**Siemens AG response, to BHRC Due Diligence Survey, 17 March 2022**

Siemens strongly opposes the invasion of Ukraine which is a clear violation of international law. We stand with the international community in calling for peace. We are very concerned for our colleagues and their loved ones in Ukraine and are doing all we can to help them and are humbled by their bravery. Our heartfelt thoughts go to our colleagues, their friends and families who are affected.

The safety and well-being of our employees is a priority for Siemens. The company is taking all possible measures to ensure this. We’ve set up a task force that is monitoring the situation very closely and has initiated suitable measures, including financial assistance, to ensure the safety and wellbeing of our employees and to support them as best as we can in these difficult times. Siemens is represented in the Ukraine with several locations and a low three-digit number of employees. Our international staff has already left the Ukraine back in mid-February. With regard to possible evacuation of employees, we are sticking to the local regulations. We can only evacuate Ukrainian employees who are not under obligation to serve in the military. Please understand that we generally do not comment on topics that could endanger the safety of our employees.

Through the Siemens Caring Hands organization, Siemens AG is donating €1 million to the Red Cross for immediate relief and, additionally, will match employee donations. Already, more than €6 million has been raised.

With regards to Russia, Siemens has been active there since 1852. Our main locations are in Moscow and Saint Petersburg. We also have sales offices in Russia. We support the sanctions applied by Western governments and will act in compliance with all applicable laws in our business activities in and with Russia and Belarus and comply with the applicable export control requirements and sanctions law. To this end, we have put all new business in and international deliveries to Russia and Belarus on hold, while we evaluate the full implication of all sanctions. Ensuring strict adherence to sanctions, we will continue with local service and maintenance related activities.

More generally, we thoroughly audit business in sanctioned countries and ensure that all applicable sanctions and relevant export control regulations are checked and complied with in Siemens’ business activities. Furthermore, please note that we are fully committed to International Standards, such as the UNGPs and the OECD Guidelines for MNEs and Responsible Business Conduct, their key principles and guidelines constitute an integral part of our due diligence practices along the entire value chain including downstream business and business partners