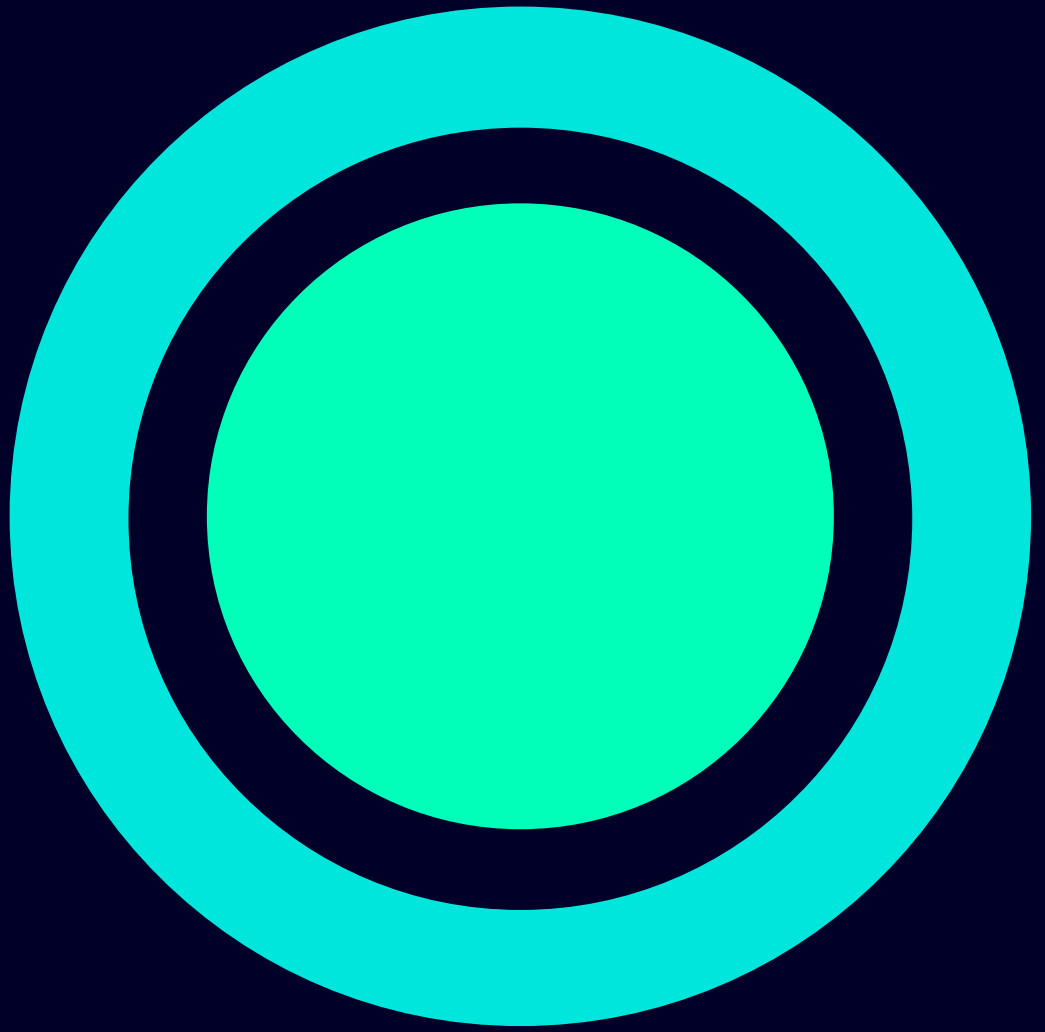
Sustainability at Siemens Limited India

Scaling sustainability impact
2025



SIEMENS

At Siemens, we leverage technology to enable sustainable transformation of societies

FY24 impact at a glance

90% energy in own operations from renewables

100% employees trained on Business Conduct Guidelines

Siemens Xcelerator, our digital business platform delivers sustainability outcomes for our customers

Scope1+ Scope2 emissions reduced to **9.8kt** (-77% from FY22)

Siemens EcoTech empowers customers to make decisions on sustainable products

80% waste recovered by recycling and reuse

> 6,000 employee volunteering hours towards corporate citizenship

25.8 digital learning hours per employee

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OUR PURPOSE

We create technology
to transform the everyday,
for everyone





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Five megatrends shape our future

Demographic change

- Aging society impacting healthcare systems
- Productivity improvements as main GDP growth driver in particular mature markets
- Heterogeneous population growth among regions impacting labor development and migration

Urbanization

- Urbanization especially in developing regions
- Increasing investment in buildings and infrastructure
- Increasing demand for urban transport and logistics

Glocalization

- From globalization to glocalization
- Shifting center of gravity from EU27 and USMCA to RCEP and India
- Demand for higher resilience

Environmental change

- Climate change
- Biodiversity loss
- Pollution
- Increasing material extraction and circular economy

Digitalization

- Digital value creation
- Connectivity and IoT
- Automation
- Artificial intelligence
- Industrial metaverse
- Cybersecurity

USMCA: United States, Mexico, Canada; RCEP: Regional Comprehensive Economic Partnership

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Technology is the most powerful tool humanity has to build a more sustainable future.

By combining the real and digital worlds and harnessing the transformative power of technologies like AI, we're helping customers and societies accelerate their path to sustainability, while also reducing our own environmental footprint.

Dr. Roland Busch

President and CEO of Siemens AG

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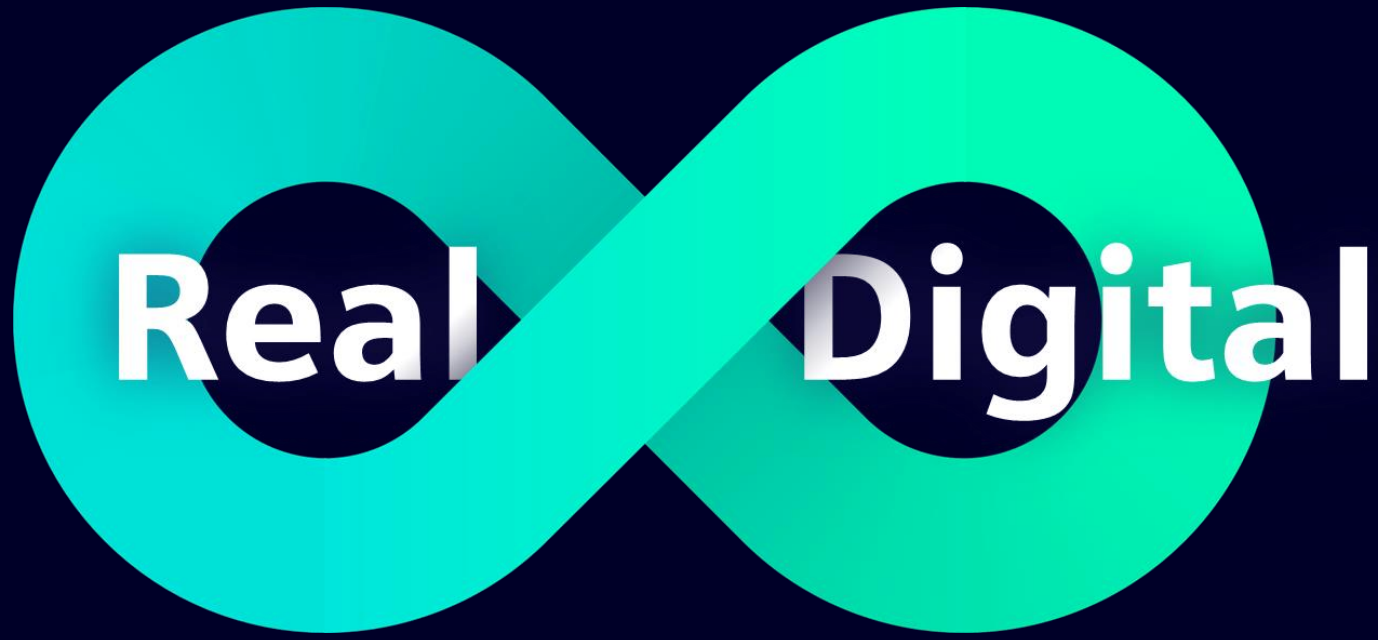
Technology drives sustainability

We combine the real and digital worlds to empower our customers to become more competitive, resilient, and sustainable



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Global trends are coming into India faster than in other parts of the world, and the only way that the nation can remain competitive is through technology. Digital technologies, integrated with artificial intelligence, provide the transparency of data required for faster decisions, efficient operations, improved quality and productivity. At Siemens, we view decarbonization and resource efficiency as a holistic approach to reducing CO2 emissions through technological innovation, digitalization, and collaborative efforts across various sectors.

As a One Tech Company, Siemens is uniquely positioned to support our partners and customers in India with the tools they need to drive productivity, flexibility and quality in their operations and decarbonizing their infrastructure and operations; while at the same time accelerating sustainability in our own operations at Siemens.

Sunil Mathur

Managing Director and Chief Executive Officer, Siemens Limited

SIEMENS

We help our customers to achieve a positive sustainability impact

>90%

of Siemens' business enables customers to achieve a positive sustainability impact*

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

* Calculation based on global revenue. <10% is excluded as it relates to products that contain SF6-gas, or stems from business with sectors like oil and gas, coal mining, or coal power generation. We anticipate reducing this number over time.

SIEMENS

Our businesses drive sustainability impact

Decarbonization, resource efficiency, and people centricity through all businesses	**Decarbonization & energy efficiency**	**Resource efficiency & circularity**	**People centricity & societal impact**
Industry	Energy optimization and carbon footprint management across product lifecycle and supply chain	Optimal use and reuse of resources and materials, extending product lifecycles	Ergonomics and safety in manufacturing and workflow optimization, product safety
Buildings	Building energy efficiency, sustainability consulting, modular solutions and services	Optimized asset performance, availability, and lifetimes, building space utilization	Healthy indoor climates, fire safety
Electrification & grids	Renewables integration and electrification in real and digital domain, eMobility	Optimized asset performance, availability, and lifetimes, electrical asset protection	Access to reliable and resilient electricity, electrical safety
Mobility	Efficient rail transport with zero local greenhouse gas emissions, e.g. high-speed, battery, and hydrogen trains	Extended lifecycles from repairability, reusability, or refurbishment	Safe, efficient, and reliable mobility as backbone for societal and economical development
Financial Services	Financing new clean technologies, new business models, and sustainable innovation through financing[#)]		

#) Siemens Financial Services Private Limited (subsidiary of Siemens AG)

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Accelerating **sustainability transformation** of our customers in India

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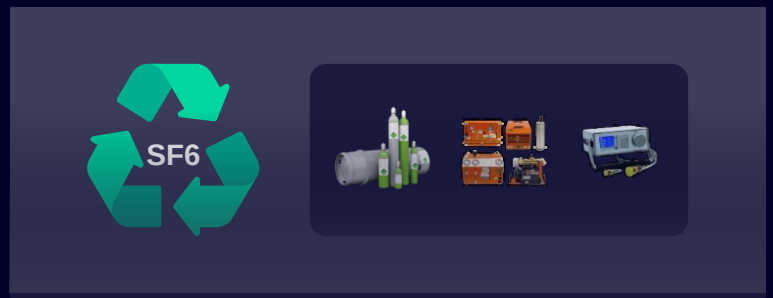
Smart Infrastructure

DECARBONIZATION & ENERGY EFFICIENCY

Leading Indian hospitality company

- Energy efficiency at 20+ properties through digitalization, smart energy management, data analytics, and IoT automation resulting in ~2,500MWh of annual energy savings (equivalent to 5,500+ tons of CO2e
- Patented solutions such as Demand Flow, Digi Thermo-Chill optimized power consumption, reduced wastage, and enhanced sustainability for Cooling, Heating and Ventilation.
- Innovative approach lowered operational costs aligned with hotel's commitment to environmental responsibility.



RESOURCE EFFICIENCY & CIRCULARITY

Distribution Utility in Eastern India

Trusted Recovery & Reuse of SF6

- ~2Kg of SF6, a highly potent GHG reclaimed from each RMU, equivalent to avoiding ~50 Tons of CO2 emission.
- This reduced the need for virgin gas extraction and minimized the overall environmental footprint of the Distribution Grid of the Utility.
- Solution scaled to multiple installations across India. Around 600 RMUs have been retrofitted leading to 470kgs of SF6 recycling (emission avoidance of 12,000 tons of CO2e)

PEOPLE CENTRICITY & SOCIETAL IMPACT

Leading Charge Point Operator

DC Fast EV Chargers deployed pan India at EV Charging stations for public charging & fleet charging

- Enables EV charging ecosystem for B2C & B2B customers.
- Eliminate range-anxiety for EV owners, thereby helping creating greener societies.
- Deployed at 100+ public locations covering 20 states

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Digital Industries

DECARBONIZATION & ENERGY EFFICIENCY

Pioneer of E-Mobility

With the objective of ensuring complete transparency and analytics for energy savings as a sustainability initiative, customized visualization with SCADA and energy analytics using SIMATIC Energy Manager is provided.

- Monitor & Manage Utility with Real-time Insights and Advanced Analytics
- Persona Based Dashboard and Visualization
- Sustainability and energy efficiency improvements – Potential optimization in energy costs and reduction in carbon footprint across product lifecycle.

RESOURCE EFFICIENCY & CIRCULARITY

Leading automobile manufacturer

Adopted Siemens Industrial Edge for productivity analysis of all type of assets (Robots, Conveyors, pneumatics, CNCs, etc.) within the weld shops and assembly lines throughout the plant and Identify at which step productivity is being lost.

- Implementation and modification of Edge app. (Performance Insight)
- Easy access to Data from Mitsubishi controllers through Siemens Industrial Edge connectors.
- Reduced Total cost of ownership (TCO) by using subscription based (SAAS) Edge apps rather than purchasing Physical Devices, saving CAPEX.
- Reduced vehicle production time by ~10%

PEOPLE CENTRICITY & SOCIETAL IMPACT

Leading float glass manufacturer of India

Global first to enhance uptime and sustainability with digital plant maintenance and workflow optimization.

- Digital plant maintenance and smart condition monitoring
- Condition monitoring of critical 200+ rotating equipment, for possible deviations in vibration, temperature, and energy consumption pattern using SiPlus CMS solution.
- Solution is boosting asset utilization and productivity by cutting maintenance time by up to 40% and reducing breakdowns by 20%

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Mobility

DECARBONIZATION & ENERGY EFFICIENCY

Propulsion & components for 6000 HP loco

- Energy efficient locomotive system enabling faster freight movement

Electrification in Udhampur-Srinagar-(Baramulla line)

- Connects Kashmir Valley w / rest of the country

Signaling in DFCC for faster freight Movement

- 457 MT reduction of CO2 over 30 years w.r.t. no-DFC scenario

Electrification in Kolkata Metro (under river line)

- 55% reduction in travel time through under river corridor

RESOURCE EFFICIENCY & CIRCULARITY

Nagpur Metro

Nagpur Metro uses advanced Communication-Based Train Control (CBTC) technology for efficient and safe train operations.

- CBTC system increases network efficiency, enabling smoother traffic flow and reducing delays
- More precise control of train operations minimizes energy waste, contributing to resource efficiency
- Boosts capacity while maintaining safety standards.

PEOPLE CENTRICITY & SOCIETAL IMPACT

Propulsion and Electrics for Mumbai Suburban train

- >8 million passengers travel per day in trains serviced by Siemens
- Spread over 39o kilometers the suburban railway operates 2,342 train services
- Ventilation units to ensure maximum comfort for commuters

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Financial Services#)

DECARBONIZATION & ENERGY EFFICIENCY

Saa Ab Engineering Pvt. Ltd

Financing of renewable energy assets

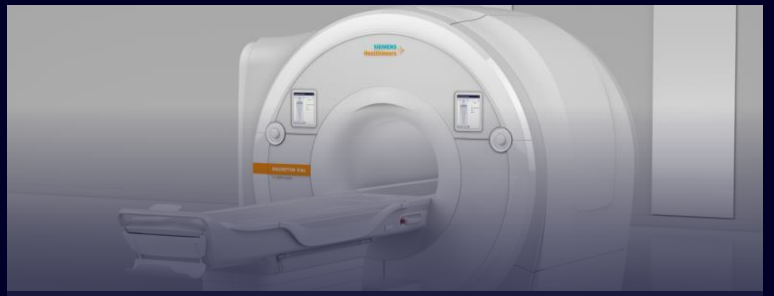
- Saa Ab, One of Leading automobile component manufacturer was looking to invest in green power to reduce its emissions & power costs.
- Financing solution offered to set up a hybrid wind and solar power plants for captive power generation.
- The solution enables Saa Ab to produce 60% of its power requirement sustainably reducing its dependance on green power.

RESOURCE EFFICIENCY & CIRCULARITY

Roserve Enviro Pvt Ltd

Financing of water treatment plants enabling recycling & reuse of waste water.

- Roserve is part of Rochem Group which is one of the leading players offering waste water Treatment as a service to industrial customers.
- Financing of water treatment plants deployed by Roserve at end customers in wide range of industries like Pharma, food and Beverage, Automobile, Cement, Chemical etc. across India,
- Leasing solution enables Roserve to offer flexible rental solutions to its end customers.



PEOPLE CENTRICITY & SOCIETAL IMPACT

SAC Hospital Management and Consultancy

Financing to Empower Accessible and Affordable healthcare

- SAC has been engaged in healthcare-related activities, establishing and managing hospitals and allied institutions in eastern India.
- SAC was setting up a hospital in Irba, a village in the Ranchi district of Jharkhand state and needed financing to procure a CT and MRI scanner, and a C-Arm machine.
- Leasing solution enables SAC to provide the people in Irba access to affordable healthcare.

#) managed by Siemens Financial Services Private Limited (subsidiary of Siemens AG)

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Enabling sustainability with **Siemens Xcelerator**

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Siemens Xcelerator enables our customers' digital and sustainability transformation at scale and speed

Our open digital business platform

Scaling sustainability impact through technology and ecosystems

Portfolio

A curated, modular portfolio of IoT-enabled hardware, software, and digital services from Siemens and qualified partners

Ecosystem

An ever-growing, diverse ecosystem of companies, startups, and developers

Marketplace

An evolving marketplace to explore, evaluate, and exchange digital offerings in a simple and seamless way

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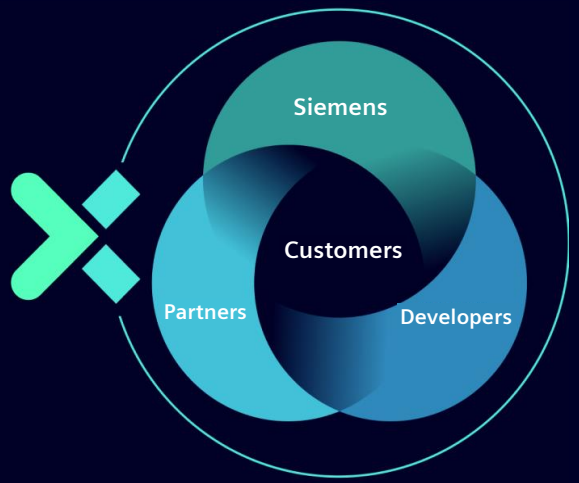
Siemens Xcelerator has over a 125 use cases with many of them delivering sustainability value

- Interoperable
- Flexible
- Open
- As a service
- Cybersecure



Value

- Productivity
- Resource Efficiency
- Energy Performance
- Speed & Scalability

Verticals

- Buildings
- Utilities
- Automotive
- Data Centers
- Intralogistics
- Food and Beverage

Sustainability focus among customer driving Technology adoption & Digitalisation

Scorecard since 2022

125+ use cases

200+ references

11 ecosystem partners

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Advancing **circularity**

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Siemens EcoTech empowers our customers to make informed decisions on sustainable products

Siemens EcoTech is an environmental product performance self-declaration designed to drive the sustainable transformation of industry and infrastructure

Siemens EcoTech

Individual product assessments based on Siemens Robust Eco Design framework

1. Mandatory requirements

- Overall requirements for all Siemens EcoTech products

- Environmental transparency provided by Environmental Product Declaration Type II/III (incl. Lifecycle Impact Assessment)
- Compliance with current substance of concern regulations
- Manufactured in production facilities using 100% renewable electricity

+

2. Product assessment

- Individual product to prove its outperformance compared to an existing norm, market standard or predecessor product
- Fulfillment of minimum one criteria from each dimension of our Robust Eco Design framework

Sustainable materials

- Low carbon material
- Secondary material
- Minimum material use
- Sustainable Packaging
- Substances of concern

Optimal use

- Energy efficiency
- Durability/longevity
- Maintenance possible/updatability

Value recovery and circularity

- Repairability
- Upgradability
- Ease of disassembling/ circularity instructions
- Recyclability
- Take-back scheme

Siemens EcoTech Profile provides maximum transparency through product-specific KPIs

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DEGREE sustainability framework

Delivering on our commitments

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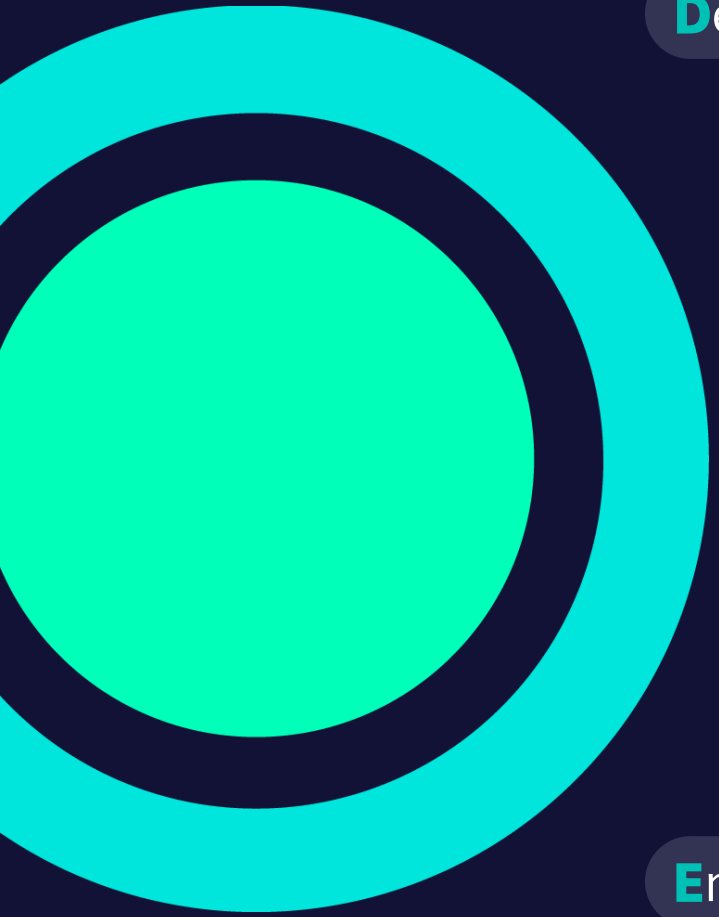
Our DEGREE sustainability framework



Decarbonization — Support the 1.5°C target to fight global warming

Ethics — Foster a culture of trust, adhere to ethical standards, and handle data with care

Governance — Apply state-of-the-art systems for effective and responsible business conduct

Resource efficiency — Achieve circularity, dematerialize, and conserve biodiversity

Equity — Foster diversity, equity, inclusion, and community development to create a sense of belonging

Employability — Enable people to stay resilient and relevant in a permanently changing environment

A 360° approach to our core sustainability values

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Siemens global DEGREE sustainability framework

Accelerating the implementation of DEGREE: 7/14 ambitions achieved ahead of 2025

	DEGREE ambitions	Baseline	Global progress until end of FY24	Ambitions	Achieved
Decarbonization	1. Reduce emissions in own operations by 55% by 2025	FY 19: **737 kt CO_2e**	**-60%**	**-55%** by 2025	✓
	Reduce emissions in own operations by 90% by 2030 and compensate residual emissions	FY 19: **737 kt CO_2e**	**-60%**	**-90%** by 2030	
	2. Net-Zero supply chain by 2050, 20% emissions reduction by 2030	FY 20: **8,098 kt CO_2e**	**-2%**	**-20%** by 2030 **-100%** by 2050	
Ethics	3. Strive to train 100% of our people on Siemens' Business Conduct Guidelines every three years	From FY 23	**91%**	**100%** by 2025	
Governance	4. ESG-secured supply chain based on supplier commitment to the Supplier Code of Conduct	--	**Suppliers committed**	--	✓
	5. Long-term incentives based on ESG criteria[1]	--	**ESG criteria anchored**	--	✓
Resource efficiency	6. Robust Eco Design for 100% of relevant hardware, software, and service portfolio by 2030[2]	FY 21: **16%**	**54%**	**100%** by 2030	
	7. Natural resource decoupling through increased purchase of secondary materials for metals and resins[3]	--	**Metals: 35%, Resins 1%**	--	
	8. Circularity through waste-to-landfill reduction of 50% by 2025 and toward zero landfill waste by 2030	FY 21: **0%**	**-30%**	**-50%** by 2025 **~ -100%** by 2030	
Equity	9. 30% female share in Top Management by 2025	FY 20: **22.7%**	**32.6%**	**30%** by 2025	✓
	10. Access to employee share plans – maintain high level and expand globally to up to 100%[4]	FY 21: **98%**	**99,96%**	**~100%** by 2025	✓
	11. Global commitment to the New Normal Working Model[5]	--	**Committed**	--	✓
Employability	12. Increase digital learning hours to "25 by 25"[6]	FY 20: **7h**	**27h**	**25h** by 2025	✓
	13. Access to Employee Assistance Program: maintain high level and expand to 100% globally by 2025	FY 20: **82%**	**99%**	**100%** by 2025	
	14. 30% improvement in Siemens' globally aggregated LTIFR[7] by 2025	FY 20: **0.31**	**-19%**	**-30%** by 2025	

1 Assessment based on the Siemens internal ESG/Sustainability Index, which is based on CO_2e reduction and digital learning hours

2 Prior periods are presented on a comparable basis, based on an adjusted portfolio scope

3 Product specifications for the use of secondary plastics are in development

4 Where legally possible and reasonable

5 For employees with job profiles that make this possible and reasonable

6 Digital learning hours per headcount on average

7 LTIFR: Lost Time Injury Frequency Rate (Siemens employees and temporary workers)

Note: DEGREE sustainability framework and its ambitions apply to Siemens without SHS

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Highlights of Siemens Limited contribution to the DEGREE targets

DECARBONIZATION

Scope1+ Scope2 emissions reduced to **9.8kt CO2e** (-77% compared to FY22)

DEGREE ambition #1

RESOURCE EFFICIENCY

80% of waste generated in FY24 was **recovered** through recycling and reuse

DEGREE ambition #6

ETHICS

100% Siemens employees trained on the Business Conduct Guidelines between FY22 to FY24

DEGREE ambition #2

DECARBONIZATION

In FY 24, **Renewable energy** contributed to **90%** of our energy consumption (+79% compared to FY22)

EQUITY

We are committed to the global 'New Normal' working model

DEGREE ambition #9

EMPLOYABILITY

25.8 digital learning hours per employee achieved in FY24 (+72% compared to FY21)

DEGREE ambition #12

Numbers extracted from BRSR FY24

SIEMENS

Our commitment to decarbonizing our operations is powered by our own portfolio

MUMBAI

Digitalization & Renewables driving transformation

- Over 6MWp green energy delivered from onsite and offsite solar
- ~3,700 tons carbon avoided through energy efficiency measures in building operations
- GAVATAR, hub of building related energy and carbon data, monitors ~14,000 data points from 1,300 locations across 90 countries
- 10 EV buses deployed for employee commute, charged by 2 x 240kW DC chargers
- R&D Building is a LEED platinum certified green building

GOA

Building onsite resilience and accelerating green innovation

- 2.1 MWp onsite solar delivering ~33% green energy
- ~700 tons carbon avoided through energy efficiency measures in building operations
- Specific Energy Consumption (kWh/ product) reduced from 13.2 in FY21 to 8.35 in FY24

AURANGABAD

Underway holistic long-term sustainable growth

- 0.8MWp onsite solar delivering ~15% green energy
- 5 EV buses deployed for employee commute, charged by 2 x 240kW DC chargers
- ~400 tons carbon avoided through energy efficiency measures in building operations
- The campus is ODS (Ozone Depleting Substances) free

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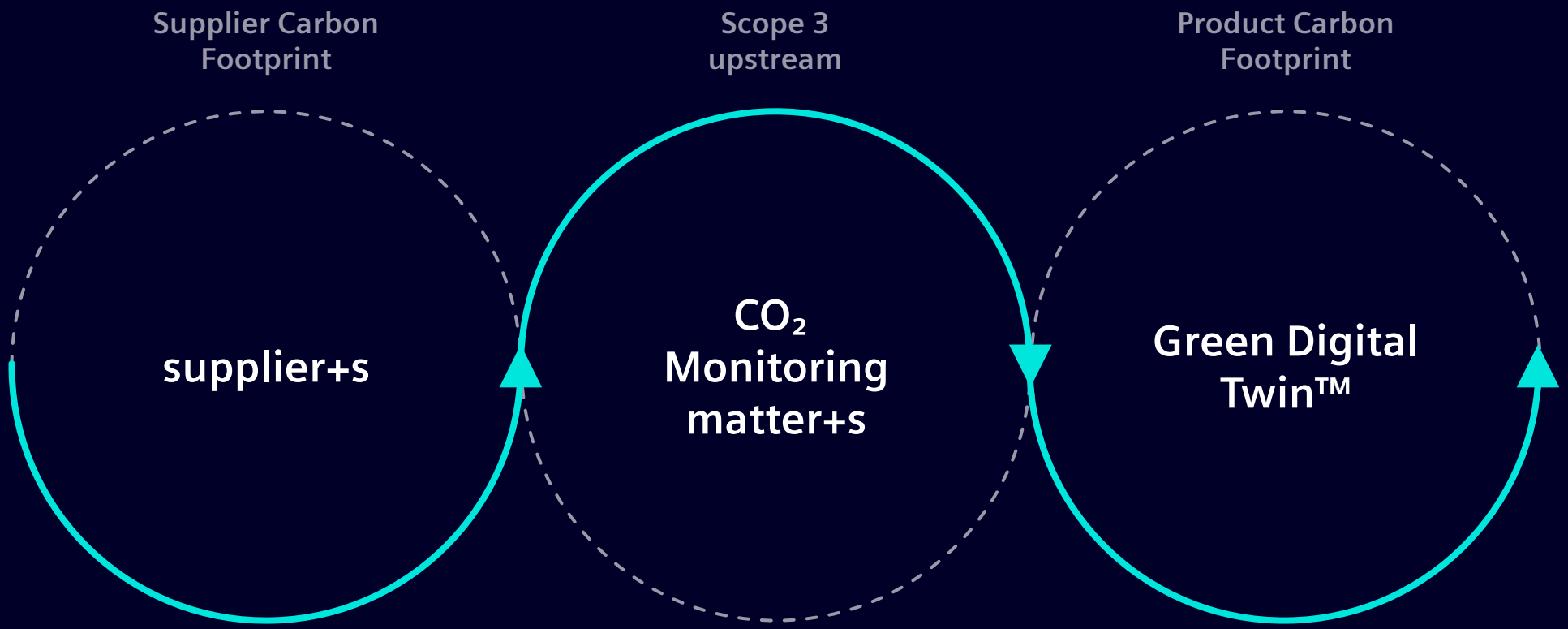
Consistent steps toward a net-zero supply chain (Scope 3 upstream)

Reduce Scope 3 upstream emissions globally by 20% by 2030

Collaboration and technology as enabler to reach targets



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Responsible Business Practices – A global, risk-based compliance system

Ethics and integrity are the basis for sustainable business practices

D **Ethics** G R E E

Siemens has **zero tolerance** for corruption, other breaches of applicable law and of our Business Conduct Guidelines. In all our interactions, and without exceptions, **we are committed to always act ethically**, legally, and with the highest integrity.

With 120 million USD in committed funding, the Siemens Integrity Initiative supports 85 projects in over 50 countries to combat corruption and fraud through Collective Action and Education & Training activities. In India, **UN Global Compact Network (UNGC) and Maritime Anti-Corruption Network (MACN)** are our current project Integrity Partners who create local impact in the fight against corruption.

Siemens has set itself the goal of training all our people on our **Business Conduct Guidelines** in a three-year cycle. By end of this fiscal year the BCG training "Doing the right thing!" has been rolled out to 100% of all active employees[1]

DEGREE ambition #3

Our responsibility towards our employees, customers, partners, society, and the environment involves **prioritizing ethical standards** and responsible business conduct in the **development and use of AI-based products to ensure responsible AI.**

1) Siemens Limited

SIEMENS

Integrating Responsible AI
Tackling ethical challenges in the real and digital world

We address ethical challenges by integrating Responsible AI into our business processes and portfolio

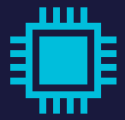
Responsible AI Principles

- Address **legal requirements**
- Align with **international standards** and best practices
- Follow **Siemens Business Conduct Guidelines** and adhere to **Siemens Ethical Principles**
- Guide and ensure **responsible development and deployment of AI technologies**

Siemens Generative AI Guardrails

- Siemens Generative AI Guardrails broken down **into actionable Guidelines**
- Ensure **compliant, responsible, and secure use of Generative AI**
- Accompany Siemens Business Conduct Guidelines and Siemens Ethical Principles

Siemens Industrial Copilots



- **Constantly evolving** implementation of Generative AI-powered Industrial Copilots aims to
  - Enhance human-machine collaboration
  - Accelerate innovation
- **Commitment to Responsible AI Principles**

SIEMENS

Cybersecurity and data privacy

Cyber resilience is a key business enabler and essential foundation for Siemens' and customers' data

Protection of our **IT & OT infrastructure** and protection of our **products, solutions, and services**

Cybersecurity **Zero Trust** as a holistic approach aiming to use **high-quality, real-time signals** to verify and authorize access in IT, OT and products

AI-based threat detection: Dynamic detection of anomalies in network and systems as potential **security threats**

Culture of ownership for cybersecurity attracting, developing, and retaining **best talent**

Data Privacy as integral part of Siemens' business activities and processes

Commitment to protecting the privacy of our people, customers, suppliers, and consumers

Siemens' cybersecurity governance certified with **ISO 27001:2022**

Cybersecurity in our products – Siemens ProductCERT

- **The Security Vulnerability Monitoring** team checks for vulnerabilities in the many software and hardware parts that make up Siemens products **(Vilocify)**
- Siemens **'SINEC Security Inspector & Monitor'** (erstwhile 'SiESTA' and 'OSA') application is used to test the security of components, products, and solutions, even in live systems and important IT/OT networks
- The **SBOM** (Software Bill of Materials) team keeps detailed lists of all the components used in products, tracking them through the supply chain
- Information about any security issues found in Siemens products is **publicly reported** to pursue Siemens' high standards of **transparency**

SIEMENS

Strong sustainability governance and accountability
Anchored across the organization

Siemens Limited Board

Managing Director & Chief Executive Officer and Executive Director & Chief Financial Officer

Decarbonization Committee

Task: Guidance body for Siemens' sustainability business

Members: CEO (Chair), CFO, Head of Strategy and Sustainability, Heads of Businesses SI, DI and MO

The committee meetings are held every alternate month

Sustainability Community

Task: Cross-functional community responsible for implementation of sustainability measures across the value chain

Members: Sustainability Managers from Businesses, Representatives from functions Supply Chain, Environment Health and Safety, Real Estate, Communications and People and Organization

The community meets every alternate month

SIEMENS

Continuous assessment of actual and potential impacts on people and environment throughout our value chain

Clear requirements for our suppliers

~6000
Suppliers

1,968
Corporate Responsibility Self-Assessments (94% coverage of eligible suppliers)

346
External Sustainability Audits[1)]

Risk-based approach in supplier management

DEGREE ambition #4

ESG secured supply chain[1]

Commitment to human rights along the value chain

Own workforce

Commitment to human rights-related core working conditions, based on the **comprehensive, global due diligence processes.** It includes, among other measures, local and global risk assessments.

Supply chain

Supplier Code of Conduct affirms the fundamental human rights of our suppliers' employees. Potential risks are identified via Corporate Responsibility Self-Assessments and External Sustainability Audits.

Customer-related business

Comprehensive **environmental, social, and human rights due diligence** in place to support transactional, site level and business partner due diligence in customer related business (ESG Radar).

Regular stakeholder dialogues with external human rights advisors, investors, rating agencies, and NGOs as well as external collaborative dialogues

GLOBAL BUSINESS INITIATIVE ON HUMAN RIGHTS

United Nations Global Compact

econsense

1) Between 2022 – 2024, number from BRSR FY24

SIEMENS

Our strong ambitions regarding conserving resources

	Waste	Energy	Water	Resource Efficiency	Biodiversity
Key ambitions	• **Waste-to-landfill reduction** of 50% by 2025, and towards zero landfill by 2030. As of 2024, we have already reached 92% reduction in waste to landfill **DEGREE** ambition #8	• **Improve energy efficiency of our sites** until 2030 • Total energy savings from energy efficiency measures in FY 24 is ~1055 MWh	• **Managing water efficiently** at own facilities and providing solutions for customers to handle water and wastewater more efficiently	• Implementing various measures to enhance resource efficiency in packaging materials consumption	• The aim of Siemens' environmental management system is to **preserve a diverse natural environment**
Where we stand	• >80% of the waste generated in FY24 was recovered by recycling and reuse • E-waste collection drive started at Siemens locations to raise awareness and engagement with employees (~330kg collected in 4 months 5 sessions ~450 participants covered).	• Key savings initiatives include consumption optimization in AHU resulting in 102 MWh energy savings, • optimization of compressed air pressure resulted resulting in consumption reduction of 301 MWh • For the complete list, refer BRSR FY24	• Reduced fresh-water consumption through water management measures such as water-efficient fixtures. • Example: low flow fixtures, waterless urinals, sensor-based taps • Building water reclamation facilities (zero liquid discharge at owned premises).	• Plastic Reduction of ~34 tons • Wood consumption reduction -47 tons • Steel Consumption for packaging reduced by ~170 tons	• 33% Green Coverage across major factories • ~9,000+ trees across major factories • Our campuses are home to many endangered flora and fauna • Some sites convert horticulture waste to manure for gardening.

SIEMENS

We are committed to resource efficiency and circularity in our operations

Resource Efficiency
Towards Zero Landfill by 2030

Approach

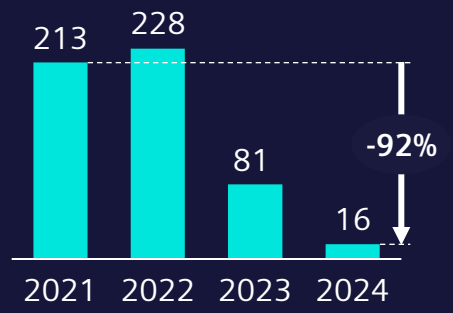
Reduce
Molding redesign to reduce wastage **(50 tons)**

Repurpose
Ceramic Insulator reject for thermal brick manufacturing **(7 tons)**

Recycle
Recycling of Metal Burrs **(2.44 Tons)**

Segregation / Diversion
Segregation Concrete and Epoxy flooring (HW) and diversion of Epoxy waste to Incineration **(48 tons)**

Landfill waste (in tons)



Key Initiatives

Coprocessing at Cement Klin

187 tons Thermoset Waste diverted from Landfill by co-processing as Alternate fuel to Cement Klins

Repurpose of Porcelain insulator

7 tons Insulator ceramic waste diverted as Raw material for thermal bricks Waste valorization

Circularity
Sustainable Packaging

Replace
Plastic packaging by usage of recycled paper **(7.7 tons)**

Reuse
Plastic film wrap with reusable canvas covers **(1.5 tons)**

Redesign
Wood packaging to carry more than one product

Recycle
Incoming plastic from supplier for internal storage

Plastic Packaging reduction

10.1% Less procurement of plastic compared to FY 23

~35 tons Packaging plastic reduction from FY 23 (340 tons)

Steel & Wood Packaging reduction

~170 tons Steel

~ 47 tons wood

Redesigning packaging resulted in consumption reduction FY 24

Elimination of one layer of LDPE in product packaging (18.5 Tons)

Replacement of plastic airfills (7.7 tons) with recycled crumpled paper

Replacement of plastic wrap (1.5 tons) with reusable canvas cover

SIEMENS

Fostering diversity, equity, inclusion, and lifelong learning and growth to create a sense of belonging and empower our people

D E G R Equity Employability

Highlights

Working at Siemens

- Commitment to the New Normal Working Model, culture of high trust
- **P&O Strategy focus areas**
  - Customer-centric organization
  - Leader and manager enablement
  - Robust talent acquisition engine
  - Skills for the future
- High importance on listening to employees, through **Siemens Global Engagement Survey** (twice in a year)
- Our commitment to a holistic approach to employee wellness is embodied in our '**We Care' initiative** comprehensive framework that promotes physical and mental wellbeing,.

Diversity, Equity & Inclusion

- We strive to foster an inclusive and equitable workplace and under the theme of 'Inspire Inclusion', we have implemented the 4C approach – **Commit, Connect, Collaborate, and Communicate**
- Strengthening belonging and fostering an **equitable workplace**, where all our people have equal access and opportunity to thrive.
- Ensuring equity of opportunities across our entire organization's management through our **global Gender Equity Program**
  - From equitable hiring into business functions
  - Share of women in management positions

Professional education and lifelong learning and growth

- Extensive portfolio of lifelong learning and growth opportunities supporting our people to stay **resilient and relevant** to equip them for today and tomorrow
- **MyGrowth approach** to foster individual growth and impact at scale, for all employees
- Over **300,000 cumulative hours of learning**[1] during the FY24 DEGREE ambition #12
- 19 factories with **digital learning labs** offering equitable learning opportunities to all our employees
- Learning interventions on **future skills** like AI, Sustainability & Digitalization

1) Digital and non digital learning hours

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Strengthening health, safety, resilience, and well-being of our people

D E G R E **E**mployability

The **Siemens Global Healthy and Safe @ Siemens** program aims to empower our people to make a difference to health and safety within the organization.

Based on our **five core principles**, the program guides locations in taking informed actions to enhance the health, safety, and well-being of our people.

- We care for our own and each other's well-being.
- We speak up and take part in making the workplace healthier and safer.
- We are inclusive and invite a diverse range of views on health and safety.
- We are engaged in learning and sharing about how we can work better, safer, and healthier.
- We prepare for and adapt well to changing circumstances.

Siemens received multiple **awards for excellence in Health and Safety Management**

- ICII Excellence award for Safety Health & Environment (SHE) in the construction sector
- Appreciation awards from various customers like BALCO, Taj, JK Tyre, Grasim, Asian paints and many others for safety and overall EHS practices

SIEMENS

Societal impact through **Corporate Citizenship**

SIEMENS

Strengthening skilling ecosystem and bridging the learning gaps through long-term project

Project Jigyaasa in schools

- **160+ schools** engaged; **9000+ science projects**; **52K** students benefited
- **115 computer labs** set up for Solid Edge and OER rollout
- **50 Open Educational Resource** created

Skilling through Dual VET and IGnITE in ITIs

- **356 ITIs'** across **17 states**
- **1,700+** ITI Instructors trained on Dual VET pedagogy
- **~74k+ trainees** benefited from; **Pedagogy**; **25K In-plant** trained
- **2 Digital Labs** completed at NSTI - Bangalore & Kozhikode

Siemens Scholarship program (SSP) for engineering students

- Batch XI **scaled to 290 students** (200 in FY23) of which **145 girls**
- 1595 students, 137 colleges, 27 states
- **80%** students placed
- **Rs. 0.9** million average salaries received

> 6000 volunteering hours across Siemens mobilized in FY24!

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Creating sustainable communities through Project Asha | Provided disaster relief support for affected communities

Project Asha

- **300+ million** liters water made available | **100% access** for domestic and agriculture
- **125 hectares** of Soil and Water conservation
- **55% rise** in income, women are bread earners, decrease in migration
- **90K+** saplings planted
- **250+ KW** solar energy created | **1,550 acres** of cultivable land
- **100% access** to **maternal and primary healthcare** with improved service delivery
- **16 computer labs** set up for **Solid Edge**

Disaster Relief

- **5260 Families** supported with WaSH and Shelter Kits benefitting **26,300 people**
  - Cyclone Remal in West Bengal and Manipur
  - Floods in Assam and Andhra Pradesh
  - Landslides in Wayanad

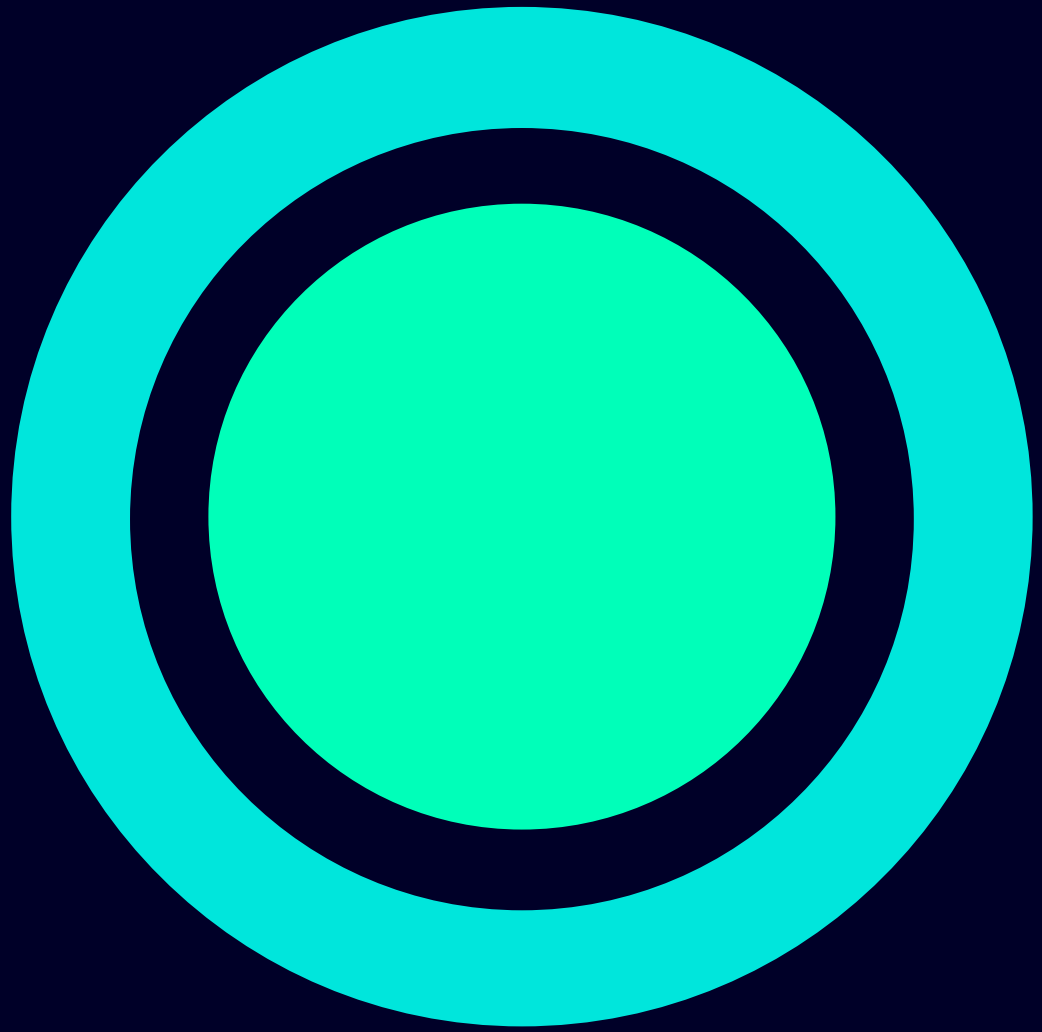
INR 376’2 Million spent in FY 24 on CSR

SIEMENS

Read more
about our approach
and commitment
to sustainability

Siemens India Sustainability

Business Responsibility and
Sustainability Report



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