



I Diversity, Equity and Inclusion

Siemens has built a workplace that strives for inclusive and equitable policies, practices, attitudes and cultural messages that reinforce the importance of diversity. DEI is 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. Our diversity practices are built on awareness and respect for local histories, cultures and needs. Here in the United States, we recognize and respect differences and similarities that make our U.S.-based companies more competitive because we believe that all these similarities and differences enhance our strength as a company.

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 10,000 ERG members, nine 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.

At the same time, ERGs 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. Our ERG focal areas include: Lesbian, Gay, Bisexual, Transgender (LGBTQ+), generational, Hispanic, Black, Asian, veterans, eco-friendly, and women.



Focusing on diversity, equity and inclusion is a core part of our business strategy.

Barbara Humpton,
CEO Siemens USA

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

Siemens earned a 100-percent rating on the 2021 Corporate Equality Index, as well as the 2020 Corporate Equality Index.

2020 also brought Siemens' first-ever appearance on the Disability Equality Index® (DEI), a national benchmarking of businesses to gauge their level of disability workplace inclusion. In 2020 and again in 2021, Siemens earned a top score of 100 percent.

In 2020, Siemens received the HIRE Vets Medallion Award from the U.S. Department of Labor for the second consecutive year. Military Times named Siemens a "Best for Vets Employer."

Recruiting website Fairygodboss named Siemens one of the Best Companies Where CEOs Support Gender Diversity.

Siemens has been recognized by Forbes among the Best Employers for Diversity. The corporate academic alliance Advancing Minorities' Interest in Engineering (AMIE) has also named Siemens a top 2021 Supporter for Historically Black Colleges and Universities (HBCUs).

Siemens Supplier Diversity Program

The mission of our Supplier Diversity Program is to give businesses owned by minorities, women, the disadvantaged, the disabled, veterans and other diverse suppliers maximum opportunity to participate in our competitive contracting and procurement processes. More than 6,000 of our suppliers – roughly a quarter of our entire supplier base – represent small and diverse businesses. Siemens spends \$1.2 billion annually to advance women, people of color, veterans, and people with disabilities, and other diverse business owners.

Disability Awareness at Siemens

SiemensAbility's vision is to provide a world where barriers are removed, perceptions are changed, and everyone has the opportunity to participate fully in community life. Some important initiatives include:

- **LIFE@Siemens: Learning Internship for Future Employment** is designed to help special needs children develop independence while learning skills that will translate into being able to thrive and contribute in a workplace after school
- **Community Outreach:** Members volunteer with non-profits and government organizations
- **Special Olympics:** Members volunteer at summer games and participate in fundraising events

// Diversity, equity and inclusion (DEI) 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

