



2025  
**ESG**  
REPORT

**ENVIRONMENTAL, SOCIAL & GOVERNANCE**

Connecting the World to a Higher Standard | [www.siemon.com/esg](http://www.siemon.com/esg)



**Henry Siemon**

President and CEO  
The Siemon Company



I am pleased to share our 2025 ESG report, which serves as a testament to our unwavering commitment to environmental, social, and governance (ESG) principles. This report highlights how we are actively shaping more responsible, ethical, and sustainable practices that safeguard our employees, customers, and the planet.

Building on our long-standing commitment to responsible stewardship, we have taken significant steps to further minimize our environmental footprint across all operations and prioritize the health, safety, and well-being of our employees. We invite you to explore our key global achievements from the past year, including:

- Strategically aligned our initiatives with the EU Corporate Sustainability Reporting Directive (CSRD) and the United Nations Global Compact (UNGC) guiding principles.
- Delivered tangible reductions in greenhouse gas (GHG) emissions, waste, water and energy consumption, alongside minimizing the environmental, health, and safety impacts of our products.
- Strengthened initiatives focused on enhancing employee satisfaction and driving positive societal change.
- Developed EU CSRD Double Materiality Assessment (DMA), Gap Analysis, and implementation plan for 2026.

In today's dynamic global landscape, our commitment to ESG remains steadfast. We believe it is not only sound business practice and aligned with our stakeholder interests, but fundamentally, it is the right path forward. Thank you for taking the time to learn more about our ESG journey. We value your [feedback](#) and look forward to your engagement.

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# List of Acronyms

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

## Status Icons:

Throughout this report, you will see symbols indicating our anticipated 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.



- 

Minimize our environmental footprint
- 

Promote circularity in our products and processes
- 

Prioritize the health and safety of our workforce and customers
- 

Invest in our people and enrich the communities we serve
- 

Support biodiversity and preserve natural ecosystems



# Committed to a **Higher ESG Standard**

At Siemon, we recognize that credibility and transparency are vital to meaningful ESG reporting and stakeholder trust. We commit to ESG initiatives, principles, and metrics that demonstrate actions and results aligned with recognized global benchmarks for Environment, Ethics, Labor & Human Rights, and Sustainable Procurement. We hold ourselves to the highest standards and collaborate with leading organizations that establish ESG frameworks outlined below.



## Responsible Business Alliance

Advancing Sustainability Globally

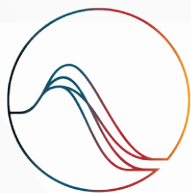
### Responsible Business Alliance

Siemon prioritizes safe working conditions, respect for employees, environmental responsibility, and ethical business operations, aligning with the Responsible Business Alliance (RBA) Code of Conduct.



### Global Reporting Initiative

Siemon's ESG Key Performance Indicators (KPIs) are aligned with the Global Reporting Initiative (GRI) standard to provide additional assurance and transparency to our employees, customers, and supply chain.



## SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

### Science Based Targets Initiative

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

## WE SUPPORT



### UN Global Compact

Siemon has joined the call for companies to align their strategies with human rights, labor, environmental, and anti-corruption principles, and take actions that advance societal goals through the UN Global Compact (UNGC).

# Our UNGC Guiding Principles

Siemon is a proud signatory to the UNGC. We remain deeply committed to the UNGC's Ten Principles in the areas of Human Rights, Labor, Environment, and Anti-Corruption.

## Human Rights

### PRINCIPLE 1

Businesses should support and respect the protection of internationally proclaimed human rights; and

### PRINCIPLE 2

make sure that they are not complicit in human rights abuses.

## Labor

### PRINCIPLE 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

### PRINCIPLE 4

the elimination of all forms of forced and compulsory labor;

### PRINCIPLE 5

the effective abolition of child labor; and

### PRINCIPLE 6

the elimination of discrimination in respect of employment and occupation.

## Environment

### PRINCIPLE 7

Businesses should support a precautionary approach to environmental challenges;

### PRINCIPLE 8

undertake initiatives to promote greater environmental responsibility; and

### PRINCIPLE 9

encourage the development and diffusion of environmentally friendly technologies.

## Anti-Corruption

### PRINCIPLE 10

Businesses should work against corruption in all its forms, including extortion and bribery.



Siemon actively submits an annual Communication on Progress (CoP) report that measures and demonstrates our efforts to integrate the UNGC Ten Principles into our business strategy, culture, and daily operations, and to contribute to UN Sustainability Development Goals in a consistent and harmonized way.

[Siemon's 2025 UNGC CoP](#)

# CSRD Alignment

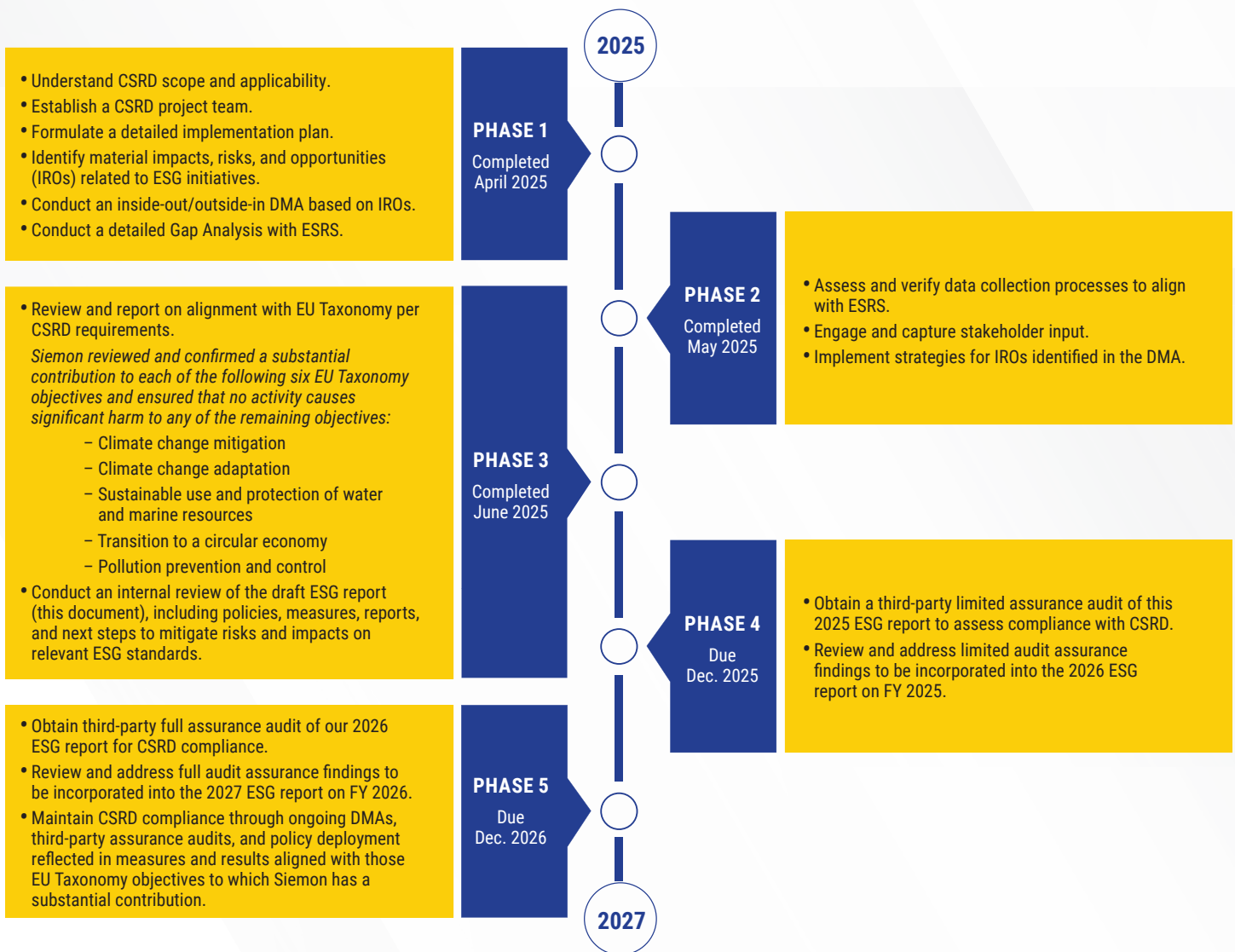


As a global, privately held company, Siemon is actively preparing to meet the obligations of the EU's Corporate Sustainability Reporting Directive (CSRD) and associated European Sustainability Reporting Standards (ESRS). CSRD is an EU directive that expands and standardizes sustainability reporting, mandating more robust and transparent disclosures for a significantly wider range of companies than its predecessor, the Non-Financial Reporting Directive (NFRD). The core objective of CSRD is to elevate the quality of sustainability reporting and drive companies to adopt more sustainable practices.

Siemon aims to achieve CSRD alignment for our ESG reporting, starting with fiscal year (FY) 2026. This commitment means more to us than regulatory compliance. It provides a framework to strategically enhance accountability and transparency, strengthen risk management, and build greater stakeholder trust. It will also improve financial performance and talent acquisition through reduced environmental impact, operational efficiencies, innovation, and a reputation built on social and environmental responsibility.

## Our CSRD Roadmap

The following roadmap for Siemon to achieve full CSRD alignment is well underway, with Phase 1, Phase 2, and Phase 3 already completed with this report, including our initial Double Materiality Assessment (DMA) and heat map.



# CSRD Alignment *(continued)*

## Baseline Double Materiality Assessment

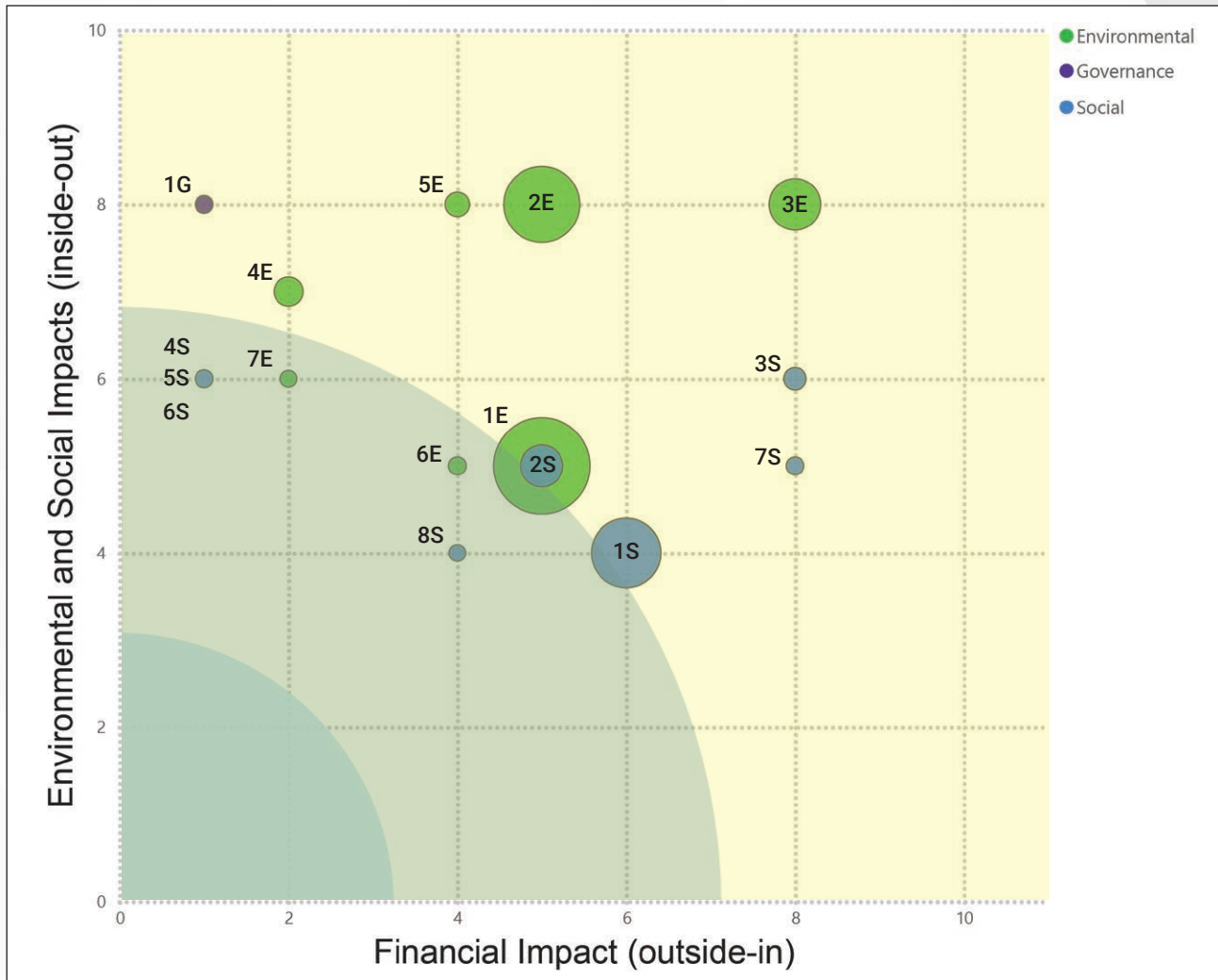
As part of our CSRD roadmap, Siemon conducted the following DMA based on identified material IROs in conjunction with ESRS, UNGC’s Ten Principles, and the GRI. This DMA leveraged a risk register maintained in accordance with our certified ISO 9001 Quality Management System (QMS), ISO 14001 Environmental Management System (EMS), and ISO 45001 Occupational Health and Safety (OH&S) Management System. This well-established risk assessment consists of a cross-functional review to identify and assess risks based on their severity, occurrence, and detectability. For the DMA, we added two additional dimensions to score “Environmental and Social Impact” (inside-out) and “Financial Impact” (outside-in) of each identified risk. Each of these priorities is covered in this report.

ENVIRONMENTAL	SOCIAL	GOVERNANCE
<p><b><u>1E. Product Sustainability</u></b> (CSRD Topic: Pollution, ESRS E2, UNGC Principles 7, 8, and 9)</p>	<p><b><u>1S. Recruiting &amp; Retention of High Caliber Talent</u></b> (CSRD Topic: Own Workforce, ESRS S1, UNGC Principle 1)</p>	<p><b><u>1G. Anti-Corruption &amp; Bribery Incidents</u></b> (GRI 205, CSRD Topic: Business Conduct, ESRS G1, UNGC Principle 10)</p>
<p><b><u>2E. Waste</u></b> (GRI 306-3-a, CSRD Topic: Pollution, ESRS E2, UNGC Principles 7, 8, and 9)</p>	<p><b><u>2S. Health &amp; Safety at Work</u></b> (GRI 403, CSRD Topic: Own Workforce, ESRS S1, UNGC Principle 1)</p>	
<p><b><u>3E. Scope 3 GHG Emissions</u></b> (GRI 305-3-a, CSRD Topic: Climate Change, ESRS E1, UNGC Principles 7, 8, and 9)</p>	<p><b><u>3S. Customer Health &amp; Safety</u></b> (GRI 416, CSRD Topic: Consumers and End-Users, ESRS S4, UNGC Principle 9)</p>	
<p><b><u>4E. Energy Consumption &amp; Renewable Energy</u></b> (GRI 302, CSRD Topic: Climate Change, ESRS E1, UNGC Principles 7, 8, and 9)</p>	<p><b><u>4S. Child Labor and Forced or Compulsory Labor incidents</u></b> (GRI 408-1-c, CSRD Topic: Workers in the Value Chain, ESRS S2, UNGC Principles 4 and 5)</p>	
<p><b><u>5E. Local Spend &amp; Sustainable Procurement</u></b> (GRI 204-1, CSRD Topic: Climate Change, ESRS E1, UNGC Principles 7, 8, and 9)</p>	<p><b><u>5S. Freedom of Association Incidents</u></b> (GRI 407-1-b, CSRD Topic: Own Workforce, ESRS S1, UNGC Principle 3)</p>	
<p><b><u>6E. Scope 1 &amp; 2 GHG Emissions</u></b> (GRI 305-1/2-a, CSRD Topic: Climate Change ESRS E1, UNGC Principles 7, 8, and 9)</p>	<p><b><u>6S. Non-Discrimination Incidents</u></b> (GRI 406-1-a, CSRD Topic: Own Workforce, ESRS S1, UNGC Principle 6)</p>	
<p><b><u>7E. Water Usage</u></b> (GRI 303, CSRD Topic: Water and Marine Resources, ESRS E3, UNGC Principles 7, 8, and 9)</p>	<p><b><u>7S. Security</u></b> (CSRD Topic: Own Workforce, ESRS S1, UNGC Principle 1)</p>	
	<p><b><u>8S. Working Conditions &amp; Living Wages</u></b> (CSRD Topic: Own Workforce, ESRS S1, UNGC Principle 1)</p>	

# CSRD Alignment *(continued)*

## Siemon Double Materiality Heat Map

(Size indicates risk score based on severity, occurrence, and detectability)



### Next Steps

Siemon is committed to continuous improvement in its ESG reporting, with a clear roadmap to achieve full CSRD alignment for FY2026. Building on the successful completion of initial phases, the immediate next steps involve pursuing third-party limited assurance of this current ESG report by December 2025 to assess CSRD compliance and integrating audit findings into our 2026 ESG report, with the ultimate goal of achieving a fully CSRD-compliant ESG report in 2027, demonstrating Siemon's commitment to ESG and enhanced accountability and transparency using an internationally recognized and accepted reporting framework.

## ACCOUNTABLE, ETHICAL, & SECURE PRACTICES & PROCUREMENT



**Kevin Gokey**

CFO  
The Siemon Company



Throughout our rich history, Siemon has always conducted business with the highest standards of integrity. Our responsible, ethical, and sustainable business and labor practices are at the very core of who we are. We believe that accountability and honest, transparent communication with our global network of employees, customers, partners, and suppliers fosters a culture of trust and drives collaboration, innovation, and successful business relationships.

Our ISO 9001, ISO 14000, and ISO 45001 certifications underscore our dedication to continuous improvement and responsible governance. Robust internal controls, third-party audits, and clear codes of conduct reinforce our values and convey our expectations regarding how we work and interact with our employees, customers, partners, and suppliers around the world, ensuring fair, ethical, and lawful interactions with all stakeholders. We prioritize the security of our facilities, safeguard privacy and intellectual data, and proactively manage risks to maintain business continuity and stakeholder confidence.

Our commitment to ESG extends throughout our supply chain. We partner exclusively with suppliers who share our values and adhere to sustainable procurement policies that minimize environmental, social, and economic impacts for a better future.

A handwritten signature in black ink, appearing to read 'Kevin Gokey'. The signature is fluid and cursive.

# 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, 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 regulatory compliance enhance our brand reputation and market access.

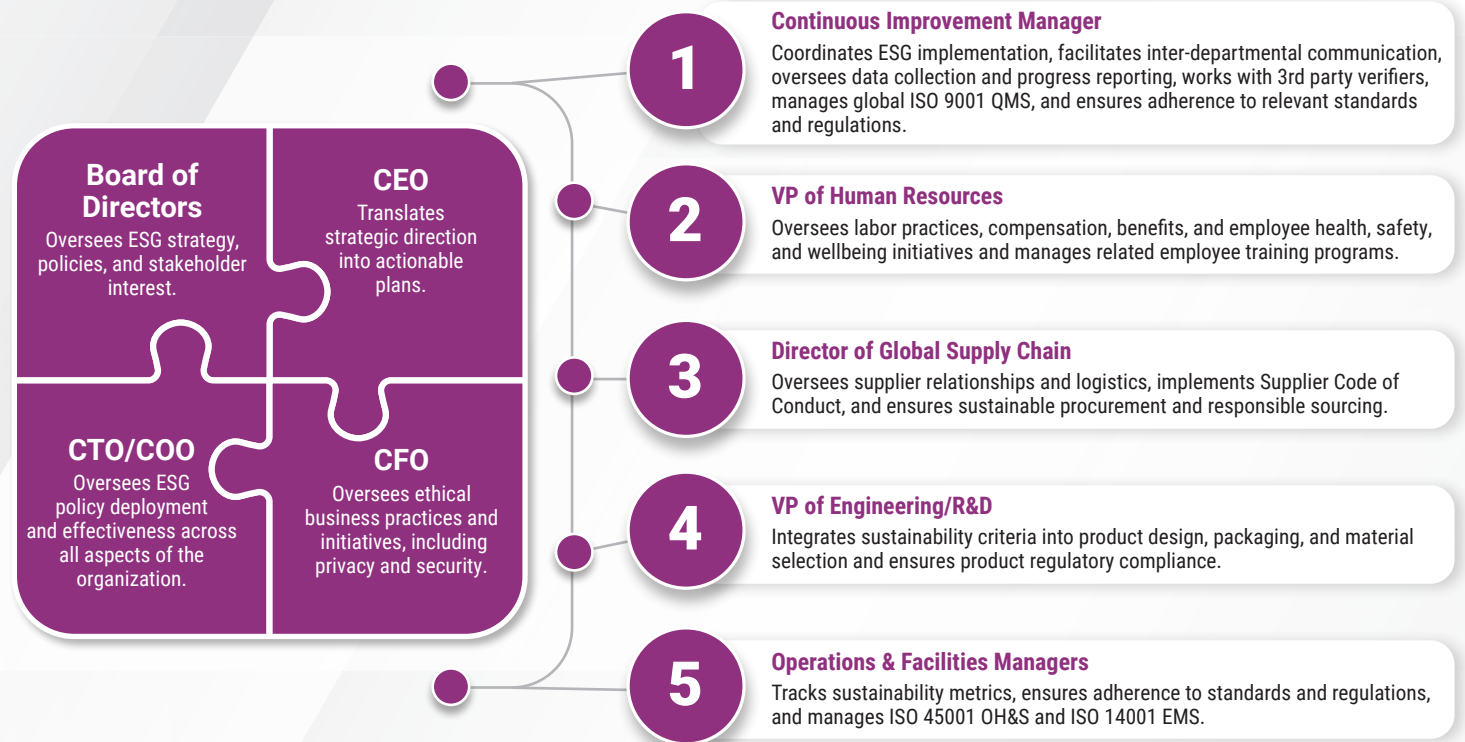
## Management Structure, Risk Management, and Oversight

Siemon's ESG governance structure ensures accountability and strategic direction from the highest levels of leadership. Our Board of Directors provides 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 Lead/Committee convenes regularly to review progress, address challenges, and coordinate actions. ESG performance updates are provided to Executive Leadership monthly and to the Board of Directors periodically.
- **Reporting:** Siemon maintains Accountability and Transparency through our ESG Manual, internal KPI tracking and our annual ESG Report, with reference to EU CSRD standards, GRI Standards, and UNGC principles. 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.



[Greenly](#) software enables Siemon to transition our Scope 1, 2, and 3 reporting data from Spend Calculators to 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 focus on targeted reductions in all areas of our organization and supply chain.



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



[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.



[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.



[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.



## 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 active participation in [RBA](#), [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 alignment and certification to ISO 9001, ISO 14001, and ISO 45001. It also includes annual third-party assessments on the topics of environment, 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.

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 2023 and 2024.



**Goal 2:** Complete! Siemon passed third-party audits of our EMS to ISO 14001 by LRQA in 2023 and 2024.



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



**Goal 4:** Siemon successfully completed our 2025 assessment by EcoVadis, achieving a silver rating that placed us in the 85% percentile.

## 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 CSRD and GRI reporting and 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.

# 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 122-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 and all business transactions.

Siemon and its affiliates worldwide are 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 have developed a robust [Code of Conduct](#) that ensures all 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 employees receive training and acknowledge our Company Code of Conduct upon hire and annually. As part of our sustainable procurement policy, we require our suppliers to sign our Supplier Code of Conduct and comply with all applicable anti-bribery laws.



## Whistleblower 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. Our [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](http://www.siemon.com/whistleblower).

## Anti-Corruption (GRI 205)



### Policy:

Siemon has a zero-tolerance policy that prohibits 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 conduct all business communications, activities, and transactions honestly, ethically, and lawfully.

The Siemon Code of Conduct and the Siemon Supplier Code of Conduct both include anti-corruption policies.



### Measure: (from baseline 2021)

Total percentage of employees that the organization's anti-corruption policies and procedures have been communicated to and received training on anti-corruption policies and procedures each year in accordance with GRI 205-2-c and GRI 205-2-e.

Total number and nature of confirmed incidents of corruption, including any public legal cases on which Siemon or any Siemon employee is a named defendant in any region in accordance with GRI 205-3-a and GRI 205-3-d. These measures are verified through compliance with Siemon's Code of Conduct Policy under our ISO 9001 QMS.

- Goal 1:** Communicate and train all employees in all regions on anti-corruption policies and procedures provided in Siemon's Company Code of Conduct on an annual basis (GRI 205-2-c and GRI 205-2-e).
- Goal 2:** Report on all confirmed incidents of corruption, including public legal cases on which Siemon or any Siemon employee is a named defendant in any region, with the goal of zero incidents for all reporting periods (GRI 205-3-a and GRI 205-3-d).

### Progress Report:

		2021	2022	2023	2024
	Percent of Employees informed and trained on Siemon's Company Code of Conduct (GRI 205-2-c and GRI 205-2-e).	100%	100%	100%	100%
	Number and nature of confirmed incidents of corruption, including public legal cases on which Siemon or any Siemon employee is a named defendant in any region (GRI 206-1-b).	0	0	0	0

### Next Steps:

We will continue to include corruption and anti-competitive behaviors in annual risk assessments conducted under ISO 9001 and document any significant risks to be mitigated in the reporting year (GRI 205-1-a and 205-1-b). We will continue to provide training and other communication to create awareness and mitigate future risks.

## Anti-Competitive Behavior (GRI 206-1-a)

### Policy:

Siemon has a zero-tolerance policy that prohibits 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.

### 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 206-1a). This measure is verified through compliance with Siemon’s Code of Conduct Policy under our ISO 9001 QMS.

**Goal:** No 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-b).

### Progress Report:

		2021	2022	2023	2024
	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-b).	0	0	0	0

### Next Steps:

We will continue to foster awareness through annual employee training and report on any pending or completed legal actions relating to anti-competitive behavior in which Siemon or any Siemon employee is an identified participant (GRI 206-1-b).



# 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-c)

### Policy:

Child labor shall not be used. Siemon and its suppliers shall not employ anyone under the age of sixteen (16). Employees under the age of 18 must 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.

### Measure: (from baseline 2021)

Total number and nature of confirmed incidents of child labor, including any 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 public legal cases on which Siemon or any Siemon employee is a named defendant in any region (GRI 408-1-c).

### Progress Report:

		2021	2022	2023	2024
	Number of confirmed incidents of child labor, including any 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

### Next Steps:

We will continue to include child labor in our annual risk assessments conducted under ISO 9001. 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 to create awareness and mitigate future risks.

## Forced or Compulsory Labor (GRI 409-1-b)



### 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 if reasonable notice is given. 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.

### Measure: (from baseline 2021)

Total number and nature of confirmed incidents of forced or compulsory labor, including any 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 public legal cases on which Siemon or any Siemon employee is a named defendant in any region (GRI 409-1-b).

### Progress Report:

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

### Next Steps:

We will continue to include forced or compulsory labor and freely chosen employment in annual risk assessments conducted under ISO 9001. 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.

# Freedom of Association (GRI 407-1-b)

## Policy:

In accordance with all laws, 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. 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, including any 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.

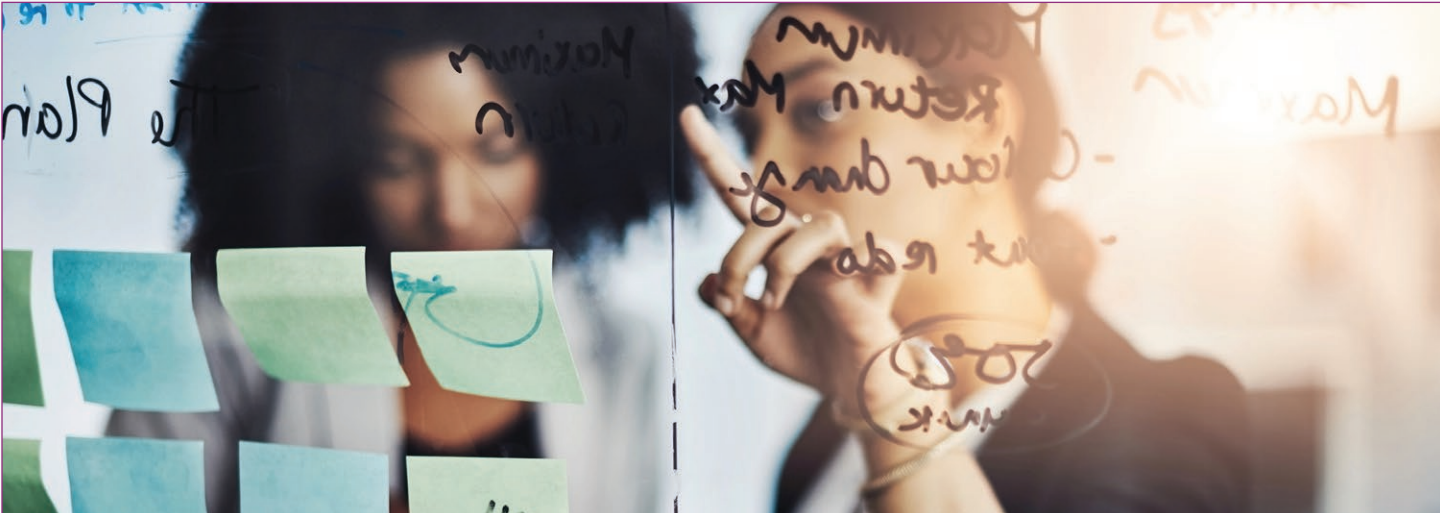
**Goal:** No incidents violating employees’ rights to exercise freedom of association and collective bargaining during the reporting period, including any public legal cases on which Siemon or any Siemon employee is a named defendant in any region (GRI 407-1-b).

## Progress Report:

		2021	2022	2023	2024
	Number of confirmed incidents violating 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

## Next Steps:

We will continue to include freedom of association and collective bargaining in annual risk assessments 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.



## Non-Discrimination (GRI 406-1-a)



### Policy:

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

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 all 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.


The Siemon Code of Conduct and the Siemon Supplier Code of Conduct both include this non-discrimination policy.

### Measure: (from baseline 2021)

Total number and nature of confirmed incidents of discrimination and harassment, including any 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 public legal cases in which Siemon or any Siemon employee is a named defendant in any region.

### Progress Report:

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

### Next Steps:

We will continue to include discrimination and harassment in annual risk assessments 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 create awareness and mitigate future risks.

# 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 have a positive impact on 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. 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.



### 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.



### 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.



### 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.

## Proportion of Spending on Local Suppliers (GRI 204-1-a)

### Policy:

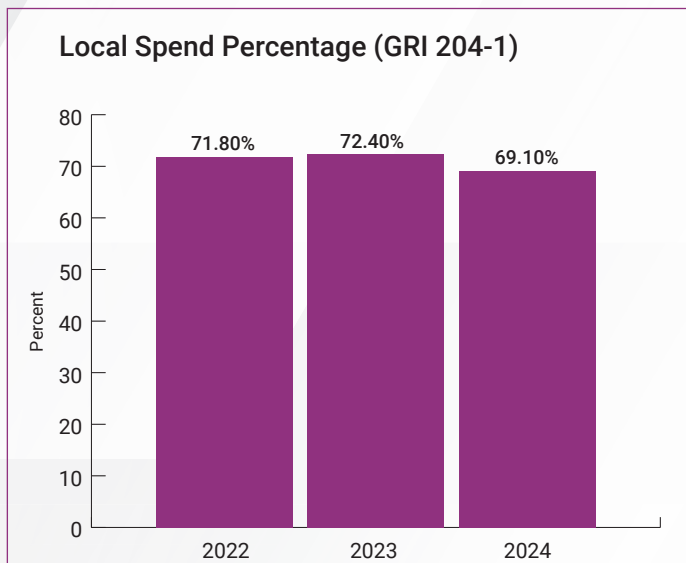
Siemon is committed to fostering sustainability and social responsibility in the communities where we operate. We believe that supporting local suppliers is essential to building strong and sustainable communities.

### 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 2024, our local spend constituted 69.1% of our total procurement, representing a decrease of 2.7 percentage points compared to 71.8% in 2022. The 2024 reduction in local spend is primarily attributed to planned growth in our core Data Center Market segment, driven by an increased sales mix of Fiber and High Speed Cable Assemblies. While we did not meet our growth aspiration in this area for the year, Siemon has maintained its commitment to strategies that prioritize local suppliers. We have established critical foundational elements, including capital investments to support future supply chain optimization and meet our five-year goal of achieving 75% local spend by 2028.

A significant achievement in 2024 was the implementation of a regular monitoring system in accordance with GRI 204-1-a,b,c. This system is actively tracking our local spend and is instrumental in identifying specific areas for improvement, as well as understanding the dynamics of our procurement landscape.

### Next Steps:

Siemon is proactively expanding our efforts to identify, engage, and collaborate with new and existing local suppliers, including understanding their capabilities and exploring win-win opportunities that align with our respective business and ESG strategies. We will continue to refine and implement procurement tools and systems designed to streamline the identification, analysis, and prioritization of supplier qualifications and manufacturing capabilities, thereby increasing local content while reducing lead time and landed costs, including freight, tariffs, duties, and taxes.

## Aligning Procurement with ESG

### 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 the RBA Code of Conduct, UNGC, and SBTi, and to maintain certification to ISO 9001, 14001, and 45001 standards. Siemon's Sustainable Procurement Policy outlines our responsibilities and commitment to sustainable procurement and the principles we uphold.

### Measure: (from baseline 2022)

Percentage of global spend with suppliers participating in RBA/UNGC/SBTi. Verified through compliance with Siemon's Sustainable Procurement Policy under our ISO 9001 QMS.

**Goal 1:** Increase global spend with suppliers participating in RBA, UNGC, or SBTi and ensuring 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% (8.4 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.

### Progress Report:

		2022	2023	2024	YOY Change	Change from Baseline
	1. Participate in RBA or UNGC and 3rd party verification of their ESG systems.	48.8%	62.7%	64.2%	+1.4%	+15.4%
	2. Reporting Scope 1,2,3 Emissions according to SBTi and GHG Protocol.	29.9%	46.1%	59.4%	+13.3%	+29.5%
<b>Global Spend with Suppliers Certified:</b>						
	3. ISO 9001	82.4%	91.4%	92.0%	+0.6%	+7.6%
	4. ISO 14001	44.9%	53.1%	73.0%	+20.0%	+28.1%
	5. ISO 45001	41.8%	44.1%	60.7%	+16.6%	+18.9%



# Privacy & Security



## Protecting Our Ecosystem

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.

## Personal Information

Siemon utilizes stringent data processing policies to ensure that we only capture personal information that is needed 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 or disclose data about our customers, employees, or suppliers 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](#).

## Mitigating Cybersecurity Risk

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.

## Security Practices (GRI 410-1-a)

### 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.



### Measure: (from baseline 2021)

Number of incidents related to breach of security within the organization, monitored by the facilities department, IT department, and in compliance with [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 under ISO 9001 QMS, ISO 14001 EMS, and ISO 45001 OH&S Management Systems (GRI 410-1a).

**Goal 1:** Number of incidents related to breach of security monitored by internal facilities department, IT department, or CTPAT program.

**Goal 2:** Percentage of employees having network access trained annually on Siemon Security Policies, including emergency response and KnowBe4 Cybersecurity Training (GRI 410-1a).

### Progress Report:

		2021	2022	2023	2024
	Number of incidents related to breach of security monitored by internal facilities department, IT department, or CTPAT program.	1	0	0	0
	Percentage of employees having network access trained in Siemon Security Policies, Emergency Response Procedures, and KnowBe4 Cybersecurity Training (GRI 410-1a).	100%	100%	100%	100%

Our 100% annual employee network user training in cybersecurity and physical security ensured zero security incidents during the 2024 reporting period, reflecting our employees' commitment to security best practices and the effectiveness of our policies. Our multi-tiered security systems include mandatory training for all personnel, visible ID badges in secure areas, radio frequency identification (RFID)-enabled access control, and surveillance systems equipped with artificial intelligence (AI) and machine learning (ML)-enabled threat detection for deterrence and investigation. These systems are strategically positioned to respect privacy. Annual IT security training and simulated attacks that encompass all business-critical systems and all network users address evolving threats, covering phishing, ransomware, social engineering, and password hygiene to protect against breaches and identity theft. Through successful CTPAT testing and internal audits, as well as external audits conducted by agents of US Customs and Border Protection, we have bolstered supply chain security, thereby reducing risks associated with criminal and terrorist activity.

### Next Steps:

Siemon continues to conduct regular security awareness training and risk assessment for all critical systems and all employees. To ensure our supply chain security remains robust, we conduct regular security assessments for both new and existing suppliers and logistics providers 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.

## FOR PEOPLE, COMMUNITY & A BETTER WORLD



**Dianne Veley**

VP Human Resources  
The Siemon Company



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 where they are treated with respect and dignity and can achieve the very best for themselves and the organization. To that end, we are committed to providing employees with the tools and training they need to effectively carry out their day-to-day activities, develop their skills, and advance their careers.

As indicated by our high retention rate, Siemon strives to ensure employee satisfaction through fair wages and competitive benefits while ensuring that all of our people feel valued and heard by empowering them to make a difference and recognizing them for their achievements. In accordance with our Company Code of Conduct, Siemon upholds the highest labor and human rights standards throughout all our departments and locations, where employees are free from discrimination, forced labor, and other abuses – all while working with our suppliers and partners who share our values and a strong commitment to social responsibility.

A key part of our corporate culture is enhancing the quality of life in our communities and fostering a more sustainable future for people and our planet. Through charitable actions, volunteer initiatives, community involvement, and environmental stewardship, our company and our employees around the world are creating positive societal change and contributing to a more vibrant future.

A handwritten signature in black ink that reads "Dianne Veley". The signature is written in a cursive style.

# A Safe Place to Work

## Occupational Health and Safety (GRI 403)

### Policy:

Siemon has developed and implemented an Occupational Health and Safety (OH&S) Management System that allows our company to consistently identify and control health and safety risks, reduce the potential for incidents, comply with health and safety regulations, and continually improve. This system has been implemented for all Siemon locations and applies to all employees and visitors to these locations. The scope and requirements of our OH&S Management System fully comply with ISO 45001 international standards and disclosure requirements of GRI 403-1, 403-3, 403-4, and 403-8.

### 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), and the number of lost work days due to safety incidents (GRI 403-9). These measures are verified through compliance with Siemon's Global OH&S procedures under the ISO 45001 OH&S Management System.

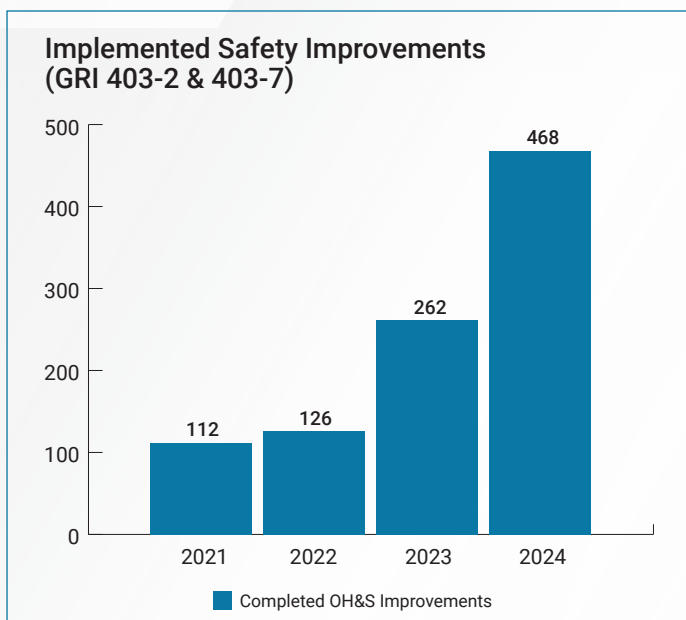
**Goal 1:** Increase implemented safety improvements identified by audits, investigations, and safety form submittals to 170 per year (+20 YOY) by 2025 (GRI 403-2 and GRI 407-7).

**Goal 2:** Increase the average health and safety training per employee to 2 hours per year by 2025 (GRI 403-5).

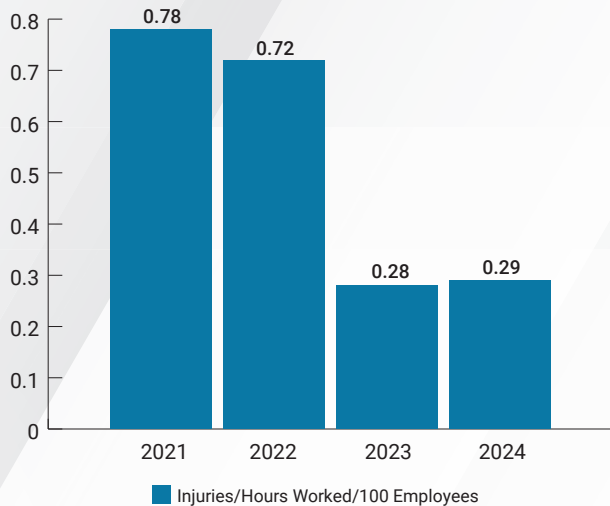
**Goal 3:** Reduce the rate of recordable work-related injuries to 0.50 (-0.1 YOY) by 2025 (GRI 403-9).

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

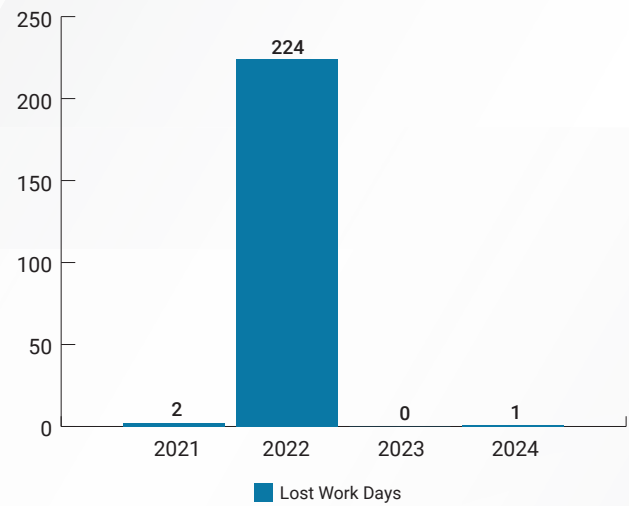
### Progress Report:



**Safety Incident Rate  
(GRI 403-9)**



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



Siemon is proud to announce that it has received a Certificate of Approval confirming that its OH&S management systems conform with the requirements of ISO 45001:2018. 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 Systems and stringent requirements are consistently implemented across all Siemon offices and operations worldwide. Notably, Siemon's China-based offices and operations achieved 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 468 safety improvements that were identified by audits, investigations, and safety form submittals, far exceeding our multiyear goal of 170. 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 continued at 5 hours per person – more than double our multiyear goal of 2 hours per person. This significant increase 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 2024, with the rate of recordable work-related injuries declining to 0.3 and exceeding our multiyear goal of 0.5 with no work-related fatalities or "high consequence injuries."



**Goal 4:** In 2024, we recorded 2 safety incidents, sustaining the record low established in 2023. One of the incidents resulted in a precautionary single lost work day. Incident investigations and preventive actions were completed, and both cases were closed within two to three weeks with 100% recovery.

In addition to these and other internally tracked goals related to OH&S, Siemon employees are provided with access to non-occupational medical and healthcare services for non-work related injuries and illnesses, including mental health (GRI 403-6).

## Next Steps:

We will continue activities aimed at reinforcing health and safety awareness and results through training, audits, and recognition. To ensure continued performance at or above these goals, we added an Environmental Health and Safety Coordinator in May 2025. Goals 1, 2, and 3 will be reset based on 2025 results. As a global team, we will continue to pursue continuous improvement in our OH&S systems and employee engagement in the years ahead.

## 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-a)

### 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. All job openings are internally posted to encourage employees to apply based on their interests and career goals.

### 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).

### Progress Report:

		2021	2022	2023	2024
	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%

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:

We will continue to develop our people and encourage career growth to new levels.

## 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.

## Training Hours (GRI 404-1)

### 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. Eligible employees may be reimbursed for qualifying tuition costs related to job-relevant coursework, certifications, and continuing education. Siemon actively promotes internal mentorship and coaching programs to facilitate knowledge sharing and skill development. These programs include evaluating 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
	Average training hours per employee (GRI 404-1).	19 Hours	28 Hours	32 Hours	27 Hours

In 2024, we did not meet our goal of 35 training hours per employee. We had fewer internal training requirements than in previous years, as well as an unexpected temporary reduction in training resources. This reduction did not impact employee training on mandatory topics such as regulatory compliance and the requirements of our QMS, EMS, and OH&S. Other prioritized training included department policies and procedures, skills, and career development.



### Next Steps:

Our people remain a top priority, as reflected in our strategic plan and company annual objectives. Our training resources are fully staffed as of Q2 2025, and we will continue to work on increasing training and achieving our goal of 35 training hours per employee. We will evaluate the effectiveness, impact, and coverage of training activities included in this key performance indicator (KPI). As reflected in employee engagement surveys, we will evaluate new training tools and content to further enhance knowledge, skills, job satisfaction, and career development, including the use of technologies such as AI, ML, and 3D printing, which will result in new skills and capabilities that elevate job performance and satisfaction through innovation. This goal will be reset based on 2025 results.



## Employee Benefits (GRI 401-2) and Turnover (GRI 401-1-b)

### 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 access to similar benefits for all global employees. In addition to competitive compensation, benefits for our full-time employees in all operational locations (GRI 401-2-b) that align with GRI 401-2-a include health-related benefits, paid holidays, personal time off (parental/family leave), and retirement savings plans.


Siemon is committed to attracting and retaining high-performing employees by ensuring fair, equitable, and competitive compensation and a positive workplace culture that offers career development opportunities, recognition of achievements, and a healthy work-life balance. All of 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 1:** Maintain a voluntary employee turnover rate of less than 10% during the reporting period (GRI 401-1-b).

### Progress Report:

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

Our voluntary employee turnover of 7.6% 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, 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.

## Living Wages

### 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.

### Measure:

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.

### Progress Report:



Development of a living wage action plan is currently underway and on track to be completed in 2025.

### Next Steps:

Throughout 2025, we will finalize a living wage action plan, including analyzing and defining benchmark criteria for living wage calculations. We will develop a framework for assessing current wages against defined benchmarks and addressing any gaps as needed with the goal of aligning with ILO principles and GRI standards once they become available.



## Employee Recognition and Awards

### 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
 Number of peer-based awards given.	82	63	78	84

### 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.



## Diversity and Equal Opportunity (GRI 405-1-b)

### 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.

In keeping with our ethical labor practices and non-discrimination policy (GRI 406-1-a) included in our Code of Conduct as outlined under our corporate Governance, 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 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 across a broad range of elements with the goal of making every individual feel welcomed, valued, and respected. We expect our employees to adhere to the Responsible Business Alliance (RBA) Code of Conduct and the United Nations Global Compact (UNGC) principles as reflected in our Company Code of Conduct and Culture Code. We share our commitment to upholding the human rights of all people and treating them with dignity and respect, incorporating these values into their day-to-day working behaviors.

### 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
Percentage of female employees.	52%	52%	52%

### Next Steps:

Continue to embrace diversity in all forms and internally track relevant diversity factors in compliance with Siemon's QMS Code of Conduct Procedure certified to ISO 9001.

## Employee Engagement and Satisfaction

### Policy:

As a family-owned company, Siemon has a different mindset when it comes to our people. We are 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:** Achieve 87% employee participation in global engagement surveys.

**Goal:** 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:** 90.4% of respondents indicate 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.



# 90.4%

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 third year in a row, with 90% 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 88.2% level of participation and 90.4% “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 2025.



## 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.

# 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

Annually, Siemon offers scholarships to deserving students worldwide, recognizing their promise and interest in fields aligned with our values.

1. **Carl M. Siemon Science Scholarship:** Awarded to students planning to pursue a college education in engineering or physical science. 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 Initiative

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.

> **\$95K**  
DONATED IN 2024

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 2024:



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.**

# Making a Difference Together

## Community Involvement and Volunteer Efforts

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.

The following are some of the worthy causes and organizations supported by Siemon employees throughout 2024, resulting in an estimated 2,000+ volunteer hours.



- **Scouting America:** Provided 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.
- **St. Vincent de Paul Soup Kitchen:** Cooked and served meals and provided school supplies, cold weather wear, and other necessities to Waterbury-area families in need.
- **Yale Science and Engineering Association:** Engaged Yale alumni, students, and faculty to support and enrich STEM education and careers around the world, including a visit for undergraduate engineers to Siemon headquarters to learn about engineering careers in product development, R&D lab, and precision manufacturing.
- **Harold LEEVER Regional Cancer Center:** Assembled and delivered cancer care bags with personal care items for new cancer patients in Connecticut.
- **Foundation Posada de Moisés:** Volunteered time to an organization offering a safe haven of hope and love for displaced children and adolescents in Colombia.
- **Sistema Municipal de Parques Temáticos:** Planted donated trees in the surrounding community as part of a reforestation campaign in Mexico.
- **Teletón Foundation:** Raised money to improve the quality of life of people with disabilities, cancer, or autism and promote their inclusion in society throughout Mexico and other areas of Latin America.
- **Castro Limón Foundation:** Organized raffles, snack sales, food drives, and cash donations to support children with cancer at the Pediatric Oncology Center of Baja California.
- **Sri Ayyappa Seva Samaj:** Provided monthly food rations through the organization's Food for 1,000 Children program and coordinated fundraising and other efforts to celebrate Christmas with more than 1,300 children from 24 orphanage homes in the Nairobi region.

### Next Steps:

In 2025, Siemon will develop 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.

# Environmental Stewardship

## A Proud Legacy of Environmental Stewardship

At Siemon, we view environmental stewardship as our duty, not an option. 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.



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

Our enduring values of conservation, education, and responsible stewardship are powerfully embodied through the work of the [Carl Siemon Family Charitable Trust \(CSFCT\)](#) in Milton Mills, New Hampshire, a legacy of environmental philanthropy that reflects who we are as a company and a family.

The CSFCT, also known as 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 more than 50-year commitment to preserving biodiversity and enhancing the natural world. Branch Hill Farm conserves, grows, and manages working fields and forests. It offers educational programs about sustainable forestry, land management, natural resource conservation, wildlife enhancement, and sustainable agricultural practices, using its land as a living classroom. The farm's Community Supported Agriculture (CSA) program prioritizes a relationship with the community and provides Certified Naturally Grown (CNG) produce to local families and households. In August 2024, Branch Hill Farm completed its second year of CNG certification of its orchards and no-till garden. Branch Hill Farm also sponsors a paid internship training program for local high school students.

CSFCT's 2024 acquisition of the 558-acre Teneriffe Woods property, with a conservation easement held by Southeast Land Trust (SELT), is a major greenway connector to neighboring conservation lands. The property has further added invaluable diversity to our land stewardship portfolio. It supports over 30 species of concern within New Hampshire, underscoring the critical role that private conservation efforts play in climate change resiliency, water resource protection, and biodiversity – all of which are essential to sustaining vulnerable ecosystems.

Recent advances in environmental stewardship include the deployment of onsite renewable energy, which produced 32,870 kWh of energy in 2024, enough to power 3.5 average households annually. Between 2025 and 2027, CSFCT plans to migrate to electric farm vehicles as feasible. 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.

## A Collaborative Effort for Greater Conservation Impact and Education



CSFCT's conservation initiatives are strengthened by partnerships with prominent 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 \(SPNHF\)](#). Together with these respected allies, the CSFCT has established an expansive network of conserved greenways in the Tengeriffe Mountain area. These working partnerships amplify our efforts to preserve critical habitats, safeguard biodiversity, and promote quality environmental education.

In 2024, Branch Hill Farm, in collaboration with MMRG, held seven educational workshops on farming, wildlife, and forestry, reaching more than 450 nature lovers of all ages. Branch Hill's Farming Apprenticeship Program, which welcomes teens aged 14 to 17 onto the farm for an educational work opportunity, is continuing in 2025 for its third season. In 2023, the Farm also introduced a new 1.3-mile interactive nature trail for all ages.

### 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, CSFCT Founder (est. 1995)

## 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.

### Firefly Gallery: Where Art and Enchantment Intertwine

This year, the Foundation launched Firefly Gallery, a local exhibition featuring programs such as Wonder & Whimsy: A Faerie Art Experience, which showcases captivating creations using antique treasures and artifacts designed to delight both children and adults alike.



*“As a 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 well-being 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 nature with the public, the Beth and Carl Siemon Family Foundation hosts community events at [Firefly Hill](#), where visitors can immerse themselves in our carefully maintained trails and forested landscapes.

Guided nature walks, artist-crafted wood carvings, and mindfulness forest walks are just a few ways we invite individuals and families to experience the restorative power of nature firsthand. By welcoming the public, we aim to inspire a deeper appreciation for the environment and foster a collective sense of responsibility for its preservation.

*“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 Supervisor



## ENVIRONMENTAL



**John A. Siemon**

CTO and COO  
The Siemon Company

Siemon has maintained ISO 14001 Environmental Management Systems certification since 1998, providing a robust framework to continuously improve our environmental, health, and safety performance across our activities, products, and services. Our recent achievement of ISO 45001 Occupational Health and Safety Management Systems certification reinforces this dedication. These certifications ensure ongoing adherence to all relevant laws, regulations, permits, and company policies worldwide.

Through enhanced policies, innovative solutions, and responsible supply chain and operational practices, Siemon is making considerable progress in decreasing our global greenhouse gas emissions. In 2024, we successfully increased recycled waste, reduced hazardous waste, and decreased our water and energy consumption while increasing our use of renewable energy.

To further minimize the health, safety, and environmental footprint of our offerings, we significantly expanded our Health Product Declarations (HPDs), advancing toward our 2028 goal of 80% product coverage. We also expanded our compliance team to complete life cycle assessments and environmental product declarations for customers pursuing “green” certifications for their buildings and data centers. Our engineering and procurement teams have partnered with regional packaging suppliers to significantly increase the use of post-consumer (recycled) material in our packaging.

Each year, this report has evolved to reflect our growing commitment to socially and environmentally responsible supply chains, products, and services demonstrated by measurable progress on meaningful KPIs, and made possible through an unsurpassed level of engagement by our people, suppliers, and channel partners.

# 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 offer a refined approach to calculating GHG emissions according to the GHG Protocol, 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 baseline assessment. Accurate and reliable emissions data and modeling are crucial for informed sustainability initiative decisions. Re-baselining with Greenly provides deeper insights into our carbon footprint, allowing us to identify and prioritize emissions reduction opportunities through 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 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, supporting our goal to halve GHG emissions by 2031 and achieve net zero emissions by 2050.

## 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, etc.



### Scope 2

#### Indirect Emissions Related to Energy Consumption

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

*Example:* Electricity consumption, etc.



### 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, etc.

## Scope 1 (GRI 305-1-a) and Scope 2 (GRI 305-2-a)

### Policy:

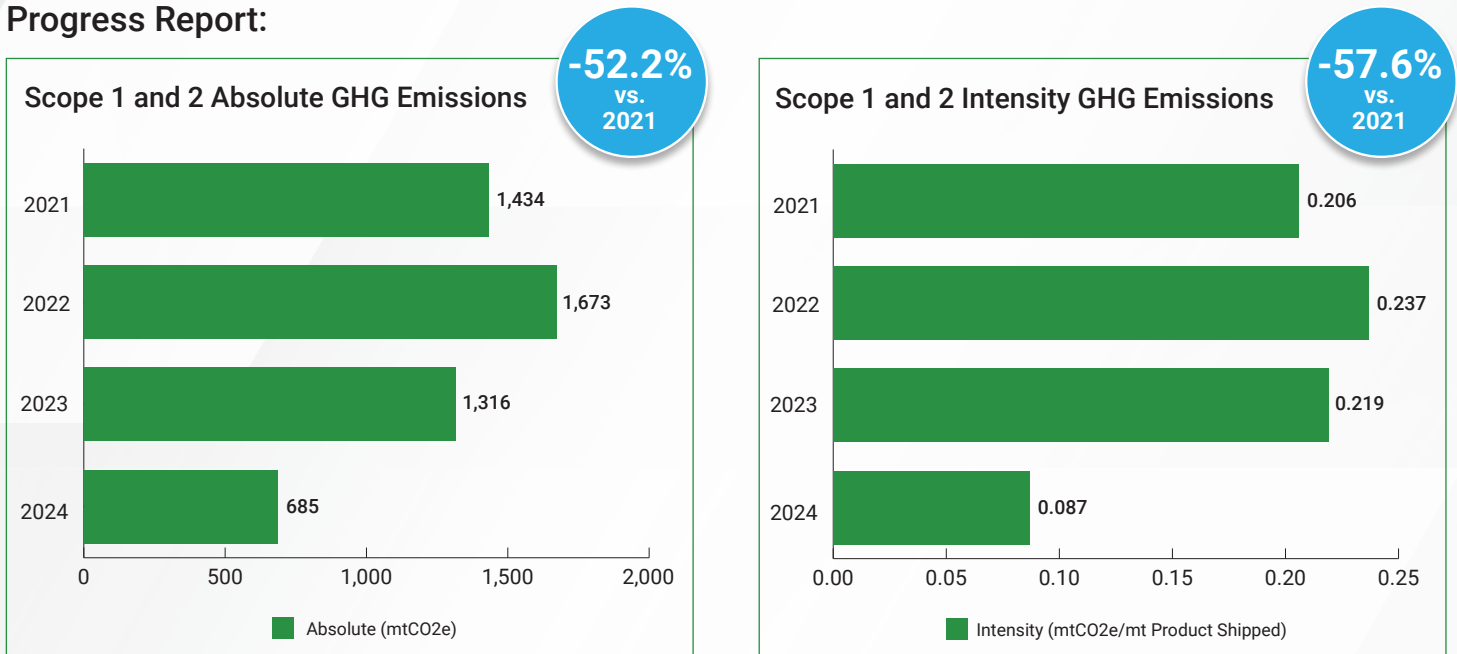
Siemon is committed to reducing our environmental impact relating to direct (Scope 1) and indirect (Scope 2) GHG emissions through improved energy efficiency across all locations and processes. This includes decreased reliance on fossil fuels and increased reliance on renewable and low-carbon energy, 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 2021 to 2024, Siemon achieved a 52.2% absolute reduction in Scope 1 and Scope 2 GHG emissions, marking a significant milestone in our decarbonization journey. This reduction also surpassed our two-year intensity-based emissions reduction target, demonstrating strong progress toward our long-term sustainability goals.

Scope 1 emissions reductions were primarily achieved through a combination of targeted operational improvements. These included a significant decrease in fossil fuel consumption across company-owned vehicles and heating systems, as well as facility upgrades that incorporated more energy-efficient infrastructure. Additionally, we transitioned to lower-emission production processes and equipment, further contributing to the overall reduction in direct emissions.

Scope 2 emissions reductions were driven by strategic energy sourcing and efficiency measures. We increased our procurement of renewable electricity, particularly in our U.S. and China operations, and supplemented this with the purchase of Renewable Energy Certificates (RECs) to offset electricity consumption from non-renewable sources. Furthermore, we implemented energy-efficient lighting and building systems across our global facilities, which played a key role in lowering our indirect emissions associated with purchased electricity.

These efforts reflect Siemon's commitment to reducing indirect emissions associated with purchased electricity and enhancing the sustainability of our global operations.

To promote collective action on climate goals, Siemon offers a \$1,500 reimbursement incentive to employees who purchase a new electric vehicle (EV) or hybrid vehicle. Since 2018, we have also provided free EV charging stations at our facilities, available to all employees and visitors.

### Next Steps:

To achieve our SBTi goal of reducing absolute Scope 1 and Scope 2 GHG emissions by 63.6% by 2031, a key focus will be transitioning to 100% renewable electricity across our global operations. This includes expanding our procurement of renewable energy through long-term RECs, as well as expanding our on-site solar plant at our US facility.

Future efforts to sustain Scope 1 and Scope 2 goals include transitioning to EVs or hybrid vehicles where feasible, including policy updates requiring that newly purchased company vehicles be hybrid or all-electric (e.g., passenger vehicles with fuel efficiency >40 mpg or >17 km/l). Facility energy optimization will remain a priority, with energy audits planned across all sites to identify further efficiency opportunities. These efforts will be supported by the implementation of advanced building management systems and smart controls to optimize energy use in HVAC, lighting, and equipment.

For more information, refer to related reports on [Energy Usage](#) and [Waste Produced](#).



## Scope 3 (GRI 305-3-a)

### 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:

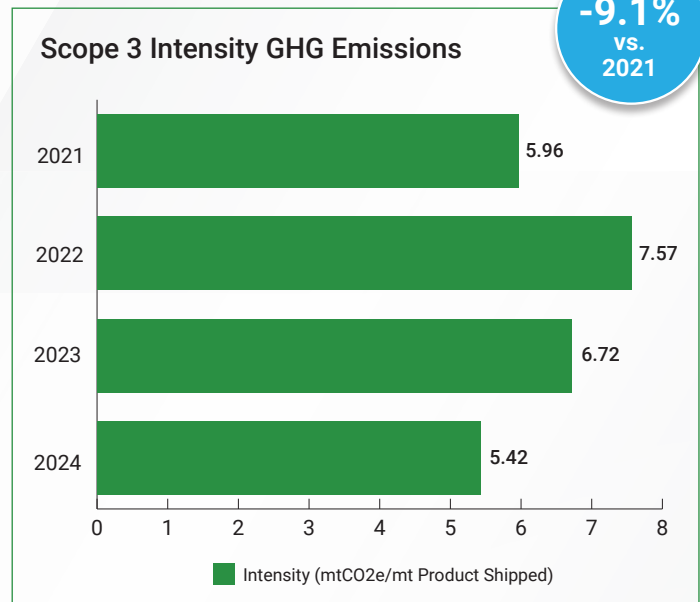
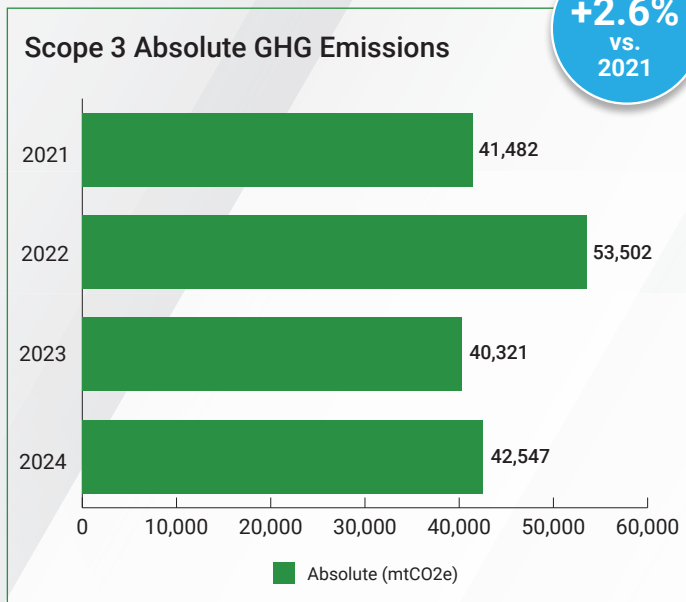
- Working with suppliers to promote sustainable practices and reduce their emissions.
- Collaborating with customers and channel partners to minimize the eco-impact of products and services.
- Prioritizing supply chain optimization through local sourcing, low-carbon transportation and logistics options.
- 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:** 2024 Scope 3 intensity-based GHG emissions are considerably behind goal with a 9% decrease compared to the 2021 baseline. The absolute Scope 3 emissions for 2024 increased 2.6% compared to the 2021 baseline.

We report both absolute and intensity-based measures to assess the impact of business activity on our goals. While we've made progress on our intensity GHG emissions, it lags behind our three-year goal of 25.5% reduction due to the significant increase in Scope 3 emissions in Year 1 (2022). We achieved the YOY reductions in 2024 through a combination of supply chain improvements aimed at increasing the efficiency of inbound and outbound deliveries through designated ship days, packaging improvements, and freight. In 2024, Siemon achieved a 7.1% reduction in air freight as a percentage of total transportation spend, decreasing from 14% in 2023 to 13% in 2024. This progress reflects continued efforts to optimize logistics and reduce reliance on air freight. However, preliminary 2025 data indicates an increase to 22%, driven by regional supply chain constraints, tariff mitigation, and customer requirements. In response, Siemon has launched a series of targeted initiatives to address these challenges and reinforce long-term reductions in freight-related carbon emissions.

## Next Steps:

We have developed a comprehensive plan to address Scope 3 GHG emissions to further our commitment to environmental sustainability. These emissions arise from activities outside our direct operations, such as the supply chain and product usage. They represent a significant portion of our overall carbon footprint.

Our approach focuses on three key areas: eco-design, sustainable procurement, and freight optimization:

### Product Design:

1. We apply eco-design principles, conduct Lifecycle Assessments (LCA), and publish HPDs to identify and mitigate environmental impacts across a product's life cycle, including eliminating hazardous materials.
2. We're increasing post-consumer recycled content in products and packaging, while reducing packaging weight, using sustainable materials, and streamlining designs.
3. New low-power cabling products help reduce customers' long-term energy usage.
4. Consolidating product lines and sharing components reduces shipments and improves efficiency.

**Sustainable Procurement:**

1. We support informed customer choices with carbon labeling and promotion of low-carbon products, while collaborating with suppliers to reduce emissions from sourcing through delivery.
2. Our focus on sustainable manufacturing includes adopting energy-efficient processes, minimizing waste, and incorporating renewable and recycled materials like plastics and metals.
3. We enforce sustainability-focused procurement policies, evaluate supplier environmental performance, and foster collaboration to advance supply chain sustainability.

**Freight:**

Siemon enhances logistics by using strategically located regional and local distribution centers aligned with installer and end-user locations. This supports efficient and timely deliveries, while reducing GHG emissions and fuel usage. Our global distributor network also plays a vital role by stocking and staging products, enabling shipment consolidation, and reducing transit distances. All Siemon-authorized distributor warehouses are served by regional hubs in Watertown (USA), Pudong (China), Tijuana (Mexico), Rotterdam (Netherlands), and Chennai (India). We also employ contract manufacturing facilities in the United States, Australia, Brazil, China, England, Germany, India, Slovakia, Thailand, and Vietnam.

**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 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 and reducing environmental impact.
3. **Order Optimization:** Increasing minimum order quantities for air shipments reduces shipment frequency, enhances container utilization, 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.
4. **Operational Moves:** The planned closure of Siemon's contract manufacturing site in England will eliminate freight movement to and from that location, simplifying logistics lanes and reducing emissions. A new Siemon production and logistics operation in India will reduce inbound deliveries of configurable products that will be made in-country.

Leveraging advanced technology is key to reducing freight-related environmental impacts. Our logistics partners use telematics systems to gather real-time data on vehicle location, fuel usage, and performance, enabling proactive route and load optimization. Route planning software further reduces fuel consumption and delivery times. By working with logistics providers who embrace these technologies, we significantly lower the carbon footprint of our global supply chain.

# Waste Produced (GRI 306-3-a)

## Policy:

Siemon considers material waste reduction and elimination of local pollution a critical element of our continual 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:

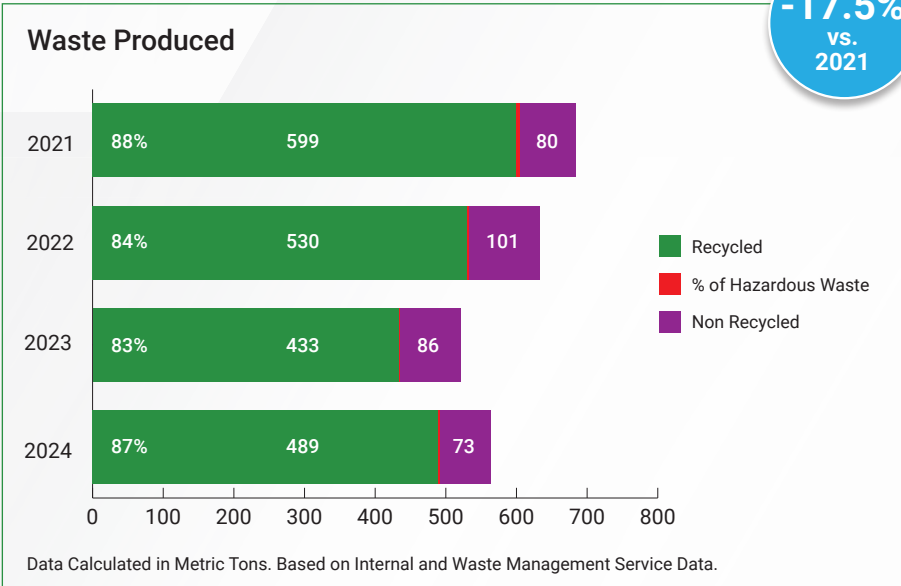
- Optimized product design and manufacturing process to reduce raw material usage and scrap.
- Manufacturing scrap reuse and recycling.
- Material-efficient, recyclable/reclaimable packaging.
- Scrap reduction associated with slow and excess inventory.
- Office waste reduction and recycling.

## 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 17.5% reduction in waste generated over the past four years.



**Goal 1:** Goal is on track, with a 17.5% reduction in total waste from 2021 to 2024, 10% below our year-three target putting us well ahead of the goal.



**Goal 2:** Total recycled waste increased to 87% of total waste in 2024 compared to 83% in 2023. Total non-recycled waste is down 12% vs. 2021 baseline. Significantly outpacing target reductions in total waste (Goal 1) has increased the challenge of meeting the 98% goal by 2031.



**Goal 3:** Total hazardous waste was 0.3% of total waste in 2024 – a 40% reduction YOY. Meeting this goal indicates we have sustained acceptably low hazardous waste levels since 2021. This waste is contaminated water from compressed air lines and fiber polishing that 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 in full compliance with applicable environmental regulations.

## Next Steps:

**Goal 1:** These reductions are primarily driven by increased use of hot runner systems, improved supplier quality, and process controls. 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.

**Goal 2:** Initiatives to reprocess and rework more internally generated scrap and to enable recycling through material segregation are in process. As part of this effort, we are developing processes to reprocess and rework more internally generated scrap. A key initiative includes enabling 100% re-use of resin for products that do not require UL certification, supporting both waste reduction and circular material use. These efforts are supported by improved material segregation practices to enhance recyclability. Siemon will review and revise measures and goals in 2025.

**Goal 3:** Sustain reduced water consumption and contamination in our fiber termination processes.



# Water Usage (GRI 303)

## Policy:

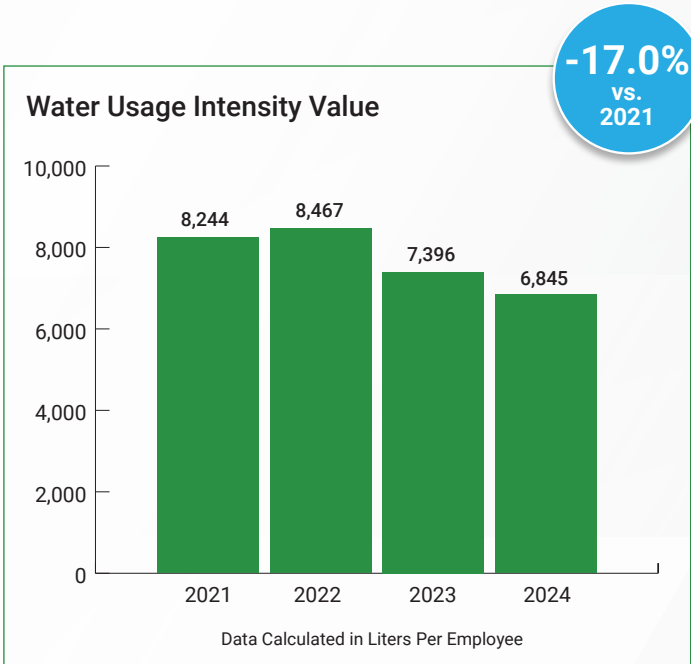
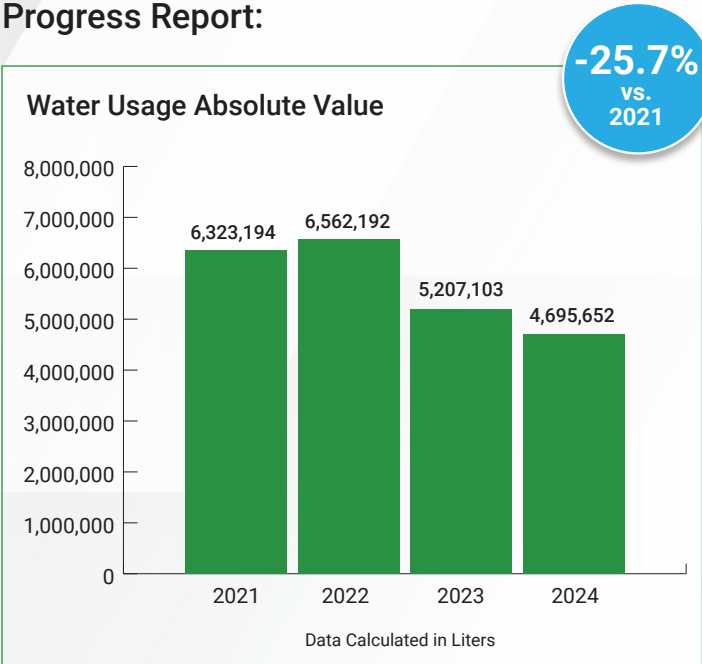
Siemon recognizes that clean water is essential to the health of our global community and our natural ecosystems, and we are committed to protecting this critical resource. Our water conservation policies, processes, and practices encompass all areas of Siemon’s global operations, driving continual reductions in water consumption and eliminating water pollution in our local communities.


## Measure: (from baseline 2021)

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

**Goal 1:** Reduce absolute water usage by 20% (2.5% YOY) by 2031(GRI 303-5-a-i).

## Progress Report:



 **Goal 1:** The goal to reduce absolute water usage was met six years ahead of schedule! We have completed initiatives that include reduced water consumption in our molding operations, optimization of water-intensive processes and cleaning operations, and installation of water-efficient faucets and bathroom fixtures.

## Next Steps:

Increase and sustain employee engagement across the organization to drive continued reductions in intensity-based water consumption in 2025.

## Energy Usage (GRI 302)

### Policy:

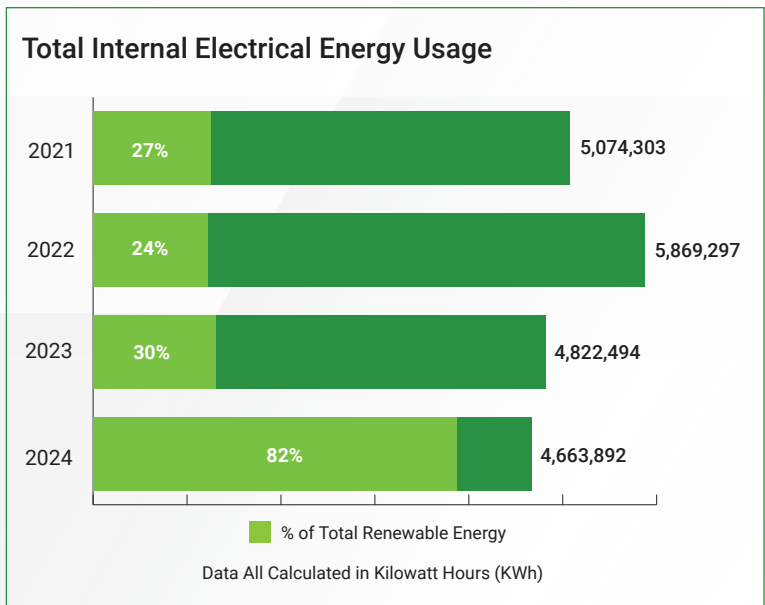
Through the dedicated efforts and ingenuity of our people, Siemon develops and refines innovative policies and practices to improve energy efficiency and reduce GHG emissions across all facets of our operations. This continual commitment and broad engagement to driving incremental progress is fueled 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 non-renewable 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 8.1% in 2024, 3.3% lower than 2023 and lagging behind our 3-year target of 11.2%. 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.

 **Goal 2:** 2024 renewable energy increased to 82%, surpassing our long-term goal of 50% by 2031. Underpinning our commitment to increasing renewable energy and reducing our environmental impact is the strategic purchase of RECs, supporting our SBTi Net-Zero Target. Siemon commits to reach net-zero GHG emissions across the value chain by 2050.

### Next Steps:

- Goal 1:** In Q4 2023, we installed new LED lighting throughout our US facilities. 2024 was its first full year in operation. We will also eliminate the use of wave solder for all “category” connectors in 2025.
- Goal 2:** Future reductions include expansion of on-site solar generation, continued adoption of renewable and nuclear generation by local utilities, and power contracts that require a higher percentage of renewable/carbon-free supply.

## Biodiversity (GRI 101)

### Policy: (GRI 101-1-a):

Siemon is committed to the preservation, protection, and restoration of natural ecosystems in our local communities and the planet as a whole. We strive to consider and minimize the potential impact of our global operations on native flora, fauna, and landscapes through our day-to-day actions and long-term processes while continually seeking means to protect and restore natural biodiversity – both within the scope of our operations and beyond in full alignment with the goals and targets in the Kunming-Montreal Global Biodiversity Framework.

### Measure: (from baseline 2023)

Identify any biodiversity impacts from Siemon operations and business and financial risks from biodiversity loss in key biodiversity-sensitive areas as identified using the online [Key Biodiversity Areas \(KBA\) Data](#) tool (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.

**Goal 3:** Support initiatives benefitting local biodiversity in Siemon's global regions.

### 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:** No business and financial risks from biodiversity loss were identified in the reporting year.



**Goal 3:** In 2024, Siemon supported the following biodiversity initiatives through our Charitable Giving Initiative and volunteer efforts:

- The Siemon Mexico team planted trees in the surrounding community as part of a reforestation campaign.
- 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 [Trout Unlimited](#), [Oxfam](#), [Moose Mountains Regional Greenways \(MMRG\)](#), and [Flanders Nature Center and Land Trust](#).

### 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 \(CSFCT\)](#), makes 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

## Product Compliance:

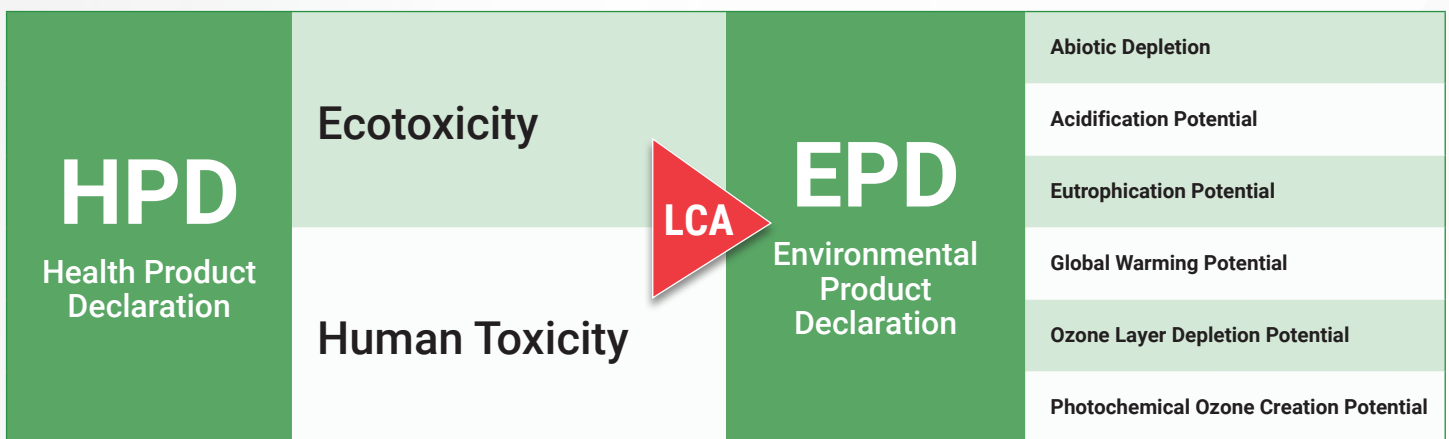
Siemon has invested in 3E Exchange, a market-leading platform that integrates material compliance data, enabling real-time visualization of material, component, and product compliance status in a rapidly evolving global regulatory environment. 3E Exchange allows Siemon to manage product compliance by 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:

The 3E Exchange compliance management system facilitates reporting through 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. Siemon has invested in One Click LCA, a user-friendly platform that simplifies the creation of 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 environmental impacts throughout the lifecycle of Siemon products per ISO 14044. This LCA system also supports reporting through EPDs for our products in line with ISO 14025.

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 LCAs provide actionable information to our engineers and supply chain professionals on opportunities to minimize the potential health and environmental impacts of our products and supply chain.

Additionally, 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 can 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 [Living Building Challenge](#) project certification.



## Customer Health and Safety (GRI 416)

### 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 life cycle. Under our ISO 9001, 14001, and 45001 Management Systems, Siemon undergoes regular quality assurance and safety audits and third-party testing and certification of products to ensure health and safety compliance before being released into the market.

All Siemon products meet applicable safety, environmental, and performance standards and regulations of the markets in which they are sold, such as UL/cUL, CE, and CPR, as well as adherence to REACH 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 auditing of products for compliance, including quarterly UL audits and surveillance audits for products rated to CPR classes B2ca and Cca. Siemon also continually addresses product safety via accurate, up-to-date product training, labeling and instructions for safe installation and use.

Our compliance team conducts rigorous due diligence to ensure that all sourced materials meet strict safety and environmental criteria. This includes evaluating supplier practices, verifying material certifications, and requiring full material disclosures to avoid hazardous substances. These efforts help ensure that Siemon products are responsibly sourced and safe for end users.



Siemon maintains an external customer feedback system whereby a customer feedback record and 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 with objective evidence are defined in a corrective action report, with confirmation that customer expectations have been addressed. When sufficient evidence exists that a defective product has been inadvertently shipped, associated production dates are determined, and Siemon Customer Service initiates the appropriate level of product containment. External notification and containment includes 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 finished goods with self-service access to compliance declarations for RoHS, REACH, and Conflict Minerals.

- Goal 1:** Report on all confirmed incidents of 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 on product compliance. (from baseline 2021)
- Goal 3:** Launch customer self-service access to environmental compliance declarations for RoHS, REACH, and Conflict Minerals for 80% of finished goods by 2026. (from 0% baseline 2024)

Progress Report:

		2021	2022	2023	2024
	<b>Goal 1:</b> Number of 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
	<b>Goal 2:</b> Percentage of successful quarterly UL audits on product compliance.	100%	100%	100%	100%

 **Goal 3:** Siemon achieved self-service access to environmental compliance declarations for RoHS, REACH, and Conflict Minerals for 25% of finished goods in 2024. The other 75% of product compliance declarations were provided on request. By Q2 2025, the number of self-service product coverage increased to 84%. We are on track to surpass the goal of 80% self-service coverage by 2026.

Next Steps:

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, third party testing and customer portals providing direct access to compliance declarations, specifications, instructions and live technical support that enable our customers to quickly access information on product conformance, as well as materials and resources that ensure the safe installation, use and disposal of our products and systems.

Product Life Cycle Impact (HPD and EPD Coverage)

Policy:

Siemon considers identifying and restricting substances used in its products and manufacturing processes that are considered potentially harmful to health or the environment a critical, company-wide initiative. We are committed to minimizing our products' health and environmental impact and promoting sustainable practices throughout all of our processes.


Measure: (from baseline 2024)


Increase HPDs, LCAs, and EPDs for our products to identify and eliminate the use of hazardous substances in materials and processes and to assess and disclose the major product life-cycle impact categories from cradle to grave, including extraction of raw materials, manufacturing, use, and end-of-life disposal. Siemon HPDs comply with the HPD Open Standard published by the HPD Collaborative to a screening threshold of 100ppm. Product LCAs comply with ISO 14044. EPDs are third-party verified and approved by [EPD Hub](#) for compliance with ISO 14025 and ISO 14040/14044. Measures and goals for HPDs and EPDs are verified through compliance with Siemon's Product/Material Compliance Procedure under the ISO 9001 and 14001 certified management systems.

**Goal 1:** HPD coverage for 80% (+20 percentage points YOY starting 2024) of product sales by 2028. (ISO 14001, HPD Open Standard)

**Goal 2:** 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:**

 **Goal 1:** HPD coverage achieved 5% of product sales in 2024.

 **Goal 2:** EPD coverage 0% of product sales in 2024.

In 2023 and 2024, we added resources to our compliance team responsible for managing our product compliance database and HPD, LCA, and EPD product roadmaps. In 2024, Siemon joined the HPD Collaborative, a database for global manufacturers to disclose information about the health and environmental impacts of their building products. We also partnered with [One Click LCA](#) on LCAs and EPDs. Through Q2 2025, Siemon has published sixteen HPDs, resulting in 32% of product sales. [Siemon has also published its first EPD for the Z-MAX Shielded Outlet. Siemon HPD and EPDs are publicly available on the Siemon website](#), as well as via the [HPD Collaborative Public Repository](#) and [EPD Hub](#).

EPD/LCA Analysis Example: **Z-MAX® Shielded Outlet**



Material	Mass %
Zinc alloy with nickel plating	67.5%
Thermoplastic Resin	27.0%
Printed Circuit Board	2.6%
Steel	2.0%
Copper alloy with nickel & tin plating	0.9%

**Next Steps:**

Siemon will continue to publish publicly accessible [HPDs and EPDs](#) and is on track to meet our goal of having 40% of product sales carry HPDs and 32% of product sales carry EPDs by the end of 2025. We will also continue to use 3E Exchange to maintain product compliance data for our customers and leverage HPDs and LCAs to continually reduce the health and environmental impacts of our products.

## Sustainable Design and Packaging (GRI 301-3)

### 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. All new Siemon products are designed based on strict "Design for the Environment" guidelines that ensure every product is developed to reduce raw material, energy, and consumables used 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, many of which are 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](#).

### 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.

**Goal 1:** Increase capture rate to greater than 90% of recycled content reporting for all global corrugated packaging materials.

**Goal 2:** Maintain at least 75% of post-consumer recycled material for shipping cartons used for Siemon product packaging (GRI 301-3).

### 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. With a baseline year of 2024, we reached our target just four months into 2025. This reflects our commitment to enhancing transparency and accountability in our sustainable packaging initiatives.



**Goal 2:** In 2024, Siemon successfully maintained its commitment to sustainable packaging by ensuring that 100% of shipping cartons used for product packaging contained at least 75% post-consumer recycled (PCR) material. This achievement reflects our ongoing dedication to reducing the environmental impact of our packaging materials and supporting circular economy principles.

Throughout the year, we worked closely with our packaging suppliers to verify material content and ensure compliance with our PCR standards. Regular audits and supplier certifications were conducted to validate the recycled content levels. Additionally, we continued to explore opportunities to increase the overall percentage of recycled content where feasible, without compromising the structural integrity or protective qualities of our packaging.

Examples of our sustainable design and packaging are visible in the packaging for our Z-MAX® and UltraMAX™ Outlet bulk packs, UltraMAX Patch Panels, LightVerse® Combo Patch Panels, and our In-Line Connector paired with Single-Ended RJ45 Patch Cords, which are 100% zero-plastic packaging. This approach will continue through all new releases, and a broader strategic review is underway for our approach to product packaging for existing solutions, ensuring we harness all available technologies and innovations with the intention of being best-in-class.



#### 2025 SEAL Business Sustainability Award Winner

Our commitment to excellence in sustainable design and packaging was recognized in 2025 with the prestigious [SEAL Business Sustainability Award](#). This is the second year in a row of receiving a SEAL Business Sustainability Award, reflecting the success of our comprehensive ESG strategy.

## Eco-Friendly Packaging Examples:

### Z-MAX® and UltraMAX™ Outlet Bulk Pack



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 and organization required for sensitive electronic components. Siemon's commitment to sustainable practices is clearly reflected in this efficient and environmentally responsible packaging design.

### UltraMAX™ Patch Panels



The UltraMAX™ Patch Panels are packaged using fully recyclable cardboard materials, eliminating plastic waste while ensuring secure transit and storage. The protective inserts are designed to minimize movement and damage during shipping, reflecting a thoughtful balance between environmental responsibility and product protection.

### Kitted In-Line Connectors & Single-Ended RJ45 Patch Cords



The Kitted In-Line Connectors and Single-Ended RJ45 Patch Cords are packaged using 100% zero-plastic materials. Each product is carefully packed using recyclable cardboard boxes and paper-based envelopes, eliminating all plastic components from the packaging process. This eco-friendly approach significantly reduces environmental impact while maintaining the durability and protection required for high-performance network components.

## Next Steps:

While we have met our initial goal, we are committed to continuous improvement and will focus on evaluation processes to ensure that we not only maintain but also strive to exceed the 90% capture rate. Siemon will continue to engage with our suppliers and other stakeholders to promote best practices in recycled content reporting and encourage greater transparency across the industry. In alignment with our ongoing sustainability efforts, we will develop a new goal in 2025 focused on increasing the number of Engineering projects released that incorporate eco-friendly packaging solutions.

## Our Enduring Commitment to ESG

Siemon has built a legacy of quality and excellence, guided by honesty, integrity, and diligence in everything we do. As a family business for over 120 years, we stand by our word, upholding a tradition of stability and credibility. As a truly global company, 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 communities where we operate and safeguarding vital natural ecosystems, we believe in building a better and more sustainable world for generations to come.

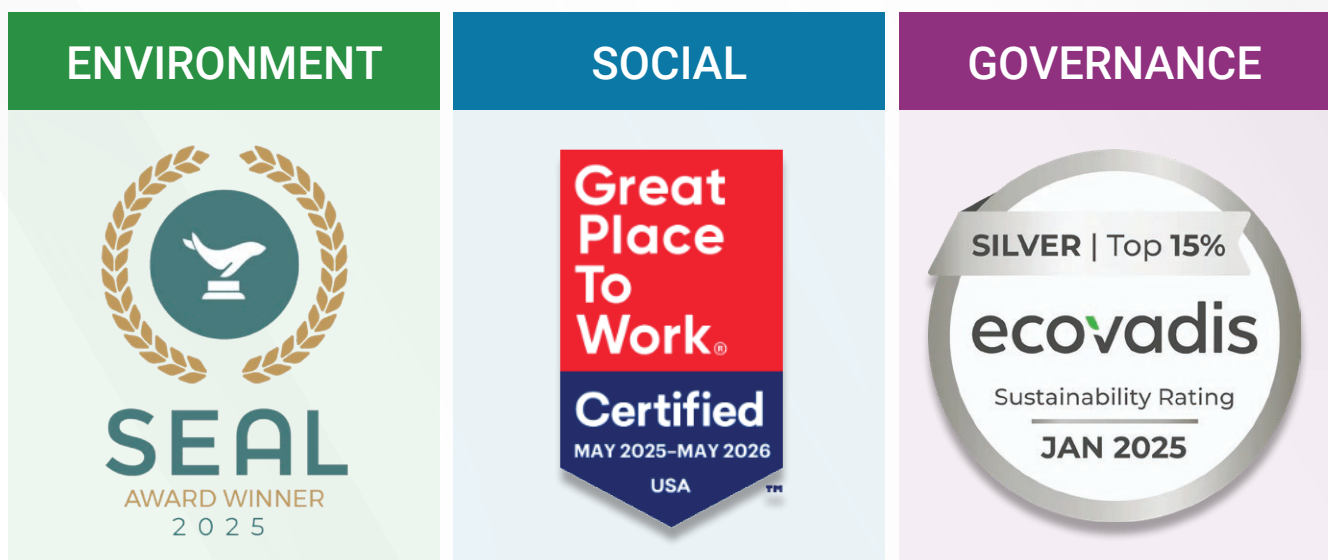
We invite you to learn more about our ESG journey by visiting our [website](#) to explore a variety of information and resources.

- [Siemon Product EPDs and HPDs](#)  
Easily access Environmental and Health Product Declarations (EPDs & HPDs) on our website for specific product families.
- [Latest Siemon ESG News](#)  
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