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ESG REPORT 2026

ENVIRONMENTAL, SOCIAL & GOVERNANCE

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A Message from Our President and CEO

Henry Siemon
President and CEO
The Siemon Company

I am proud to present our 2026 Environmental, Social, and Governance (ESG) Report. This document reflects our unwavering commitment to the core ESG principles integral to our corporate strategy and identity. Our progress is underpinned by a culture of transparency and accountability, powered by third-party verified data that ensures our path toward a more sustainable and equitable future is both measurable and meaningful.

Over the past year, we have expanded the initiatives and policies that safeguard our employees, our customers, and our planet, while improving the lives of all people in the global communities we serve with a goal of "Net Positive Impact." To meet the rising expectations of global reporting and the shifting regulatory landscape, we have further aligned our ESG material topics and key performance indicators (KPIs) with the UN Sustainable Development Goals (SDGs) and the EU's Corporate Sustainability Reporting Directive (CSRD). Central to this evolution is our updated Double Materiality Assessment (DMA), which has been refined through a third-party limited assurance audit to ensure our actions generate the highest value for both our business and society.

Building on our foundation of responsible and ethical business and labor practices, our commitment to investing in our people and communities, and our efforts to reduce the environmental impact of our operations and products, I am proud to share these milestone achievements from the past year.

Environmental Stewardship & Strategic Decarbonization

By prioritizing our environmental targets through aggressive, science-based action, we have significantly reduced our footprint:

- **Accelerated Emissions Reductions:** Achieved a 69% reduction in Scope 1 and Scope 2 emissions from our baseline, exceeding our 2031 target four years ahead of schedule and reaching Scope 2 carbon neutrality at two of our primary operational hubs in the US and China.
- **SBTi Validation:** Successfully transitioned to "Double Green" status with the Science Based Targets initiative (SBTi) from "Committed" to "Targets Set" for Near-Term and Net-Zero goals in accordance with the GHG Protocol.
- **Renewable Energy Leadership:** Increased our renewable energy portfolio to 90%, far exceeding our original 2031 goal of 50%. This increase was driven by Renewable Energy Certificates (RECs) in partnership with local utilities. Another renewable energy milestone is the 440,000-kWh expansion of our US campus solar array that came online in December 2025.

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Product Responsibility & Market Transparency

We protect the health and safety of our customers and empower them to build greener through industry-leading product disclosures:

- **Expanded Environmental Disclosures:** Increased our Environmental Product Declaration (EPD) coverage to 41% of sales. Driven by product-specific Life Cycle Assessments (LCAs), this transparent data helps our customers maximize credits toward green building certifications like LEED, LBC, and BREEAM.
- **Advancing Material Health and Safety:** Grew our Health Product Declaration (HPD) coverage to 49% of sales, providing full transparency into our product ingredients to a screening threshold of 100 ppm, helping to minimize health impacts and allowing our customers to earn vital points toward green building certifications.
- **On-Demand Regulatory Transparency:** Launched an online self-service portal at www.siemon.com for access to on-demand compliance declarations covering RoHS, REACH, PFAS, and Conflict Minerals for 99% of our finished goods, providing our customers with instant compliance verification to accelerate approvals.

Empowering People & Strengthening Communities

We attract and retain top talent by fostering a safe and rewarding environment where people are proud to work and empowered to give back:

- **Global Living Wage Excellence:** Completed a benchmarking exercise confirming 100% of our global employees have consistently received a living wage. This commitment to equity and financial security is a cornerstone of our culture, as reflected by a 36% increase in peer-based awards recognizing the achievements of our employees.
- **World-Class Recognition and Engagement:** Achieved Great Place To Work® certification in the US for the fourth consecutive year, with more than 90% of our global workforce affirming our culture. We were also named as one of 2025's 10 Best Workplaces in Manufacturing & Production by Fortune Magazine.
- **Philanthropy and Strategic Volunteerism:** Deepened our commitment to the communities we serve by increasing charitable giving by 68% compared to 2024. Ensuring impact goes beyond financial contributions, we established new global volunteerism goals to encourage and support employee participation in charitable organizations and activities that directly benefit from their passion and commitment.

As the global landscape grows more complex, our commitment to ESG principles serves as our guide to sustainability and the lens through which we view every innovation, every partnership, and every investment. We are not just adapting to a changing world — we are helping to shape a more resilient and equitable one. We invite you to explore our progress, challenge our thinking, and join us as we build a legacy that extends far beyond our products. We value your feedback and thank you for your continued partnership on this journey.



Henry Siemon
President and CEO, The Siemon Company

P.S. Thank you for engaging with our 2026 ESG Report. In recognition of your interest in ESG, we invite you to select a charity to receive a donation from Siemon. Click here or on any of the three links provided under the Environment, Social, and Governance sections of this report.

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List of Acronyms

AI	Artificial Intelligence
BoD	Board of Directors (Governance Body)
BoM	Bill of Materials
CE	Conformité Européenne
CEO	Chief Executive Officer
CMRT	Conflict Minerals Reporting Template
CNG	Certified Naturally Grown
CoP	Communication on Progress
CPR	Construction Products Regulation
CSA	Community Supported Agriculture
CSFCT	Carl Siemon Family Charitable Trust
CSRD	Corporate Sustainability Reporting Directive
CTPAT	Customs Trade Partnership Against Terrorism
DMA	Double Materiality Assessment
EAP	Employee Assistance Program
EMRT	Extended Minerals Reporting Template
EMS	Environmental Management System
EOL	End of Life
EPD	Environmental Product Declaration
ESG	Environmental, Social, and Governance
ESRS	European Sustainability Reporting Standards
EV	Electric Vehicle
FY	Fiscal Year
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
HPD	Health Product Declaration
IEC	International Electrotechnical Commission
ILO	International Labour Organization
IRO	Impact, Risk, and Opportunity
ISO	International Organization for Standardization
KPI	Key Performance Indicator
LCA	Life Cycle Assessments (LCA)
LEED	Leadership in Energy and Environmental Design
LRQA	Lloyd's Register Quality Assurance
ML	Machine Learning
MSK	Musculoskeletal
NEC	National Electric Code
NFRD	Non-Financial Reporting Directive
OH&S	Occupational Health and Safety
PCR	Post Consumer Recycled
PFAS	Perfluoroalkyl and Polyfluoroalkyl Substances
POPS	Persistent Organic Pollutants
QMS	Quality Management System
RBA	Responsible Business Alliance
REACH	Registration, Evaluation, Authorization, and Restriction of Chemicals
REC	Renewable Energy Certificate
RFID	Radio Frequency Identification
RoHS	Restriction of Hazardous Substances
SBTi	Science Based Targets initiative
SCIP	Substances of Concern in Products
SDG	Sustainable Development Goal
SPNHG	Society for the Protection of New Hampshire Forests
STEM	Science, Technology, Engineering, and Mathematics
TRUE	Total Resource Use and Efficiency
TSCA	Toxic Substances Control Act
UNGC	United Nations Global Compact
YOY	Year Over Year

Status Icons:

Throughout this report, you will see symbols indicating our trajectory towards our ESG goals. This key serves as a reference to each symbol's meaning.

Caution
Performance below baseline or lagging target.

Check
On track to target.

Award
Goal achieved!

The Siemon Sustainability Pledge

Principles that Drive Us Forward

Driven by our global commitment to building a sustainable future, we pledge to follow these principles through our policies, processes, and actions.



SIEMON SUSTAINABILITY PLEDGE

Global Reporting Frameworks & Standards

At Siemon, we recognize that credibility and transparency are vital to meaningful ESG reporting and stakeholder trust. We commit to ESG principles and metrics that demonstrate actions and results aligned with the following recognized global reporting frameworks and standards. Specific frameworks and standards for each material topic, along with related Key Performance Indicators (KPIs), are integrated throughout this report, including comprehensive mapping tables.

Global Reporting Initiative

At Siemon, our ESG material topics and KPIs align with the Global Reporting Initiative(GRI) to ensure the highest levels of transparency and accountability. By adopting this internationally recognized reporting framework that focuses on impact materiality, we provide our employees, customers, and supply chain with consistent data that fosters trust and drives ESG excellence.

The Siemon Company has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2025. The reported information, including the organization's material ESG topics, has been reviewed and approved by senior management and Board of Directors in alignment with Disclosure 2-14 in GRI 2: General Disclosures 2021. To support transparency and accessibility of information, a GRI Content Index referencing the applicable disclosures and corresponding page numbers is included at the end of this report.

UN Global Compact

Siemon proudly aligns its global operations with the United Nations Global Compact (UNGC). As a formal signatory, we commit to operating in accordance with the UNGC's Ten Principles, covering human rights, labor, the environment, and anti-corruption. To ensure accountability, Siemon actively submits an annual Communication on Progress (CoP) report that details how we integrate the Ten Principles into our business strategy, culture, and daily operations.

Siemon's 2025 UNGC CoP is publicly available on the UNGC website.

UN Sustainable Development Goals

Siemon further amplifies our commitment to the UNGC Ten Principles by demonstrating how our ESG material topics and KPIs directly and indirectly support the UN Sustainable Development Goals (SDGs), which serve as a global, shared blueprint for peace and prosperity for people and the planet. SDG alignment allows us to quantify our contributions while providing robust, credible data in alignment with global reporting standards. Our ESG initiatives support all seventeen SDGs:

Governance
UNGC Principles:
5, 8, 9, 10, 12, 16



Social
UNGC Principles:
1, 2, 3, 4, 5, 8, 10, 15, 17



Environmental
UNGC Principles:
3, 6, 7, 9, 11, 12, 13, 14, 15

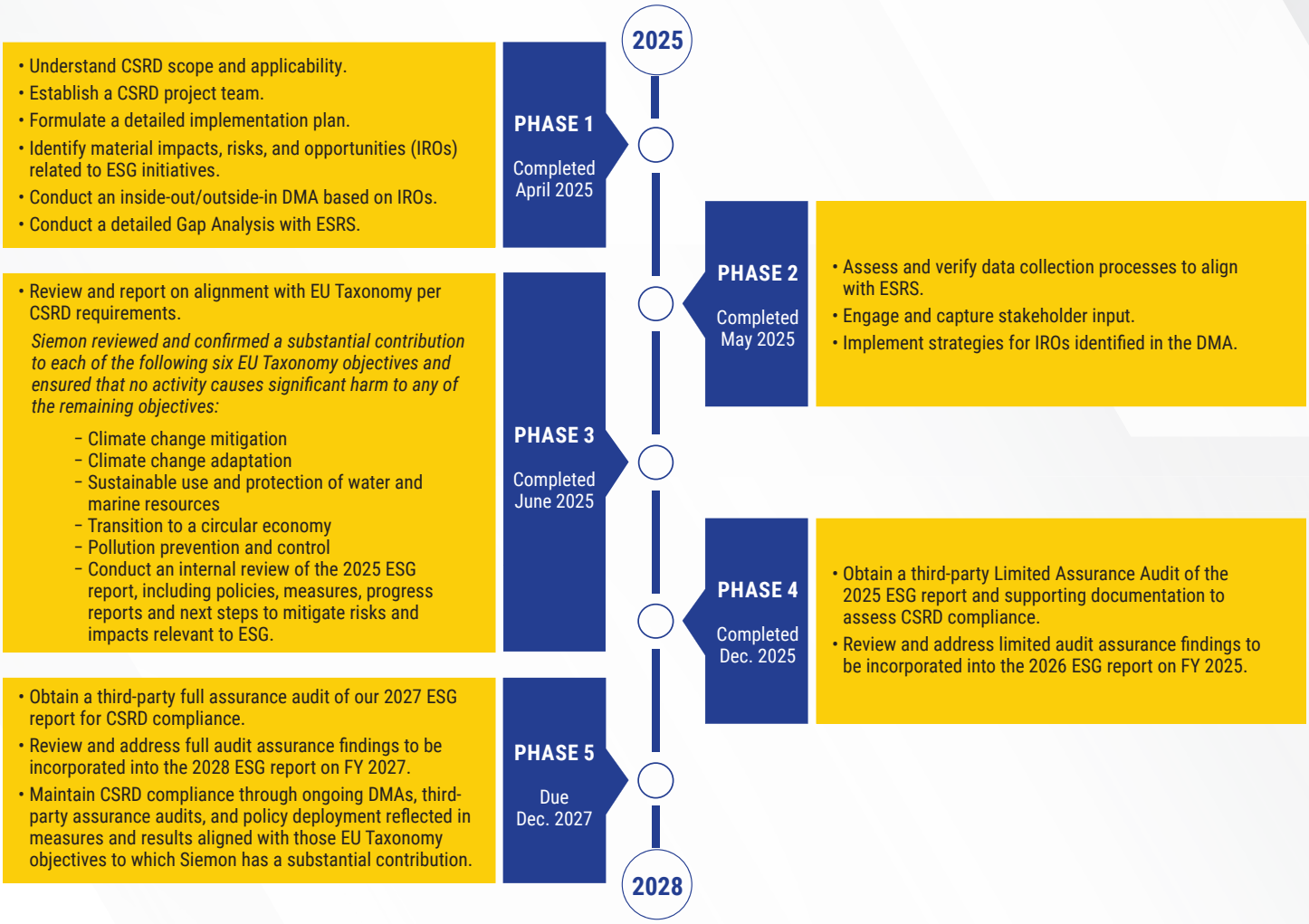


Corporate Sustainability Reporting Directive (CSRD)

As a global company, Siemon is actively preparing to meet the obligations of the EU's Corporate Sustainability Reporting Directive (CSRD) and the associated European Sustainability Reporting Standards (ESRS), which provide standardized, robust, and transparent reporting. Siemon has aligned our material topics and KPIs with CSRD, providing a framework to strategically enhance accountability and transparency, strengthen risk management, and build greater stakeholder trust. This alignment also improves financial performance and talent acquisition by reducing environmental impact, increasing operational efficiency, fostering innovation, and building a reputation based on social and environmental responsibility, with the ultimate goal of resiliency through "net positive impact".

Our CSRD Roadmap

The roadmap for Siemon to achieve full CSRD alignment is well underway, with Phase 1 through Phase 4 completed, including a third-party limited assurance audit to assess CSRD compliance and an updated Double Materiality Assessment (DMA) with a heat map.



Siemon is committed to continuous improvement in its ESG reporting, with a clear roadmap to achieve full CSRD alignment. Building on the successful completion of Phases 1-4, including a third-party limited assurance to assess CSRD compliance and integrating those findings into this 2026 ESG report through recommended updates to material Impacts, Risks & Opportunities (IROs) and the DMA, we are confident that we will achieve our goals of full CSRD compliance for our 2027 ESG report and a successful third-party Full Assurance Audit in 2028, demonstrating Siemon's commitment to enhanced ESG accountability and transparency using an internationally recognized and accepted reporting framework.

ESG Framework Alignment & Materiality/KPI Mapping

The following tables provide a comprehensive cross-reference of Siemon's material topics across the Governance, Social, and Environmental pillars, aligning each with applicable GRIs, UN SDGs, CSRD Topics, and ESRS frameworks, and highlighting progress and results.

Governance

Material Topic	SDG	GRI	CSRD Topic/ESRS	2025 KPI Results
Whistleblowing	16	2-26	Business Conduct/G1	Open access, monitored whistleblower hotline No substantiated whistleblower incidents
Anti-Corruption	16	205	Business Conduct/G1	No complaints, no confirmed incidents
Anti-Competitive Behavior	16	206-1	Business Conduct/G1	No audit findings or legal actions
Security Practices	16	410-1	Own Workforce/S1	100% of employees trained in security No confirmed security or data breach incidents
Child Labor	8 16	408-1	Workers in Value Chain/S2	No complaints, no confirmed incidents
Freedom of Association	8	407-1	Own Workforce/S1	No complaints, no confirmed incidents
Forced or Compulsory Labor	8	409-1	Workers in Value Chain/S2	No complaints, no confirmed incidents
Non-Discrimination	5 10	406-1	Own Workforce/S1	No complaints, no confirmed incidents
Local Supplier Spending	8 9	204-1	Climate Change/E1	68.4% local spend from suppliers
ESG Procurement Alignment	8 12 17	2-6	Business Conduct/G1 Workers in the Value Chain/S2 Climate Change/E1	42% spend with suppliers reporting Scope 1, 2, and 3 GHG emissions Surpassed 2029 target of 95% spend with ISO 9001-certified suppliers 76% spend with ISO 14001-certified suppliers 64% spend with ISO 45001-certified suppliers

Social

Material Topic	SDG	GRI	CSRD Topic/ESRS	2025 KPI Results
Occupational Health & Safety	3, 8	403	Own Workforce/S1	706 implemented safety improvements 5 hours of OH&S training per employee <0.5 incident rate, with no lost workdays
Career Development	4, 8	404-3	Own Workforce/S1	100% of employees received a performance review, training plan, and/or career development
Employee Training Hours	4, 8	404-1	Own Workforce/S1	Average of 37 training hours per employee
Employee Benefits & Turnover	8	401-1 401-2	Own Workforce/S1	Competitive benefits for all full-time employees in all operational locations 4.5% voluntary employee turnover rate, with 35% of employees having 10 or more years of service
Living Wages	1, 8, 10	N/A	Own Workforce/S1	100% of employees, contractors, and staff compensated at or above living wages
Working Conditions – Legal & Entry-Level Wages	1, 8, 10	202-1	Own Workforce/S1	100% of employees meet legal wage requirements No wage or classification incidents ≥1.0 Entry-Level Wage Ratio for each gender
Employee Recognition & Awards	8	N/A	Own Workforce/S1	114 company and peer-based awards given
Diversity & Equal Opportunity	5, 10	405-1	Own Workforce/S1	52% employees are female
Employee Engagement & Satisfaction	8	N/A	Own Workforce/S1	Achieved 88.2% percent of employee participation in global surveys 93% of employees agree Siemon is a great place to work Certified™ by Great Place To Work in the USA Top 10 Best Workplaces in Manufacturing and Production by Fortune Magazine
Scholarships & Experiential Learning	4	N/A	Own Workforce/S1 Affected Communities/S3	$36K in scholarships to deserving students worldwide
Charitable Giving	1, 2, 17	N/A	Affected Communities/S3	More than $160K donated through charitable giving
Community Involvement & Volunteerism	1, 2, 17	N/A	Own Workforce/S1 Affected Communities/S3	Estimated 2,600+ employee volunteer hours and $55K in raised funds
Conservation Stewardship & Outreach	11, 14, 15	N/A	Biodiversity & Ecosystems/E4 Affected Communities/S3	4,000+ acres of conservation land through CSFCT CSFCT's Community Supported Agriculture (CSA) program provides Certified Naturally Grown (CNG) produce to local families Educational nature- and conservation-based programs, workshops, and events

Environmental

Material Topic	SDG	GRI	CSRD Topic/ESRS	2025 KPI Results
Scope 1 & 2 Emissions	7, 13	305-1 305-2	Climate Change/E1	69% reduction in Scope 1 & 2 GHG absolute emissions (2021–2025), surpassing 2031 goal
Scope 3 Emissions	12, 13	305-3	Climate Change/E1	23% reduction in Scope 3 intensity emissions (2021–2025) SBTi Near-Term and Net-Zero Status: "Targets Set."
Waste Produced	12	306-3	Pollution/E2	17.1% absolute waste reduction, 9% below 4-year target
Water Usage	6	303	Water & Marine Resources/E3	30% reduction in water use, surpassing 2031 goal
Energy Usage	7, 13	302	Climate Change/E1	14% reduction in energy usage 90% total renewable energy, surpassing 2031 goal
Biodiversity	14, 15	101-1	Biodiversity & Ecosystems/E4	No impact on local biodiversity across all regions No business or financial risks from biodiversity loss
Customer Health & Safety	3, 9	416-2	Consumers & End-Users/S4	No product recalls or confirmed incidents of product non-compliance impacting health and safety Self-service access to product compliance declarations (RoHS, REACH, PFAS, conflict minerals, CPR, etc.) for 99% of finished goods 49% Health Product Declaration (HPD) coverage Passed 100% of UL product compliance audits and third-party CPR surveillance tests.
Product Lifecycle Impact	9, 12, 14, 15	301-1	Resource Use & Circular Economy/E5	41% Environmental Product Declaration (EPD) coverage using Life Cycle Assessments (LCAs)
Sustainable Design & Packaging	9, 11, 12	301-3	Resource Use & Circular Economy/E5	75% of post-consumer recycled material for shipping cartons 2025 SEAL Sustainability Award for packaging

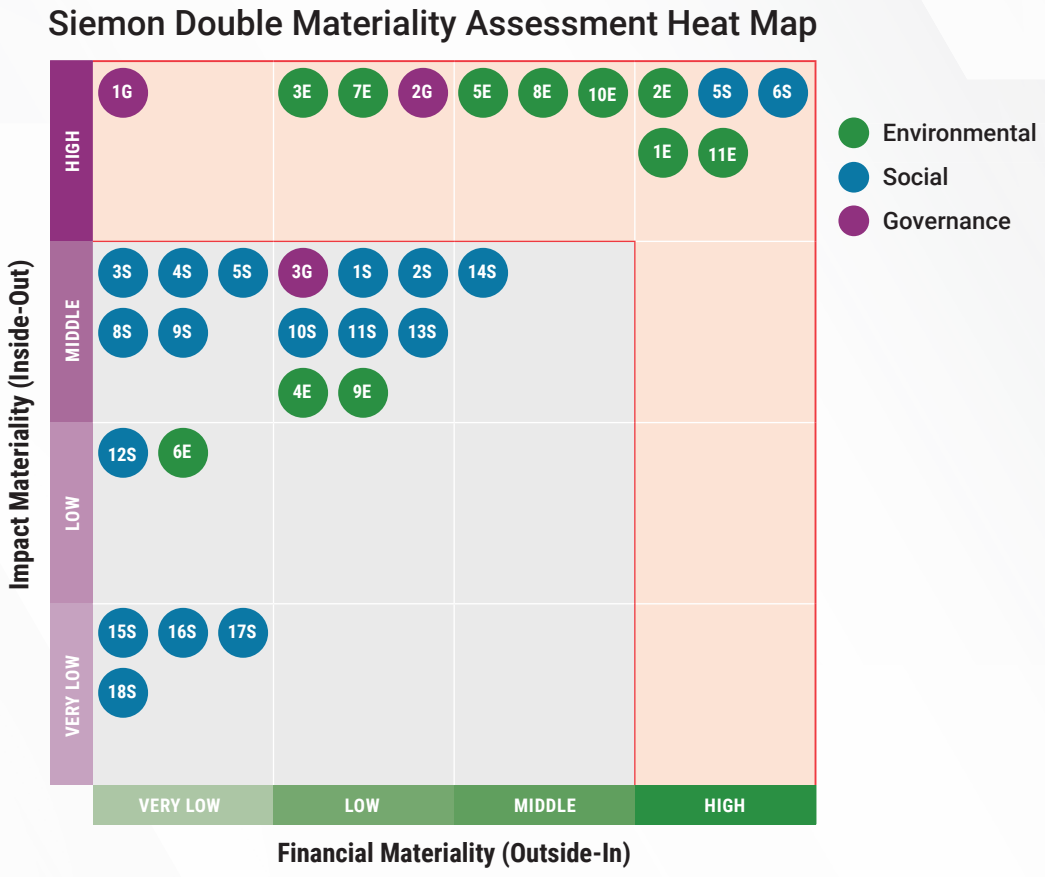
Double Materiality Assessment

As part of our CSRD implementation roadmap, Siemon engaged an independent third party to perform a limited assurance readiness assessment of CSRD alignment. Feedback from this assessment highlighted the need to evolve Siemon's existing materiality and risk assessment processes into a CSRD-compliant DMA, explicitly addressing both impact materiality (inside-out) and financial materiality (outside-in) in accordance with ESRS requirements.

Building on this feedback, Siemon enhanced its legacy DMA by leveraging its long-standing, enterprise-wide risk register maintained under its certified ISO 9001 Quality Management System (QMS), ISO 14001 Environmental Management System (EMS), and ISO 45001 Occupational Health & Safety (OH&S) Management System. These management systems provide a mature, structured framework for identifying, assessing, and monitoring risks and impacts through regular cross-functional reviews involving Quality, Environmental, Health & Safety, Supply Chain, Human Resources, Legal, Finance, Compliance and Sustainability functions.

Historically, Siemon's risk assessment process focused primarily on operational, compliance, and business risks, with numerical scores on severity, occurrence, and detectability. To achieve CSRD compliance, this established process was expanded and recalibrated to align with ESRS double materiality principles. Specifically, Siemon translated its existing risk criteria into ESRS-aligned dimensions by separately assessing the severity of actual and potential impacts on people and the environment (using scale, scope, and remediability) and the likelihood and magnitude of financial risks and opportunities arising from sustainability matters. This ensured that the DMA reflects both gross impact severity and financial relevance, independent of existing controls, as required by CSRD.

The following DMA heat map represents an evolution, not a replacement, of Siemon's prior materiality work. By integrating CSRD-specific requirements into an already certified and audited management system framework, Siemon ensures methodological consistency, traceability, and governance oversight while achieving full alignment with ESRS requirements. This approach also strengthens the robustness of the assessment by embedding double materiality into established risk management and continuous improvement processes rather than treating it as a standalone exercise.



DMA MAP KEY

Map Index	Material Topic	Impact/Risk/ Opportunity	Summary	Mitigation Measures
1G	Whistleblowing	Impact, Risk	Risk of undetected unethical, labor, or compliance violations if reporting mechanisms are ineffective.	Open-access whistleblower hotline for employees and external stakeholders; non-retaliation policy; oversight by VP of HR and Board; annual Code of Conduct training; anonymized KPI tracking with zero substantiated incidents.
2G	Anti-Corruption	Impact, Risk	Exposure to legal penalties, loss of contracts, and reputational damage from corrupt practices.	Zero-tolerance anti-corruption policy; Company and Supplier Codes of Conduct; 100% employee training; third-party due diligence; ISO 9001-controlled internal audits; whistleblower mechanism.
3G	Anti-Competitive Behavior	Impact, Risk	Risk of fines, litigation, and market exclusion due to anti-competitive conduct.	Explicit anti-competitive prohibitions in Company and Supplier Codes of Conduct; annual training; inclusion in ISO 9001 risk assessments; monitoring through whistleblower hotline and legal review.
1S	Child Labor	Impact, Risk	Severe human-rights impacts and regulatory risk within the value chain.	Absolute prohibition in Company and Supplier Codes of Conduct; age verification; supplier audits; remediation procedures for identified cases; annual DMA supplier risk screening.
2S	Forced or Compulsory Labor	Impact, Risk	Extreme human-rights violations with potential import bans or contract termination.	Freely chosen employment requirements; no recruitment fees; native-language contracts; Company and Supplier Code of Conduct enforcement; grievance and remediation mechanisms.
3S	Freedom of Association	Impact, Risk	Potential infringement of labor rights leading to disputes and reputational risk.	Recognition of collective bargaining rights; Company and Supplier Codes of Conduct; grievance mechanisms; annual employee and supplier training; monitoring via ISO systems.
4S	Non-Discrimination	Impact, Risk	Risk of unequal treatment, legal exposure, and workforce disengagement.	Comprehensive non-discrimination policy; mandatory annual training; formal investigation and remediation procedures; equal opportunity hiring and promotion audits.
5S	Privacy and Security	Impact, Risk	Data breaches or security failures could disrupt operations and expose sensitive information.	Data privacy, physical and IT security policies and infrastructure; annual cybersecurity training (KnowBe4); CTPAT certification; ISO controlled procedures; zero confirmed incidents.
6S	Occupational Health & Safety	Impact, Risk	Unsafe working conditions may cause employee injury, illness, or operational disruption.	ISO 45001 certified OH&S Management System; hazard identification and near miss reporting; safety committees; ≥5 hours OH&S training per employee.
7S	Career Development	Opportunity	Insufficient development path-ways may lead to skills gaps and reduced retention.	Bi-annual performance and career reviews; internal job postings; leadership and professional development programs.
8S	Training Hours	Opportunity	Low training investment may limit workforce capability and adaptability.	Average 37 training hours per employee; mandatory compliance training; department-specific skills programs.
9S	Benefits & Turnover	Risk, Opportunity	High turnover can increase recruitment costs and reduce institutional knowledge.	Competitive, region-specific benefits; voluntary turnover maintained at 4.5%; engagement surveys and exit interviews.
10S	Living Wages	Impact, Risk	Inadequate wages may negatively affect employee well-being and retention.	Annual living wage benchmarking; 100% of employees paid at or above living wage; corrective wage adjustments.
11S	Working Conditions – Legal & Entry-Level Wages	Impact, Risk	Unfair wage structures may create inequality and workforce dissatisfaction.	Wage benchmarking; transparent compensation practices; ISO aligned HR controls; grievance mechanisms.
12S	Employee Recognition	Opportunity	Lack of recognition may reduce engagement and morale.	Global company & peer-based recognition program; 114 awards granted in 2025; leadership communication of achievements.
13S	Diversity & Equal Opportunity	Impact, Risk, Opportunity	Lack of diversity may limit inclusion, innovation, and trust.	Non-discrimination policy; annual training; equal opportunity hiring and promotion audits; diversity KPI tracking.

DMA MAP KEY *(continued)*

Map Index	Material Topic	Impact/Risk/ Opportunity	Summary	Mitigation Measures
14S	Engagement & Satisfaction	Opportunity	Low engagement may reduce productivity and increase attrition.	Annual Great Place to Work survey; 93% positive engagement; action plans based on survey feedback.
15S	Scholarships	Impact, Opportunity	Limited access to education may reduce long-term workforce development.	Global scholarship programs; experiential learning and internships; community education partnerships.
16S	Charitable Giving	Impact, Opportunity	Insufficient community investment may weaken local stakeholder trust.	Formal charitable giving initiative; employee-nominated donations; $160k+ contributions.
17S	Community Involvement & Volunteerism	Impact, Opportunity	Weak community engagement may reduce social license to operate.	Employee volunteer programs; 2,600+ volunteer hours; tracking and reporting of participation.
18S	Conservation Stewardship & Outreach	Impact, Opportunity	Environmental degradation may affect ecosystems and community resilience.	Carl Siemon Family Charitable Trust; conservation land protection; biodiversity education and outreach.
1E	Scope 1 & 2 Emissions	Risk, Opportunity	Direct emissions contribute to climate change and regulatory exposure.	SBTi validated near-term and net-zero “targets set”; 90% renewable energy; on-site solar expansion; ISO 14001 EMS continuous improvement initiative.
2E	Scope 3 Emissions	Risk, Opportunity	Value chain emissions pose long-term transition and customer compliance risks.	3rd party verified carbon accounting (Greenly); supplier engagement; local sourcing; freight optimization.
3E	Waste Produced	Impact, Risk	Excess waste increases environmental impact and disposal costs.	Waste reduction and recycling programs; ISO 14001 EMS; continuous improvement initiatives.
4E	Water Usage	Impact, Risk	Water scarcity may affect operations in stressed regions.	Water efficiency projects; monitoring and reduction targets; ISO 14001 EMS.
5E	Energy Usage	Risk, Opportunity	High energy use increases emissions and cost exposure.	Energy efficiency projects; renewable energy sourcing; energy monitoring systems.
6E	Biodiversity	Impact	Loss of biodiversity can reduce ecosystem services and resilience.	Biodiversity risk screening; no operations in sensitive areas; conservation stewardship initiatives.
7E	Customer Health & Safety	Impact, Risk	Product safety failures may cause customer harm and recalls.	ISO 9001 quality management; UL audits; HPDs and EPDs; corrective action and recall readiness.
8E	Product Lifecycle Impact	Impact, Opportunity	Lifecycle impacts influence resource use and customer sustainability requirements.	LCAs and EPDs; HPD transparency; Design for Environment guidelines.
9E	Sustainable Design & Packaging	Opportunity	Inefficient design and packaging increase material use and waste.	Recyclable packaging; reduced material intensity; circular design initiatives.
10E	Local Supplier Spending	Opportunity	Dependence on distant suppliers can increase logistics emissions and supply chain disruption risk.	Local sourcing strategy; regional supplier qualification; logistics optimization to reduce Scope 3 emissions; integration of sustainability into supplier selection.
11E	ESG Procurement Alignment	Risk, Opportunity	Misaligned supplier ESG practices can increase compliance, human rights, and Scope 3 emissions risks.	Supplier Code of Conduct; ESG supplier scorecard; ISO 9001/14001/45001 certification targets; Supplier SBTi GHG reporting; continuous engagement.



GOVERNANCE

Siemon operates with maximum accountability and transparency, upholding ethical business and labor practices across our global operations and supply chain. We integrate ESG considerations into every strategy through a cross-functional approach driven by continuous improvement and a culture of integrity for our employees and partners alike. Our commitment is validated by third-party evaluations and rigorous ISO 9001 (Quality), ISO 14001 (Environmental), and ISO 45001 (Occupational Health and Safety) certifications. By aligning with these global benchmarks, we ensure a safe, equitable, and sustainable future for all our stakeholders.

SELECT A CHARITY TO RECEIVE A DONATION FROM SIEMON. **CLICK HERE.**

Our ESG Management Approach

Siemon integrates ESG considerations into our core business strategy and operational framework. We believe that responsible management of ESG factors is essential for long-term value creation, risk mitigation, operational excellence, and upholding our commitment to quality, safety, environmental stewardship, and ethical conduct. Our approach involves clear lines of responsibility and oversight across all levels of the organization.

Alignment with Business Objectives

ESG is intrinsically linked to Siemon's business objectives. We align our ESG efforts to:



Enhance Operational Efficiency: Reducing energy consumption, water usage, and waste generation minimizes environmental impact and lowers operating costs.

Mitigate Risk: Proactively managing environmental, social, regulatory, and supply chain risks protects our operations and reputation.

Drive Innovation: Integrating sustainability into product design, manufacturing, supply chain, and business processes leads to more durable, efficient, and safe solutions that deliver high value and meet evolving customer and regulatory demands (e.g., RoHS, REACH, PFAS, material health and environmental impact).

Attract and Retain Talent: Fostering a safe, inclusive, and ethical work environment helps attract and retain skilled employees.

Strengthen Stakeholder Relationships: Meeting customer ESG requirements, maintaining supplier partnerships based on shared values, and ensuring performance beyond regulatory compliance enhances our brand reputation and market access.

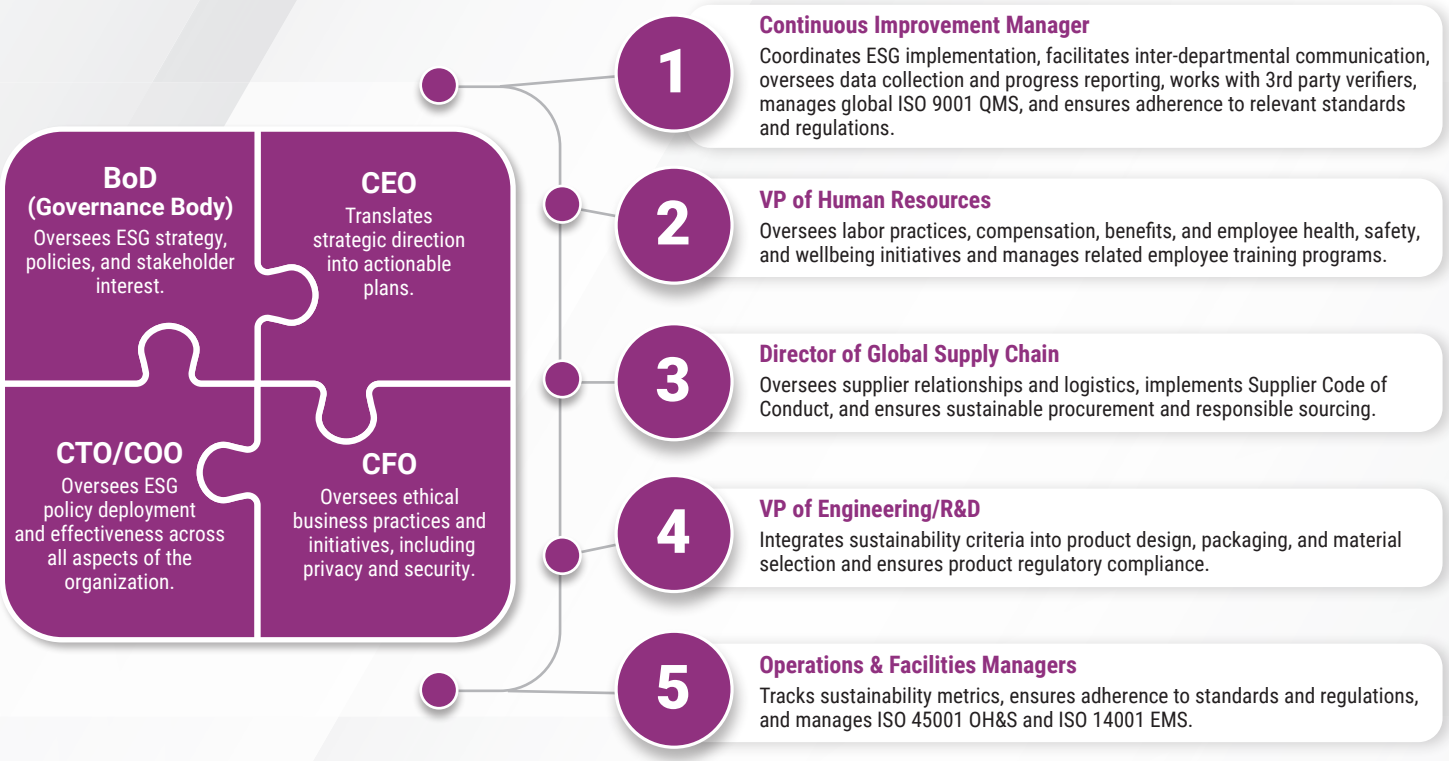
Management Structure, Risk Management, and Oversight

Siemon's ESG governance structure ensures accountability and strategic direction from the highest levels of leadership. Our Board of Directors (BoD) serves as our Governance Body to provide oversight of Siemon's ESG strategy, performance, and associated risks. The Board oversees significant ESG policies, goals, and progress, ensuring alignment with the company's long-term vision, stakeholder interests, and governance relating to ethical conduct, corporate responsibility, and environmental sustainability.

Siemon's executive leadership, spearheaded by the Chief Executive Officer (CEO), is responsible for translating the Board's strategic direction into actionable plans. Executives champion ESG initiatives; allocate necessary resources; integrate ESG considerations into policies, procedures, and objectives; and monitor performance against key performance indicators (KPIs). ESG risk management is embedded within the company's ISO-certified management systems. Implementation of ESG initiatives and values occurs at every level of the company and across all positions. It is this effective governance, leadership, and engagement that drives the positive culture and meaningful results reflected in this report.

A Cross-Functional Approach

Siemon employs a cross-functional approach to manage ESG effectively, ensuring integration across all departments and locations. This structure fosters collaboration and shared ownership, ensures day-to-day execution and data collection, and embeds ESG considerations in functional roles throughout the organization.



Ongoing Efforts and Continuous Improvement Initiatives

Siemon maintains accountability through established processes:

- **Regular Reviews:** The ESG Committee convenes regularly to review progress, address challenges, and coordinate actions. ESG performance updates are provided to Executive Leadership and the Board of Directors periodically.
- **Global ESG Forum:** Siemon strengthens global ESG oversight and accountability by convening regional representatives in quarterly forums to share ongoing regional updates, best practices, and progress against ESG objectives.
- **Reporting:** Siemon maintains Accountability and Transparency through our ESG Manual, internal KPI tracking and our annual ESG Report, with reference to EU CSRD & ESRS standards/requirements, GRI Standards, UNGC's 10 Principles and Sustainable Development Goals (SDGs). We actively respond to stakeholder inquiries and benchmark performance through platforms such as EcoVadis, where we detail our relevant sustainability policies and measures across key areas, including Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. We also engage with other relevant external reporting frameworks and platforms as appropriate.
- **Data Management:** Continuous improvement of data collection processes for key ESG metrics (e.g., GHG emissions, energy, water, waste, safety incidents, supplier performance) per GRI guidelines is ongoing and supported by our certified management systems and specialized platforms in partnership with external subject matter experts.
- **Continuous Improvement:** Regular review and updating of policies, procedures, and targets ensure our ESG initiatives, KPIs, goals, and results remain relevant and effective in addressing evolving risks and opportunities.
- **Training/Engagement:** Employee training on health and safety, ethics, and relevant ESG topics, alongside supplier engagement programs, reinforces our commitments throughout the entire value chain.

Our Governance Validation Framework

Our commitment to ESG principles includes a level of accountability that can only be provided through a governance validation framework that incorporates regular third-party evaluation of our policies, measures, and reporting. Siemon collaborates with the following institutions to enhance transparency and support our goal of achieving carbon neutrality.

ISO 9001, ISO 14001, and ISO 45001 management Systems provide a proven framework for continuous improvement in quality, environment, and occupational health and safety (OH&S). By adhering to these standards, we aim to deliver exceptional products and services that consistently exceed customer expectations, reduce environmental impact, and foster safe and healthy work environments and products for our employees and customers.

EcoVadis, a global leader in providing independent assessments of business sustainability, offers independent benchmarking of our ESG systems against those of other companies worldwide across four key pillars: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. EcoVadis bases its ratings on internationally recognized sustainability standards, including the UNGC's Ten Principles, SBTi, International Labour Organization (ILO) conventions, GRI, and ISO 14001, 45001, and 26000. Their assessment ratings offer a data-driven evaluation of Siemon's ESG performance and a roadmap for continuous improvement.



Siemon has earned a Gold Rating from EcoVadis, one of the world's most trusted providers of business sustainability assessments. With an overall score of 82 out of 100 – up from 79 in its previous assessment – Siemon ranked in the 96th percentile globally, placing the company among the top 5% of organizations assessed by EcoVadis. This recognition marks a significant milestone in Siemon's ongoing ESG roadmap and reinforces the company's long-term commitment to sustainability excellence.

Accountability & Transparency

Policy:

At Siemon, we believe in operating to the highest level of accountability and transparency in our commitment to ESG principles and the value of third-party validation and compliance with international standards and regulations. Our membership and participation in UNGC, and SBTi require active engagement and commitment from every Siemon employee and supplier to our values, code of conduct, policies, and procedures. At the same time, we are aligning our reporting with the EU CSRD, an internationally recognized framework for corporate sustainability reporting.

Our commitment to accountability, transparency, compliance, and continuous improvement is reinforced by our certification to ISO 9001, ISO 14001, and ISO 45001. It also includes annual third-party assessments on environmental, labor and human rights, ethics, and sustainable procurement.



Measure:

We publicly report on selected KPIs related to ESG and have established processes to assess compliance and performance pertaining to regulatory requirements, environmental impact, labor and human rights practices, ethics, and sustainable procurement. Continual training is an integral part of these systems, and we adhere to assessment programs that encompass both internal and external audits, the scope of which includes all measures included in this report, plus other internally tracked KPIs in our corporate ESG Manual.

Specific transparency and accountability measures include continued certification of our Quality Management Systems (QMS) to ISO 9001, our Environmental Management Systems (EMS) to ISO 14001, and our Occupational Health and Safety (OH&S) Management Systems to ISO 45001 per accredited audits conducted by global assurance provider Lloyd's Register Quality Assurance (LRQA). An additional measure is an annual third-party assessment of our ESG systems by EcoVadis.

Goal 1: Successfully pass third-party audits of our QMS to ISO 9001 (LRQA).

Goal 2: Successfully pass third-party audits of our EMS to ISO 14001 (LRQA).

Goal 3: Achieve certification of our OH&S Management Systems to ISO 45001 by the end of Q1 2025 (LRQA).

Goal 4: Achieve independent annual EcoVadis assessment scoring in the 95th percentile (EcoVadis).

Progress Report:



Goal 1: Complete! Siemon passed third-party audits of our QMS to ISO 9001 by LRQA in the reporting year.

Goal 2: Complete! Siemon passed third-party audits of our EMS to ISO 14001 by LRQA in the reporting year.

Goal 3: Complete! Siemon completed certification to ISO 45001 by LRQA in Q1 2025.

Goal 4: Siemon successfully completed our 2026 assessment by EcoVadis and scored in the top 96th percentile, achieving a gold rating.

Next Steps:

Siemon continues to prioritize sustainability initiatives and demonstrates strong performance across all evaluation categories. Key next steps include:

1. Continuous Improvement:

- Conduct internal audits and risk assessments to identify areas for improvement.
- Identify gaps between current performance and best practices.
- Establish clear and measurable sustainability targets.
- Respond to feedback from third-party assessments.

2. Enhanced Stakeholder Engagement:

- Maintain transparent communication with stakeholders about sustainability initiatives.
- Actively seek and incorporate stakeholder feedback.
- Continue to produce high-quality sustainability reports and disclosures.

3. Enhanced Reporting:

- Fulfill reporting gaps by establishing new key performance indicators with clear and measurable targets based on UN SDGs, CSRD/ESRS and GRI reporting, maintained and verified through our Quality, Environmental, and OH&S Management Systems.
- Add new and under-reported key performance indicators.
- Merge maintenance of all three ISO certifications into one goal.

In 2026, Goals 1-3 will be consolidated. Goal 4 will remain unchanged.

Responsible Business Practices

A Culture of Integrity

As a family-owned company, "our word is our bond," and as an organization, we pride ourselves on the way we approach all business interactions. Over our 123-year history, Siemon has developed a reputation for quality and excellence in everything we do. Our employees, customers, and partners value the honesty, integrity, and diligence we bring to our operations.

Siemon is committed to responsible business and ethical labor practices, which means conducting all business honestly, ethically, and lawfully and treating all employees with dignity and respect. We are committed to providing a safe and healthy work environment for all employees and believe that all people are entitled to the same fundamental rights and freedoms, regardless of their race, religion, gender, nationality, or any other characteristic. We regard ESG as a company-wide initiative that requires our employees to acknowledge and implement policies and systems that have a meaningful positive impact on environmental and social well-being within our control and influence.

Codes of Conduct

At Siemon, we live our corporate values in the actions we take every day, and we have developed a robust Code of Conduct that ensures all governance body members, employees, suppliers, and customers conduct their interactions to the highest standards, in accordance with applicable laws and regulations.

The Siemon Code of Conduct and the Siemon Supplier Code of Conduct both include anti-corruption policies and are published on our website, making them available to anyone (GRI 205-2-c). All Siemon governance body members and employees receive training and are required to acknowledge our Company Code of Conduct upon hire and annually. As part of our sustainable procurement policy, we require all business partners to acknowledge receipt of Siemon's Supplier Code of Conduct as a condition of their status as an active supplier.

Protecting Personal and Business Information

Effectively maintaining data privacy and security has never been more critical. Siemon takes a holistic and proactive approach to this topic. Securing our employee, customer, partner, supplier, and business data is of pivotal importance to us. We are committed to ensuring that all internal and external stakeholders feel confident that their data is secure, protected, and responsibly handled.

Siemon utilizes stringent data processing policies to ensure we capture only the personal information that is necessary and that it is collected, handled, and classified in a proper manner. We comply with all relevant privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and accessed. We never sell data about our customers, employees, or suppliers, and we never disclose it without their prior consent. Siemon's Privacy Policy clearly outlines the information we collect; how we use, share, and disclose information; how long we keep personal information; and how we secure information. Our full Privacy Policy is available to view on our website.

Siemon proactively reviews and implements the latest cybersecurity technologies to enhance our strategies for ensuring business continuity and maintaining data sovereignty. These systems and countermeasures protect our critical information and empower our teams to immediately identify and respond to potential threats in a timely manner, effectively mitigating any risks or vulnerabilities. In addition, all employees undergo annual third-party training on the latest cybersecurity trends and threats through the KnowBe4 HRM+ cybersecurity risk management platform.

Siemon has maintained certification by US Customs and Border Protection to the Customs Trade Partnership Against Terrorism (CTPAT) program since 2018. This certification provides numerous benefits for our international trade and supply chains. By adhering to CTPAT security measures, Siemon has effectively minimized the risk of unauthorized entities exploiting our supply chains. Siemon's CTPAT certification underscores our dedication to security and compliance, bolstering our reputation with customers, suppliers, and regulatory authorities.

Whistleblowing

GRI 2-26, CSRD Business Conduct/ESRS G1

Policy:

Siemon encourages its employees, suppliers, channel partners, customers, and other stakeholders to report any violations of law, regulation, Siemon Code of Conduct, or other policies (a Breach). Those who report a Breach in good faith shall be protected. Siemon's whistleblower policy establishes procedures for providing access to the whistleblower reporting system, enabling submittal, and for vetting, investigating, and resolving logged whistleblower complaints. This includes concerns related to ethics and responsible business conduct topics addressed in this report, including anti-corruption, anti-competitive behavior, child labor, forced or compulsory labor, freedom of association, non-discrimination and other workplace or compliance matters, as well as OH&S concerns that may impact employees or customers.

Siemon's whistleblower hotline is open to all employees, customers, suppliers, and partners. It is administered by our VP of Human Resources and overseen by the Company's Board of Directors. An overview of our whistleblower policy, along with open access to an actively monitored hotline email address, is available at www.siemon.com/whistleblower.

Measure: *(from baseline 2021)*

Siemon tracks anonymized KPIs related to whistleblower reporting activity and follow-up to demonstrate the use and effectiveness of our speak-up mechanism. KPI outputs are maintained in aggregate form to protect confidentiality and prevent identification of individuals, while supporting continuous improvement and governance oversight.

Goal 1: Maintain an effective, confidential whistleblower mechanism with ongoing governance oversight and the objective of zero substantiated whistleblower incidents across all reporting periods (GRI 2-26). This includes substantiated concerns related to anti-corruption, anti-competitive behavior, child labor, forced or compulsory labor, freedom of association, non-discrimination and other ethics, workplace, and compliance matters, as well as OH&S concerns that may impact employees or customers.

Progress Report:

Siemon's whistleblower hotline remains available to employees and external stakeholders and is administered by the VP of Human Resources with oversight by the Board of Directors. Siemon recorded zero substantiated and unsubstantiated whistleblower complaints in each reporting year, from 2021 through 2025.

Interpretation & Oversight: A zero-report outcome is tracked as a performance indicator. However, Siemon also recognizes that reporting volumes can be influenced by awareness, confidence in confidentiality, and comfort using reporting channels. Therefore, Siemon emphasizes ongoing communication and training to ensure the mechanism remains trusted and accessible, consistent with GRI 2-26.

	2021	2022	2023	2024	2025
Total number of whistleblower complaints received in the reporting year.	0	0	0	0	0
Number of substantiated whistleblower reports/incidents in the reporting year.	0	0	0	0	0

Next Steps:

Siemon will continue to maintain strong governance oversight of its whistleblower mechanism by periodically reviewing intake, investigation, and documentation practices to ensure that any future reports are handled promptly, consistently, and fairly, while maintaining confidentiality and non-retaliation protections aligned with GRI 2-26. Ongoing management and Board-level oversight will reinforce accountability while safeguarding confidentiality and non-retaliation protections.

To sustain trust and awareness, Siemon will continue to communicate the whistleblower policies and availability to employees and relevant external stakeholders, including suppliers and partners. Communications and awareness efforts will continue to reinforce that the mechanism can be used to report concerns related to ethics and responsible business conduct topics addressed in this report, including anti-corruption, anti-competitive behavior, child labor, forced or compulsory labor, freedom of association, non-discrimination and other workplace or compliance matters, as well as OH&S concerns that may impact employees or customers. These measures and goals will remain unchanged for 2026.

Anti-Corruption

GRI 205, CSRD Business Conduct/ESRS G1

Policy:

Siemon has a zero-tolerance policy that prohibits governance body members, employees, and business partners from any and all forms of bribery, corruption, illegal payments or gratuities, extortion, fraud, collusion, and embezzlement. We comply with all trade laws and controls when exporting and importing, and we conduct all business communications, activities, and transactions honestly, ethically, and lawfully.

To strengthen governance, Siemon maintains an anti-corruption due diligence program for third parties. We assess suppliers, agents, distributors, and other business partners for integrity risks, both before and during business relationships. Additionally, we conduct audits of internal control procedures across procurement and related financial processes to prevent corruption, bribery, and financial misconduct.

The Siemon Code of Conduct and the Siemon Supplier Code of Conduct are publicly available and include comprehensive anti-corruption policies. Our whistleblower policy and hotline are accessible to all employees, suppliers, and customers.

Measure: *(from baseline 2021)*

Anti-corruption disclosures encompass 100% operations, all of which are assessed for significant risks related to corruption identified through the annual DMAs conducted in accordance with GRI 205-1 and CSRD.

Total percentage of governance body members, employees and business partners to whom the organization's anti-corruption policies and procedures have been communicated and that have received training on anti-corruption policies and procedures in the reporting period in accordance with GRI 205-2.

Goal 1: Communicate and train all governance body members, employees, and business partners in all categories and regions on anti-corruption policies and procedures provided in Siemon's Company Code of Conduct on an annual basis (GRI 205-2-a, b, & c and GRI 205-2-d & e).

Total number and nature of confirmed incidents of corruption, including those in which employees were dismissed or disciplined (GRI 205-3-b), contracts with business partners were terminated or not renewed, confirmed whistleblower complaints (GRI 205-3-c), and any public legal cases where Siemon or any Siemon employee is a named defendant in any region (GRI 205-3-d). These measures are verified through compliance with Siemon's Code of Conduct Policy under our ISO 9001 QMS.

Goal 2: Report on all confirmed incidents of corruption, with the goal of zero incidents (GRI 205-3-a, b, c, & d).

Progress Report:

Annual DMAs indicate that Siemon operations and suppliers do not have significant risk for incidents of corruption in any of our global operations (GRI 205-1).

		2021	2022	2023	2024	2025
	Goal 1: Percent of governance body members, employees, and business partners informed and trained on Siemon's Company Code of Conduct (GRI 205-2-a, b, & c and GRI 205-2-d & e).	100%	100%	100%	100%	100%
	Goal 2: Number and nature of confirmed incidents of corruption, including those in which employees were dismissed or disciplined, contracts with business partners were terminated or not renewed, and any public legal cases where Siemon or any Siemon employee is a named defendant in any region (GRI 205-3-a, b, c & d).	0	0	0	0	0

Next Steps:

We will continue to include Anti-Corruption in our annual DMAs conducted under ISO 9001 and in accordance with CSRD and document any significant risks to be mitigated in the reporting year. Annual stakeholder communication and training will continue to elevate awareness and ensure compliance with this policy. We will continue to provide training, communication, and other risk mitigation measures to raise awareness and prevent future incidents of corruption. These goals will remain unchanged for 2026.

Anti-Competitive Behavior

GRI 206-1, CSRD Business Conduct/ESRS G1

Policy:

Siemon has a zero-tolerance policy prohibiting any employee or supplier from engaging in or participating in price fixing, market sharing, bid rigging, customer allocation, or any other corrupt activity, such as paying or accepting bribes or kickbacks in any form. Suppliers shall avoid situations that create an actual or perceived conflict of interest and shall not engage in a transaction where their interest conflicts with that of Siemon employees. Suppliers shall comply with all applicable anti-trust and monopoly legislation laws and regulations relating to competition.

The Siemon Code of Conduct and the Siemon Supplier Code of Conduct both include this anti-competitive policy, and our whistleblower policy and hotline are open to all employees, suppliers, and customers.

Measure: *(from baseline 2021)*

Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant (GRI 206-1-a). This measure is verified through compliance with Siemon's Code of Conduct Policy under our ISO 9001 QMS.

Goal: No legal actions, decisions, or judgements (pending or completed) during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant (GRI 206-1-b).

Progress Report:

		2021	2022	2023	2024	2025
	Number of legal actions, decisions, or judgements pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant (GRI 206-1-b).	0	0	0	0	0

Next Steps:

We will continue to foster awareness through annual employee training and supplier engagement. We will continually monitor for this behavior with our employees, suppliers, and whistleblower hotline and report on any pending or completed legal actions and associated outcomes relating to anti-competitive behavior in which Siemon is an identified participant. This goal will remain unchanged for 2026.





Security Practices

GRI 410-1, CSRD Own Workforce/ESRS S1

Policy:

Siemon recognizes the importance of providing secure building, campus, and IT infrastructure to ensure the safety and security of our employees and to minimize disruptions to critical business functions. Siemon includes security in our annual risk assessment and has implemented measures to mitigate identified risks with respect to:

- Physical security to protect our employees and their belongings from assault, injury, theft, or damage.
- Privacy and identity protection and data security for our employees and trade partners.
- Business continuity by ensuring the security of our facilities, networks, and assets.
- Compliance with legal and regulatory requirements.

All employees, including security personnel, are trained annually on applicable security policies and procedures as well as our Company Code of Conduct, which includes security and human rights policies in accordance with GRI 410-1. This training includes incident prevention and response to specific risk categories described above. Measures are verified through compliance with Siemon's Information Technology Infrastructure Maintenance Policy under our ISO 9001 QMS.

Measure: *(from baseline 2021)*

Total number of confirmed incidents related to breach of security within the organization over the reporting period, monitored by the facilities department, IT department, and in compliance with the Customs Trade Partnership Against Terrorism (CTPAT) program. These measures are verified through compliance with Siemon's Information Technology Infrastructure Maintenance Policy under our ISO 9001 QMS. Percentage of employees (including security personnel) trained in Siemon Security Policies and KnowBe4 Cybersecurity Training (GRI 410-1-a) under ISO 9001 QMS, ISO 14001 EMS, and ISO 45001 OH&S Management Systems. Siemon does not use third-party organizations providing security personnel (GRI 410-1-a).

Goal 1: No confirmed incidents related to breach of security monitored by the internal facilities department, IT department, or CTPAT program.

Goal 2: All employees in all categories and countries/regions are trained annually on Siemon Security Policies and Procedures, including emergency response and human rights.

Goal 3: All employees with network access are trained annually on KnowBe4 Cybersecurity Training (GRI 410-1a).

Progress Report:

Annual employee training on physical security and emergency response ensured zero incidents during the reporting period. Our multi-tiered security systems include visible ID badges in secure areas, RFID-enabled access control and AI-enabled surveillance systems strategically positioned for threat detection while respecting privacy. Our cybersecurity systems use simulated attacks to replicate evolving threats keeping all network users hypervigilant in preventing unauthorized access and identity theft. Successful CTPAT stress tests, internal and external audits conducted by US Customs & Border Protection bolster supply chain security.

	2021	2022	2023	2024	2025
Goal 1: Number of incidents related to breach of security monitored by the internal facilities department, IT department, or CTPAT program.	1	0	0	0	0
Goal 2: Percentage of employees trained on Siemon Security Policies, Emergency Response Procedures, and human rights.	100%	100%	100%	100%	100%
Goal 3: Percentage of employees with network access trained on KnowBe4 Cybersecurity Training.	100%	100%	100%	100%	100%

Next Steps:

Siemon continues to conduct regular security awareness training for all employees. To ensure our supply chain security remains robust, we conduct regular security assessments for both new and existing suppliers in accordance with the CTPAT program. Our facilities and IT Infrastructure teams continually seek ways to identify emerging security risks and implement appropriate countermeasures. Siemon will stay vigilant on the ever-evolving security landscape and continue to provide proper training and updates to these systems. These goals will remain unchanged for 2026.

Ethical Labor Practices



Siemon is committed to the highest ethical labor standards and providing a working environment where the human rights of all employees are upheld, and employees are treated with dignity and respect. We believe all people are entitled to the same fundamental rights and freedoms, regardless of race, religion, gender, nationality, or any other characteristic. We are committed to this policy and working with others to promote human rights around the world. This policy carries through to all suppliers and customers.

Child Labor

GRI 408-1, CSRD Workers in the Value Chain/ESRS S2

Policy:

Child labor shall not be used. Siemon and its suppliers shall not employ anyone under the age of sixteen (16). Siemon protects young workers by enforcing strict age verification during onboarding and applying additional safeguards for any young workers. We prohibit hazardous or high-risk tasks, restrict work hours, and provide enhanced supervision and safety oversight to ensure all employees under the age of 18 do not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. The Siemon Code of Conduct and the Siemon Supplier Code of Conduct both include this child labor policy, and our whistleblower policy and hotline are open to all employees, suppliers, and customers.

- **Remediation procedure in place for identified victims of child labor.** Siemon's remediation procedure ensures that any identified victims of child labor, are promptly removed from harm, provided with necessary support services, and protected through corrective and preventive action plans that are verified through follow up reviews to prevent recurrence.
- **Impact assessment identifying potential child labor.** Siemon conducts annual and event driven impact assessments that evaluate geographic, sector, workforce, supplier, and grievance related risks to identify any potential child labor across its operations and supply chain.
- **Monitoring of internal controls and the effectiveness of actions taken to prevent child labor.** Siemon monitors the effectiveness of its internal controls to prevent child labor through ongoing audits of employment and recruitment practices, confidential worker interviews, grievance channel reviews, and documented corrective action follow ups that ensure continuous improvement.

Measure: *(from baseline 2021)*

Total number and nature of confirmed incidents of child labor, including any whistleblower complaints and public legal cases on which Siemon or any Siemon employee is a named defendant in any region in accordance with GRI 408-1-c. These measures are verified through compliance with Siemon's Code of Conduct Policy under our ISO 9001 QMS.

Goal: No confirmed incidents of child labor, including any whistleblower complaints or public legal cases on which Siemon or any Siemon employee is a named defendant in any region (GRI 408-1-c).

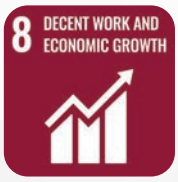
Progress Report:

Annual DMAs indicate that Siemon operations and suppliers do not have significant risk for incidents involving child labor and young workers exposed to hazardous work (GRI 408-1-a & b). Ongoing measures taken in 2025 intended to contribute to the effective abolition of child labor include continued communication, training, and enforcement of Siemon Code of Conduct and the Siemon Supplier Code of Conduct. In addition, our supply chain is confirmed to be 100% compliant with US and EU regulations on Conflict Minerals (GRI 408-1-c).

		2021	2022	2023	2024	2025
	Number of confirmed incidents of child labor, including any whistleblower complaints or public legal cases on which Siemon or any Siemon employee is a named defendant in any region (GRI 408-1-c).	0	0	0	0	0

Next Steps:

We will continue to include child labor in our annual DMAs conducted under ISO 9001 and in accordance with CSRD. Any significant risks to be mitigated will be documented in the reporting year (GRI 408-1-c). We will continue to provide annual employee training and supplier engagement on policies related to Child Labor and Conflict Materials Regulations to create awareness and mitigate future risks. This goal will remain unchanged for 2026.



Freedom of Association

GRI 407-1, CSRD Own Workforce/ESRS S1

Policy:

Siemon and its suppliers shall respect the right of all employees to form and join trade unions of their choosing, bargain collectively, and engage in peaceful assembly, as well as respect the right of employees to refrain from such activities. All employees and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment.

The Siemon Code of Conduct and the Siemon Supplier Code of Conduct both include this freedom of association policy.

Measure: *(from baseline 2021)*

Total number and nature of confirmed incidents violating employees' rights to exercise freedom of association and collective bargaining in any operation, country, or region during the reporting period, including any whistleblower complaints and public legal cases on which Siemon or any Siemon employee is a named defendant in any region in accordance with GRI 407-1-b. These measures are verified through compliance with Siemon's Code of Conduct Policy under our ISO 9001 QMS.

Goal: No confirmed violations of employees' rights to exercise freedom of association and collective bargaining during the reporting period, including any whistleblower complaints or public legal cases on which Siemon or any Siemon employee is a named defendant in any region (GRI 407-1-b).

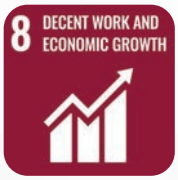
Progress Report:

Annual DMAs indicate that Siemon operations and suppliers do not have a significant risk of violations of workers' rights to exercise freedom of association or collective bargaining, either by operation type or by country/region considered at risk (GRI 407-1-a). Ongoing measures in 2025 intended to eliminate violations of workers' rights to exercise freedom of association and collective bargaining include continued communication, training, and enforcement of Siemon Code of Conduct and the Siemon Supplier Code of Conduct.

		2021	2022	2023	2024	2025
	Number of confirmed violations of employees' rights to exercise freedom of association and collective bargaining, including any public legal cases on which Siemon or any Siemon employee is a named defendant in any region (GRI 407-1-b).	0	0	0	0	0

Next Steps:

We will continue to include freedom of association and collective bargaining in annual DMAs conducted under ISO 9001 and document any significant risks to be mitigated in the reporting year (GRI 407-1-b). We will continue to provide annual employee training and supplier engagement on policies related to Freedom of Association to create awareness and mitigate future risks. This goal will remain unchanged for 2026.



Forced or Compulsory Labor

GRI 409-1, CSRD Workers in the Value Chain/ESRS S2

Policy:

Siemon and its suppliers shall not use forced, bonded (including debt bondage), or indentured labor; involuntary or exploitative prison labor; or slavery or human trafficking. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.

As part of the hiring process, all Siemon employees must be provided with a written employment agreement in their native language that clearly outlines the terms and conditions of employment. All work must be voluntary, and employees shall be free to leave work at any time or terminate their employment without penalty. Siemon can only hold employee-owned documentation if such holdings are legally required. In this case, employees should not be denied access to their documents at any time. Employees shall not be required to pay Siemon and its agents or sub-agents any recruitment fees or other related fees for their employment. If any such fees are found to have been paid by employees, they shall be repaid. The Siemon Code of Conduct and the Siemon Supplier Code of Conduct both include this forced or compulsory labor policy, and our whistleblower policy and hotline is open to all employees, suppliers, and customers.

- **Remediation procedure in place for identified victims of forced or compulsory labor.** Siemon's remediation procedure ensures that any identified victims of forced labor or human trafficking are promptly removed from harm, provided with necessary support services, and protected through corrective and preventive action plans that are verified through follow up reviews to prevent recurrence.
- **Impact assessment identifying potential forced or compulsory labor.** Siemon conducts annual and event driven impact assessments that evaluate geographic, sector, workforce, supplier, and grievance related risks to identify any potential forced labor or human trafficking across its operations and supply chain.
- **Monitoring of internal controls and effectiveness of actions taken to prevent forced or compulsory labor.** Siemon monitors the effectiveness of its internal controls to prevent forced labor or human trafficking through ongoing audits of employment and recruitment practices, confidential worker interviews, grievance channel reviews, and documented corrective action follow ups that ensure continuous improvement.

Measure: *(from baseline 2021)*

Total number and nature of confirmed incidents of forced or compulsory labor, including any whistleblower complaints and public legal cases on which Siemon or any Siemon employee is a named defendant in any region, in accordance with GRI 409-1-b. These measures are verified through compliance with Siemon's Code of Conduct Policy under our ISO 9001 QMS.

Goal: No confirmed incidents of forced or compulsory labor, including any whistleblower complaints and public legal cases on which Siemon or any Siemon employee is a named defendant in any region (GRI 409-1-b).

Progress Report:

Annual DMAs indicate that Siemon operations and suppliers do not have significant risk for incidents of forced or compulsory labor, either by type of operation or countries/regions considered at risk (GRI 409-1-a). Ongoing measures in 2025 intended to contribute to the elimination of all forms of forced and compulsory labor include continued communication, training, and enforcement of Siemon Code of Conduct and the Siemon Supplier Code of Conduct.

		2021	2022	2023	2024	2025
	Number of confirmed incidents of forced or compulsory labor, including any whistleblower complaints and public legal cases in which Siemon is a named defendant in any region (GRI 409-1-b).	0	0	0	0	0

Next Steps:

We will continue to include forced or compulsory labor and freely chosen employment in annual DMAs conducted under ISO 9001 and in accordance with CSRD. Any significant risks to be mitigated will be documented in the reporting year (GRI 409-1-b). We will continue to provide annual employee training and supplier engagement on policies related to Forced or Compulsory Labor to create awareness and mitigate future risks. We will continue to ensure that our supply chain is 100% compliant with US and EU regulations on Conflict Minerals (GRI 408-1-c). This goal will remain unchanged for 2026.





Non-Discrimination

GRI 406-1, CSRD Workers in the Value Chain/ESRS S2

Policy:

Siemon and its suppliers shall comply with all applicable laws and regulations regarding employee contracts and employment practices. Employees shall be granted annual leave, sick leave, and parental leave without any negative repercussions and in accordance with local regulations. Siemon shall maintain employee records in accordance with Siemon policies and all applicable laws and regulations.

Siemon and its suppliers shall maintain and utilize employment policies and practices that do not discriminate based on race, religion, sexual orientation, veteran status, pregnancy, age, national/regional origin, marital status, ancestry, gender, mental or physical disability, or any other characteristic as protected by applicable laws and regulations. Employees shall be provided with reasonable accommodation for religious practices. Additionally, employees or potential employees should not be subjected to medical tests or physical exams that could be used in a discriminatory manner. Both the Siemon Code of Conduct and the Siemon Supplier Code of Conduct include this non-discrimination policy.

- **Training of employees on discrimination and harassment:** Siemon delivers a comprehensive annual training program for 100% of employees covering non-discrimination, harassment prevention, labor and human rights, and reporting obligations. New hires complete this training within 30 days of employment, and supervisors receive additional role-specific training on preventing discrimination, responding to concerns, and ensuring non-retaliatory reporting.

- **Actions to prevent discrimination in professional development and promotion processes:** Siemon ensures that training access, professional development, performance evaluation, and promotion decisions are based solely on qualifications, performance, and business needs. Internal job postings, equal access to development opportunities, and routine HR reviews identify potential bias and help ensure fairness and equal opportunity. Reasonable accommodations are provided as required.
- **Remediation procedure in place for victims of discrimination and/or harassment:** Siemon maintains a formal remediation process that includes prompt investigations initiated within 1 to 2 business days, corrective action as required (including discipline or termination of offenders), workplace adjustments, access to Employee Assistance Program (EAP) resources, and follow-up meetings to ensure issues do not recur. Retaliation is strictly prohibited, and any retaliation concerns are independently investigated.
- **Actions to prevent discrimination during the recruitment phase:** Recruitment practices comply with all applicable laws and internal policies, ensuring equal opportunity for all applicants. Hiring decisions are based on job-related qualifications, and medical exams or tests are prohibited where they could be used in a discriminatory manner. Applicants are also protected under the same anti-harassment and anti-discrimination policies as employees.

Measure: *(from baseline 2021)*

Total number and nature of confirmed incidents of discrimination and harassment, including any whistleblower complaints and public legal cases on which Siemon or any Siemon employee is a named defendant in any region in accordance with GRI 406-1-a. These measures are verified through compliance with Siemon's Code of Conduct Policy under our ISO 9001 QMS.

Goal: No incidents of discrimination and harassment, including any whistleblower complaints or public legal cases in which Siemon or any Siemon employee is a named defendant in any region.

Progress Report:

Annual DMAs indicate that Siemon operations and suppliers do not have a significant risk of discrimination or harassment. Actions to prevent workplace harassment are applied consistently, supported by clear disciplinary procedures. All complaints are investigated promptly and confidentially. Employees also have access to a grievance mechanism for discrimination or harassment concerns, and inclusive employee resource or support groups are available to reinforce belonging and provide support. Having had no confirmed incidents since baseline year 2021, there are no open or complete actions taken with reference to incident reviews, remediation plans, or incidents no longer subject to action (GRI 406-1-b).

		2021	2022	2023	2024	2025
	Number of confirmed incidents of discrimination and harassment, including any whistleblower complaints or public legal cases on which Siemon or any Siemon employee is a named defendant in any region (GRI 406-1-a).	0	0	0	0	0

Next Steps:

We will continue to include discrimination and harassment in annual DMAs conducted under ISO 9001 and document any significant risks to be mitigated in the reporting year (GRI 406-1-a). We will continue to provide annual employee training and supplier engagement on policies related to non-discrimination to raise awareness and mitigate future risks. This goal will remain unchanged for 2026.

Sustainable Procurement

Expecting the Best from Our Suppliers

Siemon believes that ESG must encompass our entire supply chain. We are committed to sustainable procurement practices that positively impact the environment, society, and the economy. As a global leader in network infrastructure solutions, we continuously review and enhance our supply chain and procurement processes to maximize sustainability. Siemon's Supplier Code of Conduct ensures alignment with organizations that share our values and commitment to ESG principles and outcomes. We uphold a conflict-free supply chain that fully complies with all relevant regulations, including the US Dodd-Frank Act and EU Conflict Minerals Regulation (2017/821). Through sustainable procurement practices, we strive to minimize our environmental impact, foster healthy work environments, drive positive social change, and build a resilient and prosperous future.

Economic Responsibility

We require our suppliers to operate transparently and uphold high standards of business ethics. They must promote fair competition and comply with all relevant laws and regulations. Additionally, we expect them to ensure responsible financial practices. We encourage and support suppliers in embracing innovation, developing sustainable solutions, and cultivating long-term relationships built on mutual trust and collaboration.

Environmental Responsibility

We prioritize suppliers who actively reduce their carbon footprint, minimize waste, conserve natural resources, and adopt eco-friendly manufacturing practices. We encourage suppliers to offer products and materials that are safe, energy-efficient, recyclable, and have a lower environmental impact across their entire lifecycle. We actively promote the use of renewable energy sources and collaborate with suppliers who invest in renewable energy technologies.

Social Responsibility

Siemon is committed to working with suppliers who uphold legal and ethical labor practices, promote human rights, and ensure safe and healthy working conditions for their employees. Preferred suppliers prioritize inclusive diversity, promote equality, and guarantee fair treatment of all individuals within their supply chains, with a focus on accountability and transparency. Additionally, we support suppliers who positively impact local communities and actively participate in philanthropic initiatives that demonstrate their ongoing commitment to environmental and social responsibility.

Supply Chain Accountability

Siemon assesses the sustainability performance of our suppliers and evaluates their adherence to our sustainable procurement criteria. Our teams work closely with suppliers to improve sustainability practices, providing guidance and support to meet our requirements. We actively monitor and review our supply chain to ensure compliance with our Sustainable Procurement Policies.

Local Supplier Spending

GRI 204-1, CSRD Climate Change/ESRS E1

Policy:

Siemon is committed to fostering sustainability and social responsibility in the communities where we operate. We believe that supporting local suppliers is essential to building strong and sustainable communities.

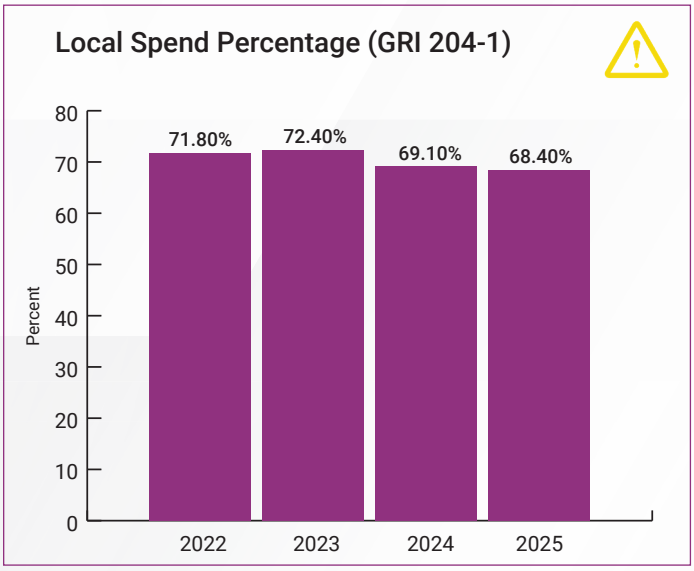
Measure: *(from baseline 2022)*

Percentage of the procurement budget spent on suppliers local to that operation, such as the percentage of products and services purchased locally (GRI 204-1-a). Local spend refers to purchases from external suppliers located in the same country or economic zone as the Siemon ship-from location. It excludes internal transfers between Siemon Operations (GRI 204-1-b). Significant locations include all Siemon ship-from locations (GRI 204-1-c). Verified through compliance with Siemon's Sustainable Procurement Policy under our ISO 9001 QMS.

Goal: Increase local spend to 75% (+0.64 Percentage Points YOY Starting 2023) by 2028 (GRI 204-1-a).

Progress Report:

In 2025, Siemon continued to prioritize localized supply chains as a core pillar of our commitment to reducing Scope 3 emissions and supporting regional economies. While our total local procurement spend adjusted slightly to 68.4% (a 0.7% decrease from 2024) due to a shifting product mix, our underlying strategy remains focused on long-term value creation that is local to our operations and point of use.



We view local sourcing not just as a metric, but as a mechanism for supply chain resiliency and environmental stewardship. Notable milestones from the past year include:

- **North American Optimization:** We achieved a 21% increase in local spend at our US operations on stable year-over-year volumes, significantly shortening our logistics tail and reducing transit-related carbon intensity.
- **Strategic Realignment:** We successfully established new local supply channels for high-volume product lines. These initiatives serve as the foundation for our trajectory toward our 75% local spend goal by 2028.
- **Holistic Supplier Evaluation:** Our "Quality, Cost, and Lead Time" framework now integrates rigorous Sustainability Criteria, ensuring our local partners adhere to the same ESG standards that define Siemon's global operations.

Next Steps:

This goal will remain unchanged for 2026. We remain dedicated to a sustainable, resilient and secure supply to all Siemon operations, logistics centers and customers. Activities during the reporting year have secured "line-of-sight" for consistent year-over-year increases in local spend from competitive suppliers who match our commitment to quality, service and ESG. By mapping supplier capabilities against our sustainability benchmarks, we are fostering an ecosystem that has a net positive impact in all respects.

Our procurement architecture has been updated to prioritize Supplier Sustainability Ratings alongside commercial aspects and technical capabilities. This data-driven approach allows us to:

- **Increase Local Content:** Directly supporting supply chain resilience and security while fueling local economies.
- **Decarbonize Logistics:** Reducing environmental impacts and carbon footprint by minimizing long-haul freight and logistical complexity.
- **Improve Total Value:** Mitigating the financial and environmental impact of tariffs, duties, and extended transit times to ensure stable, ethical, and cost-effective supply.

SUCCESS
STORY

Local Sourcing:

Strengthening Our Sustainable Supply Chain

"I feel a profound sense of pride to be part of a team making sourcing decisions that look beyond price to help Siemon achieve net-zero emissions by 2050. We aren't just buying parts — we're selecting and engaging with partners that create a ripple effect of sustainability and ethics throughout the global supply chain, ultimately protecting the environment and the people of the global communities we serve."

— Craig Nelson

Siemon's Purchasing Manager, Americas & Europe

Global tariff shifts in 2025 disrupted historical pricing models, providing a tailwind for local procurement in multiple strategic markets. Siemon proactively adapted to this new economic landscape by investing in regional manufacturing capabilities, combined with deepening our engagement with local suppliers to further strengthen supply chain security and resilience.



Strategic Procurement in Action

Localized, sustainable procurement is driven in part by Siemon's Global Procurement Team. Acting as the bridge between Siemon's ESG goals and its global supplier network, this team collaborates with suppliers to ensure alignment with rapidly changing regulations. These efforts include ensuring trade compliance and verifying ESG initiatives, such as HPDs, LCAs, EPDs, carbon reporting, waste reduction, eco-friendly packaging, and compliance with environmental, safety, and industry standards across all markets. Leveraging AI-driven insights, analytics, and extensive industry knowledge, our Global Procurement Team models inputs and their corresponding outputs to optimize the supply chain and deliver win-win outcomes for Siemon and our suppliers — all while meeting regional demand.

Driving Global Impact

Implementing environmentally and socially conscious sourcing strategies drives improvement by:

- Increasing local spend by moving production and supply closer to the point of use.
- Reducing emissions and costs for all modes of inbound and outbound freight.
- Accelerating progress toward our strategic goal of 75% local spend by 2028.



ESG Procurement Alignment

GRI 2-6, CSRD Business Conduct/ESRS G1, Workers in the Value Chain/ESRS S2, Climate Change/ESRS S1

Policy:

Siemon recognizes the importance of sustainable procurement practices in positively impacting the environment and society. As a leading provider of network infrastructure solutions, we are committed to integrating sustainability into our supply chain and procurement processes. Siemon fully embraces ESG principles and strongly encourages our suppliers to participate in UNGC and SBTi, and to maintain certification to ISO 9001, 14001, and 45001 standards. In alignment with our Sustainable Procurement Policy, Siemon evaluates the sustainability performance of its supply base through multiple layers of due diligence. Suppliers representing more than 90% of our global spend are covered by a formal sustainability assessment, and those accounting for 75.8% of our global spend undergo an on-site or virtual sustainability audits. Together, these measures reinforce our commitment to responsible sourcing and continuous improvement throughout our supply chain.

Measure: *(from baseline 2022)*

Percentage of global spend with suppliers participating in UNGC and annual third-party ESG assessments. Verified through compliance with Siemon's Sustainable Procurement Policy under our ISO 9001 QMS.

Goal 1: Increase global spend with suppliers participating in UNGC and third-party verification of their ESG systems (e.g., EcoVadis) to 95% (7.7 percentage points YOY increase starting 2023) by 2029.

Percentage of global spend with suppliers reporting on Scope 1, 2, and 3 GHG Emissions according to SBTi and the GHG Protocol. Verified through compliance with Siemon's Sustainable Procurement Policy under our ISO 9001 QMS.

Goal 2: Increase global spend with suppliers reporting on Scope 1, 2, and 3 GHG Emissions according to SBTi and the GHG Protocol to 80% (+8.35 percentage points YOY increase starting 2023) by 2029.

Percentage of global spend with suppliers certified to ISO 9001, ISO 14001, and ISO 45001. Verified through compliance with Siemon's Sustainable Procurement Policy under our ISO 9001 QMS.

Goal 3: Increase global spend with suppliers certified to ISO 9001 to 95% (+2.1 percentage points YOY increase starting 2023) by 2029.

Goal 4: Increase global spend with suppliers certified to ISO 14001 to 80% (+5.9 percentage points YOY increase starting 2023) by 2029.

Goal 5: Increase global spend with suppliers certified to ISO 45001 to 80% (+6.4 percentage points YOY increase starting 2023) by 2029.

	2022	2023	2024	2025	YOY Change	Change from Baseline
Goal 1: Participate in UNGC and 3rd party verification of their ESG systems.	48.8%	62.7%	64.1%	73.4%	+9.3%	+24.6%
Goal 2: Reporting Scope 1,2,3 Emissions according to SBTi and GHG Protocol.	29.9%	46.1%	59.4%	71.8%	+12.4%	+41.9%
Global Spend with Suppliers Certified:						
Goal 3: ISO 9001	82.4%	91.4%	92.0%	95.5%	+3.5%	+13.1%
Goal 4: ISO 14001	44.9%	53.1%	73.0%	75.8%	+2.8%	+30.9%
Goal 5: ISO 45001	41.8%	44.1%	60.7%	64.4%	+3.7%	+22.6%

Progress Report:

Siemon made significant strides in 2025 to integrate sustainability more deeply within our supply chain. Specifically, we prioritized and expanded our business with suppliers certified to key international standards, including ISO 9001 (Quality), ISO 14001 (Environmental), and ISO 45001 (OH&S). Furthermore, we actively increased engagement and spend with suppliers who are transparently reporting their Scope 1, 2, and 3 GHG emissions, participating in vital industry initiatives such as UNGC, and obtaining third-party certification for their ESG management systems.

Throughout the year, we utilized our detailed Supplier Scorecard and conducted regular business reviews to monitor performance, foster collaboration, and ensure alignment with Siemon's quality, service, and ESG objectives. We also successfully maintained acknowledgment of Siemon's Supplier Code of Conduct and Sustainable Procurement Policy by our suppliers.

Next Steps:

Looking ahead, Siemon will continue to build on this momentum by deepening engagement with our key suppliers, particularly our top-spend partners, to drive continuous improvement in ESG performance throughout our value chain.

Key objectives include:

- Further increasing the proportion of spend with suppliers meeting our preferred sustainability criteria (including ISO 9001, 14001, 45001 certifications; comprehensive Scope 1, 2, & 3 GHG reporting; UNGC participation; and certified ESG systems).
- Intensifying collaboration on product transparency initiatives, supporting the development and provision of data for Health Product Declarations (HPDs), Life Cycle Assessments (LCAs), and Environmental Product Declarations (EPDs). This includes establishing clearer sustainability objectives with suppliers and collaborating on actionable plans to achieve these shared targets.
- Enhancing our monitoring systems for more effective tracking of supplier progress against sustainability goals and identifying areas for support.
- Exploring ways to support our suppliers in developing their ESG capabilities, reporting, and obtaining relevant certifications.
- For 2026, Goal 3 will be updated to a steady state level of 96%. Goals 1, 2, 4, and 5 will remain unchanged.



SUCCESS STORY

Cultivating a More Sustainable Global Supply Chain

"Our supplier scorecard has evolved beyond traditional measures to capture a range of ESG performance indicators, reinforcing our commitment to responsible procurement. By integrating ESG criteria into how we evaluate and engage suppliers, we strengthen our own performance while supporting our suppliers in building more robust, transparent, and sustainable systems and processes."

— Jonathan Ciccio

Siemon Continuous Improvement Manager

At Siemon, we believe that prioritizing suppliers committed to ethical governance, social responsibility, and environmental stewardship fosters a more resilient, transparent, and equitable business ecosystem. By aligning our procurement strategies with these core ESG values, we drive continuous improvement across every link of the value chain — embedding sustainable principles into the global economy to generate a positive, lasting impact on society and the planet.

Measuring Success via the Supplier Scorecard

Siemon has made significant strides in expanding business with suppliers who mirror our ESG commitment through transparent GHG emission reporting, participation in global initiatives, and rigorous ISO management system certifications. The Siemon Supplier Scorecard is a cornerstone of this success. Moving beyond traditional metrics like quality, cost, and delivery, Siemon's dedicated compliance team now evaluates suppliers based on the following 10 key ESG performance indicators, ensuring that 90% of our global spend is directed to suppliers achieving at least an 8/10 score.

- A signed Siemon Supplier Code of Conduct
- Quality Management Systems certified to ISO 9001
- Environmental Management Systems certified to ISO 14001
- OH&S Management Systems compliant or certified to ISO 45001
- Participation in the Science-Based Target Initiative (SBTi)
- Active support for reducing Siemon's Scope 3 GHG Emissions
- Support for Siemon's Life Cycle Assessments (LCAs) and published HPDs and EPDs
- Strict adherence to Siemon material compliance requirements
- Annual ESG systems assessment conducted by EcoVadis or equivalent third-party platform
- Signatory to the UN Global Compact (UNGC) human rights, labor, environment, and anti-corruption principles

Driving Net Positive Impact

By leveraging our detailed Supplier Scorecard, Siemon has successfully shifted global spend toward suppliers aligned with our ESG goals, driving a net-positive impact across the global supply chain.



- Increased global spend with UNGC-participating suppliers from 49% to 73%.
- Expanded spend with suppliers reporting Scope 1, 2, and 3 GHG emissions from 30% to 72%.
- Surpassed our 2029 target of 95% spend with ISO 9001-certified suppliers.
- Achieved 76% spend with ISO 14001-certified suppliers, remaining on track for our 80% 2029 goal.
- Reached 64% of spend with ISO 45001-certified suppliers, progressing towards our 80% 2029 goal.



SOCIAL

As a family-owned company, Siemon is passionate about improving the places where our people live, work, and play. We believe that all employees have the right to a safe and healthy workplace and access to the tools and training they need to effectively carry out their day-to-day activities, develop their skills, and advance their careers. In accordance with our Company Code of Conduct, Siemon upholds the highest labor and human rights standards, where employees feel safe, respected, and valued. We are committed to ensuring fair, equitable, and competitive compensation, while ensuring that all our people feel valued and heard by empowering them to make a difference and recognizing them for modeling our core values of teamwork, quality, innovation, and service, as well as their achievements. A key part of our corporate culture is enhancing the quality of life in our communities and creating positive societal change through charitable giving, community involvement, employee volunteerism, conservation stewardship and outreach.

SELECT A CHARITY TO RECEIVE A DONATION FROM SIEMON. CLICK HERE.

A Safe Place to Work

Occupational Health & Safety

GRI 403, CSRD Own Workforce/ESRS S1

Policy:

Siemon has developed and implemented an Occupational Health and Safety (OH&S) Management System that enables the company to identify and control health and safety risks, reduce the potential for incidents, comply with applicable regulatory requirements, and support continual improvement. This system is implemented across all Siemon locations and applies to all employees, non-employee workers, contractors, and visitors. The scope and requirements of the OH&S Management System align with ISO 45001 and support the disclosure requirements of GRI 403-1-a, 403-1-b, and GRI 403-8-a, as well as supporting GRI 403-3 and GRI 403-4, as applicable.

In accordance with GRI 403-2-a and 403-2-d, Siemon maintains processes for hazard identification, risk assessment, and incident investigation. Hazards are assessed across tasks, equipment, and work areas, including when operational changes occur. Incidents, near misses, and unsafe conditions are investigated using root cause analysis, and corrective and preventive actions are communicated and tracked to completion. In alignment with GRI 403-2-b and 403-2-c, workers are encouraged to report hazards and hazardous situations without fear of retaliation and are trained to remove themselves from work situations they believe could cause injury or ill health, consistent with established procedures.



Siemon provides occupational health services consistent with GRI 403-3-a and 403-3-b as applicable, including injury evaluation, ergonomic assessments, medical oversight, and return-to-work support. These services are delivered or coordinated by qualified professionals and accessed through established reporting and referral processes. Siemon proactively identifies and mitigates ergonomic risks associated with repetitive tasks, forceful exertion, awkward postures, vibration, and sustained static positions. Preventive measures include ergonomic task evaluations, engineering and administrative controls, workstation and tool adjustments, employee training, job rotation, and early intervention when discomfort is reported. Repetitive strain injury (RSI) and musculoskeletal disorder (MSD) risks are identified through workplace inspections, employee feedback, near-miss reporting, and incident investigations, with actions tracked to completion and reviewed for continuous improvement, in accordance with GRI 403-2 to 403-7.

Siemon maintains a structured hazard identification and risk reduction program to control exposure to hazardous substances and other workplace health risks. Hazards are identified through routine inspections, employee reports, near misses, and incident investigations, and are evaluated based on likelihood and severity. Appropriate controls, including engineering, administrative, personal protective equipment, and work practice measures, are implemented and monitored. Findings and corrective actions are documented, assigned to responsible parties, and tracked through completion to reduce occupational health risks.

Siemon supports employee health monitoring through targeted medical surveillance programs based on workplace risk exposure. This includes regular health checkups where applicable, such as baseline and periodic audiometric testing for employees exposed to elevated noise levels. Health monitoring programs are supported by employee training, record-keeping, and follow-up actions to address identified risks, reinforcing Siemon's commitment to early detection, prevention, and continuous improvement in employee well-being.



Workers participate in Siemon's OH&S program consistent with GRI 403-4-a and 403-4-b through safety committees, audits and inspections, maintenance programs, near-miss reporting, and consultation practices. Safety committees meet monthly to review performance trends, incidents, near misses, and corrective actions, and to recommend improvements. All worker groups are represented to ensure diverse input in OH&S decision making.

Siemon provides OH&S training to all employees and non-employee workers in alignment with GRI 403-5-a, including general safety orientation, task-specific hazard training, emergency preparedness, chemical safety, and ergonomics. Training effectiveness is evaluated through assessments and observation, and training records are maintained.

In alignment with GRI 403-7-a, Siemon evaluates and manages OH&S risks related to contractors, suppliers, and visitors through prequalification, oversight, and conformance with Siemon hazard control programs. Supplier relationships are reviewed with consideration for potential OH&S impacts associated with materials, services, and outsourced activities.

Siemon monitors, analyzes, and reports work-related injuries in accordance with GRI 403-9 (GRI 403-9-a through 403-9-d, as applicable), including recordable cases, lost time injuries, severity, and near-miss trends. Performance indicators are reviewed by leadership and safety committees, and all work-related injuries are investigated to determine root causes and implement corrective measures that inform ongoing prevention efforts. Through these integrated practices, Siemon maintains a comprehensive, continuously improving OH&S Management System that protects workers, ensures compliance, and promotes a safe and healthy work environment across its global operations and offices.

Measure: *(from baseline 2021)*

All measures include OH&S training hours per employee (GRI 403-5); implemented improvements resulting from hazard identification, risk assessment, incident investigation, and form submittals relating to near-miss incidents, safety suggestions, and concerns (GRI 403-2 and 403-7); the rate of recordable work-related injuries (safety incident rate) determined by 200,000 times the number of recordable work-related injuries divided by hours worked (GRI 403-9), the number of lost work days due to safety incidents (GRI 403-9); and work-related health and safety indicators, including ergonomic/RSI and musculoskeletal (MSK) concerns, hazardous substance exposure incidents, and outcomes from required employee health surveillance (GRI 403-2, GRI 403-3, GRI 403-6, GRI 403-7, and GRI 403-10). These measures are verified through compliance with Siemon's Global OH&S procedures under the ISO 45001 OH&S Management System.

Goal 1: Sustain implemented safety improvement closures identified by audits, investigations, and safety form submittals to 500 per calendar year. (GRI 403-2 & GRI 403-7).

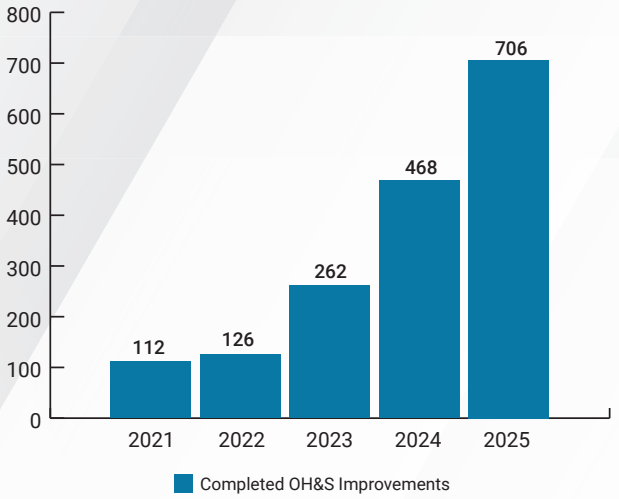
Goal 2: Sustain an average health and safety training per employee to at least 5 hours per calendar year (GRI 403-5).

Goal 3: Sustain the rate of recordable work-related injuries to less than 0.50 per calendar year for all employees and non-employee workers, with no work-related fatalities or "high consequence injuries" (GRI 403-9), or work-related "Ill Health," including RSIs/MSDs or hazardous substance exposures (GRI 403-10).

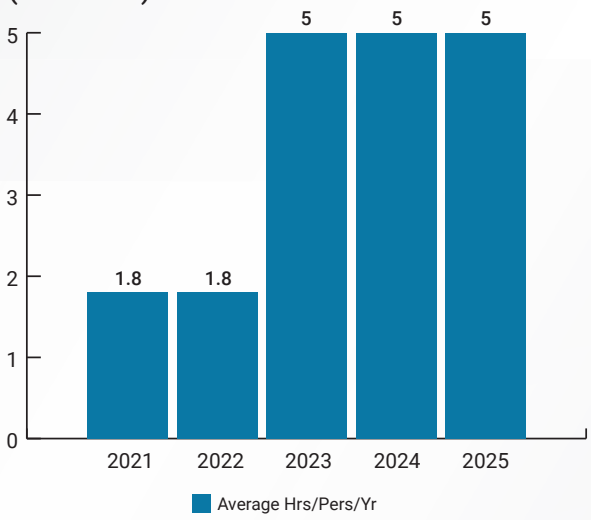
Goal 4: Limit the number of lost workdays to less than 1 per calendar year (GRI 403-9).

Progress Report:

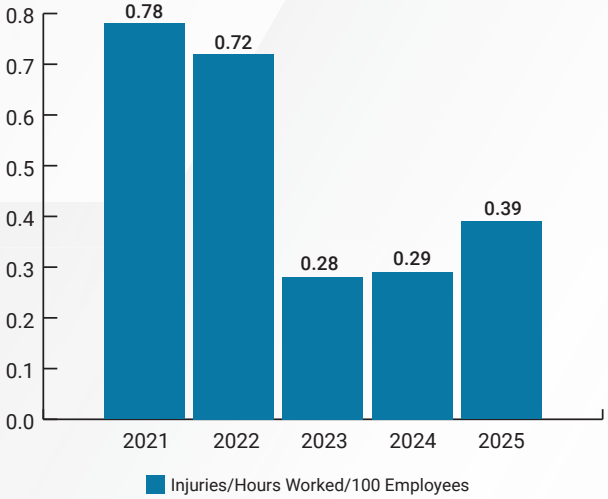
Implemented Safety Improvements (GRI 403-2 & 403-7)



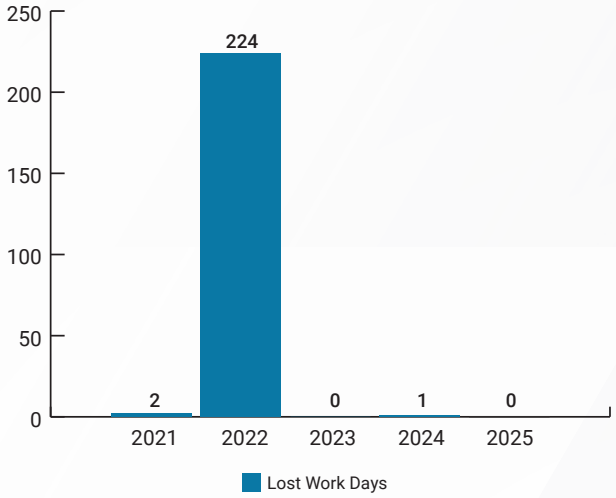
Global OH&S Training Hours Per Employee (GRI 403-5)



Global Safety Incident Rate (GRI 403-9)



Lost Work Days Due to Safety Incident (GRI 403-9)





Siemon has sustained certification to our ISO 45001:2018 OH&S Management System. This certification, issued by Lloyd's Register Quality Assurance (LRQA), applies specifically to Siemon's US-based operations and governance systems, encompassing all corporate functions. While the certification scope focuses on US operations, the same OH&S Management System and stringent requirements are consistently implemented across all Siemon offices and operations worldwide. Additionally, Siemon's China-based offices and operations were the first to achieve ISO 45001: 2018 certification on May 14, 2024, underscoring the company's global commitment to health and safety excellence.

Goal 1: Siemon's global operations implemented 706 safety improvements that were identified through audits, investigations, and safety form submittals, far exceeding our annual goal of 500 per calendar year. This leading indicator demonstrates a high level of engagement and commitment to occupational health and safety throughout the organization.

Goal 2: Average OH&S training time achieved our goal of 5 hours per person per calendar year. This resulted from company-wide training on updates to our OH&S related policies and procedures.

Goal 3: We met our goal for industry incident rate in 2025, with the rate of recordable work-related injuries remaining <0.5 per calendar year, with no work-related fatalities, "high consequence injuries," or incidents of work-related "Ill Health," including RSIs/MSDs or hazardous substance exposures through the OH&S reporting system (audits, investigations, safety form submittals, and medical monitoring results).

Goal 4: In 2025, we recorded 3 safety incidents, none of which resulted in a lost workday. Incident investigations and preventive actions were completed with 100% recovery.

Next Steps:

We will continue advancing a proactive and resilient OH&S culture by reinforcing awareness, accountability, and engagement at all levels of the organization through ongoing training, communication, risk assessment and recognition. Siemon's ISO 45001 certified Management System will be used to drive continuous improvement in OH&S while accommodating the evolving needs of our workforce. As a global team, we will pursue initiatives that enhance hazard prevention, worker participation, and operational safety performance across all Siemon locations.

- **OH&S Activity:** No change to Goal 1. We will continue employee engagement and timely corrective action follow-through.
- **OH&S Training:** No change to Goal 2. We will improve training content and effectiveness by expanding job-specific training and enhancing post-training evaluation.
- **OH&S Incident Rate:** No change to Goal 3. Through proactive monitoring and preventive controls, we will sustain zero incidents of work-related "Ill Health," including those related to RSIs/MSDs and hazardous substance exposure.
- **OH&S Lost Workdays:** No change to Goal 4. We will strengthen early intervention practices and improve return-to-work support.

Empowered to Make a Difference

At Siemon, achieving the highest quality standards and ensuring the health and safety of all our employees and customers is non-negotiable. We empower all our employees to identify and participate in our continuous improvement efforts — from our ESG initiatives and the products and services we deliver to the various work environments across all our locations. Our commitment to excellence is reflected in the following three key policies that guide our operations and align with the principles of ISO 9001, ISO 14001, and ISO 45001.

Siemon Quality Policy

"One Siemon, One Team" is at the core of our company values and underscores our commitment to teamwork. We work toward common goals to consistently achieve high quality and performance in every area of our company. Our customers inspire us to deliver innovative products and services with a laser-focus on quality through continuous improvement. Beyond our products and services, every team member has the responsibility and is empowered to continually improve the quality of their work product and process. In all areas across the organization, our goal is to **"Do it Right, Do it Once".**

Siemon Environmental Policy

The Siemon Company is committed to protecting and preserving the environment. We have implemented an Environmental Management System to continually reduce the environmental impacts of our activities, products, and services, and to assure our continued compliance to applicable laws, regulations, permits, and company policies. We will continually improve our Environmental Management System to enhance environmental performance.

Occupational Health & Safety Policy

Employee health and safety is our highest priority. We are committed to providing a safe and healthy environment for all employees by actively assessing and addressing occupational health and safety risks, ensuring full compliance with all applicable regulations and providing relevant and effective training. Most importantly, our culture enables and empowers everyone to take an active role in elevating health and safety awareness and engagement with the goal of achieving zero accidents and injuries. At Siemon, safety is a way of life.



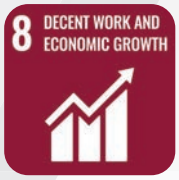
Stop the Line!

All of our employees are empowered to make a difference. We encourage and recognize teamwork through trust and open communications, encouraging our employees to share their ideas, feedback, and concerns. We strive to actively listen, respect, and respond in the spirit of continuous improvement to bring out our best.

Throughout our operations, all employees have the authority to "Stop the Line" at any time they encounter a quality, environmental, or safety concern. This same principle is applied across all business functions and locations where all employees, suppliers, and customers are actively encouraged to "Stop the Line" whenever they encounter a potential safety issue, quality escape, environmental concern, or violation of our code of conduct.

Investing in Our People





Career Development

GRI 404-3, CSRD Own Workforce/ESRS S1

Policy:

Effective training and regular review of career development for all our employees are cornerstones for Siemon operations. We deliver a comprehensive range of programs to continually train and support our teams in their day-to-day activities and help them grow in their careers. Eligible employees may be reimbursed for qualifying tuition costs related to job-relevant coursework, certifications, and continuing education, which can aid their career development. Siemon also actively promotes internal mentorship and coaching programs to facilitate knowledge sharing and skill development.

Siemon fosters career development by offering open, inclusive resource and support groups that act as peer communities for sharing knowledge, offering support, and contributing improvement ideas across the organization. To support individual development and career plans, employees are evaluated for promotion based on performance, qualifications, competencies, training, the ability to perform essential duties, and business needs. Human Resources audits promotion decisions to ensure consistency, objectivity, and fairness. All job openings are posted internally and on our website. Qualified employees are encouraged to apply based on their interests and career.

Measure: *(from baseline 2021)*

Percentage of total employees receiving regular performance and career development reviews during the reporting period. All Siemon employees receive a performance review, training plan, and career development review at least twice annually (GRI 404-3), verified through compliance with Siemon's Code of Conduct Policy under our ISO 9001 Quality Management System (QMS).

Goal: 100% of employees receive a performance review, training plan, and career development review at least twice a year (GRI 404-3-a).

One Siemon, One Team

At Siemon, our motto, "One Siemon, One Team," reflects our commitment to fostering unity and collaboration across all aspects of our organization. We are committed to creating an inclusive and collaborative environment where every individual feels welcomed, valued, and supported.

Our broad range of operations enables us to provide diverse career opportunities, from entry-level roles to professional positions, in fields such as engineering, manufacturing, toolmaking, automation, quality control, product management, supply chain, customer service, sales, marketing, finance, technical support, information systems, and more.

Effective training and regular career development reviews are cornerstones of maintaining high engagement and talent density in all business functions. We offer a wide array of programs to support our teams in their daily responsibilities and foster their long-term career growth.

Progress Report:

		2021	2022	2023	2024	2025
	Percentage of total employees who received a regular performance review, training plan, and career development at least twice during the reporting period (GRI 404-3-a).	100%	100%	100%	100%	100%

Siemon's deep commitment to our people is reflected in regular one-on-one meetings and documented reviews conducted at least twice a year, which cover career development and training, values and culture code, leadership, performance, and impact. Qualified employees are encouraged to apply to internal job openings.

Next Steps:

Siemon has approved an objective to develop a formal, scalable training and development framework in 2026 that can support the growth paths of all employees. We will continue to develop our people and encourage career growth to new levels. This goal will remain unchanged for 2026.

Employee Training Hours

GRI 404-1, CSRD Own Workforce/ESRS S1

Policy:

Training needs are identified through performance evaluations, employee feedback, and departmental assessments. Siemon offers a range of training programs, including on-the-job training, formal classroom instruction, online and e-learning courses, and external training and conferences. Siemon also evaluates the effectiveness of training programs to ensure they meet employee and organizational needs.

Measure: *(from baseline 2021)*

Average hours of training per year per employee, excluding onsite coaching, mentoring, supervision, and one-on-one meetings, verified through compliance with Siemon's Training Procedure under our ISO 9001 QMS.

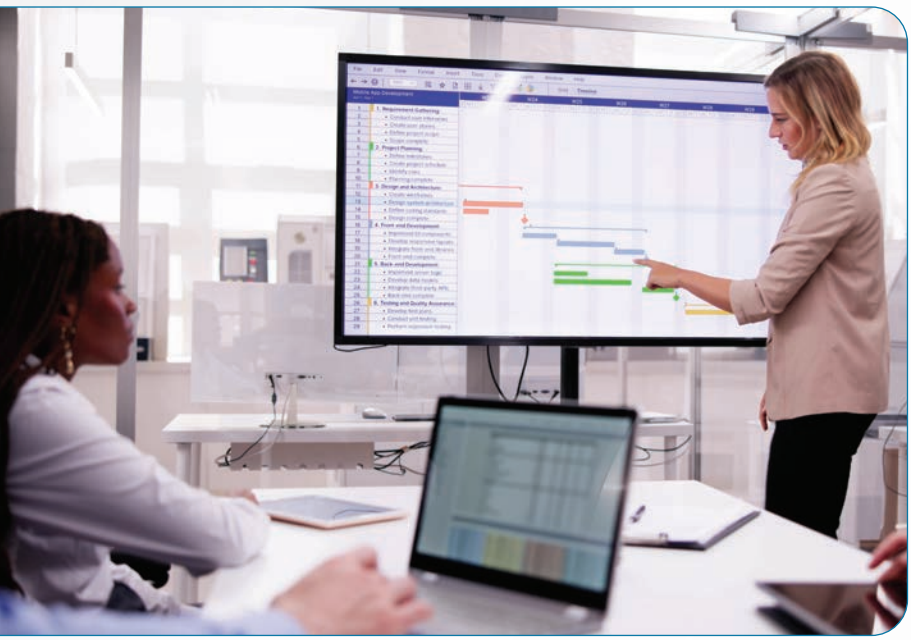
Goal: Employees receive an average of at least 35 training hours per year (YOY increase of 5.3 hours) by 2025 (GRI 404-1).

Progress Report:

	2021	2022	2023	2024	2025
Average training hours per employee (GRI 404-1).	19 Hours	28 Hours	32 Hours	27 Hours	37 Hours

In 2025, we exceeded our goal of 35 training hours per employee, achieving an average of 37 hours. This improvement reflects our renewed focus on expanding training opportunities and strengthening our internal training resources. Mandatory training, including regulatory compliance and the requirements of our QMS, EMS, and OH&S Management System, remained a core priority and continued to be fully delivered across the organization.

In addition to required programs, we increased investment in department-specific policies and procedures, skill-building initiatives, and career-development training. These efforts contributed to the overall increase in employee training hours and supported our commitment to continuous learning and professional growth.



Next Steps:

Building on our strong performance in 2025, we will continue to prioritize the development of our people, as reflected in our strategic plan and company-wide objectives. In 2026, we will deepen our evaluation of the effectiveness, coverage, and impact of training activities. Insights from employee engagement surveys will guide our enhancement of training tools and content, with a focus on strengthening knowledge, skills, job satisfaction, and long-term career development.

Our 2026 training-hour target will be set based on our 2025 performance and aligned with our ongoing commitment to continuous learning and organizational excellence. This multi-year goal will be updated for 2026 to reflect a steady state training goal of more than 35 hours per employee.

Employee Benefits & Turnover

GRI 401-1 and GRI 401-2, CSRD Own Workforce/ESRS S1

Policy:

At Siemon, we are committed to supporting the well-being of our full-time employees and their families through quality benefits that are both locally compliant and market relevant. Because employee benefit plans vary significantly between regions due to different levels of social, tax, and legal regulations, Siemon's benefits portfolio is location-specific with the aim of ensuring talent retention and quality of life for all global employees. In addition to competitive compensation for our full-time employees and non-employee workers in all operational locations (GRI 401-2), benefits include access to health and wellness plans or services, paid holidays, personal time off (parental/family leave), and retirement savings plans (GRI 401-2-a).

Siemon promotes wage equality and remains committed to attracting and retaining high-performing employees by ensuring fair, equitable, and competitive compensation, while fostering a positive, supportive workplace culture that offers career development opportunities, recognition of achievements, and a healthy work-life balance. Siemon supports transparent communication regarding remuneration and is committed to providing competitive wages, ensuring employees understand their compensation is designed to meet essential needs and enable full participation in their communities. All these factors contribute to above-average employee retention.

Measure: *(from baseline 2021)*

Percentage of employees who have voluntarily chosen to leave the company during the reporting period, excluding those who left the company due to retirement eligibility.

Goal: Maintain a voluntary employee turnover rate of less than 10% during the reporting period (GRI 401-1-b).

Progress Report:

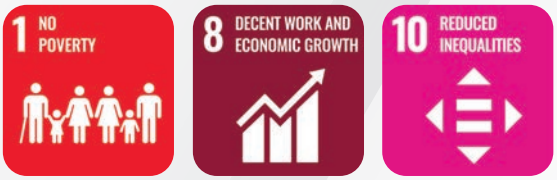
		2021	2022	2023	2024	2025
	Percentage of employees who voluntarily left the company (GRI 401-1-b).	6.4%	10.0%	8.7%	7.6%	4.5%

Our voluntary employee turnover of 4.5% in the reporting period is significantly below average turnover rates across all regions. This is demonstrated by the fact that 35% of employees have been with the company for 10 or more years of service in the reporting year, including 18% with 20 years or more of service. In addition, all employees were recognized for reaching 5, 10, 15, 20, 25, 30 and 35+ years of service in the reporting period.

Next Steps:

We will continue to assess our retention performance and ensure fair and equitable compensation and a positive workplace culture through a variety of benefits, opportunities, work-life balance, and employee engagement initiatives. We will implement changes where needed based on exit interviews and global surveys that assess workforce sentiment. This goal will remain unchanged for 2026.





Living Wages

CSRD Own Workforce/ESRS S1

Policy:

Siemon is committed to providing a competitive living wage to ensure all employees have enough income to cover essential everyday needs and fully participate in their communities. We recognize that a living wage does not just provide security for our employees; it creates safer, more stable environments and strengthens our communities.

Siemon maintains 100% of its direct employees paid at or above the living-wage threshold by annually benchmarking all wages, identifying any gaps, and mandating corrective adjustments to ensure full compliance with the living-wage standard.

Measure: *(from baseline 2021)*

Hourly wages necessary to meet basic living expenses in a region based on International Labour Organization (ILO) living wage calculations and wage-setting principles. A living wage is the minimum amount a full-time worker needs to earn to afford basic necessities and maintain a reasonable standard of living, including housing, food, healthcare, and other essential needs.

Goal 1: Develop and implement a living wage action plan in 2025, including analyzing and defining benchmark living wages for all relevant locations.

Goal 2: Maintain 100% of all employees paid at or above the living wage, including direct employees and non-employee workers.

Progress Report:

Goal 1: In 2025, Siemon conducted a full benchmarking exercise for living wage calculations, which confirmed that since 2021, we have maintained a 100% rate of employees and non-employee workers being paid at or above the living wage.

- All direct employees across global operations have consistently received wages at or above the living wage threshold.
- Non-employee workers, including contractors and temporary staff, are also compensated in alignment with living wage standards.

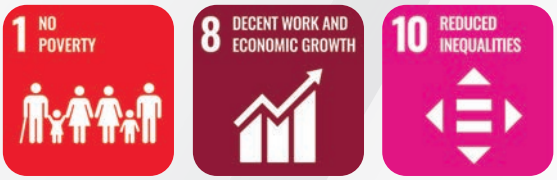
	2021	2022	2023	2024	2025
Goal 2: Percentage of employees, including direct and non-employee workers, paid at or above the living wage.	100%	100%	100%	100%	100%

Siemon is proud to report continued success in upholding our commitment to fair compensation practices. This achievement reflects our dedication to social responsibility, equity, and sustainable business practices.

Next Steps:

Throughout 2026, we will continue to align with local wage requirements, ILO principles, UN SDGs, CSRD standards, and GRI standards once available. Siemon remains committed to maintaining this standard and will continue to monitor and enhance our wage policies to ensure all workers are treated with fairness and respect.

Annual wage reviews will be conducted to ensure compliance with federal and state laws, internal standards, and market-competitive pay practices. Goal 1 is complete. Goal 2 will remain unchanged for 2026.



Working Conditions – Legal & Entry-Level Wages

GRI 202-1, CSRD Own Workforce/ESRS S1

Policy:

Siemon is committed to maintaining fair, compliant, and competitive wages as a fundamental component of safe, equitable, and respectful working conditions across all locations and employee groups, including full-time, part-time, temporary, hourly, and salaried roles. Wages are governed through an annual monitoring cycle led by Human Resources (HR), with Finance validation and leadership oversight, to ensure pay meets or exceeds applicable legal requirements, is consistently applied through accurate job classification and documentation, and is supported by timely communication and implementation when changes are required. Siemon's wage governance includes annual reviews of minimum wage and exempt salary thresholds, classification audits, and controls to correct identified wage issues promptly and prevent recurrence.

Measure: *(from baseline 2021)*

Siemon monitors wages as a core working-conditions control through a structured annual wage-review and governance process that includes verification of statutory wage compliance, job-classification integrity (exempt vs. non-exempt), overtime compliance, and documented corrective actions where required. Monitoring is supported by HR-led reporting, Finance validation, leadership oversight, and secure documentation (GRI 202-1).

When a significant proportion of employees are compensated based on wages subject to minimum wage rules, Siemon reports the ratio of standard entry-level wages by gender at significant locations of operation relative to the local minimum wage. When applicable, Siemon describes the process for confirming that relevant non-employee workers are paid above the minimum wage. Siemon also reports whether a local minimum wage is absent or variable at significant locations of operation and identifies the reference minimum wage used (GRI 202-1).

Significant locations of operation are defined as all Siemon locations with active employees or non-employee workers (e.g., temporary or agency workers). Local minimum wage legislation compliance and entry-level wage rates are established and administered through Siemon's compensation governance process at all significant locations of operation.

Goal 1: Achieve and maintain 100% legal wage compliance for all employees across all locations, including adherence to minimum wage requirements, exempt salary thresholds, and overtime rules.

Goal 2: Complete annual job classification audits and correct any identified misclassifications promptly, including issuance of any required retroactive pay.

Goal 3: Maintain a ratio of ≥ 1.0 for standard entry-level wages relative to applicable local minimum wages at significant locations of operation, for all genders (GRI 202-1-a).

Progress Report:

	2021	2022	2023	2024	2025
Goal 1: Percentage of employees meeting legal wage requirements.	100%	100%	100%	100%	100%
Goal 2: Number of wage/misclassification incidents identified.	0	0	0	0	0
Goal 3: Entry-Level Wage Ratio for all genders.	≥1.0	≥1.0	≥1.0	≥1.0	≥1.0

Siemon conducts an annual wage monitoring cycle covering all employee groups and regions as part of its broader management of working conditions. This process includes reviews of wage law compliance, exempt and non-exempt classification integrity, and overtime administration. When wage-related issues are identified, corrective actions are implemented promptly, documented, and reviewed through defined approval and governance processes. This outcome reflects the effectiveness of Siemon's annual wage monitoring, classification controls, and corrective action processes.

Where non-employee workers (e.g., temporary or agency workers) performing Siemon activities are subject to minimum wage rules, Siemon confirms compliance through wage governance controls and oversight practices designed to ensure compensation meets or exceeds applicable minimum wage requirements (GRI 202-1-b). At locations where minimum wage requirements are variable by jurisdiction, employee category, or other legally defined minimums, Siemon uses the applicable statutory minimum wage as the reference point for the entry-level wage ratio and identifies the minimum wage reference used in the analysis (GRI 202-1-c).

Next Steps:

Siemon will continue to maintain and strengthen its annual wage monitoring cycle to ensure ongoing legal compliance and consistent working conditions and wage practices across all regions and employee groups. HR will continue to review wage laws, exempt salary thresholds, job classifications, and overtime rules annually and as regulations change, supported by Finance validation and executive oversight of summary findings, in accordance with GRI 402-1.

Siemon will also continue incorporating GRI 202-1 entry-level wage benchmarking into this process to confirm that standard entry-level wages meet or exceed applicable local minimum wage requirements by gender at significant locations of operation, and to maintain appropriate documentation of the minimum wage reference used where minimum wages are variable. Ongoing role-based training for managers and HR specialists will reinforce compliant wage practices, and corrective actions will continue to be documented and tracked to completion with secure record retention to support governance, transparency, and continuous improvement while protecting employee privacy. These goals will remain unchanged for 2026.



Employee Recognition & Awards

CSRD Own Workforce/ESRS S1

Policy:

Recognizing and rewarding "a job well done" is something Siemon is passionate about. Our employees are excellent at what they do. Our Recognition and Reward program is intended to encourage peer recognition, celebrating some of the great work and accomplishments that would otherwise remain hidden from view. Every employee around the world is encouraged to recognize others for living our values.

These peer-nominated awards are:

Rockstar

A global award that recognizes individuals for passionately serving our mission, vision, and values on a consistent basis. The individuals are credible, respectful, inclusive, fair, committed to the company and their team, and have an excellent attitude.

One Siemon, One Team | *Value: Teamwork*

Recognition of success through teamwork that exceeds day-to-day expectations.

Quality Improvement | *Value: Quality*

Recognition of excellence while implementing continuous quality improvements for our employees, suppliers and/or our customers.

Think and Communicate | *Value: Innovation*

Recognition of an improvement or innovative idea that when implemented provides sustainable benefit.

Service & Satisfaction | *Value: Service*

Recognition of outstanding internal or external customer service and satisfaction that exceeds expectations.

> *"It was an honor to win the Rockstar Award and be recognized by my peers for being a team player and hard worker. But the real reward is having the opportunity to work with a talented global team that shares the same vision and dedication."*
>
> – Tim Borkowski
> *Siemon Web Designer*

Measure: *(from baseline 2021)*

Number of awards given to employees verified through compliance with Siemon's Code of Conduct Policy under our ISO 9001 Management System.

Goal: 70 Peer-Based Awards given during the calendar year.

Progress Report:

	2021	2022	2023	2024	2025
Number of peer-based awards given.	82	62	78	84	114

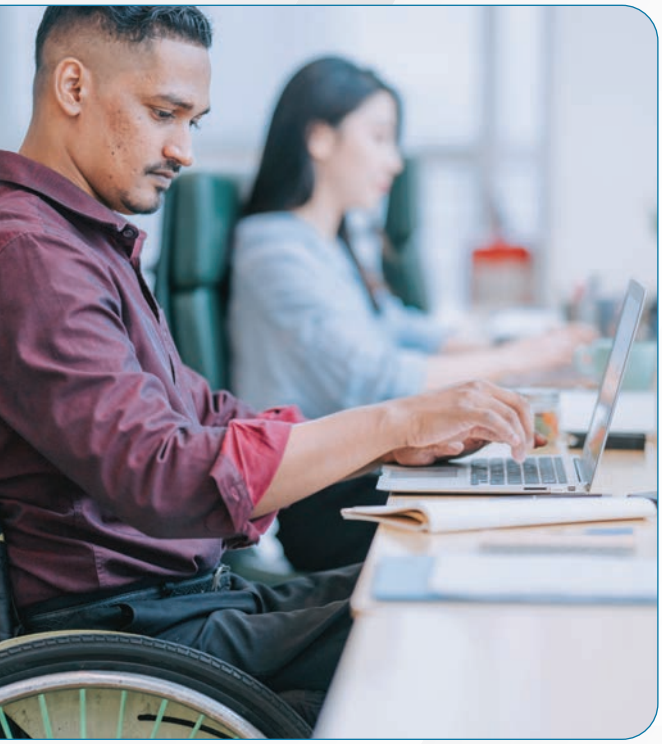
Goal achieved with 114 peer-based awards in 2025. This 36% year-over-year increase reflects strong engagement and commitment to teamwork – one of our four core company values.

Next Steps:

Actively raise awareness of these awards and awardees in our quarterly Spotlight newsletter, monthly CEO Town Hall messages, team meetings, and internal displays. Share deserving stories internally to encourage a continued flow of nominations. In 2026, we will reset our goal to achieve at least 200 peer-based awards during the calendar year.

Diversity & Equal Opportunity

GRI 405-1, CSRD Own Workforce/ESRS S1



Policy:

Across our global organization, we strive to develop a workforce that reflects the diversity of the communities and customers we serve and actively embrace diversity in all its forms: race, gender, thought, and experience. Siemon promotes equal opportunities for all employees by upholding a strict non-discrimination policy, providing reasonable accommodations, and reinforcing inclusive practices through annual Code of Conduct training to ensure every individual is treated with dignity, respect, and fairness.

In keeping with our ethical labor practices and non-discrimination policy (GRI 406-1-a) included in our Code of Conduct, Siemon does not discriminate based on race, color, religion, sexual orientation, veteran status, pregnancy, age, national or regional origin, marital status, ancestry, gender, mental or physical disability, or any other characteristic as protected by federal or local law when recruiting, hiring, training, promoting, and terminating employees. Siemon promotes the inclusion of employees with disabilities by providing reasonable accommodations, ensuring accessible workplaces, offering assistive technologies, and protecting individuals from discrimination or retaliation. Siemon will reasonably accommodate all applicants and employees so long as doing so does not create an undue hardship.

All Siemon employees are trained annually on our Company Code of Conduct, reinforcing our key commitments and values with the goal of making every individual feel welcomed, valued, and respected. We expect our employees to adhere to United Nations Global Compact (UNGC) principles as reflected in our Company Code of Conduct and Culture Code. We share a mutual commitment to upholding the human rights of all people and treating them with dignity and respect.

Measure: *(from baseline 2022)*

Percentage of employees by gender (GRI 405-1-b). Siemon Internally tracks KPIs that reflect our diversity values as verified through compliance with Siemon's QMS Code of Conduct Procedure certified to ISO 9001, including internal tracking of the percentage of employees in key diversity categories.

Progress Report:

		2022	2023	2024	2025
✓	Percentage of female employees.	52%	52%	52%	52%

Next Steps:

Continue to embrace diversity in all forms and internally track relevant diversity factors in compliance with Siemon's Code of Conduct Policy, certified to ISO 9001. We will continue to report on this measure for 2026.

Employee Engagement & Satisfaction

CSRD Own Workforce/ESRS S1

Policy:

As a family-owned company, Siemon is passionate about fostering relationships built on care, trust, support, and growth, and we are committed to helping our employees achieve the very best for themselves and the organization. We strive to create an environment where our employees can make a difference and feel valued as part of a team. To this end, we recognize the importance of employee engagement in ensuring job satisfaction. When employees are engaged, they contribute their best efforts and energy to their work and to others. Siemon conducts global engagement surveys to assess workforce sentiment and implements changes where needed.

Measure: *(from baseline 2023)*

Percentage of employees participating in the global engagement surveys. These surveys are standardized using the Great Place to Work Trust Index Survey to measure the level of trust in an organization, the consistency of the employee experience, and the overall quality of the workplace. The survey consists of 60 statements and two open-ended questions. It assesses how often employees can rely on aspects such as clear leadership, fair treatment, and recognition. It focuses on five key areas: credibility, respect, fairness, pride, and a sense of belonging. The two publicly reported measures are the percentage of all employees who participate in the survey as an indicator of engagement and the percentage of employees indicating that Siemon is a great place to work.

Goal 1: Achieve 87% employee participation in global engagement surveys.

Goal 2: Achieve 85% agreement that Siemon is a great place to work in the annual engagement survey.

Progress Report:

Goal 1: Achieved 88.2% percent of employee participation in global surveys.

Goal 2: 93% of respondents agree or strongly agree that Siemon is a “great place to work”.

Results of our global employee engagement survey conducted in April 2025 indicated the following themes for Strengths and Areas of Improvement:

Strengths	Areas for Improvement
Flexibility	Unique Benefits
Culture & People	Training & Certifications
Flat Organizational Structure	Team Building & Social Activities

See What Employees Say About What Makes Siemon a Great Workplace.

Great Place To Work.® Certified MAY 2026–MAY 2027 USA ™



93%
of respondents say The Siemon Company is a "great place to work"

Officially a Great Place To Work

While Siemon reports on the number of all employees globally that say The Siemon Company is a "great place to work," our Great Place To Work certification is based on what current US-based employees say about their experience working at Siemon. Great Place To Work is a global authority on workplace culture, employee experience, and leadership behaviors proven to deliver market-leading revenue, employee retention, and innovation. Great Place To Work Certification is a highly coveted achievement that requires consistent and intentional dedication to the overall employee experience.

Siemon is proud to be Certified™ by Great Place To Work in the USA for the fourth year in a row, with 93% of US-based employees stating it as a great place to work – compared to 57% of employees at typical US-based companies. This certification is a testament to our efforts in creating a supportive, collaborative environment that prioritizes employee well-being and development. While our Great Place to Work certification is US-only, we are equally proud that the 93% level of participation and 93% "great place to work" responses from employees across all countries were consistent with our US-based workforce.

Next Steps:

Continue encouraging employee participation in global surveys. Use feedback from the annual engagement survey to develop plans that will sustain identified "strengths" and address "areas for improvement" for each location and department. Hold at least one general team activity per region and one department activity in 2026. These goals will remain unchanged for 2026.



SPOTLIGHT

The Siemon Company Newsletter

A key part of our employee engagement is our employee newsletter, SPOTLIGHT. Published quarterly for all Siemon employees and their families worldwide, SPOTLIGHT celebrates our company's achievements and those of our employees – from corporate news and safety and environmental updates to employee awards, volunteer efforts, and personal successes and celebrations.

SUCCESS
STORY

The Power of Voice:

Driving Global Culture Through Employee Feedback

Siemon conducts annual Great Place to Work® Trust-Index surveys to measure trust and the quality of our workplace by evaluating employee experiences across five core dimensions: credibility, respect, fairness, pride, and camaraderie. By linking employee sentiment to outcomes such as retention, performance, innovation, and reputation, Siemon identifies which leadership behaviors to reinforce for a thriving culture.

Turning Feedback into Global Action

Siemon implements a range of global initiatives to address key areas for improvement, including deepening a sense of belonging, enhancing career growth and training, improving communication and collaboration, balancing well-being and workload, and ensuring facilities and resources support every employee's needs:

- Weekly badminton games hosted locally by our China facility for employees and their families to build community.
- Global access to technical, leadership, and professional skills training via LinkedIn Learning.
- Cross-departmental team-building workshops to identify opportunities for support and shared problem-solving.
- Personalized recognition, such as handwritten notes and gift baskets from leadership to recognize employee efforts that go above and beyond.
- Upgraded cafeterias at the Mexico and Watertown facilities to improve employee accessibility, satisfaction, and well-being.
- Delivered on-site health services for employees at the Mexico facility, including blood pressure screening, blood sugar checks, eye exams, and more.

A Certified Culture of Excellence

By actively leveraging employee feedback to drive change, Siemon has seen a measurable impact on global satisfaction and engagement:

- Over 93% of survey respondents globally agree that Siemon is a "great place to work."
- Achieved Great Place to Work Certification in the USA for four consecutive years.
- Recognized in 2025 by Fortune Magazine as one of the Top 10 Best Workplaces in Manufacturing and Production.





Giving Back

At Siemon, our ESG initiatives reflect a holistic approach to corporate responsibility. By balancing charitable giving, community involvement, and environmental stewardship, we strengthen our relationships with employees and partners while positively impacting society, enhancing the quality of life in the communities where we operate, and working to create a more sustainable future for our planet.



Scholarships & Experiential Learning

CSRD Own Workforce/ESRS S1, CSRD Affected Communities/ESRS S3

Scholarships

Annually, Siemon offers scholarships to deserving students worldwide, recognizing their promise and interest in fields aligned with our values. In 2025, Siemon provided $36K in scholarships to deserving students worldwide.

1. **Carl M. Siemon Science Scholarship:** Awarded to students planning to pursue a STEM-oriented college education. It is named after the second president of The Siemon Company (son of the founder).
2. **The Siemon Company Scholarship:** Awarded to students planning to pursue a college education in liberal arts, leading to career aspirations in the field of business.
3. **David Berdo Siemon Scholarship:** Awarded to students planning to pursue a college education in forestry, agronomy, or related environmental studies. It is named after a family member who loved the outdoors.
4. **Siemon Dynamic Manufacturing Division Scholarship:** Awarded to students graduating from a technical high school and pursuing a college education in engineering technology, design, or electrical, manufacturing, and mechanical engineering.
5. **Thomas Costello Scholarship:** Awarded to students planning to pursue a college education in the field of finance or accounting. It is named for the former Siemon Company Chief Financial Officer who served from 2001 to 2020.
6. **John Cassidy Scholarship:** Awarded to students planning to pursue higher education in the field of law. It is named for the former corporate lawyer and trusted advisor.
7. **Hinkleman Scholarship:** Awarded to assist all eligible children, grandchildren, and stepchildren of Siemon employees who plan to attend an institute of higher education.

> ***"Receiving a scholarship from Siemon at the start of my college journey was an unforgettable milestone – one that not only eased the financial burden of tuition but also empowered me to fully immerse myself in my studies, embrace new opportunities, and make meaningful contributions to my field. Today, I am honored to be part of the very organization that believed in my potential. Having the chance to give back to the place that played such a pivotal role in my success is deeply rewarding. I am profoundly grateful for the opportunities the scholarship provided, for the generosity of The Siemon Company, and for the incredible path that has led me to grow my career here."***
>
> – Victoria Granitto | *Siemon's Material Compliance & ESG Specialist*

Apprenticeships, Internships and Mentoring:

Throughout our history, Siemon has continually participated in apprenticeship programs that develop and sustain a workforce of highly skilled toolmakers, mold makers, mechanics, and electricians needed to support our vertically integrated manufacturing operations. The scope of Siemon apprentices now includes automation positions specializing in robotics, programming, vision systems, and 3D printing.

Our ongoing college internships also provide students with valuable on-the-job experience in their field of study, often leading to full-time employment after graduation. Our employees are encouraged to volunteer their knowledge, skills, and time with local students through mentoring programs. Company support includes partnering with local schools and paid time for this work.

Charitable Giving

CSRD Affected Communities/ESRS S3

Charitable giving is a cornerstone of our ESG framework. At Siemon, we have always been committed to supporting our local communities, focusing on areas where we can make the most meaningful impact.

> $160K
DONATED IN 2025

In addition to our scholarships and corporate donations, Siemon's quarterly Charitable Giving Initiative formalizes our long-standing tradition of charitable giving by randomly selecting up to four qualifying organizations from employee submissions each quarter to receive a $1000 donation. Qualifying organizations for this employee-driven initiative are those to which our employees volunteer their time and talent and directly benefit their community. Qualifying charitable organizations must also align with our core values.

Below are some of the organizations that received charitable giving in 2025:



FIRST Robotics Competition is an international K-12 non-profit that aims to inspire young peoples' interest and participation in science and technology. Siemon has long been a yearly sponsor of FIRST Robotics since 1998, including financial donations, products for team kits, innovation space for students, and mentorship time and talent. **Siemon's direct funding support for FIRST teams has exceeded $300k.**

Community Involvement & Volunteerism

CSRD Own Workforce/ESRS S1, CSRD Affected Communities/ESRS S3

Policy:

In addition to charitable giving initiatives, Siemon encourages and supports employee involvement in the communities where we operate, particularly those that foster environmental stewardship and sustainable practices. Around the world, our employees demonstrate their passion for various non-profit organizations by regularly volunteering their time.

Measure: *(from baseline 2025)*

Strengthen a culture of community engagement and social responsibility by expanding volunteer opportunities and increasing employee participation in volunteer activities.

Goal 1: Increase the number of unique charitable giving employee nominations by 20% year over year.

Goal 2: Improve employee perception of global company community impact by 2 percentage points in the 2026 engagement survey (from 93% in 2025 to 95% in 2026).

In 2025 we developed a corporate Employee Volunteering and Community Involvement program that encourages and facilitates employee participation in community initiatives, enabling more accurate tracking and reporting of volunteer hours. See goals listed under next steps. Baseline year is 2025.

Progress Report:

The following are some of the worthy causes and organizations supported by Siemon employees throughout 2025, resulting in an estimated 2,600+ volunteer hours and $55K in raised funds.



- **Scouting America:** Volunteered hundreds of hours annually, providing troop-level adult leadership to mentor and guide Connecticut scouts to become trustworthy, loyal, helpful, and many other positive character traits that will last a lifetime.
- **Golfing 4 Charity Corp (G4CC):** Founded and managed an organization that helps raise money and awareness for a wide variety of causes in various communities through golf events.
- **NH Legends Hockey Hall of Fame:** Served as a member of the board of directors and selections committee chairperson to recognize those who have made significant contributions to ice hockey in New Hampshire.
- **Our Rescue Mission and Tim Tebow Foundation:** Donated time and personal funds to help end sex trafficking and child exploitation, including being trained in identifying and assisting potential victims to get the help they need.



- **Asociación de Superación Educativa (ASE):** Participated in the "sponsor-a-girl" program, fundraising, educational activities, and events to support girls aged 10 to 17 of single mothers living in vulnerable communities.
- **MacMillian Cancer Support:** Held an office fundraiser with mini games and prizes to raise money for physical, financial, and emotional support to people living with cancer and their loved ones.
- **Pennsylvania Animal Response Team:** Volunteered hundreds of hours annually to support the preparedness, prevention, and response for emergencies affecting large and small domesticated animals and livestock.
- **Adonai Tijuana Christian Church:** Comforted hospital patients and families, delivered food to those in need, provided support for the homeless, and helped run a summer school for children.
- **Parkrun Global Limited:** Volunteered time to organize events for weekly 5K runs in the UK that aim to promote health and community for all ages and abilities.



- **US Figure Skating/Laurel Ridge Skating Club:** Volunteered hundreds of hours annually as an official competition judge at national events and served on a club board of directors involved in operational decisions, planning events, and supporting an annual food drive.
- **Teletón and Castro Limón Foundations:** Mexico staff volunteers their time and efforts each year to organize a snack sale, cash donations, and raffles to raise money for two foundations that work to improve the quality of life of people with disabilities, cancer, or autism.
- **Isha Foundation:** Volunteered time to various programs in the greater London, England area that aim to support physical, mental, and spiritual well-being.
- **China Earthquake Victims:** Volunteered time to donate more than 50 inflatable mattresses to people impacted by the Tingri earthquake.

Next Steps:

To advance our commitment to community engagement and employee volunteerism, Siemon will focus on formalizing its volunteer framework and increasing participation across all regions. In 2026, Siemon will establish a structured global volunteer program, including the launch of at least one company-sponsored volunteer half-day per region. Regional leaders will be engaged to identify local nonprofit partners, particularly those supporting community wellness & mental health, environmental stewardship and sustainable practices, and to coordinate volunteer opportunities that align with employee interests and community needs.

In parallel, Siemon will implement targeted communication and engagement initiatives to encourage broader employee participation in volunteer activities, with the goal of achieving at least 50% workforce participation in at least one volunteer event by year-end. Volunteer participation data will be tracked and reviewed regularly to monitor progress and identify opportunities to expand or refine programming.

To further strengthen employee involvement in social impact initiatives, Siemon will also promote awareness of its charitable giving program and encourage greater employee nomination of nonprofit organizations, aiming to increase the number of unique employee nominators by 20% compared to 2025.

The following goals will be added in 2026:

Goal 1: Increase the number of charitable giving unique employee nominators by 20% compared to baseline (from 20 in 2025 to 24 in 2026).

Goal 2: Improve employee perception of global company community impact by 2 percentage points in the 2026 engagement survey (from 93% in 2025 to 95% in 2026).

Goal 3: Launch a formal volunteer program with at least one company-sponsored volunteer half-day per region.

Goal 4: Achieve 50% employee participation in at least one volunteer activity by December 31, 2026.

Finally, feedback from the annual employee engagement survey will be used to assess perceptions of Siemon's community impact, with targeted actions taken to support an improvement in employee perception scores from 93% in 2025 to 95% in 2026. Together, these actions are intended to embed volunteerism more deeply into Siemon's culture, enhance employee engagement, and reinforce our positive impact within the communities where we operate.

> ***"I've been a proud supporter of Macmillan Cancer Support since losing my grandma to cancer in 2020. We had just two weeks after her diagnosis before she passed, and the Macmillan nurses supported us with her comfort, medication, and financial concerns, which helped our family cope with anxiety during an incredibly difficult time. Each September, the charity hosts a major fundraiser. As a volunteer, I organise mini office games throughout the month, with small entry fees and prizes to help raise money for this charity that's dear to my heart."***
>
> – Ieka Thomas
> *Siemon's Customer Account Representative, ECA*

SUCCESS STORY

Collective Compassion:

Powering Change Through Volunteerism

"What I love most about this event is that it brings people together and supports a charity that helps the type of people that many of us at Siemon have lost over the years. Working for a company that embraces charitable giving makes this event possible – I couldn't do it without the support of Siemon."

— Paul "Duke" McDow
Siemon's Asia Pacific Technical Support Manager

Each year, Siemon's Australia team demonstrates a deep-rooted commitment to community enrichment through its annual Brisbane Super Bowl fundraiser event. Backed by Siemon's Charitable Giving Initiative and support for volunteerism, the team helps raise more than $15K annually for the Pancare Foundation.

Pancare is Australia's leading charity for upper gastrointestinal cancers, providing vital patient support, advocacy, and research investment. Through these targeted efforts, the organization aims to increase the five-year survival rate for these diseases to over 50% by 2035.



Championing the Cause

Recognizing that American football's surging fan base in Australia presented an opportunity, Paul "Duke" McDow, Siemon's Asia Pacific Technical Support Manager, founded the event in 2011 and volunteers his time annually to coordinate with industry partners. The fundraiser brings about 300 industry professionals together to watch the Super Bowl live and enjoy a Siemon-sponsored breakfast and raffles, with all proceeds donated to Pancare.

The cause is deeply personal; pancreatic cancer has affected the families and friends of many Siemon employees, including our late colleague, Bob Carlson. A cherished and dedicated member of the Siemon family, Bob served as VP of Global Marketing and a member of Siemon's board of directors before passing away in 2018.

Enriching Our Communities

Initiatives like the Brisbane Super Bowl fundraiser are a key part of our pledge to invest in our people and enrich the communities we serve, driving our social strategy forward by:

- Empowering our people to volunteer and demonstrate passion for worthy causes, fostering a greater sense of purpose and increasing employee engagement.
- Building relationships within our communities, enhancing our reputation and fostering trust with customers and industry partners.
- Driving positive societal change by contributing to life-saving charities and a more vibrant future across the globe.

Conservation Stewardship & Outreach

CSRD Biodiversity & Ecosystems/ESRS E4, CSRD Affected Communities/ESRS S3

At Siemon, we view environmental stewardship as our duty. This commitment has deep roots that trace back through generations of dedicated conservation and sustainable practices. We are not merely participants in environmental initiatives; we are leaders who shape sustainable landscapes for the benefit of our communities and the planet.



Photo courtesy of John Hoell



Photo courtesy of Jared Kane

The Carl Siemon Family Charitable Trust (CSFCT): Preserving Nature's Future



Carl Siemon,
CSFCT Founder (est. 1995)

Siemon's core values of conservation, education, and responsible stewardship are best exemplified through the work of the Carl Siemon Family Charitable Trust (CSFCT), also known as Branch Hill Farm. Founded in 1995, the Trust was established when the strong stewardship ethic of third-generation Carl Siemon (1922–2001) led him to donate his personal New Hampshire land holdings to a private operating foundation. His vision, in his own words, was to "forever create an oasis of forests, fields, wildlife, recreation, clean water, and air. Perhaps these protected lands will inspire others to find ways to protect their lands." This legacy of environmental philanthropy reflects who we are as a company and a family.

Branch Hill Farm plays a crucial role in protecting the natural landscape of southeastern New Hampshire. With over 4,000 acres in conservation, it represents a commitment of more than 50 years to preserving biodiversity and enhancing the natural world. The collective carbon sequestration of the CSFCT's lands is conservatively estimated at 2,800 metric tons per year (more than double Siemon's combined 2021 baseline Scope 1 and Scope 2 emissions), with an accumulated stored carbon value of around 110,000 metric tons. None of this carbon storage is leveraged for credits or offsets. For us, its value lies in fostering natural resilience and balancing the carbon equation to benefit our planet.

Branch Hill Farm CSFCT Mission Statement:

To purchase land, to produce quality products on the land, to share the land, and to protect the land. To teach through these acts sound forestry, conservation, and agricultural practices. To educate others of the need for these practices by sharing the joys which the managed land's multiple uses provide.

– Carl Siemon, 1995



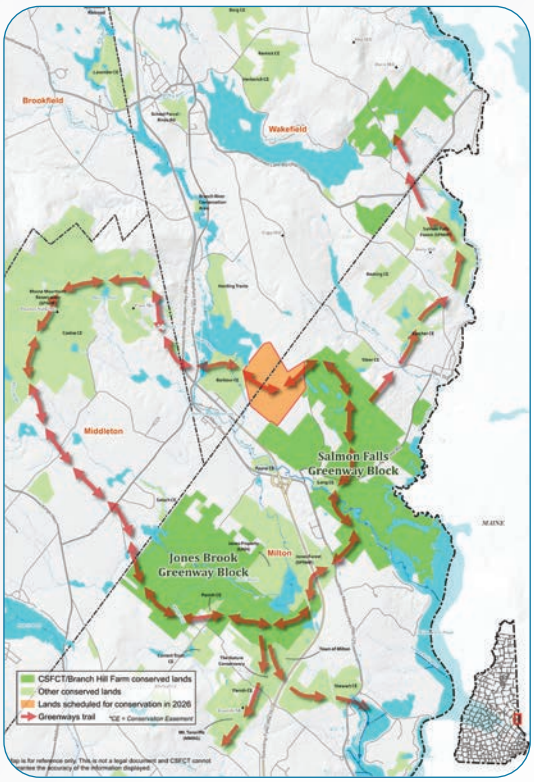
Photo courtesy of Robert Way

Expanding Stewardship and Sustainability Education

CSFCT continues to advance its commitment to sustainability through investments in green technology. In 2025, Branch Hill Farm's on-site renewable solar energy produced 33,10033.1 kWh, generating enough power to support 3.5 average households annually. To build on this success, the Farm is seeking to expand its solar capacity by installing additional panels on a newly constructed pole barn, specifically oriented to maximize solar exposure.

Complementing its energy production, Branch Hill Farm began migrating to electric farm vehicles in 2025 with the purchase of its first fully electric utility vehicle, which is charged by the on-site solar panels. Looking toward future resilience, CSFCT is also exploring rainwater collection systems and other strategies to enhance water security.

Education remains a cornerstone of CSFCT's mission, utilizing its land as a living classroom for sustainable forestry and agriculture, land management, natural resource conservation, and wildlife enhancement. In 2025, Branch Hill Farm held seven educational workshops on farming, wildlife, and forestry, reaching more than 450 nature lovers of all ages. The Farm also remains a vibrant community hub, hosting annual events such as the Branch River Paddle & Hike, Woods, Water & Wildlife (WWW) Festival, and the inaugural Winter Wassail — a festive celebration in the orchard featuring a bonfire, potluck, and music to encourage a bountiful harvest in the year to come. Additionally, Branch Hill Farm offers a year-round 1.3-mile interactive nature trail that meanders through diverse habitats, featuring over 20 educational and interactive stations and a read-along storybook sponsored by the Milton Free Public Library.



Building Regional Greenways and Protecting Habitats

CSFCT's conservation initiatives are strengthened by strategic partnerships with prominent local organizations, including The Nature Conservancy, the University of New Hampshire, Moose Mountain Regional Greenways (MMRG), Southeast Land Trust (SELT), and the Society for the Protection of New Hampshire Forests (SPNHF). Through these collaborations, the Trust advances a shared vision for greenways within the Salmon Falls Watershed and across the broader MMRG landscape.

A landmark of this collaborative effort is CSFCT's 2024 acquisition of the 558-acre Teneriffe Woods property, secured with a conservation easement held by SELT. This addition supports over 30 species of concern in New Hampshire, underscoring the critical role of private conservation efforts in sustaining biodiversity.

Beyond its ecological value, CSFCT's property serves as a major greenway connector and anchor for an expansive network of conserved greenways in the Teneriffe Mountain area. This protected headwater corridor delivers exponential benefits to the surrounding region by improving water, soil, and air quality, while also providing expansive, diverse wildlife habitats and supporting integrated networks of community hiking trails.

Cultivating Community and Empowering Youth

CSFCT prioritizes community relationships through its Community Supported Agriculture (CSA) program, which provides Certified Naturally Grown (CNG) produce to local families and households. Reflecting this commitment, Branch Hill Farm completed its third year of CNG certification for its orchards and no-till garden in August 2025.



Photo courtesy of Georgia Elgar



Photo courtesy of John Schreiner

The CSA program is distinct because it is operated by teen apprentices under the guidance of experienced farmers as part of a unique educational work opportunity. Returning for its fourth season in 2026, Branch Hill's Farming Apprenticeship Program is an annual paid internship where teens gain firsthand, mentored experience managing all aspects of a sustainably minded, no-till vegetable garden. These apprentices produce over 7,000 lbs. of food annually for their community, handling tasks such as seeding, weeding, transplanting, harvesting, and packing vegetables for the farm store and CSA program.

> ***"My experience as an apprentice at Branch Hill Farm has been like no other. If I've learned one thing, it's that farming is a 'gaining' activity. What I mean by that is that everything we do is additive. When we're weeding and fertilizing the gardens, we're adding nutrients to the plants, which allows us to gather full and delicious vegetables when harvesting time comes and provide healthy food to feed people and families. Even the smallest task contributes to a much bigger outcome that changes lives and supports the community."***
>
> – Tricia
> *2023, Branch Hill Farm Apprentice*

In October 2025, the apprentices facilitated and prepared CSFCT's inaugural Garden of Giving farm-to-table feast. This one-of-a-kind dinner featured food sourced primarily from the farm, including seasonal vegetables and pasture-raised, organically-fed chicken. The event raised over $4,000 to fund advanced leadership positions for returning teens to train, uplift, and work alongside new teen apprentices. In 2025, the program employed four returning students in these advanced leadership roles.

SUCCESS STORY

Empowering the Next Generation:

A Family and Corporate Commitment to Community

"When Flanders approached the Siemon family about the campaign, this project drew their attention. Mary Siemon was instrumental in laying the roots for this program in 1964. It is therefore fitting to announce a Mary Siemon Challenge Match to raise funds needed to expand Flanders' capacity for pre-school children. The expanded program will be named the Mary Siemon Early Childhood Education Program in recognition of Mary's role in establishing Flanders as a center for high-quality early childhood education."

— Flanders Nature Center & Land Trust

Flanders Nature Center & Land Trust, a cornerstone of environmental conservation local to Siemon's Watertown (USA) facility, manages over 2,400 acres of preserved open space and maintains a teaching campus with programs for all ages. With a shortage of early childhood education programs in the State, Flanders summer programs quickly reach capacity.

To meet this community need, Siemon and the Siemon family have collectively and generously donated to help expand Flanders' early childhood education facilities. This initiative will transform an existing farmhouse into a second dedicated learning space, doubling the capacity to reach more children with nature-based education.

Flanders
NATURE CENTER & LAND TRUST



A Legacy of Impact

It is only fitting that the expanded facility will be named the *Mary Siemon Early Childhood Education Program*, honoring Mary Ruth Siemon's foundational role in raising funds for Flanders to build its first welcome center in 1964. This project bridges sixty years of history, evolving from the original Trail House, which now houses Flanders' early childhood classes and summer camps, to an expanded campus capable of serving today's working families — including Siemon employees.



The Path Forward

To ensure the project's completion, the Siemon family and Flanders have launched the Mary Siemon Challenge Match, a community-driven effort to raise $250,000. This collaboration underscores our commitment to social responsibility by:

- Expanding local access to affordable, high-quality childcare.
- Fostering environmental literacy in early childhood.
- Strengthening the local workforce through robust community infrastructure.

The Beth and Carl Siemon Family Foundation

Since its inception in 2023, the Beth and Carl Siemon Family Foundation has focused on delivering public experiences that nurture physical and mental well-being. This is accomplished through dynamic, interactive programs and experiences that leverage the inherent connection between art and nature to guide, heal, and inspire. Throughout 2025, the Foundation provided free educational, art- and nature-based programming to families, children, homeschool groups, and the general public, promoting environmental awareness, creativity, and community connection.

Firefly Gallery: Where Art and Enchantment Intertwine

In 2025, the Foundation launched Firefly Gallery, a local exhibition featuring the "Wonder & Whimsy: A Faerie Art Experience." This program showcases captivating creations made from antique treasures and artifacts designed to delight both children and adults alike. Following regional media coverage and more than 370 visitors, the event has returned by popular demand for 2026.





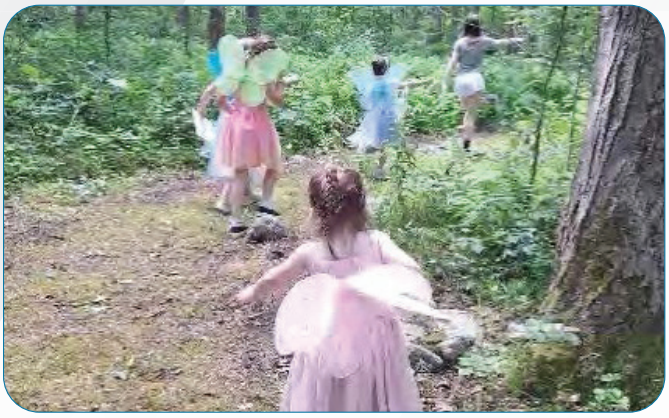
Photos courtesy of Firefly Hill

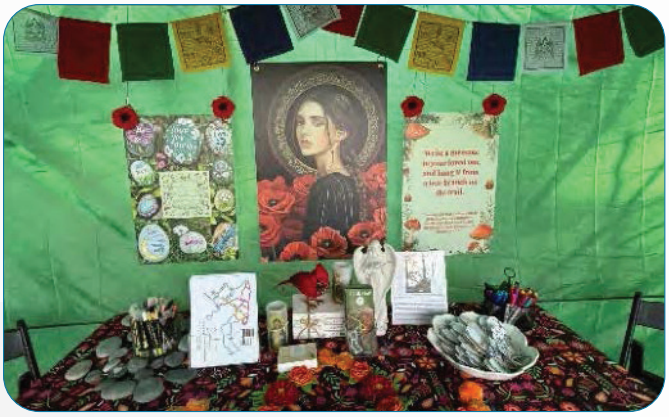
> *"As parent, nothing brings me more joy than seeing my children engaged, inspired, and connected – to both nature and our community. With two energetic little ones, it can be challenging to find activities that truly bring our family together in a meaningful way. That's why I'm so grateful for the Beth and Carl Siemon Family Foundation, which creates experiences designed to nurture not only physical and mental wellbeing but also family bonds, making it easy for us to share moments of wonder and discovery. Watching my kids light up as they explore, learn, and appreciate the beauty of the natural world is priceless, and I'm so thankful for an organization that makes that possible."*
>
> – Jonathan Ciccio
> *Siemon's Continuous Improvement Manager*

Firefly Hill: Inviting the Community to Experience Nature

As part of the mission to share the wonders of the natural world, the Beth and Carl Siemon Family Foundation hosts community events at Firefly Hill. Here, visitors can immerse themselves in carefully maintained trails and forested landscapes designed for discovery and reflection.

From guided and self-guided nature walks to artist-crafted wood carvings, Firefly Hill offers unique ways for families and individuals to experience the restorative power of the outdoors. The trails have become a cherished destination for local groups and nature lovers alike, fostering a deep appreciation for the environment and a shared commitment to its preservation.





Photos courtesy of Firefly Hill

In 2025, Firefly Hill hosted a vibrant range of community programs:

- **Spring Migration Birding Walk:** A professional biologist and experienced birder led guests on a guided walk to witness the spectacular return of migratory birds.
- **"Five Senses" Homeschool Hike:** Six local families engaged in hands-on, sensory-based environmental education, learning to experience the forest through touch, sight, and sound.
- **Endangered Species Awareness:** Over 100 participants joined our guided and self-guided walks dedicated to raising awareness and support for endangered species, featuring educational signage, scavenger hunts, art installations, and conservation-focused activities.
- **The Remembrance Walk:** Approximately 120 visitors took part in a reflective trail experience to honor lost loved ones. The journey included inspiring prompts, creative memory activities, a "Telephone of the Wind" installation, and an art quilt installation showcasing diverse remembrance traditions.

> *"As a retired employee of Siemon, I took pride in working 27 years for a company that is passionate about preserving and protecting the environment. Firefly Hill is a testament to that passion. Here, one can find all the peace and tranquility that nature provides, along with carvings from local artists and poetry along the path that add a special touch – it's truly a place to become one with nature and find peace in your soul. I feel something inspiring there, and I am thankful to the Siemon family for sharing this beautiful experience with the community."*
>
> – Rhonda Quint
> *Former Siemon Production Manager*



ENVIRONMENTAL

Siemon's commitment to environmental stewardship is rooted in responsible operations and minimizing our global footprint and impact. Guided by data-driven accountability, we achieve measurable progress towards reducing emissions, hazardous waste, and resource consumption, while expanding our use of renewable energy. By integrating strategic Life Cycle Assessments, expanding Health Product Declarations (HPDs) and Environmental Product Declarations (EPDs), and innovating sustainable design and packaging, we ensure our global operations and products meet the highest standards of sustainability and circularity.

SELECT A CHARITY TO RECEIVE A DONATION FROM SIEMON. CLICK HERE.

Data-Driven Environmental Accountability

At Siemon, our commitment to environmental stewardship is defined by transparent, data-driven accountability. We go beyond basic reporting by validating our climate targets through comprehensive third-party visualization of our global emissions. We proactively minimize the environmental impact of our global footprint by integrating continuous operational monitoring with innovative reduction strategies, while ensuring our products meet the highest health and safety standards and maximize lifecycle circularity. To accelerate these commitments and ensure absolute transparency, Siemon strategically collaborates with the following initiatives and institutions.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Science Based Targets initiative
Siemon has committed to cutting our GHG emissions in half by 2030 and achieving net-zero status by 2050. The Science Based Targets initiative (SBTi) has reviewed and validated these targets.

greenly

Greenly software enables Siemon to accurately assess Scope 1+2 and Scope 3 emissions and complete GHG reporting based on the standards outlined in the GHG Protocol, as required by the SBTi. Ultimately, this provides an accurate visualization of our carbon footprint, allowing us to prioritize and focus on targeted reductions across our operations and supply chain.

One Click LCA

One Click LCA advances our commitment to minimizing the environmental impacts of our production and supply chain through Life Cycle Assessments (LCAs) and third-party verified Environmental Product Declarations (EPDs), which provide cradle-to-grave transparency across six critical impact categories.

3E Exchange

3E Exchange provides intelligent compliance solutions that screen for material compliance across more than 3000 regulatory lists, enabling Siemon to maintain compliance and transparency while improving workplace safety for our people and product safety for our customers.

hpdc

HPD Collaborative is a non-profit member organization responsible for maintaining and evolving the Health Product Declaration (HPD) standard. In addition to using 3E Exchange to manage global product compliance, HPDs and LCAs enable the identification and elimination of GreenScreen chemicals of high concern.

Responsible Operations

Reducing GHG Emissions and Driving Efficiency

As our company grows and evolves, having an accurate understanding of our environmental impact is essential. Siemon's initial baseline for Scope 1, 2, and 3 GHG emissions was established in 2021 using a finance-based modeling tool approved and validated by SBTi. While this data is valuable, recent industry advancements in GHG measurement methodology highlight the need for a more comprehensive and precise assessment. Siemon has invested in Greenly's state-of-the-art platform and methodologies, which provide a refined approach to calculating GHG emissions in accordance with the GHG Protocol, thereby satisfying these increasingly stringent reporting standards and requirements.

Greenly's expertise enables us to capture a broader range of emissions sources and factors that were less precisely reflected in our original 2021 baseline assessment. Accurate and reliable emissions data and modeling are crucial for informed decisions on sustainability initiatives. Re-baselining with Greenly in 2025 provided deeper insights into our carbon footprint, allowing us to identify and prioritize emissions reduction opportunities using both absolute- and intensity-based approaches. After extensive baselining and reporting progress, Siemon has achieved a Silver rating with Greenly, signifying we are within the top 15% of companies utilizing their services. Copies of this report are available upon request.

Committing to the Science Based Targets Initiative (SBTi) entails setting science-based targets for reducing GHG emissions. Transparent and accurate emissions reporting fosters trust, strengthens confidence, and promotes broad engagement in our commitment to sustainability, reflected by our transition to **"Double Green"** status in the reporting year from "Committed" to "Targets Set" for Near-Term and Net-Zero goals in accordance with the GHG Protocol.



Carbon Accounting Methodology via Greenly

Scope 1

Direct Emissions

GHG emissions generated directly by the organization and its activities.

Example: Combustion of fossil fuels, refrigerant leaks.



Scope 2

Indirect Emissions Related to Energy Consumption

Emissions related to the organization's consumption of electricity, heat or steam.

Example: Electricity consumption.



Scope 3

Other Indirect Emissions

Emissions related to the organization's upstream and downstream operations and activities.

Example: Transportation, purchased goods and services, sold products.

Scope 1 & Scope 2 Emissions

GRI 305-1, GRI 305-2, CSRD Climate Change/ESRS E1

Policy:

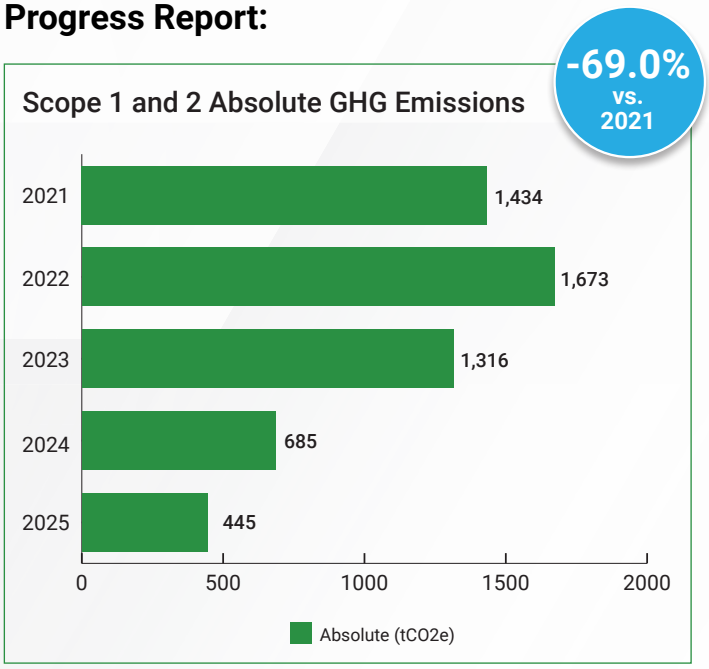
Siemon is committed to reducing our environmental impact relating to direct (Scope 1) and indirect (Scope 2) GHG emissions through improved energy efficiency across all locations and processes. Strategies include decreased reliance on fossil fuels and increased reliance on renewable and low-carbon energy, as well as optimized energy consumption through smart building technologies and optimized management of company-owned vehicles (fleet). We continually report and refine strategies to meet our SBTi-verified goals and are committed to achieving net-zero GHG emissions by the end of 2050.

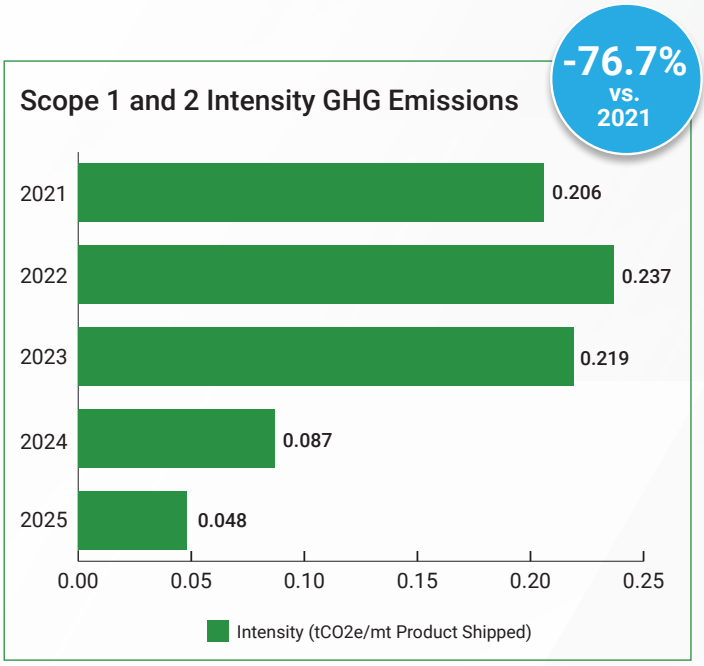
Measure: *(from baseline 2021)*

Reduce absolute Siemon global facility and fleet produced emissions according to GRI 305-1-a and global indirect emissions according to GRI 305-2-a, verified through Siemon's Environmental Sustainability Awareness Procedure certified to ISO 14001 with measures and goals independently verified by Greenly and SBTi using the GHG Protocol guidelines for Scope 1, 2, and 3 emission sources.

Goal: Reduce absolute Scope 1 and Scope 2 GHG emissions by 63.6% (10.62% YOY) by 2031 (GRI 305-1-a and GRI 305-2-a).

Progress Report:





Goal: From the 2021 baseline through 2025, Siemon achieved a 69% absolute reduction in Scope 1 and Scope 2 greenhouse gas (GHG) emissions, exceeding our Science Based Targets initiative (SBTi) 2031 near-term target of a 63.6% reduction well ahead of schedule! This performance reflects a 35% reduction in the reporting year, marking a significant milestone in Siemon's decarbonization journey and demonstrating strong progress toward our long-term climate goals. This reduction was primarily driven by strategic energy sourcing actions, most notably the purchase of Renewable Energy Supply & Certificates (RECs), accounting for 100% of electricity consumption at Siemon's US and China operations. As a result, these locations are now carbon neutral for Scope 2 emissions, materially lowering Siemon's indirect emissions from purchased electricity and enabling the company to achieve this SBTi target 5 years ahead of schedule.

Scope 1 emissions reductions were driven primarily by targeted operational improvements, including reduced fossil fuel consumption across company-owned vehicles and heating systems, facility upgrades incorporating more energy-efficient infrastructure, and transitions to lower-emission production processes and equipment. These actions materially reduced direct emissions from fuel combustion and on-site operations.

Scope 2 emissions reductions were achieved through a combination of energy efficiency initiatives and strategic energy sourcing. Siemon increased its procurement of renewable electricity and Renewable Energy Certificates (RECs) for US and China operations, effectively making these operations carbon neutral for Scope 2 emissions. Additional reductions were supported by the deployment of energy-efficient lighting, building automation, and other efficiency measures across global facilities. Together, these actions significantly lowered indirect emissions associated with purchased electricity and enabled Siemon to surpass its SBTi target ahead of schedule.

These results reflect Siemon's commitment to decarbonizing both direct and indirect emissions while strengthening the resilience and sustainability of its global operations.

To promote collective action toward climate goals, Siemon offers a $1,500 reimbursement incentive to employees who purchase a new electric vehicle (EV) or hybrid vehicle. Since 2018, Siemon has also provided free EV charging stations at its facilities, available to all employees and visitors, supporting the transition to lower-emission transportation.

Next Steps:

Building on the early achievement of its SBTi Scope 1 and Scope 2 target, Siemon will increase this goal from 63.6% to 90% absolute reduction in Scope 1 and Scope 2 GHG emissions by 2031. A key focus of this next phase will be transitioning to 100% renewable electricity across global operations, including making the Mexico (MEX) and India (IND) operations carbon neutral for Scope 2 emissions. This will be pursued through energy waste reduction and expanded procurement of renewable electricity and Renewable Energy Certificates (RECs), alongside continued on-site renewable generation of Siemon's solar plant at its US facility, completed in the reporting year.

To sustain and further reduce Scope 1 emissions, Siemon will continue transitioning its vehicle fleet toward hybrid and all-electric vehicles where feasible, supported by policy updates requiring newly purchased company passenger vehicles to meet defined efficiency thresholds (e.g., >40 mpg or >17 km/l) or be hybrid or fully electric. Facility-level energy optimization will remain a priority, with energy audits planned across all sites to identify additional efficiency opportunities and ongoing transition to all-electric vehicles in our operations and warehouse locations. These actions will be supported by the continued deployment of advanced building management systems and smart controls to optimize energy use in HVAC, lighting, and production equipment, ensuring durable emissions reductions while supporting operational efficiency and long-term climate resilience.

For more information, refer to related reports on Energy Usage and Waste Produced.



Scope 3 Emissions

GRI 305-3, CSRD Climate Change/ESRS E1

Policy:

Siemon is committed to reducing our environmental impact relating to indirect (Scope 3) GHG emissions from our value chain, including upstream and downstream activities by:

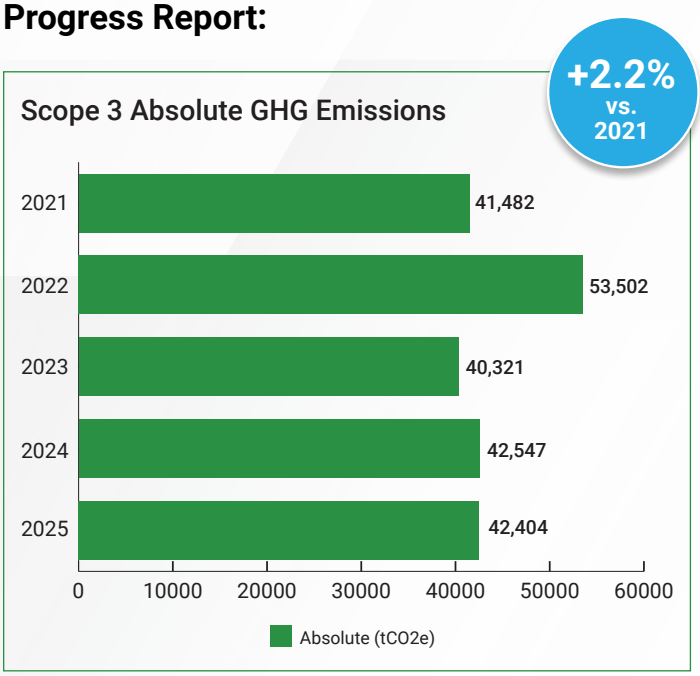
- Working with suppliers to promote sustainable practices and reduce upstream Scope 1 and Scope 2 emissions.
- Collaborating with customers and channel partners to minimize the eco-impact of products and services.
- Prioritizing supply chain optimization through local sourcing, low-carbon transportation and logistics options.
- Reporting and refining strategies to meet our SBTi-verified goals and commitment to achieving net-zero GHG emissions by the end of 2050.

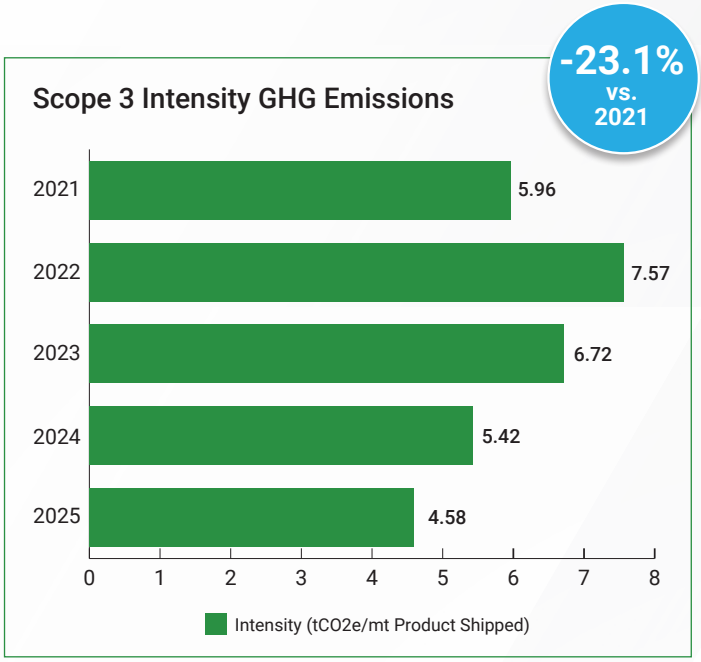
Measure: *(from baseline 2021)*

Reduce intensity-based Siemon global indirect emissions according to GRI 305-3-a and verified through Siemon's Environmental Sustainability Awareness Procedure certified to ISO 14001 with measures and goals independently verified by Greenly and SBTi using the GHG Protocol guidelines for Scope 1, 2, and 3 emission sources.

Goal: Reduce intensity-based Scope 3 GHG emissions by 55.0% (8.5% YOY) per metric ton of product sold by 2031 (GRI 305-3-a).

Progress Report:





Goal: In 2025, Siemon's Scope 3 intensity-based GHG emissions improved but remains slightly behind the required trajectory, with a 23.1% reduction compared to the 2021 baseline. Year over year, the intensity metric declined from 5.42 $mtCO_2e$/mt of product shipped in 2024 to 4.58 in 2025, representing a 15.5% reduction in the reporting year. However, this result remains above the 2025 trajectory value of 4.18, indicating that additional reductions are required to stay on track with the long-term goal. Absolute Scope 3 emissions totaled 42,404 $mtCO_2e$ in 2025, compared to 42,547 $mtCO_2e$ in 2024, representing a 0.3% year-over-year decrease. While absolute emissions remain 2.2% above the 2021 baseline, they were effectively held flat in 2025 despite a significant increase in business activity.

Siemon reports both absolute and intensity-based Scope 3 emissions to reflect the relationship between emissions performance and business growth. In 2025, the weight of products sold increased by approximately 18%, from 7,845 metric tons in 2024 to 9,250 metric tons in 2025. As a result, emissions intensity improved because emissions remained essentially stable while shipment volumes increased. However, this volume-driven improvement was not sufficient on its own to meet the 2025 intensity target, underscoring the need for structural reductions in value-chain emissions rather than efficiency gains driven primarily by growth.

In 2025, Siemon achieved meaningful year-over-year improvements through supply-chain and logistics initiatives, resulting in a 23.6% reduction in global freight and warehouse spending compared to 2024. These improvements were driven by designated ship days, packaging optimization, shipment consolidation, and broader freight-efficiency measures, reflecting continued efforts to reduce reliance on higher-carbon transportation modes and improve logistics efficiency across the value chain.

Next Steps:

While intensity Scope 3 reductions have performed under goal over the past 4 years, we made progress closing the gap in 2025. We recognize the need to accelerate structural Scope 3 reduction actions grounded in activity-based emissions data, rather than efficiency gains or spend-based representations alone. Siemon has developed a plan to drive measurable, value-chain emissions reductions by improving the quality and granularity of Scope 3 data. As Scope 3 emissions represent a significant portion of Siemon's total carbon footprint from activities outside our direct operational control, we recognize that future progress requires deeper integration of supplier-specific activity data, product-level lifecycle data, and logistics activity metrics across three key areas: supplier engagement, product design, and freight optimization.

Supplier Engagement and Sustainable Procurement:

1. Siemon will strengthen collaboration with suppliers to obtain and integrate supplier-specific, activity-based GHG emissions data, including suppliers' Scope 1 and Scope 2 inventories and product-level emissions information, to improve the accuracy and actionability of our Scope 3 carbon assessments. To operationalize this shift, Siemon will leverage Greenly's supplier module to collect and validate supplier-specific, activity-based emissions inputs through standardized questionnaires, enabling higher-quality primary data to replace spend-based estimates in our Scope 3 accounting.

2. Sustainability-focused procurement policies and supplier performance evaluations will be expanded to improve data quality, emissions disclosure, and continuous improvement, reinforcing a shift toward activity-based carbon accounting and enabling more durable, verifiable Scope 3 emissions reductions aligned with Siemon's SBTi-validated targets according to the GHG Protocol.

3. Sustainable manufacturing practices within the supply base will continue to focus on energy-efficient processes, waste minimization, and increased use of renewable and recycled materials, informed by improved emissions data transparency. As higher-quality supplier data becomes available, Siemon will use this information to prioritize procurement decisions, supplier engagement, and joint decarbonization initiatives that deliver measurable reductions, rather than relying on modeled spend-based estimates alone.

Product Design:

1. Siemon will continue applying eco-design principles, expanding the use of Life Cycle Assessments (LCAs) and publishing Health Product Declarations (HPDs) and Environmental Product Declarations (EPDs) to generate product- and material-specific activity data that more accurately quantifies environmental impacts across the full product lifecycle, reducing reliance on spend-based emissions estimates.

2. Increased use of post-consumer recycled content in products and packaging, reduced packaging weight, and streamlined designs will drive lower upstream emissions.

3. Category cables that support Type 4 PoE and extended reach for wireless, security, IoT and other smart building technologies in any location without batteries or added power infrastructure.

4. Continued product line consolidation and modular design strategies that share components across product sets will reduce inventory, shipment frequency and improve installation efficiency.

Freight:

Siemon will continue optimizing its global logistics network by leveraging strategically located regional and local distribution centers aligned with installer and end-user locations. The company's global distributor network plays a key role in shipment consolidation and distance reduction, supported by regional hubs in Watertown (USA), Pudong (China), Tijuana (Mexico), Rotterdam (Netherlands), and Chennai (India), along with contract manufacturing operations across multiple regions.

Ongoing Freight Optimization:

In addition to maintaining established logistics routines – such as designated ship days, shipment consolidation, and air freight approval protocols – Siemon Logistics, in collaboration with Siemon Material Planning and Purchasing, is advancing several new initiatives:

1. **Supply Chain Localization**
   Efforts to source components closer to manufacturing and distribution centers are ongoing, reducing transportation distances, air freight and associated emissions.

2. **Ocean Freight Consolidation**
   Select items previously shipped by air are now routed through Siemon's local factory and consolidated with internally supplied items into biweekly ocean shipments, improving container fill rate and reducing environmental impact.

3. **Order Optimization**
   Increasing minimum order quantities reduces shipment frequency and lowers the environmental footprint of small, frequent deliveries. Updating pricing and order policies to encourage bulk packaging put-ups with higher pack density (less corrugate, higher count per pallet) and no single-use plastic. Siemon will also implement targeted initiatives in 2026 to improve packaging density for fiber assemblies at its Mexico and China operations, reducing packaging materials per unit, improving pallet utilization, and lowering freight-related Scope 3 emissions.

4. **Operational Moves**
   A new Siemon production and logistics operation in India will reduce inbound deliveries of configurable products that will be made in-country.

5. **Third-Party Logistics Initiatives**
   In alignment with our Scope 3 decarbonization strategy, Siemon is actively evaluating emission-free delivery solutions where applicable, working in collaboration with key third-party logistics providers. As an example, our logistics partner in Rotterdam, Netherlands, has expanded zero-emission delivery operations across 25 European metropolitan regions, using electric trucks and cargo bikes for non-refrigerated city-center deliveries. These initiatives demonstrate the growing feasibility of emission-free last-mile logistics and provide a model that Siemon will consider when assessing regional delivery options, customer requirements, and operational practicality. By monitoring and engaging with logistics partners who are advancing low- and zero-emission transport solutions, Siemon aims to support scalable approaches that reduce freight-related Scope 3 emissions while maintaining reliable service levels.

Advanced logistics technologies, including real-time route optimization and load-planning software, will continue to support emissions reductions by improving fuel efficiency and delivery performance. Siemon aims to sustain the reduced freight and warehousing spend level achieved in 2025 by embedding these efficiencies into standard logistics and planning practices. Through these combined actions, Siemon aims to move beyond volume-driven intensity improvements and deliver durable, absolute Scope 3 emissions reductions aligned with its SBTi-validated pathway.

SUCCESS
STORY

Greater Than the Sum of Our Parts:

Small Adjustments Drive Global Impact



At Siemon, social and environmental progress is a collective endeavor in which regional teams translate corporate-wide ESG values into local action. By targeting specific regional opportunities — from improving facility and operational efficiency to advancing product circularity and regulatory transparency — these initiatives may seem small in isolation but together drive a net positive impact for people and the planet. Every action, improvement, and investment demonstrates individual and team engagement and commitment, resulting in measurable and meaningful global outcomes.

USA

- **Decarbonized operations** by expanding on-site solar arrays, upgrading to energy-efficient lighting, and incentivizing green commuting with free EV charging, preferred carpool parking, improved access to public transportation, and hybrid vehicle subsidies.
- **Achieved significant water savings** through a comprehensive facilities upgrade featuring motion-sensors, low-flow fixtures and high-efficiency systems.
- **Enhanced product circularity** by eliminating solder and beryllium copper from our category cabling portfolio, reducing environmental impact while improving safety, reliability, and recyclability.

Mexico

- **Streamlined product packaging** to increase recycling and reduce waste, specifically targeting the reduction of single-use cartons, bags, Velcro, and packing materials.
- **Strengthened resource oversight** with a rigorous daily water-monitoring protocol to detect leaks, mitigate excessive consumption, and achieve a 5% reduction.
- **Accelerated renewable energy transition** by planning a 2026 solar project with a targeted three-year ROI.

China

- **Reduced fleet emissions** by replacing internal combustion vehicles with new electric models.
- **Optimized facility water consumption** by adjusting pressure and supply levels, resulting in a 5% intensity-based reduction in 2025.
- **Minimized operational waste** by partnering with suppliers for final-use delivery packaging, eliminating 200 kg of annual carton waste, and launching a toner cartridge recycling program.

India

- **Localized the regional supply chain** by consolidating logistics and manufacturing at a new facility, reducing carbon-intensive long-distance freight while meeting “Make in India” requirements.
- **Ensured product lifecycle accountability** by securing Extended Producer Responsibility (EPR) and E-Waste registrations.
- **Empowered the regional economy** by qualifying local suppliers and investing in a skilled regional workforce, further lowering our carbon footprint through localized sourcing, production, and fulfillment.

Europe

- **Advanced reporting transparency and data integrity** by championing the alignment of ESG initiatives and disclosures with CSRD and ESRS.
- **Upheld strict material integrity** by ensuring all products comply with the world’s most stringent safety and chemical regulations, including RoHS, REACH, PFAS, and CPR.

Waste Produced

GRI 306-3, CSRD Pollution/ESRS E2

Policy:

Siemon considers reducing material waste and eliminating local pollution a critical element of our ongoing effort to minimize the environmental impact of our global operations. Through formally documented policy, procedures, and employee action, we minimize waste at all operational levels, including, but not limited to:

- Optimized product design and manufacturing process to reduce raw material usage and scrap.
- Manufacturing scrap reuse and recycling.
- Material-efficient, recyclable/reclaimable packaging.
- Scrap reduction associated with slow and excess Inventory.
- Office waste reduction and recycling.

Measure: *(from baseline 2021)*

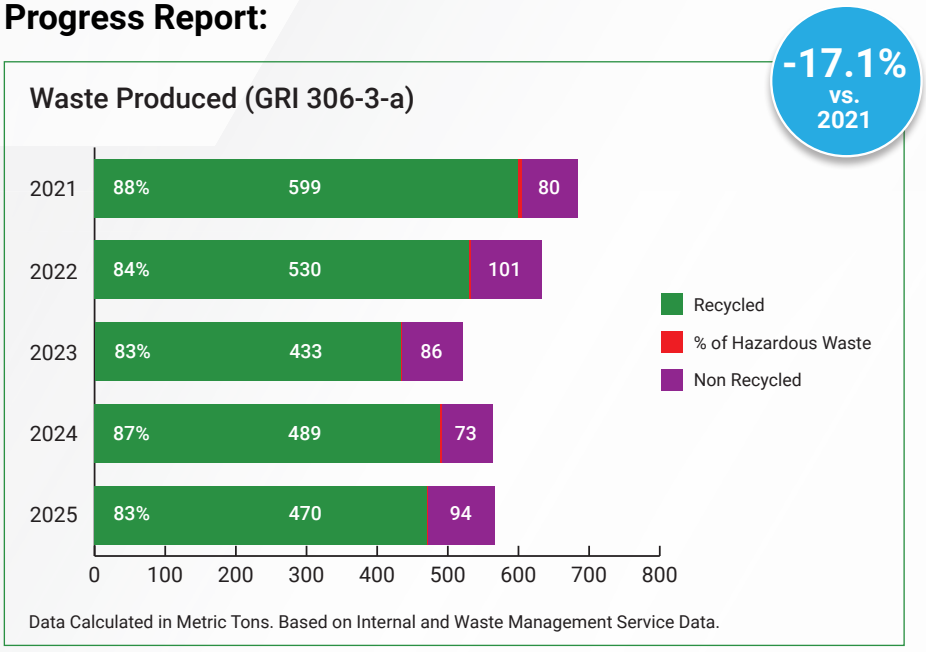
Waste Generated, Diverted from Disposal, and Directed to Disposal within/outside the organization (GRI 306-3). Verified through Siemon's Environmental Sustainability Awareness Procedure certified to ISO 14001.

Goal 1: Reduce absolute waste by 20% (2.5% YOY) by 2031 (GRI 306-3-a).

Goal 2: Increase the absolute percentage of recycled/re-purposed waste versus total waste by at least 3% YOY to 98% recycled or better by 2031 (GRI 306-4-b).

Goal 3: Sustain absolute hazardous waste at or below 0.5% (GRI 306-4-c).

Progress Report:



We have maintained a healthy ratio of recycled waste to total waste produced since 2021. As a company, we have made great strides in reducing total waste generation globally. With deep dives in efficiency as part of our continuous improvement initiatives, we have realized a 17.1% reduction in waste generated over the past four years.

Goal 1: On track with a 17.1% reduction in total waste from 2021 to 2025, 9% below our year-four target, putting us well ahead of the goal. Although we remain aligned with our multi-year objective, total waste rose by 0.52% due to increased sales volume in 2025 (the reporting year).

Goal 2: Total recycled waste decreased to 83.5% of total waste in 2025 compared to 86.9% in 2024. Total non-recycled waste is up 17% vs. the 2021 baseline, significantly outpacing target reductions in total waste (Goal 1) and thereby increasing the challenge of meeting the 98% goal by 2031. In 2025, several recycling partners serving our overseas locations implemented changes in how trash and recycling materials are classified. These changes have redirected the waste stream for those materials, resulting in reduced recycling rates for those operations. The teams are actively evaluating alternative classification and waste management approaches to realign performance with our 2031 goal and bring recycling rates back on track.

Goal 3: Total hazardous waste was 0.23% of total waste in 2025 – a 56% reduction from the 2021 baseline year. Meeting this goal indicates we have sustained acceptably low hazardous waste levels since 2021. This waste is water condensate from compressed air lines and fiber polishing slurry, which is sent off-site for processing by a licensed waste treatment provider. The water is 100% reclaimed. Residual solids are treated and reclaimed or responsibly disposed of in full compliance with applicable environmental regulations.



Next Steps:

Goal 1: Ongoing material and demand planning improvements and product life management to reduce the risk of slow and excess inventory will drive further reductions in the years ahead. Siemon will continue to drive reductions in absolute waste through ongoing improvements in material and demand planning, combined with enhanced product life management to minimize the risk of slow-moving and excess inventory. In parallel, our Mexico and US facilities have adopted more aggressive production scrap reduction targets for 2026, with a focused review of scrap generation from automated equipment and high-speed assembly operations. This effort will include analyzing scrap drivers, optimizing process parameters, improving material utilization, and strengthening preventive maintenance and quality controls to reduce waste at the source. Together, these actions are intended to reduce absolute waste generation further while supporting long-term progress toward Siemon's 2031 waste reduction goals. This goal will remain unchanged for 2026.

Goal 2: Initiatives to reprocess and rework more internally generated scrap, and to enable recycling through material segregation, are underway. As part of this effort, we are developing methods to reprocess and rework more internally-generated scrap. A key initiative includes enabling increased re-use of resin for products that do not require UL certification, supporting both waste reduction and circular material use. We aim to close key initiatives by the end of 2026 that positively impact recycled waste. These efforts also include improved material segregation practices to enhance recyclability. To address the decline in recycling performance and realign with our 2031 recycling target, Siemon will prioritize a focused review of waste streams at our Mexico facility and other overseas locations where changes in waste classification have affected reported results. This review will include a detailed assessment of specific nonrecycled waste streams, such as wooden reels and other packaging materials, to identify opportunities for improved segregation, reuse, recycling, or alternative disposition pathways. This goal will remain unchanged for 2026, but we will review recycled waste measures and goals for possible revision in 2027 to align with our plans.

Goal 3: Sustain reduced water consumption and contamination in our fiber termination processes. This goal was updated to "Sustain absolute hazardous waste at or below **0.4%**" in 2026.



Water Usage

GRI 303, CSRD Water & Marine Resources/ESRS E3

Policy:

Siemon recognizes that access to clean water is essential to the health of communities and ecosystems worldwide. The company is committed to protecting this vital resource through responsible water management across all global operations. Siemon's water conservation policies, processes, and practices are designed to reduce water withdrawal, promote efficient use, and prevent water pollution.

Siemon manages water use through structured environmental management processes that support continuous reductions in overall water withdrawal. Water consumption is monitored using municipal utility data and is subject to internal review through the company's environmental management system, which includes water accounting and auditing practices.

Siemon evaluates and implements technologies and operational improvements to reduce water withdrawal and consumption, and to prevent pollution. These efforts may include process optimization, equipment upgrades, and installation of water-efficient fixtures. Employee engagement and continuous improvement initiatives further support efforts to minimize unnecessary water use across operations.

Siemon is committed to protecting local water quality. Local water authorities conduct water quality monitoring and oversight. All Siemon production processes and support systems in all locations have zero water discharge to water treatment facilities, land or waterways. 100% of the wastewater at all locations comes from restrooms and cafeteria sinks. It is discharged exclusively to municipal treatment systems in compliance with applicable regulatory standards. Operational controls are maintained to prevent contamination of water effluent through 100% containment of all contaminated water, water-based solutions and non-water liquids, all of which are recycled or processed through our hazardous waste stream.

Measure: *(from baseline 2021)*

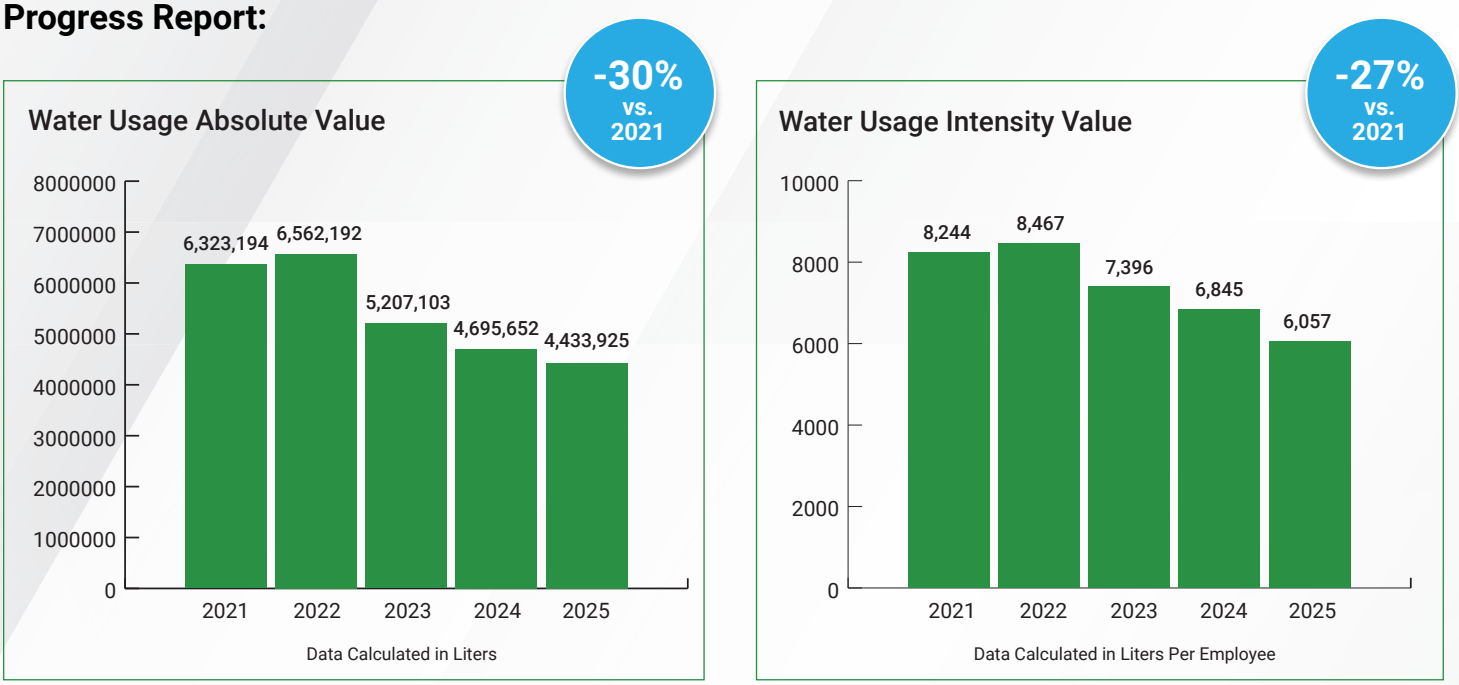
Drive YOY reductions in absolute water withdrawal at each of our global manufacturing facilities (GRI 303-5). Track company-wide target of 20% reduction (2.5% YOY) in water withdrawal by 2031. The local municipality provides water to all facilities, drawn exclusively from reservoirs (100% surface water). Verified through Siemon's Environmental Sustainability Awareness Procedure certified to ISO 14001.

Water withdrawn by Siemon is returned to municipal wastewater systems after use in sanitary functions. As a result, overall water consumption (GRI 303-5-a) is expected to remain minimal. It is primarily associated with evaporation losses from processes such as cooling systems and ambient evaporation, rather than incorporation into products or other permanent depletion of local water resources.

Goal 1: Reduce absolute water withdrawal by 20% (2.5% YOY) by 2031(GRI 303-5-a-i), from the 2021 baseline across global operations (GRI 303-3-a-i).

Goal 2: Maintain 100% compliance with all applicable wastewater regulations, maintaining permit-free discharge permits across all operational locations, ensuring that wastewater consistently meets regulatory requirements with no confirmed findings of unauthorized discharge or test levels beyond regulatory limits (GRI 303-4-a).

Progress Report:



Goal 1: Absolute water withdrawal declined 5.6% during the reporting period. The goal to reduce absolute water withdrawal by >20% was met six years ahead of schedule! We have completed initiatives that include reducing water consumption in process cooling, optimizing wet processes and cleaning operations, and installing water-efficient faucets and bathroom fixtures.

Goal 2: During the reporting period, we continued to successfully achieve our goal of ensuring 100% compliance with all applicable wastewater regulations, enabling permit-free discharge status across all operational locations with no unauthorized discharge or adverse test findings of wastewater effluent, ensuring that it consistently meets regulatory requirements, enabling permit-free discharge in all locations (GRI 303-4-a). The 100% elimination of wastewater discharge from all Siemon manufacturing processes reflects best-in-class environmental controls.

Next Steps:

Increase and sustain employee engagement across the organization to drive continued reductions in intensity-based water consumption in 2026. In 2026, Goal 1 will be updated to sustain a ≤30% reduction compared to the 2021 baseline. Goal 2 will remain unchanged for 2026. Siemon will continue to strengthen its water stewardship approach by advancing water accounting and internal review practices. This includes ongoing evaluation of technologies and operational practices to recycle or reuse water where feasible, as well as maintaining robust controls to prevent contamination and eliminate the need to remove regulated substances, including heavy metals, from water effluent generated by any Siemon operation. These actions reflect responsible water management and a strong commitment to sustaining long-term compliance and performance across all operations.

Energy Usage

GRI 302, CSRD Climate Change/ESRS E1

Policy:

Through the dedicated efforts and ingenuity of our people, Siemon develops and refines innovative policies and practices to improve energy efficiency and reduce GHG emissions across all facets of our operations. This continual commitment and broad engagement to driving incremental progress is fueled by the belief that energy efficiency and GHG reduction opportunities can be found at any operational level, in any department, and for any function where Siemon employees play a crucial role.

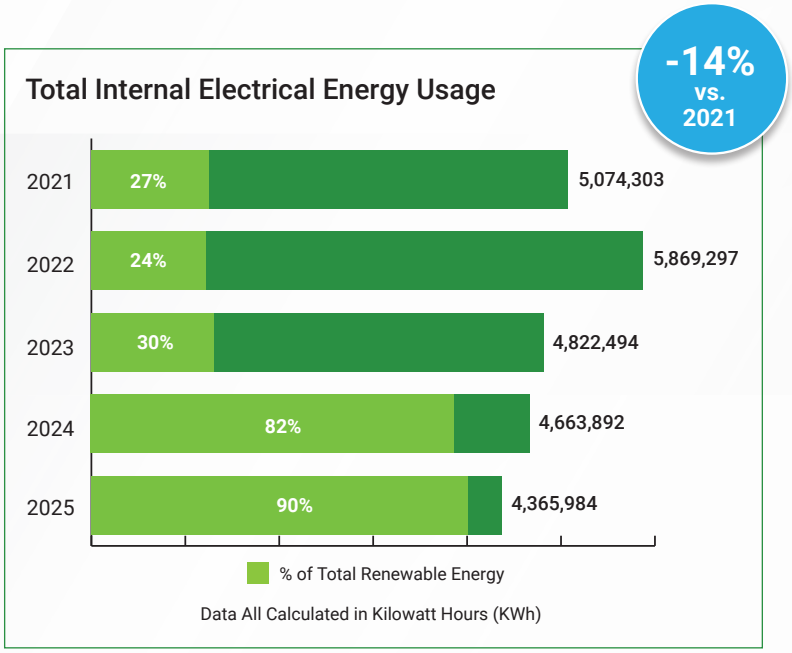
Measure: *(from baseline 2021)*

Electrical energy consumption within the organization (GRI 302-1). Continually explore available options to reduce electrical energy consumption and increase the percentage of renewable energy sources (internal and external) versus nonrenewable usage to 50% by 2031 as a key contributor to company-wide SBTi-approved targets for GHG emissions reduction. Verified through Siemon's Environmental Sustainability Awareness Procedure certified to ISO 14001, with measures and goals independently verified by Greenly and SBTi using the GHG Protocol.

Goal 1: Reduce total internal electrical energy usage by 30% (3.9% YOY) by 2031 (GRI 302-1-c-i and 302-4-a).

Goal 2: Increase total renewable energy from 27% to 50% (+2.5% YOY) by 2031 (GRI 302-1-b).

Progress Report:



Goal 1: Total electrical energy consumption is down 14% in 2025, 6.4% lower than 2024 and lagging behind our 4-year target of 15.6%. Strategies to close the gap include increased audits of energy consumption in all locations to prioritize reductions by eliminating waste and deploying more energy efficient technologies. We also eliminated the use of wave solder for all "category" connectors in 2025.

Goal 2: 2025 renewable energy increased to 90.0%, surpassing our long-term goal of 50% by 2031. Underpinning our commitment to increasing renewable energy and reducing our environmental impact is the strategic acquisition of RECs in partnership with local utilities, supporting our SBTi Net-Zero Target. Siemon commits to reaching net-zero GHG emissions across the value chain by 2050. Renewable energy percentages for the baseline year through 2025 were revised to include energy consumption from global sales facilities.

Next Steps:

Goal 1: In 2026, Siemon will conduct comprehensive energy audits across its global manufacturing facilities to better understand site-specific energy drivers, identify additional efficiency opportunities, and validate assumptions underlying current reduction trajectories. Findings from these audits will inform targeted improvement actions, including optimizing automated production equipment, implementing compressed-air and leak-reduction initiatives at the Watertown facility, and other operational efficiency measures identified in collaboration with our Production and Facilities teams. Results will also be used to evaluate whether adjustments to the 2026 energy-reduction goal — and goals beyond 2026 – are warranted to ensure targets remain both ambitious and achievable. Additional efficiency gains realized through process changes implemented in 2025, including the elimination of wave soldering for all "category" connectors, will continue to be monitored and sustained.

Goal 2: In 2025, we approved the installation of an additional 720 solar panels at the Watertown Dynamic facility. The system is expected to generate approximately 440,000 kWh of renewable energy annually in addition to an existing array that generates approximately 190,000 kWh of renewable energy. Such solar arrays are used for on site energy consumption. This installation will supply approximately 25% of the facility's electricity, resulting in a meaningful reduction in Scope 2 greenhouse gas emissions (i.e., indirect emissions from purchased electricity generated off-site and consumed by Siemon). The system was successfully commissioned on December 23, 2025. Future emissions reductions will be driven by the continued adoption of renewable and nuclear generation by local utilities, as well as the execution of power contracts that require a higher percentage of renewable or carbon-free electricity supply. In 2026, Goal 2 will be updated to increase total renewable energy from the 2021 baseline year of 27% to 95% (+7.6% YOY) by 2031.



SUCCESS
STORY

Channeling the Sun:

Accelerating Our Journey to Net Zero

"Contributing to Siemon's solar expansion is incredibly rewarding and reminds me that my work has an impact far beyond day-to-day operations. By prioritizing efficiency and sustainability today, I'm helping build a more resilient and responsible future for our company and our community."

— Melissa Mazzettini

Siemon's Plant Engineering & Facilities Manager

In 2025, Siemon reached a significant milestone in its journey toward carbon neutrality with the expansion of the solar array at our Watertown (USA) campus. Following approval early in the year, 720 additional solar panels were installed on the rooftop of the Dynamic building to complement our existing 217,000 kWh, 15,600 square-foot solar power system. Completed in December 2025 and fully commissioned by year-end, this expansion significantly increases our on-site capacity to generate clean, renewable electricity.

Excellence in Execution

The solar expansion project was driven by the leadership of Melissa Mazzettini, Siemon's Plant Engineering & Facilities Manager. Melissa's expertise was vital in navigating the project from inception to completion — from vetting potential solar companies and coordinating schedules to ensuring contractor roof access and supervising the system's final commissioning.

Closing the Gap

The new solar expansion is projected to generate approximately 440,000 kWh of renewable energy annually. This investment drives our global environmental strategy forward by:

- Offsetting 25% of non-solar electricity consumption at the Dynamic facility.
- Directly lowering Scope 2 indirect emissions related to purchased electricity.
- Accelerating progress toward 100% renewable electricity and 2031 SBTi targets.



Existing Solar Panels

2025 Solar Panel Expansion



Biodiversity

GRI 101-1, CSRD Biodiversity & Ecosystems/ESRS E4

Policy:

Siemon is committed to preserving, protecting, and restoring biodiversity within the ecosystems where we operate. We integrate biodiversity considerations into our environmental management practices by identifying and minimizing the impacts of our activities on native species, habitats, and natural landscapes. In alignment with the Kunming-Montreal Global Biodiversity Framework, Siemon prioritizes nature-positive actions, responsible land-use practices, and continuous improvement in biodiversity stewardship across all global regions. We also recognize the importance of biodiversity to long-term environmental resilience and proactively assess risks, dependencies, and opportunities related to biodiversity within our value chain, in accordance with GRI 101-1-a.

Measure: *(from baseline 2024)*

Assess and document any biodiversity impacts from Siemon operations, and business and financial risks arising from biodiversity loss in key biodiversity-sensitive areas, as identified using the online Key Biodiversity Areas (KBA) assessment tools (GRI 101-1-b). Support opportunities to reduce negative impacts on local biodiversity and restore affected ecosystems in each of Siemon's global regions (GRI 101-1-c).

Goal 1: No impact on local biodiversity from Siemon operations.

Goal 2: No business and financial risks from biodiversity loss above our double materiality assessment (DMA) risk threshold.

Goal 3: Support initiatives benefitting local biodiversity in at least 5 countries or regions that host a Siemon operations or logistics presence, including the US, Mexico, China, India, and Europe, by 2029 (+1 YOY starting 2025).

Progress Report:

Goal 1: No impact from Siemon operations on local biodiversity was identified in each of our global regions for the reporting year.

Goal 2: Business and financial risks from biodiversity loss were identified in the 2025 DMA risk assessment. No significant business or financial risks from biodiversity loss were identified in the reporting year and therefore do not require active risk mitigation in 2026.

Goal 3: In 2025, Siemon supported the following biodiversity initiatives in two countries (US and Mexico) through our Charitable Giving Initiative and volunteer efforts:

- Siemon Watertown employees participated in a campus clean-up to eliminate litter that can impact local wildlife and help keep the community clean.
- Siemon's Charitable Giving Initiative provided funds to organizations directly involved in supporting biodiversity, including Carl Siemon Family Charitable Trust, Moose Mountains Regional Greenways (MMRG) and Flanders Nature Center and Land Trust.
- The Siemon Mexico team planted trees in the surrounding community as part of a reforestation campaign.

Next Steps

While Siemon's manufacturing facilities and sites are not located in key biodiversity-sensitive areas and therefore not informed by the Global Biodiversity Framework, we recognize that reducing our GHG emissions, waste, water consumption, energy usage and the environmental impact of our products and processes, as disclosed in this report, directly contribute to biodiversity protection throughout the global supply chain. Siemon's environmental stewardship and philanthropic activities, through the Carl Siemon Family Charitable Trust (CSFCT), make a positive contribution to biodiversity through various initiatives, including the expansion of conservation lands, sustainable forestry, organic farming, and orchard preservation.

Reducing the Impacts of Our Products

Material, Component, and Product Compliance

Siemon has invested in 3E Exchange, a market-leading platform that integrates material compliance data, enabling real-time visualization of material, component, and product compliance status in a rapidly evolving global regulatory environment. 3E Exchange allows Siemon to manage product compliance by matching manufacturing bills of material (BOMs) with material compliance information for over 250,000 records across more than 50 environmental and safety regulations (e.g., RoHS, REACH, SCIP, TSCA, CMRT/ECMRT, POPS, PFAS, EU Packaging Directive, Proposition 65, IEC, ISO, NEC, and CPR).

Health and Environmental Impact Declarations

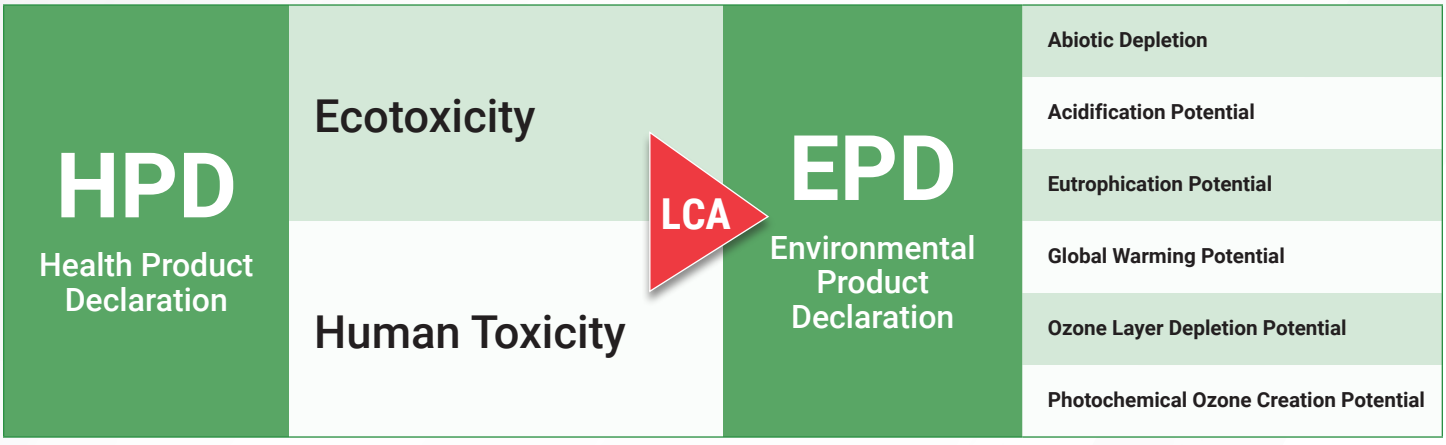
The 3E Exchange compliance management system facilitates reporting through Health Product Declarations (HPDs) for our products. Siemon has joined the HPD Collaborative and uses the HPD Open Standard, which supports transparency and sustainability in alignment with our ISO 14001 EMS certification. HPDs are published in the HPD Collaborative Repository under the HPD Open Standard and are publicly available on the Siemon website.

Siemon has invested in One Click LCA, a user-friendly platform that simplifies the creation of Life Cycle Assessments (LCAs) in the construction and manufacturing sectors. One Click LCA offers the world's largest database of LCA materials and their environmental impact data, enabling reliable calculations and accurate results when assessing the environmental impacts of Siemon products throughout their lifecycle, in accordance with ISO 14044. This LCA system also supports reporting on our products via Environmental Product Declarations (EPDs), in line with ISO 14025, through the EPD Hub. All EPDs are also publicly available on the Siemon website.

While HPDs and EPDs are distinct documents, they share a common goal: providing transparency about a product's environmental and health impacts. Leveraging the data collected for an HPD allows us to streamline the process of developing LCAs and EPDs. The HPDs and EPDs provide actionable information to our engineers and supply chain professionals on opportunities to minimize the potential health and environmental lifecycle impacts of our products and supply chain.

Contributing to Green Building Certifications

HPDs and EPDs provide a comprehensive picture of a product's sustainability profile, allowing for informed decision-making by architects, designers, contractors, and owners. These declarations contribute to credits for our customers' green certifications, such as the Green Building Council's LEED program, the Building Research Establishment Environmental Assessment Methodology (BREEAM), the Green Business Certification's TRUE program, the International Well Building Institute's WELL building standard, and the International Living Future Institute's Living Building Challenge (LBC) project certification.







Customer Health & Safety

GRI 416-2, CSRD Consumers & End-Users/ESRS S4

Policy:

Siemon's commitment to superior product quality and continuous improvement extends to minimizing any health and safety risks our products might pose to our customers throughout their lifecycle. Under our ISO 9001, 14001, and 45001 management systems, Siemon undergoes regular quality assurance and safety audits, as well as third-party testing and certification of products, ensuring they are responsibly sourced and comply with health and safety regulations before being released to the market.

All Siemon products meet applicable health and safety standards and regulations of the markets in which they are sold, including UL/cUL, CE, and CPR, as well as adherence to REACH, PFAS, and RoHS hazardous substance directives. Compliance with these standards extends across our entire global supply chain via regular monitoring of supplier compliance and material specifications. Siemon undergoes consistent product auditing for compliance, including quarterly UL audits and surveillance audits for products rated to CPR classes B2ca and Cca. Our compliance team conducts rigorous due diligence to ensure that all sourced materials meet strict health and safety criteria. This includes evaluating supplier practices, verifying material certifications, and requiring full material disclosures to avoid hazardous substances. Siemon also continually addresses product safety through accurate, up-to-date product training, labeling, and instructions on safe installation and use.

As a member of the HPD Collaborative, Siemon publishes HPDs to identify and eliminate hazardous substances in its materials and processes. Wherever possible, Siemon prioritizes the use of eco-friendly and bio-based input materials. HPDs are published in accordance with the HPD Open Standard, using an **industry-leading screening threshold of 100 ppm, which is ten times more severe than the minimum regulatory threshold of 1000 ppm**. Siemon HPDs are managed in accordance with Siemon's Product/Material Compliance Procedure under the ISO 9001 and 14001 certified management systems. All HPDs are publicly available on the Siemon website and via the HPD Collaborative Repository.

Siemon maintains an external customer feedback system in which a customer feedback record and a corrective action are created for each customer complaint in our Quality Management System (QMS) and assigned to the party responsible. Root cause analysis and immediate/containment, permanent/corrective, and preventative actions, supported by objective evidence, are defined in a corrective action report, with confirmation that customer expectations have been addressed. When sufficient evidence exists that a design defect or quality escape presents a safety risk, associated production dates are determined, and Siemon Customer Service initiates the appropriate level of product containment and customer communications. External notification and containment include field bulletins and direct outreach to affected customers. Corrective actions are developed and implemented as required to prevent recurrence.

Measure:

Total number of incidents of product recalls or non-compliance with regulations concerning the health and safety impacts of products and services within the reporting period. Percentage of quarterly UL audits on product compliance passed successfully within the reporting period. Percentage of HPD coverage for our products, as verified through compliance with Siemon's Product/Material Compliance Procedure under the ISO 9001 and 14001 certified management systems. Percentage of finished goods with self-service access to compliance declarations for RoHS, REACH, and Conflict Minerals.

Goal 1: No confirmed incidents of adverse health/safety impacts or audit reports for any Siemon products or services, including occurrences of a safety incident, illness, product recall, audit finding, fine, penalty, or warning throughout the reporting period. Report on all confirmed incidents of customer injuries, safety complaints, non-compliance concerning the health and safety impacts of products and services, including incidents resulting in a product recall, fine, penalty, or warning, with the goal of zero incidents for all reporting periods (GRI 416-2). (from baseline 2021)

Goal 2: Pass 100% of quarterly UL audits and CPR surveillance audits in all locations on product compliance. (from baseline 2021)

Goal 3: HPD coverage using a screening threshold of 100 ppm for 80% (+20 percentage points YOY starting 2024) of product sales by 2028. (ISO 14001, HPD Open Standard) (from baseline 2024)

Goal 4: Self-service access to environmental compliance declarations for RoHS, REACH, PFAS, and Conflict Minerals for 80% of finished goods by 2026. (from baseline 2024)

Progress Report:

	2021	2022	2023	2024	2025
Goal 1: Zero customer injuries, safety complaints, product recalls and confirmed incidents of non-compliance concerning the health and safety impacts of products and services, including incidents resulting in a fine, penalty, or warning (GRI 416-2).	0	0	0	0	0
Goal 2: 100% successful quarterly UL and CPR audits on product compliance.	100%	100%	100%	100%	100%

	2024	2025	YOY Change	Change from Baseline
Goal 3: >20% product sales with HPD coverage to a screening threshold of 100 ppm.	5%	49%	+44%	+44%
Goal 4: >80% of finished goods with self-service access to environmental compliance declarations for RoHS, REACH, and Conflict Minerals.	25%	99%	+74%	+74%

In 2025, we achieved our goal of no field safety incidents or complaints, no product recalls, and no confirmed incidents of non-compliance concerning the health and safety impacts of our products and services. All Siemon operations passed 100% of quarterly UL audits and annual CPR audits on product compliance.

As a result of adding resources to our compliance team throughout 2023 and 2024, we significantly increased the percentage of product sales with HPD coverage in 2025, reaching 49% and on track to achieve our goal of 80% by 2028, to an industry-leading screening threshold of 100 ppm. The percentage of products with self-service access to environmental compliance declarations for RoHS, REACH, PFAS, and Conflict Minerals increased to 99% in 2025, surpassing our goal of 80% by 2026.

Next Steps:

Goal 1: We will continue to provide industry-leading products and capabilities with respect to customer health and safety through rigorous design verification, product validation, quality assurance, certified installer training, and third-party testing. Additionally, our customer portals provide direct access to compliance declarations, specifications, instructions, and live technical support, enabling our customers to quickly access information on product conformance and materials and resources that ensure the safe installation, use, and disposal of our products and systems.

Goal 2: Siemon will continue to maintain robust product compliance governance through disciplined testing, documentation, and internal review processes to sustain 100% successful quarterly UL and CPR audits across applicable product lines.

Goal 3: Siemon will continue to publish publicly accessible HPDs and is on track to have 60% of product sales carry HPDs by the end of 2026. We will continue to use 3E Exchange to maintain product compliance data for our customers, leveraging HPDs to continually ensure the health and safety of our products and to provide the verified documentation necessary for our customers to acquire credits toward their green building certifications, such as LEED, BREEAM, TRUE, WELL, and LBC.

Goal 4: Siemon will update the goal for 2026 to sustain >99% of finished goods with self-service access to environmental compliance declarations for RoHS, REACH, and Conflict Minerals.

SUCCESS STORY

Driving Market Growth:

ESG as a Competitive Advantage

"Siemon acts as our customers' ESG advocate, providing the expert guidance, operational transparency, and industry-leading product sustainability data and compliance documentation they need to easily meet stakeholder demands. This allows them to stay focused on their primary mission of delivering high-performance, reliable networks to their organization."

— Brian Duval
Siemon Regional Sales Manager

Siemon's commitment to ESG excellence is a competitive advantage recognized by leading design and engineering firms and enterprise organizations worldwide. From financial trading floors and biotechnology labs to entertainment hubs and the ivied halls of higher education, our ESG performance is a deciding factor for customers everywhere.

Driving Market Differentiation

Our global sales teams and partners report that Siemon's transparency and ESG performance are primary drivers for securing major specifications, accounts, and wins. This strategic advantage is built on several key ESG initiatives:

- Operating at the highest levels of accountability and transparency.
- Commitment to SBTi goals to halve GHG emissions by 2030 and achieve net-zero by 2050.
- Publicly accessible HPDs and EPDs to disclose material ingredients and lifecycle impacts.
- Safety, environmental, and performance standards compliance, including PFAS, REACH, and RoHS hazardous material directives.
- Innovative low-power PoE-ready and extended-reach solutions to support smart building capabilities.
- Eco-friendly product design and packaging that eliminates single-use plastics and facilitates recycling.
- Streamlined logistics and optimized freight to reduce emissions.

Empowering Success and Value

These initiatives prove that what's good for people and the planet is undeniably good for business. We drive value across the entire supply chain by:



- Bringing honesty and integrity to every business transaction for customer peace of mind.
- Helping our customers, partners, and suppliers achieve their ESG objectives.
- Enabling digitalized smart buildings that unlock opportunities to reduce energy, lower operational costs, meet occupant expectations, and maximize long-term asset value.
- Contributing to credits for green building certifications, including LEED, BREEAM, WELL, and LBC.









Product Lifecycle Impact

GRI 301-1, CSRD Resource Use & Circular Economy/ESRS E5

Policy:

Siemon considers identifying and restricting substances used in its products and manufacturing processes that are considered potentially harmful to the environment a critical, company-wide initiative. We are committed to minimizing our products' environmental impact throughout their lifecycle and to promoting sustainable practices across all processes by leveraging our investment in One Click LCA to create LCAs that assess environmental impacts throughout the lifecycle of Siemon products and enable reporting via EPDs in accordance with ISO 14044.

Measure: *(from baseline 2024)*

Increase EPDs for our products by using LCAs to identify, minimize, and disclose the use of materials (GRI 301-1) and processes that have major lifecycle impacts from cradle to grave, including raw material extraction, manufacturing, use, and end-of-life disposal. Product LCAs comply with ISO 14044, and our EPDs are third-party verified, approved, and publicly available by EPD Hub for compliance with ISO 14025 and ISO 14040/14044. All EPDs are also publicly available on the Siemon website. Measures and goals for EPDs are verified through compliance with Siemon's Product/Material Compliance Procedure under our ISO 9001 and 14001 certified management systems.

Goal: EPD coverage for 80% (+16 percentage points YOY starting 2024) of product sales by 2029. (Certified in accordance with ISO 14025 and ISO 14040/14044)

Progress Report:

		2024	2025	YOY Change	Change from Baseline
✓	Percentage of product sales with EPD coverage.	0%	41%	+41%	+41%

In 2025, Siemon significantly expanded its EPD portfolio, achieving 41% product sales coverage. This increase was driven by the publication of EPDs for Plenum and LSOH copper cables developed using product-specific LCAs via One Click LCA. The EPDs were third-party verified, approved, and published through EPD Hub in accordance with ISO 14025 and ISO 14040/14044.

The Plenum and LSOH copper cable EPDs demonstrate exceptional cradle-to-gate (A1–A3) embodied carbon performance, with greater than 90% reduction in total Global Warming Potential (GWP-total) compared to typical industry baseline values for copper data communication cables. This reduction reflects Siemon's ongoing efforts to optimize material efficiency, manufacturing energy use, and supply chain impacts across multiple cable constructions and use environments.

In addition to carbon performance, these EPDs demonstrate meaningful reductions across multiple environmental impact categories, including acidification, eutrophication, ozone depletion potential, and photochemical ozone creation. This supports a more holistic evaluation of product lifecycle impacts and reinforces the low-impact profile of Siemon copper cabling solutions.

LEED Eligibility and Contribution

Based on documented performance and third-party verification, the Plenum and LSOH copper cable EPDs are eligible for multiple LEED rating systems and pathways, providing direct value to customers pursuing green building certifications.

- **LEED v4 and v4.1 – Materials and Resources (MR), Environmental Product Declarations, Option 2:** Siemon Cable EPDs qualify as product-specific, third-party verified Type III EPDs. Their embodied carbon assessments demonstrate a ≥20% reduction in GWP (A1–A3) relative to an industry baseline. With verified >90% reductions in GWP-total, Siemon category cables exceed Option 2 requirements and may be counted at two product valuations toward the credit.

- **LEED v5 – Tier 1, Tier 2, and Tier 3 Eligibility:** The Plenum and LSOH copper cables products are eligible for Tier 1, Tier 2, and Tier 3 recognition, depending on project-level application and credit strategy. They contribute to enhanced product valuation levels under LEED v5, meeting Embodied Carbon Optimization criteria through:

  - Verified GWP-total (A1–A3) reductions well above required thresholds.

  - Demonstrated reductions in four additional critical environmental impact categories.

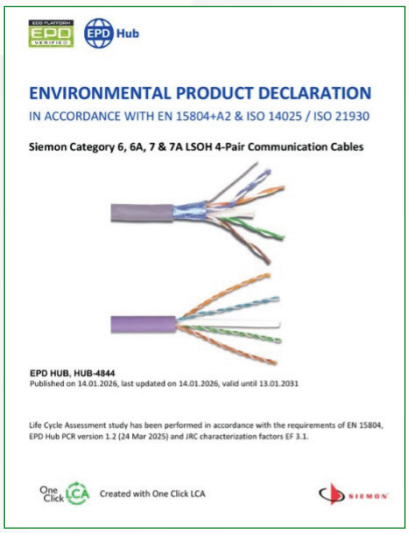
  - Inclusion of circularity and end-of-life considerations, supporting higher-tier valuation.

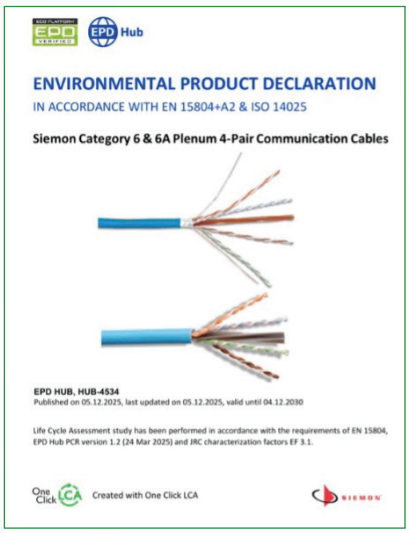
- **Product Use and End-of-Life Performance:** Siemon's Plenum and LSOH copper cables are passive products with a declared 30-year service life, requiring no maintenance, repair, or replacement during use. Operational impacts are limited to conservatively modeled transmission losses (Module B6) in accordance with IEC 61156-5, while all other use-stage modules have no associated emissions. End-of-Life (EOL) performance and circularity are documented in the EPDs, demonstrating design for mechanical separation and efficient material recovery, with approximately 60% of metal content recycled and copper recovery rates typically exceeding 95% in established recycling streams. Plastic components are managed through energy recovery and landfill.

Circularity is further supported through Siemon's Global Project Services (GPS) Decommissioning and Sustainable EOL Material Reclamation Program, recyclable packaging, and long-life product design, reinforcing alignment with LEED v5 Tier 3 circularity and embodied carbon objectives.

This progress reflects targeted investments in Siemon's product compliance and sustainability capabilities, including additional resources dedicated to managing the product compliance database and executing LCA and EPD product roadmaps, as well as continued collaboration with One Click LCA. The expansion of EPD coverage to key product families with high material intensity and lifecycle impacts strengthens transparency around raw material extraction, manufacturing, use, and end-of-life impacts, while supporting informed decision-making by customers and specifiers.

As a result of these efforts, Siemon is on track to achieve its goal of 80% EPD coverage of product sales by 2029, with future EPD development prioritized based on sales volume, material intensity, and lifecycle impact hotspots identified through ongoing LCA analysis. Siemon published EPDs can be found here.







Next Steps:

Siemon will continue to expand Life Cycle Assessments and publish third-party-verified Environmental Product Declarations EPDs. We are on track to have 50% of product sales carry EPDs by the end of 2026.

We will continue to leverage LCAs to reduce the environmental impact of our products, while maintaining product compliance data and verified EPDs that help our customers meet their environmental goals and earn credits toward green building certifications, such as LEED, BREEAM, TRUE, WELL, and LBC. This goal will remain unchanged for 2026.

Sustainable Design & Packaging

GRI 301-3, CSRD Resource Use & Circular Economy/ESRS E5

Policy:

Siemon maintains an ongoing effort to ensure that all product packaging uses minimal material necessary to protect products during shipping and installation. In line with our Siemon Sustainability Pledge, nearly all materials used to package Siemon-manufactured products contain post-consumer material and are recyclable/reclaimable.

SEAL AWARD WINNER 2025

All new Siemon products are designed according to strict "Design for the Environment" guidelines that ensure every product is developed to reduce the use of raw materials, energy, and consumables in product manufacturing; ensure material safety; and reduce potential pollutants during manufacturing, delivery, and throughout the product's lifecycle. Siemon products and systems are designed for an extended service life, with many eligible for an extended 25-year warranty. As part of our commitment to the European Union's Waste from Electrical and Electronic Equipment (WEEE) directive, Siemon accepts returns of used or unused Siemon products for recycling and environmentally responsible disposal. This policy is stated on our website.

Siemon also promotes engineering projects with a positive sustainability impact, including initiatives focused on sustainable design, material optimization, packaging reduction, recyclability, and lifecycle impact reduction.

Measure: *(from baseline 2024)*

Track the percentage of post-consumer (recycled) content in our product packaging according to GRI 301-3, verified through compliance with Siemon's Design for the Environment Policy under certified ISO 9001 and 14001 management systems. Track the number of engineering projects completed with a positive sustainability impact, including projects related to sustainable design, material efficiency, packaging optimization, recyclability, waste reduction, and lifecycle impact improvements. These projects are reviewed and documented as part of Siemon's product development and engineering governance processes to support continuous improvement and long term sustainability objectives.

Goal 1: Maintain at least 75% of post-consumer recycled material for shipping cartons used for Siemon product packaging (GRI 301-3).

Goal 2: Increase the number of completed engineering projects with a positive sustainability impact by 100% from 11 projects per year in 2024 to 22 projects per year (+26% YOY) by 2028.

Progress Report:

Goal 1: We are pleased to report that we have successfully achieved our goal to increase the capture rate to greater than 90% of recycled content reporting for all global corrugated packaging materials. Carton suppliers to all manufacturing locations certify that they use at least 75% post consumer material by weight in accordance with Siemon packaging requirements. This reflects our commitment to enhancing transparency and accountability in our sustainable packaging initiatives.

	2024	2025	YOY Change	Change from Baseline
Goal 2: Number of completed engineering projects with a positive sustainability impact.	11	16	+45%	+45%

In 2025, Siemon continued to advance sustainable design and packaging initiatives through both engineering innovation and supplier collaboration. During the reporting year, Siemon completed 16 engineering projects with a positive sustainability impact, representing a 45% year-over-year increase compared to 11 projects in 2024. These projects focused on sustainable product design, material efficiency, packaging optimization, and lifecycle impact reduction across products and processes. This progress reflects strong momentum toward Siemon's goal of doubling sustainability-focused engineering projects by 2028 and places the company ahead of the 26% annual growth rate required to reach that target. Progress in 2025 was supported by increased cross-functional collaboration among engineering, product management, and sustainability teams, as well as by integrating sustainability considerations earlier in the design and development process.

Eco-Friendly Packaging Examples:

Outlet Bulk Packs

The Z-MAX® and UltraMAX™ outlet bulk packs are designed with sustainability in mind, featuring 100% plastic-free packaging. All components are securely housed in durable cardboard boxes, eliminating single-use plastics and significantly reducing environmental impact. This eco-conscious packaging solution supports waste reduction efforts while maintaining the high standards of protection required for precision networking components. Siemon's commitment to sustainable practices is clearly reflected in this efficient and environmentally responsible packaging design.



Z-MAX Bulk Pack



UltraMAX Bulk Pack

Copper Patch Panels

Siemon is expanding plastic-free packaging solutions across our Copper Patch Panel portfolio, adopting a consistent, recyclable packaging approach that protects products while reducing single-use plastic. UltraMAX™ Patch Panels established this packaging standard, and 10G MAX® Patch Panels are the latest to transition to a fully recyclable cardboard packaging format, eliminating plastic bag waste while ensuring secure transit and storage. Protective cardboard inserts are engineered to minimize movement and prevent damage in shipping, maintaining product integrity and installation readiness while advancing our sustainable packaging commitments. TERA®-MAX® Patch Panels will follow the same approach, transitioning to the same packaging solution and eliminating plastic bags as part of the broader rollout across all Copper Patch Panels.

10G MAX Patch Panel





UltraMAX Patch Panel





Kitted In-Line Connectors & ILC RJ45 Patch Cords

The kitted In-Line Connectors and single-ended RJ45 Patch Cords are packaged using 100% recyclable and biodegradable materials. Each product is carefully packed in recyclable cardboard boxes and paper envelopes, eliminating all plastic packaging. This eco-friendly approach significantly reduces environmental impact, maintains the durability and protection required for high-performance network components, and eliminates regionally applied taxes on non-reusable plastic packaging.







LightVerse® Copper/Fiber Combo Patch Panel

LightVerse Combo Patch Panels are packaged using fully recyclable, plastic-free cardboard materials, ensuring both environmental responsibility and product integrity. In addition to secure outer packaging, the panels incorporate enhanced protective inserts and coverings designed to shield critical components from dust and debris, reducing the risk of contamination during shipping, handling, and storage. This added layer of protection minimizes movement and potential damage while preserving product cleanliness and performance, demonstrating a thoughtful balance between sustainability, durability, and ease of installation.



Next Steps:

In 2026 and beyond, Siemon will continue to prioritize eco-friendly packaging solutions by maintaining strong performance on recycled content requirements while accelerating design improvements that reduce material use and eliminate unnecessary packaging components. Building on our achievement of ensuring shipping cartons contain at least 75% post-consumer recycled (PCR) material, we will sustain supplier engagement and verification practices to protect packaging integrity while increasing circularity wherever feasible.

To expand impact, Siemon will further integrate sustainable packaging criteria into the product development lifecycle, ensuring that all new product releases default to low-material, recyclable, and zero-plastic packaging solutions whenever technically feasible. In parallel, we will continue a strategic review of packaging for existing product lines, prioritizing high-volume and high-impact product families for redesign opportunities (e.g., reducing packaging weight, increasing recyclable content, eliminating non-reusable plastic and improving pack density) without compromising product protection or installation readiness.

Finally, Siemon will continue to scale its pipeline of engineering projects with positive sustainability impact, using cross-functional collaboration among engineering, product management, sustainability, customers, and suppliers to drive measurable improvements in packaging optimization, materials efficiency, and lifecycle impact reduction – supporting our trajectory toward doubling sustainability-focused engineering projects by 2028. These goals will remain unchanged in 2026.

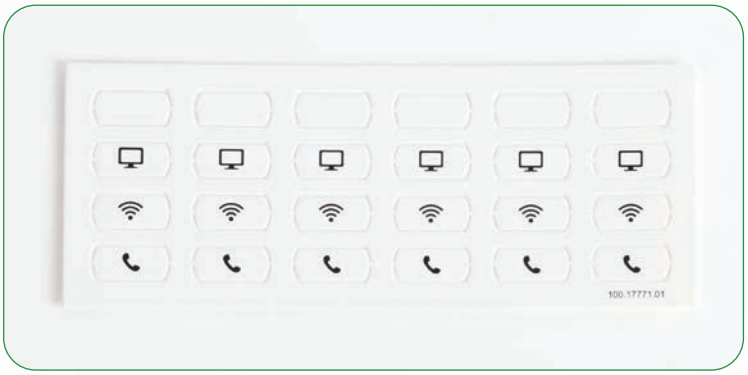
2026 Planned Packaging Launches and Conversions:

LightStack® Patch Panel

The LightStack panel-designed to be compatible with Siemon LightStack products-will adopt the same protective, plastic-free packaging approach used for LightVerse® Combo Panels, providing robust protection against dust and debris, while maintaining fully recyclable packaging materials.

Z-MAX® and UltraMAX™ Eco-Icons

Current plastic icons will transition to a biodegradable material, reducing plastic use and improving end-of-life recoverability while maintaining function and durability.



Individually Packed Copper Patch Cords

Packaging will transition from plastic bags to an easily removable product identification tag solution made from biodegradable material, with the objective of completely eliminating plastic packaging for this format while maintaining product identification, handling, and product integrity during transit.





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Our Enduring Commitment

Siemon has built a legacy of quality and excellence, guided by honesty, integrity, and diligence in everything that we do. As a family business for over 120 years, we stand by our word and uphold a tradition of stability and credibility. We foster a deep sense of global citizenship, with local teams working hand in hand to listen, support, and deliver innovative solutions to our customers worldwide.

Sustainability has always been integral to our identity, a value that transcends time and place. We're proud of the substantial progress we've made on our ESG journey. From significantly reducing our environmental impact and prioritizing the well-being of our employees and customers, to actively enriching the communities where we operate and safeguarding vital natural ecosystems, we strive for a net-positive impact that enables a better, more sustainable world for generations to come.

We invite you to learn more about our ESG journey by visiting our website, where you can explore a variety of information and resources.

On-Demand Compliance Declarations

Enter individual part numbers or use the bulk BOM upload capability to generate compliance declarations for RoHS, REACH, PFAS, Conflict Minerals, Safety Certifications, and applicable industry standards.

Product EPDs and HPDs

Easily access Environmental and Health Product Declarations (EPDs & HPDs) on our website for specific product families.

Latest ESG News

Stay on top of our latest ESG achievements, from milestones in emissions, waste, water, and energy reductions to sustainable product innovations, awards and certifications, employee well-being initiatives, and our positive impact on communities and ecosystems worldwide.

ESG Pulse Newsletter

Subscribe for exclusive insights, industry trends, and best practices in sustainable data centers, smart buildings, and network infrastructure solutions.

Your Involvement Matters!

At Siemon, we believe there's always room for improvement in any process, product, or technology – and that includes our ESG efforts. Listening to our employees, customers, industry stakeholders, suppliers, and partners is essential to our ongoing success. We also strive to empower others on their own journey. Contact us today to share feedback and learn how Siemon can help you improve sustainability.

Recognized Excellence

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Great Place To Work. Certified MAY 2026–MAY 2027 USA

GOVERNANCE

GOLD | Top 5% ecovadis Sustainability Rating JUL 2026

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ESG REPORT 2026

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