Corporate social responsibility has been an integral part of Siemens from the very beginning of our doing business in the United States. Today, creating value for society is essential to our company mission. We are one team of 50,000 employees committed to positive change nation-wide.

**Enriching our Communities**

Siemens enriches the communities where we do business by fostering sustainability and educational opportunities that create real and lasting value. This effort is championed by a united team of passionate and innovative employees who make real what matters—for our customers and for all citizens. As part of our commitment, Siemens donated $27 million in 2017 globally, including nearly $4 million in charitable contributions in the U.S. We strive to create shared value in the U.S., while strengthening our business performance. Our commitment stands on four pillars: Access to technology, access to education, sustaining communities, and economic empowerment.

- **Access to Education**
  Siemens supports the educational mission of organizations that focus on STEM, and contributes with our own programs and initiatives. Overall, Siemens invests $50 million annually in continuing education for U.S. employees.

- **Sustaining Communities**
  Ever aware of reducing our carbon footprint, Siemens has set the goal of operating carbon-neutral by 2030. To do so, we’re looking into multiple energy-efficient systems and strategies across our business units.

- **Economic Empowerment**
  Siemens is committed to forwarding the economic empowerment of women, people of color, younger Americans, the LGBT community, and veterans, a commitment that we view as essential to the path toward gender and identity equality, poverty eradication, and inclusive growth.

### Corporate Volunteering

Through our Corporate Volunteering program, every Siemens employee can become engaged with various communities, unlocking the potential of our innovation at the local level. Together, employees and citizens inspire each other, connect on a deeper level, and seek lasting, positive social impacts. Siemens employees donate approximately 10,000 volunteer hours to their communities every year in the United States.

The Siemens Foundation, an independent, tax-exempt, not-for-profit organization, is supported by contributions from Siemens Businesses in the U.S. and has invested more than $115 million to advance workforce development and education initiatives in science, technology, engineering, and math in the U.S. Its mission is inspired by the culture of innovation, research, and continuous learning that is the hallmark of Siemens’ companies.

Together, the programs at the Siemens Foundation are narrowing the opportunity gap for young people in the U.S. in STEM careers, and igniting and sustaining today’s STEM workforce and tomorrow’s scientists and engineers. The Foundation is particularly focused on traditionally underserved populations.
The Siemens Foundation’s flagship program, the STEM Middle-Skill Initiative focuses on preparing America’s next generation of workers for STEM technical careers. Through partnerships with leading organizations in the field of workforce development, the Siemens Foundation is raising middle-skill awareness in national forums, promoting a positive perception of STEM middle-skill opportunities, and identifying and scaling effective training models.

Additional programs run by the Siemens Foundation include, PATH Fellowships, Siemens STEM Day, and scholarship programs for the children of Siemens employees.

In order to accelerate low cost healthcare solutions that serve society in underserved areas of the world, the Siemens Foundation offers paid summer research fellowships to college students interested healthcare innovation and technology through a partnership with the international nonprofit leader in global health innovation, PATH.

Siemens STEM Day is a free online platform provided by the Siemens Foundation for teachers, parents and Siemens employees to engage K-12 students in STEM through tools, resources, and hands-on activities developed by Discovery Education in alignment with national science standards. The Siemens Foundation partners with employee liaisons and leaders at Siemens business locations across the United States to multiply the impact of employee involvement in philanthropic outreach with a focus on STEM education.

Children of eligible Siemens employees are able to apply for two types of scholarships. The Siemens Merit Scholarship Program, which recognizes scholastic excellence for students pursuing a four-year degree, is an annual competition conducted through the National Merit Scholarship Corporation. The opportunity to apply for the annual Siemens Career Path Scholarship Program is provided for children of eligible Siemens employees who are interested in pursuing a technical school or community college degree.

For further information about the Siemens Foundation’s programs please visit: siemens-foundation.org
Diversity @ Siemens

Siemens is a richly multicultural organization with operations in nearly every country in the world. Our diversity practices are built on awareness and respect for local histories, cultures and needs. Here in the United States, Siemens promotes diversity at all levels, from entry level to the highest ranks. We recognize and respect differences and similarities that make our U.S.-based companies more competitive. Because we believe that all these similarities and differences enhance our strength as a company.

Employee Resource Groups at Siemens

Siemens sponsors Employee Resource Groups (ERGs) formed by employees with commonalities in areas such as ethnicity, gender, disability and sexual orientation. With 10,000 ERG members, 10 ERGs and several active chapters, ERGs offer employees an inclusive, supportive environment, networking opportunities, tools to promote personal and professional development and access to mentoring networks.

At the same time, ERGs add value to the company and employee engagement by helping to drive these four key objectives: business alignment, personal and professional development, talent acquisition and community involvement. Our ERG focal areas include: Lesbian, Gay, Bisexual, Transgender (LGBT); generational; Hispanic; black; Asian; veterans; eco-friendly; administrative professionals; and women.

Sustaining and Developing Siemens’ Position as a Diversity Employer of Choice

Siemens has been recognized for our robust diversity-focused recruiting program:

- In 2018, Siemens was selected for the 15th straight year as a Top Supporter of Historically Black Colleges and Universities (HBCUs) by the deans of the 14 Accreditation Board for Engineering and Technology, Inc. accredited (ABET), HBCU engineering programs and the corporate academic alliance Advancing Minorities’ Interest in Engineering (AMIE).
- Listed as a Top Employer for the following majors by The Black Collegian magazine: Mechanical Engineering, Industrial Engineering, Electrical Engineering, IT / MIS, Accounting / MIS and HR.
- Recognized by the readers of Diversity/Careers in Engineering and Information Technology as a Best Diversity Company. Siemens has also been recognized as a Top Fifty Company for diversity by readers of Woman Engineer magazine.
- Humans Rights Campaign (HRC) released the Corporate Equality Index (CEI) for 2018 which Siemens USA obtained a perfect rating of 100.

Other Initiatives to Develop Future Leaders:

Other Investments in Historically Black Colleges and Universities: The Building Technologies Division provides 200-plus

Supplier Diversity Program

The mission of our Supplier Diversity Program is to give businesses owned by minorities, women, the disadvantaged, the disabled, veterans and other diverse suppliers maximum opportunity to participate in our competitive contracting and procurement processes.

During our fiscal year ending Sept. 30, 2017, Siemens Corporation, its businesses, subsidiaries, and legal entities spent more than $1.2 billion for goods and services from small and diverse-owned businesses. Our Supplier Diversity Program makes it easy for potential suppliers to do business with Siemens.

African-American high school students from Chicago Public Schools the opportunity to visit and tour Historically Black Colleges and Universities (HBCUs). Siemens PLM Software has provided more than $1.2 billion based on commercial value of in-kind software to HBCUs. Siemens / National Academy of Engineering Fellowships were provided for two AMIE (Advancing Minorities’ Interest in Engineering) students with a cash value of $15,000.

Disability Awareness at Siemens

SiemensAbility’s vision is to provide a world where barriers are removed, perceptions are changed, and everyone has the opportunity to participate fully in community life.

Some of the important initiatives include:

- LIFE@Siemens: Learning Internship for Future Employment is designed to help special needs children develop independence while learning skills that will translate into being able to thrive and contribute in a workplace after school
- Community Outreach: Members volunteer with non-profits and government organizations
- Special Olympics: Members volunteer at summer games and participate in fundraising events

usa.siemens.com/diversity