

SIEMENS

SIEMENS REAL ESTATE, NOVEMBER 2024

Sustainability Stories 2024

Places, faces and traces of a
corporate real estate leader





Sustainability is an integral part of everything we do at Siemens. As leading technology company, we support customers to become more competitive, resilient, and, above all, more sustainable.

Shaping a sustainable future also means improving our own environmental footprint. Back in 2015, Siemens pledged to achieve net-zero operations by 2030. At Siemens Real Estate, we play a significant role in this mission – and I'm proud of the progress we've made so far: Since 2021, we've more than halved carbon emissions from our buildings and are already saving more than 100,000 tons of CO₂e per year.

Innovative technology is a key component in resource-efficient design, construction and operation of our buildings. Like in Mexico, where we have created an all-electric manufacturing hub powered entirely by renewable energy. Products and solutions from Siemens Smart Infrastructure track energy performance and ensure maximum efficiency.

But technology is only one part of the solution: Above all, it's the people who, with their passion, expertise and dedication, go the extra mile and truly make a difference in bringing our Environmental, Social and Governance (ESG) values to life and scaling our company's sustainability impact.

On the following pages, you will meet some of the faces behind our places. Find out what drives them and how they contribute to our joint goal: to shape the transformation of global real estate – and to leave traces, that show the path to a sustainable tomorrow.

Jörg Vocke
CEO Siemens Real Estate



Building sustainability

Siemens Real Estate (SRE) is driving the transformation of office and manufacturing facilities around the globe. We are constantly advancing the long-term profitability, efficiency and environmental performance of our assets. Follow our steps towards the sustainable transformation of corporate real estate.





WHAT GETS US OUT OF BED EVERY DAY?

We want to create valuable, innovative and sustainable places **where people can thrive and build a better tomorrow.**



Our places are built so that our people can be at their best – productive. At the same time, our offices and manufacturing facilities are a testament to our own sustainability commitment – and our technology with purpose. Ultimately, it is our people and our technology who support the digital and sustainability transformation of our customers.

Judith Wiese

Chief People and Sustainability Officer (CPSO) and
Member of the Managing Board of Siemens

Do you know us?

We are the real estate experts of Siemens and provide serviced space for our colleagues around the world. Our global strategy for long-term sustainable growth adapts local business needs, portfolio changes and people demands.

Our mission – and passion – is to transform our buildings into resilient and future-proof office and industrial space, helping Siemens achieve its goal of net-zero operations by 2030.

[➤ SRE COMPANY PROFILE](#)



30

years of history, thereof
20+ years expertise and
leadership in sustainability

7.6m square meter¹

1,900 employees

1,300 locations

¹ Rentable space, continuing and discontinued operations. All figures as of September 30, 2024.



We are committed to accelerating the transformation toward a sustainable economy. With a clear path to decarbonize our global real estate, Siemens is leading the way to net-zero, creating smart and resilient buildings and a sustainable foundation for future generations.

Veronika Bienert

Member of the Managing Board of Siemens
and CEO of Siemens Financial Services

Customer value propositions



Decarbonization and energy efficiency



Resource efficiency and circularity



People centrality and societal impact

How we help scaling sustainability impact

As part of the Siemens family, we are embracing technology and collaborating with ecosystems across industries to accelerate a sustainable future, for everyone at every Siemens place.

Our sustainability strategy is closely aligned with our company's customer value propositions. With our comprehensive expertise along the entire real estate life cycle, we make a significant contribution to the DEGREE sustainability framework, which sets clear priorities and ambitions for key ESG criteria.

[➤ SIEMENS SUSTAINABILITY REPORT 2024](#)

Corporate

We are a strong contributor to the DEGREE sustainability framework.

We act as co-developer, 'Customer Zero' and showcase for technology to transform the everyday, for everyone.

Regulatory

We don't just ensure regulatory compliance – we go way beyond.

By leveraging frameworks such as the EU Taxonomy or CSRD, we help Siemens to deliver on today's and tomorrow's sustainability requirements.

Real Estate Market

We assess, anticipate and integrate market conditions, expectations and trends.

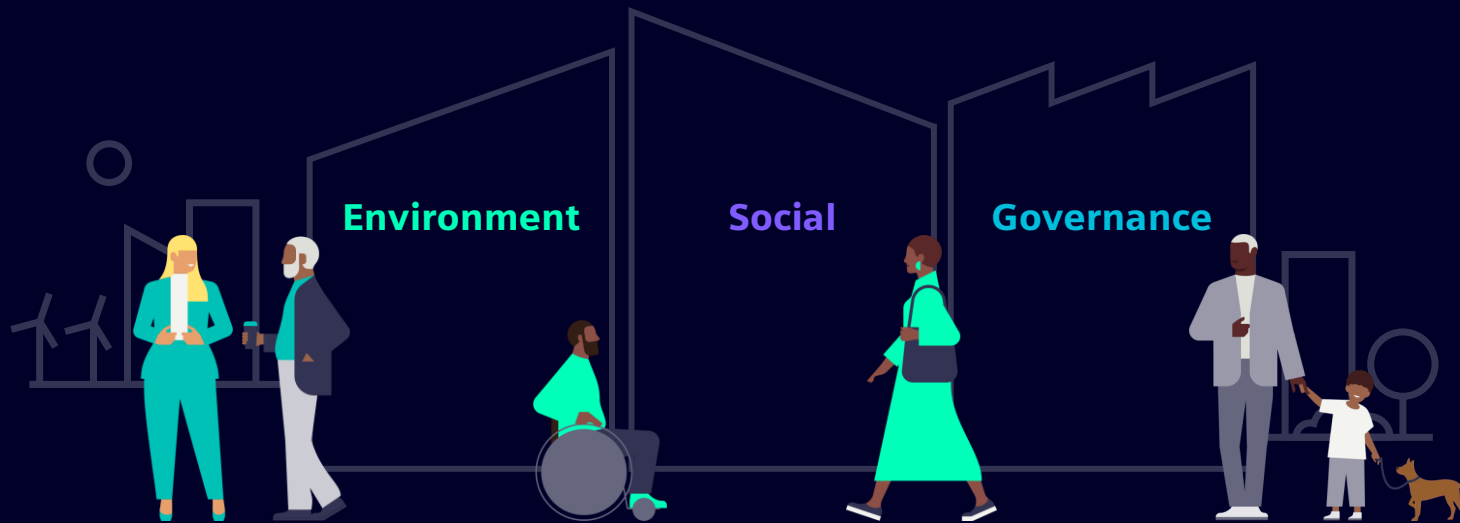
Our comprehensive market understanding enables us to maintain and enhance the value and profitability of our assets.

Innovation

We are always thinking about what is next.

We pioneer and implement new solutions, materials and methods that increase the speed and scale of a more efficient real estate industry.

Drivers



Key stakeholders: Investors, employees, society, customers

Determining factors driving our sustainability agenda

At Siemens Real Estate, we foster innovation to ensure key stakeholder expectations and drive transformation for sustainable growth.

Based on the ESG criteria, we plan, realize and operate competitive and sustainable real estate that meets market requirements, strengthens our businesses and helps Siemens achieve its sustainability goals.

Environment

Decarbonization and Energy Efficiency

- Decarb@SRE
- Embodied Carbon
- Energy Management
- EV-charging infrastructure

Resource Efficiency and Circularity

- Water and Waste
- Circular Economy
- Pollution Prevention

Biodiversity and Ecosystems

- Impacting Ecosystem Services
- Biodiversity Footprint

Social

People-centric Workplaces

- Health and Safety
- Well-being and Workplace Benefits
- Diversity, Equity and Inclusion (DEI framework)
- New Normal Working Model

Building for Society

- Urban Developments
- Community Engagement
- Corporate Citizenship

Growing and Development

- Potential Programs
- Skill Management and Learning

Governance

Reporting and Disclosure

- Ratings and Certifications
- Publications and Benchmarking
- Sustainability Report and DEGREE
- EU Taxonomy and CSRD

Policies and Guidance

- Standards and Guidelines
- ESG Risk Management
- Digitalization

Leadership and Management

- Stakeholder Management
- Steering KPIs and Targets

The home of ESG

Built upon the DEGREE framework, our sustainability agenda for real estate is also structured alongside **Environmental, Social and Governance** topics.

Our wide range of initiatives and actions in these 'building blocks' all contribute to one goal: to create value and enable the long-term development of Siemens' global real estate portfolio.

Building places for people

Our more than 1,300 locations in 60 countries are great examples of our unique ability to combine digitalization and sustainability. Let's travel around the world and discover some of our most remarkable places on the following pages.





The Electrification and Automation headquarters of Siemens Smart Infrastructure USA will be home to a **1.5 MW solar-powered microgrid**, reinforcing Siemens' commitment to a net zero carbon footprint.

WENDELL, UNITED STATES OF AMERICA, 2028



Setting the stage for a smart, sustainable factory

The upgrade of the electrification and automation facility in North Carolina, in operation since 1980, is another step towards our 2030 net-zero goal.

The \$36 million investment will improve manufacturing capabilities, customer experience and training at the 25,000 square meter site, and includes a number of measures to systematically eliminate Scope 1 and Scope 2 emissions.

At its core: The future microgrid, which will be completed by the end of 2025, will provide nearly 100% of the facility's energy needs and significantly improve energy reliability and resilience.

- **HVAC Electrification:** 25 natural gas rooftop units replaced with high-efficient heat pumps
- **Solar-powered microgrid** powered by a 1.5 MW AC photovoltaic array and supported by a 3.9 MWh battery storage system
- **Circular Construction methods** include reusing concrete from the factory in the outdoor parking lot
- **Savings** of up to 800 tons of CO₂ emissions per year estimated

Our \$36 million investment in Wendell is not only an investment in our production capabilities. It exemplifies our dedication to innovation and sustainability, setting new industry standards as we progress towards our 2030 net-zero goal.

Barbara Humpton

President and CEO, Siemens USA



Wendell is a prime example of how a 30-plus-year-old manufacturing site can be transformed into a sustainable, modern facility, with the help of the latest Siemens technologies and thorough planning with the right team.

Pawan Kumar Mulchandani

SRE Innovation, Technology and Sustainability Expert for the Americas



In the **Customer Experience Center** on site, customers and partners will be able to experience the power management system powered by the SICAM automation platform.



Siemens Electronic Works Chengdu (SEWC) was awarded as a **Sustainability Lighthouse** by the World Economic Forum



Raising the bar: Our new benchmark for sustainable buildings in China

With the completion of Phase IV of the Siemens Electronic Works factory, we achieved another milestone in Chengdu.

We've applied our full sustainability lens to every aspect of the project – from energy and water conservation measures to the use of recycled and environmentally friendly building materials, high-efficiency chiller and heat pumps and a prefabrication rate of over 40%.

The result is remarkable: SEWC is awaiting LEED Gold certification and about to become the first building in Chengdu awarded with the prestigious 'Chinese 3-Star Green Building Certificate'.

- **46,000 m²** with a multi-functional production area, warehouses, storage, R&D, laboratory and office space
- Implementation of **BIM models** and **digital twin** technology
- **Lean construction methods:** less waste, more quality and efficiency
- **Rooftop PV** with 3.7 MWp



*In this new era, two factors are critical:
Define your strategy early and help everyone
involved understand that acting sustainably
and working toward our ESG goals has an
immense impact – not just on one single
project, but on society as a whole.*

Xin (Flex) Wang

SRE Senior Project Manager for Chengdu



Lower emissions, higher output:

By 2023, the plant's total greenhouse gas emissions have been reduced by 93%, while production output has increased by 92%.



*It's very inspiring to see our
team in Chengdu working with
dedication and persistence to
make the factory more sustainable.*

Cedrik Neike

CEO Digital Industries and
Managing Board Member of Siemens



KREFELD, GERMANY, 2028



On track: Transforming the home of the high-speed trains

The challenge: Turn Siemens' largest production and development site for high-speed and commuter trains into a role model for energy efficiency.

With its energy-intensive production and the large amount of space needed, the 125-year-old site is one of our largest CO₂ emitters.

This is now coming to an end: With a smart mix of energy efficiency measures, we are systematically developing the site into a flagship of sustainable manufacturing.

Our next step towards achieving net-zero emissions at the site by 2028: Striving to harness the potential of district heating and wastewater heat.

Optimizing heat supply network

allows savings of 2,800 tons of CO₂ per year from 2024 on

Modernization measures:

- Heat supply infrastructure: Separate closed loops for high and low temperature networks
- Automation systems allow for precise control of the heating energy flows
- Planned connection to district heating to enable additional savings of up to 6,000 tons of CO₂ per year from 2026 on
- Further savings of 1,500 tons of CO₂ per year through planned use of wastewater heat

In Krefeld, various types of high-speed, regional and commuter trains are manufactured and delivered worldwide.



With the possibility of switching to more carbon-neutral district heating, we are creating the conditions for additional annual savings of up to 6,000 tons of CO₂. This underlines our continuous efforts to improve the sustainability of our production processes.

Sabri Esslimani

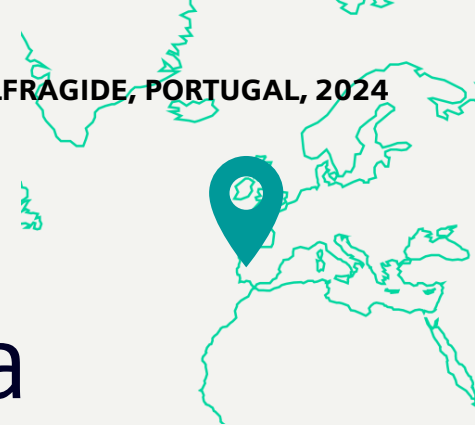
Head of Krefeld Factory at Siemens Mobility

Our significant investments in the decarbonization of the Krefeld plant are a decisive step towards sustainably transforming the world's largest Siemens Mobility site and making it fit for the future.

Julian Buschkowsky

SRE Head of Asset and Property Management
Germany West





Stay cool with a carbon-neutral pool

A balanced ecosystem for plants, animals and people.

Siemens Campus Alfragide is all about sustainability: Various measures promote carbon neutrality, and the flora and fauna on the campus are a prime example of biodiversity.

There are several ponds that are home to turtles, koi fish and frogs. All vegetables, fruits and herbs harvested in the organic garden are donated to a nearby charity.

- Comprehensive energy efficiency measures, such as switching to LED lighting and upgrading HVAC systems, led to a **33% energy reduction** since 2019
- **Microgrids** enable a reliable supply of energy from renewable sources
- With **113 charging points** connected to the microgrid we're contributing to Siemens 100% electrified fleet by 2030



1,426 solar panels on the roofs cover an area of over 3,000 square meters and have an installed capacity of 613 kWp.

SIEMENS CAMPUS ALFRAGIDE, PORTUGAL, 2024



In essence, the Siemens Campus in Alfragide is more than just a place to work – it's a reflection of Siemens' forward-looking strategy, fostering innovation and unity as one tech company.

Hugo Miguel Antunes

SRE Energy Efficiency Expert for Western Europe and Middle East Africa

Next to the pool, there is a preserved **18th-century** mill. It has been restored inside and out, and all mechanisms are operational.





Monterrey exemplifies Siemens' commitment to unlock the full potential of **cutting-edge technology for environmental sustainability**, setting new standards in the industry.



Where high-tech meets environmental excellence

In 2024, Siemens has launched a new all-electric manufacturing hub in Monterrey, Mexico – a state-of-the-art facility spanning 18,700 square meters, with production, storage and office areas.

The entire building was planned and constructed with low-impact materials to minimize embodied carbon. Its effective water management features include native vegetation to reduce irrigation needs.

Designed to run on 100% renewable energy, it will significantly reduce CO₂ emissions and landfill waste, while creating more than 450 jobs.

The plant is a model for sustainability, adhering to EU taxonomy standards. Products and services from Smart Infrastructure help monitor energy performance and ensure optimal efficiency.

- **Photovoltaic system:** ~2,460 m² in total, generating ~500 MWh annually
- **Resource efficiency:** Advanced rain-water management and water use reduction measures
- **Reduced logistics:** Over 120 truck trips avoided per month, saving 246 tons of CO₂
- **CO₂ reduction:** Measures will reduce emissions by up to 2,740 tons per year
- **'SiGREEN' technology:** Allows the tracking of emissions in real time
- **Collaboration hub:** Facilitates partnerships between government, academia, and industry

Our new factory in Monterrey is not just about expanding our operations; it embodies our commitment to sustainability and innovation.

Matthias Rebellius

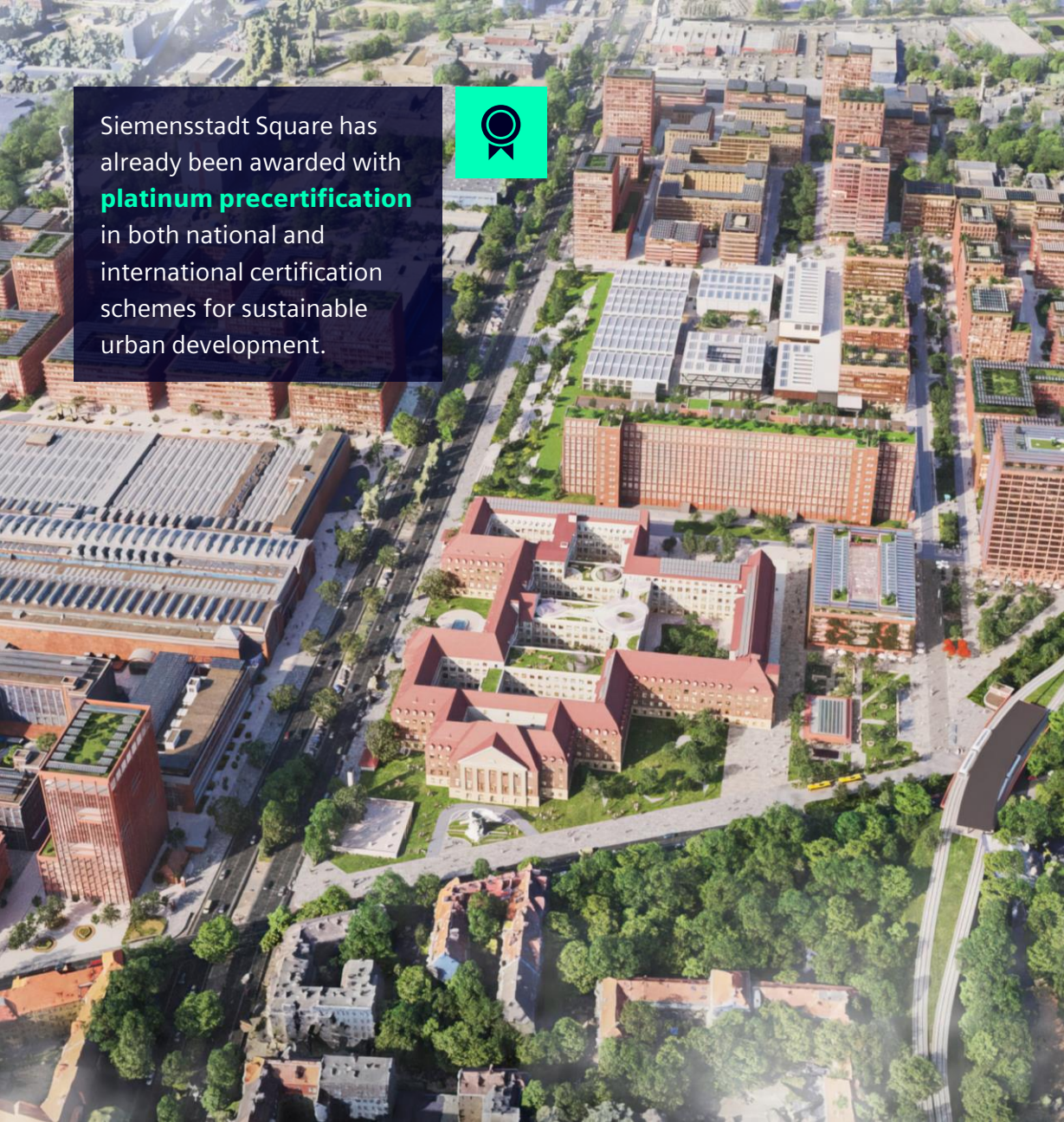
CEO Smart Infrastructure and
Managing Board Member of Siemens



The project brought together a diverse group of colleagues from around the world, each contributing expertise and unique ideas. It's this diversity that made this project stand out. Achieving such high levels of safety, resilience and sustainability demonstrates Siemens' strong commitment to our future.

Kim Christensen

SRE Project Business Excellence



Siemensstadt Square has already been awarded with **platinum precertification** in both national and international certification schemes for sustainable urban development.



SIEMENSSTADT SQUARE, BERLIN, GERMANY, 2035



Blueprinting a sustainable tomorrow

We are transforming a more than 100-year-old industrial site in Berlin into a pioneering new urban district where technology meets sustainability.

By 2035, 35,000 people will live, work, learn, and research in the new district that will be powered by renewable energy sources and interconnected through Siemens Xcelerator.

An end-to-end digital twin is at the heart of the planning, optimization and operation of the urban infrastructure. This enables the creation of a complete virtual image of the district – the basis for testing new, visionary concepts and the future of urban living.

- **420,000 m²** commercial and office space for industry, science, learning, living, research, start-ups, coworking and smart offices
- **89,000 m²** research & development campus area for bright minds
- Creating space for up to **20,000 additional jobs**
- Carbon-free **heat and cooling supply** from 2026, saving 3,000 tons of CO₂ per year
- **LEED & DGNB platinum** certification intended for project realization



Siemensstadt Square will be the blueprint for the city of the future.

Roland Busch
Siemens CEO



Siemens CEO Roland Busch and Federal Chancellor Olaf Scholz at the groundbreaking ceremony in 2024.



Siemensstadt Square is unique in its size, its scale and its potential. In a joint effort by Siemens and the city of Berlin, and with many motivated partners, we are integrating sustainable innovations across disciplines to create a resilient new district with high quality of life.

Alyssa Weskamp
SRE Sustainability Officer at Siemensstadt Square



Despite redensification, the project will create new green and open spaces, including a **35,000 m² public park**, contributing to a healthy city climate.



Green, greener, Kalwa

Turning a 50-year-old plant into a beacon of sustainability

With more than 1,500 trees and numerous technological improvements, Kalwa near Mumbai, India, is a truly green site and a green showcase for Siemens that meets the latest sustainability requirements.

Further measures planned to ensure that this Indian location, so rich in tradition, is also fit for the future; for example, the implementation of end-to-end digitalization across the compound.

- Drinking water treatment eliminates **2,000,000** plastic bottles annually
- Wastewater treatment plant makes **97%** of wastewater reusable
- Recycling yard separates waste into **45 types** for recycling
- Home of our award-winning **Global Building Energy Performance Platform**

The Kalwa site is also home to the **Siemens Technical Academy**, which provides on-the-job training based on the German dual system of vocational education and training and encourages young people to embark on careers in STEM (Science, Technology, Engineering and Mathematics).



Kalwa is the star showcase for Siemens' operations in India today. Its remarkable success story proves how existing brownfield facilities can be transformed into thriving, productive assets with digital technologies.

Sunil Mathur

CEO of Siemens Ltd., India



The **13,640 m² solar power plant** on the roof has a total capacity of 2.18 MW, enough to power more than 2,100 homes in India. It covers 15% of the site's electricity consumption and reduces CO₂ emissions by 2,050 tons per year.

Sustainability is an ongoing journey. We're continuously striving for further elevation. Our next heights are already on the horizon – to advance our compound operations to 'water-positive', and to completely transform our traffic infrastructure into 'green roads' by repurposing plastic waste.

Arjun Chavan

SRE Head of Facility Management Kalwa



VIENNA, AUSTRIA, 2024



Siemens City Vienna **brings** **the heat**

Siemens City Vienna is equipped with advanced technology and eco-conscious design. The integration of Siemens' building management system 'Desigo CC' ensures optimal energy efficiency and smart resource utilization throughout the campus.

The site was one of the first LEED Gold awarded projects, reflecting Siemens' early commitment to green building standards.

Future plans include upgrading the charging infrastructure with up to 100 electric vehicle charging points and expanding the microgrid to further enhance sustainability and resilience.

- **PV panels** totaling 1,600 m² and ~310 kWp
- **Battery energy storage** with 500 kWh
- **Unique integration** of existing infrastructure with PV, battery storage, microgrid control, load control, and optimized charging solutions for electric mobility

In Austria, we leverage our asset management to foster an innovative ecosystem towards our sustainability goals. Our initiatives have already achieved LEED Gold certification, expanded EV charging infrastructure with Siemens products, and electrified heating – all integrated around a central microgrid.

Thomas Scheuermair

SRE Head of Austria



Our mission is to keep the finger on the pulse of global tech innovation through collaboration. Here, we work closely with Siemens businesses and external research partners, exploring emerging technologies like green hydrogen, market-driven energy purchase, digital twins, and more.

Dr. Paul Binderbauer

SRE Innovation, Technology and Sustainability Expert



Since 2020, Siemens City Vienna features a unique microgrid.



The **WorkInn** co-working space provides a modern and flexible working environment.

Beyond numbers

Corporate real estate is about people. People living and working in buildings. Our 1,900 colleagues work with great passion and dedication to bring our ESG values to life. Meet some of the people who go the extra mile for you.



Leading sustainability driven by passion

What motivates you to act sustainably?

We are in a prime position when it comes to sustainability. We work very close with our colleagues from Smart Infrastructure and other partners on cutting-edge projects, where you can learn a lot and then put your insights into practice – I love that.

What are you particularly proud of?

One of the things I'm particularly interested in is the topic of biodiversity, which I have developed through my collaboration on the very first projects at Siemens in Karlsruhe. A few years ago, I initiated a major project with the city of Zurich to protect and create new habitats for plant and animal species. This has been a rewarding experience – and fun!

Overall, I'm proud that we at Siemens do an incredible amount in sustainability. We "walk the talk" instead of just talking.

Your favorite "sustainability hack"?

Questioning again and again: Is this really the way we want to go, just because we have always done it this way? Or can we come up with a better, more resource-efficient alternative?

Was 2024 a good year for climate action?

We at Siemens Real Estate reached some key milestones and made significant progress with our decarb roadmap. Here in Switzerland, important initiatives were implemented, also at a legislative level. Things are looking up!



Daniel Riesterer

Head of Siemens Real Estate
Switzerland

Daniel has a strong focus on how we can use our built environment more efficiently while leaving the smallest possible environmental footprint.

Be positive and get things started

What do you like most about your job?

Our organization is an innovation and evolution driver, encouraging people to unleash their potential, to do better, be better. I'm happy to be a part of such a company, and I believe the efforts of our teams can really make a difference.

What are you particularly proud of?

With our farm on our outdoor ground and on the roof, we have developed a fertile ecosystem. Today, we grow more than 20 kinds of vegetables here. The area is not that big, but the results are amazing. We also use coffee grounds compost from our coffee bar.

Most surprising thing you have learned about sustainability in your daily work?

I really enjoy interacting with people and the positive feedback about our farm activities. Many colleagues are proud that we are not just a place to work. Some may not have a chance to see vegetables develop, as most people in Shanghai don't have a garden. Here, they can really see them grow.

What are your wishes for the future?

I see that our activities are having a real impact. But they are just a starting point: Sustainability is a joint activity, and more people bring more.



Cindy (Hua) Xiang

Regional Asset Manager of the Siemens Center Shanghai, China (on the left; with Ying An and Joerg Vocke)

Together with her team, Cindy has launched several initiatives to promote sustainability. She believes that everyone, every step, and every little thing counts.

Accelerating change with the **help of AI**

What are you particularly proud of?

I'm proud to be part of Siemens' commitment to digitalization, aiming to revolutionize industries and improve efficiency across the board. Our smart manufacturing initiatives and IoT solutions enhance productivity and foster sustainability. It's inspiring to see how – by integrating advanced technologies like AI and automation – we are driving innovation and shaping a more connected future for industries worldwide and setting new standards across the world.

The most inspiring project at SRE?

For me, this was the implementation of our global monitoring and analysis platform in Kalwa. This tool provides regular checks on our global emissions and offers insights

into how we can optimize our environmental impact. It allows us to track our efforts in real-time, identifying areas for improvement and fostering accountability across all our projects as a data driven approach.

What motivates you to act sustainable?

We only have 'one earth' and each small act will make a difference. My daily work reminds me of how interconnected and impactful small changes can be. For example, by combining the real and digital world we get transparency of our own energy consumption which contributes for ~40% of Siemens overall emission. This enables us to drive various initiatives which will not only reduce energy use, but also increase employee productivity and well-being.



Saumya Gupta

Data Scientist, GAVATAR India

Saumya is leading IT and digital transformation initiatives at SRE. She enjoys learning new skills beyond software development and analytics and loves to work with a diverse team of talented individuals.

Assessing risks for a sustainable future

What do you do at SRE?

We manage and execute all real estate issues arising from our company's mergers and acquisitions. Whenever Siemens plans to buy a property, we are on board to assess the risks and identify contamination: Soil issues from oils, degreasers, or new contaminants such as PFAS. We also evaluate receptors that may impact the property in the future, such as lakes or rivers.

What are you particularly proud of?

Over the past years, we have built up a significant level of trust: In some cases, we are consulted for a risk assessment before the M&A process even begins.

Most inspiring project at SRE?

Siemensstadt Square is an outstanding project not only because of its size. To be able to immerse ourselves in so much Siemens history with our environmental perspective is unique. But above all, we are acting in the best interests of future generations: We're transforming this huge areal and tackling 130 years of industrial use. And that's really something!

Was 2024 a good year for climate action?

As a geologist, I think on a larger scale. Our planet has been experiencing extreme conditions for billions of years. But it is important to remember that we can do our part and make a difference.



Thomas Reichardt

Global Head Challenged Properties at Siemens Real Estate

With 30 years of experience in environmental consulting, Thomas carries out environmental risk analyses and assessments of properties in general and as part of M&A processes.

The finance specialist for green topics

What do you like most about your job?

Learning something new every day and contributing to a meaningful topic as sustainability. Bringing sustainability into the context of finance made me realize how important it is to find the balance. After all, every single measure has to be “intelligent” so that we as a company remain profitable and can continue to invest in sustainability. Supporting our organization by sharing knowledge and providing methods and calculation tools that show whether a project meets the defined profitability criteria – that’s what I enjoyed the most in my role.

What are you particularly proud of?

We are driving the decarbonization of our locations worldwide, while ensuring that our measures are meaningful. It’s great to see how we are progressing step by step and to know that we will benefit from this in the long run.

What motivates you to act sustainably?

The idea of being careful with our resources, and that my actions have consequences. By being involved in this project, I became even more aware, that we only have limited resources and cannot live off things endlessly.



Tatjana Trifunovic

Business Controlling
Siemens Real Estate China

As commercial lead for global real estate initiatives, Tatjana supported local organizations with methods and tools to demonstrate the profitability of sustainability projects.

Caring for nature and inspiring projects

Most inspiring project at SRE?

We renovated the second floor of Siemens Anhanguera, reusing materials like the ceiling, furniture, and window frames. This prevented 18 tons of waste from being discarded in landfills.

What are you particularly proud of?

We have a piece of the Atlantic Forest within our site and are very proud of preserving it. The forest is highly valued for its environmental importance. The Seedling Nursery is another exciting initiative: the gardeners collect seeds from the forest and grow them into small trees to donate them to different stakeholders. It is very inspiring.

Most surprising thing you have learned about sustainability in your daily work?

That despite all the environmental issues we have seen in the media, many people still don't care about sustainability.

What do you like most about your job?

What I enjoy most is the innovation: Every year brings a new challenge. There's always something new to learn.

What motivates you to act sustainably?

I recently became a father. My first child was born in June of this year. This means I want to leave a better world for him. This is my motivation.



Rafael Yamamoto

Location Manager,
Siemens Anhanguera site,
Brazil

Although sustainability isn't in his job description, his work involves it daily. He trusts innovative technologies to enhance sustainability and create a better tomorrow.



Subajini Satgunarajah

Junior Associate, Executive Office, SRE Headquarters Germany

One of Suba's tasks is to drive the Diversity, Equity and Inclusion (DEI) measures SRE rolled out to foster a sense of belonging in our buildings, so that everyone feels respected and welcome.

Embracing a truly **inclusive mindset**

What do you do at SRE?

"Sense of Belonging" is a typical Siemens term, and it's exactly what our DEI activities are all about: How we at SRE can help create a truly inclusive working environment. This doesn't just mean barrier-free. We're striving to involve all genders, cultures, and age groups equally. Our efforts include small, often barely noticeable things like motivational signage. They can make a huge difference in whether people feel they belong at a company.

What are you particularly proud of?

It's great to see how DEI is gaining more and more momentum especially in our construction projects.

Of course, we always must take local regulations and cultural differences into account. Green outdoor spaces, which we find beautiful here in Europe and which can increase employee satisfaction, are not fitting in hot Abu Dhabi or Dubai, with temperature of up to 40 degrees Celsius.

What are your wishes for the future?

I wish for a future where we step out of our bubbles and keep learning from those around us. DEI is a practice, not just a conversation. May we create belonging through mindfulness, gratitude, and an inclusive spirit where everyone feels valued.

Passionate **Resource Efficiency Advocate**

What are you particularly proud of?

Seeing how systematically we consider the efficient use of energy and other resources in all our new construction projects today. I think we have come a long way since we started tracking how much energy and water it takes to prepare a lunch dish in our restaurants in 2010. Today, we've nearly eliminated single-use plastics and significantly reduced our water consumption. Soon, we will switch to CO₂ as a refrigerant instead of synthetics. I love to experiment, and when ideas like these are implemented and lead to greater sustainability, you can bet I'm proud!

Your favorite "sustainability hack"?

At a buffet, be thoughtful about how much you take. Primary is the reduction of food waste. The needs-based portioning on the plate when taking food yourself and planning the number of guests supports this. Our restaurants also offer a wide variety of vegetarian and vegan dishes: A third of the 23,000 meals prepared fresh every day are vegetarian or vegan, and seasonal and regional products are preferred.

What motivates you to act sustainably?

Thinking about my six grandchildren and my children as well. I believe everyone can contribute, and I do my part.



Siegbert Otto

EHS Officer, SRE Gastronomie
in Germany

Siegbert supports the legally compliant operation of Siemens Gastronomie with maintenance and servicing measures and has a soft spot for resource efficiency.



Jennifer Gerigk

Program Director
Decarb@SRE

Jennifer leads our global decarbonization program, to achieve a net-zero real estate portfolio by 2030. It's a powerful showcase of our ability to drive sustainability at speed and scale.

Pushing boundaries with our net-zero strategy

What are you particularly proud of?

I'm proud of the team and the entire SRE community for their support, dedication and optimism. And, that what we're doing here is meaningful and supported by our leaders all the way up to the Managing Board. I'm grateful to be a part of this – and to work for a tech company so genuinely committed to making real change to combat global warming.

Was 2024 a good year for climate action?

From an SRE view: Yes! We've migrated our global energy use and CO₂ emissions monitoring to our Global Building Energy Performance Platform with 70% of the metering automated. We buy 90% of our electricity from renewables and have 35 major transform projects underway.

What motivates you to act sustainably?

Every time I visit my home in Australia, I'm keenly aware of the impact of global warming and extreme weather events such as the changes to our beautiful Barrier Reef, or the fires that devastate our wildlife sanctuaries. I have three children, and I want to preserve Australia's wild natural beauty for them and future generations.

What are your wishes for the future?

That we continue to invest in new, innovative technologies that improve the electrification, energy efficiency and resilience of buildings – and to make these solutions scalable and affordable.

Local roots, global impact

Most inspiring project at SRE?

As the project manager for Module 2, I had the great opportunity to plan and implement this part of our new Siemens Campus Erlangen from A to Z. All the buildings are constructed using an innovative timber-hybrid construction method – which was a completely new approach. And it makes me proud every time I come along with my family and see the results.

Your favorite “sustainability hack”?

Let's get on our bikes and cycle more! We often talk about sustainability, but now it's time to live it. Despite the comprehensive mobility concept we implemented at the campus, many colleagues still take their car.

Was 2024 a good year for climate action?

I think we're on the right track in Europe. Especially in Germany, the importance of sustainability is very much in the public eye today. Back in 2013, when Siemens decided to completely renew the research site in Erlangen, we were already planning the design and future operation of the campus in these categories. We set some bold KPIs – for example, for embodied carbon. Since then, we have raised the bar module by module. Today, we have binding sustainability targets in all our contracts with suppliers.



Daniel Bechmann

General Manager at SRE
for the Siemens Industrial
Campus Erlangen

Daniel is helping to transform his hometown of Erlangen, Germany, with two major construction projects. One of them: Siemens Campus Erlangen, an open, vibrant and sustainable new urban district.

Many steps lead to the goal

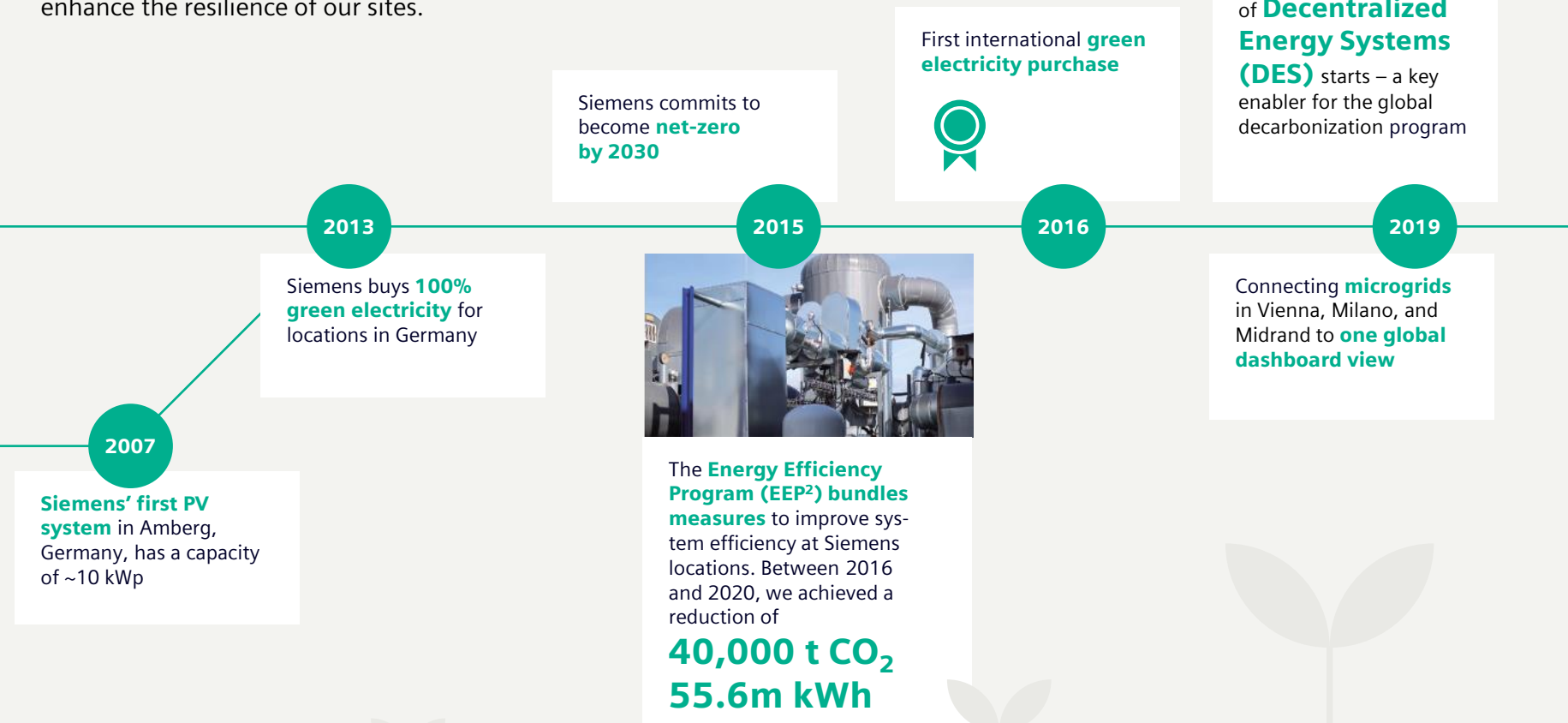
Sustainability is not a switch you flick on. It takes commitment and persistence to get there. Explore the traces we're leaving along the way. Dive into selected initiatives and find out how we walk the talk, turning commitment into impact, step by step.






Energy management

We prioritize energy efficiency, green power integration, and expanding renewable sources. Through advanced digital solutions, we drive electrification and enhance the resilience of our sites.



*Complex challenges can rarely be met with simple and single solutions – this is particularly true for the global ecological, social and economic sustainability transformation. That's why **collaboration is key, to taking sustainability to the next level.** Siemens' ecosystem is an outstanding example of how interdisciplinary and cross-company team play can lead to impactful change.*



Jan-Hendrik Goldbeck
Managing Director Goldbeck

As a Triple Joiner of the Climate Group, we are committed to electrify our fleet (EV100), own and operate only net-zero facilities (EP100) and use 100% renewable electricity (RE100) **by 2030.**



Introducing our **Global Building Energy Performance Platform** in Kalwa, India, using Artificial Intelligence to monitor and analyze energy data

2021

2022

€650m

investment to accelerate the decarbonization of Siemens' operations. **SRE mandated to drive, prefinance and execute** the decarbonization of the company's global real estate portfolio and provide EV charging infrastructure for new electric fleet

2023

80%

of the electricity Siemens purchased globally comes from **renewable sources**

Today, the system reports building-related consumption data and CO₂ emissions for

>1,300

sites and provides key insights to optimize operation

Today

104,000t

building-related CO₂ emissions cut since the start of the Decarb@SRE program



*We are proud to support Siemens' efforts to transform its global building stock. By integrating our advanced Enthermal transparent insulation glass technology into Siemens Real Estate's high-performance buildings, we're enabling significant reductions in energy and carbon while delivering a strong return on investment. **Together, we're driving innovation to create sustainable assets, accelerating the shift to a net-zero buildings.***



Scott Thomson
Chairman and CEO LuxWall



Working environment

With +20 years of experience in designing and implementing innovative workplace concepts, we're shaping the future of work. Our approach is holistic, focusing on innovation, well-being, efficiency, and profitability. Our mission is to create work environments that foster collaboration and personal growth.



The '**New Normal Working Model**' takes the 'Siemens Office' standard to the next level. The concept paves the way for hybrid working and drives a culture based on trust and empowerment



*While the office remains a vibrant place for collaboration, creativity and celebration, mobile working is a core component of our **new normal** at Siemens. Enjoying greater flexibility is built on the foundation of trust and empowerment that allows our people and our business to thrive.*



Judith Wiese
Chief People and Sustainability Officer (CPSO) and Member of the Managing Board of Siemens

We constantly strive to improve the quality of our working environments.

Today, we have realized more than 1.2 million m² of working environments for +100,000 colleagues at Siemens.

Encouraging **work-life balance**: Siemens invests ~€18m in childcare in Germany



2017

To foster innovation and creativity, the **co-working concept** is being rolled-out across Siemens worldwide. It encourages cross-organizational collaboration and networking in an open space

2018

Introducing **flexible spaces for agile teams** and new working methods such as Scrum and Design Thinking globally

2020

2005

SRE implements the **first holistic workplace concept at Siemens** in Germany



Global rollout of the 'Siemens Office' concept, enabling mobile, flexible and self-paced working

2010



Global rollout of 'Enlighted Connect'
(formerly 'Comfy') office app that supports future-oriented hybrid working on a digital basis. **3,470,562** desks and rooms were booked with via the app since then



2021

Mobile working as global standard for ~140,000
colleagues at more than 125 locations in 43 countries

2022



Global DEI catalogue for buildings: A set of targets, covering our entire portfolio, helps us create an open and welcoming work environment where everyone can contribute

2023



Siemens #9

on TIME's 'World's Best Companies' 2024 also recognizes the positive work environment we offer our people around the world



The 'Siemens Technology Center Garching', Germany, opens its doors – setting a new benchmark for working environments in a research and innovation ecosystem



The 'Siemens Technology Center Garching' provides us with an ideal platform for our research into future technologies. The new spaces not only offer a pleasant working environment, but also a very broad spectrum of possible uses.



Ludger Meyer
Head of Technology Field Power Electronics at Siemens Technology



Ratings and certifications

from highly respected institutions are important value drivers for real estate – and reflect our strong sustainability performance. At Siemens Real Estate, we strive to be among the industry's best-rated companies, setting a standard of excellence.



Opening of the Global Headquarters in Munich, Germany – awarded with **LEED and DGNB platinum** certifications

2016

Integration of the **U.S. Scoring Logic "Energy Star"** into our Global Building Energy Performance Monitoring Platform



2023

*Siemens Real Estate is leading by example. With more than 70 LEED-certified projects globally, SRE has **scaled best practices and demonstrated its commitment to healthy** and sustainable buildings across its portfolio.*



Peter Templeton
President & CEO U.S. Green Building Council

2009

As one of our first green buildings, the Gezbe factory in Turkey receives **LEED certification**



2019



Predefined **LEED scorecard** defines SRE prerequisites

2021



"The Move", Frankfurt, and the Siemens Campus Erlangen, Germany, receive **GRESB rating** – a global benchmark for real estate sustainability performance



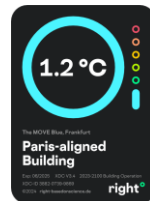
right° has partnered with SRE to provide climate impact assessments in line with the 1.5°C target. This enables SRE to more effectively assess and manage its climate-related risks and opportunities by **integrating science-based metrics into its decision-making processes.**



Hannah Helmke
Founder & CEO right°

2024

1.2°C climate impact: The office complex "The Move" in Frankfurt, Germany, as assessed by the right° X-Degree Compatibility model



1.26m

square meter in 70+ projects certified following the LEED requirements for different asset classes

Today



Siemens awarded with the **Platinum medal**, the highest recognition in the **EcoVadis Sustainability Rating 2024**

Top score: Siemens receives the 'gold standard' for corporate climate and environmental leadership from **Carbon Disclosure Project (CDP)**



Siemens achieves **Science Based Targets initiative (SBTi) validation** for its 2030 and 2050 net-zero targets



LEED – a decisive factor in all our construction projects
LEED, Leadership in Energy and Environmental Design, is the world's most renowned green building certification scheme.

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