



SIEMENS USA

Diversity, Equity, Inclusion and Belonging



Focusing on diversity, equity and inclusion is a core part of our business strategy. –Barbara Humpton, President and CEO Siemens USA

Siemens has built a workplace that strives for inclusive and equitable policies, practices, attitudes and cultural messages that reinforce the importance of diversity. Diversity, Equity and Inclusion (DEI) and Belonging are embedded in our business goals and processes, from how we work with our partners, and how we hire talent, to how we build teams for projects and how we interact with our customers.

Siemens is a richly multicultural organization with operations in nearly every country in the world. We build our DEI practices on awareness and respect for local histories, cultures and needs. Our work to support the industries and infrastructure that form the backbone of America's economy is advanced by empowering people and a growth mindset – the idea that all of us are capable of solving any problem that we put our minds to.

We believe that belonging transforms, and it's why we continue to use every available muscle to advance diversity, equity and inclusion so that every individual or group can be and feel welcomed, respected, supported, valued and empowered to participate and contribute fully.

Employee Resource Groups at Siemens

Siemens sponsors Employee Resource Groups (ERGs) formed by employees with commonalities in areas such as ethnicity, gender, disability and sexual orientation.

With over 10,000 ERG members, ten ERGs and several active chapters, ERGs offer employees an inclusive, supportive environment, networking opportunities, tools to promote personal and professional development and access to mentoring networks.

ERGs also add value to the company and increase employee engagement by helping to drive these four key objectives: business alignment, personal and professional development, talent acquisition and community involvement.

Siemens Employee Resource Groups:

- Asian Cultural Exchange
- Association for Multicultural Inclusion and Growth at Siemens (AMIG@S)
- Black Professional Network @ Siemens
- Caregivers @ Siemens
- Pride
- SiemensAbility
- Siemens GREEN
- Siemens NEXT
- Siemens Veterans Network
- Women's Impact Network at Siemens (WIN@S)

Siemens USA has received numerous accolades that speak to our workplace culture and commitment to DEI:

Siemens has consistently earned a 100-percent rating on the Corporate Equality Index, naming Siemens a Best Place to Work for LGBTQ+ Equality. In addition, Siemens continues to attain a top score on the Disability Equality Index® (DEI), a national benchmarking of businesses to gauge their level of disability workplace inclusion. Military Times has named Siemens a "Best for Vets Employer" and Siemens has been recognized by Forbes among the "Best Employers for Diversity" and "Best Places to Work for Women."



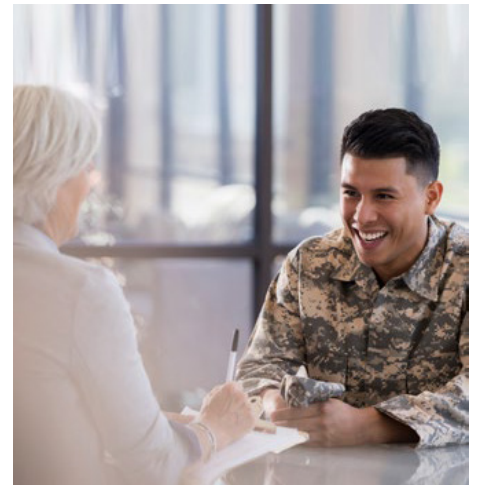
Diversity, equity and inclusion is a business imperative that creates value not only in the workplace but also in the marketplace for our customers, business partners and communities.

–Nichelle Grant, Head of Diversity, Equity and Inclusion, Siemens USA

The corporate academic alliance Advancing Minorities' Interest in Engineering (AMIE) has also named Siemens a top Supporter for Historically Black Colleges and Universities (HBCUs) several years in a row.

Supplier Diversity at Siemens

Diverse suppliers are essential to meeting complex needs in a vast array of markets and staying resilient in a world where change is constant.



Our longstanding commitment to diversity, equity, and inclusion (DEI) at Siemens USA extends to the marketplace. We're proud that we're spending more than \$1 billion with our 3,500 small and diverse suppliers, and that as orders have come to us, they have also gone to them, ultimately supporting well-paying jobs and strengthening local economies. In creating these partnerships and others throughout our supplier base, we're supporting supply chains that are more resilient and ready for the future.

We all benefit when the best ideas can be brought to the table. Diversity in the marketplace fosters this growth and innovation, just as it does in our workplace and in our workforce. It's good for business and society.

To learn more visit:
usa.siemens.com/diversity