

**SIEMENS**

SIEMENS REAL ESTATE, NOVEMBER 2025

# Sustainability Stories 2025

Places, faces and traces of a  
corporate real estate leader





## As Siemens enters the next stage of

growth as ONE Tech Company, we at Siemens Real Estate (SRE) are proud to power this transformation, serving as a backbone for a more resilient future.

This second edition of our 'SRE Sustainability Stories' not only celebrates our progress and what we have achieved so far on our sustainability journey, fueled by the seamless integration of technology. Driving decarbonization and delivering on our company's DEGREE 2030 targets remain cornerstones of all our sustainability activities.

The following pages also show how ONE Tech is helping us to shape what's possible in sustainable real estate. It empowers us to deliver impact through three key pillars: Fostering business enablement and value creation, driving our transformation and leveraging new technologies.

- We turn data into actionable insights, increasing and optimizing the performance of all our locations – from design and construction to operation.

- With our operational data, we enable Siemens Smart Infrastructure to create human-centric autonomous buildings, ensuring comfort, safety, and efficiency.
- And we simplify and transform planning processes and resource management with the help of AI-based forecasting.

Such examples show how we help our colleagues at Siemens to focus on what they do best: delivering cutting-edge technology while scaling sustainability impact.

An aspiration that is driven mainly by the passionate commitment, expertise, and collaborative spirit of our people. Acting as ONE Tech Company, they innovate, connect, and make a tangible difference every day.

Enjoy the inspiring stories about how we transform the global real estate sector, leaving traces on our journey toward a sustainable tomorrow!

**Jörg Vocke**  
CEO Siemens Real Estate





# Building sustainability

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





At Siemens, we are *scaling sustainability impact* by leveraging technology. Transforming the built environment plays not only a pivotal role in driving circularity, decarbonization and resilience but offers an opportunity to showcase our products and services. Siemens Real Estate plays a crucial role as business enabler and important contributor to our sustainability targets.

**Dr. Eva Riesenhuber**

Global Head of Sustainability at 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 **industry-leading 2030 target** to reduce carbon emissions in own operations by 90%.

➤ **MORE ABOUT SIEMENS REAL ESTATE**

# 30

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

**7.5m** square meter<sup>1</sup>

**1,800** employees

**1,250** locations



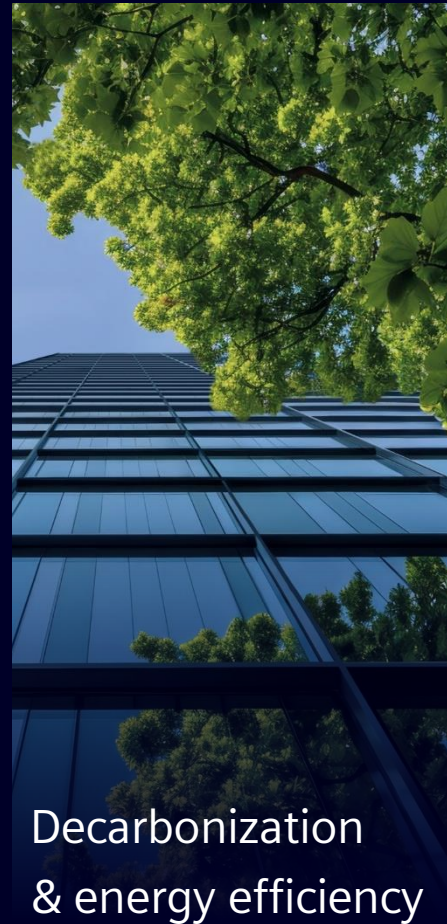
# How we help scaling sustainability impact

As part of Siemens, we embrace technology and collaborate with ecosystems across industries to accelerate a sustainable future – for everyone at every Siemens place.

Our activities support our company's overall sustainability strategy, which is structured across **three key impact areas**. And with our comprehensive expertise along the entire real estate life cycle, we make a **significant contribution to the DEGREE** sustainability framework.

➤ **OUR DEGREE 2030 TARGETS**

Our company's **key impact areas** of sustainability





## 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.

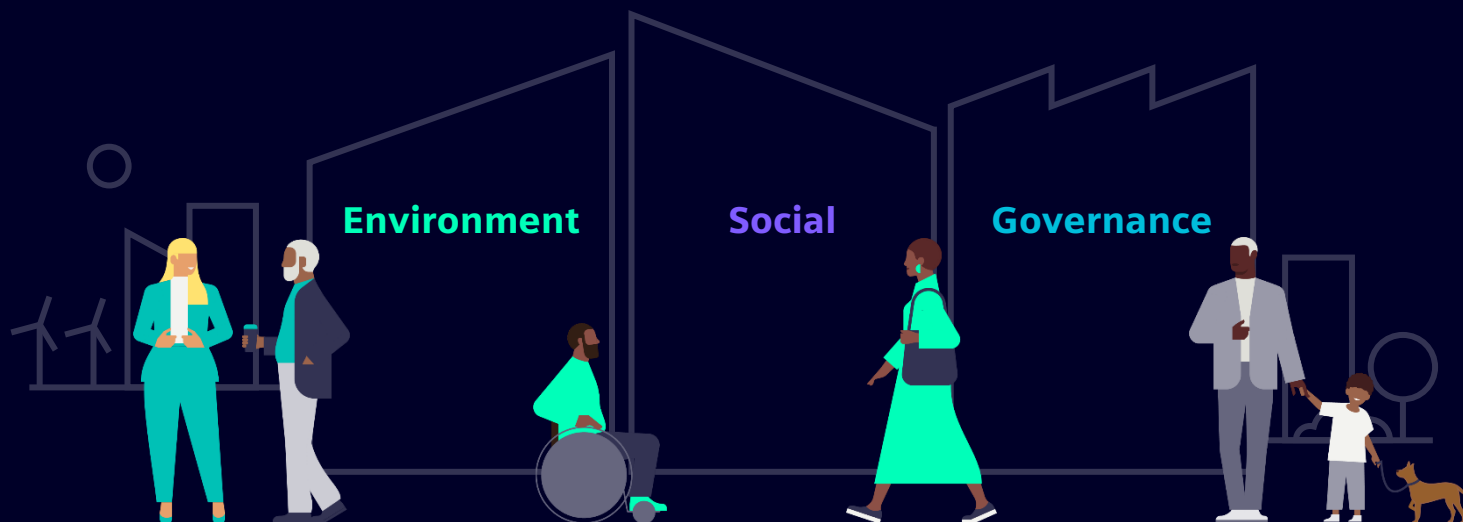
Our comprehensive market understanding enables us to maintain and enhance the value and profitability of our assets.

## 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

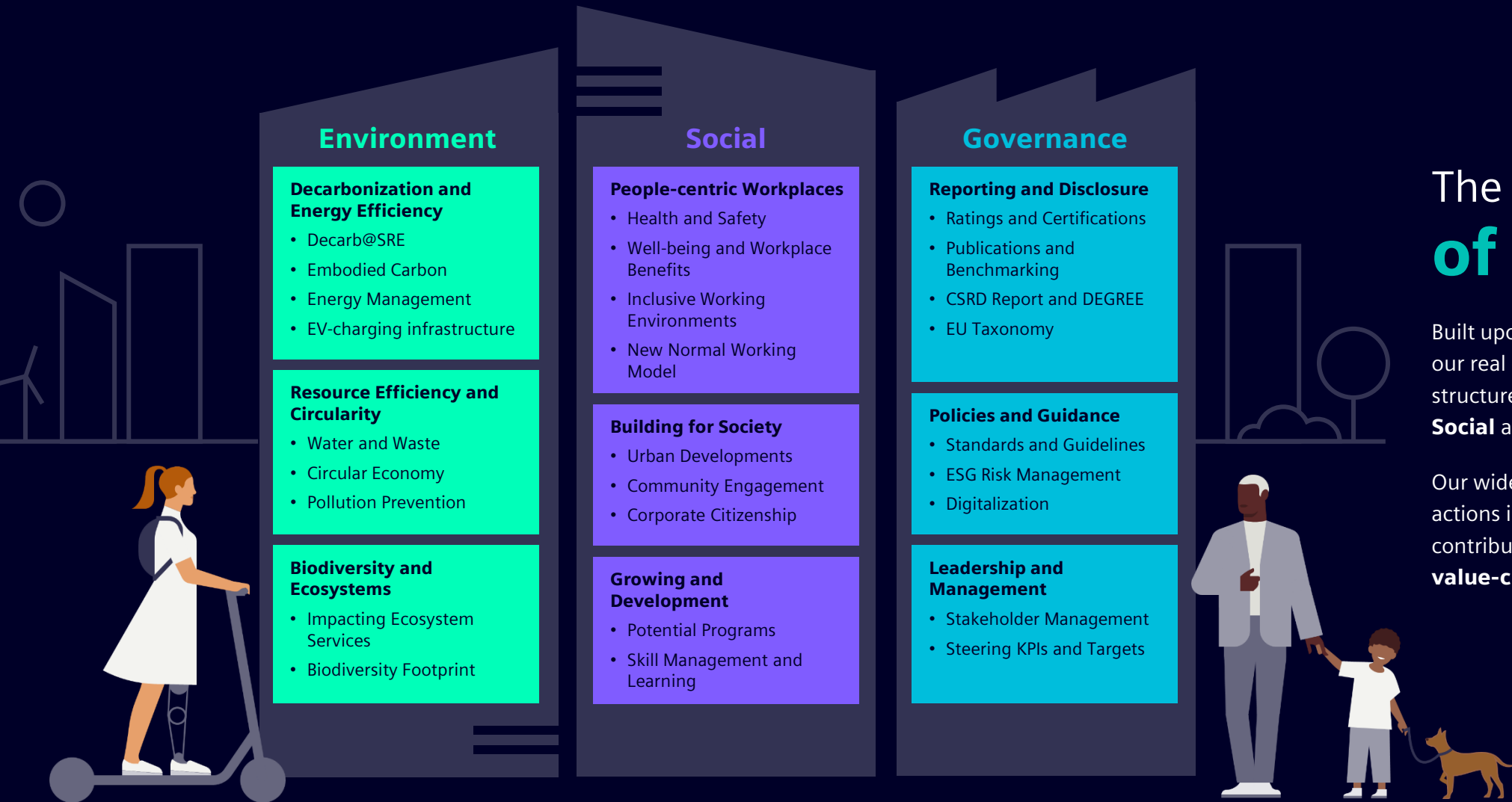


**Key stakeholders:** Investors, employees, society, customers

# Determining factors **driving** our **sustainability agenda**

At Siemens Real Estate, we **foster innovation** to ensure key stakeholder expectations and drive 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.



## The home of ESG

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

Our wide range of initiatives and actions in these 'building blocks' all contribute to one goal: **long-term value-creation for Siemens.**



# Building places for people

Our more than 1,250 locations in 60 countries are great examples of our unique ability to **combine digitalization and sustainability**. Travel around the world and discover some of our most remarkable places on the following pages.







The Trutnov plant manufactures **low-voltage switchgear**, including circuit breakers, contactors, relays, and soft starters. The plant has been part of Siemens since 1993.

TRUTNOV, CZECH REPUBLIC, 2025



## Building, production, and fleet – **a net-zero carbon hattrick**

**Siemens in Trutnov, Czech Republic, is one of our first fully net-zero locations.**

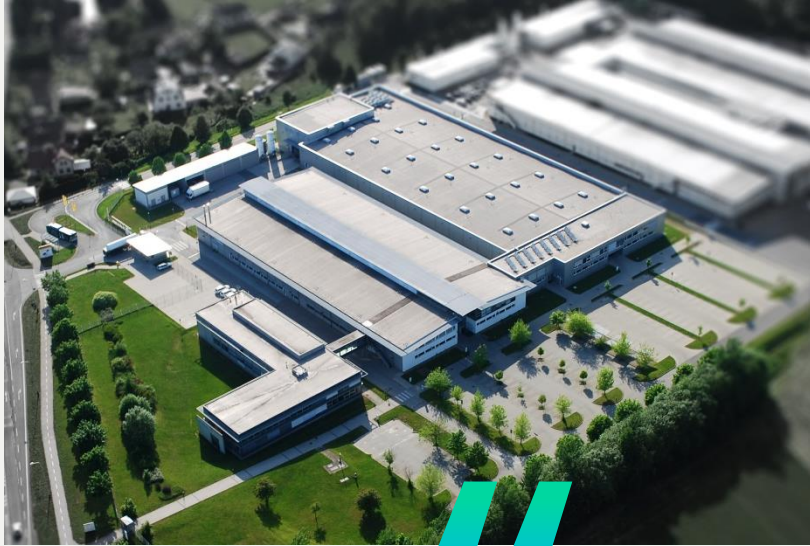
Trutnov is home to Siemens Smart Infrastructure's low-voltage switchgears manufacturing. Over the years, the site went through continued energy efficiency programs – from LED-lighting to using production heat recovery solutions.

Finally, Trutnov adopted CO<sub>2</sub>-neutral district heating and completely electrified the production related energy consumption. Today, the site hosts a fully electric car fleet and e-charging infrastructure.

Now, Trutnov is preparing for the next step: The refurbishment and reinforcement of factory rooftops for a future PV system will increase the location's energy resilience.

- Total **CO<sub>2</sub> reduction** of 3,300 t/a, equaling the carbon absorption of around 130,000 trees
- **Energy demand reduction** of around 1,000 MWh per annum
- Heating via carbon-neutral district heating from **biomass**
- The **fleet is 100% electrified** in accordance with EV100
- **Production heat recovery** via the system handling of air from the compressors and **solar water heating** for domestic hot water in shower rooms
- Modernization and reinforcement of rooftops; a **PV** system to be installed





*Thanks to the dedication & collaboration of all involved teams, we are proud to have achieved CO<sub>2</sub> neutrality of the Trutnov plant.*

### **Mariana Kellerová**

Head of Sustainability, Siemens Czechia



*Looking back on a successful journey of intense teamwork – what initially started with an energy efficiency program & subsequently combined latest decarbonization measures, now transformed our Trutnov location into a showcase of Siemens sustainability expertise.*

### **Marek Smetana**

Maintenance & Technology,  
Siemens Real Estate

[7 ENTIRE STORY](#)



The Siemens Mobility factory near Barcelona is an urban and environmentally friendly facility. It holds ISO 14001 and EMAS certifications, adhering to the **highest environmental standards**.

CORNELLÀ DE LLOBREGAT, SPAIN, 2026

## Traction meets action – when sustainability feels ‘cool’



**At our site in Cornellà de Llobregat, where traction components for trains are built, sustainability is more than a strategy – it’s something you can truly feel.**

As we decarbonize building operations through targeted electrification and energy efficiency measures, we’re also improving the thermal comfort in production.

This initiative is projected to deliver significant results, including 30% energy savings, 100% renewable electricity utilization, and 100% CO<sub>2</sub> emissions avoided.

The benefits go beyond numbers already: our colleagues working in the production halls now enjoy better air quality and noticeably cooler temperatures – resulting in a more comfortable and pleasant working environment.

- **Renewable energy expansion**

Installation of PV panels on the office building, further installations planned for a new building in 2026

- **Heating system electrification**

Gas and oil-fired boilers for heating and domestic hot water provision are being replaced by heat pumps and electric boilers

- **Energy loss reduction**

Implementing new doors with electric interlocks in paint booths to reduce energy losses



The first step:  
**60 high-efficiency solar panels** on the office roof generate over 42,000 kWh of clean energy per year.



*This strong team effort allowed us to hit two targets at once: improving conditions for our colleagues on the shop floor – the backbone of our value-creation – and contributing to a more sustainable future.*

### Iván Fernández Otero

SRE Head of Asset & Property Management  
Spain, Portugal and Italy at Siemens Mobility



*Modernizing our energy systems is a complex task. By implementing solutions that reduce emissions, stabilize energy costs, and improve working conditions, we're strengthening the long-term competitiveness of our site.*

### Javier Larrayoz Lázar

Head of Cornellà Factory at Siemens Mobility



### 115 years of industrial heritage:

This photo from 1925 shows the factory's early days.



Every year, the factory in Nanjing saves more than **5,000,000 kWh** of energy and **6,000 m<sup>3</sup>** of water and around **3,300 tons** of CO<sub>2</sub> – equaling around 400 intercontinental flights around the world.

# ONE Tech for sustainability – Our Digital Native Factory Nanjing

**Siemens Digital Industries' research and production center in Nanjing, China, continues to set standards in sustainability.**

The Digital Native Factory was designed and built as a highly energy-efficient production site. Its holistic sustainability concept centers on Microgrid Energy Management, integrating solar energy, high-efficiency pumps, fans and cooling elements, and a rainwater recovery system.

With the recent completion of a further photovoltaic system on the parking lot, the total capacity now adds up to 3.5 MWp. Combined with a Battery Energy Storage System (BESS) and Smart ECX – a carbon management platform within the Siemens 'Xcelerator' platform – the sustainability performance further improves.

NANJING, CHINA, 2025



- Application of **digital twin** from planning to operations
- Our first **3D-printed building**
- **Microgrid** Energy Management System
- **Photovoltaic** systems with **battery energy storage** system
- High-efficiency **heat pumps** and water coolers
- Streetlights powered by **solar and wind power**
- **Rainwater recovery** saves 6,000 cubic meter water annually
- Certified with **LEED Gold** for new buildings



In the foreground the 120-square-meter multi-purpose facility, built with **3D printing technology**.



*The successful experience of this project has culminated in a replicable solution, which will serve as a valuable reference for other factories in optimizing the management of power generation, grid, load, and storage, achieving energy conservation and emission reduction, and driving the energy transition forward.*

**Lin Bin**

CEO of Siemens Smart Infrastructure China

*We are always committed to promoting sustainable development projects, which is not only about protecting the environment but also shaping a healthier lifestyle.*

**Zhang, Peng**

Property Manager, Siemens Real Estate







Biodiversity with employee's engagement – just recently two previously unused courtyards were converted into modern **urban farming areas** as part of the overall campus design.



# Smarter. Greener. Better. **Grüezi from Zug!**

**Carbon-neutral in operations since its inauguration two years ago, investments in sustainability are ongoing at Smart Infrastructure's headquarters in Zug with its 1,700 employees.**

All buildings – offices, production, Research & Development (R&D), canteen and parking – are equipped with sustainability technologies like heat pumps, PV and advanced building automation systems.

With the campus using water from Lake Zug for highly efficient heating and cooling, the pumping station at the lakeside is in progress to be fully modernized for sustainable water supply.

Besides investments in greening and biodiversity in the vicinity, the canteen now features modern heat pumps to demonstrate the location's commitment to top-notch sustainability.

- **Heat pumps** using **Lake Zug water** for heating/cooling
- Rooftop **PV systems with 1,2 MWh/a** boosting resilience
- **Green flat roofs** for insulation
- **'Building X' platform** for managing building operations
- **Desigo CC** building automation ensures optimal climate control and energy efficiency
- **~50 EV-charging stations**
- Office building holds **LEED Platinum** certification, factory and R&D **LEED Gold**



*Working in a carbon-neutral environment fills me with pride, especially being part of the sustainability journey, we've taken together. The close collaboration with Smart Infrastructure and implementing Siemens products demonstrates our strong commitment and keeps us effective in driving real change.*

**Cecilia Zuiderent**

Location Management, Siemens Real Estate Switzerland



**SIEMENS CAMPUS ZUG, SWITZERLAND**

*Smart Infrastructure is a worldwide leader in sustainability and innovation. The campus in Zug is a showcase for how innovative and sustainable buildings can be.*

**Beat Vanza**

Head of Location Zug, Siemens Smart Infrastructure





The state-of-the-art manufacturing campus in Pomona **significantly expands Siemens' Electrical Products capacity** in North America.

POMONA, UNITED STATES OF AMERICA, 2025



## Decoupling **growth** from **emissions**

**The expansion of Siemens' facilities in Pomona, California, doubles production capacity by establishing the first carbon-neutral industrial building in local portfolio.**

The brand-new manufacturing site spans over 13,000 square meters and allows Siemens Smart Infrastructure to extent the production of low-voltage electrical equipment, which is critical to US energy infrastructure.

Built in greenfield approach, the site is fully CO<sub>2</sub>-neutral in own operations and targets LEED Gold certification. The on-site solar canopy system will deliver around 30% of the electricity required for operations.

A battery-energy storage system is planned to support demand reduction and shifting. In addition, there are also no fossil resources used on the shop floor, for example by utilization of an all-electric powder coat paint line.

- The building strives for **LEED Gold** awarded by the U.S. Green Building Council
- On-site **PV power generation** of around 1.6 MWh/a by roof mount solar panels
- Provision for a 500kW **Battery Energy Storage System (BESS)**
- The site is equipped with advanced **water and power metering systems**, enabling sustainable resources management



*When examining our footprint in California, I'm proud that Siemens is both a pillar of the community, serving the area for more than 50 years, but also nimble enough to grow and modernize when our customers & the industry call for it.*

### **Barry Powell**

Regional CEO of Electrical Products  
for Siemens Smart Infrastructure North America



*Driven by resilience efficiency, and a people-centric approach, our state-of-the-art manufacturing hub sets new standards for industrial buildings. It's the result of months of dedication, innovation and hard work from our talented engineers, construction teams, and operational staff.*

### **Project Team Pomona, Siemens Real Estate**



The new campus will be a unique real-world use case for **digital twin and industrial metaverse technologies**, creating an immersive, virtual world in which we solve real-world problems in real time.



SIEMENS TECHNOLOGY CAMPUS ERLANGEN, GERMANY, 2030



## Pioneering the Industrial Metaverse – **sustainably**

**In Erlangen, we shape the future of sustainable industry: The new Siemens Technology Campus will become CO<sub>2</sub>-neutral, energy-efficient – and a flagship location for the industrial metaverse.**

The transformation of this long-standing location began with a world premiere: The emission-free, all-electric demolition of three buildings – a new benchmark for sustainable, large-scale industrial projects.

Sustainability is woven into every aspect of the new campus, from dismantling and design to construction and operations. The holistic concept integrates recycled materials, digital twin technology, and solar energy systems to ensure long-term environmental performance.

- **Recycling rate of 96%**  
12,800 tons of mineral recycling material of the demolition will be reused on-site
- **CO<sub>2</sub>-neutral heating**  
Installation of efficient heat pumps. In addition, waste heat will be systematically recovered to power the production process
- **PV systems & greenery**  
on the roof of four buildings
- **Digital solutions**  
from Smart Infrastructure enable energy-efficient operations

The **200,000 square-meter area** is characterized by the green, lean and digital electronics factory and the world's largest R&D center for power electronics from Siemens Digital Industries.



*The transformation of existing industrial sites worldwide is currently one of our main tasks at SRE. Here, we show how a 50-year-old production site can be transformed into a successful, sustainable future.*

### Daniel Bechmann

General Manager for the Siemens Technology Campus Erlangen, Siemens Real Estate



## SIEMENS TECHNOLOGY CAMPUS ERLANGEN



*Planning with foresight – in terms of material selection, energy efficiency, and life cycle – allows us to conserve resources, manage costs responsibly, and create buildings with a future.*

### Veronika Bienert

Siemens Managing Board Member  
& CEO Siemens Financial Services



The all-electric dismantling process saved 70 tons of CO<sub>2</sub>, equivalent to **around 24,000 liters of diesel.**



The campus in Goa is home to more than **1,000 shrubs and trees** and **multiple species of fauna**, including birds and reptiles on the “International Union for Conservation of Nature” list.

SIEMENS

GOA, INDIA, 2025

## Goa – Blueprint for a ‘green’ butterfly effect

**With energy efficiency, resilience and conservation measures, this manufacturing location transformed into a vibrant habitat.**

Siemens has been operating in Goa, India, for three decades. Today, the site is an important manufacturing hub for the medium voltage switchgear segment of Siemens Smart Infrastructure.

In a holistic sustainability initiative, CO<sub>2</sub> emissions were reduced by over 1,000 tons annually. With a huge rooftop solar system, which recently was expanded, and a wide variety of optimizations, electricity consumption has been controlled despite factory and offices expansion.

Furthermore, water efficiency and waste management were given strong ecological focus, with the Goa site developing into a showcase of biodiversity.

- Comprehensive **biodiversity** conservation measures
- On-site **PV systems** with 2.4 MWp capacity
- **LEED Platinum** awarded office
- **Energy efficiency measures** include HVAC chiller optimization, EC fans and LED lights combined with daylight harvesting
- **Zero Waste to Landfill**

*Siemens Goa is a global showcase of sustainable manufacturing at scale. By integrating renewable technologies, smart efficiency systems, and biodiversity, we created a future-ready ecosystem. It sets the stage for responsible growth and inspires similar transformations worldwide.*

### **Pankaj Patil**

Regional Asset Manager, Siemens Real Estate



The **rich biodiversity** at the site is beautifully symbolized by this Yamfly butterfly.

*We emerged as a benchmark for sustainable manufacturing through a series of holistic green initiatives.*

*By integrating renewable energy, cutting-edge efficiency solutions, and biodiversity programs, the site reflects a deep commitment to environmental responsibility. Today, it stands as a resilient and future-ready hub for Smart Infrastructure.*

### **Mahendra Wani**

Country Business Segment Manager,  
Siemens Smart Infrastructure



The University of Cambridge has over **24,000 students** in 31 constituent colleges – a huge talent pool in close proximity, and multinational companies like Apple, Amazon or Google located here.

CAMBRIDGE, UNITED KINGDOM, 2025



## Where **top talents** are **close-by**

**Siemens Digital Industries Software is about to move into a new, leased zero-carbon facility in Cambridge, UK – attracting the next generation of top talents.**

Siemens Digital Industries Software, since long present at the heart of Cambridge, is now about to move into a new workplace campus called 'Brooklands'.

The district contains the city's first major net-zero carbon office buildings, designed to high building performance standards, maximizing solar collection with roof PVs and integrating air source heat pumps.

Located near renowned colleges, the move will provide around 300 employees with a modern, creative work environment – underscoring Siemens' commitment to attracting the next generation of top talent.

- A **reduction in energy consumption of 45%** leads to an A+ rating, which is the highest possible rating on an Energy Performance Certificate (EPC)
- New offices are **certified Net Zero** and rated **BREEAM** 'Excellent'
- **Air source heat pumps, PV panels** on the pitched roofs, together with **daylight responsive LED-lighting**
- **Biodiverse landscaped** gardens and terraces for improved air quality
- **Rainwater harvesting** for non-potable purposes

*Siemens in Cambridge is a shining example of how we can integrate sustainability into every facet of our operations, actively building a brighter, more sustainable future for everyone. It's a testament to the power of collective action and the incredible impact our teams can have when they're empowered to make a difference!*

### **Sven Popp**

Digital Industries Software,  
Head of EHS & Facility Engagement, Planning



'Brooklands' will provide Team Siemens with a **modern, creative work environment.**

*'Brooklands' was designed and built to be a landmark in the heart of Cambridge as a highly sustainable and innovative workspace. It took just 18 months to build and SRE were involved with the Landlord and lead contractors right from the outset of this project.*

### **Mike Keane**

Head of Location Management,  
UK Offices South, Siemens Real Estate



# Beyond numbers

Corporate real estate is about people, living and working in buildings. Our ~1,800 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.







**Ahmed Alawad**

Regional Energy Manager,  
Siemens Real Estate Germany

As Regional Energy Manager, Ahmed's focus is on leveraging smart metering and global energy monitoring to drive decarbonization across Siemens Mobility sites worldwide.

# Fueled by **Data**, driven by **Impact**

*What are you particularly proud of?*

At Siemens Mobility, we are shaping the future of sustainable transport by producing innovative trains. My goal is to make the places where we build them just as climate-friendly as the trains themselves. Supporting this transformation makes my work truly meaningful – and I'm proud to contribute to it.

*The most inspiring project at SRE?*

With the GAVATAR tool, we built a global energy monitoring system that provides real-time insights into energy use and emissions across all Siemens sites. With a single click, we could instantly see

where action was needed – and property managers could act. This moment turned data into impact and made the project a true sustainability milestone that continues to drive improvements today.

*Your favorite "sustainability hack"?*

My favorite sustainability hack is to regularly check whether building systems operate at the required efficiency. If not, we investigate why and make targeted improvements. Often, small adjustments – like fine-tuning controls or optimizing settings – can lead to significant energy savings. These small steps add up and make a big difference over time.



# Adding value with a sponge and the dark side of light

## *What is the most inspiring project at SRE?*

If I had to choose, one of my favorite topics is how we help conserve the planet's vital resources – particularly water, which is essential for climate resilience and healthy ecosystems. By applying the “sponge city” principle, we've transformed the Siemens Campus Erlangen into a natural reservoir where rainwater is absorbed through permeable surfaces, wetland basins, underground storage, and green roofs. The insights we've gained now guide us in scaling it to other development projects.

## *What are you proud of?*

I'm proud to see the many great results our biodiversity measures at the Campus deliver. One example is how we reduce

light pollution: We know continuous illumination can disrupt sensitive ecosystems, so our outdoor lighting concept carefully balances environmental protection, safety, and well-being. Only essential areas are lit – and only as much as needed. There's no illuminated advertising or façade spotlights. By minimizing unnecessary lighting, we protect nocturnal animals and strengthen biodiversity. It shows how small, mindful measures can create lasting benefits for people and nature alike.

## *What motivates you to act sustainably?*

My main driver is making everything we do future-proof for generations to come. This means doing everything we can to ensure that we all have a future worth living.



### **Birgit Mrutzek**

EHS Manager, Siemens Real Estate in Erlangen, Germany

In Erlangen, Birgit ensures that our two transformation projects – The Siemens Campus Erlangen and the new Technology Campus Erlangen – are designed and realized as sustainable & environmentally responsible.





**Clara Chwoika**

Digital Transformation Manager  
at Siemens Real Estate  
in Munich, Germany

In her role as Digital Transformation Manager, Clara's current focus is on using data to make our new construction and transformation projects more sustainable.

## Beyond buzzwords – with the 'Loop Zero'

### *What role does sustainability play for you?*

Sustainability has been a part of who I have been for a long time. I'm vegetarian since I turned 17 and pursuing a Master's Degree in Sustainability. At work, I can combine that knowledge with my enthusiasm for data management. And Siemens is truly the perfect playground for this!

### *What are you particularly proud of?*

I was revamping our reporting tool for new projects. Through listening to colleagues I overhauled the entire process, cutting out complexity. Today, our 'ProReTo' tool is used across many departments. Transferring this 'usability over complexity'- thinking to our new factory pre-planning tool landscape makes us much faster and more efficient.

Soon we'll be able to do statistical analyzes and link it with other data sources – that's where the real fun begins!

### *Your favorite "sustainability hack"?*

Being aware of the 'Loop Zero', the first step in circular economy: Not using or producing things in the first place. This applies both personally and professionally – do we really need that new car or kitchen appliance? Or that extra warehouse space a customer doesn't have a use for yet? At SRE, we have a huge opportunity during the planning phase to question exactly these things. And data is incredibly important here; it helps us make precise arguments. In our pilot, this triggered our users to look into a 50% cut of warehouse space, which will save enormous costs. And the CO<sub>2</sub> savings are a nice side effect.



# Solving problems – with teamspirit and technology

## *The most inspiring project at SRE?*

The decarbonization of the Smart Infrastructure Electrical Products factory here in Drummondville. We started this journey two years ago and it's been a real challenge: battling intricate scope, an extreme demanding climate environment – from -30°C to very hot summers –, and the complexities of a 50-year-old building. But step by step achieving our goals is incredibly rewarding, and the power of dedicated teamwork is truly inspiring!

## *What are you particularly proud of?*

I'm proud of solving the customer's core heat problem, ensuring continuous production and employee comfort. Equally, I value leveraging Siemens' internal

expertise, collaborating with Smart Infrastructure Buildings and Sustainability. We integrated products like the 'Desigo CC' building automation system and Enlighted sensors, even using electric panels produced in the same factory that we are decarbonizing! For me, that perfectly underscores our in-house talent and our commitment to sustainable solutions.

## *What motivates you to act sustainably?*

My primary motivation is our future. It's inspiring to witness how advanced technology can serve a much greater purpose. The fact that we have the power to create solutions that are not only electric alternatives, but superior choices that actively contribute to a more sustainable world is what motivates me.



### **Nicole Estenfelder**

Project Manager, Siemens  
Real Estate in Oakville, Canada

Nicole contributes to our sustainability goals by driving projects like reducing the CO<sub>2</sub> footprint of the factory in Drummondville and implementing sustainability objectives across the real estate portfolio of Siemens Canada.

# From Flow to Future

## *What are you particularly proud of?*

Working with the 'Water Heroes' in our Intensifier talent program was incredibly rewarding. Together we explored why water is one of the next big topics for our industry and how it connects to broader sustainability strategies. I'm proud that we shaped ideas to protect this vital resource and promote its responsible use.

## *What motivates you to act sustainably?*

My understanding of the importance of water completely shifted since living and working here in Mexico. When you are surrounded by water scarcity and suddenly can't shower or wash dishes, you quickly realize how vital water really is. This experience motivates me to always look for ways to save water. For our Americas

portfolio we analyzed water consumption to identify patterns and efficiency opportunities. Some sites are already quite resilient, with rainwater harvesting and water-saving fixtures, while others, including locations in desert regions, consume very large amounts. That's why I'm motivated to keep finding innovative ways to reduce usage. Even small changes can make a big impact.

## *What's your favorite "sustainability hack"?*

It's all about building a deep awareness of how crucial water is. We can live without many things, but water is not negotiable. Once that truly hits home, you start saving every drop. The real challenge is the local perception of water. It's difficult to grasp the global scarcity of this resource when you're always surrounded by it.



### **Stephan Bröcker**

Innovation, Technology and Sustainability Expert, Siemens Real Estate in Mexico City, Mexico

Working on sustainability initiatives in Mexico and experiencing water shortages firsthand has given Stephan a unique perspective on why water is called 'blue gold' and why it's essential for both business and environmental resilience.



# Building bridges with data, courage and a tech mindset

## *What motivates you to act sustainably?*

As part of Siemens, we have access to an incredibly cool portfolio – from campus construction and global real estate operations to powerful solutions from Siemens Smart Infrastructure and the Digital Industries Automation and Software teams. Combine things right, and we can revolutionize entire industries!

## *The most inspiring project at SRE?*

What still fascinates me is our Global Monitoring and its digital journey as a facilitator for 'GAVATAR' and today's 'Portfolio Manager.' The idea of truly accessible data still drives our work today. In Erlangen, we created a collaborative digital twin that gives a clear, intuitive view of a highly complex system. In our

cross-functional team, we aligned tools, interfaces, and formats, automated manual processes and scaled them. The game-changer: The first-ever coordinate system' that connects building data and shopfloor data, available in real-time. Touching things only once and enabling everyone to use the same data – that is truly sustainable. This is also what a ONE Tech company needs to do: listen, understand, and create greater value.

## *Your favorite sustainability hack?*

Don't wait for that one technology that will fix everything. Become aware of your own energy footprint, eliminate all unnecessary energy consumption. And in a business context: Have courage to try new things. Don't cling to concepts just because of invested time. It's tough, it hurts – but it makes us grow!



### **Thomas Reimann**

Innovation, Technology & Sustainability Expert, Siemens Real Estate in Munich, Germany

Thomas ambition is to build bridges and connect the right capabilities – people, technology and opportunities – to create valuable impact.

# Determined to build a **better future with bees**

## *What are you particularly proud of?*

We were able to realize one key part of our vision for the new campus: We always wanted it to be a vibrant place, where people enjoy coming together and connecting – and it's great to feel that we've grown into such a strong community with a real sense of togetherness. Another project that is very special to me is the local beehives, and I'm proud that I had the courage to initiate it. Today, our bees are known throughout the company and even have their own name. We regularly invite people from the neighborhood and kindergartens to learn about the importance of each creature to nature.

## *What's the most inspiring project at SRE?*

It's inspiring to be part of a project that will have a lasting impact on the city and the entire region Erlangen – at a time when other cities struggle to get things done.

## *Your favorite "sustainability hack"?*

Dare to do small things! I installed nesting boxes for swifts on our parking decks. Some people might laugh, but examples like this prove that even small actions can have a big impact.

## *What motivates you to act sustainably?*

To preserve the beautiful earth, we live on for future generations.

### **Gabriele Engel**

Communication Manager,  
Siemens Campus Erlangen

Since 2014, when Siemens announced the transformation of its largest site in Erlangen, Gabriele is the go-to expert for every detail around the new Campus.



# Explaining the 'why' and the 'how' of **Green Leases**

## *What are you proud of?*

I'm proud of how quickly the Green Lease approach became a core part of our daily operations for every lease-in case. Whenever concerns arose about market readiness or limited availability of green buildings, we showed how by combining different levers, our colleagues could still achieve significant improvements. Cost pressure is always a valid argument, but as corporate real estate managers, our role is to present options and act as a business enabler for our Siemens colleagues.

## *Your favorite sustainability hack?*

Sometimes, topics seem complicated, but often there are simple little helpers. Think about energy efficiency labels on electrical appliances: green is always better than red!

If two devices have similar specs and prices, choose the more energy-efficient one, embodying the principle: 'start small, but start now and then learn and grow as you go.' Yes, it's a bit more complicated for companies, but the underlying purpose is the same – and understanding the purpose is the basis for action!

## *Was 2025 a good year for climate action?*

If you check Google trends, it seems people are often more worried about topics like recession or the cost of living. Siemens' direction remains clear, and I'm glad about that – it perfectly aligns with my personal values. The road ahead will definitely get tougher, as the 'low-hanging fruits' have largely been harvested, especially at our factory sites. But it's a team effort, and we absolutely need to keep going!



### **Christoph Schlehuber**

Head of Regional Management,  
Siemens Real Estate in Munich,  
Germany

Christoph connects the SRE Headquarters with its regional organizations. As part of the 'Decarb@SRE' core team, he drives the decarbonization of our global leased portfolio.

# A ONE Tech Company Mindset in action

## *What do you do at SRE?*

A big part of my job is supporting and helping people understand EHS – Environmental, Health, and Safety – isn't just about ticking boxes. Setting-up safe working practices and following company compliance is a full-picture approach that is relevant to our company's success.

## *What are you proud of?*

A topic close to my heart is biodiversity. While it once felt like the 'little child' of EHS that didn't receive much attention, this has completely changed: today, it is deeply integrated into our DEGREE framework and into how we manage our locations along their entire lifecycle. And I'm proud of how we assess biodiversity together. It truly brings our ONE Tech company mindset to

life. At Hagenau, our largest industrial location in France, we've implemented a holistic sustainability approach. It goes beyond just energy efficiency and includes many biodiversity initiatives, like creating nesting sites for bats – a beautiful synergy. And it shows the impact we have when we work together with our businesses and all the EHS teams, towards one shared goal.

## *Was 2025 a good year for climate action?*

It's a mixed picture: In our political climate, sustainability often struggles to get the priority it needs, and we may fail to achieve some big targets, like the 1.5-degree goal. That's why global companies like ours play such an important role. Sustainability is a long-term journey that needs everyone to stay committed. Our future and health are totally tied to the health of our planet.

### **Salma Habi**

EHS Officer, Siemens Real Estate France

Salma is supporting our company's EHS activities in our West Europe & Middle East Africa Hub, covering 21 countries in total.



# 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.





## Embodied carbon

In recent years, our strategic focus on embodied carbon has grown significantly, complementing our broader decarbonization efforts and addressing the indirect emissions across our value chain. This includes – but is not limited to – prioritizing low-carbon materials, circular construction and intelligent design across the building lifecycle.



SRE introduces clear **embodied carbon targets** for its new construction projects globally.

SRE signs a **Design & Build contract with Goldbeck** including a binding 250 kg CO<sub>2</sub>e/m<sup>2</sup> embodied carbon cap.

2016



For the construction of the company's new headquarters in Munich, Germany, SRE leverages **Life Cycle Assessment (LCA)** as method to systematically optimize both design and environmental footprint.

2018



SRE commissions Siemens' **biggest hybrid timber construction project** in Germany at Siemens Campus in Erlangen.

2021

2023

2024



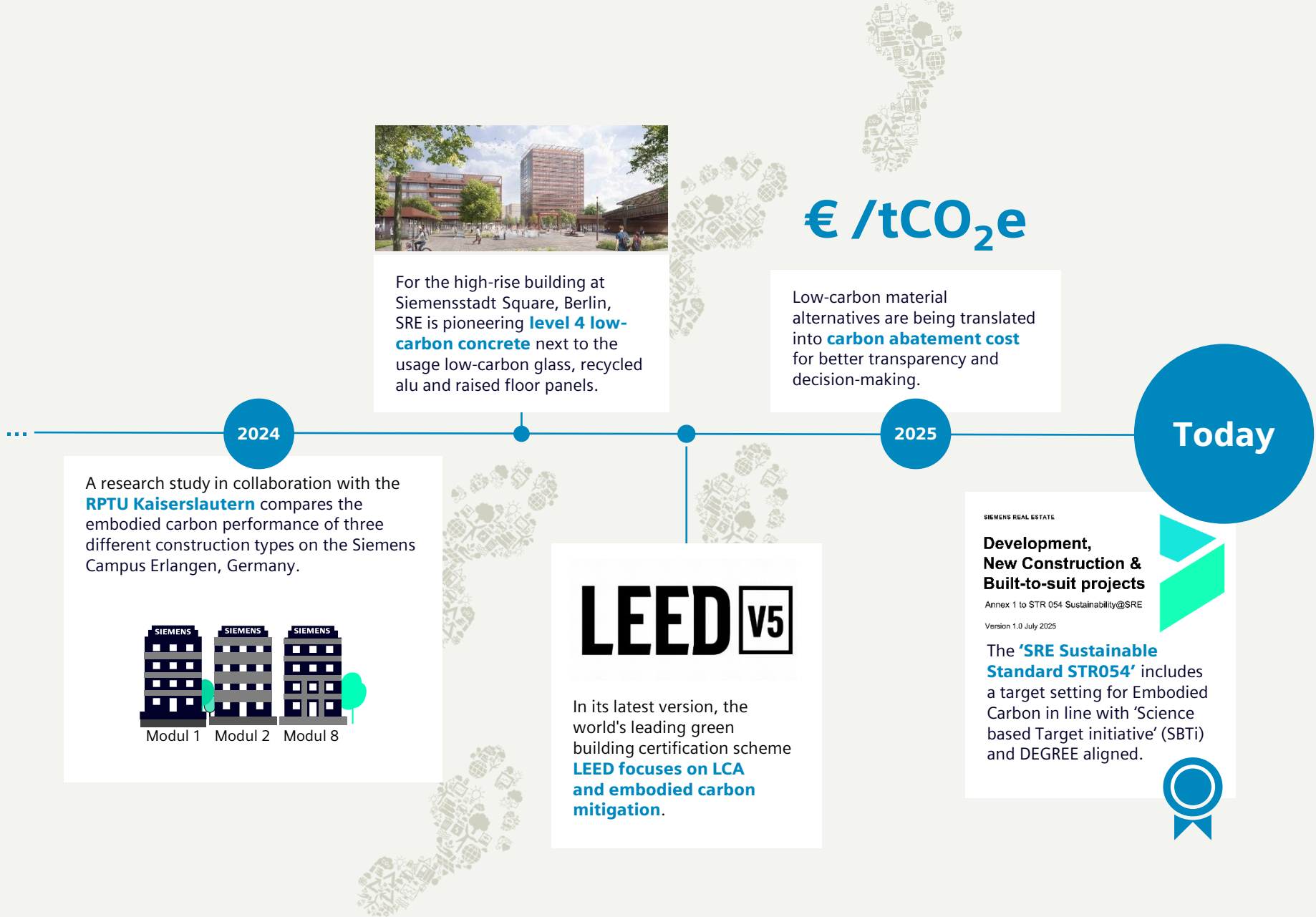
The construction of the Siemens Mobility plant in Goole, UK, could reduce **CO<sub>2</sub>e emissions by >2,000 tons** due to mesh-free concrete panels and the use of low-carbon cement.




**Prof. Christian Glock**  
Rheinland-Pfälzische  
Technische Universität  
Kaiserslautern-Landau  
(RPTU), Germany

*I found it inspiring to see the equally **consequent and pragmatic approach** that Siemens Real Estate has chosen to systematically reduce embodied carbon for their construction projects: **setting ambitious but achievable targets** while providing contractors the **freedom to leverage individual strengths and innovation**.*





**SRE ignited a global movement toward decarbonizing the built environment by **setting an ambitious worldwide target that redefined what's possible**. A bold move, driven by collaboration, hands-on innovation, and the power of technology. By embracing **BIM interoperability as a cornerstone**, we enabled smarter decisions earlier in the design process, turning ambition into actionable impact.**



**Charlotte Miriel**  
Embodied Carbon Expert, Siemens Real Estate

Tackling **embodied carbon** is our next critical step towards a net-zero portfolio, demonstrating **leadership in responsible real estate management.**

# Biodiversity

At Siemens, we know that a sustainable future begins with a healthy planet. By transforming sites around the world into vibrant green spaces and integrating biodiversity into every stage of the real estate lifecycle – from cultivating native vegetation to designing pollinator-friendly gardens – we create places that enrich local ecosystems and enhance the well-being of our people.

#BIODIVERSITY FOOTPRINT

Biodiversity is much more than just an ecological buzzword. It is a key success factor for sustainable corporate development. With our DEGREE Biodiversity Ambition, we at Siemens are setting clear standards and making progress measurable. SRE is playing a pioneering role in its implementation: it **creates habitats, promotes diversity, and combines innovative technologies with responsible action.** Our global goal is to leave a mark that will have an impact not only today, but also for generations to come.



**Klaus Lützenkirchen**  
Vice President  
Environmental  
Protection, Siemens



The **Chengdu Innovation Center** in China features a 14,000m<sup>2</sup> lush greenery, home to diverse flora and fauna. The 80m<sup>2</sup> community garden enables our colleagues to grow organic vegetables, fostering a sense of camaraderie and environmental awareness.

2015

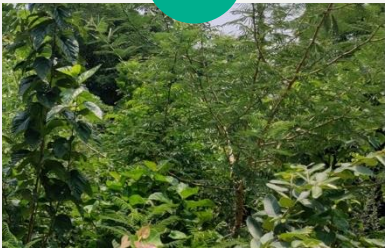


Protecting flora and fauna has been an integral part of the holistic sustainability approach SRE implements at the **Siemens Campus Erlangen**, Germany.



Scan QR-code for the full biodiversity report

2020



Team SRE seeds the **"OXY-HUB"** urban forest at the Mobility site in Aurangabad, India. Around **3,200 trees across 50 native species** provide habitat for birds, insects, and reptiles and generate more than 280 tons of oxygen per year.

2021

2001

A 280-meter-long ecological forest trail opened through the 45,000m<sup>2</sup> of preserved Atlantic Rainforest in **Anhanguera, Brazil**, to raise awareness on the crucial role of biodiversity.







Release of the **'Siemens Biodiversity Standard'** to support resilience of **local flora and fauna** at our sites worldwide.

2024

Roll-out of **'Biodiversity Essentials'** by SRE US to support ecological sustainability and responsible building operations.

2025

**DEGREE Ambition 2030**



SRE acts as a key enabler to drive biodiversity protection by implementing **conservation programs at 100% of relevant sites**

Today

Our responsibility for protecting biodiversity is reflected in how **we operate and maintain our buildings and infrastructure.** The SRE US 'Biodiversity Essentials' define key operational practices that support ecological sustainability and responsible building operations to set the right priorities.



**Peter Hummel**  
EHS Manager  
Siemens Real Estate,  
Asset & Property for  
the Americas

2021

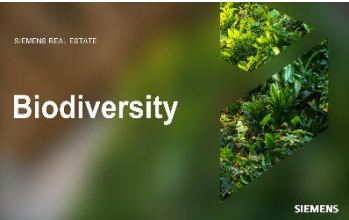


At **Siemensstadt Square** in Berlin, Germany, we embrace new approaches like **BeeO-monitoring** – a tool that measures biodiversity by analyzing pollen collected by bees, acting as natural drones and bioindicators.

The **Biodiversity Compass** in Karlsruhe, Germany, marks the so far most comprehensive inventory of flora and fauna for any Siemens site globally.



SRE updates its **'EHS Standard'** with a dedicated section on how to drive biodiversity at the Siemens sites worldwide.



**Technology for Nature:**

Explore how our technologies help to reduce pressure on biodiversity loss!

[↗ Whitepaper](#)

# Green Lease

Our ‘Green Lease Standard’ transforms the way we partner with landlords – placing sustainability at the heart of every decision. We turn leases into collaborative pathways for achieving energy efficiency, carbon neutrality, and environmental excellence. With that, we strengthen the resilience of our portfolio and reinforce our role as a pioneer in sustainable real estate management.

2020

A first **contract clause toolkit for green leases** has been developed.

2021

Start Tracking **Green Lease Implementation** in every management decision proposal. First consideration of CO<sub>2</sub> & energy aspects for new lease-in investments.

2022

Green leases become an integral part of the global **‘Decab@SRE’** program – defining it as one major lever to drive the decarbonization of our real estate portfolio.

2023

The first edition of our **‘Green-Lease’ Guideline** provides all responsible parties with clear guidance on which sustainable criteria to consider in future contracts.

The relocation of our branch office in Bremen, Germany, marks the **first major green lease** to a net-zero site and resulted in an **annual CO<sub>2</sub>e reduction of 330 tons**.

## #DECARBONIZATION & ENERGY EFFICIENCY

//

*SRE’s Green Lease principles are a great help for the teams worldwide. The hands-on descriptions make the identification of which properties are sustainable easy and consequently **enable us to achieve Siemens sustainability targets**. At DI SW, we recently handled the integration of the Altair portfolio, a company Siemens acquired. Together with the SRE local colleagues, we achieved a significant optimization by consolidating, downsizing, or relocating offices – always in line with the Green Lease idea.*

**Sven Popp**  
Head of EHS & Facility Engagement/Planning, Siemens Digital Industries Software





Decarbonizing our company's real estate portfolio means tackling CO<sub>2</sub> emissions across all our properties globally, especially those we lease-in. Our 'Green Lease' guideline is a **gamechanger, already delivering tangible results** by securing carbon-neutral leases for offices, logistics, and industrial buildings.



**Jennifer Gerigk**  
Program Director  
"Decarb@SRE"

Green leases are one of the most effective levers on our path to net-zero. By the end of FY 2025, **1,000,000 m<sup>2</sup>** – one third of our leased portfolio – are operating carbon-neutral.



**First Portfolio Screening Green Lease and Decarb**  
Analyzing the decarb pathways for our leased properties (>2,000 m<sup>2</sup>), including CO<sub>2</sub> projections until 2030.

2024



Leasing an **all-electric manufacturing site** with a total of ~16,000 m<sup>2</sup> of rentable space in **Juárez, Mexico**, leads to a saving of **>780 tons of CO<sub>2</sub>e** per year.



**Cutting-edge energy-efficient technologies** and sustainable materials are just a side note due to the stunning rooftop terrace at the **office in Malmö, Sweden**.



The 'Green Lease Guideline' is now integral part of SRE's comprehensive **'Sustainability Standard'**



2025



The new headquarters in **Oslo, Norway**, does not only come with a state-of-the-art gym to keep people energized and healthy but also with a **500t CO<sub>2</sub> reduction**.

SRE successfully concluded its **largest Green Lease contract to date**: The new location in **Munich's Werksviertel district** will become home to over 4,000 employees by 2027.



# Contact

Published by  
Siemens AG

Siemens Real Estate  
Otto-Hahn-Ring 6  
81739 Munich  
Germany

[siemens.com/realestate](https://www.siemens.com/realestate)

For more information, please contact:  
Phone: +49 180 524 70 00  
Fax: +49 180 524 24 71  
(Charges depending on provider)

Article No. SRECM-2025-11-24iPDF

© Siemens 2025

Subject to changes and errors.  
The information given in this document only contains general descriptions and/or performance features which may not always specifically reflect those described, or which may undergo modification in the course of further development of the products. The requested performance features are binding only when they are expressly agreed upon in the concluded contract.