



SIEMENS



Siemens Mobility Limited
Carbon Reduction Plan
Financial Year 2025



Foreword

At Siemens Mobility, our commitment to sustainability is not just a goal; it is a cornerstone of our business strategy. It is also fully aligned with the ambitions of the Sustainable Rail Blueprint, the industry-wide approach for realising sustainable rail in the UK.

In the last year Siemens AG has introduced new and more ambitious targets to actively address three key impact areas:

- Decarbonisation and energy efficiency
- Resource efficiency and circularity
- People centricity and society

In practice, when looking at decarbonisation for Siemens Mobility, this has included the adoption of more ambitious Scope 3 reduction targets, further improvements in data quality and automation, and the independent assurance of our carbon figures and methodology to increase confidence in our reporting.

This Carbon Reduction Plan outlines our strategic approach to reaching our net zero targets, by reducing greenhouse gas emissions, enhancing environmental sustainability, and driving innovation within our operations and supply chain.

It describes some of the carbon saving initiatives we have undertaken during the last financial year including:

- Investing in a new £100m state-of-the art net zero manufacturing facility at Chippenham, targeting BREEAM "Excellent" certification for its office and manufacturing spaces
- Generating almost 750MWh of solar energy at our Goole Rail Village through recently installed PV panels
- Realising the sustainability benefits of smart logistics by reshaping our distribution routes to reduce transportation distances by approximately 30%
- Increasing the proportion of fully electric vehicles within our company car fleet to 76%.

We remain committed to meeting our net zero targets and as we move forward, focus on transparency, accountability, and continuous improvement. This document serves as a statement to our ongoing efforts and our determination to support a sustainable future for generations to come.

Marko Feulner, Aglaja Schneider and Rob Morris
CFO & Chair of the Board, Joint CEOs



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FY25 AT A GLANCE

Decarbonisation in action



Progress to net zero

Net Zero Operations

46% reduction in emissions from own operations since FY23 baseline year

Net Zero Supply Chain

29% reduction in emissions since FY23 baseline year

Efficient estate

New Rail Technology Centre targeting a BREEAM 'Excellent' rating, for its office and manufacturing spaces

Circularity

Maintenance depots embed circularity by reusing IBCs, wood, and food waste

Solar energy

745MWh of energy generated by solar panels at Goole Rail Village

Electric vehicles

76% of our company car fleet is fully electric

Low carbon logistics

New distribution centres reduce transportation distances by approximately 30%

Engineering out emissions

Engineering led initiatives implemented to extend component life and avoid carbon intensive overhaul cycles

Carbon Web Assessments

Assessed 52% of our suppliers' CO₂ emissions, up from 29% last financial year

Smarter repairs

Ardwick depot's new HVAC repair bays cut transport emissions by keeping repairs on site

Award-winning

Colleague honoured with MBE for innovation in sustainable rail technology

Innovation

Siemens Mobility supported supplier Anderton's product innovation delivering lower-carbon concrete solutions



Introduction

About us

Siemens Mobility Limited (Siemens Mobility) is a UK legal entity, owned by Siemens Mobility GmbH with ultimate parent company Siemens AG. With 180 years of history in the UK, we build and maintain trains and rail infrastructure across 30 permanent sites nationwide.

This Carbon Reduction Plan outlines our strategic approach to reducing greenhouse gas emissions, enhancing environmental sustainability, and driving innovation within our operations and supply chain. It highlights some of the carbon saving initiatives we have undertaken during the last financial year and has been prepared in line with the requirements of PPN 06/21 and associated guidance.



Our Climate Statement

The climate is changing. The effects of extreme temperatures and weather events will only increase in prevalence in the coming years. At Siemens Mobility, we recognise the urgency of climate protection.

It is our priority to contribute to the objectives set out in the Paris Agreement, namely the limitation of global warming to 1.5°C above preindustrial levels. Without ambitious and dedicated action, the consequences will harm not only our environment, but also our people, our infrastructure, and the communities that we work in.

We are committed to minimising the environmental impact of our business practices and products to protect our value chain, local communities, and wider society from the negative effects of climate change.

We are supporting our customers' decarbonisation efforts by offering low-carbon rail solutions, including our innovative track and train solutions, which aim to support Britain's railways to eliminate diesel-only trains by 2040. By helping our customers reduce their greenhouse gas (GHG) emissions and cutting emissions from our own operations, Siemens Mobility strives to support the transition to a low-carbon economy and the transformation of the UK rail industry.

Beyond reducing GHG emissions, we see the transition to a low-carbon economy as an opportunity to encourage circular practices and provide climate-positive solutions in line with our customers' goals. Ultimately, we are positioning our portfolio to meet the current and future needs of the environment, our customers, and the societies in which we operate.

Our commitment to climate protection is reflected in the Siemens **DEGREE framework**, which embeds sustainability throughout our business by focusing on **Decarbonisation, Ethics, Governance, Resource Efficiency, Equity and Employability**. Through this framework, we commit to reduce Scope 1 and 2 emissions associated with our operations by 90% by 2030, against our 2023 baseline.

We also commit to reduce emissions associated with our supply chain by 20% by 2030, and to reach net zero emissions in our supply chain by 2050. For our Scope 3 emissions, we commit to achieve 30% absolute reduction in emissions by 2030 and 90% absolute reduction in emissions by 2050. These targets support our overall ambition to reach net zero Scope 1, 2 and 3 carbon emissions by 2050.

The Siemens AG sustainability approach was updated during FY25, introducing new and more ambitious targets and actively addressing three key impact areas:

Impact areas	Decarbonisation and energy efficiency:	Resource efficiency and circularity:	People centricity and society:
<p>For our customers, planet and society</p>	<p>▶ We drive decarbonisation of products, operations and supply chains via dedicated software and hardware, and by enabling renewables integration, energy efficiency, and electrification.</p>	<p>We improve resource efficiency and empower circularity by equipping industries with technologies that extend asset lifecycles while enhancing performance, availability and utilisation.</p>	<p>We contribute to societal advancement by transforming and expanding access to infrastructure and industrial capabilities, engaging with local communities and enabling people in our ecosystem to grow, compete and thrive.</p>
<p>Across our own operations, products and people</p>	<p>▶ At the same time, we aim to reduce emissions in our operations and supply chain by designing low carbon, energy-efficient products, produced in optimised production facilities using our portfolio.</p>	<p>In parallel, we aim to decrease our environmental footprint and strengthen supply chain resilience by designing with circular principles, optimising resource use, minimising waste, as well as conserving water and biodiversity.</p>	<p>Internally, we empower our people to build skills for life; support diverse teams, foster equitable opportunities and an inclusive workplace; and support work well-being to ensure our people and our business remain resilient and relevant in ever-evolving environments.</p>

The impact areas are built on a strong foundation of ethics and governance. In addition to our established priorities, emerging trends and developments with sustainability relevance are continuously monitored and addressed.

This enables our approach to remain forward-looking, comprehensive, and aligned with stakeholder expectations and regulatory requirements.

Our Net Zero Commitment

We are committed to achieving net zero emissions across the entirety of our value chain and within our operations by 2050 and we have introduced several interim targets to support the delivery of this commitment.

Our climate statement highlights Siemens Mobility's commitment to delivering net zero, supporting the growth of a low-carbon economy and the transition away from fossil-fuels across UK railways.

Measuring our emissions

Baseline emissions footprint

UK Baseline Year: FY23

Additional details relating to the Baseline Emissions calculations

Siemens Mobility uses a fixed base year for tracking emissions, allowing for consistent long-term comparisons.

During the reporting year further improvements have been made to our calculation methodology to reduce the reliance on estimations and assumptions within our Scope 1, 2, and 3 emissions data. In addition, during the reporting year, our calculation methodology has undergone independent limited assurance by Bureau Veritas. These changes have resulted in a slight adjustment to our baseline emissions figure for FY23.

The updated baseline emissions are 223,099.48 tCO₂e, and future carbon reduction efforts will be measured against on this new baseline.

Methodology

Our carbon data management is complex, with emissions from various sources. We collect granular activity data from automatic sources and suppliers for accuracy. Where automatic data is unavailable, we use site-specific inputting tools. Estimation and approximation are avoided unless necessary.

Siemens Mobility uses the GHG Protocol operational control methodology for Scope 1, 2, and 3 emissions. For Scope 2, the market-based methodology is used. We selected an operational control boundary to ensure a comprehensive carbon inventory.

For leased assets, we follow GHG Protocol guidance. Most leases, including vehicles and building space, are operational leases. Emissions fall within Scope 1 and 2 if we have full control; otherwise, they are reported in Scope 3 Category 8 (Upstream Leased Assets).

We currently report Categories 4 and 9 as a single figure within Scope 3 Category 4 (upstream transportation and distribution) due to the inability to separate upstream and downstream expenses. Categories 11 (use of sold products) and 12 (end of life treatment of sold products) are relevant to our operations but we lack sufficient data for accurate calculation. During the reporting year we continued to improve data granularity and processes to separate Categories 4 and 9 and to calculate Categories 11 and 12 emissions in the future, this remains a priority for us during FY26.

This Carbon Reduction Plan covers emissions from Siemens Mobility's UK operations only, with no emissions reported for the Republic of Ireland this year. Siemens AG's FY25 global emissions and energy consumption are detailed in the Siemens Group 2025 Sustainability Statement¹.

1. <https://assets.new.siemens.com/siemens/assets/api/uuid:dea0c623-1ae9-4ef0-a69a-31d8eb7b39fb/sustainability-statement.pdf>

Emissions inventory

	FY20 ¹	FY21 ²	FY22 ³	FY23 ⁴	FY24	FY25
Emissions	Total (tCO ₂ e) ⁵					
Scope 1	4,675	3,755	2,563	4,806	3,470	2,737
Scope 2 location based⁶	3,473	3,200	3,150	3,348	3,608	3,855
Scope 2 market based	821	582	600	1,037	394	396
Scope 3 breakdown	130,337	7,685	9,730	217,256	149,165	155,889
Purchased goods and services				199,297	127,792	128,650
Capital goods				3,545	8,589	12,739
Fuel and energy related activities				2,991	2,015	1,621
Upstream transportation & distribution ⁷	2,720	2,507	2,968	3,381	3,518	5,747
Waste generated in operations*	260	105	101	156	99	36
Business travel*	2,799	1,234	2,063	4,441	4,000	3,928
Employee commuting*	4,226	3,839	4,598	2,982	2,909	2,963
Upstream leased assets				463	243	205
Downstream transportation & distribution*						
Use of sold products						
End of life treatment of sold products						
Scope 3 total	10,005	7,685	9,730	217,256	149,165	155,889
Scope 1, 2 and 3 total	135,833	12,022	12,893	223,099	153,030	159,021

*PPN 06/21 minimum requirement

1 Original baseline year adjusted following carve out of Yunex Traffic UK Limited. Full Scope 3 inventory not reported due to inadequate data availability to update to latest calculation methodology.

2 Emissions inventory adjusted following carve out of Yunex Traffic UK Limited. Full Scope 3 inventory not calculated in this year.

3 Full Scope 3 inventory not calculated in this year.

4 New baseline year, adjusted during FY2025 to align with updated methodology.

5 Figures throughout the report have been rounded to the nearest whole number.

6 Scope 2 location-based emissions included for transparency. Our targets are set on Scope 2 market-based emissions

7 Upstream and downstream T&D emissions combined, due to inability to separate expenses.

Emissions reduction targets

To continue our progress towards achieving net zero, we have adopted a number of near and long-term carbon reduction targets.

Net Zero Operations

Aligning with Siemens AG, we aim to reduce total Scope 1 and 2 emissions from our production facilities, buildings, and owned or leased vehicle fleet by 90% by FY30¹, using FY23 as the baseline. We measure our performance using the market-based approach for Scope 2 emissions.

Carbon credits are not considered appropriate for achieving a net zero carbon footprint as they do not reduce Siemens Mobility's emissions but only compensate for them externally. We are not currently considering carbon offsetting to achieve our 90% target by FY30 but will look to use high-quality carbon credits for any residual emissions after 2030 following Siemens AG guidelines.

Net Zero Supply Chain

Regarding Scope 3, we are focusing on reducing emissions in our supply chain and in the use phase of our products.

During FY25, Siemens AG introduced an additional short-term target for Scope 3 emissions to include downstream emissions. This target is a 30% absolute reduction of total Scope 3 emissions by FY30 and achieve net zero by FY50. The existing short-term net zero Supply Chain target for Scope 3 Categories 1 to 6 remains in place at 20% reduction by FY30 and achieve net zero by FY50. This new target is published within the Siemens AG Sustainability Statement for fiscal 2025.

Additional carbon reduction targets

We support Siemens AG's 1.5°C science-based net zero target, aligning with the 1.5°C decarbonisation pathway, consistent with the Paris Climate Agreement's. Siemens AG aims to reduce Scope 1 and 2 emissions by 90% and total Scope 3 emissions by 30% by FY30, with a 90% reduction across the entire value chain by FY50 against an FY19 baseline. Siemens Mobility will measure performance against a FY23 baseline due to incomplete UK data for FY19.

¹ Siemens AG have set an additional interim reduction target of 55% by the end of FY25

Our carbon reduction targets

(against FY23 baseline)

90%

absolute reduction in total Scope 1 & 2 carbon emissions by **FY30**

20%

absolute reduction in Scope 3 (categories 1-6) carbon emissions by **FY30**

90%

absolute reduction in Scope 3 (categories 1-6) carbon emissions by **FY50**

Net Zero

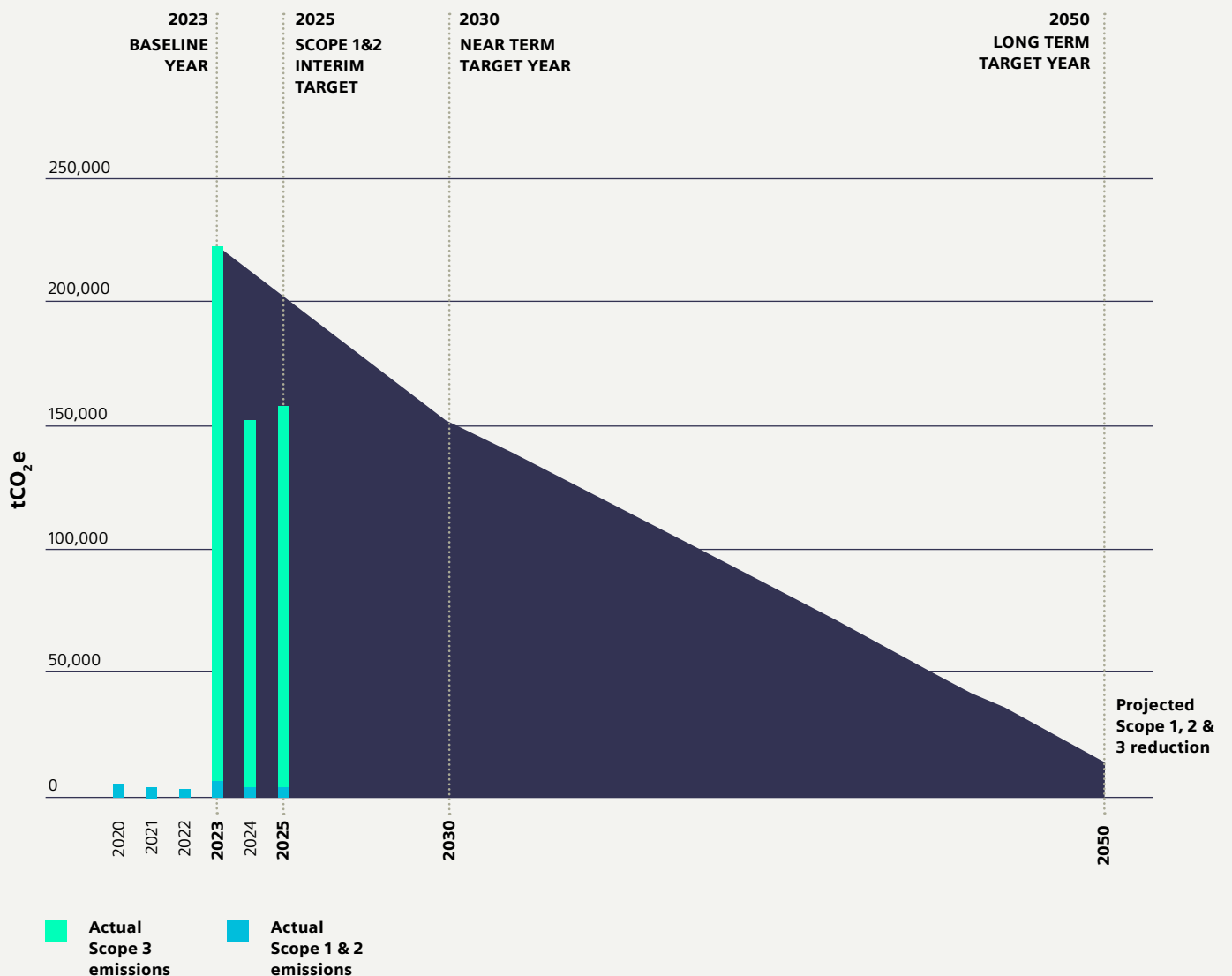
Scope 1, 2 and 3 carbon emissions by **FY50**

Progress against targets

During the reporting year our total annual carbon emissions rose slightly by 5,992 tCO₂e representing a 3.9% increase. This slight rise is due to increased spend within our upstream and downstream logistics providers and also on capital goods. Our overall reduction progress can be seen in Figure 1 alongside our projected linear annual reduction to achieve our FY30 and FY50 targets.

FIGURE 1

■ SIEMENS MOBILITY UKI CARBON EMISSIONS (tCO₂e) – PROJECTED V ACTUAL



Our operational emissions from the direct combustion of fuel (Scope 1) further decreased during FY25 from FY24 (21%), representing a total emissions reduction of 43% from the FY23 baseline. Scope 2 (market-based emissions) remained approximately the same during the reporting year compared to the previous year and have reduced by 62% from the baseline.

These reductions in operational emissions were predominantly achieved by increased uptake of battery electric vehicles within our company car fleet, a reduction in business miles within our commercial van fleet and the increased availability and utilisation of significantly newer, lower-emission diesel vans as the result of changing supplier.

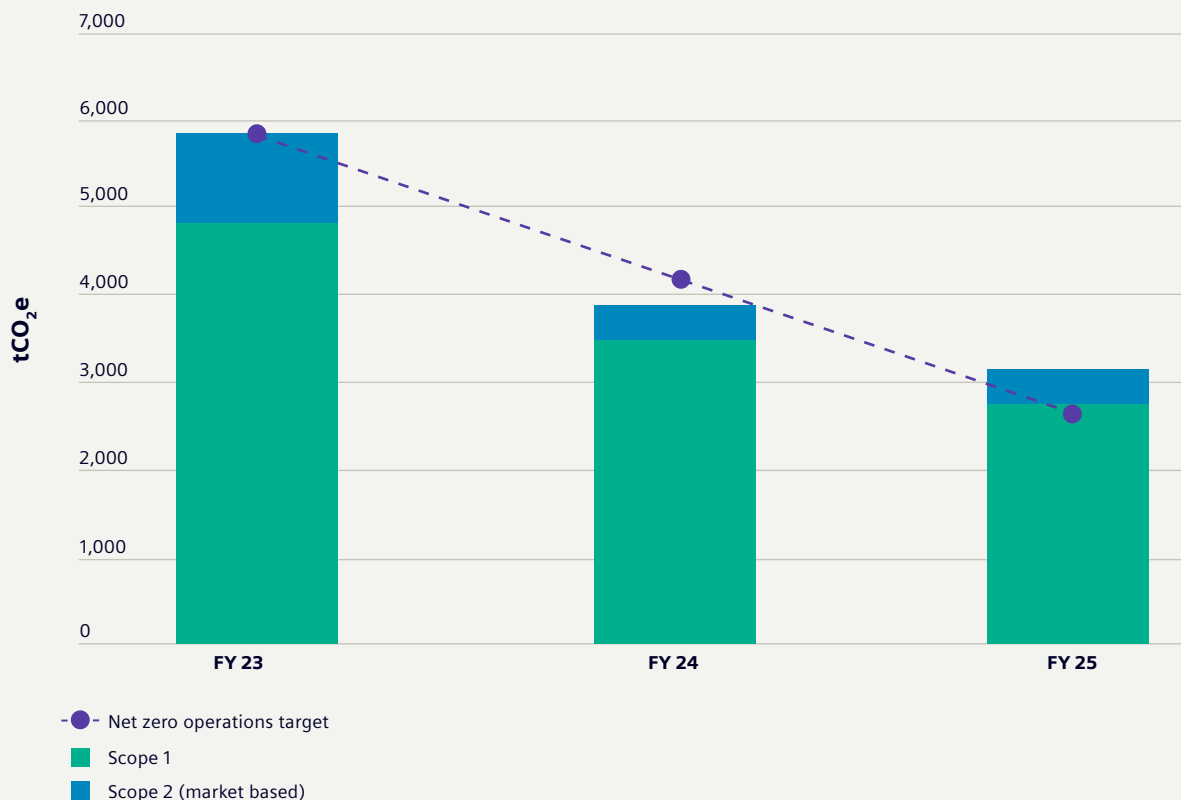
At the end of the reporting year we were lagging the Siemens AG interim target of 55% reduction in Scope 1 and 2 emissions by 2025. We achieved a total emissions reduction of 46.4% within our Scope 1 and 2 emissions inventories from our FY23 baseline.

The majority of our Scope 1 emissions arise from our commercial van fleet which we were not able to convert to fully electric as quickly as required to meet the interim target. This is predominantly due to a lack of suitable electric alternatives on the light goods vehicle market within the UK in recent years. Our dedicated Supply Chain Management Team and Fleet Manager are focused on ensuring that the composition of our commercial van fleet supports our 2030 facilitates Operations target.

During the year we made further significant improvements to our calculation methodology to remove assumptions and include internal spend data which was previously not included.

All calculation methodologies have been independently assured, and any identified errors or improvements have been implemented prior to the preparation of this report. Adjustments have been made to the FY23 and FY24 inventories to ensure that the carbon figures are comparable.

FIGURE 2
NET ZERO OPERATIONS PERFORMANCE



Emissions within our upstream supply chain (Scope 3 categories 1-6) increased slightly (4.6%) from the previous year but remain 28.6% below the FY23 baseline. Our FY30 interim target of 20% emissions reduction within Categories 1 – 6 from our FY23 baseline was achieved during the reporting year.

Most carbon emission increases were in Category 1 (purchased goods and services), calculated using Siemens AG's externally validated cross-regional, macroeconomic input-output model based on spend. The increase observed within this emissions category was directly related to increased supplier spend highlighting the need to decouple carbon from spend within our Scope 3 carbon accounting.

Total Scope 3 emissions, for the categories that we currently calculate (Categories 1–8), were down 28.25% from the FY23 baseline.

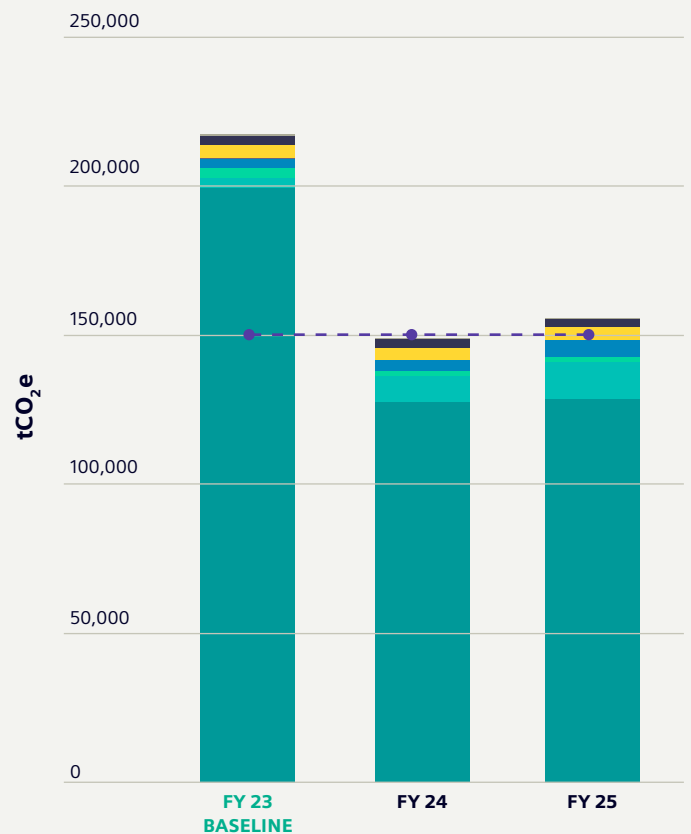
FIGURE 3
NET ZERO SUPPLY CHAIN

● Net zero supply chain 2030 interim target



FIGURE 4
TOTAL SCOPE 3 EMISSIONS

● Scope 3 2030 interim target



- Cat 1 – Purchased goods and services
- Cat 2 – Capital goods
- Cat 3 – Fuel and energy related emissions
- Cat 4 – Upstream transportation & distribution
- Cat 5 – Waste generated in operations
- Cat 6 – Business travel
- Cat 7 – Employee commuting and home-working
- Cat 8 – Upstream leased assets

Carbon reduction & energy efficiency **in action**

The following carbon reduction measures and projects have been completed or implemented during FY25.

The initiatives for which carbon savings could be quantified achieved a total reduction of approximately 277 tCO₂e. Additional initiatives also contributed to carbon reductions, but their impact could not be calculated.

Carbon Management

Carbon data management

In a complex environment of carbon data management, we have improved data availability, accuracy, and efficiency.

During the reporting period we built automated carbon reporting dashboards for the rapid assessment of carbon emissions and to support the identification of trends, hotspots and emissions reduction opportunities. Data for our fleet vehicles, company cars, business travel, fugitive emissions, site-based fuel consumption, metered gas and electricity is now automated to remove manual handling.

By working closely with landlords, we have reduced estimated fuel and energy use to less than 1% of our Scope 1 and 2 emissions inventory.





Process improvement

During FY25 we further enhanced our carbon management processes to ensure consistent calculation and focused reduction efforts.

Our Corporate Carbon Accounting Procedure was independently verified by Bureau Veritas and updated following their recommendations.

Our carbon calculation methodologies and our FY25 figures were also independently verified, providing confidence in our reporting.

Where necessary, our FY23 baseline and our FY24 data was recalculated to ensure that consistent calculation methodology was applied throughout.

Our Scope 3 Category 1 (Purchased Goods and Services) calculation methodology was amended to ensure that internal spend from Siemens suppliers was also included within the emissions inventory.

In Rail Infrastructure projects, we measure and monitor carbon across the full project lifecycle in alignment with the PAS2080 carbon management principles.

By following our Carbon Management Process, we can identify potential carbon hotspots early in the design process and implement suitable reduction strategies that deliver tangible carbon savings.

We will seek formal verification of our Carbon Management Process in line with PAS2080 in FY26.



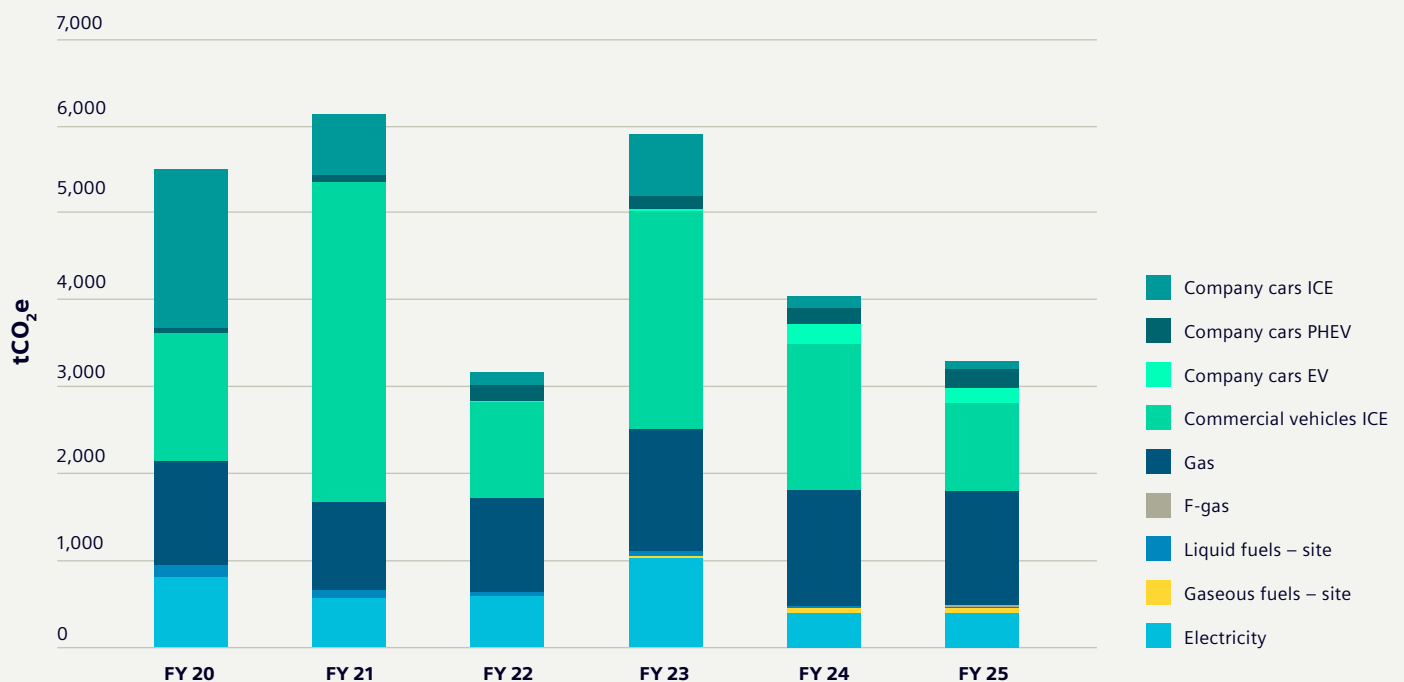
Net Zero Operations

Reducing Scope 1 and 2 carbon emissions

Our operational emissions mainly come from gas heating and our diesel-powered van fleet, making up 73% of our total Scope 1 and 2 emissions. Other sources include electricity use, company car fleet fuel, and small amounts of liquid and gaseous fuels used in plant and equipment.

To reduce emissions, we target the areas where we can have the most impact. We have committed to the Climate Group initiatives RE100¹ (complete conversion to renewable electricity), EV100² (conversions of the vehicle fleet to electric vehicles), and EP100³ (net zero emissions buildings), adopting a three-pronged approach: efficient estate, greening the fleet and green plant and projects.

FIGURE 5
SCOPE 1 & 2 EMISSIONS BREAKDOWN



1 <https://www.there100.org/>
 2 <https://www.theclimategroup.org/ev100>
 3 <https://www.theclimategroup.org/ep100>



Efficient Estate

Purpose built facilities

Siemens Mobility has invested hundreds of millions of pounds over recent years to build facilities that not only meet our business needs, but also support our net zero commitments.

CASE STUDY

The Siemens Rail Technology Centre - Chippenham

Siemens Mobility is investing £100 million in a brand-new digital engineering, manufacturing, and research and development centre in Chippenham, Wiltshire. Continuing a long history of rail innovation in Chippenham, our new Siemens Rail Technology Centre will build the next generation of conventional and digital rail signaling and control systems for Britain.

Due for completion in 2026, the Rail Technology Centre will replace our existing site in Chippenham and be home to 800 colleagues, continuing our legacy of innovation.

Visible from the Great Western main line at SouthPoint Business Park, the Siemens Rail Technology Centre has been designed with sustainability built in at each step. It has been designed to minimise our environmental footprint, significantly enhance operational efficiency, and cultivate a healthy, productive environment for our valued employees.

Decarbonising energy supply – an all-electric future

The Siemens Rail Technology Centre will be a gas-free site, supporting our net zero journey. The removal of gas from our manufacturing and building operations is projected to save almost 200 tonnes of carbon every year when compared to operations at our old Chippenham site. This reduction is equivalent to the emissions generated by approximately 5.7 million passenger-kilometres of rail travel, around 19,000 train journeys between Manchester and London.

To reduce our reliance on grid electricity we are installing over 800m² of solar photovoltaic cells on the roof which will provide in the order of 153,000kWh of self-generated electricity per year (enough to power over 500,000 miles of electric vehicle travel each year, the equivalent to driving around the Earth approximately 20 times). Finally, all purchased grid electricity will be REGO Certified from 100% renewable sources to minimise our environmental impact and carbon footprint.



To support our wider sustainability initiatives there will be 30 electric vehicle (EV) charging points installed and a dedicated car-share priority parking scheme to encourage low-carbon transport choices.

Maximising Energy Efficiency through Intelligent Design and Control

Targeting BREEAM “Excellent” certification, with potential for “Outstanding” upon completion for both its office and manufacturing spaces, the Rail Technology Centre exemplifies Siemens’ dedication to environmental stewardship and innovation. Following on from our £250m investment at our Goole Rail Village to create net zero buildings, this new Chippenham site serves as a powerful model for future developments.

The Chippenham site is maximising energy efficiency through intelligent design and control. We have focused on:

- Advanced building management systems including smart sensors and variable speed control mechanisms to automate the building management across the site;
- Smart LED lighting to decrease our energy demand;

- Optimised heating, cooling and ventilation for the most favourable indoor air quality and thermal comfort while minimising energy waste;
- Heat recovery and reuse to reduce the building’s net primary energy usage.

Each of these will improve our buildings efficiency and reduce energy demand, thereby reducing our emissions footprint.

Meaningful Impact

Passive design and resource management has also been integrated into the estate for enhanced resilience. Initiatives include:

- Strategically designed solar shading to reduce solar gains during summer and allowing beneficial solar gain in winter, thereby reducing cooling and heating requirements;
- Natural ventilation for comfort; and
- The installation of a 40,000 litre rainwater harvesting tank to reduce the demand for potable water.

CASE STUDY

Goole Rail Village

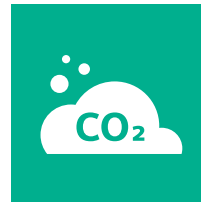
Goole Rail Village continues to embed low carbon principles into its operations as part of Siemens Mobility's wider commitment to reducing emissions across the estate. Over the past year, the site has fully removed natural gas from its energy profile.

All gas powered systems have been decommissioned and replaced with electric alternatives, enabling the facility to operate without reliance on fossil fuel based heating. This transition reflects our broader ambition to electrify site infrastructure and adopt cleaner, more efficient energy systems.

A key enabler of this transition has been the implementation of on site solar generation. Photovoltaic (PV) panels have been installed across the facility, these contributing to the electricity required for daily operations, reducing dependency on imported energy and strengthening the site's renewable energy contribution. **In FY25 these PV panels provided 745,890 kWh of energy to the Goole site.**

Development works are also underway to relocate bogie assembly activities from the former Lincoln site, which operated using outdated and non-electric systems. The new building will incorporate a range of sustainable materials and design features, including LED lighting throughout and the use of carbon cladded recycled steel. While some trees were removed during construction, a replanting programme has been established to restore green areas and support local biodiversity.

Goole Rail Village has also taken steps to reduce day to day environmental impacts through small but meaningful changes. All paper towels across the site have been replaced with electric hand dryers, eliminating approximately 62 kg of paper waste each year. This change prevents around 81 kg of CO₂ emissions and avoids the consumption of an estimated 1.4 trees annually, demonstrating how incremental improvements can collectively support the site's sustainability objectives.



81kg CO₂ emissions avoided



1.4 trees saved annually





45.7 tCO₂e

saved each year from offices closed during FY25

Green Leasing

Much of the Siemens Mobility estate is managed by Siemens Real Estate (SRE). Close collaboration insures we occupy buildings that meet our operational needs, which are balanced with SRE's sustainability strategy and the Siemens Green Lease Guidelines, to lease, wherever possible, carbon neutral all-electric buildings.

CASE STUDY

Eliminating inefficiency: Energy and carbon gains from site closures

The Siemens Real Estate (SRE) team plays a central role in advancing Siemens' decarbonisation objectives through strategic management of the property portfolio. SRE focuses on three core levers to reduce carbon across the estate: relocation guided by Green Lease principles, transformation of existing sites, and the procurement of green energy.

Through this programme, SRE has been reshaping the estate by reducing space where possible and moving away from sites with low EPC ratings. These actions are driven by the Siemens Green Leasing Guidelines and enabled by natural decision points such as lease breaks, renewals, or termination clauses.

In FY25, two locations were identified for closure with relevant personnel relocated to other sites. With no replacement facilities planned, this supports the transition to a more energy efficient and lower carbon estate.

We exited the Chessington office in December 2024. The site held an EPC rating of E, and based on FY24 usage, its closure is expected to save 50 MWh of energy annually, equivalent to 9.5 tCO₂e per year.

We also vacated the Manchester Eccles location at the start of August 2025. With an EPC rating of C, the closure of this site is projected to reduce annual energy consumption by 180 MWh, delivering savings of 36.1 tCO₂e each year.

Together, these actions contribute to strengthening the sustainability of our estate by removing lower performing buildings and ensuring the future portfolio is aligned with Siemens' net zero ambitions.



CASE STUDY

Building upgrades

During the reporting year we have invested across our estate to upgrade the efficiency of many of our buildings.

Across Siemens Mobility UK sites, upgrades have been undertaken to improve energy performance and reduce operational emissions. A key focus this year has been the continued conversion to LED lighting. The York depot is now fully LED lit following completion of the final installation phase, while our Northam depot has converted almost 2,000 lighting units. Kings Heath has reached 95% LED coverage and Ardwick are now operating with approximately 80% LED lighting. As LEDs require significantly less energy than traditional lighting systems, these upgrades are already contributing to reductions in electricity consumption and associated carbon emissions. Work is also under way to catalogue bulb types and energy ratings to further quantify the benefits achieved.

Techniques and applications to track building data

To improve asset oversight and reduce maintenance related inefficiencies, all sites are now using the Fuse application for equipment tracking. This is a system that all our EV chargers are now linked to and enables the Production Services Managers to log in and track electricity usage. In addition, all of our most significant locations are now equipped with thermal imaging capability, enabling more accurate identification of heat loss and energy inefficiencies within buildings. These form part of a wider effort to ensure that estate management decisions and upgrades are evidence based, as well as being aligned with long term efficiency and emissions reduction goals.

Renewable energy

Continuing our commitment to the RE100 initiative, it is our policy that purchased electricity for all our managed and operated sites must be REGO certified 100% renewable. Where we do not pay directly for the electricity, we work with our landlords to encourage them to switch to 100% renewable UK-generated electricity. In the reporting year 90% of our total electricity came from renewable sources including on-shore and off-shore UK wind power.

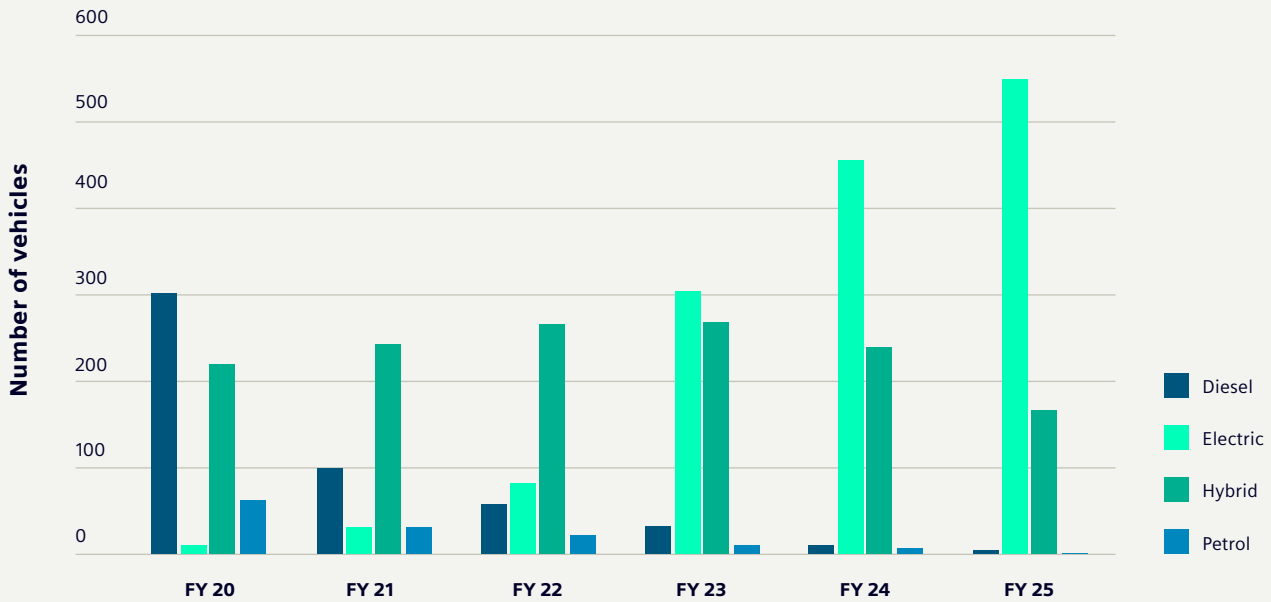
Looking ahead

Investment has additionally been directed toward plant and equipment upgrades, including older boilers and compressors being replaced and substituted with more efficient models. Kings Heath is preparing to install a new burner for its air handling unit (AHU) by the end of the year.



FIGURE 6

COMPANY CAR TRANSITION TO ELECTRIC



Greening the fleet

We aim to fully electrify our 1130-vehicle fleet¹ by 2030, in line with our EV100 commitment. In FY25, our fleet emissions totalled 1,502 tCO₂e.

Our EV First Policy mandates all new company car orders be 100% electric unless valid exceptions apply. To support eligible employees, we offer a grant towards the cost of installing home wall box chargers.

Since implementing the EV First Policy in 2022 we have seen a significant increase in electric and plug-in hybrid vehicle uptake.

By the end of FY25, 76% of our company car fleet was fully electric, saving approximately 93tCO₂e in FY25.

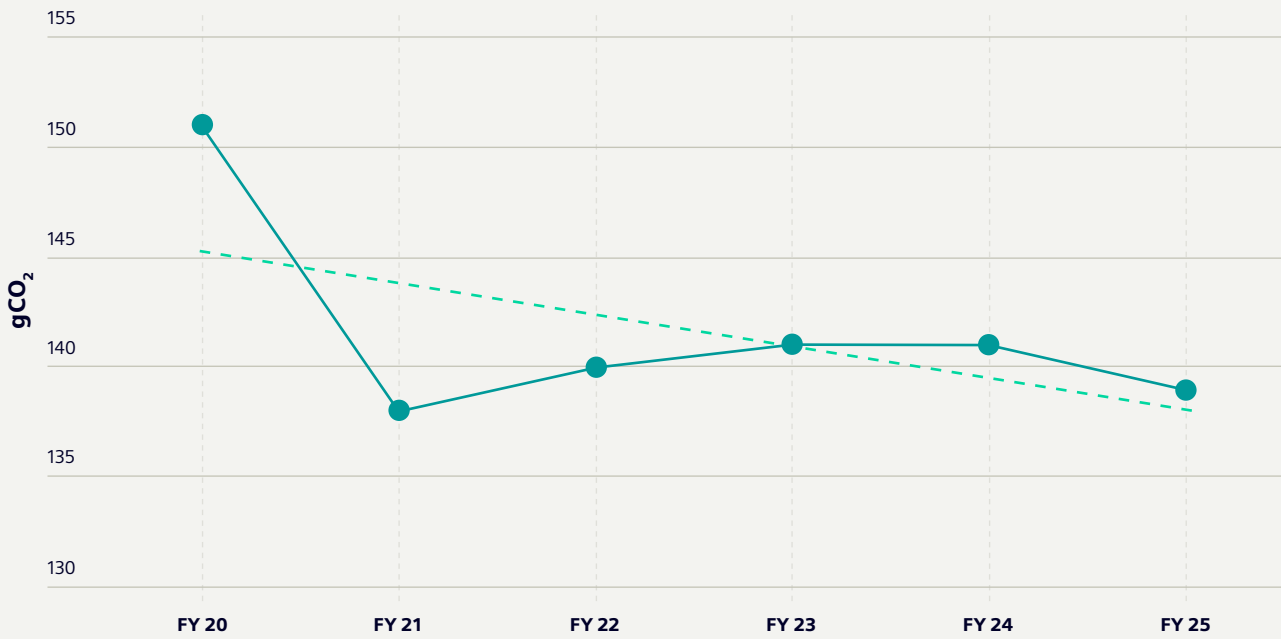
For our commercial vans, a key focus this year has been expanding our electric van trials across a range of models, testing sizes, body types, and mileage ranges to determine the most operationally suitable solutions for our organisation.

These trials are providing valuable insight into vehicle performance, charging requirements, payload capacity, and total cost of ownership under real operating conditions.



¹ Our fleet is comprised of both company cars and commercial vans.

FIGURE 7
COMMERCIAL VAN FLEET AVERAGE TAILPIPE EMISSIONS



This structured evaluation enables us to prioritise high-impact transition opportunities and align our vehicle replacements with our EV100 ambitions

Our approach to transition our commercial fleet remains data led and operationally grounded. We are assessing electrification suitability on a driver-by-driver basis, recognising that requirements vary significantly across our fleet.

We are also working closely with our lease provider to identify the most effective and responsible pathway to full fleet electrification. By analysing telemetry data, fuel usage reports, current vehicle inventories, depot and home locations, we are assessing each vehicle against defined electrification thresholds.

This structured evaluation enables us to prioritise high-impact transition opportunities and align our vehicle replacements with our EV100 ambitions. Together, these initiatives are enabling the development of a clear and evidence-based roadmap to EV100.

Our phased transition plan balances operational feasibility, infrastructure readiness, and carbon reduction impact, ensuring that our pathway to a fully electric commercial fleet is both achievable and aligned with our net zero objectives.



Reducing indirect emissions through the EV Salary Sacrifice Scheme

To further reinforce our EV100 commitment, since FY23 Siemens Mobility has had an Electric Vehicle Salary Sacrifice partnership with Tusker.

The scheme provides employees with a tax efficient route to leasing electric vehicles, enabling wider access to zero emission transport and supporting our long term decarbonisation objectives.

The programme has been designed as an EV only benefit. By ensuring that no internal combustion engine alternatives are available through the scheme, every vehicle taken directly contributes to lower carbon travel across the organisation. The scheme is popular among employees with approximately 600 electric vehicles have been ordered since its launch, with around 250 currently in active use.

Using Tusker's emissions avoidance methodology, which compares the performance of electric vehicles with that of typical petrol and diesel models, the uptake recorded to date equates to an estimated avoidance of 560 tCO₂e. This illustrates the material contribution that employee engagement and behaviour based initiatives can make towards reducing indirect emissions within the organisation's footprint.

To ensure continued progress, supporting infrastructure is being developed in parallel. Sites are preparing for increased EV uptake by targeting the provision of charging infrastructure across ten per cent of parking spaces, ensuring capacity is in place to accommodate a growing electric fleet.

Looking ahead

During the next reporting period we will commence work with our vehicle leasing provider in electric fleet planning and optimisation. This represents an important step in shaping the future decarbonisation of our operational service vehicle fleet (vans).

The work will enable detailed analysis of fleet performance by drawing on telematics data, duty cycle information and fuel usage and will support the identification of vehicles that can be transitioned to electric without compromising operational needs, while also providing recommendations on the most appropriate EV models and replacement timelines. As part of this work, the tool will ensure that the transition to an electric fleet is both practical and aligned with operational requirements and well as considering total costs.

This collaboration provides the foundation for a structured, data driven approach to reducing emissions from our service vehicle fleet in the years ahead, reinforcing the organisation's commitment to evidence based decarbonisation.



Net Zero Supply Chain

Reducing our Scope 3 carbon emissions

From compliance to action: **Strengthening Procurement with ISO 20400**

This year, we partnered with Action Sustainability to undertake a comprehensive review of our procurement policies, processes, tools and associated stakeholder interactions. The assessment benchmarked our current practices against the ISO 20400 Sustainable Procurement standard, and we were pleased to be rated as Mature.

Building on this evaluation, Action Sustainability produced a detailed report outlining both our strengths and priority areas for improvement. These insights have directly informed the development of an action plan designed to reinforce the robustness of our procurement and category management processes, ensuring they continue to reflect both global sustainability objectives and the practical realities of our local operations.

Our enhanced approach will guide the integration of sustainability across all procurement activity, strengthen compliance with regulation and standards, mitigate operational risks, and maintain alignment with our wider corporate sustainability ambitions. Importantly, ISO 20400 also encourages a culture of continuous improvement and innovation, helping us deepen relationships with suppliers, customers and stakeholders as we progress toward a more resilient and responsible supply chain.

One of the actions within our plan, as part of our ISO 20400 implementation, included formalising the role of Sustainable Procurement Manager. This dedicated position is central to driving our strategy, managing sustainability-related risks, and ensuring transparency across both customer contracts and external reporting.

Effective stakeholder engagement and operational efficiency are essential to sustainable procurement. Having a dedicated resource in place has already delivered significant improvements and has laid firm foundations for continued progress





Continuing our supplier engagement with the CWA

Our Carbon Web Assessment (CWA) engagement has increased from 29% to 52% in FY25. The CWA is a tool that helps suppliers report their CO₂ and other harmful emissions through structured questionnaires, giving Siemens transparency on their decarbonising vision and strategy. It is used to benchmark suppliers' performance, identify improvement opportunities, and support decarbonisation actions across the supply chain as part of Siemens' route to reducing emissions by 20% by 2030.

Strengthening Scope 3 reporting with intelligent procurement

To elevate the accuracy of our Scope 3 emissions reporting, our Procurement team has enhanced the classification of purchasing activities, ensuring Siemens AG carbon ratios are applied appropriately. Precise identification of products and services improves both our total emissions calculations and category-level insights.

This work is supported by new AI capabilities embedded within our procurement platform. The system now proposes categorisations based on purchase order descriptions, reducing ambiguity and improving the consistency of data, an important enabler of more accurate carbon reporting. In addition, to better understand the carbon impact of our own design and logistics decisions, we have also started to develop a Carbon Impact Calculator App. This tool will help quantify the tangible emissions reductions achieved through operational improvements, enabling more informed decision-making and highlighting areas where further progress can be made.

Supplier engagement and quality improvements

With the support of our carbon accounting consultants, we distributed carbon questionnaires to our top 180 emitting suppliers during the reporting period. These surveys request company-level carbon footprint data and details of planned decarbonisation activities. The initiative aims to improve supply chain transparency and foster meaningful dialogue around emissions reduction, supporting our commitment to achieving net zero by 2050.

SUPPLIER SPOTLIGHT

Partnering for progress: Low carbon concrete solutions

Anderton, part of the Ibstock Group, supplies our Rail Infrastructure teams with essential concrete products, including troughing and signal bases. These components play an important role in supporting safe, resilient and high performing rail networks. Our relationship with Anderton extends beyond the supply of materials and is grounded in a shared commitment to reducing environmental impact and advancing more sustainable construction practices.

Concrete production remains a significant contributor to global carbon emissions. As our Rail Infrastructure business unit continues to focus on reducing the embodied carbon in the materials used across our projects, sourcing high quality and lower carbon alternatives has become a strategic priority. Anderton has been consistently proactive in improving the environmental performance of its products, with a particular focus on lowering the carbon content within concrete mixes.

A major development in this journey is the introduction of Anderton's reduced carbon concrete mix. This improved formulation decreases the embodied carbon, typically associated with traditional concrete, and offers Siemens a practical and scalable approach to lowering project level emissions while maintaining technical performance and durability.

In addition to product innovation, Anderton has demonstrated a strong commitment to transparency and data driven sustainability. In 2022, the organisation launched its ESG 2030 strategy, which emphasises the creation of lower carbon products and the supply of robust environmental data to customers. A central part of this strategy is the production of Environmental Product Declarations (EPDs) for their concrete product range.

For Siemens Mobility, these declarations are extremely valuable. They provide verified, detailed data that allows us to measure, track and report the embodied carbon associated with our projects.

This supports both regulatory compliance and the achievement of our own wider carbon reduction commitments, ensuring we receive not only improved products but also the information needed to substantiate our sustainability reporting.

The impact of this collaboration is already clear. During FY25, Siemens Mobility procured 155 tonnes of concrete products from Anderton, including troughing and signal bases. By adopting Anderton's reduced carbon concrete mix, we achieved a carbon saving of 19 tCO₂e when compared with concrete manufactured prior to 2020.

This partnership highlights the importance of innovation and transparent data across our supply chain. Anderton's continued investment in lower carbon alternatives, combined with their commitment to providing high quality environmental data, enables Siemens Mobility to make informed material choices and accurately report our environmental impact.

Looking ahead, we are committed to further strengthening our work with Anderton. We will continue exploring opportunities to integrate sustainable materials into our operations and maximise the value of detailed environmental data as we progress toward a more responsible and resilient rail infrastructure network.

Looking ahead in procurement

We will continue to work closely with our supply chain partners to identify practical opportunities for improvement and to explore more sustainable ways of working. This includes encouraging greener product selection, improving energy efficiency within manufacturing and logistics processes, and embedding broader environmental considerations into procurement decisions.

A key milestone in this journey will be the introduction of our new Sustainable Procurement Framework, scheduled for release in 2026. This framework will support a clearer and more structured approach to carbon management within our supply chain, with defined performance metrics and key performance indicators (KPIs) embedded into supplier expectations.

By setting measurable standards and transparent reporting requirements, we are creating a consistent method for assessing environmental performance and driving continuous improvement.



Circularity

In FY25 we have continued to identify opportunities to safely extend the lifecycle of our key components. Acting on such opportunities ensures we continue to reduce maintenance costs and minimise waste, creating circularity within our value chain. This reduces carbon and the need for carbon-intensive manufacturing of new materials.

CASE STUDY

Circularity at the Customer Service train maintenance depots

At Ardwick and York, the depots have shifted from a disposal-based approach to a more circular model for managing Intermediate Bulk Containers (IBCs). Working with our supplier, empty IBCs are now collected within just a few days, graded, and where possible cleaned and reconditioned for reuse. This not only reduces waste but also delivers cost savings, with only the units that are damaged requiring disposal.

The teams at these depots have also been utilising surplus wood generated on site. Instead of being disposed of, it has been transformed into useful items such as display boards, display cases, and storage locations. The team also purchased bat boxes, which were donated to Tatton Park (owned by the National Trust and managed by Cheshire East Council) to help support local biodiversity.

At Three Bridges depot, circularity has been embraced in a different way. Surplus materials were used to build new planters for the site, which were then filled using four tonnes of compost donated by Veolia. The compost was produced from food waste processed at their facility, some of which originated from the depot itself, creating a simple closed loop system where site waste returns as something valuable and beneficial.

Together, these initiatives bring circular economy principles to life in a practical way. They also contribute to reducing Scope 3 emissions by extending the life of materials, lowering demand for new products, and cutting the carbon associated with manufacturing and disposal.



Logistics, **transportation** and **distribution**

By localising our supply chain and committing to in-house operations, we are able to minimise the carbon emissions associated with the transportation of key components that allow our fleets to operate efficiently.

CASE STUDY

Ardwick repair bays

At our Ardwick Depot, a detailed review of the maintenance processes identified a significant opportunity to reduce both emissions and operating costs by bringing component repair activities in house. Historically, most HVAC units for the Class 185 fleet were transported to external suppliers for repair, with each journey incurring both financial cost and avoidable transport related emissions. In 2023, more than seventy units were sent off site, generating high logistical costs and additional carbon emissions into our business scope. Analysis showed that the majority of these repairs, around sixty five units, could have been completed internally, as many of the faults related to electrical issues.

A dedicated HVAC repair and testing bay has now been established at Ardwick. By carrying out repairs locally and introducing routine seasonal checks, the depot can maintain a more reliable pool of serviceable units, reduce downtime and remove the repeated transport movements previously required.

This has led to a material reduction in carbon emissions associated with logistics while strengthening operational resilience.

In addition to the HVAC facility, engineers at Ardwick have developed an in house engine repair bay to support the Class 185 fleet. Engine reliability is fundamental to operational performance, and the availability of units for rapid turnaround is critical. Previously, engines were routinely sent to third party suppliers, with at least two units transported every other week. Since the new facility became operational in 2024, only ten engines have required external overhaul. This shift has significantly reduced transport emissions and improved technical efficiency while delivering significant annual financial savings.

Collectively, these developments illustrate how targeted, depot level improvements, can provide measurable carbon reductions, strengthen operational capability and support Siemens Mobility's wider net zero ambitions.



CASE STUDY

Distribution centres and logistics system

Investment in sustainable logistics infrastructure

We have opened two new, high-tech distribution and logistics centres, designed to strengthen our UK supply chain while embedding sustainability into every stage of our operations. These 100,000 sqft facilities, located in Goole, East Yorkshire, and Kettering, Northamptonshire, have been strategically located to support national operations and reduce the environmental impact of materials movement.

Embedding sustainability in design and construction

From the outset, we integrated sustainability principles into the design and construction of both centres. Each facility incorporates low energy systems, smart handling technologies, and materials selected to minimise environmental impact. Both sites have achieved BREEAM 'Very Good' certification and an EPC A rating, reflecting our commitment to energy efficient and responsible infrastructure development.

Key sustainable design features include:

- Smart, low energy high bay roof lighting
- Extensive natural daylighting to reduce reliance on artificial lighting
- Electric, cloud connected forklift systems
- Solar heating capability and rainwater harvesting
- Flexible, high density racking systems
- Electric vehicle charging for 10% of parking spaces
- Bespoke handling technology to minimise the need for structural modifications
- Biodiversity enhancements including tree planting and habitat initiatives
- A reduction strategy targeting single use packaging and material waste

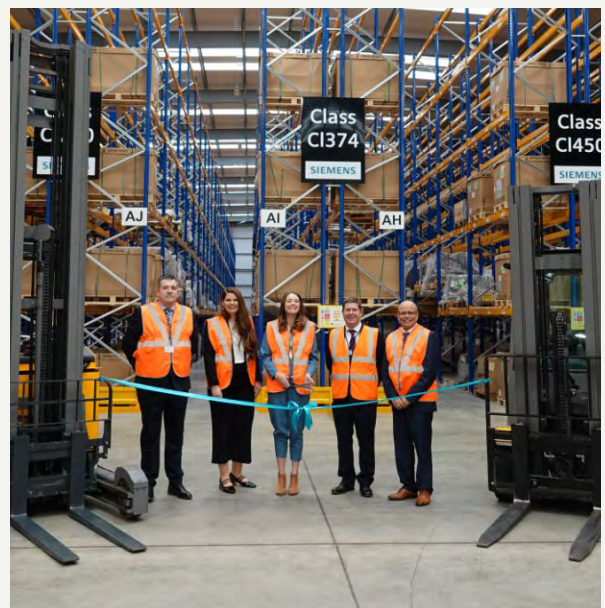
Both centres operate fully paperless processes and use the latest Siemens digital technologies to improve operational efficiency, reduce waste, and optimise resource use.

Reducing carbon through smarter logistics

With materials located closer to their point of use, we are reshaping our distribution routes to reduce transportation distances by approximately 30%, lowering emissions and improving efficiency across our supply chain.

By employing multi-modal transportation solutions, we will further minimise carbon emissions while maintaining efficient delivery times. As part of our long-term operational strategy we are also transitioning to electric vehicles (EVs).

Through these investments, we are strengthening our logistics resilience while reducing our operational carbon footprint. By combining energy-efficient facilities with low-emission transport solutions, we are advancing our commitment to sustainable, localised supply chain operations.





Supporting decarbonisation of the UK rail industry

We are continually looking for opportunities to support our customers and the wider UK rail industry with decarbonisation whether it be through maximising energy efficiency for fuel minimisation, embedding circularity into our maintenance to minimise wastage and material use, or using digital solutions to optimise operations. We are reducing the embodied carbon of our solutions and developing technology to reduce our customers operational emissions.

CASE STUDY

Spotlight on Innovation – Sharief Gaafar MBE

In FY25, Sharief Gaafar, one of our Senior Technical Managers, was awarded an MBE in The King's Birthday Honours List 2025 for his long standing contribution to innovation in rail transport, a recognition of a career dedicated to making rail safer, smarter, and more sustainable.

While the honour reflects Sharief's achievements across the wider industry, the work he leads within Siemens Mobility reflects the same spirit of innovation that earned him this recognition.

Sharief has been at the forefront of several high impact projects, including the rollout of Variable Rate Sanding, a technology that improves rail adhesion and enhances passenger safety. He has also led energy efficient HVAC control developments, helping fleets cut energy use and subsequently reduce emissions.

Sharief's MBE shines a light on the calibre of expertise that fuels our work. His story shows what's possible when technical excellence meets real world impact.



Extending the lifecycle of components **through engineering led initiatives**

Overview

Our Central Engineering team has delivered a series of maintenance optimisation initiatives throughout FY25 that extend the lifecycle of components in our fleets creating avoided carbon emissions through environmental and operational benefits.

Class 374 (e320 Velaro) – Extension of Overhaul Cycle

The overhaul cycle interval has been increased from 1.6 million km to 1.8 million km, extending the operating cycle by around six months. This optimisation removes the need for more than 500 bogie overhauls across the fleet life and may eliminate a full overhaul cycle. It also improves overall fleet availability.

Class 374 – Stage 2 Component Optimisation

A wider programme of component life extensions was introduced across the Class 374 fleet. Components previously due for overhaul at 1.6 million km have had their intervals extended to 3.2 million km or beyond, reducing material use and workshop energy demand while enabling more effective long-term maintenance planning.

Class 717 – Power System Component Extension

Several power system components, including high-speed circuit breakers, have had their overhaul intervals extended from 84 to 103 months (up to 22.5%). This reduces the number of heavy overhaul activities required across the fleet life and provides a benefit to fleet availability by limiting downtime.

Class 707 – Shoegear Overhaul Alignment

Two heavy-maintenance components on the Class 707 fleet were previously misaligned with the main overhaul cycle by roughly 10%, meaning the trains needed extra workshop visits. Their intervals have now been adjusted to align with the core programme. This avoids unnecessary workshop visits and may remove a full overhaul cycle over the fleet life.

Class 700 – Semi-Permanent Coupler Extension

The overhaul interval for semi-permanent couplers has been increased from 126 to 144 months. As these large, integrated assemblies require substantial intervention, the extension reduces maintenance burden and supports improved train availability.

Class 700 – Axle Scrappage Reduction

Revised axle tolerances and improved acceptance procedures have reduced axle scrappage by around 70% over the last 12 months. This prevents unnecessary wheelset replacements, avoids material waste and processing demand, and increases wheelset availability for operations.

Environmental Benefits

- Reduced consumption of materials and components
- Lower industrial processing and workshop energy use
- Fewer logistical movements and transport requirements
- Avoided waste from unnecessary scrappage and overhaul

Operational Benefits

- Increased fleet availability through fewer maintenance interventions
- Reduced unplanned downtime
- Improved long-term maintenance planning and resource efficiency
- Greater availability of critical components and wheelsets



Governance

At Siemens Mobility, sustainability is rooted in all that we do, including our business purpose and strategy, corporate culture, processes, and guidelines. The management of sustainability matters is embedded across our Siemens businesses, supported by a robust governance framework.

Board of Directors

- Ultimate responsibility for and oversight of sustainability
- Discusses sustainability-related risks and opportunities of strategic/business importance
- Financial accountability

Siemens Mobility UKI Sustainability Committee

- The central steering committee for the strategic development of sustainability
- Monitors the execution of the sustainability strategy and oversees the communication of sustainability activities with stakeholders
- Supports the coordination of action and flow of information between Steering Groups
- Links to Siemens Mobility Global and Siemens plc plus other relevant specialist groups

Steering Groups for three strategic pillars

- Conservation of Nature and Resources (Environment)
- Contribution to People and Society (Social)
- Responsible Business Practices (Governance)
- Senior management sponsorship
- Understand and communicate material sustainability considerations
- Supports setting of sustainability targets and commitments
- Enables the development of operational action plans

Business Units

- Business Unit Sustainability Sponsor at director level responsible for:
- Business unit response to sustainability commitments
- Overall accountability for agreed action plans aligned to our sustainability focus areas and targets

Internal and external audits

- PwC LLP provide Siemens Mobility UKI with independent limited assurance over the reporting of Scope 1 and 2 Greenhouse Gas emissions as reported within the Annual Report
- Independent limited assurance of Carbon Calculation Methodology and carbon accounts by Bureau Veritas
- Siemens AG Assurance team undertake internal audits focusing on sustainability process and governance

Declaration and sign off



This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard and uses the appropriate Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the Board of Directors.

List of Abbreviations

AHU	Air Handling Unit	HVO	Hydrotreated Vegetable Oil
BREEAM	Building Research Establishment Environmental Assessment Method	IBC	Intermediate bulk containers
CO₂	Carbon Dioxide	KPI	Key Performance Indicators
CS	Customer Services	LED	Light Emitting Diode
CWA	Carbon Web Assessment	NO_x	Nitrous Oxide
DEGREE	DEGREE Framework (Decarbonisation, Ethics, Governance, Resource Efficiency, Equity and Employability.)	PCF	Product Carbon Footprint
EHS	Environment, Health and Safety	PPN	Procurement Policy Note
EPC	Energy Performance Certificate	REGO	Renewable Energy Guarantees of Origin
EPD	Environmental Product Declaration	RRV	Railroad Vehicles
ESOS	Energy Savings Opportunity Scheme	SBTi	Science Based Targets initiative
EV	Electric Vehicle	SECR	Streamlined Energy and Carbon Reporting
FY	Financial Year	SME	Small and Medium-sized Enterprises
GHG	Greenhouse Gas	SO₂	Sulphur Dioxide
HVAC	Heating, Ventilation, Air Conditioning	SRE	Siemens Real Estate

