



Business to Society Report 2023

Multiplying Impact in Canada

SIEMENS

Contents

Management perspective	4
Siemens Canada Limited 110+ Years	6
A High “DEGREE” of Impact	7
Strengthening the economy	8
Developing jobs and skills	10
Driving innovation	12
Sustaining the environment	15
Improving quality of life	19
Shaping societal transformation	22
Committed to driving positive impact in Canada	25
Our Sustainability Portfolio	26





MANAGEMENT PERSPECTIVE

“At Siemens Canada Limited, we are committed to creating a more sustainable world for generations to come. Through digital transformation, we are capable of having a multiplier effect—cascading our positive impact on stakeholders across Canadian society.”

Faisal Kazi
President & CEO, Siemens Canada Limited

Since 1912, Siemens Canada has been a driving force, shaping impactful and meaningful change for our customers, partners, and society at large. Our unwavering commitment to sustainability has been at the core of our journey, as we serve those in industry, infrastructure, transport, and healthcare. Every day, we as an organization strive to add real value for our customers, by creating technology with purpose—from resource-efficient factories, resilient supply chains, and smart buildings and grids, to clean and comfortable transportation, and advanced healthcare.

To have the maximum positive impact on our customers and society, we’re driving the fourth industrial revolution, known as Industry 4.0. Through digitalization, process innovation, and breakthrough technologies, our efforts are empowering Canadian industry to remain competitive. For this mission, 2023 was a momentous year, as we launched Siemens Xcelerator, an open platform that bridges the real and digital worlds.

The breadth and depth of our ambitions span what we refer to as the “DEGREE” framework – Decarbonization, Ethics, Governance, Resource efficiency, Equity, and Employability. Launched in 2021 as a Siemens global initiative, DEGREE is our north star for how we address sustainability in our operations and beyond.

Education is essential to our future and remains the bedrock of our commitment to the next generation. It’s a point of emphasis for us to inspire young, talented Canadians through innovative technologies that teach them about the vital energy transition taking place, and its impact on their lives, as well as for generations to come.

At the heart of it all is our passionate Siemens Canada team. I am immensely proud of them. With a dedication to diversity, equity, and inclusion being deeply ingrained in our organizational fabric, our employees are empowered to thrive not only at work but also within their communities. Whether it’s tree planting or refurbishing laptops, our people are passionate about creating a better tomorrow. It’s why we’ve earned many accolades, including being named one of Canada’s best employers by Forbes. In addition, we’ve been honoured with an esteemed “Canada’s Safest Employer” award, while also being acknowledged as one of Canada’s greenest employers.

As we look ahead, we are steadfast in our commitment to build a strong foundation for a more sustainable future, tackling any challenges that may arise. This report serves as an invitation for you to join hands with us, whether you have been part of our showcased initiatives or seek a like-minded partner for your own sustainability journey. Together, let’s forge a path to a better, more sustainable future for all.



“The world needs rapid action on sustainability and Siemens is ready to play its part. With our technologies, we’re supporting customers and partners to transform the industries that form the backbone of economies, in turn transforming everyday life for people around the world. It is great to see that sustainability is deeply embedded in the business mindset in Canada and we are grateful to our customers and partners for their collaboration on solutions for a brighter future.”

Roland Busch
President and Chief Executive Officer of Siemens AG



“At Siemens, we create technology with a purpose, as we serve our customers and communities while safeguarding our precious planet. We embrace this vision of sustainability, not only in our own operations but also by empowering our customers. Together, we’re making a net-zero Canadian society a tangible reality, demonstrating that sustainability is not just good for the environment but is economically and socially rewarding for all.”

Matthias Rebellius
Member of the Managing Board of Siemens AG and CEO Smart Infrastructure



“In today’s business landscape, customers increasingly base their choices on a company’s environmental and social responsibility. They seek to collaborate with organizations that share their values and prioritize sustainability. By aligning our financial decision-making with sustainability objectives, we not only meet customer expectations but also access new markets and revenue streams while making an impactful difference to our environment.”

Vanesh Okanlomo
CFO, Siemens Canada Limited

GROUNDBREAKING INVENTIONS, KEY MILESTONES, ACHIEVEMENTS AND CONTRIBUTIONS

Siemens Canada Limited 110+ Years

- **1867** – William Siemens initiated business activities in Canada
- **1874** – Connected North America and Europe via telegraph line
- **1912** – Created Siemens Company of Canada Limited
- **1913** – Sent 500kW motor generator to Winnipeg
- **1933** – Provided safer diagnostic X-ray machines to Hotel Dieu hospital in Montreal
- **1951** – Supplied switching equipment for a long-distance telephone network that improved call efficiency
- **1967** – Provided the power supply and illumination of the German Pavilion at EXPO 67
- **1978** – Supplied first light rail transit system in Canada, first to Edmonton, then to Calgary
- **1989** – Delivered full electrical distribution and computerized roof control of SkyDome in Toronto
- **1993** – Integrated systems on the icebreaker ship CCGS Louis S. St-Laurent
- **1997** – Installed world’s first integrated airfield lighting control system at Vancouver International Airport
- **2000** – Acquired Milltronics (est.1954), based in Peterborough, Ontario
- **2002** – Provided a power distribution monitoring system for Toronto Pearson International Airport
- **2007** – Undertook a wind turbine project on Wolfe Island
 - Completed the global acquisition of software company UGS
 - Illuminated Niagara Falls
- **2012** – Acquired Canadian supplier RuggedCom Inc.
 - Collaborated with the British Columbia Institute of Technology (BCIT) on a campus-wide microgrid
- **2013** – Opened a smart grid centre of competence in Fredericton, New Brunswick
- **2015** – Launched SCETA (Siemens Canada Training and Education Academy)
 - Donated more than \$1 billion of state-of-the-art industrial software to 45 universities and colleges
- **2016** – Launched the smart grid innovation network in New Brunswick
 - Delivered converter stations for East Alberta HVDC link for ATCO and West Alberta HVDC Link for Altalink
- **2017** – Installed technology for the first pantograph electric charger in Montreal buses
 - Partnered with Algonquin College on a sustainable living lab
 - Published first Business to Society Report
- **2018** – Partnered with Toronto-based Enwave, which acknowledged Siemens as a core partner when winning the International District Energy Associations 2022 System of the Year award
 - Launched a global cybersecurity centre in Fredericton, New Brunswick
 - Enhanced grid reliability for Manitoba Hydro through the BiPole III HVDC Project
 - Launched hubs in Quebec to foster the fourth industrial revolution in Canada
 - Received first major order from VIA Rail
- **2019** – Announced a new value partnership between Siemens Healthineers and Hamilton Health Sciences
 - Raised \$2 million through 20-year partnership with Cystic Fibrosis Canada
 - Initiated the Smart Grid Atlantic R&D project
 - Recognized with the Werner Von Siemens “Best Country” award for outstanding performance
- **2020** – Made significant societal contributions during COVID-19, including supporting CAE’S production of 10,000 ventilators
 - Carved out Simens Energy AG from Siemens AG

Building on all of these, this report covers main achievements for 2021 to 2023, in which sustainability has moved to the heart of our daily activities.

SIEMENS CANADA

A High “DEGREE” of Impact

At Siemens Canada, we are working to shape a better tomorrow for Canada. This involves focusing on all dimensions of our impact – whether related to sustainability, social connectivity, environmental protection or good corporate governance. It includes everything from our dedication to healthy, diverse, and inclusive communities to our work to make buildings, manufacturing, and energy systems cleaner and greener to protect our environment. This report is structured to reflect these key focus areas and our impacts.

We’re not just talking the talk – we’re walking the walk, driving sustainability internally and externally. By working with our partners and customers, our team is passionate about creating positive change. Our advanced technology and service portfolio amplifies our ability to make an impact – multiplying our impact in Canada. In 2019, we released a Business to Society Report reflecting our commitment to Canada with a focus on strengthening the economy, developing jobs and skills, driving innovation, sustaining the environment, improving quality of life, and shaping societal transformation.

Since then, we have kept up the momentum, and in 2021, we introduced our global DEGREE framework to increase our focus on sustainability. This framework sets clear and measurable ambitions for the six pillars that make up DEGREE – Decarbonization, Ethics, Governance, Resource efficiency, Equity and Employability. It’s our way of ensuring we’re doing right by everyone – our partners, the planet, and the communities we serve.

- D Decarbonization** support the 1.5°C target to fight global warming
- E Ethics** foster a culture of trust, adhere to ethical standards, and handle data with care
- G Governance** apply state-of-the-art systems for effective and responsible business conduct
- R Resource efficiency** achieve circularity and dematerialization
- E Equity** foster diversity, inclusion, and community development to create a sense of belonging
- E Employability** enable our people to stay resilient and relevant in a permanently changing environment

“Ensuring the employability of our people is a collective responsibility for a sustainable workforce and future. As the world advances at an accelerated pace, employees must stay relevant through continuous learning, upskilling and growth opportunities. This empowers employees to secure their professional growth, drive innovation and make valuable contributions that benefit society for generations to come.”

Rose Rakovalis
Head of People & Organization, Siemens Canada Limited



Strengthening the economy



Developing jobs and skills



Driving innovation



Sustaining the environment



Improving quality of life



Shaping societal transformation



Strengthening the economy

For over 110 years, we have been actively participating in the economy, investing in our factories and research and design centres that bring Canada to the forefront of innovation. With a presence in 10 provinces, we have 33 offices and manufacturing sites in the country.

Celebrating our presence in Canada—We consistently support the Canadian economy, not only through our own operations, but by serving various industries and businesses. Specific examples of our contributions include:



Siemens Financial Services (SFS) financing sustainability projects—SFS empowers customers by financing the low-carbon economy, including clean technologies and sustainable innovation. With more than 30 years of experience in the Canadian equipment and technology finance market, SFS serves over 2,700 customers and manages \$1.5 billion in total assets. The following are two notable projects:

- **7 Generation Capital (7GEN)**—SFS partnered with 7GEN to finance the expansion of their charging infrastructure and electric vehicle fleet, which strengthened their advisory and leasing service. This collaboration is bringing more zero-emissions vehicles into the Canadian economy.
- **Blue Earth Renewables Inc.**—After successfully teaming up with Blue Earth for the financing of two hydroelectric plants and a wind farm, SFS helped finance Hand Hills—a 145-MW onshore wind farm in Alberta. This increased the amount of carbon-free energy in the grid.



Supporting Drummondville's economy for over 50 years—Over the decades, our factory in Drummondville, Quebec has maintained a forward-looking vision for navigating marketplace changes—embracing automation and robotics in their operations to significantly improve efficiency and output, while also supporting the manufacturers they serve in their transition toward a digitally transformed sector.

Accelerating the electrification of commercial fleets with software R&D—Our Research and Design Centre in New Brunswick is developing a new software platform to manage charging for commercial fleets of electric vehicles together with teams in the US and India. Combining hardware, software, and services within a predictable and tailored financial model, this new offering requires no upfront investment. With risks and costs minimized, our customers can conveniently scale and optimize their energy-reduction strategies. Investing in such R&D centres plays a pivotal role in bolstering the economy and solidifying Canada's reputation as a frontrunner in technological research and development that drives innovation and growth on a global scale.





Developing jobs and skills

Our company’s success requires highly qualified and skilled people, which is why we invest in ongoing development opportunities for our employees. Noteworthy programs include:

Siemens GO (Growth and Opportunity)—This program provides intensive leadership and problem-solving training. Since the program’s inception in March of 2020, 36% of program participants have been women. Additionally, 37% of Siemens GO Alumni have had promotional or lateral moves into key functions identified through our succession planning process.

We are also actively assisting Canadian students, to develop their talent and provide meaningful opportunities. We offer two particularly impactful programs:

- **SCETA (Siemens Certified Education and Talent Academy)**—Started in 2015, SCETA is designed to provide a strong professional foundation for successful careers at Siemens. Students benefit from immersive learning, including training, mentorship, and hands-on industry experience. Graduates are offered full-time positions. Since the program began in 2015, about 80% of the participants continue to work at various Siemens locations worldwide.
- **Experience@Siemens**—Designed for recent post-secondary graduates, this delivers practical work experience, career development, and valuable mentorship opportunities. From the time the program began in 2021 until July of 2023, we had hired 71 graduates to work part-time, with over half transitioning to full-time roles.

“Siemens is a place to grow! The Experience@Siemens program offers a unique transition between school and starting your career and allows you to enter the workforce at your own pace. With a full support network of highly skilled individuals, this program offers new graduates the opportunity to explore their own potential, develop invaluable connections, and take their career to the next level within a truly inspiring company.”

Caitlin Scott
Process Digitalization Analyst, Experience@Siemens participant



Training future generations—From grade schools to post-secondary institutions, we are not only working to make campuses more sustainable, but also integrating sustainability concepts and technology directly into the classroom, to help shape what faculties teach and students learn and experience. Transforming campuses into “living labs” that utilize Siemens technologies encourages interdisciplinary education and research on sustainability, while promoting collaboration and knowledge-sharing. Examples of important initiatives we have undertaken include:

- **Net-zero classroom using a “Smartflower” microgrid in Saskatoon**—Through a partnership we have with the Government of Saskatchewan and the Saskatoon Industry Education Council (SIEC), we have delivered the first educational microgrid of its kind in Canada. It’s a uniquely-designed “Smartflower” concept. Its flower-shaped petal structure rotates to follow the trajectory of the sun during the day, maximizing the amount of electricity absorbed. Controlled by a Siemens microgrid controller, it can satisfy building load requirements, support infrastructure for electric vehicles, and be stored for later use. This microgrid is now powering classrooms and providing real data on electricity production and energy absorption, while enabling precious learning opportunities.
- **SMART Lab at Humber College**—We have partnered with Humber College in Toronto to develop a Sustainable Microgrid and Renewable Technology Lab (SMART Lab) at its North Campus. The lab is both experimental and educational.
- **Cybersecurity research at the University of New Brunswick**—Safeguarding information and critical digital assets is crucial as digitalization enables access to data for making sustainable decisions, driving efficiency of resource use, and promoting decarbonization. We’re playing a key role in cybersecurity education as a leading partner in a joint effort with the University of New Brunswick that leverages our global expertise in security and operational technology to support the academic community. Through this partnership, we provide opportunities for some highly skilled individuals to join our team after they complete their formal education.



36%
of Siemens GO participants are women

1st

Smartflower educational microgrid in Canada

~80%

of SCETA participants continue to work at various Siemens locations worldwide



Driving innovation

Siemens has a mission to create purpose-driven technology to tackle future challenges, making innovation vital to our success in staying at the forefront of technology trends. Some key elements of how we drive innovation include the following:



Siemens Xcelerator—Launched in Canada in June of 2023, our [Siemens Xcelerator](#) is an open digital business platform designed to speed up digital transformation. It provides an open marketplace, an ecosystem of partners and a standard technical governance for IoT-enabled hardware, software and services. Supported by leading partners in the market, ranging from major tech companies to independent developers, the platform enables collaborative efforts across industries to tackle the challenges of sustainability and decarbonization.

“The transition to sustainability in Canada is digital. By combining the real and digital worlds, Canadian organizations can create a virtuous cycle of sustainable growth that leads to lower costs and reduced resource consumption. But we cannot do this alone – collaboration is key. Industrial business platforms like Siemens Xcelerator, along with a robust ecosystem of partners, play a critical role in accelerating digital transformation and achieving sustainability goals. And how? By combining the strengths of the community, accessing a wide range of digital solutions from trusted suppliers and developers, and customizing them to meet individual needs.”

Peter Körte
Chief Technology and Chief Strategy Officer at Siemens AG

Helping our customers along their innovation journey...

As a Siemens Xcelerator offering, Building X is our scalable digital platform to digitize, manage and optimize building operations. It allows stakeholders to digitize and consolidate their building data gathered from various sources, disciplines and systems onto one single platform that spans energy, operations, and security management. In Canada, we have partnered with Dexterra Group, one of Canada’s premiere facilities and operations management leaders, to harness the power of Building X and related digital technologies.

“We’re excited to be collaborating with Siemens and we recognize the tremendous value that can be unlocked by continuing to invest in forward-looking, scalable technology that helps us find new ways to enhance asset performance and achieve goals we set with our clients.”

Mark Becker
CEO, Dexterra Group



Project Arrow—Led by the Automotive Parts Manufacturers’ Association (APMA), we are a proud partner, and software supplier, of this all-Canadian effort to design, engineer and construct Canada’s first zero-emission concept vehicle.



Siemens Xcelerator is enabling Hydro-Québec to drive efficient decarbonization in the province—Hydro-Québec, the largest power utility in Canada, is pioneering the energy grid of the future. Through digital transformation, Siemens is supporting the utility with a Meter Data Management (MDM) solution, which helps manage 3.9 million smart meters across the province of Québec.

Part of the Siemens Xcelerator portfolio, MDM is a software platform that validates, estimates and edits collected data. This solution is enabling Hydro-Québec to examine the impact of outage planning, renewable integration, and electric vehicle charging patterns on their distribution grid.



Critical Infrastructure Defence Centre in New Brunswick—Leveraging partnerships across multiple industries, we’ve established a world-class cybersecurity research, consulting and operations facility in Fredericton, New Brunswick to provide solutions that protect the critical infrastructure that society depends on to secure a sustainable future. By working closely with Siemens business units and our partners, we are securing a wide range of sustainable innovations. The Critical Infrastructure Defence Centre is helping protect our digitalized society from potential cyberattacks as these new innovations unfold.



Industrial Expertise Centres in Quebec—Partnering with Québec’s Ministry of Economy and Innovation, we are scaling-up innovation in the province through a network of four Industrial Expertise Centres. These are helping manufacturers discover, experience, and interact with the latest technologies to digitally transform their businesses. We’re providing the latest hardware, software and networking systems, as well as experts who develop or accelerate the implementation of customized digital strategies. The first centre, in Longueuil, opened in July of 2020. Since then, sites have opened in Saint-Laurent, Drummondville and Québec City.



Transforming our Oakville headquarters into a “living lab” for customers—We converted a substantial portion of this location into a showcase of Siemens technologies that address decarbonization and sustainability, allowing customers and partners to actually see how this technology may benefit them. This includes smart building tools, electric mobility charging solutions, cybersecurity, and Industry 4.0 breakthroughs across different sectors. We also incorporated a Smartflower microgrid connected to a Siemens charger so our employees and visitors can charge their electric vehicles when visiting us.



Sustaining the environment

In line with our global decarbonization goals, as outlined in the DEGREE Framework, Siemens Canada actively supports our company’s goals to combat global warming.

We are aligned with the Science Based Targets Initiative (SBTi). The company has set ambitious goals, including achieving net-zero operations (scope 1 and 2) by 2030, with a 55% reduction in physical emissions by 2025, and a 90% reduction by 2030. The remaining emissions will be offset through credible carbon emissions offsets. Siemens has also committed to achieving a net-zero supply chain (scope 3) by 2050, with a 20% emissions reduction by 2030.

As a corporate citizen in Canada, we are mindful of the resources we use and their impact on the environment throughout their entire lifecycle, which is why we strive to do more with less, using recycled materials whenever possible to reduce the waste we send to landfill. In addition, we have been recognized with the Government of Canada’s Volunteer Award in 2021 and 2022 for our environmental stewardship through tree planting, and we were also named Canada’s Greenest Employer by Mediacorp in 2022 and 2023.

Among some of our noteworthy efforts:

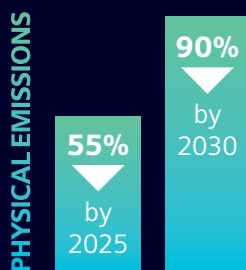
Green factories—In 2023, our factories in Concord and Peterborough in Ontario and Drummondville in Quebec each developed a detailed roadmap—utilizing our own portfolio of technologies and in-house engineering expertise—to achieve net-zero emissions by 2030. For example, in our Peterborough facility, we installed our Enlighted LED light fixtures, a wireless network of connected sensors for those lights, and an advanced analytics platform to monitor environmental and occupancy changes so immediate, real-time lighting adjustments can be made for occupant comfort and energy efficiency. This technology package generated energy savings of 500MWh, which amounts to about \$70,000 per year.

Supply Chain Management (SCM) sustainability platform—We’ve enhanced our procurement decision-making by ensuring transparency about each supplier’s sustainability performance. We also launched our “Carbon Reduction@Suppliers” program, which helps our suppliers in target setting and action plans for reducing their climate footprints.

In addition, the platform includes a *Carbon Web Assessment (CWA)*, which allows us to understand our suppliers’ current carbon footprint and give them recommendations on how they can improve their sustainability performance. In 2023, we began the rollout of CWA with select suppliers in Canada.

SBTi EMISSION REDUCTION GOALS

Net-zero by 2030
– Scope 1 and 2



Scope 3
NET-ZERO SUPPLY CHAIN
by 2050





SINCE 2012...

2,500

Siemens volunteers have dedicated

5,000

hours to planting trees.

They've planted

16,000

trees in total!

Those trees have the potential to sequester

47,875

tonnes of CO₂ by 2071.



Planting trees—Every year, hundreds of our employees take time off work to volunteer their time planting trees in Siemens Canada neighborhoods across the country.

Employee use of electric vehicles—

In working to electrify 100% of our fleet, we've offered our personnel electric vehicles, or hybrids as a transition solution. Employees who drive Siemens vehicles are offered chargers and installation support to make the transition as seamless as possible. We've also started to expand our e-charging infrastructure across our offices. As of mid-2023, 20 e-charging stations were available for employee use, with more expected to come.



Hardware designed with sustainability in mind—

Our BLUE gas insulated switchgears (GIS), free of sulfur hexafluoride (SF6), enable more eco-friendly power distribution. This reduces the carbon footprint by up to 83% when retired. In 2023, we announced the first order of our BLUE GISs in Canada, marking the start of a journey where we anticipate many more sales and a significant reduction in emissions.



The transition to a low-carbon society—Our engineers and technologies are actively supporting our communities in embracing the transition to a low-carbon society by decarbonizing local infrastructure, such as the RA Centre in Ottawa. Siemens Canada is proud to support the centre by creating a unique project that will transform and decarbonize the facility.

“As a not-for-profit organization (NPO), we are very proud to exceed the timeline and GHG reduction target set by the Government of Canada. This project has also strengthened the centre’s energy resiliency and includes the implementation of building automation and lighting controls, enhancing occupant comfort. The Siemens guaranteed savings business model is attractive to NPOs by allowing them to accelerate capital investment in a cost-effective manner.”

Tosha Rhodenizer
Chief Executive Officer, RA Centre

Top Corporate Citizen—In 2023, we were recognized by Corporate Knights as one of Canada’s top international corporate citizens for the year. This award looks at the sustainability performance of international companies (not headquartered in Canada) with operations in Canada, emphasizing the impact of a company’s core sustainability products and services.

HIGHLIGHTS OF THE RA CENTRE INITIATIVE INCLUDE:

\$4M

investment in sustainability improvements

40%

reduction of greenhouse gas emissions

\$250k

in annual energy cost savings



Installation of digital infrastructure to improve comfort for staff and members



Renewed heating infrastructure that provides operational and climate resiliency

SMART GRID ATLANTIC ACHIEVEMENTS

Significant reductions in peak loads and reduction of

~831

tons of CO₂e/year

200+

highly skilled people contributing to economic growth



Expanding knowledge through partnership with research and education facilities



Smart Grid Atlantic Project—Leveraging a strong ecosystem of partners in New Brunswick—including NB Power, the Government of Canada, Town of Shediac, and The National Research Council, among others—we’ve developed an Energy System Platform (ESP), in which a grid of the future has been created and showcased, based on real-life assets in smart energy communities. This demonstrates how an efficient and cost-effective energy transition can unfold.

Our Shediac Smart Energy Community has received Canada’s [Clean50.com](https://www.clean50.com) Top Project Award for 2024, a prestigious Canadian recognition for innovative initiatives showcasing the potential of a low-carbon economy.

This project has three main pillars

1. Smart Energy study
2. Community solar farm
3. Net-zero facilities



Data centre emission reductions—

Temperature management is essential to reduce energy consumption and emissions in data centres. To enable this in a scalable, automated, and AI-supported manner, we developed a White Space Cooling Optimization (WSCO) management system. It predicts heat loads, and delivers quick responses to demand changes, which increases infrastructure reliability, while eliminating the need for on-site staff to manage cooling. This reduces operational risk and maximizes data centre performance. By implementing this technology, The Bank of Montreal achieved a 55% energy consumption reduction in the designated area of the data centre.



Improving quality of life

We are having a significant impact on the communities where we operate. Our dedicated team of employees are instrumental in driving positive change and enhancing the quality of life of Canadians. Noteworthy examples include:

Siemens Healthineers—Our contribution to improving Canadian healthcare includes:

- Presence in all provinces and territories across Canada
- Our diagnostic imaging products being used by Canadians more than 31 million times every year
- An average of 85,000 Canadians per day receiving treatment or taking tests using our laboratory devices
- More than 26,000 service calls attended and resolved every year
- Participation in about 30 healthcare research collaborations

Across Canada, Siemens Healthineers are partnering with healthcare facilities, academic institutions, and non-profit organizations to implement projects and initiatives that improve healthcare access in all regions and communities. These “value partnerships” have helped local health systems transform care delivery and improve patient outcomes and experiences.

Photon Counting CT (Computed Tomography)—The groundbreaking Siemens Photon Counting CT has the potential to revolutionize medical imaging for Canadians. Patients benefit from reduced radiation doses, while physicians gain improved image quality, allowing for faster and more reliable diagnoses.



Presence in all provinces and territories

85,000

average number of Canadians per day receiving treatment or taking tests using our laboratory devices

~30

healthcare research collaborations



Hybrid operating room at London Health Sciences Centre (LHSC)—We have redefined the possibilities of cardiac care with an intelligent hybrid OR (operating room) at LHSC. Hybrid ORs are comprised of a suite of digitally connected technologies that can accommodate diagnostics and several surgical and interventional techniques in one room at the same time. This significantly improves the workflow of an entire team of surgeons, anesthetists, nurses and technicians.

Improving comfort and air quality for Niagara-area students— Partnering with the District School Board of Niagara, we implemented a “green migration” project to strategically modernize building automation equipment and technologies, to improve both energy efficiency and occupant well-being.



“We anticipated as much as a 20% increase in energy use due to COVID requirements for fresh air ventilation. But because of Siemens care, attention to detail, and innovative approach to saving energy, we’re able to create these healthy learning environments but still achieve energy savings.”

Graeme McKenzie
Energy Officer for Facility Services, District School Board of Niagara

Improving Canadian mobility with rail solutions—Expanding its footprint in Canada, Siemens Mobility was awarded a contract to design and manufacture our “Charger” locomotives for the Montreal area. With low fuel consumption, the ability to run on biodiesel, and fulfilling the most stringent Tier 4 emissions standards, the Charger is the most sustainable passenger locomotive in the industry. It features 95% particulate matter reduction and 89% emissions reduction compared to existing (Tier 0) locomotives. Siemens Mobility is also providing our “Venture” trainsets to both VIA Rail and Ontario Northland. Pulled by a Charger locomotive, Venture trainsets deliver an unsurpassed passenger experience and raise the bar for efficiency and reliability.



Our Corporate Social Responsibility (CSR) and safety culture—To make a positive difference in local communities, we’re providing accessible technology, sharing knowledge with young people, and supporting those in need. Through donations and the volunteering efforts of our employees, including in disaster relief programs, our focus is on enhancing living conditions in the areas where we live, work, and play. By collectively making it a priority to give back, we strive to achieve an enduring betterment of society. Reflecting that, our CSR strategy is aligned with three main pillars: helping to build sustainable communities, providing access to technology and supporting access to education.

Our health and safety culture reflects our efforts to improve and enhance overall health and safety performance continuously. It allows us to fulfill our social responsibility toward our employees, business partners (contractors), customers and society, as caring and responsible corporate citizens. By fostering the well-being of our people and a safe and healthy work environment, we contribute to and improve organizational resilience.

In 2022, we were recognized as one of Canada’s best employers by *Forbes*. We were also a Canada’s Safest Employers Awards winner in 2021 and 2022, and in 2023, we were acknowledged for our “5-star safety culture.” Nada Vuckovic, Siemens Canada Head, EHS, has been recognized as one of the Top Women in Safety, 2022 and 2023. This award recognizes women who are doing great things in the industry to support health, safety and well-being and create work environments where all employees are safe.



JANUARY 2023
–JULY 2023



\$1M+

combined philanthropic value
(includes volunteer hours plus corporate and employee donations)



22,000

Canadian families helped



Shaping societal transformation

Transforming Canadian society from the inside out

Based on the belief that every Siemens Canada employee should feel they can bring their whole self to work and be able to perform to their full potential, we aim to maintain a truly inclusive culture, with a diverse talent base sharing a sense of belonging and equity. Reflecting this, in 2020, we established a Chief Diversity Officer who is responsible for leading the strategic direction of the company's [Diversity, Equity & Inclusion programs](#) and working groups.

Our 5 Pillars of Diversity, Equity & Inclusion (DEI)

- Recruitment Initiatives**
 - Use of AI software to remove bias in hiring process
 - Best Hiring Practices playbook
 - Hiring Manager Strategy Guide
- Retention and Development Programs**
 - Formal Top Talent, mentoring and coaching programs
- Diversity-focused Partnerships**
 - Government of Canada 50-30 program partner
 - CILAR – Coalition of Innovation Leaders Against Racism member
 - ONYX – a catalyst for the professional growth and development of Black Canadians
- Employee Engagement**
 - Women's leadership community
 - Employee-driven events for observances, including Black History Month, International Women's Day, National Indigenous History Month, Pride Month, and more
- Training and Awareness**
 - Unconscious bias training for all employees
 - Diversity Moments included as core components of meetings
 - Internal employee-driven DEI social media platform for sharing
 - Annual DEI observances calendar to bring awareness of events and celebrations covering gender, ethnicity, ability, religion, sexual identity/orientation and generational diversity

"The spirit of our employees is a force to behold. Whether it's to contribute to their own communities or those in critical need, their deep generosity and caring is one-of-a-kind. The impact will be felt in generations to come."

Susan Park
Vice President, Communications, Siemens Canada Limited



Siemens Canada
Diversity, Equity & Inclusion...a journey at the pace of trust



Laptop donations—Every year, in partnership with Corporations For Community Connections (CFCC), a registered charity founded by a group of our employees, we donate our decommissioned laptops. Employees volunteer in laptop refurbishment workshops to prepare the devices so they can be used by schools, charities and people in need. The program also helps us reduce our electronic waste.

Siemens Canada Women in Leadership Community—We host several events and podcasts each year, including an International Women's Day event, to inspire and educate employees. In addition, we engage with external organizations to cultivate more mentoring initiatives. These efforts help contribute to around 16% of our engineers being women, above the Canadian industry average of 13.5%.



Support for LGBTQ2+ community—For International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT), held each May 17, as well as during June, the rainbow flag flies proudly at Siemens Canada locations as a display of support for the rights and inclusion of members of our LGBTQ2+ community. Our employees also participate in Pride events in their communities.



5,100+
laptops donated since 2010

valued at
\$1.1M+

helping
45,000+
people

Refurbished by
835
volunteers

over
6,680
volunteer hours

in workshops organized by Corporations For Community Connections (CFCC)

Diverting
5,100+
laptops from landfill

=
10,200+
kilograms of electronic waste

Impact Benefit Agreements—We support developers and prime contractors through Impact Benefit Agreements, primarily for training and developing the skills of Indigenous people, to enable them to participate in various phases of projects. We are also a member in good standing of the Canadian Council for Aboriginal Business (CCAB) and we participate in major events sponsored by First Nations. We are committed to Truth and Reconciliation efforts.



Partnership with CILAR—We have been a dedicated and integral member of the Coalition of Innovation Leaders Against Racism (CILAR) since 2020, actively supporting CILAR’s transformative mission to forge pathways, foster access, and create opportunities for Black, Indigenous Peoples, and People of Colour (BIPOC), within the realm of technology and innovation.

“It’s been an honour having leading organizations like Siemens contribute to our mission and mandate. Together, Siemens and fellow CILAR members have created remarkable opportunities for hundreds of BIPOC individuals, and this commitment remains unwavering. Siemens engagement with CILAR serves as an exemplary model, inspiring other organizations to glean insights from these practices. The dedication to equity, diversity, and inclusion at Siemens is not only commendable, it also embodies a beacon of progress and collaboration in the journey toward a more inclusive future. With partners like Siemens by our side, we forge ahead, resolute in our shared vision to cultivate change, amplify opportunities, and pave the way for a brighter, more equitable tomorrow.”

Serena Nguyen
Co-founder and former Executive Director, CILAR

Committed to driving positive impact in Canada

Through our sustainability commitments and our technology with purpose, our company and our people are improving Canadian society.

This report provides an overview of our diverse impact within Canadian communities and among individuals nationwide. It highlights our dedicated focus on the six pillars.

Amidst escalating complexities regarding sustainability and climate change, Canada stands at a crucial juncture characterized by challenges and opportunities. By drawing inspiration from Siemens technology and digitalization, amplified by our innovative workforce and partners across the country, the trajectory toward sustainability becomes clearer.

Siemens encourages you to remain engaged with our ongoing journey and initiatives as we continue to champion sustainability in Canada and beyond.

[Click here to follow our sustainability journey](#)



Our Sustainability Portfolio

“We are proud to support Canadian society with the technology, expertise, and global insights required to tackle today’s environmental and social challenges. Our diverse portfolio covering industry, buildings, electrification, and mobility, along with financing solutions, positions us uniquely to empower our customers in achieving their sustainability goals.”

Amy Geisberger

Sustainability Manager, Siemens Canada Limited

Our Sustainability Portfolio: Transforming the everyday to create a better tomorrow

Sustainability is embedded into our strategy, technology and portfolio. Our ability to help our customers address their sustainability challenges and opportunities is our greatest avenue to multiply our impact and create a better tomorrow. As a complement to what you have seen in the report, what follows is a snapshot of the sustainability capabilities of Siemens.

For industries, buildings, electrical infrastructure, and mobility, we're driving decarbonization, energy efficiency, and resource efficiency in a people-centered way to maximize our societal impact. We differentiate ourselves with vertically-aligned capabilities, complementary technologies, and relationships with trusted partners, so we can deliver end-to-end solutions for any organization's sustainability journey.

Decarbonization, resource efficiency and people centrality through all businesses	Decarbonization & energy efficiency	Resource efficiency & circularity	People centrality & societal impact
Industry	Digital twin for energy and Product Carbon Footprint management	Digital twin for reduced material, water and energy usage	Digital twin workflow and workstation design and simulation
Buildings	Building energy efficiency, end-to-end decarbonization programs	Optimized building space utilization and asset management	Healthy indoor climates, security and access management
Electrification	Grid software for renewable integration, eMobility charging	Electrical asset performance management and protection	Electrical safety, secure and resilient power supply
Mobility	Efficient public transport, e.g. high-speed, battery, hydrogen trains	Extended lifecycles from repairability, reusability or refurbishment	Data-driven services for increased system capacity, availability and reliability
Siemens Financial Services	Financing new clean technologies, new business models and sustainable innovation		

Sustainable Industries—With about 30% of global emissions coming from industry, it's critical for that sector to identify new opportunities for decarbonization and innovation to reduce energy consumption. That's why we offer end-to-end solutions through our Digital Industries (DI). These seamlessly integrate the real and digital world across the entire product and production lifecycle, enabling more efficient production, optimized energy usage, and improved consistency.



Turnkey decarbonization—From initial consulting, planning, and design to ongoing monitoring and verification, our decarbonization experts provide comprehensive turnkey decarbonization solutions. For ourselves and our customers, Siemens takes a holistic approach so organizations can achieve their net-zero goals, including offering innovative solutions that encompass energy-saving performance contracts, energy-efficiency-as-a-service, and decarbonization-as-a-service. Siemens helps our customer decarbonize across five levers (as shown in accompanying graphic to the right).

Sustainable mobility—With the transportation sector responsible for one quarter of all emissions worldwide, urgent attention is required. Leading the way in this transformative journey, our Mobility and eMobility portfolio empower our customers, or any traveler, to significantly reduce their carbon footprint.



HOW WE HELP OUR CUSTOMERS DECARBONIZE

Lever 1
Reduce consumption

Lever 2
Produce energy on-site

Lever 3
Transition to electrification

Lever 4
Procure clean energy

Lever 5
Fill the gaps



Sustainable buildings—Buildings of the future, known as smart buildings, should increase energy efficiency, significantly reduce CO₂ emissions, and have the potential to be net-positive in their impact. They should offer ease of management and ensure safety and security while simultaneously enhancing efficiency and overall occupant well-being. To deliver buildings-of-tomorrow solutions tailored to our customers' unique needs, we integrate a diverse portfolio of cutting-edge building automation, fire protection, and robust cybersecurity technologies.

Buildings that speak to you – An interactive ecosystem

THE PHYSICAL ASSET

Sustainability/Efficiency

- 🏠 Building Automation
- 🌿 Air & Environmental Quality
- ⚡ Building Energy Optimization
- 🔋 Smart Energy Solutions
- ☀️ Renewable Energy

Safety and Security

- 🔥 Fire and Smoke Detection
- 🔒 Security and Cybersecurity
- 👁️ Surveillance
- 🌡️ Integrated Thermal Detection

Operational Efficiency

- 👤 Smart Facility Management
- 🔧 Predictive Maintenance
- 👥 Asset Performance Services
- ☁️ BMS in the Cloud (as a Service)



THE HUMAN ASSET

Employee Wellbeing

- 🛋️ Personalized Comfort
- 🚪 Smart Access Management
- 📱 Digital Contact Tracing
- 💡 Smart Energy Solutions

Digitalization & Intelligent Spaces

- 📅 Space Booking
- 🔑 Smart Lockers
- 📊 Space Utilization Analytics
- 🚻 Smart Washrooms
- 📍 Asset & People Tracking

Employee / Occupant Services

- 👤 Visitor Management
- 📱 Workplace App
- 🚗 Smart Parking
- 🔌 e-Vehicle Charging
- 🗺️ Indoor Navigation



Sustainable energy

infrastructure—Our digital solutions bridge the physical and digital realms, creating reliable, resilient grids that smoothly integrate renewable energy sources while becoming more autonomous. From vendor-agnostic advisory services to optimizing energy systems and offering advanced hardware and digitalized solutions, our aim is to help deliver affordable and sustainable energy—to empower our customers in a dynamic world.



**Published by
Siemens Canada Limited**

Siemens Canada Limited
1577 North Service Road East
Oakville, ON L6H 0H6

Subject to change without prior notice.
Printed in Canada
© 2023 Siemens Canada Limited

siemens.ca

The information provided in this report contains merely general descriptions or characteristics of performance which in case of actual use do not always apply as described or which may change as a result of further development of the products. An obligation to provide the respective characteristics shall only exist if expressly agreed in the terms of contract.

All product designations may be trademarks or product names of Siemens AG or supplier companies whose use by third parties for their own purposes could violate the rights of the owners.

This report has been printed on FSC-certified paper.