr>
<tr>
<td>Employees¹</td>
<td>2,684</td>
<td>2,590</td>
</tr>
</tbody>
</table>

¹ As of September 30, 2023
Siemens Global Business Services (GBS) enables Siemens AG units worldwide and external customers to accelerate their business transformation into a sustainable and digital future.

Its portfolio comprises services driven by expertise and the latest technology – with a strong focus on innovation and digitalization in areas like business administration, human resources, supply chain management, sales, marketing, and engineering.

Siemens GBS provides business services for Siemens AG, Siemens Energy AG, and Siemens Healthineers AG and serves its clients globally out of four major Hubs and one service unit. Siemens GBS headquarters are based in Munich, Germany.

For more information, visit www.siemens.com/gbs
Siemens Real Estate

Siemens Real Estate (SRE) offers Siemens as well as external customers holistic solutions for the entire real estate lifecycle – from strategy to development to operation.

As a pioneer in corporate real estate management, SRE drives the transformation of office and production sites around the globe and significantly increases the efficiency and flexibility of its customers.

This embraces the implementation of innovative workplace concepts that support future-oriented hybrid working, as well as the use of intelligent and sustainable solutions to strengthen the future viability and resilience of industrial sites.

As such, SRE is also making a substantial contribution to the company’s target of being carbon neutral by 2030.
Siemens is shaping the future
Innovation is the basis for our success

€6.2 bn
R&D expenditures¹

50,000
R&D employees²

5,400
inventions¹

2,900
patent applications¹

Cooperation
with universities, research institutes, and start-ups

16
Siemens Research and Innovation Ecosystems (Siemens RIEs)

¹ In fiscal 2023 | ² On average during fiscal year 2023
Siemens Xcelerator will make it easier than ever before for companies to navigate digital transformation – faster and at scale.

By combining the real and the digital worlds across operational and information technology, we empower customers and partners to boost productivity, competitiveness and scale up innovations.

Dr. Roland Busch
President and CEO of Siemens AG
Siemens Xcelerator is designed to accelerate the digital transformation of our customers

A comprehensive, curated portfolio that includes digital and IoT-enabled offerings from Siemens and certified partners

A continuously growing, powerful ecosystem of partners

An evolving marketplace that enables education, exploration, exchange and transaction within a community of customers, partners and experts
The design principles of Siemens Xcelerator simplify digital transformation

Interoperable
Flexible
Open
As a service
Cybersecure

Easy
Easy to understand solutions

Fast
Proven, easy to integrate solutions accelerate value creation

Scalable
The Siemens Xcelerator portfolio is future-proof, interoperable, and offers a pay-as-you-grow approach
Our digital portfolio

**Top 10**
Siemens is one of the top 10 software companies\(^1\)

**€6.5 bn**
digital revenue\(^1\) with 10% CAGR until FY2025

**~760**
digital offerings on Siemens Xcelerator Marketplace\(^2\)

**€14 bn**
invested in digital companies since 2007\(^1\)

- Data analytics
- AI and IoT
- Simulation tools
- New business models
- Secure connectivity
- Cyber-security

1. As of September 30, 2022
2. Includes offerings by Siemens Xcelerator Marketplace sellers as well as Siemens offerings, as of March 31, 2024
Next47 is an independent, global venture firm backed by Siemens that invests in the enterprise technology leaders of tomorrow.

The firm provides the domain expertise, specialized resources, and deep network founders need to go from idea to category-leading business.

Next47 brings knowledge and expertise from the startup ecosystem to Siemens. It ensures that Siemens gains early access to the best emerging technology solutions to help solve its customers’ most difficult and fundamental business challenges.

The Next47 Accelerator aims to identify and nurture breakthrough ideas within Siemens with the goal of empowering internal talent to create new business opportunities for the company.
Charter of Trust
A joint initiative for a secure sustainable digital world

01
Protect the data of individuals and businesses

02
Prevent damage to people, businesses, and infrastructure

03
Build trust in the digital world
Employer with vision

<table>
<thead>
<tr>
<th>320,000</th>
<th>~40,700</th>
</tr>
</thead>
<tbody>
<tr>
<td>320,000 people worldwide work for Siemens¹</td>
<td>~40,700 new hires worldwide²</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>~6,500</th>
<th>5,800</th>
</tr>
</thead>
<tbody>
<tr>
<td>~6,500 new hires in Germany²</td>
<td>5,800 apprentices and students in dual-study programs worldwide¹</td>
</tr>
</tbody>
</table>

¹ As of September 30, 2023 | ² In fiscal 2023
Compliance
Zero tolerance for misconduct

High rankings
in Dow Jones Sustainability Index
in the category “Compliance” since 2009

US$120 m
since 2009 to support organizations and projects fighting corruption and fraud

>461,000
web-based compliance trainings
of employees each year, averaged\(^1\)

\(^1\) Including Siemens Healthineers
Siemensstadt Square

We are designing a sustainable and inclusive urban district where people research, work, live, and can test and develop the technologies of tomorrow. As the technological heart, a digital city twin maps buildings, infrastructure and energy supply. With Siemensstadt Square, we are continuing what was started 125 years ago: An ideal environment for innovation, living and working. Digitally planned and built, we seamlessly connect the digital with the real world. We are designing a hybrid city to help shape the transformation to sustainable and livable cities.

76 ha

area in the Spandau district of Berlin

€600 m

invested in new residential and work space
Mobile Working

2 to 3 days per week

Mobile working is the worldwide standard – for about 140,000 employees\(^1\) at more than 125 locations in 43 countries.

With the Hybrid Working Model, our people can choose where\(^2\) they work to maximize productivity and well-being. In consultation with their managers, our team members have the autonomy to determine their most effective work environment.

We equip our people with the tools and technologies necessary to work seamlessly from anywhere.

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1 Number of job profiles that are suitable for mobile working.
2 Adhering to local laws and restrictions.
~170,000 Siemens employees are shareholders of the company\(^1\)

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\(^1\) As of September 30, 2023. This number includes only employees who received and still hold Siemens AG shares through participation in Siemens Share Plans. Employees who hold Siemens AG shares exclusively in their private capacity are not included.
Contact

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