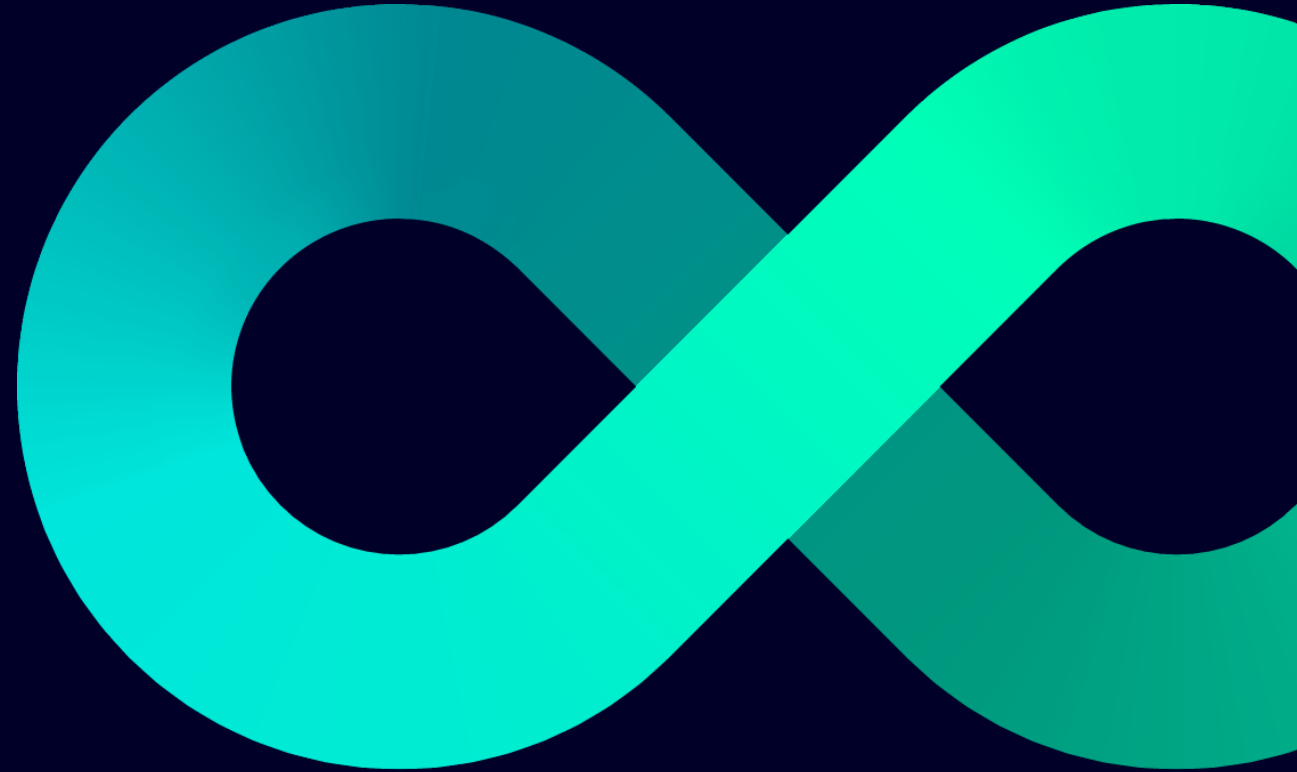


Gender Pay Gap Report

Siemens Mobility Limited 2024

#BelongingTransforms

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SIEMENS



Transform the everyday

Siemens strives to **transform the everyday** for our customers, our people, and society.

Committing to this transformation, means committing to Diversity, Equity and Inclusion.

Through a spirit of **belonging** we empower our people, finding untapped opportunities for individual and collective growth.

Belonging enables the creation of technology with purpose. A successful company is one that includes everyone.

#BelongingTransforms

SIEMENS

Gender Pay Gap Results 2023/2024

We believe gender equity is essential to fostering a fair and inclusive workplace, and I am pleased that we have again this year seen improvements in closing our gender pay gap.

At Siemens, we are driven by the belief that gender equity is not only the right thing to do; it also brings meaningful and sustained impact to our people, business, and society as a whole. Since taking up my position, I have been encouraged by the breadth and depth of activities happening within SMO UKI to support our female talent, and the necessary commitment to increase the pace of change to get us where we need to be.

Significant change will take time, for us and the wider society. Our activities are not just inward facing, and we continue to be active in communities throughout the UK. For example, we have over 250 STEM Ambassadors, of whom 40% are female, who have been working with teachers and young people, particularly girls, to encourage and inspire them to be more curious around STEM and ultimately choose a career in engineering. This report contains more detail on our external and internally focused activities, and they all have my full support as we continue to focus on gender equity.



Marko Feulner
CFO and Chair of UKI Board
Siemens Mobility Limited



Helen Davis
Director of Strategy & Business Development
and Women at Mobility Network Lead
Siemens Mobility Limited

“Research has proven that diversity in our teams and leadership not only creates a more inclusive and dynamic work environment but also drives better business outcomes. At Siemens Mobility, we're committed to ensuring equality is at the core of our business, fostering and celebrating critically important diversity of thought and enabling every single one of our women to reach their full potential.”

The Women at Mobility network has several focus areas all targeted at improving the gender pay gap and ensuring our business is an inclusive environment where our people can thrive. This includes addressing challenges to gender equality in our business and implementing solutions to positively make change; running and supporting development and mentoring programmes to support career progression; celebrating and championing our women to demonstrate the benefits of diversity and attract more women into our business.

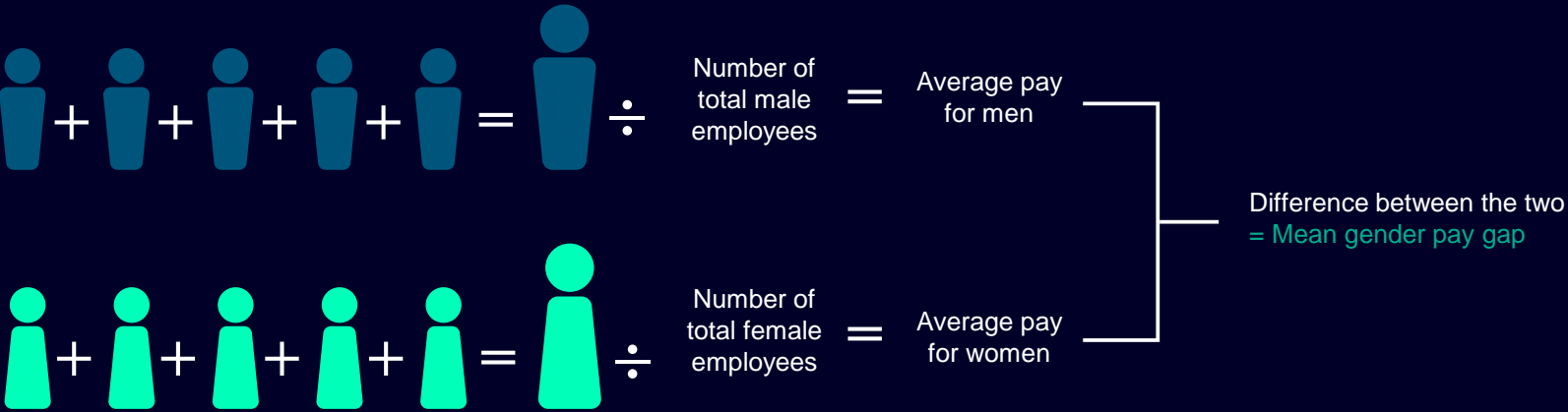
How is the gender pay gap calculated?

The gender pay gap is a comparative measure across businesses, industries and sectors of the difference in the average (mean or median) pay of men and women – regardless of the nature of their work – across the entire organisation. It can be driven by the different number of men and women across all roles and averages can be affected by small volumes of high earners.

It's **different from an equal pay comparison**, which is a direct comparison of two or more people carrying out the same, similar or equivalent work.

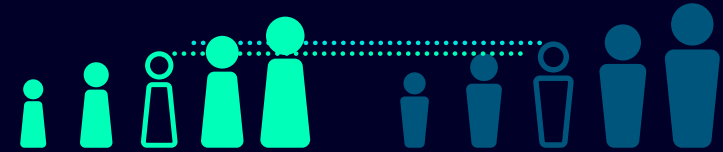
Mean

The mean gender pay gap is the difference in the average hourly pay for women compared to men.

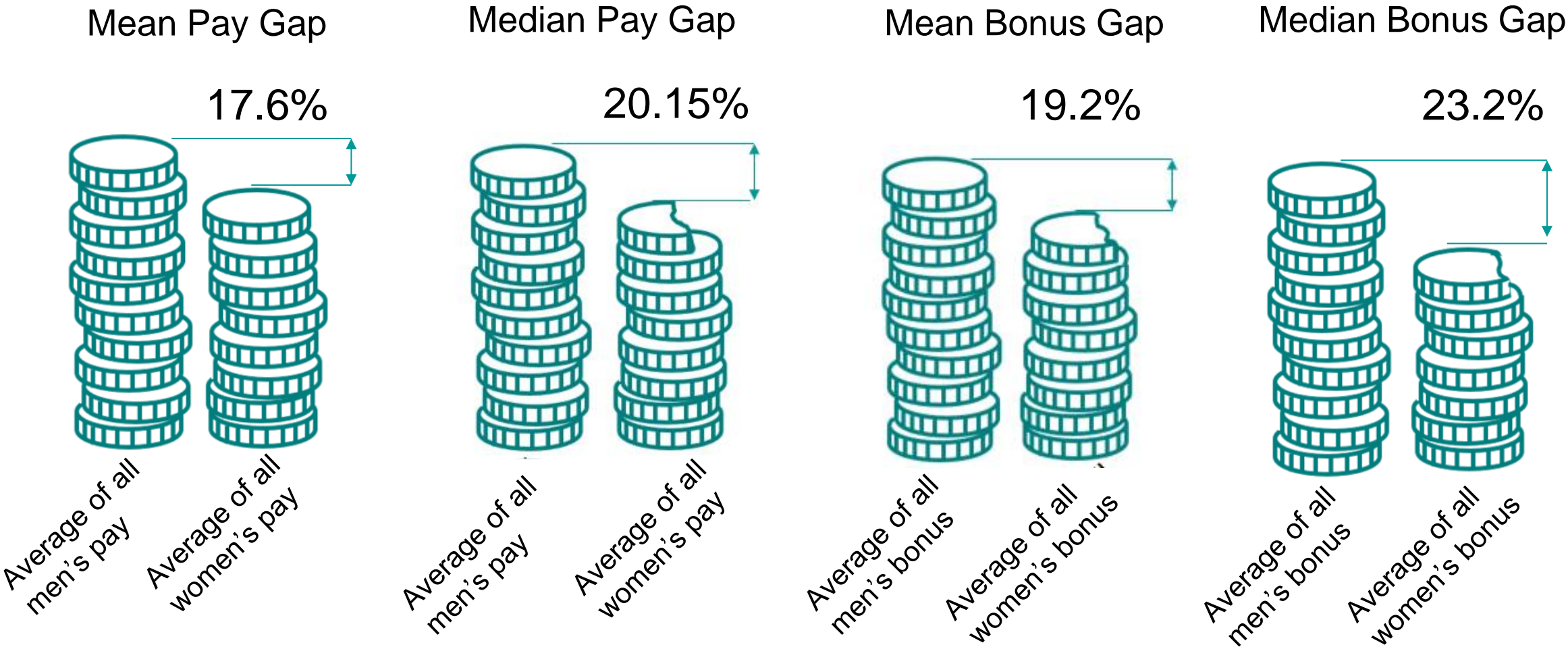


Median

The median is the midpoint when you separately line up women's pay low to high, and the same for men. The median pay gap is the difference between the hourly pay rate for the middle woman compared to that of the middle man.

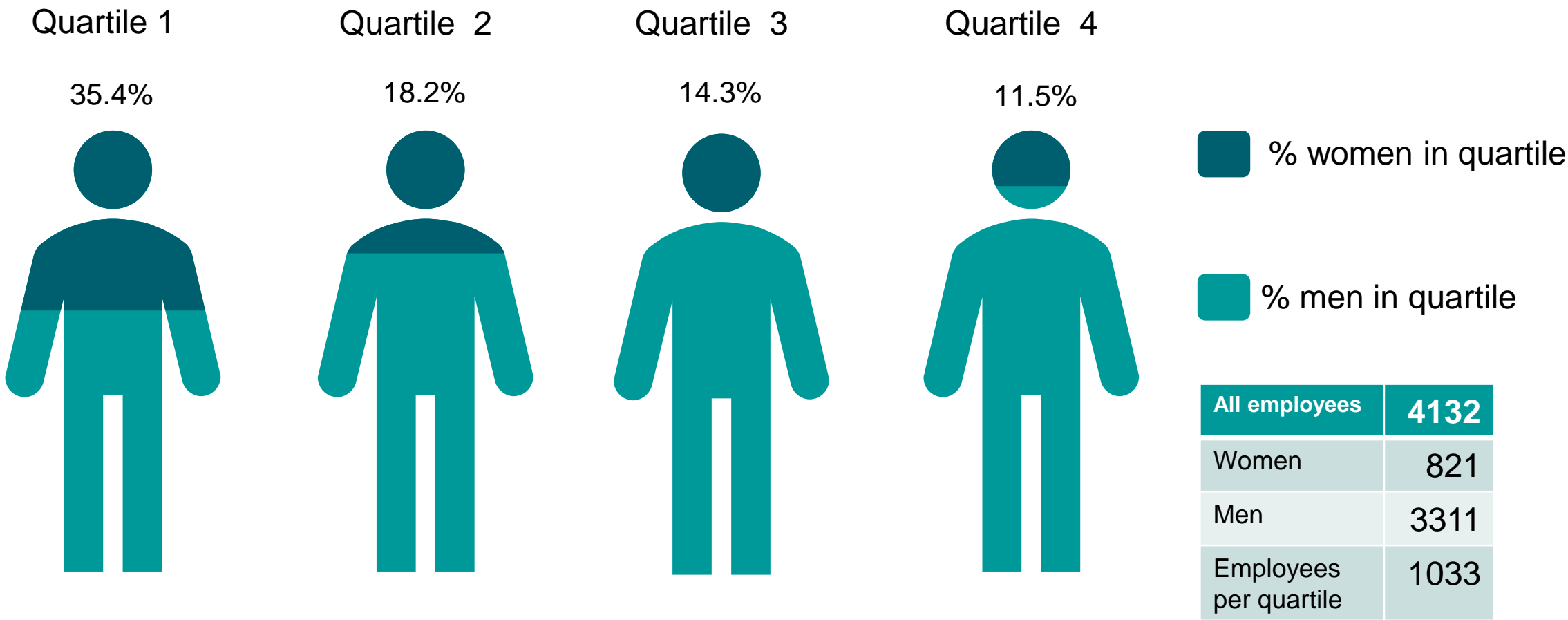


Gender Pay Gap Results 2023/2024



Percentage of women in the Quartiles of Pay – 2023/2024

Lowest Pay Quartile —————> Highest Pay Quartile



What the results tell us

The Gender Pay Gap is closing gradually but is too slow.

This is not an equal pay issue. The Gender Pay Gap is not a measure of equal pay (which would be a comparison of pay between two individuals performing the same, similar or equivalent work). We undertake analysis to confirm no systemic equal pay issues exist, and we have introduced a gender analysis in our annual pay review and promotion processes which have consistently shown no gender bias or equal pay issues.

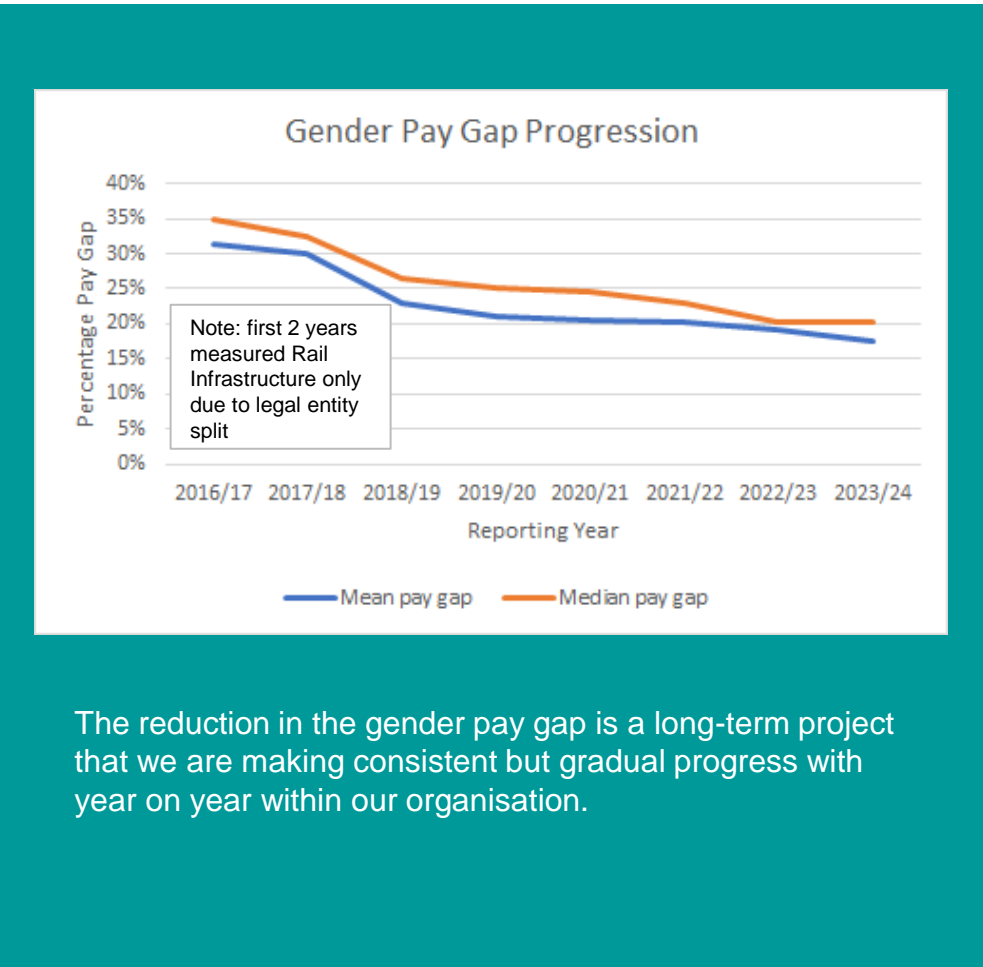
The Gender Pay Gap in our organisation is a reflection of the under-representation of women in higher paid technical roles and in more senior positions in the organisation. As a consequence, in 2021 we implemented a comprehensive Gender Equity Program, to ensure fair representation of women and men at all levels of our organisation through sustainable change by increasing the share of women in business functions* – more accurately reflecting and exceeding their share in local talent pools and increasing the number of women in senior roles through promotion and recruitment our efforts.

The progression of women into higher paid roles remains a concern and continues to prove challenging, and whilst we haven't met our ambitious Gender Equity Program targets this year, since our last Gender Pay Gap Report (2022/23) the percentage of women in both upper middle and upper quartiles has increased.

Over the past year we have also seen a small increase in the number of women in our organisation (in both headcount and percentage of overall workforce), and we have a higher percentage of females in our workforce than in the UK Rail Workforce **. We continue to be successful in our recruitment of female early careers talent where over 36% of our 2023 graduate intake was female, an increase of 3% from 2022.

- Business functions are certain job families, aligning to technical/ STEM related functions which is where we have under-representation of women compared to “support functions” where representation is roughly 50%.

** NSAR Annual Rail Workforce Survey 2024. Siemens Mobility female percentage 20%, NSAR 17.4%



The reduction in the gender pay gap is a long-term project that we are making consistent but gradual progress with year on year within our organisation.

Actions to support women in our business

We are committed to achieving gender equity throughout our organisation by working to remove barriers and implementing positive action where possible. Key activities include:

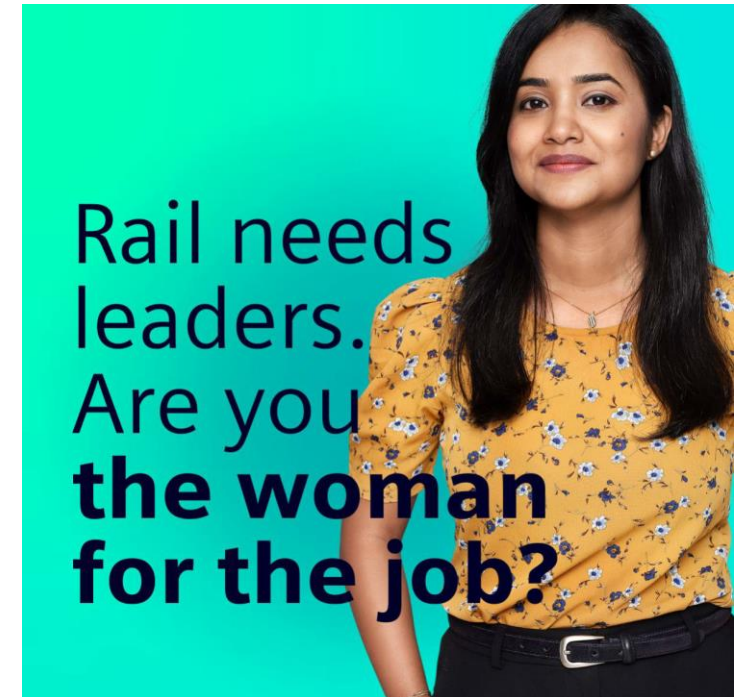
Training and Development – we continue with our successful programmes to support both the development and retention of women including Inspire for women in Leadership, and the 7 Pillars of Business Confidence (of which 46% of participants have subsequently enjoyed a positive career change). This year we had more women than ever joining these programmes and we are maintaining momentum after completion through active alumni networks supported by our strong Women at Mobility Network. These networks provide peer support and include an element of “paying it forward” through mentoring and coaching junior female colleagues.

Recruitment — we continue to use our employer branding to attract more diverse candidates through its imagery and language, and we now have Employer Brand Ambassadors. Through showcasing our real people, we aim to increase the number of female applicants at every level, including attracting more talent from outside the rail industry. 55% of our Brand Ambassadors are female with a diversity of age and ethnic minority backgrounds. Their inspiring and authentic stories will be shared on social media, and also internally - we hope that showcasing diverse role models will improve employee engagement, retention and encourage career development within Siemens Mobility.

We continue to hold women only attraction events including a women-only apprentice event, and 3 external and 1 internal Women in Stem Graduate Events. This year we have piloted positive action in the recruitment for senior roles where we have introduced a target of 50% women shortlisted for every interview panel.

Culture — we know from focus groups that some of our women face extra challenges working in a very male-dominated engineering environment. These challenges have the potential to negatively impact on confidence, ambition, wellbeing and a sense of belonging. We have introduced mandatory interactive training for all our people aiming to tackle inappropriate banter, bullying and harassment, and providing clear routes for support. We have a number of supporting activities with the launch of our Allyship Guide earlier in the year and online learning addressing the impact of micro-aggressions including an intersectional lens.

Policies – In addition to our Day 1 Maternity and Adoption pay policy, we continue with our policy of advertising all management roles as available for part time working and invite a discussion about all forms of flexible working.



Focus on intersectionality

This year we have a greater focus on the impact of intersectionality across our many diversity dimensions to identify barriers to diversity, equity and inclusion. A key priority is data, including increasing the number of people sharing their ethnicity, disability and long-term health conditions. This data will support a more robust ethnicity pay gap report including gender/ethnicity pay gap data from which we can identify an action plan and priorities.

Additionally, our Women at Mobility Network has a new Intersectionality pillar which will be focussing on an intersectionality analysis and impact review, campaign development and delivery.

The intersectionality focus will consider the impact of several characteristics and life stages, for example race, sexual orientation, disability and caring responsibilities, and put in place targeted support and development opportunities for growth and development within Siemens Mobility.

This will involve all our networks working together (Women at Mobility, EmbRACE, Disability Network and Pride at Mobility) to nurture, support and empower all our women.



"The AcceleRace programme gave me so much including invaluable tools for personal and professional development, such as managing workplace challenges and establishing ambitious career goals. I recognise and appreciate the focus on the impact of intersectionality across both business-sponsored opportunities, and those of the Women at Mobility and EmbRACE networks."

Emylia Kamaruzaman, Lead Systems Engineer – participant in AcceleRace, a pilot development program, for women and men, to support and develop emerging talent from under-represented groups.



"I am pleased that we are now taking more steps to look deeper at potential barriers to progression. In particular, I feel that people managers need a greater awareness of the concept and impact of intersectionality."

Among other benefits, this could also support managers being more intentional around the development of talent within their teams. We have started these discussions within the Women at Mobility network, and our other networks, and I am hopeful we can make a real difference."

Sunitha Lakshmanappa
Principal Software Engineer