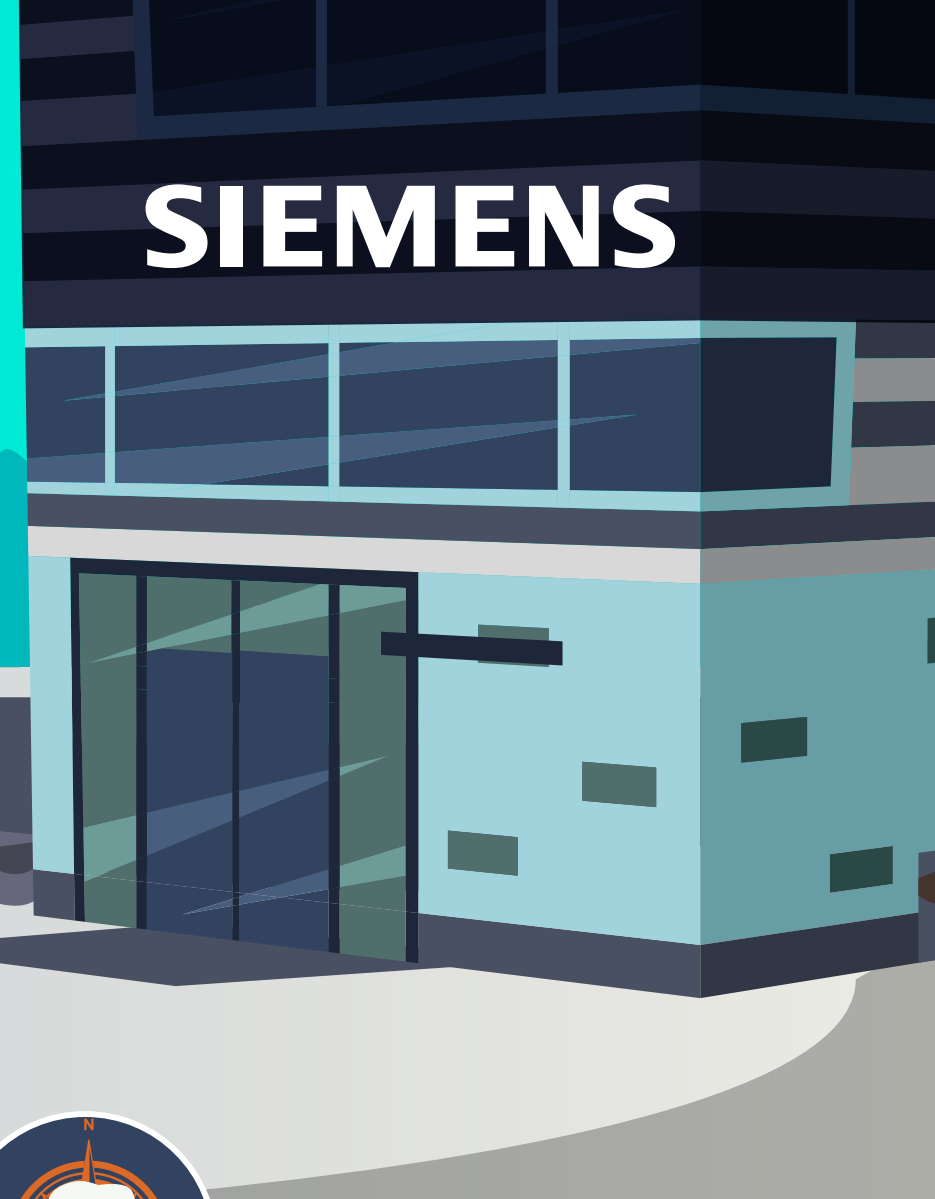


Siemens USA transforms the everyday for a changing tomorrow

For Siemens, serving society isn't just about providing technology. It's about understanding technology's potential to shape a more just and equitable society so that we can help improve people's lives and the world around us.

A clean environment, healthy communities, workers prepared for the jobs of tomorrow, and a business that reflects the diversity of the customers, industries and societies we serve—these are our imperatives.

To achieve these goals, we need society's trust and acceptance, which are only possible if we uphold the highest standards in our day-to-day conduct. We recognize our responsibility to operate as a reliable partner in advancing this vision for shared progress. And because of our unique footprint, touching every aspect of the global economy, we take pride in serving as a powerful force for good.



Sustainability

Siemens is focused on deploying and investing in technologies and services that intelligently connect energy systems to buildings, transportation, and industry, with an eye toward energy efficiency, reliability, resilience and smaller carbon footprints. And in leading by example, we can influence other companies to do the same.

- **Committed to net zero operations by 2030;** CO₂ emissions in own operations halved since 2019
- Siemens Financial Services has provided financing for over **10GW** of solar energy projects in the U.S.
- **#1** ranking on the **Dow Jones Sustainability Index** for the **21st** time in a row

Investing in Communities

Siemens is partnering with policymakers, business leaders, and other leading thinkers to develop strategies for investing in the U.S. workforce. Through the Siemens Foundation and Siemens philanthropy, we're deepening our commitment to economic, social, and racial justice by narrowing the opportunity gap and improving the lives of individuals and communities.

- **Everyone Charging Forward™, a \$30M, 10-year initiative,** will create pathways to well-paying, sustainable jobs in the EV charging sector for individuals from underrepresented communities
- **\$150M** to advance equitable workforce programs and STEM education over the past two decades
- **\$20M** in community development financial institutions with investment partners, Northern Trust

Diversity, Equity, and Inclusion

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

- Attained a **top score** on the **Disability Equality Index®** and the **Corporate Equality Index**
- Named **Top Supporter for Historically Black Colleges and Universities** several years in a row
- **10,000+** members of **10** Employee Resource Groups with chapters across the U.S.

Supply Chain Diversity

In a world where only change is constant, and markets are reshaped and rebuilt in an instant – where a natural disaster can upend a power grid or a programming error can shut down a business – Siemens relies on a diversified supply chain committed to the highest standards of ethics, integrity and transparency in order to keep us flexible and resilient.

- **\$1.5 Million** partnering with businesses owned by women, people of color, veterans, people who are specially-abled, and other diversely-owned suppliers
- Recognized as a **Distinguished Supplier Diversity** program by the U.S. Department of Commerce Minority Business Development Agency
- **24%** of suppliers are small or diversely owned

Ethics and Governance

Integrity isn't optional. It's the basis for the actions and what we expect of every employee and every aspect of Siemens business, as well as our partners and customers. We insist on integrity and transparency in all that we do, from board governance to compliance; from shareholders' rights to data privacy; from employee relations to human rights.

- Siemens **Environmental, Social and Governance (ESG) Radar** was developed in collaboration with external and human rights experts, so that data-driven decisions can be made to identify, assess, mitigate, and monitor ESG risks in projects and with potential customers and vendors
- **AAA rating** from the world's largest provider of ESG indices, MSCI ESG Ratings