

Sustainability Memory 2023

Our Purpose
We create technology
to transform the everyday,
for everyone.



Siemens México

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Message from our CEO Alejandro Preinfalk

CEO, Siemens México, Centroamérica y El Caribe



As of 130 years, through technological innovation, we have been part of the modernization of society in Mexico, Central America, and the Caribbean. With more than 175 years of global experience, we continue to drive the sustainable digital transformation of diverse productive sectors through technologies and solutions in the areas of electrification, automation, transportation, and digitization.

In the global context of climate change that demands a high degree of efficiency, we reaffirm our commitment to continue combining the real and digital worlds to generate a positive impact on the diverse collaborative ecosystems of which we are a part. The present requires strategic partners aligned with environmental, social and governance (ASG) standards, who are committed to the fulfillment of the 2030 Agenda promoted by the United Nations. Consequently, industries must continue their unstoppable innovation, while adhering to international sustainability standards.

At Siemens, we are aware of the challenges involved in this adaptability. That is why we facilitate transformation by promoting energy and material efficiency, optimizing value chains, and improving the transparency of environmental metrics.

Technology is the “how”, the means; the result is sustainability. It is a business imperative, where sustainable business growth goes hand in hand with the value we create for people and the planet. This commitment is reflected in our DEGREE framework, a 360-degree vision through which we define clear objectives and actions with respect to our sustainability ambitions.

We will continue to pave the way to a sustainable and equitable future for all through innovation. In doing so, we create an unbeatable opportunity to solve the most pressing challenge in human history. At Siemens, we know that resources are finite, but we create infinite opportunities through ingenuity and collaboration. That’s the power of purposeful technology - the ability to transform the daily lives of billions of people.

Presenting the 1st Sustainability Report of Siemens México, Centroamérica y El Caribe is a source of pride and satisfaction. The results we share here reflect our conviction to continue promoting the progress and well-being of the society we serve and, in doing so, positively impact the future of the planet.

Message from Roland Busch

**President and Chief Executive Officer
SIEMENS AG**

"In a difficult year marked by severe weather events and global instability, at Siemens we remain hopeful in the potential of technology to address humanity's great challenges.

With 176 years globally and 130 in Mexico, our goal is to create technology to transform the daily lives of our clients, partners, and consumers, thus improving the quality of life of millions of people. Our portfolio enables a large-scale, positive impact on our planet and society by empowering diverse sectors to jointly address sustainability challenges along value chains.

In Mexico, we are proud to be part of a solid ecosystem of stakeholders committed to the transformation of key industries towards more efficient and sustainable production practices, with our technology being a critical ingredient in facilitating this evolution."



A portrait of Judith Wiese, a woman with shoulder-length brown hair, smiling. She is wearing a white top and a grey blazer. The background is a blurred office setting with a screen showing "Next Day 2020" in the upper left.

Message from Judith Wiese

**Chief People and
Sustainability Officer**

"Sustainability is an integral part of our business. Through our DEGREE framework, we look at sustainability from every angle with clear targets in six fields of action – Decarbonization, Ethics, Governance, Resource efficiency, Equity and Employability. Our sustainability ambitions are supported by 320,000 colleagues who bring our purpose to life every day.

That is why we are not only committed to achieving a positive sustainability impact, but also investing in the education, development, and individual growth of our people.


We've been present in Mexico for more than 130 years now, and we are committed to enabling our more than 7,000 people there to flourish in an ever-changing environment.

We promote a growth mindset to create an inclusive, empowering culture of transformation that enhances our people's employability and supports our sustainable business success."

Company Profile

As a substantial part of our strategy, sustainability has always been at the core of our governance, operations, and business decisions.

As a leader in the technology sector, at Siemens Mexico we have integrated sustainability into all our decisions and activities, committed to a future that ensures the well-being of people and nature. We address this challenge along the entire value chain, facing environmental, social and governance challenges through our DEGREE sustainability framework, which reflects our core values shared with stakeholders.



Our DEGREE sustainability framework

In June 2021, Siemens emphasized its commitment to sustainability through the DEGREE framework, which lays the foundation for our priorities: promoting a positive impact on the environment, ensuring working conditions that respect human rights, guaranteeing ethical management and process quality.

In view of society's growing interest in sustainable development and our commitment to generating environmental, social, and economic value, we have adopted the DEGREE sustainability framework, which demonstrates our commitment to generating environmental, social and economic value. This framework involves our customers, suppliers, employees, and partners, reflecting our aspiration to build together a better future for the planet.

Guided by this framework, we are dedicated to cultivating a culture of trust based on mutual respect and co-responsibility. We promote empowerment and recognition of individual capabilities, seeking to foster an environment of growth that encourages critical thinking, learning and co-creation. In this way, we strengthen our resilience in the face of future challenges.

Structure of the DEGREE sustainability framework



Our DEGREE framework is aligned with the UN Sustainable Development Goals (SDGs) and defines our main aspirations in the environmental, social and governance (ESG) domains with a comprehensive 360-degree approach. This enables us to collaborate with our stakeholders in building a better future, where we can:

- Respect the ecological boundaries of the planet.
- Strengthen a culture of trust, autonomy, and growth.
- Promote opportunities for economic inclusion.
- To ensure the resilience and relevance of our people and our business over the long term.

Decarbonization: We support the goal of limiting global warming to 1.5°. We plan to reduce our operational emissions by 55% by 2025 and 90% by 2030, and to reduce emissions in our supply chain by 20% by 2030, reaching Net Zero by 2050.



Ethics: We foster a culture of trust and respect for ethical standards, We strive to train 100% of our staff on the Siemens Business Conduct Guidelines every three years and are committed to treating data with care.



Governance: We ensure effective and responsible conduct, integrating sustainability principles into our management and encouraging our suppliers to follow our code of conduct.



Resource Efficient: We seek to achieve circularity and dematerialization, focusing on the design of environmentally friendly products and solutions to accelerate the circular economy.



Equity: We promote diversity, equity and inclusion, creating a safe environment where our employees can develop under equal conditions, with flexible work options. We have a goal of having 30% of women in top management by 2025.



Employability: We invest in the education, development, occupational health, and safety of our employees to strengthen their resilience and relevance in a constantly changing environment.





Siemens technology promotes decarbonization in sectors that account for almost three-quarters of global greenhouse gas emissions.

Who we are

As a subsidiary of Siemens AG, we contribute to the global strategy, constituting one of the five main markets for the company's investments worldwide, thanks to the region's growth potential and competitiveness.

By combining the real and the digital worlds, we support our customers along key impact areas:

- Decarbonization & energy efficiency
- Resource efficiency & circularity
- People centricity & societal impact

We deliver technology with purpose, from improving factory efficiency to building robust supply chains and implementing smarter buildings and networks. With the goal of adding genuine value for our customers.

Our products, services and solutions are mainly focused on digital industries, smart infrastructure, and mobility. All our areas of expertise collaborate to create ecosystems that promote sustainable development.

Our Scope of Action



Digital Industries

Innovation and technology for automation.

Digitalization offers essential competitive advantages for the operation and management of industries. Through automation and improved manufacturing processes, it is possible to increase productivity and generate profitable business. As the industry faces significant challenges, digital transformation is not an option, but a necessity to renew and remain competitive.

Our resources are finite, so we must do more with less and move towards decarbonization. Our offer in digital industries promotes an integral transformation of the value chain in our customers' businesses, allowing them to gain flexibility and efficiency in production systems, as well as to optimize the time to market of their products.



Smart Infraestructure

Integration of the real and digital world.

Our smart infrastructure approach facilitates the sustainable transition to an environment characterized by decarbonized supply and efficient use of electrical energy, through systems focused on people, buildings, and industries. In essence, we connect the real world with the digital world.

We transform infrastructure through systems that identify needs and optimize the way people live and work. This helps create a smart model where the success of our clients, the advancement of communities and sustainable development foster more resilient and efficient cities, ensuring a sustainable future for the planet.



Mobility

Infrastructure that adds value.

Our expertise in mobility drives the efficient use of resources in the transportation and movement of materials and people, thus contributing to the reduction of the carbon footprint.

Leveraging digital technologies enables

us to offer solutions that optimize mobility infrastructure lifecycle costs, ensure full system availability, and maximize network capacity. In addition to improving the customer experience, our value proposition fosters the transformation of the mobility culture in society.

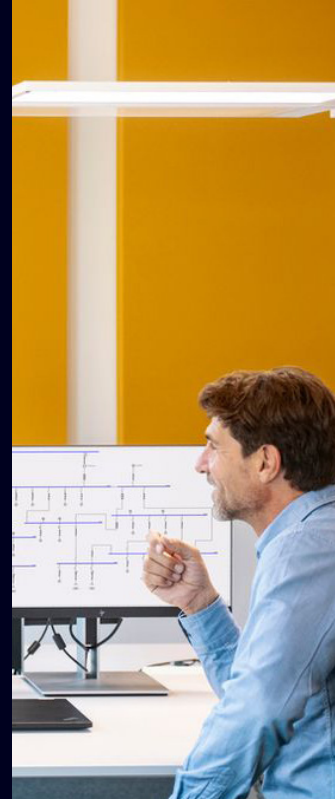
Siemens' main activities

Digitalization, automation, and sustainability drive our growth and promote decarbonization, resource efficiency and circularity, offering different innovative solutions such as:



Digitalization: Through the systematization and intelligent use of information, we promote efficient resource management in production activities.

Consulting: With the support of our experts, we facilitate the precise identification of needs to configure ad-hoc services and products.



Smart buildings: Adaptable and people-centered, this technology prioritizes the use of primary energy sources and reduction in water consumption.

Intelligent power distribution: Our wide range of hardware and software allows us to meet the demand, ensuring resilience and continuity of operations.



The market sectors we serve can be grouped into the following categories:

- Food and Beverages.
- Automotive.
- Chemical.
- Agriculture.
- Energy Utilities.
- Data Centers.
- Cities.
- Mining.



Smart grids:
Intelligence applied to grids fosters opportunities to reduce energy losses, in addition to providing autonomy in the management of decentralized schemes.

Energy efficiency:
By promoting more efficient energy management, it is possible to reduce energy consumption and the consumption of materials inherent in operations.



Transmission and automation: The application of these technologies allows significant savings in time, space, and money.

Grid Edge Technology:
Facilitates the integration of renewable energies into local energy supply and generation.



Research and development

Technology has become an ally for companies and individuals, enabling them to enhance their development and improve their quality of life. Globally, our research and development (R&D) activities result in innovations that expand the company's patent portfolio, evaluated in terms of sustainability, and aligned with the Sustainable Development Goals (ODS).

At Siemens Mexico, our R&D activities strengthen our competitive advantage and create sustainable solutions that optimize the operations of the industrial ecosystem.

We currently have three R&D centers located in Nuevo León, Querétaro, and Chihuahua, focused on improving local products and collaborating on special projects for new technologies at a global level.



We drive technological innovation to solve the challenges of companies, industries, and society with a two-pronged approach: digitalization and sustainability.

Our contribution to community development

Our work is aligned with the Sustainable Development Goals of the 2030 Agenda. Technological development, a key factor in improving quality of life, is driving the current fourth industrial revolution, transforming all areas of society.

Evaluation of our contribution to social development

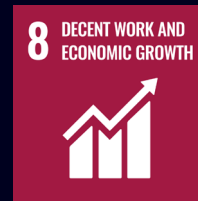
Siemens has developed a methodology to measure our contributions to society: Business to Society®. This tool allows us to assess progress in several dimensions, such as strengthening the economy, developing jobs and skills, driving innovation, protecting the environment, and improving quality of life.

Based on the World Business Council for Sustainable Development (WBCSD) Impact Measurement Framework, this methodology quantifies the social impact of our activities in six areas: boosting the economy, fostering

skills and employment, promoting innovation, protecting the environment, improving quality of life, and shaping social change.

These areas address economic and social aspects, as well as climate and environmental issues. Through our sustainable portfolio and operations, leadership, and commitment to corporate citizenship, we can clearly influence the achievement of the Sustainable Development Goals (SDGs) and generate lasting value for our clients and the communities in which we operate.





Contribution to the achievement of the Sustainable Development Goals

SDG 3: We promote the health and safety of our employees through the EHS area, setting ambitious goals and participating in health-related community activities.

SDG 4: We facilitate learning opportunities for our employees and promote STEM careers among young people through Corporate Citizenship activities and educational programs.

SDG 5: We promote gender equality and access to development opportunities for women through initiatives such as the GLOW Leaders Lab and the Gender Equity Program.

SDG 7: We develop technologies and solutions for energy distribution that enable decarbonization and access to clean energy, reducing the environmental impact of our operations.

SDG 8: We contribute to sustainable economic growth and productive employment through the New Normal Model of Work, allowing remote work when practical and justified.

SDG 9: We support sustainable industrialization and innovation in electrification, automation, and digitalization, helping our business partners along the entire value chain.

SDG 11: We work with authorities to deliver infrastructure solutions that make cities more efficient, sustainable, and resilient, promoting inclusion and prosperity.

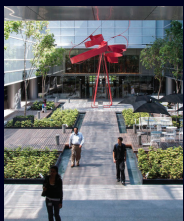
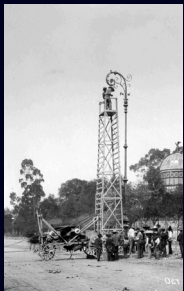
SDG 12: We commit to use resources responsibly and move towards a circular economy, reducing waste and using secondary materials.

SDG 13: We commit to be carbon neutral by 2030 and collaborate with our customers to achieve their decarbonization goals, aiming for a CO2 neutral supply chain by 2050.

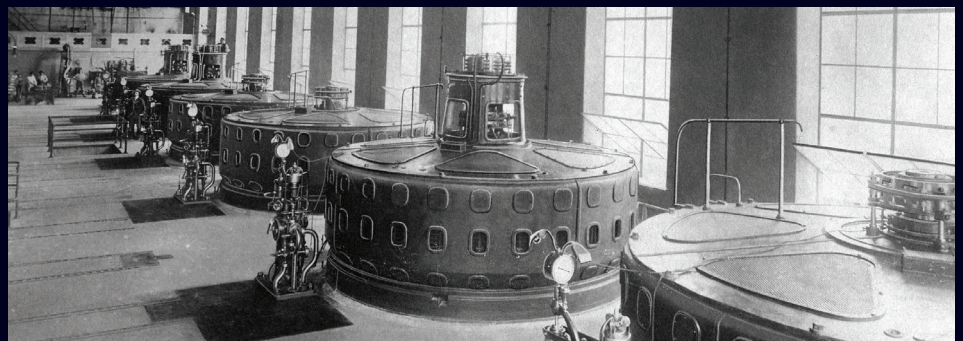
SDG 16: We ensure that our operations comply with integrity norms and standards and promote the Siemens Integrity Initiative to combat corruption and fraud.

SDG 17: We recognize the importance of partnerships for sustainable development, collaborating with companies, authorities, chambers of commerce, ONGs and academia to address social, environmental, and economic challenges.

130 years of Siemens in Mexico: a look back in our history



Siemens México



More than 175 years ago, Siemens was born in a workshop in Berlin with just ten employees. The company, originally called Telegraphen-Bauanstalt von Siemens & Halske, evolved into Siemens AG, a global powerhouse in technological innovation, quality, and reliability.

In 1894, Siemens & Halske opened their first office in Mexico City, marking the beginning of a long and incredible history. Learning about the events and people that are part of Siemens' trajectory in Mexico allows us to see the progress we have made and to understand the context in which we have contributed to the growth of our company and the stakeholders we serve.

Throughout time, we have been an emblem of innovation in the fields of mobility, steam energy, combined cycles for mining and hydroelectric power plants, energy distribution in a large part of the national territory, automation, and digitalization of the industrial sector.



We are present in the states of Nuevo Leon, Chihuahua, Querétaro, and Mexico City with 4 plants and a logistics services center in Jalisco; 3 research and development centers; sales offices and our corporate headquarters in Mexico City.

Considering the invaluable work of our more than 6,000 employees and the preference of our customers - in addition to our investments in research and development - we reaffirm our commitment to the progress of Mexico, based over time on sustainable operations, job creation and the training of highly competent professionals.

Milestones of Siemens' participation in Mexico

1894

Start of operations in Mexico City:

In August 1894, Siemens began operations in Latin America with the opening of the first technical office in Mexico City, quickly achieving a great impact by illuminating the Paseo de la Reforma.

1903

Development of the Necaxa hydroelectric complex:

Between 1903 and 1905, Siemens built the Necaxa hydroelectric complex in Puebla, which is still producing power today.

1897

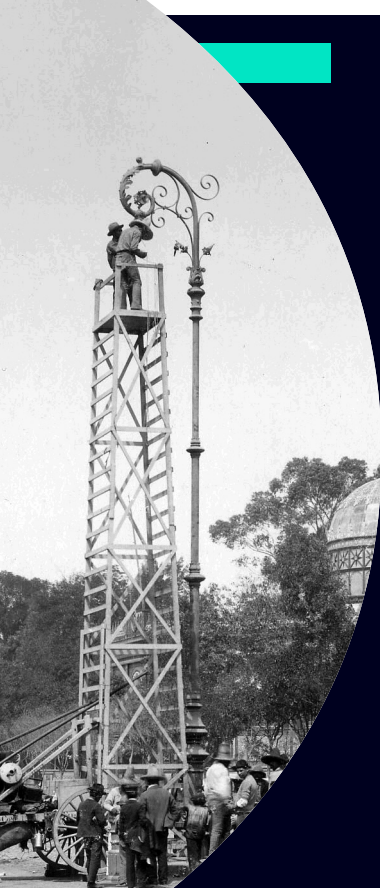
- Electrification of the first power plant in Mexico City:

In 1897, Siemens built the first steam plant and the electric street lighting system, modernizing the city with 800 lamps.

1913

- Railroad electrification in Pachuca:

In 1913, Siemens electrified a railroad line in Pachuca, Hidalgo, initiating operations of the first electrified railroad in Mexico.



1921

Equipment of hydroelectric plant in Malinalco:

- In 1921, Siemens equipped the Rio Alameda Hydroelectric Plant in Malinalco, State of Mexico, with advanced technology, which went into operation in 1923.

1960

Construction and equipment of thermoelectric power plant in Poza Rica:

- Between 1960 and 1961, Siemens designed and built the Poza Rica Thermoelectric Power Plant in Veracruz, to boost new and existing industries in the area.

1923

- Refinery modernization in Jalisco:

In 1923, Siemens modernized the electrical and instrumentation system of a refinery in Jalisco, achieving an important breakthrough for the oil industry.

1963

- Engine production and sustainable solutions in Guadalajara:

Since 1963, the Pinsa mill in Guadalajara produced electric motors for North America and, at La Tijera, sustainable processes were implemented in motor production.

1987

Energy innovation in Querétaro and first magnetic tomograph:

● In 1987, Siemens innovated in low and medium voltage switchboards in Querétaro and installed the first photon emission tomography at the Military Hospital.

1992

Construction of the highest hydroelectric plant in Latin America in Nayarit:

● In 1992, Siemens built the Aguamilpa Solidaridad Dam in Nayarit, with a 187 m high curtain.

1989

● Development of light rail systems in Guadalajara:

In 1989, Siemens supplied systems for the modernization of transportation in Guadalajara with the Light Rail System.

2001

● Productive excellence in Zapopan and the fastest switch in the world:

In 2001, Siemens doubled production in Zapopan and launched the Fusesaver to protect overhead networks.

2005

Technological strengthening in Guanajuato and security in Monterrey:

In 2005, Siemens incorporated innovations in Guanajuato and strengthened security in Monterrey.

2007

Equipping of steel plant in Monclova and start-up of operations in El Marqués:

In 2007, Siemens modernized the steel plant in Monclova and began operations in El Marqués, Querétaro.

2006

Interoperability in Oaxaca and national electrical interconnection:

In 2006, Siemens built an interoperable substation in Oaxaca and renovated the national electricity infrastructure.

2011

Construction of hydroelectric plant in Jalisco and power plant in Sonora:

In 2011, Siemens built the La Yesca hydroelectric plant in Jalisco and a combined cycle plant in Sonora.

2012

Effectiveness in energy supply:

- In 2012, Siemens installed its first SGT-750 turbine in Mexico and encapsulated hydrogen to strengthen energization.

2015

Automation and energy infrastructure:

- In 2015, Siemens worked at the Buenavista del Cobre mine and built 8000H turbines in Mexico.

2019

Strong and diversified presence:

- In 2019, Siemens introduced an SGT-800 gas turbine in Mexico City, installed a Magnetom Vision at UNAM and supplied power generation packages to MODEC.

2013

- Consolidation of alliances and new partners:

In 2013, Siemens modernized CFE substations, equipped a jack-up at Nuvoil and collaborated in a gold mine in Zacatecas.

2017

- Reliable supply in Mexico City and pipeline network:

In 2017, Siemens modernized the electrical infrastructure in Mexico City and delivered gas compressors to Fermaca.

New investments 2024

During 2024 Siemens will invest 2,000 thousand million pesos in the opening of new factories such as ITESA 4 in Ciudad Juarez, Kaizen in Queretaro and Mitras in Monterrey.

This tour reflects Siemens' commitment and innovation to support Mexico's transformation and sustainability, driving decarbonization, energy efficiency and resource conservation.



Our strategy

As a technology-focused company, the strong ecosystem in which we operate together with our partners and customers drives us to strengthen our market position and continue to open new opportunities for the future.

Strategic priorities

In order to establish a shared vision to guide our company's day-to-day actions, Siemens has defined four strategic priorities based on sustainability as an integral business principle.



Customer impact: identify our customers' needs as early as possible, ideally before they themselves are aware of them.



Technology with purpose: Innovative technology has been at the core of Siemens for more than 175 years and will continue to be part of the future.



Strengthening and empowering people: empowering our customers, partners, and employees to make the most of their capabilities.




Growth mindset: to continue to grow and learn with verification, adaptability, curiosity, and resilience.

Sustainability and the DEGREE framework in our strategy

We integrate ESG (environmental, social and governance) criteria into the DEGREE sustainability framework. In environmental terms, we focus on decarbonization and resource efficiency, with initiatives such as solar energy systems and annual supplier assessments. Socially, we promote equity and employability,

with gender goals and development programs. In governance, we do business and base our decisions on ethical values and ensure the corporate responsibility of suppliers. This comprehensive approach seeks to lead in sustainability with innovative and responsible solutions.



The sustainability perspective inherent in the DEGREE framework favors the satisfaction of the needs of our stakeholders, with whom we collaborate towards the universal goal of preserving the planet.

Sustainability Management

To identify the environmental impact of our operations and achieve a positive balance in economic, ecological and social effects, we have integrated sustainability into our strategy, processes and daily relationships. This enables us to effectively address

environmental challenges. Following Siemens' global guidelines, we have established guidelines to improve our operational capabilities and the quality of performance of everyone in the organization.



By incorporating practices aligned with the DEGREE sustainability framework and the SDGs into our strategy, we seek to become agents of positive change in the world.

Materiality assessment

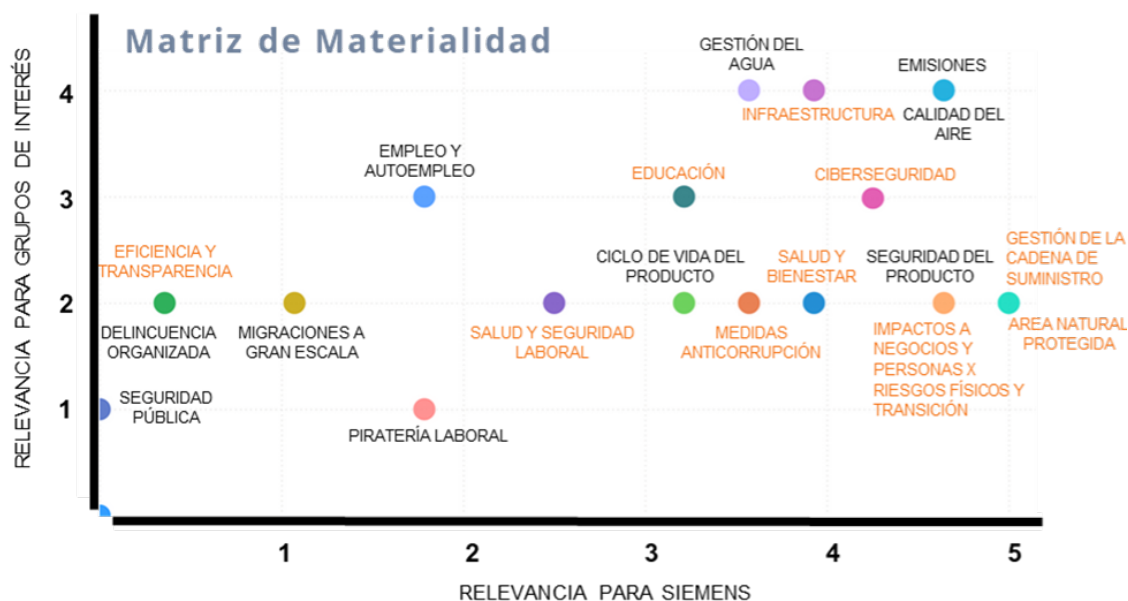
The materiality assessment is an essential component of our sustainability strategy, as it allows us to identify and prioritize the most relevant aspects that can drive the company's performance.

Following the methodology of the Global Reporting Initiative (GRI), we conducted this study with information available from secondary sources, i.e., without obtaining direct opinions from stakeholders. The objective was to identify, from a Corporate Citizenship perspective, the key areas of action with the potential to influence the company's decisions.



Method for the materiality assessment of Siemens Mexico

- Understanding the organization and its environment: Analysis of general organizational information and regional trends in Mexico.
- Stakeholder engagement: Identify resources on regional and local needs and key sectors served by Siemens.
- Analyze results and identify relevant issues: Explore and integrate priority and relevant issues.
- Elaboration of materiality matrix: Create the matrix based on relevance for stakeholders and criticality for markets.
- Results of the Materiality Study: 20 material aspects were identified, highlighting 10 main aspects aligned with Siemens' initiatives to benefit society:



Issues aligned to core strategic areas:

Education, efficiency and transparency, community health and wellness, occupational health and safety, supply chain management, protected natural areas, infrastructure, and impact to businesses and people due to physical risks and transition.

Cross-cutting issues in all initiatives and processes:

Actions in favor of cybersecurity and anti-corruption actions.

The material issues identified in Siemens Mexico mostly converge with those described in the materiality study set out in the Siemens AG Sustainability Report 2023.

Our approach to sustainability

Relevance of sustainability at Siemens Mexico

We are firmly committed to sustainability, implementing actions and strategies that promote solutions that are economically viable, environmentally friendly and contribute to social well-being.

From design to final use, the products, and solutions we offer are conceived to promote sustainability, respecting the environment, and generating well-being for customers and society.

Our strategies, culture, processes, and guidelines are aligned with the Sustainable Development Goals (SDG) and our global sustainability framework DEGREE, reflecting a comprehensive commitment to sustainability.

Implementing sustainability in our governance

In Siemens Mexico, our CEO is the most responsible for sustainability issues, such as the execution of the DEGREE framework and the due diligence process on sustainability risks. These and other related regulatory requirements are fulfilled with the support of the Sustainability Manager for the Region, in addition to the involvement of the Sustainability Board.

Sustainability is an essential factor to guarantee the harmony of our actions with the preservation of the environment and the construction of a promising future for society.

Siemens Mexico's actions in support of sustainability

Global Monitoring

- Implementation of the Global Carbon Monitoring Program by Siemens Real Estate (SRE) to measure resource consumption in key locations such as Dos Patios, Balvanera, ITESA and Santa Catarina.
- Use of smart meters for electricity, gas, and water to promote transparency in resource consumption.
- All energy data is stored in the Siemens Navigator platform for tracking and analysis.

GAVATAR Platform

- Implementation of the GAVATAR platform that combines consumption data with carbon factors to calculate key energy and carbon-related indicators in Siemens Mexico's building portfolio.

I-RECs Certificates

- Acquisition of I-RECs certificates to guarantee that a proportion of electricity consumption comes from renewable sources in Mexico.
- Acquisition of 33,744 certificates in 2023, representing 33,744 MWh of renewable electricity.

Renewable Energy

- Agreement with ENGIE (a French capital group that carries out activities in the areas of electricity generation and distribution, natural gas, oil and renewable energies) for the delivery of biogas in locations such as Balvanera and Ciudad Juárez, with the construction of plants planned for the end of 2025.
- Installation of photovoltaic plants in Santa Catarina and Balvanera factories to produce their own electricity.

Electric Vehicle Charging

- Implementation of charging stations for electric vehicles in locations such as Dos Patios, Balvanera and Santa Catarina.

Decarbonization Strategy

- Decarbonization project to achieve a portfolio of carbon neutral buildings by 2030, with drivers such as space reduction, sustainable developments, green leasing and energy efficiency projects.

Alliance to promote sustainability

We recognize the importance of working closely with stakeholders to address sustainability challenges, which is why we maintain a constant dialogue with employees, customers, investors, suppliers, communities, government entities, the media, ONG, companies, and academic institutions.

We actively participate in Chambers and Associations where our executives hold relevant positions, contributing to sustainability in line with our business activity.



Likewise, within the industrial community in which we operate and, in an effort, to generate synergies to make Mexico a more sustainable and sustainable country, as part of our Zero Waste initiative we collaborate with CIMEF, a company dedicated to the management, collection and commercialization of industrial waste and residues.

ORGANIZATIONS	AREAS - AFFILIATED UNITS
CONCAMIN Confederación de Cámaras Industriales	Corporate
CAMEXA Cámara México-Alemana	Corporate
CANAME Cámara Nacional de Manufacturas Eléctricas	Corporate
CEEG Consejo Ejecutivo de Empresas Globales	Corporate
CEQ Clúster Energético de Querétaro	Smart Infrastructure - Control Products
SUMe Sustentabilidad para México	Corporate - SRE
IMEI Asociación Mexicana del Edificio Inteligente y Sustentable	Smart Infrastructure - Building Products & Systems
AMERIC Asociación Mexicana de Empresas del Ramo de Instalaciones para la Construcción	Smart Infrastructure - Electrical Products
CONAPC Consejo Nacional de Protección Contra Incendios	Smart Infrastructure - Building Products & Systems
UNCE Unión Nacional de Constructores Electromecánicos	Smart Infrastructure - Digital Grid, Electrical Products, Distribution Systems
ADI Asociación de Desarrolladores Inmobiliarios	Smart Infrastructure
ADC Asociación de Data Centers	Smart Infrastructure - Electrical Products
AMENEER Asociación Mexicana de Empresas de Eficiencia Energética	Smart Infrastructure - Energy Performance and Services
EMA Electro Movilidad Asociación	Smart Infrastructure - e-MOB
CONACOME Confederación Nacional de Asociaciones de Comerciantes de Material y Equipo Eléctrico	Smart Infrastructure - Electrical Products
AD Affiliated Distributors	Smart Infrastructure - Siemens USA Electrical Products

Recognition and distinctions in sustainability

The global recognition of our company is reflected in the results achieved in various external ratings. These ratings boost activity in all regions and businesses that make up Siemens AG and also promote the transparency and comparability of our sustainability performance to customers and investors.

The results of such public evaluations in ESG fields are a relevant source of information that provides us with insights to improve the way we approach sustainability.

In addition to satisfying the requirements for participation in the FTSE4Good Index Series and the Euronext Vigeo Europe 120 Index, Siemens' globally sound sustainability is confirmed by the following ratings, which were achieved in fiscal 2023.

In addition to our contribution to the global ratings, Siemens Mexico participates in processes to obtain certifications, distinctions, and external rankings as a way of measuring our performance against similar companies and competitors.

For more than 15 consecutive years, we have obtained the ESR (Socially responsible company) distinction, awarded annually by the Mexican Centro Mexicano para la Filantropía, which publicly recognizes the commitment and results of our corporate social responsibility practices, complying with environmental, social, and corporate governance (ASG) criteria.

Reaffirming our commitment to establish operations in properties that meet the highest sustainability standards, our headquarters for the region is located in Corporativo Dos

Patios, a LEED Gold (Core & Shell) and LEED O+M (Operations & Maintenance) certified building. In addition, our own office is LEED Gold certified (Commercial Interiors).



Rating Measurement Approach	Highlights
 <p>MSCI ESG Rating</p> <p>Long-term ESG risk resilience, ranging from AAA (leading) to CCC (low)</p>	<p>AAA/AA leader for 7 years</p>
 <p>ISS ESG Corporate Rating</p> <p>Assessment of ESG risks, opportunities and impacts in the value chain, on a scale of D- to A+.</p>	<p>Prime category, best rating in our industry</p>
 <p>Sustainalytics' ESG Risk Ratings</p> <p>Exposure to industry-specific ESG material hazards and their handling</p>	<p>Robust Carbon-Products and Services risk management</p>
 <p>S&P Global CSA and Dow Jones Sustainability Index</p> <p>Both industry-specific and financially relevant sustainability criteria</p>	<p>More than 20 years in the Dow Jones Global Index</p>
 <p>EcoVadis</p> <p>Sustainability in the supply chain to drive performance and compliance</p>	<p>Gold medal, top 1% of the evaluated companies</p>
 <p>CDP Climate Change Rating</p> <p>Environmental impact management, support for global outreach</p>	<p>More than 10 years as a leader in the A/A- level of climate change.</p>

Governance


We recognize the importance of maintaining an active commitment to ethical issues related to sustainability. This involves being accountable for our environmental impact and upholding human rights.

We know that our business practice is crucial in our relationship with stakeholders, and we work to earn their trust through compliance risk prevention and binding standards of conduct for our employees and throughout the value chain.

Siemens has zero tolerance for corruption and other breaches of applicable law and our Business Conduct Guidelines. For us integrity matters – always.

Practices to ensure effective governance

Because our presence is global and there is a diversity of legal, political, and cultural environments in which we operate, we recognize the complexity of the business environment we face and adapt our compliance activities according to the regulations of each locality.

A man and a woman are smiling and taking a selfie with a smartphone. The man is holding the phone up. They are standing in front of a background of concentric circles in shades of blue and green. The woman is wearing a yellow top, and the man is wearing a light blue t-shirt.

Ethics is at the heart of Siemens governance. It is the pillar that guides our activities and processes towards responsible, fair and transparent performance.



With our customers:

- We fight corruption and promote fair competition, following standards such as the UN Global Compact and the OECD Anti-Bribery Convention.
- Our “Code of Business Conduct” guides both our internal performance and our relationships with customers.

With our suppliers:

- We approach sustainability in the supply chain with a “prevent-detect-respond” approach, which includes signing the Code of Conduct, carbon assessments and external audits.
- Our suppliers must respect the fundamental rights of their employees, as well as adhere to safety, health and environmental protection standards and demonstrate zero tolerance for corruption.



With our collaborators:

- We have zero tolerance for corruption and other infractions.
- All our employees are required to comply with the Siemens Ethical Principles and are continuously trained on compliance issues.

In Social Action:

- We fund projects to combat fraud and corruption, such as the education project with UNODC.
- This project is implemented in Pakistan, Kenya, and Mexico, and seeks to promote ethical decision making and train employees as “ethics ambassadors”.



In Environmental Action:

- We have mandatory internal principles for environmental care.
- We develop programs to reduce GHG emissions and promote resource efficiency, with a focus on environmentally conscious decision making.

Our management team

The excellence of our company is a team effort. Formulating and carrying out a coherent strategy to meet the objectives with a global vision is possible, since our managers dedicate all their capacity and commitment to jointly respond to the challenges of the organization.

This synergy approach is crucial in the culture of Siemens México, Centroamérica y El Caribe, where Alejandro Preinfalk and Hanne Casasola -CEO and CFO, respectively- are responsible for the strategic management of the business.

The management team responsible for the key areas in Siemens México, Centroamérica y El Caribe are:



Alejandro Preinfalk

CEO Siemens México, Centroamérica y El Caribe; Vice President, Digital Industries for Siemens México, Centroamérica y El Caribe



Hanne Casasola

CFO for Siemens México, Centroamérica y El Caribe



Marco Cosío

Vice President of Smart Infrastructure for Siemens México, Centroamérica y El Caribe



Juan Carlos Maroto

Chief executive officer and Chief executive officer of Legal for Siemens México, Centroamérica y El Caribe



Juan Carlos Díaz

Chief executive officer of People & Organization for Siemens México, Centroamérica y El Caribe



Valeria Rivera

General Communications Director for Siemens México, Centroamérica y El Caribe



Ramón Del Valle

Director of EHS for Siemens México, Centroamérica y El Caribe

Ethics and compliance

Compliance system at Siemens

Siemens Internal Guidelines:

- Our Business Conduct Guidelines establishes principles and rules for the actions of managers, employees and business relationships.
- Our Compliance Officer, with the support of his team and managers, coordinates activities to ensure compliance with the code and laws. ensure compliance with the code and the law.
- Our focus areas are: corruption prevention, money laundering, competition law compliance, data privacy, export control, collective action and human rights.

Compliance Case Management:

- Whistleblowing channels: we have a "Tell Us" whistleblowing reporting line and an Ombudsperson, to file complaints or reports.
- Case management: includes internal investigations and disciplinary action if violations are detected.
- Whistleblower protection: we have a zero-tolerance policy for retaliation and internal rules and policies that prohibit the punishment of honest complainants.



At Siemens México, Centroamérica y El Caribe we demonstrate our commitment to human, environmental and social rights through the application of strict due diligence processes.

Human rights

At Siemens we have an unrestricted commitment to safeguarding and respecting human rights, which is why we employ risk management programs and procedures throughout our value chain.

The principle of respect for human rights is rooted in the NU 2030 Agenda and the SDG, as well as in international standards such as the OCDE guidelines and the NU Guiding Principles on Business and Human Rights.

Our DEGREE sustainability framework guides our human rights actions in the areas of Ethics, Governance, Equity and Employability, with metrics covering operations, supply chain and customer actions.



Procedures and Tools:

We use the ESG Radar tool for human rights due diligence from an early stage, identifying potential adverse impacts and taking precautions to prevent violations.

Our Code of Conduct establishes binding principles for employees, customers, and external partners, and focuses on respect for human rights.

Actions in the Value Chain:

- In the workplace: We promote equal opportunity, prohibit discrimination and harassment, and apply diversity principles.
- In business decisions: The ESG Radar tool assesses risks before entering into contractual agreements, ensuring ethical practices.

- In the supply chain: Suppliers adhere to the Code of Conduct and undergo self-assessments and audits to identify and correct deviations.

Building supportive ties is key to support the protection of human rights, which is why we have created a platform to deepen this issue in the dialogue with peer companies in the group.

Siemens AG is a member of the Global Business Initiative on Human Rights (GBI) and is represented in the European Business and Human Rights Peer Learning Group, which belongs to the UN Global Compact Network, and in Mexico we collaborate with the Alliance for Integrity to promote best practices and training in human rights.



Sustainable supply chain practices

Supplier selection and control

Our supplier management process includes clear criteria for supplier evaluation and selection, allowing us to act swiftly in the event of identifying any sustainability risks and counteracting them, as in the case of products and services with carbon footprints.

Supplier Management Process:


- Rigorous evaluation and selection of suppliers with clear criteria, allowing us to act quickly in the face of sustainability risks and to counteract them.
- Consolidated information on the SCM Sustainability Platform, accessible to all Siemens purchasing departments, facilitating uniform assessments across the company.

Supplier Evaluation:

- CRSA self-assessments as part of supplier qualification, regularly reviewed and updated according to standards and regulations.
- Quality and sustainability audits, conducted by internal and external specialists, to evaluate the sustainable performance of suppliers.

Requirements and Training:

- Adherence to the Code of Conduct or equivalent accepted by Compliance Siemens as a requirement for supplier registration.
- Safety training in accordance with EHS Department guidelines as part of the supplier onboarding process.



Sustainable practices of Siemens Mexico

The actions we take are in full compliance with the Company's global provisions. To ensure a solid connection with other sustainability activities, we have defined three topics that play an important role in our supply chain practices:

Environmental Protection:

- We conduct a carbon footprint analysis of each supplier to monitor and reduce CO2 emissions.
- We monitor waste management to ensure environmentally responsible practices.

Responsible Resource Acquisition:

- We conduct research into sources and uses of minerals and other resources with large carbon footprints, aligned with Siemens' global policy.

Respect for Employee Rights:

- We ensure occupational health and safety monitoring of suppliers' employees by EHS experts, in collaboration with supply chain management.

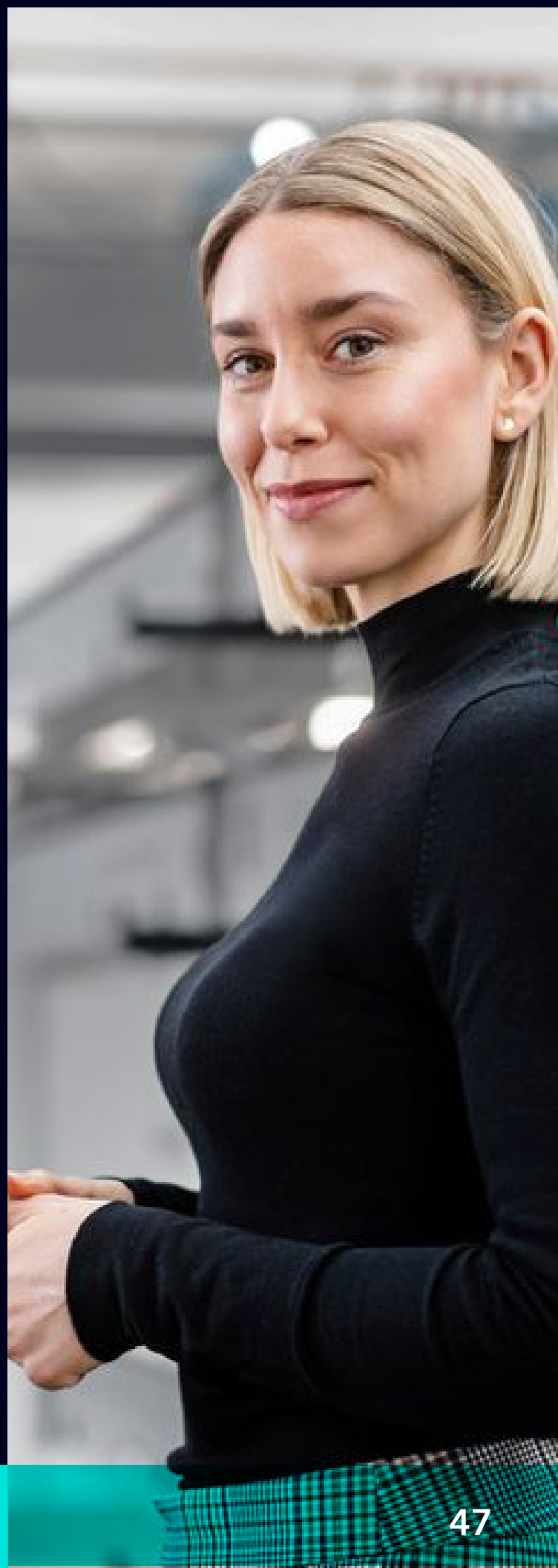


Cybersecurity and data privacy

At Siemens Mexico, we consider cybersecurity a top priority for both us and our customers. It is essential to comprehensively protect all our solutions and services to neutralize potential cyber-attacks, both internal and external.

Within our DEGREE sustainability framework, we approach cybersecurity from an ethical perspective, promoting understanding and awareness of this topic. The Cybersecurity area provides resources for employees to access communications, internal training, publications in social networks and online training.

To ensure cybersecurity, we maintain close collaboration between the Cybersecurity area and the business units. The team's objectives include the identification of critical assets, the development of suitable protection concepts, the safeguarding of IT and OT infrastructure, as well as the protection of products and services offered in the market. In addition, we participate in the global PSS (Product Solution Security) initiative to minimize cybersecurity risks for our customers.



Actions for the protection of personal data

We are committed to the protection of personal data. This commitment is reflected in the creation of a global Data Protection Management System that protects the personal information of our customers, partners and collaborators and considers the following aspects within the system as essential:

- **Privacy Policy:** All Siemens websites, solutions and digital products include a data privacy policy statement, which informs about the processing of information and the rights of users.
- **Binding internal rules:** Transfers of personal data within the Siemens Group are regulated by the Binding Corporate Rules on Data Protection (BCR), ensuring a high standard of protection.
- **Partner and supplier audits:** Prior to entering any business dealings, Siemens conducts audits of partners and suppliers, requiring their adherence to the company's data protection standards by contract.
- **Data protection in products and solutions:** The processing of personal data at Siemens is carried out within contractual terms, which set out how the information is handled and any transfers to third parties.
- **Documentation and control:** Processes and security standards related to information processing are documented in the Processing Activity Log and are subject to regular controls to ensure compliance.
- **Incident handling:** Siemens has global processes in place to address data privacy and cybersecurity incidents, using central reporting channels to inform relevant stakeholders of any breaches.

Data protection violations

We have a global process for dealing with data privacy incidents called the Data Privacy Incident Process, and for cybersecurity incidents we have the Cybersecurity Incident Response Process, for which we use central reporting channels to inform relevant stakeholders.



Our Commitment to the Environment

We recognize the urgency of addressing global environmental challenges and are committed to leading meaningful change. In line with our DEGREE sustainability framework, we have moved toward an integrative vision to mitigate the environmental impacts of our operations and products.


Siemens environmental management system

Globally, the Environmental Protection area develops programs to support the different businesses in the reduction of GHG emissions within the operations, as well as to promote resource efficiency. In Mexico, thanks to the support of our EHS and sustainability experts, we ensure compliance with these programs and corporate guidelines.

We have established rigorous environmental policies and protection standards that not only govern our operations, but also apply to our suppliers and external partners. These policies emphasize the importance of avoiding activities that could negatively affect local

biodiversity and implementing measures to protect water resources, especially in vulnerable areas. In addition, guidelines are established to manage and reduce CO2 emissions and minimize the generation of waste sent to landfills.

To evaluate our environmental management results, in addition to strict adherence to environmental regulations through the updating of environmental legal requirements matrices, we monitor environmental indicators through various tools, SESIS (Siemens Environmental and Safety Information System) and GAVATAR.



Decarbonization and resource efficiency are the pillars on which we base our strategies and actions to contribute to the preservation of the environment.

Our employees and environmental protection

Another fundamental pillar of holistic environmental protection is the involvement of our employees. Stimulating their knowledge and sensitivity in this area is, in addition to being a central aspect of Siemens' code of conduct, a shared responsibility throughout the organization.

In this perspective, during 2023 we developed an extensive local training program consisting of volunteer activities, trainings, workshops, and talks, with a total of nearly 8.500 participants.

During Earth Month 2023, the Ecochallenge was held, which included 65 actions aligned with the SDGs. Our employees and their families carried out more than 1710 eco-actions. Of particular note were the replacement of 115 traditional light bulbs with energy-saving bulbs, the planting of 24 trees and the saving of more than 804 gallons of water. In addition, the "Siemens X the Environment" newsletter was launched during World Environment Day, providing information on how Siemens technology contributes to the preservation of the environment and other sustainability issues.

Climate action

Siemens has developed comprehensive environmental management strategies to systematically reduce its footprint along its entire value chain. These initiatives include climate neutrality, eco-efficiency, circular economy, and biodiversity protection.

We are committed to green agreements that promote sustainable development, and its focus on the circular economy encompasses the reduction, reuse, recycling, and recovery of materials.

We use eco-design to optimize technological compatibility with the environment, while biodiversity footprint assessment complements sustainability actions. In addition, we strive to prevent pollution through environmental standards and criteria, addressing occupational health, safety and environmental aspects through its EHS program.



Decarbonization initiatives

Decarbonization is the top priority in Siemens' DEGREE sustainability framework. The company has implemented actions to sustainably reduce greenhouse gas emissions, with the ultimate goal of achieving zero net CO2 emissions to mitigate climate change, protecting the most vulnerable sectors and without harming the economy.

At Siemens Mexico, we have implemented various strategies to reduce CO2 emissions and achieve climate neutrality by 2030. This includes actions such as monitoring electricity consumption, increasing the use of renewable

energy, installing solar panels and replacing traditional technologies with clean ones.

In addition, we are taking measures in the supply chain, such as the introduction of electric vehicles, changes in packaging, and the evaluation of suppliers in terms of their carbon footprint. Siemens is also collaborating with various organizations on environmental projects, such as reforestation, recycling, and volunteer activities to preserve the environment and promote sustainability.

Resource conservation

We recognize the importance of improving resource efficiency, which is why we have worked to increase resource productivity and move toward a circular economy, where resources are recycled and reused rather than simply discarded. This sustainable approach not only reduces environmental impact, but also maximizes the company's bottom line.

Initiatives to improve efficiency in the use of resources

We carry out activities to reduce the amount of waste sent to landfills, eliminate single-use plastics in production processes, and reuse materials in packaging and storage. We also ensure the treatment and reuse of large volumes of water. These actions are aligned with the goal of achieving zero waste to landfill and promoting the reuse of resources throughout the region.



Initiatives to improve energy efficiency

We implemented several initiatives to improve energy efficiency in our Mexican operations:

- Installation of photovoltaic systems in two factories, generating 815 MWh/year of renewable electricity.
- Gradual replacement of fluorescent lighting with LED technology to reduce electricity consumption.
- Conducting energy diagnostics and assessments in all factories to identify areas of high consumption and implement reduction measures, such as replacing gas with hydrogen in paint ovens.
- Scheduling of monthly inspections to verify energy efficiency and raise staff awareness of energy consumption and savings.
- Modification of the central air conditioning system to reduce energy consumption by adjusting the temperature range.
- Training of collaborators to reduce electricity consumption of the equipment used.

Initiatives to improve water consumption efficiency

We carry out actions to improve water efficiency at our facilities in Mexico, including monthly environmental inspections, water-saving pre-diagnostics, installation of additional meters, and water reuse in different processes. In addition, we made infrastructure improvements in the cafeteria and restroom areas to treat and reuse water, as well as generated awareness and training programs to promote responsible water use.

These actions are part of the "Serve the Environment" environmental program, which seeks to reduce negative environmental impacts at all Siemens sites, contributing to the protection of resources and the climate, and generating benefits for customers.

Product management

Aware of the effect that product design has on the environment, we place high importance on the potential long-term impact of our portfolio, so ensuring the environmental compatibility of the products and solutions we develop is a key priority.

We are committed to design our offerings in an environmentally conscious and circular way.



Waste management

Waste management is one of the greatest challenges we face, as it involves an arduous process that begins with its generation and collection, through to its disposal or reuse.

The environmental significance depends on the type of waste and the method used for its disposal. The treatment of hazardous and non-hazardous waste is further subdivided into material recycling, thermal recovery, thermal disposal, and landfill.

Non-hazardous waste management includes various activities such as pallet disassembly, plastic and glass shredding, metal smelting for steel production, composting of organic waste, recycling of materials such as wood, paper, cardboard, aluminum and PET, and physical and thermal co-processing of inorganic waste. These actions reduce the amount of waste sent to landfills and promote its reuse and recycling.

Hazardous waste management involves various actions, such as neutralization treatment for composting, segregation and treatment of paints, recycling of aluminum oxide, expired chemicals and batteries, use of alternative fuel for incineration, disposal of impregnated industrial rags, treatment for co-processing in filters, physicochemical treatment of water with oil, and treatment for recycling solvents. These measures contribute to reducing environmental impact and promote safety in waste management.

We have implemented strategies to reduce waste disposal in landfills, such as the 50% reduction target for 2025. With the Zero Waste to Landfill strategy, we have managed to recycle, recover, and reuse close to 95% of usable waste in the region by 2023.

We have also increased our efforts to segregate, sort and reuse waste, and have implemented practices such as the use of returnable pallets and the replacement of plastic with more sustainable materials. In addition, we conducted campaigns to collect and recycle electronic and plastic waste.

These actions aim to reduce environmental impact and promote sustainability in waste management.

Our Social Commitment

The Equity and Employability components of the DEGREE sustainability framework guide the strategies that define our social commitment. We consider this responsibility as a differentiating element, since it promotes the improvement of the quality of life of our employees and, therefore, of the social environment in which we operate.

Ethical standards and corporate

Siemens employees play a key role in the success of the company. Therefore, we seek to foster a culture that ensures the sustainability of both the business and the employability of our team.

Those responsible for the different areas, whether administrative, operational or support, work closely with the People & Organization team to ensure compliance with labor laws and the implementation of the strategies defined by this department. The values and ethical standards that guide us are embodied in the Siemens code of conduct, which establishes the principles and standards of behavior to which we adhere both inside and outside the company.

Our fundamental principles

In order to respect the personal dignity, privacy and rights of all, we have integrated principles to guide the conduct of those who work at Siemens. These are included in our Code of Conduct, the Siemens Human Rights Policy, and the Compliance System. These include the following aspects:

- Human rights.
- Non-discrimination and non-intimidation.
- Freedom of choice of employment.
- Prohibition of child labor and forced labor.
- Fair employment (including adequate compensation and working hours).
- Freedom of association and collective bargaining.
- Occupational health and safety.
- Protection and privacy of personal data.



Focusing on people has led us to achieve a positive impact through concrete actions. We established as an employer brand, promoting equality and inclusion and generating value in society are realities that distinguish us.



Siemens: Employer brand

The goal of the P&O team is to consolidate Siemens México, Centroamérica y El Caribe as the company of choice for attracting and, especially, retaining talent. Through transparent and equitable access to career opportunities for our employees, and the promotion of new technologies to attract candidates, we have fostered the integral development of the organization.

At the end of our fiscal year 2023, the total number of our employees nationwide reached more than 6,300, with 45% women and 55% men. During this same period, more than 1,400 new employees joined the organization, and only 7.5% opted to leave the company. This figure, compared to the market average in the same industry, reflects a low turnover rate.

During our fiscal year 2024, Siemens Mexico ranked No. 1 in the Top Companies Ranking in the 500 to 3,000 employees category, recognizing our culture, values and labor practices. Top Companies is a comprehensive evaluation that recognizes leading companies in a variety of aspects, from corporate culture to job satisfaction.

The richness of our workforce has positioned us as a leader in technology and innovation, with the capacity to respond effectively to sustainability challenges.

Composition of our Head Count

At Siemens Mexico, the distribution of employees by age range in our total workforce is as follows:

34%

18 – 29
years old

18%

30 – 34
years old

26%

35 – 44
years old

16%

45 – 54
years old

06%

> 54 years

The average age of our employees is 35 years old, with a generational diversity ranging from 18 to 65 years old. Currently, we have the active participation of four generations working together, from Baby Boomers to Generations X, Y and Z. This diversity represents a valuable strength in our human capital, fusing the experience and competence of our senior employees with the energy and disruptive ideas of our younger ones.



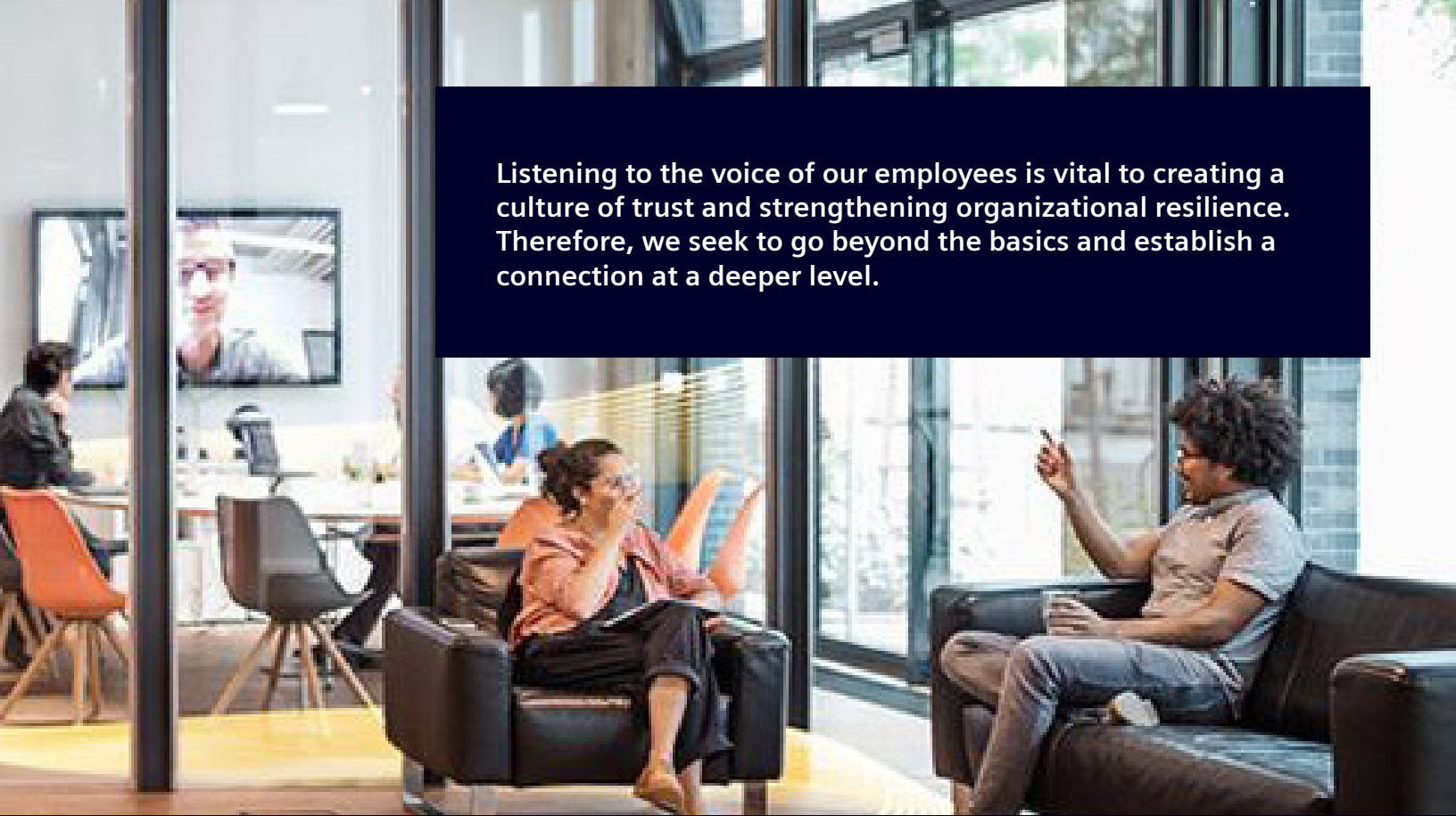


Commitment and satisfaction of our employees

Growth and change are responsibilities that we all share, so to know the status of our performance and the bond we have with our employees, we apply the Siemens Global Engagement Survey (SGES) every quarter.

With a constant and growing level of participation, during fiscal year 2023 we obtained an average participation of more than 95% of our employees, reflecting a very satisfactory result in the areas of loyalty, talent and development.

This survey complements the individual conversations that each employee has with their leaders (Growth Talks) and its results provide valuable information about where our employees are as individuals, team and organization, focusing on our four strategic priorities: Empowered People, Growth Mindset, Purposeful Technology and Customer Impact.



Listening to the voice of our employees is vital to creating a culture of trust and strengthening organizational resilience. Therefore, we seek to go beyond the basics and establish a connection at a deeper level.

Fostering a sense of belonging

At Siemens, we are committed to helping our employees develop their talent and unleash their creativity. We offer them different benefits that include fair remuneration and training and development alternatives so that they can continue to grow in an environment marked by technology and digital transformation.

Main recognition programs

Werner von Siemens Award: Recognizes outstanding global partners, focusing on five categories including customer impact projects, digital development, technology access, people empowerment and transformation projects.

STAR recognition program: Based on the ownership culture, employees are recognized and rewarded for their contributions through individual or team awards, assigned by managers based on values, behaviors, and leadership criteria. Awards can be redeemed for goods or donated to charitable organizations through the STAR platform.



Siemens' success stems from each employee's performance, which we drive through a robust learning portfolio designed to develop their competencies and resilience.

Vocational training and lifelong learning

As part of our commitment to the strategic priorities “Empower People” and “Develop a Growth Mindset,” we promote lifelong learning to create a culture of growth that benefits both our people and the success of the business. Our performance management practices, such as Multisource Feedback and growth conversations based on the Strengthscope® approach, support these strategic priorities.

Within our DEGREE sustainability framework, lifelong learning is placed in the 12th priority “Increase in digital learning hours 25 by 2025”.

At Siemens Mexico, we exceeded this goal in FY2023, with an average of 28.3 hours of digital learning and 29.7 hours of face-to-face learning.

Our My Growth program contains initiatives that guide our managers and employees, offering a wide range of training in technology and other specialties. In addition, the My Learning World platform provides access to 135,000 digital training offers on a wide range of topics that enable competency-based learning.

Career development

Siemens in the region is also committed to providing access to transparent and fair career opportunities. Our talent programs are designed to support the full development of our employees’ potential. We have 7 local development and learning programs targeting different profiles and needs and during FY2023 we have more than 165 participants.

We are committed to train our employees to develop the skills and abilities that allow them to create their best version of themselves and prosper in their professional career by encouraging direct communication with their leaders using different tools.

Growth Talks is an ongoing performance management process that establishes conversations between managers and

employees to align objectives, agree on strategies and constantly monitor development.

Strengthscope®, on the other hand, is a system that focuses on identifying and optimizing individual strengths to improve performance and build a satisfying career.

Identifying strengths brings benefits at the individual, team, and management levels, promoting confidence, motivation, and group effectiveness. In addition, performance appraisals can lead to actions such as assignment to learning and development programs or nomination to senior leadership programs.

Diversity, equity and inclusion

A crucial aspect of Siemens' strategy is the support of Diversity, Equity, and Inclusion (DEI), considered in the three 'E' of our DEGREE sustainability framework: Ethics, Equity and Employability, all three factors benefit the work environment and the development of creative and innovative solutions.

Diversity, Equity & Inclusion strategy

Diversity ensures that we represent the communities in which we operate. Equity ensures that everyone has access to the same opportunities and is treated fairly. And inclusion is how we actively empower the voices of each person.

At Siemens, we value diversity in all its forms, including gender, generations, race, religion, experience, and points of view. We offer flexible and equitable working conditions for all, promoting an environment of inclusion and respect where everyone can contribute fully.



Diversity, Equity, and Inclusion form a substantive part of the ethical responsibility for those of us who work at Siemens.

Talent attraction DEI

At Siemens, we embrace the principles of Diversity, Equity & Inclusion (DEI) in our talent attraction strategies to mitigate potential bias in decision-making.

We aim to attract the best talent and position ourselves as a safe and inclusive employer, offering flexible and adaptive working conditions. To promote the participation of underrepresented groups, in line with priority 9 of the DEGREE framework - which establishes

the inclusion of 30% of women in top management, we are committed to achieving gender parity in all stages of selection and ensuring equal opportunities in the hiring process, in accordance with our policies and regulations.

In FY2023, we hired more than 1,400 new employees, maintaining gender parity and promoting generational diversity in our workforce.

Training and development DEI

At Siemens México, Centroamérica y El Caribe, we promote training and development in DEI through different initiatives:

- My Learning World Channel: We offer more than 4.700 hours of digital learning focused on DEI, including workshops, talks and courses on diversity and inclusion, as well as sign language.
- GLOW Leaders Lab: We accompanied 40 women in a collaborative learning process to develop intra-entrepreneurship projects and close the gender gap, providing access to materials, live workshops, and accompaniment.
- Other training actions: We celebrated DEI commemorations through digital workshops with more than 2.800 participants and we have 4 students in our Labor Inclusion Program.



Love is love



Collaborator-led DEI initiatives (ERGs)

Siemens AG has more than 100 initiatives led voluntarily by employees to inspire commitment to diversity and inclusion in the workplace. Through their actions, these groups contribute to the transformation, innovation, and competitiveness of our business.

The main initiatives underway in Siemens Mexico are as follows:

- Allies for diversity: the ERGs aligned with the business are DI Culture, DISW and Aliades Fábrica Monterrey.
- Allies for Inclusion: our community of allies for inclusion who build a work environment that fosters understanding and accommodation of colleagues with disabilities.
- Belonging days and Playbook: we participate and collaborate in the company's global broadcasts.

Actions for Diversity, Equity, and Inclusion

- **Diversity:** For the inclusion of the LGBTQ+ community, we carry out various activities and events throughout the year, including awareness-raising workshops, commemorative events, and alliances with organizations such as Pride Connection Mexico.
 - **Equity:** We carry out different practices in favor of equity, such as attraction and branding campaigns, participation in hackathons and mentoring programs, in addition to promoting a culture of zero tolerance to workplace harassment.
 - **Inclusion:** To promote the inclusion of people with disabilities in the labor market, we promote opportunities for decent employment through labor inclusion programs and collaborations with partner institutions and organizations.
 - In terms of inclusion with a gender perspective, we have the STEM Mode program, which aims to promote the inclusion of students in STEM areas and encourage their integration into careers with high employability rates and salaries.
 - **DEI Commemorations:** As is the case at Siemens globally, we seek to raise awareness among our employees and strengthen a spirit of tolerance and acceptance by promoting campaigns aimed at informing and acting on the issue.
- Some of the days we promote to raise awareness among our employees on this issue are International Women's Day, International Day for the Elimination of Racial Discrimination, International Day against Homophobia, Transphobia and Biphobia, World Day for Cultural Diversity, International Men's Day, International Day of Persons with Disabilities, among others.
- **Other inclusion actions:** We conduct awareness sessions, establish inclusion committees in each location and use inclusive language in our communication and branding.

DEI Awards

- For the third consecutive year, we received the Human Rights Campaign's 2023 Equity Award.
- The organization Empresas Verdes distinguished us among the 30 most Inclusive companies.
- We were recognized by Pride Connection Mexico as one of the 25 most diverse companies. In the Siemens Mexico Awards we were recognized as "Finalist Awesome Show of Courage".

Occupational health and safety management

We are committed to the well-being of our employees, reflected in our priorities 13 and 14 of the DEGREE sustainability framework. Occupational Health and Safety (OHS) management is fundamental to maintaining their well-being and adaptability.

We work in collaboration with the Siemens global EHS department and have a team of professionals at each location, including occupational health specialists and psychologists, to ensure a safe work environment. We regularly review our OHS system to ensure compliance with internal laws and standards.

OHS practices implemented at Siemens Mexico

In order to anticipate, recognize, evaluate and control occupational health and safety risks, we have developed a series of strategies, programs and practices aimed at informing and sensitizing our employees on this important topic.



Prevention practices

- We have internal civil protection plans, health and safety committees and multidisciplinary brigades - the latter with specialties in evacuation, fire, first aid and psychological first aid - at each location.
- We program and verify the execution of entry and periodic medical evaluations, including specific profiles for our occupationally exposed personnel, as well as internal and external audits to ensure the impeccable execution of medical-preventive services.
- We implemented a digital medical record that serves all locations, with measurement and statistical standards to report the health status of the organization.
- We carry out health campaigns according to the needs of each locality detected in health diagnostics in accordance with NOM 030, as well as permanent preventive campaigns including vaccination aspects.
- Services include physiotherapy services that work in conjunction with the ergonomics program to avoid mechanical-postural risks.

Control practices

- We have a nutrition, mental health, and physical activity program in place.
- We documented a periodic program for the evaluation and analysis of Diagnostic Health Grade indicators, focused on planning activities according to the results obtained.



Occupational health program

We have a robust occupational health program based on three pillars: healthy work environment, health risks and health essentials.

- **Healthy work environment:** includes technical elements and practices that address ergonomics, site and project health, and travel health.
- **Health risks:** training and supervision procedures, tools and actions related to disease outbreaks, air pollution, medical emergencies, and epidemics. In addition to the creation of preventive programs for occupational risks, such as ergonomics and psychosocial risk factors.
- **Health essentials:** programs, procedures and campaigns on workplace ergonomics, physical wellness, healthy nutrition, medical care, business travel and addictions.

Within the program, we have initiated a series of activities to promote the physical health and well-being of our collaborators such as:

- Active breaks in offices and home-offices,

walking club, organization of competitions in different sports and medical certification for athletes.

- Campaigns that include lectures, procedures, technical facilities, and challenges to act on the issues of nutritional health, visual health and sleep.
- Talks and activities for mental and emotional well-being and work-life balance.

Health services available at Siemens Mexico

In addition to the medical examinations that are invariably performed during the hiring process, 100% of our employees are subject to periodic medical examinations for occupationally exposed personnel.



In an effort to strengthen the resilience of our employees, during 2023 we provided more than 6.000 services under a focus on prevention and early identification of health problems, including

medical and psychological consultations, nutritional care, and physical and mental health programs.

Psychosocial well-being

Since the implementation of NOM-035-STPS-2018, we have focused on evaluating and addressing psychosocial risks in our work environment. We implemented the Psychosocial Risk Attention Program (ARP), which includes workshops, conferences, and campaigns to prevent and control these risks.

In addition, we have established the Employee Assistance Program, which offers counseling and psychological support services to employees and their families. Our actions also include analysis of indicators, promotion of integral and mental health, prevention of workplace violence and addictions, and group intervention activities to improve psychosocial well-being.

Work - life balance

Our priority is to balance life and work, in line with priority 11 of our DEGREE framework. To achieve this, we offer flexible solutions such as the Mobile Working program, tailored to the needs of each location and compatible with the roles of our employees.

This program promotes a sustainable work culture, improves talent attraction and retention, and includes options such as working from home, flexible hours, short Fridays, and support for personal and academic matters.

We are committed to creating healthy working conditions, and for this reason we continually strive to help our employees achieve a harmonious state of well-being, manage stress situations better, and use their capabilities and resources with greater awareness.

Promoting a balance between the professional and private spheres has become more

important than ever for Siemens, so we carry out various activities to help our employees achieve harmony by distributing their time and energy to meet the demands of life and work.

Actions to promote work-life balance

Approximately 3,500 employees in the region were involved in the global campaigns that the company structured to commemorate Health and Safety Day and World Mental Health Day.

In addition to the above, locally we carried out different programs and activities throughout 2023, such as Mind your health

conferences with more than 5,000 participants, Life as a couple conferences with 494 participants, emotional management workshop with 383 participants, conscious pauses with 555 participants, among others.



Recognitions in security and safety

In Siemens Mexico, during 2023, we focused on obtaining awards for our commitment to occupational health and safety. Through the Entornos Laborales Seguros y Saludables Program (ELSSA), we were recognized with first place in the prevention of illnesses related to psychosocial risk factors. We also obtained the H Distinction, endorsed by the Ministry of Health, for our compliance with hygiene practices in the handling of food and beverages, highlighting our work in preventing illnesses and promoting awareness of the importance of food hygiene among our employees.

Corporate Citizenship

At Siemens, the Corporate Citizenship (CC) program represents our voluntary commitment to contribute positively to society in all countries where we operate, in line with our mission. Inspired by the vision of Werner von Siemens, we seek to improve the quality of life and generate lasting value through access to technology.

Focused on the Sustainable Development Goals (SDG) and the Equity and Employability fields of the DEGREE framework, our objective transcends philanthropy. We leverage our technological expertise to improve living conditions, promote educational opportunities, foster innovation and strengthen social cohesion in Mexico.

CC strategic priorities

Based on our approach and business competencies, we have defined three core areas to guide our Corporate Citizenship activities: access to technology, access to education and community sustainability.

Siemens strives to share its technological know-how in areas such as automation,

digitalization, and smart infrastructure to address critical societal needs, such as energy supply, water and healthcare.

We are committed to expanding equitable access to educational opportunities for young people through initiatives such as the STEM program, which fosters excellence and creates new educational pathways.

In addition, we are dedicated to environmental protection and the development of local communities to promote sustainability. Highlighting our collaboration with organizations and the commitment and participation of our collaborators in projects that strengthen social cohesion and community welfare.

Boosting education and technology

Siemens Mexico's educational efforts impacted more than 16,000 people during FY2023, including students, educators and future industry professionals. By providing licenses, training, and certifications for Mendix Software, Tecnomatix and TIA Portal, Siemens Mexico has prepared more than 8,200 participants with critical technology skills.



Within our business strategy, Corporate Citizenship is essential. It is based on three strategic focus areas: access to technology, access to education and community sustainability.

In addition, the Siemens Cooperates with Education (SCE) program prepares students for Industry 4.0, influencing more than 90 institutions. The Dual Education initiative and IT computer donations further enhance practical training and digital access.

Dual training program

The vocational training program (VET) lasts 1.5 to 2 years and focuses on technical and administrative positions. It specializes in areas such as administration, logistics, accounting, computer maintenance, electromechanics and mechatronics. This public-private initiative is inspired by the German model and is complemented by theoretical and practical training in classrooms and on the job sites.

The implementation, monitoring and control of the program is carried out with the participation of the Mexican American Chamber of Industry and Commerce (CAMEXA), as well as several schools and universities.

In terms of results, the program started with 26 pre-university students and currently has 240 apprentices distributed in 6 generations at the technical level and 1 generation at the university level in engineering, with a representation of 40% women and 60% men.

The program has been implemented in the Corporate Offices, as well as in the Querétaro, Nuevo León, and Ciudad Juárez plants, and in the former Guanajuato and Jalisco plants.

Cross Border Project

Our trainees have participated in international events where organizations with similar programs meet. The objective is to improve the quality of training and facilitate the exchange



of experiences, innovation projects and best practices.

In 2018, two apprentices represented Siemens at Hannover Messe; in 2019, two attended the International German Day; in 2020, six participated in the 5th edition of the European Vocational Skills Week in Berlin.

In addition, in the 2022 and 2023 cycles, we received the Quality Distinction, awarded by the Dual Training Commission of the Business Coordinating Council (CCE) and the Alliance for Dual Professional Education Berufsbildungspartnerschaft Mexiko, in recognition of the excellence in the implementation of these programs.

Our Business to Society® approach guides this project, where trainees can develop multicultural skills and practice Industry 4.0 competencies by collaborating with students from diverse cultural and linguistic backgrounds.



STEM mode

We are committed to promoting STEM (Science, Technology, Engineering and Mathematics) education with an inclusive and gender focus through the Modo STEM program. This collaborative project is led by Siemens Mexico together with Movimiento STEM, the Ministry of Economy, the Ministry of Public Education, UN Women, Siemens Stiftung Foundation and the Diversity and Inclusion Commission of the Business Coordinating Council (Consejo Coordinador Empresarial).

The program's main objectives are to strengthen vocational guidance and raise awareness of opportunities in STEM for women, adolescents, and young people. During 2023, we impacted more than 6,000 students in nine Mexican states: Aguascalientes, Durango, Estado de México, Guerrero, Jalisco, Oaxaca, Querétaro, San Luis Potosí and Tabasco. By 2024, we expect to reach 10 new Mexican states with the continuation of the program.

In addition to the educational impact, these initiatives promote technological competence among future professionals, ensuring the integration of Siemens in various industries from early stages of educational training.

By incorporating sustainability and digital skills into education and providing continuous learning resources, we prepare new generations to face future challenges and opportunities, building a solid foundation for engagement and leadership in technological and sustainable advancements, ensuring a lasting positive impact on communities and industries.

Promoting community sustainability

Volunteer Program

The will to serve is an ingrained attribute in our company; it is part of our essence; it defines us and gives us identity. It is a commitment of which those of us who are part of Siemens Mexico are proud.

With this program, we not only support our communities, but also reinforce our commitment to well-being and sustainability. Over the course of FY2023, we implemented more than 25 projects throughout the country, including activities such as collections, environmental and educational actions. These efforts are evidence of our commitment to creating a better world.

During 2023, more than 860 volunteers dedicated over 2100 volunteer hours, positively impacting up to 3500 people through these activities.

Environmental conservation - Volunteer Summer

Sustainability is a fundamental pillar for us, and this commitment is reflected in the environmental and natural area conservation activities carried out by our employees, with the support of their families and friends.

With the participation of 185 volunteers and the dedication of 837 hours of volunteer work, 100 trees were planted, and more than 1100 kilos of garbage were collected from bodies of water, green areas and their surroundings in Querétaro, Jalisco, Nuevo León, and the State of Mexico. The results are detailed below:

- Waste collection in the geyser area of Apaseo El Grande, Querétaro. 12 volunteers, 60 volunteer hours, 194.75 kg of inorganic waste, 15 sacks, 2 tires.
- Waste collection at Presa La Boca, Santiago, Nuevo Leon. 40 volunteers, 200 volunteer hours, 630 kg of inorganic waste, 84 sacks, 12 tires.
- Kayak waste collection at the Madín dam, Naucalpan, State of Mexico. 24 volunteers, 96 volunteer hours, 180 kg of inorganic waste, 27 sacks (DI activity).
- Waste collection at El Ocotillo dam in Tonalá, Jalisco. 18 volunteers, 72 volunteer hours, 101.27 kg of inorganic waste.
- Reforestation in Cerro de Moctezuma, Naucalpan, State of Mexico. 45 volunteers, 184 volunteer hours, 100 palo dulce trees and 20 maguey trees planted (FLT activity).
- Reforestation in Cerro de Moctezuma, Naucalpan, State of Mexico. 45 volunteers, 225 volunteer hours, 250 seed pumps performed, 3,600 leonotis nepetifolia plants removed, 10 species of seeds collected (SI activity).



Annexes

Scope and methodology of the report

This report was prepared in accordance with the Global Reporting Initiative (GRI) Standards and the Sustainable Development Goals of the United Nations 2030 Agenda.

The reported data covers the fiscal year 2023 for Siemens México, Centroamérica y El Caribe operations; there is no restatement of information that contravenes previous reports.

The General Directorate of Communication was in charge of compiling the information and, for its integration and drafting, the company Promotora ACCSE was hired as an independent consultant.

Contact

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